

BOARD OF SELECTMEN
WORKSHOP
SELECTMEN MEETING ROOM
JUNE 19, 2018 6:30 PM
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2018 JUN 27 PM 12:13
MILLBURY, MASS.

Chairman Adams brought the workshop to order

Mr. James Kelley, HR Director handed out packets to the selectmen with confidential memos regarding changes in performance evaluations for town managers; now the individual forms need to be compiled by a non-member of the board. That member will then present one form at an open meeting with the rating of the manager and that form will be public information. He also had some questions for the board on setting goals and metrics. The goals need to be attainable and you need to decide if the board will consider partial competition of goals.

The selectmen set the evaluation for Mr. Marciello's anniversary date; bring everything to January 1. Selectman Despres said that in January they met and developed a list of ten goals with Mr. Marciello and the town manager let the selectmen know every town manager report how he was doing on all of those. Selectman Despres said that a goal should be distinct and outside of his normal day to day job description.

Per Mr. Marciello's contract, the Board of Selectmen shall review and evaluate the performance of the Town Manager once annually at least thirty (30) days prior to the close of the calendar year. Said review and evaluation shall be in accordance with specific goals and objectives which are to be developed jointly by the Board of Selectmen and the Town Manager. If, however, the Town Manager and Board of Selectmen disagree on a goal or objective, the Board of Selectmen shall determine the specific goal or objective with notice to the Town Manager.

The board went through each goal that each of the selectmen submitted to the HR Director, they then condensed and narrowed them down.

Mr. Kelley was instructed to put together a draft of the goals and present a draft to the Town Manager on Friday. The board concurred with that.

Chairman Adams wants each selectman to pick a "project" idea and analyze that, such as the Mansion, Planning Department or Transfer Station.

Chairman Adams asked if the board would put selectmen on the Charter Review Committee or appointees. Selectman Despres would like to be on the committee.

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Motion to adjourn made by Selectman Despres at 9:32 pm, seconded by Selectman Krumsiek
Motion carried unanimously.

Respectfully submitted,

Tish Hayes, Ex

Jon A. Adams

Mary Krumsiek

Scot Despres

Katie McKenna

Chris Naff










