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Date: 04/04/2016 08:50 AM
Subject: for tonight

When I spoke to FinComm a few weeks ago, they suggested we insert a message like this in our report to Town Meeting.

Please forward in email, and print out. Thank you.

Dan

Article 35: APPROPRIATION/TOWN BUDGETS

COMMENT: The Board supports the budget as voted by the Finance Committee, specifically the Town Manager's budget. At the Finance Committee hearing on this article in March FinComm invited the Selectman to make a comment on the changes in the Town Manager's budget. There are two changes to the Town Manager's budget of note. The first is an increase in the Town Manager's compensation. The second is the restoration of the position of Assistant Town Manager.

Earlier this year, the Manager informed the Board that he was about to take a position with another town. The Board reacted quickly and met in an emergency session early the next day. We carefully considered several factors.

We assessed the Manager's performance, and confirmed our opinion that the Manager provides immense value to the town. We considered the field of alternative candidates available as replacement. We looked at the updated competitive market for Town Manager compensation. We considered the effect on other town employees and the competitive market if we were to increase the Manager's compensation. After considering all of these factors, we decided to make a competitive offer to try to retain the Manager. We are very pleased that we were able to do so.

We believe it is important to note that the compensation package is not "standard" and is not a package we would offer to any future candidate for Town Manager. There are very specific provisions in this package designed for the current holder of the position. We made this unusual offer because we know the current Manager very well, we want to retain him, and our experience with him gives us confidence that he will continue to perform with a high level of excellence.

The restoration of the Assistant Town Manager was discussed alongside the compensation, but was not a part of the negotiated package. The Selectmen

endorse the restoration of this position because we see the demands on the Town Manager's office, and we know that the expectation of our town's residents can be better met with this resource. This position will have a number of responsibilities. Some examples are:

- * Serve as main liaison between residents and departments ensuring satisfactory and timely customer service
- * Serve as Public Records Officer for the Town
- * Manage various capital projects, including, but not limited to projects funded by the Community Preservation Act
- * Serve as liaison to the various community groups, working to support the organization of community events