



TOWN OF GROTON

173 Main Street
Groton, Massachusetts 01450-1237
Tel: (978) 448-1111
Fax: (978) 448-1115

Board of Selectmen

Joshua A. Degen, *Chairman*
Barry A. Pease, *Vice-Chairman*
Alison S. Manugian, *Clerk*
John G. Petropoulos, *Member*
Rebecca H. Pine, *Member*

Town Manager
Mark W. Haddad

To: *Board of Selectmen*

From: *Mark W. Haddad – Town Manager*

Subject: *Weekly Report*

Date: *March 26, 2018*

1. Scheduled on Monday's Agenda is just one item. IT Director Michael Chiasson will in attendance at the meeting to present new interactive capabilities of the Town's Website. This is something we have been working on for the last several months and we are very excited to roll it out.
2. As you are aware, there is currently a Sergeant vacancy in the Groton Police Department. Six members of the Groton Police Department applied to fill this vacancy. They were (in alphabetical order): *Nicholas Beltz, Robert Breault, Omar Connor, Kevin Henehan, Michael Lynn, Rachael Mead* - In order to administer a competitive process, Chief Palma hired Public Safety Consultants, LLC out of Pocasset, MA to administer an Assessment Center for these six Police Officers. Each Officer was given a Written Tactical Exercise, a Panel Interview, a Citizen Interview and an Employee Interview. They were scored on each area and ranked accordingly. The scores during the Assessment Center were very close and each Officer excelled in different areas. After the Assessment Center, each Officer came before an Interview Panel made up of me, Human Resource Director Melisa Doig, Fire Chief Steele McCurdy and Executive Assistant Dawn Dunbar. Deputy Police Chief Cullen attended the Interviews but did not participate in the questioning. Each Officer was instructed to prepare a presentation outlining their accomplishments to date; what they have done to further the mission of the Groton Police Department; what they have done to further the Community Policing concept; and their vision for the Groton Police Department for the next five (5) years. I will tell you, after interviewing these individuals, I have never been prouder to be the Town Manager of Groton and more importantly, the Town Manager associated with the Groton Police Department. Each of them are exemplary employees and outstanding Police Officers. Chief Palma and Deputy Chief Cullen have done an outstanding job of recruiting, managing and leading these Officers. To listen to their accomplishments, volunteerism and love of community was a testament to the Leadership of the Police Department. The Town is very fortunate to have these Officers in our employ. Making a decision on who to promote to Sergeant was not an easy one. I only wish I could appoint all six. That said, based on the Assessment Center and Panel Interview, I have decided to promote Officer Rachael Mead to the position of Groton Police Sergeant effective March 26, 2018. Please consider this as official notification of the appointment and I would respectfully request that the Board consider ratifying this appointment at Monday's meeting.

**Board of Selectmen
Weekly Report
March 26, 2018
page two**

3. We have updated the Town's Financial Policies. Enclosed with this report is the red-lined version of the Policies outlining the changes. I would respectfully request that the Board vote to adopt these revised Policies at Monday's meeting.
4. After advertising the vacancy, the Economic Development Committee is requesting that the Board appoint Robert Foley to the Economic Development Committee. I would respectfully request that the Board consider making this appointment at Monday's meeting.
5. As requested, I have set aside time for the Board to consider the issue of the Local Room Occupancy Tax that is scheduled to be voted on at the 2018 Spring Town Meeting. For the Board's information, the Finance Committee voted last week to recommend that the Board set the rate at three (3%) percent and make it effective on July 1, 2019 and then raise it the following July (2020) to six (6%) percent. In addition, as requested by Selectman Degen, I reached out to Town Counsel and asked if the Board could set the initial rate at zero (0%) percent. The following is Town Counsel's response:

"I don't see anything in the statute that prohibits this approach, although it is unusual. Another option would be to accept section 3A of G.L. c. 64G but defer the date the local tax would go into effect for, e.g., a one-year period, so that if Town Meeting voted in April of 2018 the tax would become effective July 1, 2019. I think that would be cleaner than a zero percent rate. Since the statute provides that a city or town may not revoke or otherwise amend the applicable local tax rate more often than once in any 12-month period, the Town would have to wait a year before changing the rate from zero anyway."

We can discuss this in more detail at Monday's meeting.

6. Enclosed with this report is the latest draft of the Warrant. I have updated it based on action taken by the Board during the Public Hearing last week and have included positions taken thus far by the Finance Committee. I would like to review this draft with the Board and request that you consider making recommendations on the various articles. We can discuss this further at Monday's meeting.
7. I have set aside time on the Agenda to update the Board on any issues related to the Fiscal Year 2019 Operating Budget. I will have an update for the Board at the meeting.

MWH/rjb
enclosures