



BUDGET & AUDIT COMMITTEE

February 5, 2024

Executive Session Meeting Minutes

Present: Colette Aufranc (Chair), Lia Fabian (Vice Chair), Frank Tramontozzi, Erin Chute, Hon. Breanna Lungo-Koehn

Also present: Bernard Lynch and Ray Santilli of Community Paradigm Associates.

Executive Session under M.G.L c. 30A §21A, exemption #2 to conduct strategy sessions in preparation for negotiations with non-union personnel (Executive Director, Brian Kane)

Meeting Documents:

- Report from Community Paradigms titles “Employment Assessment/Evaluation of MBTA Advisory Board Executive Director” dated February 2024

Vote to enter into Executive Session: Ms. Aufranc requested a motion that the Committee vote to convene in Executive Session for the purposes of discussing negotiations with non-union personnel (Executive Director Brian Kane) as she declared having such discussions in open session would have a detrimental effect on the MBTA Advisory Board’s position.

Upon a motion by Frank Tramontozzi and seconded by Erin Chute the Committee was polled and voted (5-0) to enter Executive Session under M.G.L c. 30A §21A, exemption #2 to conduct strategy sessions in preparation for negotiations with non-union personnel (Executive Director Brian Kane) and to invite Bernard Lynch and Ray Santilli of Community Paradigm Associated to join the meeting. Following the adjournment of the executive session, the Committee will return to open session for the sole purpose of adjourning.

Aufranc – Aye

Fabian –Aye

Tramontozzi – Aye

Chute – Aye
Lungo-Koehn - Aye

Ms. Aufranc called the Executive Session meeting to order at 10.33am

Discussion and possible action with respect to negotiations with non-union personnel:Ms. Aufranc outlined the purpose of the meeting was to provide guidance to the Executive Committee of the Advisory Board on what operating budget capacity the Advisory Board has in order to make a salary offer to Executive Director Brian Kane. Ms. Aufranc noted the salary requested by Mr. Kane as included in the draft budget. Ms. Aufranc invited Mr. Lynch of Community Paradigms to summarize the results of their performance review and comparative salary analysis as set out in their report.

Mr. Lynch gave an overview of the comparative salaries per his report. Mr. Lynch discussed the unique nature of the position and the challenge with finding comparable given different numbers of staff versus consultants reporting under each organization. Mr. Lynch noted the sense that Mr. Kane would like to achieve a salary in the range of \$160,000 similar to that of the MWRA ED. Discussion ensued various paths to get there.

Members of the committee as a whole recognized Mr. Kane's high level of performance and there was appreciation for his unique skill set in service to the Advisory Board and how important it is to the organization to retain Mr. Kane. Members discussed their recent experience in union and department head salary negotiations. Members noted that Mr. Kane's position was somewhat unique and comparable positions challenging to find. Members noted that Mr. Kane does not take certain benefits offered to him through the contracts for example Health Insurance, and asked if there should there be some incentive award if that continues to be the case.



Mr. Lynch noted the recent upward pressure on municipal salaries and that particularly for executive and leadership positions recent raises have been above historic awards.

The committee deliberated what award level would be appropriate. Overall consensus was between 3% and 4% so was comfortable that 3.5% was sustainable and that there was capacity for 4% should the Executive Committee need that flexibility in negotiations.

Ms. Aufranc agreed to report out to the Executive committee on this discussion.

Adjourn: The Executive Session was adjourned at 11.05am

Note, these minutes were approved by vote of the Budget & Audit Committee at its 5/13/24 meeting.