

BOARD OF SELECTMEN
FEBRUARY 7, 2017
Executive Session

PRESENT: Mr. Dario Nardi; Chairman, Mr. James Gagner, Jr., Vice-Chairman, Mr. Marc Richard, Clerk and Mrs. Rebecca Acerra, Administrative Secretary

ATTENDEES: Chief Spiewakowski, Tony Torres and [REDACTED]

Opened the Meeting at 5 PM

Motion to enter into Executive Session in accordance with MGL, c30A, Section 21 (a) (1) and reconvene at the conclusion of this meeting for the 7 PM Open Session made by Mr. Gagner; second: Mr. Richard – unanimous. Roll Call Vote – 3 Yes Votes

Chief Spiewakowski requested this meeting to discuss what he feels is inappropriate behavior with regard to an employee. After a review of the document (printed text), the Board of Selectmen, acting as the Personnel Board took exception to how the Chief was addressed, which was “Bruce” not by his title. Chief Spiewakowski disputes some of [REDACTED] statements. He is recommending a two day unpaid suspension.

Mr. Nardi requested that [REDACTED] provide her recollection of the facts. [REDACTED] stated that she has addressed him as “Bruce” since he first arrived, with his permission. [REDACTED] provided document from [REDACTED], to which the Board reviewed. Mr. Torres asked the Chief if he had spoken with [REDACTED] and the Chief replied that [REDACTED] wasn’t upset. Mr. Torres, acting as Union Rep does not feel that this is insubordination. He also felt that harassment was a fine line. Mr. Nardi feels that the word “harassment” is a very strong word and not to be thrown around. The Chief stands by his opinion that disrespecting him as Chief is insubordination. Mr. Torres feels that at most it should be a verbal warning.

Mr. Nardi asked if the text messages were done while on the clock to which [REDACTED] replied it was a Saturday. Mr. Richard agrees with Mr. Torres, that the situation should have been handled differently. The taping of the print out of the text message should have never been done and she should know that being [REDACTED]

The Chief stated again that the manner in which this communication was sent is what prompted this letter for a meeting. All are in agreement that this matter boils down to nothing more than a lack of communication between the Chief and dispatch. All were in agreement that the Chief send a letter of

reprimand to [REDACTED] which will go into the personnel file. Mr. Nardi reminded all that there is lesson to be learned from social media and hoped that moving forward, ALL employees of the town think twice before hitting the send button.

Motion to exit Executive Session and recess until the 7 PM regular meeting made by Mr. Gagner;
second: Mr. Richard – unanimous.

Respectfully submitted,

Rebecca Acerra
Administrative Secretary

Marc W. Richard, Clerk