

IN BOARD OF SELECTMEN
MONDAY, JULY 12, 1993

Present: Chairman Judith A. Cope and Lawrence L. Blacker.

The statutory requirements as to notice having been met, the meeting was convened by Chairman Cope at 7:30 p.m. at the Fairbank Senior Center. John C. Drobinski was unable to attend the Board meeting because of a last minute commitment to his work.

Utility Petitions

Present: Denis J. Deagle, Boston Edison Company.

The Board convened a public hearing to consider the following Utility Petitions:

Utility Petition #93-11 - Haynes Road

Utility Petition #93-11 of Boston Edison Company for approximately 12 feet of conduit in Haynes Road to service relocated school flashing signal - previously granted emergency approval.

Executive Secretary Thompson informed that all abutters have been properly notified and a verbal approval has been received from Building Inspector John B. Hepting on July 9, 1993.

The Board acknowledged receipt of a communication dated June 14, 1993, from Denis J. Deagle, Supervisor, Rights Permits & Survey - Western District, Boston Edison Company, requesting permission for a Grant of Location to install approximately 12 feet of conduit at pole 30/40, Haynes Road.

On motion by Chairman Cope, it was unanimously

VOTED: To approve Utility Petition 93-11 of Boston Edison Company for permission to lay and maintain, and a location for, a line of conduits and manholes with the necessary wires and cables therein, indicated on Boston Edison Company Plan of Haynes Rd., Sudbury, dated June 10, 1993, under the following public way or ways of the Town:

Haynes Road - southerly approximately 80 feet north of Wadsworth Road
at Pole 30/40 to service relocated school flashing signal,
a distance of about 12 feet - conduit.

Utility Petition #93-13 - Boston Post Road

Utility Petition 93-13 of Boston Edison Company and New England Telephone and Telegraph Company for relocation of Pole 13/85 on Boston Post Road.

Executive Secretary Thompson informed that all abutters have been properly notified and a verbal approval has been received from Building Inspector John B. Hepting on July 9, 1993.

The Board acknowledged receipt of a communication dated June 15, 1993, from Denis J. Deagle, Supervisor, Rights Permits & Survey - Western District, Boston Edison Company, requesting a Grant of Location to relocate pole #18/85 Boston Post Road.

On motion by Chairman Cope, it was unanimously

VOTED: To approve Utility Petition 93-13 of Boston Edison Company and New England Telephone Company for joint or identical locations for the erection or construction of pole(s), to be owned and used in common by them, and for such other fixtures including anchors and guys as may be necessary to sustain or protect the wires of the line, indicated on Boston Edison Company Plan of Boston Post Road Sudbury, dated April 22, 1993, upon, along and under the following public way or ways of the Town:

Boston Post Road - northerly side approximately 240 feet west
(Pole 18/85 of Nobscot Road.
relocation) One (1) pole
One (1) existing pole to be removed

Utility Petition #93-14 - Stock Farm Road

Utility Petition 93-14 of Boston Edison Company for approximately 12 feet of conduit in Stock Farm Road.

Executive Secretary Thompson informed that all abutters have been properly notified and a verbal approval has been received from Building Inspector John B. Hepting on July 9, 1993.

The Board acknowledged receipt of a communication dated June 21, 1993, from Denis J. Deagle, Supervisor, Rights, Permits & Survey - Western District, Boston Edison Company for the purpose of obtaining a Grant of Location to install approximately 12 feet of conduit at pole 120/6 Stock Farm Road, Sudbury.

On motion by Chairman Cope, it was unanimously

VOTED: To approve Utility Petition 93-14 of Boston Edison Company for permission to lay and maintain, and a location for, a line of conduits and manholes with the necessary wires and cables therein, indicated on Boston Edison Company Plan of Stock Farm Rd. Sudbury, dated June 10, 1993, under the following public way of the Town:

Stock Farm Road - northwesterly approximately 595 feet east of
Landham Road at Pole 120/6.
A distance of about 12 feet - conduit
(Upgrade the electric service from 100 to
200 amp at 124 Stock Farm Road.)

Minutes

It was on motion unanimously

VOTED: to approve the regular session minutes of Monday June 28, 1993, as drafted.

Council on Aging - Donation

It was on motion unanimously

VOTED: To accept \$128.44 in miscellaneous donations for deposit into the Council on Aging Van Donation Account; and to authorize the Council on Aging to expend the same for purposes of operating and maintaining the Council on Aging vans.

Workers' Compensation Self-Insurance Program - Proposals

The Board acknowledged receipt of the following communications: (1) A communication dated June 30, 1993, from Budget & Personnel Officer Terri Ackerman to Finance Committee Chairman Mike Fitzgerald explaining the costs involved and trust fund amounts should the Town choose to become self-insured for Workers' Compensation; (2) Insurance bid comparisons and options available, and (3) Communication dated June 28, 1993, from Hall Insurance Agency regarding Law Enforcement and Public Officials Liability.

Selectman Blacker asked if the Town could arrange for stop loss insurance on a case by case basis in addition to the overall coverage, and whether it is possible to obtain an overall limit. Mr. Thompson noted that he would check into it and report back to the Board.

Upon further discussion, Selectman Blacker opined that he is not sure whether a no risk payment of \$90,000 is worth the risk for a savings of only \$40 - \$50,000. He added that it will still cost the Town to administer the self-insurance.

Mr. Thompson explained that the Town would be the 3rd party administrator--Town Counsel, Paul Kenny has had experience with this and his office can easily administer it. Mr. Thompson noted that the rates are good at this time and that because of the stop loss and the track record of the Town, it would be feasible for the Board to make some kind of judgment in this regard, and is asking that the Board agreed to proceed.

Mr. Blacker asked if the Finance Committee should be asked to review the proposals to determine how the Town might be impacted with regard to the possibility of having to pay out large claims. Secretary Thompson stated that such claims would be a judgment against the Town, rather than an ability to pay or not to pay them; but, yes, the Finance Committee has been consulted and we are seeking their endorsement.

Mr. Thompson noted that Ms. Ackerman has presented the material to the Finance Committee and they are in the process of reviewing it now, and appear to support it.

On the recommendation of the Executive Secretary, it was on motion unanimously

VOTED: To table further consideration of the proposals received for providing a Workers' Compensation Self-Insurance Program for the Town subject to Town Counsel being able to resolve

questions and concerns of the Finance Committee and obtaining feedback from the Long Range Planning Committee.

William Katz, Chairman of the Long Range Planning Committee, was provided information to review later in the evening.

With regard to the options presented for insurance bids, it was noted that the Town is staying with its current insurance carrier, and will be receiving an umbrella for the same cost.

Sudbury Limo Service - Application for License

Present: James E. Butler, applicant.

The Board acknowledged receipt of the following communications for approval of an application from James E. Butler, d/b/a Sudbury Limo Service, for a license to operate a limousine service at 9 Old County Road:

1. Communication dated May 19, 1993, from Attorney Harris T. Luscomb III representing Sudbury Limo Service and submitting pertinent documents for obtaining a license.
2. Taxi and Limousine Inspection report dated July 7, 1993, from the Sudbury Police Department.
3. Three applications from the proposed operators who will drive the vehicle, all dated March 9, 1993, as follows:

James E. Butler
Raymond E. Butler II
Raymond E. Butler III

Upon review of application and report from the Executive Secretary that the application is in order and references have been favorably checked and drivers licensed by the Police Chief, it was on motion unanimously

VOTED: To grant a license to James E. Butler of 39 Massasoit Avenue, d/b/a Sudbury Limo Service, to operate a limousine service at 9 Old County Road, in the Town of Sudbury, for a term to expire June 30, 1994, and to approve the proposed rate schedule; subject to receipt of tax attestation from the applicant.

Mr. James Butler, who was present and represented Sudbury Limo Service, clarified that the limousine service vehicle consists of a decorated van without any lettering on the outside, which will also be used as his private vehicle. With the grant of this license, Mr. Butler proposes to operate twenty-four (24) hours per day, seven (7) days per week on an appointment basis, serving the towns of Sudbury, Wayland and Weston, Waltham, Acton, Marlboro, Framingham and Natick.

Employee Assistance Program (EAP)

Upon review of a letter of agreement and information provided by the firm, Comprehensive Assessment & Consultation of Framingham, with regard to contracting with them to provide an Employee Assistance Program (EAP) for the Town of Sudbury, Executive Secretary Thompson voiced Selectman Drobinski's request that this information be referred to the Negotiating Advisory Committee for comment. The Board agreed.

Town Treasurer and Collector Report - FY93 Collection Rate

The Board reviewed and acknowledged receipt of a communication from Town Treasurer and Collector Mary Ellen Normen Dunn, dated July 6, 1993, regarding the FY93 Collection Rate.

Appointments - Dog Officer\Animal Control Officer

The Board acknowledged receipt of a communication dated July 1, 1993, from Paula Adelson to Secretary Thompson clarifying several issues involved in the changeover to a new person, and a communication dated July 9, 1993 from Executive Secretary Thompson updating the Board on the steps that have been taken, and confirming a response to Mrs. Adelson's communication of July 1, 1993.

On the recommendation of the Executive Secretary, it was on motion unanimously

VOTED: To implement the following and direct the Executive Secretary to review, evaluate and report back to the Board in six months:

1. Paula Adelson is to serve as Dog Officer/Animal Control Officer on a contracted basis at \$10/hour.
2. Betsy DeWallace will serve as Assistant Dog Officer at \$200/month.
3. Betsy DeWallace will continue the care and feeding of the dogs.

It was further on motion unanimously

VOTED: To appoint Paula E. Adelson Dog Officer/Animal Control Officer and Betsy M. DeWallace Assistant Dog Officer, both appointments effective and retroactive to July 1, 1993, subject to review after a period of six months.

Dog Officer Warrant

On motion by Chairman Cope, it was unanimously

VOTED: To issue a Warrant to the Dog Officer, in accordance with General Laws Chapter 140.

Site Plan 93-317 - Sudbury Crossing Associates Realty Trust

Present: Myron T. Fox, Attorney representing Sudbury Crossing Associates Realty Trust.

The public hearing scheduled for Monday, July 12, 1993 at 8:00 p.m., on the application of Sudbury Crossing Associates Realty Trust for a Site Plan Special Permit has been continued to July 26, 1993, at 8:00 p.m. due to the fact that Selectman Drobinski was unable to attend tonight's Board of Selectmen meeting.

For the record, Attorney Myron T. Fox representing Sudbury Crossing Associates Realty Trust, appeared before the Board to state that he had previously agreed to continue the hearing to July 26, 1993, at 8:00 p.m. due to the absence of Selectman Drobinski.

Fairbank Community Center Policy Advisory Committee- Appointments

Incorporating a request, dated July 8, 1993 from Council on Aging Chairman Anne W. Donald, and the Executive Secretary, dated July 9, 1993, it was on motion unanimously

VOTED: To appoint the following persons to the Fairbank Community Center Policy Advisory Committee:

1. Council on Aging member Edward P. Rawson as additional member.
2. Council on Aging Director Ruth Griesel to replace Marjorie Van Houten.
3. Recreation Director Patricia Savage to replace Thomas Haggerty.
4. John B. Hepting, Building Inspector, as additional member.

Deputy Building Inspector Pay Rate

In response to a communication received from Deputy Building Inspector Earl Midgley, requesting that his hourly pay rate be increased, Selectman Blacker asked why Mr. Midgley is not charging the Town for his mileage, rather than by the hour. The answer to Mr. Blacker's question was not known, but that he has been paid by the hour for several years. Secretary Thompson recommended that Mr. Midgley's hourly rate be increased to \$18/hour.

After some discussion with regard to what a fair increase might be, on motion by Selectman Blacker, it was unanimously

VOTED: To approve an increase in the hourly pay rate of the Deputy Building Inspector from \$15/hour to \$17/hour, subject to further checking of rates of surrounding towns by the Executive Secretary in order to determine if this is a fair rate, and if it is found not to be average or fair, Mr. Thompson will report back to the Board.

Traffic Issues - Dudley Road and Goodman's Hill Road

Dudley Road

The Board acknowledged receipt of a communication dated July 7, 1993 from Caryl and Dave

Portney, 32 Adams Road, expressing their concerns over the proposed "no left turn" sign at the intersection of Dudley Road and Rt. 20.

Since Chairman Cope was absent during the discussion with regard to traffic issues and concerns on Dudley Road and Goodman's Hill Road, she asked for further discussion to update herself on the events that have taken place.

Chairman Cope expressed that stepping up enforcement and ticketing on Dudley Road should help a great deal in slowing down the traffic in this area, and she would like to meet with Chief Lembo and Officer Conrado to discuss this further. Mrs. Cope would like to know how many warnings versus actual tickets are given out.

Selectman Blacker remarked that even though the Dudley Road residents' initial complaint was about the number of trucks traveling on their road, he still believes the "no left turn" sign is worth a try in alleviating some of their concerns. Mr. Blacker also mentioned that he talked with Mr. Portney relative to his above mentioned letter and asked him if he polled his neighbors to see if they felt as he does. Mr. Blacker commented that, in any case, not everyone is going to be happy with the decisions that are made.

Secretary Thompson stated that each situation has to be dealt with on its own merits and treated separately, but cautioned that the Board should step back and think about it before implementing it. The residents are the ones that will endure the biggest hardship, remarked Mr. Thompson.

After further discussion, Selectman Blacker suggested that the Portneys poll their neighbors; and if there is a change in attitude, let the Board know.

Goodman's Hill Road

The Board acknowledged receipt of a communication dated July 8, 1993, from Goodman's Hill Road resident Pamela Anderson, asking the Board to consider a stop sign at Goodman's Hill Road and Brewster Road.

Chairman Cope stated that she would like to see a stop sign on Goodman's Hill Road at Brewster Road. Secretary Thompson noted that he has asked Town Engineer I. William Place to re-study this situation, and has asked him for a report. Mr. Thompson also stated that Selectman Drobinski has reservations about placing any stop sign at this location, let alone a stop sign in one direction only on Goodman's Hill Road at Brewster Road.

It was decided that the Board would await a report and recommendation from the Town Engineer before proceeding.

Fire Department - Donation

In response to a communication dated July 12, 1993, from Fire Chief Michael C. Dunne, it was on motion unanimously

VOTED: To accept a donation of \$25.00 from Mr. & Mrs. George Kevorkian, to the ambulance gift account in appreciation of the Fire Department's emergency medical service to Barkev Shahlamian, mother of Mrs. Kevorkian.

Management Study Proposals

Present: L. William Katz, Chairman, Long Range Planning Committee (LRPC).

The Board acknowledged receipt of a communication dated July 2, 1993 from Executive Secretary Richard E. Thompson, evaluating the Management Study Non-price proposals received June 30, 1993, and communication dated July 12, 1993, from the Long Range Planning Committee evaluating the Management Study proposals.

Upon review of the proposals, Mr. Katz commented that the LRPC ranked them as follows: MMA, Talisman, and Washburn/Behn. One of the major problems with the written proposals, continued Mr. Katz, was that none of them seemed to focus on relationships between the different departments and committees, duplication of functions, and whether or not all of them are needed as a necessary and integral part of the function of the Town. This area of concern--whether the Town needs all of the units of government that exist at present and how they work or do not work together--Mr. Katz would like to see addressed. He noted that the written reports did not include much process study discussion, but that it may require paying more for an expanded study that includes this. The scope of service for the study is limited.

Secretary Thompson stated he has talked with The Sudbury Foundation with regard to the need for incorporating everyone's comments, including their own which are similar to those of the Long Range Planning Committee.

Mr. Katz stated that the LRPC feels the need for a Steering Committee to take ownership of this study--to talk with and choose the company to do it, guide the consultants during the study, and to insure that implementation occurs when the consultants are gone.

Chairman Cope added that she would like to keep the process simple and would like it to consist of volunteers. Mr. Katz suggested that the Selectmen and the Finance Committee be represented on the steering committee and that the LRPC has no problem with being on the committee, but should not necessarily run the committee.

Mr. Thompson recommended Steven Stolle from the Finance Committee, should he be willing to serve. Mr. Katz suggested that the consultant not be selected until the steering committee is formed and has had a chance to meet and discuss ideas of work functions to be included in the scope, which may require rescoping the study.

Chairman Cope remarked that she would like to set up the steering committee as soon as possible and invite the three consultants to come in and talk with the committee, in order that the committee can make a more informed decision on which company to hire to do the management study.

It was on motion unanimously

VOTED: To establish a Management Study Steering Committee made up of the following members:

Long Range Planning Committee	L. William Katz
	Richard S. Bryant
	Kathleen C. Precourt
Selectman	Chairman Judith Cope
Finance Committee	Steven Stolle

Mr. Thompson noted that Janet Silva, Administrative Assistant to the Board, would contact participants and coordinate the meetings.

Performance Reviews

Budget and Personnel Officer Terri Ackerman

Present: Budget and Personnel Officer Terri Ackerman.

The Board is in receipt of a performance report, dated June 11, 1993, from Ms. Ackerman concerning her Annual Performance Review.

Mrs. Ackerman stated that she would like to add to her performance report that she be involved in the implementation of the Management Study and the Town Space Study.

Chairman Cope expressed two areas of concern:

1. Up-to-date personnel evaluations. Mrs. Ackerman stated that in order for an employee to receive a step increase, the evaluations have to be up-to-date or they are not received. When an employee has reached the maximum, a supervisor cannot be forced to hand in a personnel evaluation, although it is encouraged. Mrs. Ackerman stated that it does help when the Board of Selectmen notifies the department heads to keep the evaluations up to date.

2. With regard to the financial section of the ATM Warrant and the new format used this year, Mrs. Cope asked if this would be an easier project this coming year to put together. Mrs. Ackerman responded that was so, and that her office will keep improving the format and making changes and can easily do that now because of all the information being on computer.

3. With regard to collective bargaining, Mrs. Ackerman stated she will continue to move forward, and that it is important that the health bargaining be completed before regular bargaining begins.

4. Chairman Cope added that in surveying salaries with other towns, they do not directly compare accurately, and cited the Quinn Bill as an example. Mrs. Ackerman stated that these are difficult issues. Another example, longevity, which is different for everyone, needs to be treated independent of one's position.

Chairman Cope asked if any comparisons exist with other Towns with regard to benefits. Mrs. Ackerman stated that she is providing a benefits breakdown to the Negotiating Advisory Committee, and

would be happy to poll surrounding Towns to determine what some of the differences may be. Mrs. Cope remarked that should only be prepared in anticipation of use with a "choice plan".

In conclusion, Chairman Cope added that she would like to see Mrs. Ackerman working more closely with Director of Finance/Town Accountant James Vanar. The separate housing limits this from happening, noted Mrs. Ackerman, but they do the best they can.

Mrs. Ackerman offered to draft some options for Mrs. Cope to review relative to salary comparisons, in order to determine what information is needed to complete a study.

The Board concurred that Mrs. Ackerman has done a fine job and has provided invaluable service to the Town.

On motion by Chairman Cope, it was on motion unanimously

VOTED: To accept Terri Ackerman's performance review report, dated June 11, 1993, as submitted.

Janet Silva, Administrative Assistant to the Board of Selectmen.

The Board is in receipt of a performance report, dated July 6, 1993, from Mrs. Silva concerning her Annual Performance Review.

Mrs. Silva remarked that it has been a busy year particularly with the installation of the new telephone system. This system has saved the Town money but has impacted the Selectmen's office with regard to additional time spent answering phones. It seems to have leveled off recently compared to the beginning, added Mrs. Silva.

Alyssa Bleck, the college student hired as a summer intern, has been very helpful in the completion of several projects, according to Mrs. Silva.

Chairman Cope commented on how organized the Legal Office appears to be. Mrs. Silva concurred with Mr. Thompson that Carol Duff has done a very good job at organizing the Legal Office, and that many of the big legal cases, i.e. Unisys, are in the Town's past.

The Board agreed that Mrs. Silva always works for the best interests of the Town and they appreciate all of her hard work and effort.

On motion by Chairman Cope, it was unanimously

VOTED: To accept Mrs. Silva's performance review report, dated July 6, 1993, as submitted.

Executive Secretary Richard E. Thompson

Present: Executive Secretary Richard E. Thompson.

A written report was received by the Board of Selectmen, dated June 21, 1993, from Executive Secretary Richard E. Thompson, concerning his Annual Performance Review as the Executive Secretary for the Town of Sudbury.

Selectman Blacker commented that this is Mr. Thompson's 20th anniversary as Executive Secretary for the Town of Sudbury, and complimented Mr. Thompson for the good works he has done for the Town.

Aside from Mr. Thompson personally and his position, and looking strictly at Mr. Thompson's salary and economics, Mr. Blacker asked at what point does the job pay the maximum--after a certain number of years there is a certain increase every year.

Mr. Thompson stated that it is unusual that someone would stay as long as he has in a community. He said that one has to ask what is comparable and competitive and that he is within one (1)% of what is average. Mr. Thompson explained that his salary increases have been below 3%, and the average increase of some of the employees has been around 8-9%. Mr. Blacker noted that he is looking at all the items together.

Mr. Thompson mentioned his Annuity, pointing out that it has not increased by 4%.

With regard to Mr. Thompson's objectives, Chairman Cope concurred that an agreement needs to be reached with Concord with regard to White Pond, and whether or not swimming is allowed and where.

In addition, Mrs. Cope expressed her desire to attain her goal of providing apartments and condominiums for independent seniors, with preference to residents of Sudbury, in the Town of Sudbury.

With regard to assisting Chairman Cope attain her goal of a Town Park on the proposed Dunkin Donut site, Mrs. Cope stated this could only be possible if everything works out in the court case. In conjunction with this because it involves the Hilco property, Mrs. Cope asked that information relative to zoning issues be given to Town Counsel's office, in order that articles be constructed to address these issues.

Mr. Thompson replied that he will do all he can to help Chairman Cope attain her goals.

On recommendation by Selectman Blacker to approve Executive Secretary Thompson's report of June 21, 1993 and attached "Employment Contract," it was on motion unanimously

VOTED: To accept the report dated June 21, 1993, and to authorize the Chairman to sign the contract for FY94 as drafted; said contract to be attached hereto and made a part of these minutes. (Chairman Cope, aye; Selectman Blacker, aye.)

Town Treasurer/Collector - Step Increase

The Board acknowledged receipt of a communication dated July 9, 1993 from Executive Secretary Richard E. Thompson relative to a step increase for Town Treasurer/Collector Mary Ellen Normen Dunn.

Selectman Blacker expressed that Ms. Dunn did not answer sufficiently his question of why Ms. Dunn does not accept checks from "Check Free". In addition, Mr. Blacker does not agree with Mrs. Dunn's opinion that it is necessary to follow a statute requirement to place current year tax delinquent bills in tax title. It is his opinion and preference to give residents of the Town one year before placing delinquent bills in tax title.

It was suggested that Mr. Blacker write out his questions to Mrs. Dunn and allow her to respond in writing, and perhaps meet to clarify these issues in order to move forward.

Semi-Monthly Pay Periods

Continuing the discussion relative to semi-monthly pay periods, it was on motion unanimously

VOTED: To adopt the recommendation of the Director of Finance/Town Accountant to implement Town-wide Semi-Monthly Pay Periods effective October 1993, and to approve distribution of a memorandum dated July 12, 1993, to all Town employees, unions and the school department informing them of same.

Kathleen Hall - Becoming a Citizen of the United States of America

It was on motion unanimously

VOTED: To acknowledge the recent honor bestowed upon Kathleen Hall, 188 Morse Road, of becoming a citizen of the United States of America by sending her a letter of congratulations.

Hosmer House - Telephone Bill

At the request of Lyn MacLean, Chairman of the Sudbury Historical Commission, and upon receipt of a voucher from the Hosmer Fund in the amount of \$39.73, dated July 12, 1993, it was on motion unanimously

VOTED: To approve payment of funds from the E. B. Hosmer Fund, in the amount of \$39.73 for payment of the telephone bill for the Hosmer House for the months of May and June.

Park and Recreation Department - Ad Hoc Committee for Field Maintenance

Executive Secretary Thompson reported that, as a result of a recent conversation between Selectman Drobinski and Robert Cusack, it is suggested that we set up an Ad Hoc Committee with the Park and Recreation Department to monitor and provide field maintenance as needed. It was noted that Haskell Field has been over-used and alternative fields should be considered.

Regional Transportation

Mr. Thompson reported that Selectman John Drobinski asked him to report that from his recent M.M.A. Public Works Policy Committee meeting, he has learned that it is important for the Town to participate in the Regional Transportation Plan so that we might be funded for Rt. 20 items in the future.

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Mr. Thompson reported that he agreed with Selectman Drobinski to attend the MetroWest public meeting concerning the same on August 10, 1993 at 7:30 p.m., at the Natick Town Hall.

There being no further business, the meeting was adjourned at 9:30 p.m.

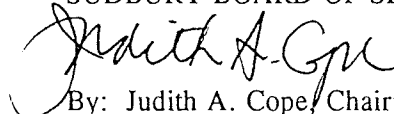
Attest: _____
Richard E. Thompson
Executive Secretary-Clerk

EMPLOYMENT CONTRACT - RICHARD E. THOMPSON, EXECUTIVE SECRETARY

VOTE: To approve an employment contract (agreement) with Richard E. Thompson, Executive Secretary, for Fiscal Year 1993-4, in accordance with G.L.c.41, S.108N, with the following provisions:

- 1) An annual salary rate of \$72,375, effective July 1, 1993.
- 2) In addition to the annual salary above, an additional 4% longevity (\$2,895), in accordance with Personnel Bylaw Article XI, Sec. 4, Salary Plan.
- 3) In addition to the above annual salary and longevity, an additional \$3,000 annuity (ICMA plan).
- 4) Shall be provided with a monthly vehicle allowance of \$200.
- 5) If death occurs while an employee of the Town, all monetary benefits due Richard E. Thompson will accrue to his wife, if living, and if not, to his estate.
- 6) Annual membership in the International City Management Association (ICMA) and the Massachusetts Municipal Management Association (MMMA) and attendance at the Annual ICMA Conference to be paid by the Town.
- 7) One (1) physical examination per year paid by the Town.
- 8) Twenty-five (25) vacation days per year (may carry forward one year).
- 9) The same sick leave and buy-back benefits as non-union Town employees.
- 10) The same medical insurance benefits as non-union Town employees.
- 11) The same holidays as non-union Town employees.
- 12) A six-month severability notice.

SUDBURY BOARD OF SELECTMEN


By: Judith A. Cope, Chairman

July 12, 1993