

BOARD OF SELECTMEN
SELECTMEN MEETING
TUESDAY, FEBRUARY 11, 2014 - 7:30 P.M.
SELECTMEN MEETING ROOM

Meeting came to order at 7:30 p.m. with Selectmen Troy E. Garron, Kim R. Roy and Michael J. Schleiff present.

The following business was discussed:

PLEDGE OF ALLEGIANCE

The Board as well as those attending tonight's meeting stood to recite the Pledge of Allegiance.

AGENDA

The Agenda for Tuesday, February 11th, was unanimously approved without revision.

MINUTES

Moved by Roy and seconded by Schleiff, the Board unanimously approved the following Selectmen Minutes:

Regular Session – November 12, 2013

AFFIRMED WARRANT AND COMMITMENT

Moved by Roy and seconded by Schleiff, the Board unanimously affirmed approval for the payment of the following warrant and commitments:

Vendor Warrant	# 63	\$ 519,576.52
Ambulance Commitment	# 1B	\$ 18,506.39

APPROVED WARRANTS AND COMMITMENTS

Moved by Roy and seconded by Schleiff, the Board unanimously approved payment of the following commitments and warrants with the exception of Schleiff abstaining from the Police Department payroll in warrant #64:

Payroll Warrant	# 64	\$ 328,037.78
Vendor Warrant	# 65	\$ 1,278,931.77
Withholding Warrant	# 66	\$ 126,692.77
Mobile Home Park Fee	# 02	\$ 5,160.00

Moved by Roy and seconded by Schleiff, the Board unanimously approved payment of the following Selectmen bills:

GateHouse Media (public hearing notice).....	\$ 160.08
GateHouse Media (invitation to bid/LED sign).....	\$ 69.00
N.E. Assoc. of Fire Chiefs, Inc. (posting fire chief position on NEAFC website)	\$ 50.00
W.B. Mason (shredder bags)	\$ 84.16
Attorney Lawrence Mayo, P.C. (legal services/January)	\$ 543.75
Michael C. Gilman, Esq. (legal services/January)	\$ 88.00
Deutsch, Williams, Brooks, DeRensis & Holland, P.C. (legal services/January).....	\$ 475.00

The Board acknowledged payment of the Selectmen Office Payroll for the period ending February 8, 2014 in the amount of \$6,034.11.

The Board acknowledged payment to the Treasurer for the following turnovers:

<u>TURNOVER</u>	<u>AMOUNT</u>
2014-56	\$ 4,680.00
2014-57	\$ 104.00

GENERAL MAIL / DISCUSSIONS

Police Department Hiring Process

The hiring process for patrol officers has been done a couple of different ways over the past few years. One process has been interviewing all candidates for the position and then for the last eighteen months the Board has interviewed just the candidate recommended by the Police Chief. Seelig is asking the Board what process they want to do going forward so he can know in advance for scheduling purposes. Garron asked Roy and Schleiff what their thoughts were and Schleiff said he remembers when he was first on the Board it was very public and everyone was met and he did not know when the process changed from that to a different way. Seelig said the Board itself changed it and Roy did not think it was a conscious decision. The last time she remembers interviewing all three was when they hired Alex and the next time what had happened was that they had to hire two more in which she believes Schleiff and Hanss were brought in but did not bring in a third person. And then the next round was when Officer Fitzgerald was hired and that is when then the first candidate was passed over and the third candidate had withdrawn leaving Fitzgerald.

Garron stated they have used both methods and remembers when he first came on as selectmen everyone was interviewed but then they would also allow the Police Chief and the Sergeants to interview and then recommend to the BOS the best candidate. He does not think that there has been a time that the Police Chief or his people have not interviewed the candidates. His personal feeling is that he would like to see the individual go through the Police Chief and his Sergeants first. Seelig said the question is does the Board want to interview all the candidates or just the ones recommended by the Police Chief and Garron said in his mind just the ones recommended by the chief because there could be fifteen applicants on the list.

Seelig explained that the number the town has to consider when interviewing is 2x's the number you are appointing plus one. For instance if you are going to appoint one person the maximum number you are going to look at is three.

Roy said that because we are a Civil Service town whoever is #1 on the list is your candidate unless there is a specific disqualifier. She does not have a strong feeling either way but if they decide we want to interview all three most likely #1 has the best chance. Schleiff said that he likes the process where everyone gets to meet the applicants because a year or two later if the department needs to hire again and they are at the top of the list and are called back for an interview there is that level of comfortability.

Seelig is asking the Board what procedure would they like to follow for future appointments.

Schleiff said he likes is interviewing all the top candidates. Garron said that they can interview the individuals then send them to the chief but ether way the chief is going to be involved.

Seelig said the process always starts with the police department as they will do the background checks performs the interviews and then the chief gives his a recommendation. This does not mean that the BOS cannot interview all the candidates Roy said that very rarely you have a case where you choose #1 but they are unable to pass the physical or PAT test.

Roy asked Chief Broderick if he had a preference and he said no because of the Civil Service standards/restrictions it is hard to work the list. You would have to disqualify #1 to get to #2 and if that was the case you have to have a very good reason as to why you disqualified #1. Therefore, #1 would be his recommendation and if the Board wants to interview all three of them he does not have a problem with that. Roy said unless the first person did not pass the PAT test or the physical that is when you would go with #2. Seelig pointed out that the PAT test and physical are after the interviewing/hiring process. Roy understood that but asked would they need to bring back in #2 seeing as they have already interviewed him because if you interviewed all three and #1 & #2 were great but needed to go with #1 because of Civil Service and then #1 did not pass the PAT or physical would we want to bring #2 in again or say just go with #2. Garron said that depends on the circumstances. Roy said the reason she asked is because sometimes there is a problem getting the person in the police academy so would we have the person come in again for another interview or would we support the chief's recommendation and just go with #2. Garron stated that this discussion is getting a little deep and will need to be continued at a later time as the 7:45 appointment was here.

SCHEDULED APPOINTMENTS

Representative Thomas Calter – Synthetic Marijuana

Rep. Calter came in this evening to talk with the Board and the audience about the synthetic marijuana and the drug epidemic among our towns. He has going to the six towns in his district to talk about this and this past fall he did a forum at the SL Middle School where two hundred parents attend to bring awareness as we are losing one person each week to heroin. Another forum is going to be held on April 1st at Plymouth North High School. He continued to say that there are three types of drugs; prescription, over the counter and synthetic, which the internet is providing information about how to use the synthetic drugs. At this time a child can walk in and buy a product called *spice* that they can smoke it and it is five hundred times the strength of marijuana. They are trying to pass a regulation not to sell "spice" to anyone under 18 years of age. He explained that after someone has been on oxycotin or oxycodone the desire is hard to get rid of. They then go to the street to buy it and it cost about \$80, which they cannot afford so they start selling drugs for money and stealing for their habit. Then when you cannot get the \$80 for the oxycotin or oxycodone you then go to heroin which is \$4 for a hit. It is happening to good people everyday not just kids it is athletes, college students, CPAs. When growing up there were only a few people who were using drugs now all walks of life are using. He is asking parents to talk with their children and to take this seriously.

The Board took the next scheduled appointment and then continued this discussion.

John Kessinger – Appointment to the Beautification Committee

Joy Marble, member on the committee, has notified the office asking that Mr. Kessinger become a member of the committee as he is requesting a position on the Beautification Committee. He began by saying he would like to start a garden club in the Mobile Home Park and has made about fifteen garden beds and would use the plantings for areas around town. Garron stated that he and Mr. Kessinger have had conversation about this and thinks it is a wonderful idea and recommends that they appoint him to the committee.

Moved by Garron and seconded by Schleiff, the Board unanimously appointed John Kessinger to the Beautification Committee, term to expire June 30, 2014.

Representative Thomas Calter – Synthetic Marijuana (continued)

This discussion resumed with Schleiff asking if we have a DARE officer here in Halifax and Chief Broderick said we do not. Rep. Calter said Plympton has one and said that there is a bill pending in legislation that he wrote almost a year ago where they talked about having a in school resource officer bill. He said the town has the option to go above their two and half limit or a piece of that and the State will match whatever the contribution the town makes with matching funds for the purpose of school resource officers that do training and drug awareness forums. He hopes to get it to the House Floor but it will not help Halifax unless we choose to use the local option. He would love to get it passed so that it can be used as a tool. Schleiff asked seeing as we do not have a DARE program does he thinks that could be part of the drug problem and Rep. Calter said yes because when you have a DARE officer in the school they are a great source as being the eyes and ears. Garron stated that actions need to taken as there are a lot of parents who both have to work to make ends meet and do not have the time to touch base with their kids. We have sports for the kids to get involved in but we need to reach out to the kids who do not have an interest for sports and veer off. Roy pointed out that there are athletes also doing the drugs not just the kids who do not take an interest in other activities. Chief Broderick was asked his take on this and he highly agrees with Rep. Calter in getting a resource officer back in town. He added that they have been doing a drug take back program and that the *spice* issue is out there. Roy asked if there were any places in Halifax that sold *spice* and Chief said that Cumberland Farms did but does not think they are now. Rep. Calter added that if they sell food they don't sell *spice*. Chief Broderick stated that at this time Quincy has put Narcan in their cruiser to reverse the effect on drug overdoses. Roy asked Interim Fire Chief Cuozzo if he knew anything about this and he said that he was familiar with it and that it can administered nasally or intravenously. Chief Broderick said that if it is in the cruiser and someone needs it is great and the side effects are minimal and added that they have gotten a lot of product off the street over the last year. Rep. Calter said that there is never going to be enough manpower to get rid of it all but need to get in front of it and said it starts with *spice* then to opiates then to heroin. He thanked the Board for allowing him to come in this evening.

Swearing In Tyler Bryant and John Eaton

Interim Fire Chief Cuozzo requested that the above firefighters be sworn in this evening. He began by saying that Tyler Bryant started on the department in November 2010 as an on call firefighter and then became full time in September 2013.

John Eaton was hired in December 2013 and came with EMS experience as he worked in Brockton for six years for EMR. The fire side will be new to him but Cuozzo is confident that he will do well.

Schleiff thank both of them for coming in a stepping up and Garron stated that they will be joining a great group of individuals and welcomed them aboard.

Both individuals were sworn in by town Clerk, Barbara Gaynor.

GENERAL MAIL / DISCUSSIONS (CONTINUED)**Regulations for Synthetic Drugs**

Moved by Schleiff and seconded by Roy, the Board unanimously voted to forward the regulations on synthetic drugs to the Board of Health.

SCHEDULED APPOINTMENTS (CONTINUED)***Central Plymouth County Water Advisory Board***

Dick Clark has stated that he no longer is interested in being the Town's Representative to the CPCWD. Paul Collis and Marianne Moore of the Monponsett Watershed Association came in this evening to talk to the Board about filling the vacancy. Mr. Collis suggested that Marianne take the position and she stated that she enjoys working on the Monponsett Watershed Association and wants to make a difference. Schleiff was okay with appointing her seeing as she knows what is going on.

Moved by Roy and seconded by Schleiff, the Board unanimously voted to appoint Marianne Moore as the Halifax Representative to the Central Plymouth County Water District Advisory Board, with an unexpired term.

GENERAL MAIL / DISCUSSIONS (CONTINUED)**Fire Chief Job Description**

Seelig began by saying that Interim Fire Chief Cuozzo has provided the Board with some input regarding the posting of the fire chief position.

Roy stated by saying that originally when the posting of this job went out it went out with the wrong officer ranks. Also she knows that they talked about it just being Fire Officer I instead of the IV. Seelig explained that the Board asked him to change the posting as the original requirement was that the applicant be a captain or of higher rank for three or more years and would like to change it to an Officer or any rank for three or more years. This would include a lieutenant, captain and deputy chief. When talking about Fire Officer there are various certifications in being a firefighter and that Firefight I & II is a certification. Roy thought that during the previous discussion they voted on Fire Officer I.

Interim Fire Chief Cuzzo said the lower the number of certifications the more applicants you will get but it holds true that the higher the certifications you require the fewer people apply. Fire Officer I & II is relatively common and III & IV is obtained with the executive officer program that is put on by the Massachusetts Fire Academy which he thinks you have to be a certain level to get in there and Garron said that was correct. Cuzzo added that there are reputable chiefs in Plymouth County and the State who may not have III or IV but have quite the credentials and that Chief Carrico was the exception.

Cuzzo thinks Fire Officer I is common and a good solid base where one starts and as far as II, III, & IV the number drops as to have those certifications. Garron added that the higher the rank shows that they want to achieve and that Firefighter I should be a starting point. Cuzzo completely agrees with Garron but also said that there are extremely strong leaders who do not have III and IV level but may have a Masters degree.

Schleiff asked what Chief Carrico and Benjamino had just to see what past history was and Cuzzo said that Carrico had I, II, III and IV but does not know what Benjamino had. Schleiff asked if that restricts us and he said he thinks it does and added as far as the screening process goes suggested to eliminate resumes.

Schleiff wanted to sum it up the discussion by saying that the initial posting was asking for Fire Officer I, II, III and IV and Cuzzo's recommendation was to have Fire Officer I, Fire Instructor I and everything above that is preferred. From Cuzzo's perspective it does not mean that it is going to stop someone who has a lot of credentials from applying but they may have a better shot because they do.

Garron asked how long they would be advertising the job and Seelig said the deadline was February 21st. Garron then asked if they would have enough time to advertise the new requirements and Seelig said yes because the posting is done on websites and changes can be done very quickly. Garron asked Schleiff and Roy how they felt about Cuzzo's recommendations and they both were fine with it.

Seelig is going to notify Chief Rogers in Bridgewater and ask him to get the word out to people who had I but not II, III, and IV can now have the opportunity to apply. Garron wants to get the most qualified candidate but at the same time does not want the Town look like idiots because we keep on changing requirements therefore would like it to be last time and Roy agreed. Roy asked about the license and did we establish residency and it was it was stated they would need a Class D and they would have to establish residency within fifteen miles; within twelve months.

Moved by Roy and seconded by Schleiff, the Board unanimously voted to follow Interim Chief Cuzzo's recommendation.

Light Duty Policy

Schleiff had handed out to Roy and Garron information about *Light Duty – Return to Work Program* and stated he will also forward a copy to Wage & Personnel. He asked them to look it over and continued to say that he just started on this and is the beginning stages and any feedback would be great. People who have been out would like to go back to work but this is not offered here in Halifax. Roy asked if they should ask the departments their thoughts and Garron added that would depend on the department because if you have someone from the Highway

Department there really isn't any light duty but said there are that some departments it may be easy to find light work. Schleiff said that is true but they could do some research or fix parts and stated that there are a hundred different ways to look at it and it is up to the departments to state what is considered light duty. In closing he asked them to take their time and look at it as it is not going to happen this year.

Talent Bank Form

A talent bank form has been received from Alan Dias expressing interest in serving on the Zoning Board of Appeals. The form has been forwarded to ZBA.

Police Department Vacancy

Chief Broderick had requested that the Board appoint Joseph Cushman as a full time Police Officer but because the academy filled up this has been put on hold.

Recycling Abatement Request

Richard Dailey and Christine MacDonald wrote on a past due recycling bill that they use a private hauler for their trash removal. Seelig has sent an abatement form noting that the BOS would need evidence that their hauler separates out the recyclables.

Silver Lake Assessment – FY2014

Discussion between Kingston and Plympton continue regarding the changes in the minimum contributions for FY2014 due to the Department of Education going from the Governor's figures to the Legislature's figures after the SL budget was approved. Halifax BOS and Plympton BOS have been invited by the Kingston BOS to meet with them regarding this matter. Seelig has contacted Kingston letting them know that the Halifax BOS is holding their meetings on February 11th and 25th and is waiting to hear back from them on a date to meet.

Police Department – Permanent/Intermittent Officers

A request to Civil Service has been sent asking that Officer Hall and Gaynor be allowed to remain as Permanent Intermittent Officers and no longer will be eligible for full time status. Without this okay they would become Special Police Officers.

Halifax Country Club/Halifax Investments – Change of Officers

ABCC did not approve the application that Halifax Country Club submitted for the change in officers due to not including the *corporate vote* and the completed *petition of transfer*. Seelig has notified Joseph Peck of this. No action is needed from the Town.

Earth Removal Permit Barry Gates/Turkey Swamp

Mr. Gates has not contacted the office in regards to the list Seelig sent him in December with what he needs to do to continue his earth removal permit. He has expressed that he would like to resume the earth removal operations once the economy improves but he will need an entirely new permit and go through the permit process again. Seelig stated that the Board can wait until this happens or

could fine him and asked what they wanted to do. He said that this does not mean you fine him everyday but can fine him once and then if you do not hear from him then you can fine him more often. Garron asked the Board how they felt and Schleiff suggested having him come in a talk with them and said in the winter there is not much you can do to correct the topography. Seelig said that Mr. Gates asked for all the waivers necessary so that he would not have to resubmit the plans that would normally be required. Garron said that if he came by the office and talked with Seelig or the Selectmen Assistant we would have been a little more accommodating. Roy thinks that Seelig's point is that Mr. Gates knows what he needs to do but is not doing it and by instilling a fine it will get his attention.

Garron said to send a letter stating that if we don't hear from you by a certain date you will be fined three hundred dollars per day and there after. Roy said you could say if I don't hear from with two weeks because we then could have him on the agenda.

Seelig said he could state in the letter here are you possibilities either file for the extension with the waivers you want or provided the information to close last permit or meet the BOS on the 25th and if you don't any of those things the Board has the power to levy fines at the rate of three hundred dollars per day with each day being a separate violation.

Schleiff said the things he asks us to waive we are not experts to comment on. Seelig said we have *As Builts* from when he stopped doing the work and you could have someone go out there is see if it still remains the same but he would have to come up with the money to have someone go out but this is a discussion he could have with the Board.

Moved by Garron and seconded by Schleiff, the Board unanimously voted to follow Seelig's recommendation which was to send a letter to the individual with statements to the fact that fines will be levy unless he can come in and meet with the Board.

COA Expansion

Resident, Pat Joseph, of Holmes Street has written to say that there have been several times where there has not been enough room at Pope's Tavern for events and activities. She stated that a larger room is needed but also said that an addition should not be put on the existing building. Roy thinks that is important that the Building Committee come to the Board's next meeting to give them an outline of their intentions as she does not want it to get too close to Town Meeting. Schleiff agreed. Seelig will invite M&SBC to their next meeting on February 25th.

MMA Legislative Breakfasts

Registration in advance is required for this spring MMA breakfasts. The closet one is in Weymouth on February 28th.

Snow Plowing – Brandeis Circle

Resident Gail Jones of Brandeis Circle has written to complain that her street was not plowed by 9 a.m. on February 5th and stated that the plows should have been out at 5 a.m. Seelig seems to think that the snow started after 5 a.m. Schleiff sympathizes with her as during one storm his street was not plowed for a while.

Community Development Block Grant - Minutes Excerpt

Moved by Garron and seconded by Schleiff, the Board voted to have the Clerk, Kim Roy, sign the excerpt from the Community Development Block public hearing.

Talent Bank Form

A talent bank form has been received from Maureen Thayer expressing interest in serving on Americans with Disabilities Act Commission and the Traffic safety Committee. The form has been forwarded to both committees.

Talent Bank Form

A talent bank form has been received from Sandra Dalton expressing interest in serving on the council on ageing. The form has been forwarded to the COA.

Principal Assessor/ Board of Assessors

Karen Trudeau has been selected as the new principal assessor. She comes with experience as she worked in the Assessor's Office in Hanson and has worked with the valuation firm that Halifax uses.

At this time there is a vacancy on the Board of Assessors and they would like to fill the vacancy with Holly Merry (previously was on the Board) for next few months until the May election. In order to fill this vacancy a joint meeting is needed between the BOS and Board of Assessors. The BOS felt comfortable appointing Ms. Merry to the Board of Assessors.

Moved by Garron and seconded by Roy, the Board unanimously voted to have Holly Merry come to the BOS next meeting with the Board of Assessors.

Insurance FY2014

The premiums are up but within the budget. However, the deductible on the property policy has increased from \$5,000 to \$10,000 due to the Town's loss record.

Hiring of Dispatcher

Matt Tucker, Director of Communications, has hired James Malone as a part time dispatcher. No action is needed from the Board.

Tax Title – 180 Franklin Street

Through the tax title process the Town has obtained the land at the above mentioned property. The property is assessed at \$132,300 and is about five acres. No action is needed from the Board at this time but the Board could choose to sell it later. Seelig has not gone out to look at the property but the property card states minimum of wetlands.

Trailer Permit – Kathy Swain

The office has called Ms. Swain to remind her that if she needs to renew her trailer permit she will need to submit an application. A letter has also been sent with all the paper work needed for the renewal.

EXECUTIVE SESSION

Moved by Garron and seconded by Schleiff, the Board voted as follows to enter into Executive Session at 9:40 p.m. to discuss Patrol Officer negotiations:

Troy E. Garron - Yes
Kim R. Roy - Yes
Michael J. Schleiff - Yes

Garron announced that no statement would be made at the end of the Executive Session and the Board would not reconvene in open session.

Moved by Garron and seconded by Roy, the Board voted as follows to come out of Executive Session at 10:00 p.m.

Troy E. Garron - Yes
Kim R. Roy - Yes

MEETING ADJOURNED

There being no further business, moved by Garron and seconded by Roy, the Board unanimously voted to adjourn the meeting at 10:00 p.m.

Kim R. Roy
Clerk

/pjm