

**BOARD OF SELECTMEN
MINUTES SEPTEMBER 26, 2013
APPROVED**

Present: Peter S. Cunningham, Chairman; Joshua A. Degen, Vice Chairman; Anna Eliot, Clerk; John G. Petropoulos

Absent: Stuart M. Schulman

Also Present: Mark W. Haddad, Town Manager; Michael Bouchard, Town Clerk; Patrice Garvin, Executive Assistant

Mr. Cunningham called the meeting to order at 11:35a.m.

Mr. Cunningham explained that the meeting was called to address Article 2 in the Warrant and the extra hour for the Town Clerks office. Mr. Degen stated that his opposition was based in timing. Mr. Degen wanted the issue put off and brought back during the normal budget cycle in the spring. Mr. Degen stated that his opposition had nothing to do with the individual in the position. Mr. Degen gave a brief history of the hours that were cut in the Clerk's office and wanted the extra hour quantified because to him it was not a fairness issue. Ms. Eliot stated that Mr. Degen says it's not the individual but then states that Mr. Degen noted in his remarks that the individual chose the job at 19 hours and added that the library extra hour did not seem to be an issue. Mr. Degen stated that he was against the library extra hour as well and the Clerks extra hour. Mr. Haddad addressed the point that was made about bringing this up during the regular budget cycle. Mr. Haddad stated that in four months he would here the same arguments that he is hearing now and put the employee through another round of issues.

Mr. Petropoulos stated that nobody wins but he pointed out that there needed to be an additional benefit to the tax payer. Mr. Petropoulos stated that when the Library Director presented the increase it was about growth in service. Mr. Petropoulos stated that he can't support that increase and that the issue requires more time. Mr. Cunningham stated that there is a need for part time positions and that it depends on the office. Mr. Bouchard discussed that the office has changed since 2007 and provided the Board with analysis of those changes. Mr. Bouchard stated that its two different people that are cross trained and can cover during elections, town meetings, sick time and vacations. Mr. Haddad reminded the Board that the budget was a fluid thing and things happen between January and November. Mr. Degen, after looking at the information provided by Mr. Bouchard, stated that it was what he had been requesting and would take the issue under consideration. Ms. Collette noted that there has been a ripple effect through the Town Hall regarding this issue.

Mr. Robertson stated that there were a lot of factors to this issue and the Personnel Board planned on discussing this issue at its next meeting. Mr. Petropoulos was concerned with some previous inflammatory comments and wanted to keep things on a rationale level. Ms. Collette noted that she was relating how people felt. Lisa Field of SEIU Union commented on the posts regarding employees on local blogs and requested moving forward that things such as this stay out of the press. Ms. Birmingham addressed to listing on the blog. Ms. Birmingham was disappointed with the response on the blog made by Mr. Degen and requested an apology.

Mr. Degen stated that it was his responsibility as selectmen to be fiscally responsible and with the absence of data it is hard to formulate a position. Mr. Degen stated that as an elected official he posts on the clog and he offered his opinion. Mr. Degen stated that it was never about the individual but amount the finances of the Town. Mr. Degen stated he would not apologize to Ms. Birmingham. Mr. Cunningham stated that selectmen should be careful about what they post on blogs. Ms. Birmingham stated it was equal work for equal pay. Mr. Haddad stated that he managed people and that it is more than dollars and cents.

Mr. Cunningham stated that this issue would be taken up at the 9/30 meeting. Mr. Haddad stated that the library would be asked if they would like to present. Mr. Haddad added that he needs to look into the legal responsibility of the town as well.

ADJOURNMENT

Mr. Schulman moved to adjourn at 12:27pm. Meeting adjourned.

Approved: _____
Anna Eliot, Clerk

_____ respectfully submitted,
Patrice Garvin, Executive Assistant

Date Approved: 10/7/13