

COUNTY COMMISSIONERS  
Executive Session Minutes  
Wednesday, September 16, 2015

At the September 16, 2015 regular meeting of the County Commissioners, Commissioner Cakounes made a motion to enter into Executive Session at 10:45 a.m. under M.G.L., Chapter 30A, Section 21 (a)(2) to Conduct Strategy Sessions in Preparation for Contract Negotiations with the Executive Director of the Cape Cod Commission, and to reconvene in Open Session, 2<sup>nd</sup> by Commissioner Flynn, approved vote 3-0-0.

Roll Call Vote:

Sheila R. Lyons:     Aye  
Mary Pat Flynn:     Aye  
Leo Cakounes:       Aye

Staff Present:

Commissioner Sheila Lyons	Chair
Commissioner Mary Pat Flynn	Vice-Chair
Commissioner Leo Cakounes	Commissioner
Alisa Lucas-McLaughlin	Administrative Assistant, County Commissioners
Paul Niedzwiecki	Executive Director of the Cape Cod Commission

No counsel was in attendance.

The contract was agreed upon to be updated with the following:

- Contract term: goes from 3 year contract to 5 year contract.
- Contract dates: July 1, 2015 – July 1, 2020 – to reflect 5 year contract.
- Renewal notice: goes from 120 day notice to 180 day notice with the renewal wording added to read: This agreement shall result in a one year extension of agreement expiring on June 30, 2021.
- Merit increase/pay: removed from contract per Mr. Niedzwiecki's request and the Commissioners' agreement to this request.
  - Mr. Niedzwiecki stated he would rather go through a performance evaluation that has set, mutual expectations and reflects if he has exceeded, met or needs to improve expectations. This would allow Mr. Niedzwiecki to know if he is running the Commission and aligning with the goals of the County.
- COLA: **decreased** from 3% to 2%.
- Performance evaluation: moved to June 1 of the current Fiscal Year.
- Base salary: shall be \$172,000.00/year and may be adjusted on July 1, 2015 and July 1 of each subsequent year (dependent on budget).

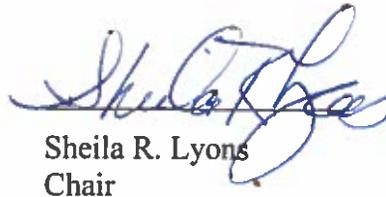
- Item added: Pursuant to Mass General Law 268A, this contract shall not prohibit this employee to seek employment while under its terms.

Mr. Niedzwiecki requested to have the opportunity to teach added to the contract and does not want to run into an issue with 268A's preclusion prohibiting outside employment. The request was agreed upon by the Commissioners and has been added to the contract pending the language from County Counsel.

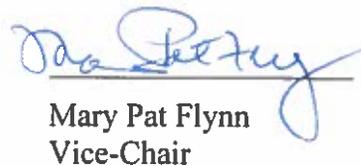
*Motion by Commissioner Flynn to adjourn Executive Session and return to Open Session, 2<sup>nd</sup> by Commissioner Cakounes, approved vote 3-0-0.*

Sheila R. Lyons: Aye  
Mary Pat Flynn: Aye  
Leo Cakounes: Aye

Executive Session Meeting adjourned at 11:24 a.m. and returned to Open Session.



Sheila R. Lyons  
Chair



Mary Pat Flynn  
Vice-Chair



Leo Cakounes  
Commissioner