

Memorial Town Hall, 1 Library Street, Georgetown, MA 01833
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BOARD OF SELECTMEN MEETING MINUTES
Memorial Town Hall
9/16/13
6:00 PM – General Meeting, 3rd floor meeting room

Selectmen Present: Stephen Smith, Chairman; Gary Fowler; Stuart M. Egenberg, Clerk (6:45PM)

Others Present: Michael Farrell, Town Administrator; Janet Pantano, Administrative Assistant

Absent: C. David Surface; Philip Trapani

Informal discussion on the proposed Personnel Bylaw with Chris Rich, Personnel Board Chair; Beverly Enos, Moderator; Michael Hinchliffe, FinCom; Jim Lacey, FinCom; Police Chief Don Cudmore .

6:45PM Mr. Smith opened the BoS meeting when Mr. Egenberg arrived.

Board Business

Personnel Bylaw discussion with FinCom, Moderator, and Personnel Board Chair

Chief Cudmore stated in 2010 Appendix A and B were being worked on and they are still not done. He stated a check and balance is one thing but a logjam is another issue. Mr. Smith stated that he does not see an issue with the check and balance as in the public sector you report to a boss and they work for you.

Mr. Fowler stated that he had questions on how Arbitration would be handled.

Mr. Rich stated that now arbitration goes to the personnel board. He stated if there was a logjam in 2010 he was not aware. Chief Cudmore stated that he worked with Deb Rogers and she was always helpful. Chief Cudmore stated that the missing section 8 timeline is a problem for his department. Discussion on arbitration and with the process.

Mr. Smith stated that have to have a process for arbitration. He asked Mr. Fowler how it would work with the board as arbitrators and the Town Administrator being the Personnel Administrator. Mr. Fowler stated that bylaw was voted by the town and it was voted to give the employees a place to go for arbitration. Mr. Smith stated that they have to look at the bylaw to see if it is relevant now as it is 30 years old. Mr. Fowler stated that the town had two Finance Directors, Mr. Manzi and Mr. Davis who were also Personnel Directors. Discussion on the changes that have come along. Mr. Fowler stated stronger for the employee with the current bylaw. Mr. Smith stated that they are looking at the positions not who is now holding those positions. He stated that this is a structural

issue. Mr. Rich stated that Mr. Farrell is unique to his skill set. Mr. Smith stated would have to hire to this skill set if a new person were hired.

Mr. Smith asked if there would be any bias by DoR for this recommendation. Mr. Lacey stated that he talked with DoR and that they stated that Georgetown is an outlier and not many towns have as many volunteer boards as we do.

Ms. Enos stated that her only issue would be the check and balance.

Mr. Fowler stated that they need to find the correct answer and hear more from Mr. Farrell and why they need to have a stronger position. He stated that there have been items brought forward to the Personnel Board and not acted on. He stated that the town employee on the board is in a difficult position. Mr. Rich stated that you could add the Town Administrator to the board. Mr. Farrell stated that he would have to be ex-officio member and would not be able to vote as he is not a town resident.

Mr. Rich stated that he talked to Mr. Trapani and discussed getting the board back together and work on the bylaw and review next year again. He stated that he is always available and he came back from vacation for this meeting. Mr. Smith stated that the board did not reappoint members as they want to discuss first. Mr. Rich agrees with Mr. Lacey it is hard to get volunteers. Mr. Smith stated that they can make a change and if it does not work they can go back to old way or they can find a solution. Mr. Rich stated that he is advocating what he thinks. Mr. Smith stated that he can not thank volunteers enough and that this is about the structure of the committee not the members.

Mr. Fowler asked how we are on the centralization of records. Mr. Farrell stated that someone would have to ask the department heads for their records. He stated that records are out there and departments do not know what should be in a personnel file and what should not. Mr. Rich stated that it is not a function of Personnel Board to keep the records. Mr. Smith stated that the School employees are exempt. Mr. Farrell stated that the Water and Electric should be centralized and is not. Mr. Fowler stated that it gets into who falls under whom and they have elected boards.

Mr. Rich stated if Mr. Farrell needs a directive sent out then he just emailed it to him and then they set up a meeting. He stated records should not be in individual departments. Discussion on secure files at PD and access if needed. Mr. Rich stated that if an issue was brought up to the Personnel Board if broken then they would fix it. He stated that this board got the manual done quickly. He stated may have missed some things and is it costing the town. He stated that if the Town Administrator needs more teeth then give the Personnel Board more authority to give a directive to the Personnel Director. Mr. Smith stated that this would be creating another level and that is not what they are looking at. He stated that they will discuss again next week at the BoS regular meeting.

Mr. Egenberg moved to adjourn. Mr. Fowler seconded the motion and the motion was approved by a unanimous vote.

Meeting adjourned at 7:15PM.

Minutes transcribed by J. Pantano.