

**BOARD OF SELECTMEN
MINUTES**

OCTOBER 14, 2010

EXECUTIVE SESSION

At about 11:30 am, Mr. Heller called the Executive Session to order under Exemption Two of the Open Meeting Law:

Exception Two - "to discuss strategy with respect to litigation if an open meeting would have a detrimental effect on the government's litigating position"

Employment Contract for new Police Chief:

Mr. Heller reported having taken Mr. Blanchard around at the Apple Country Fair on Saturday to introduce him to the local people. They sat down on Sunday to review the proposed contract. The following points were brought up:

- Mr. Blanchard agreed to a salary of \$60,000 versus the advertised \$59,855. Ms. Neylon said that she didn't think that the Selectmen should offer a higher starting pay than advertised as this could open them up to liability. The Board agreed and instructed Mr. Heller to attempt to reach agreement with Mr. Blanchard.
- The prospective Police Chief sought the inclusion of a contract clause allowing the Board to award the Chief "merit pay." Although Town Counsel had advised Mr. Heller that merit pay is okay as long as it is written as "an option" the Board felt such a clause would cause problems with other staff.
- The probation period will be for 6 months rather than the 3 months proposed by the Board.
- If the Chief would not be reappointed within the first six month probationary period he would like a 180 day severance pay rather than the 90 days proposed by the Board. The Board will agree upon a 90 day severance pay. This is only if there is a termination within the first six months.
- Uniform Allowance: It was agreed to offer "up to \$1250 for the Chief's initial uniform and up to \$750 annually for his uniforms thereafter". Uniform purchase would be subject to the approval of the Board of Selectmen and would come from the Police Department Expense budget.
- Wording at the end of the contract: "This Agreement may not be changed except in writing, signed by the party against whom enforcement thereof is sought." was confusing to the Board and to Mr. Blanchard and it was agreed to delete it.
- Start date: Mr. Blanchard would give his two-week notice on 10/15 and his first day for the Town of Brookfield would be either November 1, 2010 or October 29, 2010 which is the first day of that particular work week. If it is possible to arrange, Mr. Blanchard will take his oath of office at the beginning of the Special Town Meeting on October 29th.

Mr. O'Connell moved to authorize Chairman Heller to sign the revised contract with Michael Blanchard for Chief of Police of Brookfield on behalf of the Town and the Board of Selectmen; Mr. Allen seconded; so voted with Mr. Allen voting aye; Mr. O'Connell voting aye; and Mr. Heller voting aye.

At approximately 10:13 Mr. Allen moved at adjourn the Executive Session and move to Open Session for the purpose of adjournment; Mr. O'Connell seconded; so voted with Mr. Allen voting Aye; Mr. Heller voting Aye; and Mr. O'Connell voting Aye.

Respectfully submitted,

Donna L. Neylon, Administrative Assistant

Date approved by Board: _____

Date Released: December 11, 2012