

The municipal manager's updated compensation package reflects our satisfaction and confidence in his performance, as well as our desire to retain him. After two consecutive positive annual reviews, we are adjusting his salary to be more in line with regional benchmarks. It also acknowledges the circumstances around this particular role that make it more challenging than standard municipal manager roles, such as supporting two boards and being subject to legal and physical hazards.

Since assuming his role as Municipal Manager in February 2023, Mr. Duffy has overseen the acquisition of the Woodstock Aqueduct Company and the Vondell Cobb Reserve, protecting critical infrastructure and resources for the Woodstock community and doubling the town's land holdings. He collaborated with the joint boards to successfully advocate for a local options tax, which has generated over \$450k since its adoption. In addition, he secured full FEMA reimbursement for flooding damages suffered in 2023. He led a comprehensive update of Woodstock's personnel policies in 2024, strengthening internal operations, ensuring compliance with best practices, and supporting the recruitment and retention of highly skilled municipal staff.

The updated contract includes stronger protections for the Town, including limiting annual cost-of-living adjustments (COLA) and establishing a defined timeline for setting and evaluating goals for the municipal manager. Importantly, the contract remains at-will, which means it has no fixed term. This iteration allows us to limit the town's liabilities while making the contract more professional.

We are excited to continue building on the progress Mr. Duffy and the joint boards have already achieved together.

*Ray Bourgeois, Chair
Town of Woodstock Selectboard*

*Seton McIlroy, Chair
Woodstock Village Board of Trustees*