

**TOWN OF WINCHENDON
BOARD OF SELECTMEN
EXECUTIVE SESSION MINUTES
MONDAY, NOVEMBER 23, 2020**
Town Hall, 109 Front St., 2nd Floor Auditorium, Winchendon, MA 01475

Present:

Michael Barbaro, Chairman
Rick Ward, Vice-Chairman
Barbara Anderson
Audrey LaBrie
Amy Salter

List of Documents Presented at Meeting:

- None

EXECUTIVE SESSION:

Exemption No. 2 to conduct strategy session in preparation for negotiations with non-union employees.

Chairman Barbaro called the meeting to order at 7:20 P.M. Barbaro stated he had spoken with Town Manager Keith Hickey regarding the possibility of Hickey leaving Winchendon. Barbaro said he had mentioned a salary raise; Hickey indicated it wasn't a money issue.

Barbaro suggested looking at perks/benefits as a possible enticement for Hickey to stay.

Salter recommended immediately extending Hickey's contract for another three years, maintaining the current salary for the first year. Barbaro suggest offering a three-year contract with an option to extend for an additional two years. Anderson stated she wasn't comfortable with offering contract extension options. She stated that the Board needs to be 100% crystal clear about what they offer. Barbaro suggest offering a five-year contract. Anderson stated that in general she doesn't like five-year contracts.

Discussion followed on the reasons for Hickey's exploring his options with other towns. Barbaro told the Board Hickey had indicated there were personal issues driving his decision. LaBrie raised Hickey's concern that the Board as a group hasn't been as cohesive and supportive of Board decisions as in the past. Anderson stated that it's to be expected that not every vote on every motion before the Board would be unanimous. Salter stated she felt that as a whole the Board has worked well together.

Vice-Chairman Ward motioned to authorized Barbaro to offer Hickey a five-year contract, and authorized Barbaro to negotiate on behalf of the Board and then come back to the Board for approval/disapproval. Salter seconded the motion. Barbaro called for a roll call vote: Barbaro – Aye, Ward – Aye, Anderson – No, LaBrie – Aye, Salter – Aye. By a vote of 4/1 the motion carried.

Barbaro stated the document for Hickey's evaluation would be sent out in the morning.

Ward made a motion to adjourn. Salter seconded the motion. By roll call vote of 5/0 the meeting was adjourned at 7:52 P.M.

Respectfully submitted,

Audrey LaBrie

Audrey LaBrie, Member
Winchendon Board of Selectmen