

**TOWN OF MILLBURY
BOARD OF SELECTMEN MINUTES
MILLBURY PUBLIC LIBRARY MEETING ROOM**

June 29, 2017

6:00 pm

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Selectmen Present: Chairman Francis B. King, Sandra Cristo, Mary Krumsiek, Scott Despres, and Jon Adams, Town Manager David Marciello.
Chief of Police Donald Desorcy, Finance Director, Katie McKenna, Town Clerk Jayne Davolio, Paul DiCicco, and other concerned citizens, Robert Fucci-*Millbury Sutton Chronicle*

Chairman King announced the format being review of the Chief on TV; set up goals & objectives for 2018 not televised.

Selectman Despres said that he wanted the whole meeting televised.

Selectman Adams: Selectman Adams believes that the department is running well under his supervision; there is room for improvement as with everything. He will be securing the lobby of the station for the protection of his officers/dispatchers. There are 33/98 completed policies towards the certification. Chief Desorcy said that Lt. Rush-Kittle started the process and got 33 done; he has 60 to get done, some are long, some are short; he has assigned a sergeant to get this done. He is putting together the Rules & Regulations and hopes to have them completed very soon. Selectman Adams asked if the Chief could have all of the officers involved in the writing of the polices. Part of the certification/accreditation process you need to have a process manager. He is hoping to appoint a Lieutenant; first he needs to hire 4 new officers. When he promotes someone to Lieutenant, he will have to appoint a sergeant and then a patrolman will be open. Selectman Adams asked what capital projects will the Chief be looking for towards the certification process? They need to move the equipment out of the garage; but for that they need to construct a shed and find a place that they could build that shed as the parking lot is already full. This process is very involved; as far down as what type of utensils you use. Selectman Adams would like the foot beats back if you have 2 officers on. Chief said that when he is at full man power, he will have them doing this. He has 18 current officers but is budgeted for 21 officers.

Score: Four (4)- The department is noticeably changed and he commends the Chief on his efforts.

Selectman Despres: As we did not come up with measurable goals; he wanted to touch on manpower and staffing. Chief said that with injuries, parental leave and other issues shifts have been short staffed and overtime was a lot. The midnight shift is now at full strength and they are arresting drunk drivers, stopping speeding cars, the logs have gone from 1 page to 4-5 pages. Instead of spending money on overtime he would rather spend it on training. Selectman Despres wanted to discuss community involvement with the officers; the Chief has done well with the food drive and toy drive. Even when they are working with the election, they are interacting with community members. One of the other issues was the legal costs and Selectman Despres believes that the amount has gone done. Chief Desorcy said that cases are wrapping up and there

has not been a grievance filed in the last 18 months. Selectman Despres commended the Chief for working with the officers. He has been checking up on the methadone clinic to see when they are going to open; he wants to make a presence there to let them know that they are getting their treatment and moving along; they need the help. Selectman Despres thanked him for maintaining a good relationship with the school; the critical training that they have been doing is extremely helpful. Chief said that with Officer Oliveri; Sgt. McFaul and Lewos bring a lot of training for the school; they are getting better. The youth academy will begin July 7th with Officer Oliveri and Sgt. McFaul. He would like additional ALICE training in the schools. Selectman Despres would like to thank the Chief for the communication from the Chief on information that they could spread.

Score: Five (5)- he hears no complaints from his department.

Selectman Krumsiek- he's doing a great job; keep on the budget and community service.

Score: Four ½ (4.5)

Selectman Cristo- she is very pleased with our police department. Everyone is approachable and will give their opinion. The biggest problem right now is the opioid crisis. The Chief has pamphlets that they hand out and have in the lobby from the Opioid Crisis Task Force; he works closely with Amy George from that committee, she worked for Spectrum. He would like to have an open line of communication with Spectrum and have cards that can be handed out to the addict as well as the family members, the parents really suffer.

Score: Four (4)

Chairman King- one of the goals was policies and procedures which he covered; he was not happy with losing the pt testing from the collective bargaining agreement; how is that going? There has only been one since the new contract; 10 have attended and the others have not. He is hopeful that they will all take it as it is not mandatory; they do get \$1,000 for passing it twice. The testing is more attainable for all. Chairman King said that bringing respect back to the department was one of his goals and he feels that he did it. Thank you. Chairman King would like to see the foot patrol and bike patrol back again.

Score: Four ½ (4.5)

Chief Desorcy Average 4.4

Chairman King said that they are now moving on to his goals now. There will be a new rating system for the 2018 review.

Selectman Despres would like to put measurable goals but he does not know what he needs; he would like the chief to let them know what he needs. The Chief said that the department needs support from the Board; not that they do not have it; but with social media information gets out there that is not accurate and we should correct that. They are updating their social media policy.

If there is an issue, he would like to know about it. He can't fix something that he doesn't know about. Selectman Despres asked how he feels about putting video/photo out there on the Facebook/website? Sometimes it is needed, more eyes. Our website is lame, he is working on it to make it better. Social media is very important these days.

Selectman Krumsiek- continue to work on policies/procedures.

We know have the advanced 911 system which is amazing; you can look exactly where the call is coming from. His dispatchers are very capable and work very well.

Selectman Cristo- keep up the good work; hopefully we can get a handle on the opioid crisis. Chief said that one of his dispatchers got an award recently for helping to save a person by doing CPR while off duty.

Chairman King- more community involvement, foot patrol, bike patrol. 100% on PT, it benefits the officers, their partners and their family. Getting the lobby secure. The officers have not been having issues and calling the selectmen; how is officer Kenzo protected against the new drug that is out there that on contact they are affected. Officer Daly does carry Narcan for the dog.

Selectman Cristo asked if the officers will be doing CPR training again. It has been requested and they will be scheduling it when they have the manpower.

Chairman King asked the Chief what his goals are: Operational policies and procedures; staffing levels need to be met, if we take a lateral transfer we own them, there is no probationary period; we have been more reactive not proactive, the midnight shift is being proactive. He now has a chain of command in place that works.

Chief said that the carnival and fireworks are this weekend. We usually handle this well and have little problems. He would like to thank the residents of Dorothy Pond where the illegal fireworks have been many, the area has quieted down.

7:05 pm – 5-minute recess

Began again 7:15 pm

Chairman King said that this is a 6-month review for the manager, David Marciello. This will be just a general review of how each selectman feels that you have been doing. We will have the same process as the Chief's review.

Selectman Adams: The first 6 months progress has been satisfactory with room for Improvement. This is based on the lack of prioritized goals truly set forth by our Board and this was also due to the budget presentation and familiarization, not the budget itself and other unexpected time-consuming circumstances in the early stage. I personally would have liked to have seen the Town Manager list out his priorities and go through them one at a time to set true plans before us for each item.

David made the decision to go with interim DPW and it has worked well; she's doing a great job. But we still do not have a full-time director. Hiring a DPW director and an HR director, I believe we need to try something different, form a group and have another set of eyes review all the resumes or at least try something else.

Roads have been very time consuming and David has done an acceptable job on it working with the public who stop in his office; this takes away from your true duties.

The TM needs to work with all Boards, Committees and Personnel prior to introducing any ideas of change to an area. I have supported you on a few of these new ideas and still do. But we need to be very thorough on devising a complete plan prior to throwing ideas of change around the work place.

Begin to listen and learn all current polices and the way things are being done now show respect to it. Then take notes as to any changes you think that need to be done, learn the entire operation so you know exactly what the changes may affect before just introducing the change. This will show personnel that you know the process currently and then work with the Dept. heads as to introducing change so we have buy in from all involved.

As issues arise that requires a stern manager, he needs to talk them through in a professional manner; even if they push your buttons, breath deep and respond respectfully. We have to make sure we are giving credit to employees / directors when due; we have some great people working for the Town. Do not try to introduce change to a system until the plan has been written reviewed and deemed appropriate to introduce. Working with the boards/committees is paramount. Primarily the relationship with the general public has been good, but very time consuming; we thank you for that as this can be daunting.

Continue to work on all current as per your list and upcoming projects while trying to utilize these concepts. There is room for improvement, you are the new guy on the block, you have some good ideas and want to make changes; with support from the board we can get things done.

Score: Two (2)

Selectman Despres: thank you for your 2 pages 6-month review and he appreciates all that he has done; thank you sticking around to work with us. You are working 55-60 hours a week and he appreciates the reports of this. The town manager is straight out and juggling many tasks that are not his responsibility if he had the proper people in place. He would have like to have seen the lighting, stairs and HR office done. He has found no deficiencies in the manager's work product. He appreciates that he makes decisions. He's doing a good job but needs to learn more about the town. He is very dependable, works many hours including Sat/Sun. He has attended many board and committee meetings. He has come up with new ideas, such as Ch.40u; keep exploring things like that; the Asa Waters liquor license ruffled some feathers, but they are good. Hiring an interim dpw directors was great and attempted to hire new town counsel. Not afraid to change things. He spent too much time explaining sewer bills with citizens that he shouldn't have had to do; props for the first powerpoint presentation at town meeting regarding finances; he works well with the department heads and the committees; you worked well with the finance committee to complete your first budget given the restricted timeframe and took into account all of the needs of the Department Heads to the best of your ability and did what you could to help everybody in some fashion; gives praise and credit where credit is due; right on top of the dam

and keeping everyone up to date; extensive reports for the selectmen meeting; you manager to keep the board up to date. The HR director will help take some duties away from you as well as help the town as a whole; he attended several meetings in Boston which keeps networking open and he wants him to do more. Mr. Marciello has done an exemplary job in the first six months with the number of needs and issues on his plate; he came to Millbury not knowing the town or the people; if key personnel were in place maybe things would perhaps we would be looking at a different course of action; he's building his team and has a few of his people in place already and as he builds the rest of his team I'm sure we will see good things in 2018.

Thank you for everything you have done for the past 6 months.

Score: Four (4)

Selectman Krumsiek: You need improvement in all aspects of the job; you do not think plans through or consequences; you can be very defensive when questioned about your ideas; your reports are full of contradictions, i.e. you said that the budget was 25% done when you arrived but at the budget presentation and the Town Meeting you gave kudos to the Finance Director for doing the budget and I believe you need to improve in all aspects of the job.

Score: One ½ (1.5)

Selectman Cristo- comes up with great ideas but does not have a comprehensive plan before seeking approval; i.e. the Asa Waters Mansion, there are no plans in place and we have gotten have no details; she has heard from the employees who work hard that they do not get positive feedback. The Manager came to us late and luckily the finance department had most of the budget done. Outside of the Master Plan information; there has been no economic development plans brought forward. More positive approach and support for department heads.

Score: Four (4)

Chairman King: When you came in the board gave you a lot of issues that were facing the town; you did try to approach all of them but need to prioritize them. Thank you for being involved in the community; Memorial Day and speaking; you need to get to know Millbury more; find out what makes Millbury tick so that you know how to move forward. Your department heads are knowledgeable people; you need to see how each department runs before you make any changes. You have a big ship, you need all of these people aboard; if they start jumping ship your ship goes down. We have a lot of issues facing us; we would like to move forward as a team. You didn't really have direction from the board, once we set the goals & objectives you will have a path to follow and we will all move forward as a team.

Score: Three (3)

Mr. Marciello responded that he does give his department heads credit; i.e. in his report of 4/11/17 which he gave credit to the Town Clerk and the Finance Director credit for having the warrant and budget ready; in his perspective, the budget was only 25% complete in January because in his experience the budget is done by January. He disagrees that he does not collaborate with his departments; i.e. he included a group to interview the Asa Waters Director,

had a rep from the friends, the task force, the finance committee and others; that had never happened before; the Planning Department chose the new Town Planner; the department heads in hiring the HR Director; To say that he doesn't take the opinions of the department heads is erroneous, and it is not fair to put that on the record, the record is contrary to that. When he doesn't collaborate, he delegates; the department heads hire their own employees, i.e. the Sewer Clerk, Town Clerk and the Library; he doesn't even interview them, so the information is inaccurate and put on the record and on tv, he takes umbrage to it. Chairman King said that he didn't say he didn't work with the department heads, he wanted him to get to know how the departments work. He'd like to have the board name one policy that he has changed, there is not one policy that he has not changed any; he has talked about ideas. For the past six months, he has been trying to run the town, he did not go into any of his ideas because the time is not right. He's asked people to talk about his ideas, he's been too busy running the town. He takes into consideration peoples thoughts and ideas; he takes a collaborative approach; if people are talking about it on Facebook and starting rumors, he has no control over that. The stairs at the town hall have been in disrepair for years, you are lucky no one has broken a leg; there are other things that he has fixed areas that have been left for ten years. There was a parking situation in the lower parking lot and with a phone call he fixed that. He definitely takes a collaborative and delegatory approach as he described and by your own words that was never done before; he takes umbrage to the idea that he is being a dictator, that is not a fair assumption and it is not fair to allege that. He hears you and appreciates that that might be the impression and he will look into that. The facts do not support your allegations. Thank you for the opportunity to address that.

Town Manager Marciello Average 2.9-Chairman King said that after only six months this is not a bad place to be.

Mr. Marciello said that he wouldn't even rate himself at this point because he came into the process with a bunch of ideas but he has not approached any of them because the past six months he has been spending the vast majority of his time doing other people's work; the DPW department needs a lot attention as a reflection of the workload and to not have a full time director takes a lot of work; the budget takes a lot of work; the hiring of people of all of the people he listed; when a new guy comes to town everyone wants to hear his ideas and tell him theirs; he actually now puts that on his calendar, that is why he is now working Saturday and Sundays and still fitting in the promise he made to this board to become part of the community and go to the events, he's dragging his 14 year old to the carnival this weekend with her protesting that she wants to be with her friends.

Chairman King said that he appreciates that as community involvement is huge.

Town Manager Goals:

Selectman Adams and Selectmen Despres said that they put the goals into the review.

Selectman Krumsiek: Develop and implement a 5-year financial forecast for the town as well as a capital improvement plan; maintain an open and transparent atmosphere and insure that the

board is informed on all matters; work with the Planning & Development Director on the master plan; hire a DPW Director; shall interact with employees in good faith and with mutual respect and trust; work with the town moderator to increase town meeting attendance.

Chairman King- Hire a DPW Director and HR Director; roads plan; new school building issues. Mr. Marciello said that we need to have a plan for stormwater and find a funding source. He has reached out to his colleges to benchmark these goals.

Next review will be June 2018 based on goals and a format that the board will work on for a rating system.

Chairman King said that he understands that Mr. Marciello tried to hit all of the goals that were mentioned when he interviewed; but he said don't try to do it all at once. Make a list and bring it to the board for prioritization.

Selectman Adams said that during the interview process the board mentioned a lot of things that they wanted covered and maybe what they were asking became your goals; they were not meant to be. You need to study what we have in front of us now. Mr. Marciello is meeting with the Director of Planning & Develop to go over what we have in front of us.

Chairman King thanked the manager and said that we need to work together as a team. Earlier today he, the manager, the vice-chair met with Mirick O'Connell regarding the new contract with the attorney.

Mr. Marciello said that the projects around town hall are being done by free labor. The carpenter's training fund is doing the stairs; we have a student, Jake Robbins who is beautifying the grounds and working with Brian Iadarola, he's doing a great job.

Motion to adjourn by Selectman Krumsiek at 8:00 pm, seconded by Selectman Adams. Motion carried unanimously.

Respectfully submitted,

Tish Hayes, Secretary

Francis B. King

Sandy J. Cristo

Mary Krumsiek

Scott Despres

Jon Adams

Francis B. King
 Sandy J. Cristo
 Mary Krumsiek
 Scott Despres
 Jon Adams