

APPROVED & RELEASED 4.21.15
EXECUTIVE SESSION (ES) CONFIDENTIAL

The ES was part of the Wenham Board of Selectmen (BOS) April 7, 2015 posted meeting. Pursuant to Open Meeting Law, M.G.L. c. 30A, §§ 22 (f) the minutes of any ES, the notes, recordings or other materials used in the preparation of such minutes and all documents and exhibits used at the session, may be withheld from disclosure to the public in their entirety under sub clause (a) of clause Twenty-sixth of Section 7 of Chapter 4, as long as publication may defeat the lawful purposes of the ES, but no longer; provided, however, that the ES was held in compliance with Section 21. These minutes will not be released until approved for release by the Selectmen and notice of such approval has been entered into the regular minutes.

The purpose of the ES was to discuss contract negotiations with Tom Perkins, Police Chief

Selectmen Present: Jack Wilhelm, Catherine Harrison
Also Present: Catherine Tinsley Minutes Secretary

The Selectmen referenced the previous 2013 contract between the Town and Police Chief Perkins and an updated Memorandum of Agreement with the Chief of Police dated March 31, 2015 used in the negotiations. The current contract expires June 30, 2015. Chief Perkins provided the Board with a list of his accomplishments over the past three years. The Selectmen noted in particular that no grievances were filed by the Police Union, and recognized the Chief for his proactive approach in leading the Department. Chief Perkins requested an additional week vacation and that his new contract includes 5 weeks vacation. This would mirror the Police Union contract for his experience of 29 years. He went on to talk about the average salaries of other local Police Chief and opined that he is paid less than the average salary of \$124,000. He provided the Selectmen with information supporting his calculations. He requested the Selectmen consider increasing his salary from the current FY15 salary of \$114,640 (not including his \$400 Longevity pay) to \$120,000. Chief Perkins had no issue with the added clause to his contracts that allows the Town to “dismiss (him) for a cause”. This is being added to all contracts. Chief Perkins left the meeting.

The Selectmen discussed the terms of the contract and concurred to increase his vacation time to five weeks to mirror the Police Union Contract. Regarding the pay increase, Ms. Harrison suggested the Board wait to use the Median Salary Survey the Selectmen commissioned which is in the process of being reviewed by the Board before making a determination of the salary increase and that the salary amount not be specified in the contract for years two and three. Mr. Wilhelm, however, recommended an increase to his base salary to \$118,525 in recognition of his good work and a 2% increase in FY 17 and FY 18:

- FY 16 - \$118,525
- FY 17 - \$120,896
- FY 18 - \$123,313

Ms. Harrison said she was persuaded enough with Mr. Wilhelm’s point of view to agree with the salary increases.

Ms. Harrison moved, and it was seconded, to offer a three year contract to the Police Chief, Tom Perkins, starting July 1, 2015 through June 30, 2018 as discussed with a base salary of \$118,525 (FY16) to commence as of July 1, 2015 with a 2 % increase for FY 17 and FY 18, and to increase the vacation time from four weeks to five weeks with the new contract as of July 1, 2015. The motion carried unanimously by roll call vote.

Ms. Harrison moved the BOS return to open session at 8:30 and it unanimous to do so by roll call vote.

Respectfully submitted by

Catherine Tinsley
4.10.15