

BOARD OF SELECTMEN  
TOWN OF CONWAY, MA  
EXECUTIVE SESSION MINUTES  
August 22, 2011

**Executive Session Open: 7:45PM**

**Selectmen Present:** Jim Moore, John O'Rourke

**Others Present:** Bob Baker, Chief, Fire Department and Supervisor, Highway Department

Chief Baker, was asked by the Board of Selectmen, based on information that he was considering retiring, to meet with the Board of Selectmen to discuss his plans for retirement and give the Town and the Board of Selectmen adequate time to find a replacement for these two important positions that he holds.

Chief Baker agreed to meet with the Board of Selectmen to discuss his plans for retirement. Based on the sensitive nature of the discussion and because he did not want details of his plans open to the public at this time, he requested an executive session.

Chief Baker was informed that an executive session can only be held for a limited number of specific purposes. The Board of Selectmen agreed to hold an executive session to determine if the content of the executive session met the criteria for holding such a session.

It was determined by the Board of Selectmen that the content of the executive session was consistent with the "contract negotiations with nonunion personnel" section of the #2 purpose for an executive session which reads as follows:

*2. To conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel;*

The discussion concerning the timing and plans of retirement for key personnel is consistent with "contract negotiations."

Chief Baker has finished discussing his retirement options and benefits with those in charge of the Franklin County Retirement System. The result was not as favorable as Chief Baker was expecting. Consequently, Chief Baker has withdrawn his request for retirement from the Fire Department and the Highway Department to start on November 24, 2011, his 63<sup>rd</sup> birthday. He requested to continue in these positions until his 65<sup>th</sup> birthday on November 24, 2013.

**Executive Session Adjourned: 8:05PM**