

**BOARD OF SELECTMEN MEETING  
MINUTES SEPTEMBER 29, 2015  
APPROVED**

**Present:** John G. Petropoulos, Chair; Anna Eliot, Vice Chair; Stuart M. Schulman, Clerk; Joshua A. Degen, Member; Peter S. Cunningham, Member

**Also Present:** Mark W. Haddad, Town Manager; Dawn Dunbar, Executive Assistant to the Town Manager

Mr. Petropoulos called the meeting to order at 6:00pm, explained that they had just concluded an Executive Session pertaining to litigation and reviewed the agenda.

**ANNOUNCEMENTS**

Mr. Haddad said that the Board of Selectmen and the Sargisson Beach Committee would like to invite interested parties to Sargisson Beach on Monday October 5th at 5pm for a rededication. He said that cable would be recording and rebroadcasting the event. He said that it was a shine only event and the Board would return to Town Hall for their regular meeting at 6pm.

Mr. Haddad said that the Board of Selectmen and the Finance Committee would be holding a tentative joint meeting on Tuesday, October 13<sup>th</sup> at 6pm to discuss the FY17 budget process and would provide at that time guidance to the Town Manager on their goals for the budget. Mr. Degen asked about the next Tri-Board meeting adding he would like to have some ideas from the School Department prior to having this meeting. Mr. Haddad said he would reach out to the Superintendent.

Ms. Eliot said that GELD was holding their open house Sat October 3<sup>rd</sup> from 1-5pm. They would be providing tours of their new facility and bucket truck rides.

**TOWN MANAGER'S REPORT**

1. Mr. Haddad said that at the last meeting of the Tennessee Gas Pipeline Working Group, they voted to suspend all activity until such time as FERC notifies Groton that Groton is being considered for the path of the pipeline. He said that the Board would need to determine if this was acceptable.

Mr. Kelly, Chair of the Pipeline Working Group said that as far as FERC was concerned, Groton was not considered an option but as an alternate route at this point. He said that if the alternate route was going to be considered again, it was his understanding that the FERC process would start all over again. He said that the Pipeline Working Group voted unanimously at our last meeting to stop all activity until such time Groton is once again the preferred route. Mr. Petropoulos said that the request was for the Board to support that vote. Ms. Eliot asked how long it would take to get to intervener status. Mr. Kelly said that there was a schedule for the process. He said that they were nine months into the process adding that the deadline for intervener status was right around the one year point. He said that if they became the primary route again they would have a full year's notice to file intervener status notice. Ms. Eliot asked if they were trusting of that process. Mr. Kelly said that FERC sets that regulation.

Mr. Degen said that he would recommend that the Committee not be disbanded just because they suspend activity. Mr. Haddad said that they Committee would not be disbanded. Mr. Cunningham said that they would continue to gather information but work of the committee had died down. He added that Mr. Schulman was still active with the coalition. Mr. Petropoulos said that they were just talking about not meeting. Mr. Schulman said that he no objection to stathes. He said that Pepperell has already taken out intervener status and Townsend was still involved. We have coalition and I

recommend remaining a part of. Mr. Cunningham said that the coalition had been a great source of information to them. Mr. Haddad asked the Board to vote to accept the recommendation.

*Mr. Cunningham moved that they accept the Tennessee Gas Pipeline Working Group's recommendation to go into stasis. Mr. Degen seconded the motion. The Motion carried unanimously.*

Mr. Petropoulos said that they had asked for information on intervener status which they had been provided and asked if anyone had any thoughts on the information received. Mr. Cunningham said that he didn't think they needed to make a decision on this at that time. He said that there would be a timeline later on if Groton was chosen as the desired route again. He said that feedback from other communities on doing this together was not positive. Mr. Schulman said that the Coalition felt as though it could be too complicated. He said that he didn't see a cost associated with this right now and didn't think it would hurt to file for intervener status. Mr. Petropoulos said that it was his understanding that when filing a motion to intervene you had to state your interest in the project which may be a problem for them. Mr. Schulman and Mr. Degen both thought they could draft something up. Mr. Haddad said that Town Counsel could probably help adding he thought this service would fall under their retainer with the current Town Counsel. Mr. Schulman suggested they get in touch with Pepperell to find out what they did adding that maybe they could look into piggy backing on theirs.

Mr. Degen said that pipeline advocates were saying that they needed more gas energy to meet the needs of the New England Region but others were saying the energy would be exported. Mr. Petropoulos asked what is it was they wanted to intervene about. Mr. Cunningham said that he thought they should reach out to Pepperell and obtain information on what they did. Mr. Schulman said that he was more concerned about aquifers and possible pollution. He said that these can and should be considered. Mr. Degen suggested that they also find out who is in intervener status.

2. Mr. Haddad said that one of their highway mechanics had recently resigned. He said that in order to fulfill the Union Contract, they advertised the position internally and received one candidate. He said that Mr. Delaney was recommending that Warren Shattuck, a three year member of the department, be appointed to the position. Mr. Haddad said that he would like to make that appointment and asked the Board to ratify the appointment. Mr. Delaney said that Mr. Shattuck was the number two choice during the last round adding he was planning on sending him to some classes to help train him.

*Mr. Cunningham moved to ratify the Town Manager's appointment of Warren Shattuck as a Highway Mechanic. Ms. Eliot seconded the motion. The motion carried unanimously.*

3. Mr. Haddad said that Mr. Dave Elliot, owner of the property at 36 Court Street had applied for a Certificate of Exemption to remove 3,000 cubic yards of petroleum impacted soils from this location. He said that the Earth Removal Stormwater Advisory Committee (ERSAC) has determined that this qualifies for an exemption because the excess materials resulted from a Chapter 21E site clean-up. He said that they were recommending the approval with conditions. He asked the Board to consider approving the exemption.

Ms. Collette said that this was a very straight forward application. She said that the removal of the soils would be monitored by a licensed site professional that had very high standards for the handling of material and its disposal. She said that the ERSAC concerns had more to do with trucking operations. She suggested that they ask the Police Chief for his hours of operation preference. She said that dust control would also be very important due to the dry weather. She said that another condition was that safety along rail trail is considered and recommended construction fencing be installed to help with the site during remediation. Ms. Collette said that her recommendation would be that they not use Court Street as its too residential adding that Station Ave. was much more capable

of handling trucks. Mr. Degen asked what the maximum depth of the excavation was. Ms. Collette said it was 10 feet. Mr. Degen asked how many feet off the rail trail the digging was occurring. Ms. Collette said it was adjacent to the rail trail. Mr. Degen suggested shutting down the rail trail in case of a potential collapse. Mr. Cunningham asked if DCR was aware of this. Mr. Elliot said that he was not sure. Mr. Delaney said that they contacted DCR early on. Mr. Eliot said that they were planning on removing three to four truckloads per day adding that was all the facility will allow per day. Mr. Elliot said that he was hoping the earth removal would be all done in three weeks adding he wanted it done quickly. Ms. Collette thanked Mr. Elliot for taking on this endeavor adding that he had been very supportive of their efforts in the town center.

*Mr. Cunningham moved to approve the Certificate of Exemption for Mr. Elliot with the provisions laid out by Earth Removal Stormwater Advisory Committee. Mr. Degen seconded the motion. The motion carried unanimously.*

4. Mr. Haddad said that the article assignments had been completed. He said that he had also given them the financial impact of the various articles. He said that this would leave them with an unexpended tax capacity of \$138K. He said that all articles were coming from free cash or water accounts. He said that they had a free cash balance of \$275,092. Mr. Haddad added that the Board still needed to take positions on some articles.

Mr. Haddad asked the Board to defer taking a position on Article 1 as they had not received information from National Grid yet.

Mr. Haddad said that the Board needed to take individual positions on Article 2.

- A. The Board unanimously supported motion 1 under article 2.
- B. Mr. Haddad said that motion 2 was for money for building security and electrical upgrades. Mr. Haddad said that the Chief had sent some pictures of what was existing and what some of the issues were. He added he was surprised that rooms were able to be built with one outlet. Mr. Cunningham said that he had an opportunity last Wednesday to tour the building adding that the electrical problems were significant and that they were lucky that power strips hadn't overheated. He said that code at the time called for more than one outlet in rooms and was not done to code. He said that they would be upgrading the station to meet the current needs of the department now. He suggested that people take a tour of the station with the Chief. Mr. Cunningham added that a lot of the work had been done by the officers on a volunteer basis.

Mr. Petropoulos said that the size of this post project increase was significant. He said that having electrical costs like this were a surprise adding that the pictures didn't jive. Mr. Haddad said that they didn't hire an architect and do a feasibility study adding this wasn't something that they realized until they starting moving things around. He said that when he came to the Board originally he remembered saying that this was their best guess. He said they didn't do this the way they would normally do a project adding he was having a hard time comparing it but understand their concern. Mr. Delaney said that the Fire Department had a lot of things stacked against the wall and didn't know what was there until those things were moved. He said that when they originally built the building it was done with the anticipation that it would be upgraded and expanded on later adding it was no excuse for the electrical; it should have been done right. Mr. Cunningham said that they tried to save the Town money by doing things in house adding that things like this sometimes happen. He said that he didn't think they should be beat up over this adding it would have cost a lot more to have engineers involved. Mr. Petropoulos said he didn't want this to seem like they were beating up on anyone adding it was just a surprise and substantial cost increase. He said they wouldn't be doing

their jobs if they didn't question it. Mr. Cunningham said that they were discouraging people from pitching in and volunteering.

The Board was 4-1 in support of this with Mr. Cunningham, Mr. Degen, Ms. Eliot and Mr. Schulman in support and Mr. Petropoulos not in support.

- C. Mr. Haddad said that the third request was for \$20K for the Fire Department to conduct a recruit training class. The Board was 4-0-1 in support of this with Ms. Eliot abstaining.

Mr. Haddad said that the fourth request was for a custodial employee. He said that the request was for \$8,500 and this employee would work for the DPW, Country Club and Light Department. He said that the Board had requested at the last meeting to see a total impact breakdown. He said that the total annual cost would be \$36K if they went full time. Mr. Degen said that they needed more part time positions adding there was no need to create a full-time position for many reasons. He asked why GELD was not participating to an equal extent. His request was that if it was approved like this he would not support it. He said he would support one 15 hour position for a checker and one 15 hour position for building maintenance. Mr. Delaney said that this was a good opportunity to work with GELD where they were picking up a substantial cost. Mr. Delaney said that they were paying for their own supplies and were contributing \$300/week toward labor costs. Mr. Petropoulos asked how their contribution was benefiting the Town. Mr. Delaney said that GELD was paying for services plus a little extra. He said that the Town was making a little more to offset the costs. Mr. Cunningham asked how many hours GELD needed. Mr. Delaney said that it varied. He said that this really helped out the Town with custodial staff at the transfer station and Legion Hall, something they never had before. He said it would also help the current custodial staff with vacation coverage. He said it provided flexibility; not something he could do with two part-time positions. Mr. Delaney said this was something he was in need of and would be proposing it in his FY17 budget if it was not something he was able to obtain support for at this time.

Mr. Cunningham asked if GELD's commitment towards this would be ongoing. Mr. Delaney said that the person working now was doing what she could do to keep up adding that the building was brand new and kinks were still being worked out. He said that he could approach Mr. Kelly about benefits also. Mr. Schulman suggested approaching GELD about increasing their PILOT payment. Mr. Petropoulos said that he was having a hard time with GELD paying for wages but not covering insurance. Mr. Petropoulos asked how many hours of custodial work was being done at GELD. Mr. Delaney said 10 hours at a rate of \$20/hour or \$300/week. Mr. Petropoulos said that he would like to see them pay for a ¼ of the health insurance and 10 hours per week. He added that this person was also providing services to the Country Club but he didn't see the numbers. Mr. Haddad said that \$10,400 for the salary was included and was estimated in Country Club fees. He said that it was included in the operating budget of the Country Club adding it was not an impact to the taxpayers because they were already paying that out of the current approved budget.

Mr. Degen said that they were just presented with a cost of OPEB liability reaching \$8M; an increase from \$7M. Mr. Haddad said that was based on 4 retirees on family plans and 12 existing employees that could potentially take insurance. Mr. Degen said that he didn't want to create a position that provides benefits when it doesn't have to. He said that GELD was one of the better businesses in town and he didn't feel as though they needed to subsidize them. Ms. Eliot asked Mr. Delaney if he would be able to live with three part time employees. Mr. Haddad said that the Town would only be looking for two adding they wouldn't worry about GELD. Mr. Delaney said it would still make him short on needed coverage hours. Mr. Degen suggested making the Country Club position 15 hours and take the extra 5 hours not needed at the Country Club and utilize them elsewhere. Make it 15 hours and put

those other 5 hours towards what else you need. Mr. Cunningham stated that if this is about avoiding benefits, he asked if 18 hours would work for the custodian. Mr. Delaney said that the hours were fine but he was concerned about the loss with flexibility. Mr. Petropoulos said that the cost of flexibility was health insurance. Mr. Schulman said that employees that work full-time should have health insurance. He said he understood it was expensive and understood the potential problems but think they should deal with it. He said that there was something about janitorial services and weaseling out of paying benefits for a position. He said that he understand Mr. Degen's point but there was something about it he was not comfortable with.

Mr. Haddad said that they had three vacancies budgeted for in the current budget. Mr. Petropoulos said that it frustrated him when people think they can spend surplus just because it's there. Mr. Cunningham said that mid-term surprises happen. Ms. Eliot added that there was the need for growth and this was more of a long term cost. She said she didn't want to see them nickel and dime themselves now for a longer term problem. She said that people were living longer and working longer adding this was something that needed to be explored. Mr. Cunningham said that they had a similar discussion when the school resource officer came up adding that the need was there. He said that the Town was growing as was their facilities and so wasn't the need for support. He said that he didn't want to keep beating up departments that are trying to get their jobs done and are in need the help. Mr. Degen said that this wasn't about avoiding benefits. He said that this was about running a business adding that they set policy and procedure. He said that their budget doesn't have to grow by 2 ½% every year and added that both arguments have validity. Mr. Cunningham said that they were not a business; they don't sell a product but do provide a service. He said that the transfer station generates revenue adding that they have obligations to take care of their buildings. Mr. Cunningham said that they needed to protect the tax payers but needed to provide services to the taxpayers.

Mr. Schulman said that he thought this should be part of a budget discussion and asked if they could finesse it as part of the budget. He said that if they supported \$8,500 this year could they get by for the rest of the FY. Mr. Haddad said that they would probably utilize the same employee adding they would become benefit eligible after 6 months according to ACA. He said that he didn't want to speak for Mr. Delaney but thought they could. Mr. Delaney said that with \$8,500 they could maintain status quo until July 1. Mr. Schulman thought they should do something. Mr. Petropoulos asked what would happen if they didn't advance this. Mr. Delaney said that the Country Club would still have their service, he would lose a checker and extra custodial staff adding that GELD would have to find their own custodial help. He said that cleaning of Legion Hall, DPW garage, checker and other buildings would be lost. Mr. Degen said that he agreed with Mr. Schulman adding that it should be vetted out through the budget cycle. He suggested letting GELD get their own custodial staff.

Mr. Haddad said that Mr. Delaney had requested another position the last two budget cycles adding he had denied him in an effort to keep down the new full-time new hires. He said that Mr. Delaney had received the short end of the stick the past few years in order to provide help to public safety. Mr. Cunningham said that historically Mr. Delaney had taken over a lot of work and a lot of additional responsibility adding he doesn't complain. Mr. Cunningham said that there was going to be a point where he needs additional help. He said that they can say they want to keep costs down but have a responsibility to maintain their buildings.

Mr. Cunningham supported this request. Mr. Degen and Mr. Petropoulos did not support the request. Ms. Eliot deferred her position to Town Meeting and Mr. Schulman said that he would like to see them figure out a way to use \$8,500 for the rest of the FY and add the request into the next budget. He said that he would support the \$8,500 without the creation of a new full-time position right now.

Mr. Degen, and Mr. Petropoulos based on Mr. Schulman's comments deferred their position until Town Meeting.

Article 10 – Mr. Petropoulos said that according to the information sent to them, it looks as though they would be spending \$72,000 to spray in Groton when they had only been one case in the entire service area of 730 sq. miles. Mr. Schulman said that he thought most in Groton were not thinking about EEE but more thinking about the nuisance of being bit by mosquitoes. He said that if the voters wanted to pay for that luxury, it should be left up to them. He said that he was going to abstain leave it up to the voters. Mr. Cunningham said that the last time this went to Town Meeting it generated a hearty debate. He said that this was more than just spraying adding that they would help them to drain some of their pesky wetlands also. He said that he was personally in favor of it after their last meeting but also thought that ticks were more of a problem.

The voted Board was 2-1-2. Mr. Cunningham and Mr. Degen were in favor, Mr. Petropoulos was opposed, and Ms. Eliot and Mr. Schulman abstained.

5. Mr. Haddad said that he was trying to schedule a time for the Board to meet to discuss their annual Goals and Objectives. Mr. Degen suggested at 5pm before a regular meeting or at 8pm after a meeting. Mr. Haddad suggested the meeting of October 26th. Ms. Eliot said that she was not available. Mr. Degen was not going to be present at the following meeting. Mr. Degen suggested 5:30pm in cafeteria on town meeting night. The Board was agreeable.

### **TOWN COUNSEL SERVICES**

Mr. Schulman said that he found both of the other candidates exhibited a lot more proactivity when it came to telling them about stuff whereas Kopelman and Paige said that they could call them anytime. He said that he felt as though it was time for a change. He said that he preferred Blatman, Bowbowski adding he had worked with Mark Bobrowski and Jay Talerman and could understand them. He said that they were good communicators adding that they would need separate labor counsel too if they were the choice.

Mr. Cunningham said that they spent a lot of time talking about expenses that night and clearly this decision had financial implications. He said it would be more expensive to go with the Counsel that does not handle labor. He said that he personally talked to the department heads who told him that they were satisfied with the level of service they get from Kopelman and Paige. He said that there was a benefit to having many people working in house that can handle many situations. He said that his inclination was to retain Kopelman and Paige adding it was certainly more cost effective. Mr. Cunningham added that he thought they had done a pretty good job for them.

Mr. Degen said that he appreciated the perspectives from all three interviewees. He said that he thought the chief litigator from Deutsch Williams came across as too strong. He agreed with Mr. Schulman in that Kopelman & Paige was the IBM of the legal world and thought that they had overall done a good job for them for the 20 years they had served the Town. He said that their retainer didn't cover litigations and thought they were reactive rather than proactive as Mr. Schulman had pointed out adding when they needed them, they were there. He said he was looking for a firm that was proactive. He said that never in his dreams did he think he they would entertain hiring Bobrowski adding he did think it was time for a change. Mr. Degen said that if they chose the firm of Blatman, he didn't want Bobrowski showing up and would like to see them work with Mead and Talerman. Mr. Cunningham pointed out that in their interview they said others would stand in. He said that if Mr. Degen couldn't work with one of the principals in the firm, he saw that as a problem. Mr. Cunningham added that he saw the lack of labor counsel as a problem. He said that if the Board was willing to take on the additional expense of labor counsel they would be looking at costs of 20% above what they were paying Kopelman and Paige now. Mr. Cunningham said that every firm has a retainer and an hourly rate. Mr.

Haddad said that the quote of \$6,000 from Blatman, Bobrowski would cover everything adding that their next tier rate of \$4,000 does not cover litigation. That would be an extra hourly rate charge.

Ms. Eliot said that she reached out to towns that use Deutsch Williams and their number one complaint was that when you try to reach Mr. Derensis you can't reach him. She said that she thought Kopelman and Paige was proactive adding that they saved them with fire station construction general contractor incident. She said that she has worked with Talerman and Bobrowski and thought they were great land use lawyers. She said that as they go through the Charter Review, Ms. Goldberg has been great with the charter review and she has held great seminars for them. She said that no firm was perfect adding he would like to stay with Kopelman and Paige and think they have served them well. Ms. Eliot said she thought they have been responsive and saw no reason to change. She said that she had some concerns with the other two alternatives.

Mr. Cunningham referenced a certain section of the Blatman RFP and said that he believed that they said something different then what was written. Mr. Petropoulos said that he thought they said they wouldn't charge for litigation. Mr. Haddad agreed with Mr. Cunningham. Mr. Schulman said that this needed to be clarified. Mr. Degen agreed and asked if it made sense to interview the labor counsel response they received. Mr. Cunningham suggested that if they chose to go with the firm that doesn't offer labor counsel, that they issue another RFP for labor counsel.

Mr. Petropoulos did not provide his opinions on the firms and added that his opinion might be swayed by financial consideration.

Mr. Degen moved to extend Town Counsel services to Kopelman and Paige through December 31, 2015. Ms. Eliot seconded the motion. The motion carried unanimously.

### **OTHER BUSINESS**

Mr. Petropoulos said that the Town Manager's contract was going to end on June 30, 2016. He said that the Board needed to notify him of their intent to renew or not on or before the end of this calendar year. He said he thought it was a good time to start thinking about it and the process in which they wanted to follow. Mr. Schulman said that the only thing he could think of was the performance review adding that some things were done good and some things they were keeping an eye on. He thought this could be a basis for a starting place. Mr. Cunningham said that past performance along with where they were at was certainly things that should be considered. Mr. Degen said that he had no comment at this time. Ms. Eliot asked if Mr. Petropoulos was asking if they were going to invent a new process or use the same process as before. Mr. Schulman asked what the process was. Mr. Petropoulos said he thought they appointed two members to work with the Town Manager and met in Executive Session to discuss renewal. Mr. Cunningham said that there were two things that needed to happen. One was that they needed to decide if they wanted to renew and the other was to discuss the details of the contract if they chose to renew. Mr. Cunningham said that if they chose not to renew they would need to look at what was involved in getting a new Town Manager. Mr. Degen said that they needed to sit down in Executive Session and as a Board needed to discuss past performance and use them as guidelines. Mr. Cunningham said he didn't think they could meet in Executive Session. Mr. Degen said that contract negotiations could be discussed in Executive Session. Mr. Cunningham said that a decision to offer or enter into contract negotiations he didn't think could be done in Executive Session. Mr. Petropoulos said he obtained an opinion from Town Counsel on this that said they could enter into Executive Session. Mr. Degen agreed. Ms. Eliot asked when they received an opinion and why it hadn't been shared with the rest of the Board. Mr. Petropoulos said that he received the opinion that week and was sharing it now. Mr. Haddad said that they can meet in Executive Session without him present to discuss whether or not to offer a new contract. If they decide to offer a new contract then they could meet with him in Executive Session under clause 2. Mr. Petropoulos said that based on the opinion from Town Counsel that they meet without Mr. Haddad in Executive Session and discuss whether or not to negotiate a new contract. Ms. Eliot asked if Mr. Petropoulos

and Mr. Degen had discussed this prior to that night. Mr. Petropoulos put a stop to the direction in which the conversation was going.

Mr. Degen suggested contacting Attorney Goldberg and ask her to put the opinion in writing. Mr. Petropoulos said that he would go with the opinion of the Attorney General's office if it differed from Kopelman and Paige's opinion. Ms. Eliot asked if they were asking Mr. Haddad to contact the Attorney General's Office. Mr. Petropoulos said that he was asking him to get written opinion. Ms. Eliot asked that they all receive opinions prior to a meeting. Mr. Petropoulos said that there was no behind the scenes business going on adding that he simply wanted them to discuss a policy. Mr. Degen said that this was the process that was used in the past whereas two selectmen sat down with Town Manager to discuss a new contract. Mr. Haddad said that the last time they discussed a new contract, they discussed and decided in public session to begin contract negotiations. Mr. Haddad said that he had no problem with them discussing his performance in public. He said that he needed to know what his future was. He said that if they decided to offer him a new contract, negotiations could be done in Executive Session. Mr. Haddad said that the Board was going to be lobbied by people that don't like him and people that do adding he would rather them have the discussion in public. Mr. Cunningham said he was comfortable doing it either way. Mr. Degen said he was comfortable expressing his opinions in open session. Ms. Eliot said that their decision should be done in open session. Mr. Schulman agreed with the Board. Mr. Petropoulos said that he preferred to discuss it in executive session adding that it sounded as though the concession was for open session. Mr. Petropoulos asked that this be put on a future agenda. Mr. Haddad asked why they couldn't discuss it now. Mr. Petropoulos said that he thought they were just talking about the process that night. Mr. Cunningham said he was not sure why they couldn't do it now. He said to schedule it for a future meeting would put them into November. Mr. Degen said that they needed to notify the Town Manager by December 31st. Mr. Petropoulos said that he may have not been specific enough in his agenda item adding he was not prepared to discuss it that night. Mr. Schulman suggested adding it to their Monday, November 9<sup>th</sup> agenda.

Town Manager Review Process – Mr. Petropoulos said that there was a request to make revisions to the policy. Mr. Haddad said that he would find it beneficial if each member was required to sit down with him after they completed their individual reviews and prior to handing them into the Chair. Mr. Degen said that they would only need to change the word encouraged to required under number 4. Mr. Petropoulos said that it thought it was a good suggestion. Mr. Schulman said that as the first one who got to work through the process outlined in their new policy, he said that there were some kinks he would like to see ironed out. Mr. Petropoulos said that the purpose of him bringing it up was for them to start thinking about it. He said that he would like to pass this along to the Personnel Board ask them to look at it. Mr. Cunningham said he didn't mind going through the process again if they needed to but didn't understand why. He said that they were criticized for not doing it on time adding that the reason it was not done on time was because they went over this policy a number of times. Mr. Petropoulos said that Mr. Schulman saw some things he would like to see changed and the reason for the discussion. He said that he saw things he would like to have changed also. Mr. Degen said he thought the Chair should also provide a written review and not just include his/her thoughts in the summary. Mr. Petropoulos thought that record retention should be specified more. Mr. Cunningham asked if they ever get to a point where they are satisfied adding they spent a lot of time on the policy. Mr. Schulman in his experience, the longer you spend on something like this the less you are satisfied with it. Mr. Petropoulos said that once everyone had had a chance to review it, it might be possible they decide they don't want to revisit it.

Mr. Haddad left the meeting to attend the Finance Committee meeting at 8:35pm. Mr. Petropoulos said that they would put this discussion on a future agenda.

### **LIAISON REPORTS**

Mr. Degen said that he attended a double Eagle Scout ceremony for Ian and Scott Henriques. He congratulated them both adding it was a great achievement.



Mr. Petropoulos said that he would be holding selectmen's hours at 8am on Saturday morning at the Main Street Café.

Mr. Degen reminded everyone about the Sargisson Beach rededication the following Monday at 5pm.

Mr. Degen moved to adjourn at 8:38pm. Ms. Eliot seconded them motion. The motion carried unanimously.

Approved: \_\_\_\_\_

Stuart Schulman, Clerk

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respectfully *submitted*,  
Dawn Dunbar, Executive Assistant

Date Approved: 11/02/15