

Board of Selectmen

April 29, 1994

Minutes

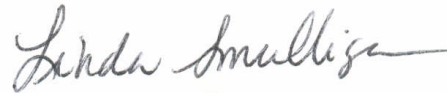
The meeting was called to order at 3:00 p.m. in the Library Conference Room by Chairwoman Carolina Kiggins. Selectmen present included Barbara Fegan, Robert S. Costa and David Ernst. Selectman John Ryerson was absent. Town Administrator, Julia Enroth, also attended.

The Board met with Jane Wells of the Massachusetts Office of Dispute Resolution (MODR). Selectman Costa directed several questions to Ms. Wells regarding her initial problem assessment of the Fire Department and left the meeting at 3:10 p.m. for a medical appointment. Discussion continued and included:

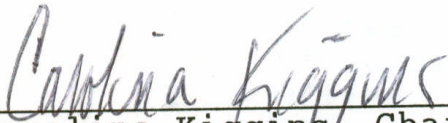
- a) status of project - the Town Administrator noted that the article for funding an assessment of the Fire Department had been approved at the Annual Town Meeting with an amended figure of \$5,000. These funds are subject to a Proposition 2 1/2 override at the May 2 election and, if approved, would not be available until 7/1/94. Some funds are now available in the consultancy account.
- b) identification of outstanding concerns - concerns discussed included personnel issues, interpersonal conflicts, internal structural issues and communication
- c) explanation of need for project - Ms. Wells suggested to the Board that her initial assessment of the Fire Department identified problem areas which she felt could be addressed through the services offered by the MODR.
- d) description of probable results of project - potential results noted included new management approaches and communication techniques
- e) discussion of steps - a) Can some be eliminated with work done by Wellfleet? - The Board discussed the possibility of some of the clerical duties of the project being performed by the Town's office staff. b) Does "facilitator/consultant" need equal hours with facilitator (MODR)? - Ms. Wells noted that the "consultant" chosen for the project would not need to work an equal amount of hours to the facilitator.
- f) discussion of budget specifics - Ms. Wells estimated the project at \$10,000 and suggested budget flexibility should further funding be required. It was noted that the project would be halted if there were a lack of progress.
- g) discussion of project implementation - Ms. Wells recommended establishing a panel of approximately 12 to 15 people comprised of representative(s) of the Fire Department, Board of Fire Engineers, ex-members of the department and Board of Fire Engineers and citizens interested in Fire Department issues to participate in a mediation process directed by the MODR in an effort to address areas of concern within the Fire Department. She noted that the Board of Selectmen would authorize establishment of the panel and funds for the project.
- h) discussion of formal agreement items - there was a consensus that a formal agreement would be necessary.

There was a consensus of the Board to go forward with the assessment with Ms. Wells as the facilitator and to contact Ms. Wells after Monday's election when the status of funding for the project will be clearer.

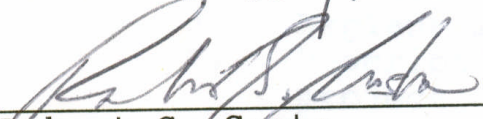
Respectfully submitted,



Linda Smulligan
Administrative Assistant

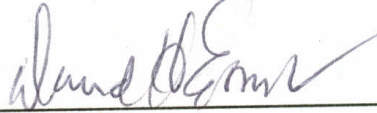


Carolina Kiggins, Chair



Robert S. Costa

Barbara Fegan



David Ernst