

Selectmen's Meeting – July 7, 2011

Mr. Silvia, Dr. Bowcock and Mr. Murphy were present.

Also in attendance were Jeffrey Osuch and John Nunes.

Mr. Silvia called the meeting to order at 5:30 p.m.

Mr. Silvia read the notice of hearing, scheduled for 5:30 p.m., for Grace Nadeau, Council on Aging Director, into the record. (See attached.) Mr. Osuch stated Ms. Nadeau sent an e-mail this morning saying she would not attend. She was not present.

Dr. Bowcock stated he has a number of issues with Ms. Nadeau's performance, her interaction with staff members and with Council on Aging Board members. When Ms. Nadeau was hired in November of 2010, Dr. Bowcock stated she told him she would be able to start work the week of November 28th. She did start work on November 29th, but would leave at noon on Friday of that week. Dr. Bowcock was informed by someone at the Council on Aging she intended to leave early every Friday, because she had employment engagements with her previous employer. It was not true that she ready to begin employment with the Town of Fairhaven on November 28th. It was the end of February 2011 when she actually began working full time. On May 17, 2011, a meeting was held with Grace and members of the Council on Aging Board of Directors to discuss problems she was experiencing with COA Board Directors, staff and existing programs. Leadership and management skills were also discussed. Dr. Bowcock stated after that meeting, it was clear that communication channels were not kept open. She wanted a "hands off" policy with COA Board members. She was also allowing employees to acquire comp time, that were not entitled to comp time, and allowing them to use it as vacation. It appeared these employees were working, when in fact they were not. She has no control over who is working. The Board of Selectmen instructed her to install a time clock at the Council on Aging by July 1, 2011. The Council on Aging also voted to have a time clock installed. Ms. Nadeau did not have it installed, stating it was a waste on money. She was instructed by both Boards to install the time clock and did not. This raises an issue of who is in charge. She appeared to be the best candidate to fill the position back in November. Things have only gotten worse and Dr. Bowcock stated he believes it was a mistake to hire her and recommends terminating Ms. Nadeau.

Mr. Murphy said he recently attended a training session in Marion for Council on Aging Board members. At that meeting, it was stated the Director must work in partnership with the Council on Aging Board of Directors and the Board of Selectmen. The vision and the mission must be what seniors need in Fairhaven. He stated he has made a decision based on that partnership between the Director, the Council and Board of Selectmen.

Mr. Silvia said he agrees with both Dr. Bowcock and Mr. Murphy and the seriousness of this issue. She is on a probationary period. The Board gave her every opportunity to turn things around and tried to work with her. There are also other issues with staff and Council on Aging Board members. There is no clear sense of leadership.

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Dr. Bowcock motioned to terminate Ms. Nadeau's employment with the Town of Fairhaven. Ms. Silvia seconded. Vote was unanimous.

At 5:48 p.m., Dr. Bowcock motioned to go into executive session to discuss workers' compensation issues brought up by Stephenson & Brook (workers' compensation risk management). Mr. Murphy seconded. Vote was unanimous. Roll call vote 3-0.

Jan St. Germain
Secretary