



Wednesday, August 23, 2017
Select Board and Public Forum Meeting Minutes
Town Hall Meeting Room 203– 7:00 pm

Pursuant to notice duly filed with the Town Clerk, a meeting of the Select Board was held at 7:00 p.m. in the in Room 203, Town Hall, 100 Middle Street, Town of Hadley.

Present were: Molly Keegan, Chair; Joyce Chunglo, Clerk; Donald Pipczynski, Member, Gerald Devine, Member Absent -John Waskiewicz, Member

1. Call to Order

1.1 Call to order

Meeting was called to order by Molly Keegan, Chair at 7 pm.

Molly Keegan states that the meeting will begin with a public forum for the upcoming Special Town Meeting and then continue as a regular Select Board meeting.

She then thanks everyone who worked on the public forum, including the Hopkins Academy custodial staff and Hadley Media.

2. Public Forum

2.1 Public Forum, Special Town Meeting August 29, 2017

Molly Keegan states the purpose of the forum is to inform, and to allow people the opportunity to ask questions. We are not trying to hold a town meeting.

The following are directly from the forum slide show.

The challenges that we are facing within the town.

- Use of Free Cash to balance the budget,
- Constrained revenue due to the gas moratorium,
- Balancing departmental services needs within the confines of Proposition 2½, yet addressing public safety staffing, IT infrastructure, significant capital needs, lack of human resource department, lack of IT management department.

David Nixon provides context for the four warrant articles and the impact on taxes. The Town of Hadley has the 55th lowest tax rate out of 351 municipalities in the Commonwealth. Hadley has been steadily increasing the credit rating of the town, as of right now we are AA+ , and this results in a favorable bond rating. This allows us to borrow at a better rate.

Article 1 - Senior Center

Motion 1

•Moved that the Town appropriate \$1,800,000.00 to pay costs of designing, constructing and originally equipping a new Senior Center, and that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(3) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor, provided, however, that the vote taken hereunder shall be expressly contingent upon approval by the voters to exclude the amounts to pay for the bonds or notes authorized for this purpose from the provisions of Proposition 2½, so called.

•Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.



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Article 2 Land Purchase

Motion 2

Moved that the Town appropriate \$405,000.00 to pay costs of acquiring land for general municipal purposes located at the intersection of River Drive and Stockbridge Road and containing approximately 9 acres (Assessors Map 12A, Lot 19), and that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(3) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor.

Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

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Article 3 - Fire Substation

Motion 3

Moved that the Town appropriate \$810,800.00 to pay costs of designing, constructing and originally equipping a new fire substation, and that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(3) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor, provided, however, that the vote taken hereunder shall be expressly contingent upon approval by the voters to exclude the amounts to pay for the bonds or notes authorized for this purpose from the provisions of Proposition 2½, so called.

Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to



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the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Article 4 Library

Motion 4

Moved that the Town appropriate \$3,786,292.00 to pay costs of designing, constructing and originally equipping a new library on the parcel of Town-owned land known as the “Hooker School”, and that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(3) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor, provided, however, that the vote taken hereunder shall be expressly contingent upon approval by the voters to exclude the amounts to pay for the bonds or notes authorized for this purpose from the provisions of Proposition 2½, so called. Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount. Further discussion of the public forum.

3. Consent Agenda

3.1 Consent Agenda

Minutes	May 24, 2017; June 7 - June 21, 2017;
Warrants	PR1805; AP1806; AP1806; PR1805; WP1758; PR1807; PR1806; AP1807S; AP1807
Select Board Meeting Schedule	September and October 2017
One Day Liquor Licenses Amendment	Top of the Campus - 08.26.2017 Football Performance Center - McGuirk Stadium Extended hours from 8:00 pm to 9:00 pm due to a later kick off time than originally scheduled.
One Day Liquor Licenses	Top of the Campus - Athletic Director's Suite - McGuirk Stadium- 08.26.17 -4:00 pm to 9:00 pm; 09.30.17 -1:30 pm -7:30 pm; 09.30.17 - 1:30pm -7:30 pm; 10.21.17 - 1:30 pm - 7:30 pm
One Day Liquor Licenses	Top of the Campus - WWE Event- Mullins Center - Arena Floor , Concourse Area September 24, 2017 5:00 - 11:30 pm
IT - Contract	Northeast IT contingent upon negotiation of price
Active Shooter Contract Award	Emergency Response Consulting, LLC.
Sewer Impact Fee Agreement	The Taproom - Joe Eckerle
Sewer Impact Fee Agreement	Central Rock Gym - Ed Hardy



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Resignation	Laura Norcutt- Shade Tree Committee and Conservation Commission
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Motion to accept the Consent Agenda with further information for the Sewer Impact Agreement for the Taproom to be sent to owner of property and not the tenant.

Motion: Chunglo Second: Devine

Vote: 4-0-0

David Nixon explains that due to agreement between the tenant and the landlord and the tenant has come in asking for payment agreement. We have entered into payment agreements before. Gerald Devine states that he feels that we should enter into agreement with the owner of the property if the tenant goes out of business we are left on the hook. If it is owner than we have other routes. The owner of the property needs to pay for the sewer impact fee. No one present to discuss the Central Rock Gym. Donald Pipczynski states several ideas for revenue generating areas.

4. Public Comments: 7:00 - 7:15 pm

4.1 Public Comments

5. Town Administrator Report

5.1 Town Administrator Report

6. Appointments

6.1 Park and Recreation Commission

Recommendation for the hiring on the P&R Director and the status of Zatyрка Park

David Nixon states we need to discuss who is supervising the Zatyрка Park project. We need to clarify who is running this project. It should be the Park and Recreation Commissioners, but they do not want to be involved to that level.

Gerald Devine states that the Friends of Zatyрка Park should be here as well as the CPA for this discussion.

David Nixon recommends that the Select Board pass over this item.

The Select Board passes over this item.

Molly Keegan provides an update for everyone regarding the P&R Director position, that the P&R Coordinator resigned and that the P&R came forward to hire, there was discussion on whether to hire for 30 hours a week or if it could be reduced. The P&R then made a temp hire with Select Board approval. Interviews have been conducted and there have been some concerns over this process. David Nixon states that the asked to be part of the hiring process for the interviews. This did not happen, I then asked for additional information about the candidates, that they selected. As an administrative issue, then interim director's contract was schedule to expire, so I have extended her contract administratively for additional time, until September 27, 2017. I did request for the documentation of the process, which I did not receive all that I asked for. I also asked for and did receive the resumes of the 3 applicants, so I know that they (P&R) have a preferred candidate and a preferred salary range. Could you(P&R commissioners) please explain your choice of candidate and the salary range that you have chosen.



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Andy Klepacki states that he is sorry there was a miscommunication. I spoke to your office and I understood from you that the Select Board was on board with the P&R making their own decision with the new hire. We did interview all 3 applicants. We established a sheet of standardized question. There were 2 commissioners who conducted the interviews, each interview was an hour long. We had a set of open ended questions for them. In executive session we then discussed our decision.

Molly Keegan asked if you has specific hiring criteria.

Andy Klepacki states yes.

Amy Fyden states that the Finance Committee does not support this hiring and feel that it should have waited until the ballot had gone through. They should have waited until after the budget passed, that this is not an essential hire.

Andy Klepacki states that this position was already budgeted in this year's budget, we have soccer running right now, we have after school programs. We also have a candidate who may not stick around until November. It would be challenging to have a temporary come in and feel this position. People have stated to us that they like having a familiar face around. From the administrative standpoint it is good to have someone who knows the ins and outs of working with the school and the like. We understand the crunch town and the \$60,000 in the budget was approved at the ATM and we need to continue with this hire.

Joyce Chunglo asks what did the previous coordinator make?

David Nixon states that she was receiving 27.09 at the top of her grade.

Molly Keegan asks for them(P&R) to explain the salary recommendation, because their hire has no experience in P&R, so why would you bring them in at Step 4? We have a policy that you hire at the first pay scale, unless there is a reason (i.e., experience, education,). Your hire has absolutely no skill set with P&R. What is the rationale?

Andy Klepacki states that this candidate has run several programs with the school that we felt were very similar to P&R programs. She also brings skills that were lacking in the past, such as IT experience. We want to improve our online experience. We feel that this candidate has the skill set that will allow us to do that.

Donald Pipczynski states that the town will follow the recommendation of the Finance Committee.

Gerald Devine states that there are actually 2 positions in your budget, but that you are not hiring one of them.

Andy Klepacki concurs with Gerald Devine.

Molly Keegan states the last thing we want to do is create a situation where money is allocated to a certain line item, for 2 of full time employees, where 1 individual ends up being compensated because the money is there. This not how the compensation system works. They are 2 separate positions.

Joyce Chunglo states that she is not in favor hiring someone with no experience at the same rate as the person who just left. I would like to see a different starting rate.

Molly Keegan states that she would like to hold until November ballot.

Joyce Chunglo states that she is fine going on with the hire, but at a lower rate.

Molly Keegan states that we have had this problem in the past, but we have agreed to do this correctly from now on. To ensure that we are doing this correctly per HR. I would use this as an opportunity to use the hours more efficiently and maybe revamp the program.



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Further discussion of the P&R position.

Gerald Devine states that P&R should work with David and go back to the candidate and negotiate the amount.

Donald Pipczynski states that he agrees with Amy Fyden, they should keep the interim position, until after that.

Motion we ask P&R and Town Administrator to reevaluate the terms and conditions of the salary and the hire of the Park & Recreation Director.

Motion: Devine Second: Pipczynski

Vote: 4-0-0

7. Old Business

7.1 Evaluation of the Town Administrator

Molly Keegan then presents the Select Board's evaluation of the Town Administrator. You received above board or at board for most things except for the organization of your office. Most people are very complimentary of you and your ability to stay calm at most times.

There were a couple of areas where there are concerns. One being communication, the liaison assignment and the communication to personnel who sometimes feel that they do not receive information in a timely manner.

Further general discussion of David Nixon's evaluation.

David Nixon thanks everyone for the kinds words, and will try to work on the communication aspect more.

8. New Business

9. Other

10. Announcements

The Select Board announces that the Town Meeting will be August 29, 2017

11. Executive Session

12. Adjournment

12.1 Adjournment

Motion to adjourn

Motion: Chunglo Second: Devine

Vote: 4-0-0

Meeting was adjourned at 8:45 pm.