

**MINUTES OF THE CHESHIRE TOWN COUNCIL PERSONNEL COMMITTEE  
MEETING HELD ON TUESDAY, SEPTEMBER 10, 2013, AT 6:30 P.M. IN ROOM 210,  
TOWN HALL, 84 SOUTH MAIN STREET, CHESHIRE CT 06410**

Present

Thomas Ruocco, Personnel Committee Chairman, Sylvia Nichols and Peter Talbot  
Staff: Michael A. Milone, Town Manager

**1. ROLL CALL**

The clerk called the roll and a quorum was determined to be present.

**2. PLEDGE OF ALLEGIANCE**

The group Pledged Allegiance to the Flag.

**3. TOWN MANAGER'S CONTRACT, (POSSIBLE EXECUTIVE SESSION)**

Chairman Ruocco reviewed the proposal for the Town Manager's contract.

- 1) 2.8 % salary increase; base annual salary \$142,425.28.
- 2) Increase Town's share of the deferred compensation plan to 14% of base salary.
- 3) Extend contract to June 30, 2016.

Mr. Talbot asked about the agreement between the Council and Town Manager on the deferred compensation plan to a certain percentage over a period of time.

The committee was told by Mr. Milone that in 2007 the deferred compensation plan percentage was 9.75%. In July 2010 the Council agreed to work towards getting the percentage to 15% at some point, and there was support to increase the percentage gradually. The Superintendent of Schools percentage is 15%. Over the years the Council has increased the Town's share, and in July 2012 increased it from 12.5% to 13.5 %. The IRS maximum is 22% (town and personal) Mr. Milone. Additional dollars that accrue to him can go into a separate private plan. Three years before retirement there is a catch up plan, and Mr. Milone can max everything he and the Town can contribute. The ICMA plan max is 22.5%.

Auto Allowance – the committee discussed this issue with Mr. Milone, who advised he receives a flat fee of \$5,500 annually for auto allowance. This is standard in his contract and is the amount the former town manager received. This is taxable income.

Stating he is satisfied with the proposal for the Town Manager's contract, Mr. Talbot said his recommendation is to increase the auto allowance to \$6,000 annually. It has not been increased in 12 years. This could be item "2A" in the resolution for Council vote.

Department heads and deputies receive auto allowances which are much smaller than that of the Town Manager. Since the Town does not have to purchase a vehicle and

maintain it for the Town Manager, Mr. Talbot said there is a cost savings to the Town with the auto allowance of \$6,000. When you have an exceptional employee, without ability to increase compensation more than proposed, Mr. Talbot recommends the Council increase the allowance by \$500 or \$1000.

Mr. Nichols has heard everything stated, and knows the Town Manager does a great job. Without getting additional dollars in salary, she would support an increase of \$500 in the auto allowance. She commented on the best employees responding with rewards.

MOTION by Mr. Talbot; seconded by Ms. Nichols.

MOVED to amend Resolution #091013-8.

- 1) Base annual salary to be increased to \$142,425.28 annually.
- 2) Increase the Town's share of the Town Manager's deferred compensation plan to 14% of base salary.
- 3) Increase the annual automobile allowance to \$6,000.
- 4) Extend the contract to June 30, 2016.

VOTE The motion passed unanimously by those present.

#### **4. ADJOURNMENT**

MOTION by Ms. Nichols; Seconded by Mr. Talbot

MOVED to adjourn the meeting at 6:58 p.m.

VOTE The motion passed unanimously by those present.

Attest:

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Marilyn W. Milton, Clerk