



**Board of Selectmen**  
**Executive Session**  
**December 13, 2016**

The meeting of the Board of Selectmen in Executive Session was called to order at approximately 5:37 p.m. by Chairman Jim Quirk. Selectmen Norm Holcomb, Michael Stone, and Erik Tolley were present. Also in attendance: Interim Town Administrator Robert C. Lawton Jr.

Chairman Quirk stated the purpose of moving into executive session is to discuss contract negotiations with Daniel Knapik.

**Discussion:**

Mr. Stone briefed the Board on discussions held by Mr. Stone and Mr. Tolley with Mr. Knapik on the contract offer. On salary, the discussion centered on education and experience related to the prior administrator. Mr. Knapik wished to keep his position as City Councilor as there was income of \$10,000 he would be losing or if the Town wished for him to resign the town could pay an additional \$10,000 in his salary bringing the total to \$165,000. Mr. Holcomb suggested a two-part payment which would not be part of the base pay, \$5,000 upon signing the contract and resigning from the Council and \$5,000 to be paid on or shortly after July 1, 2017. The Selectmen agreed to a three year contract, \$150,000 base and add \$5,000 to the base to recognize increased medical insurance costs. In addition, after an annual evaluation a merit payment would be paid that would either be added to the base pay or paid into deferred compensation (457 Plan) which would not be part of the base pay.

The Selectmen agreed that the agreements made during the December 6, 2016 executive session would remain as negotiated. The start date would be in January 2017 and Mr. Lawton would work with Mr. Knapik on a firm date.

As there was no other business to come before the executive session:

**It was moved by Mr. Tolley and seconded by Mr. Stone that the Board of Selectmen adjourn the Executive Session and return to Open Session.**

**Roll call: Mr. Holcomb, yes; Mr. Stone, yes; Mr. Tolley, yes; and Mr. Quirk, yes.**  
**Executive Session adjourned 6:15 pm.**

Respectfully submitted,

Robert C. Lawton Jr,  
Interim Town Administrator