

Board of Selectmen
November 29, 1994
Library Meeting Room
Goals Session and Other Business Minutes

The meeting was called to order at 7:15 p.m. by Chairwoman Carolina Kiggins. Other Selectmen present were Robert Costa, David Ernst, Cynthia Paine and Ira Wood. Also attending was Town Administrator Julia Enroth.

Selectman Costa reported on information he had heard regarding the Squire Pond project.

Chairwoman Kiggins indicated that she felt that the Selectmen should be kept better informed by the Town Administrator regarding personnel matters especially those regarding senior management. A discussion on this matter by the Selectmen and Town Administrator included the following issues:

- 1) Need for Selectmen to review evaluations of all those employees for whom the Board has oversight responsibilities
- 2) Lack of personnel evaluations in past few years
- 3) Need for information before it is heard from public
- 4) Need for personnel information in order to evaluate the Town Administrator to determine if she is doing her job
- 5) Conflicts in certain cases between divulging personnel information and confidentiality requirements
- 6) Inability to always know and/or determine what will become a public issue

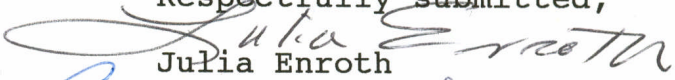
The Town Administrator agreed that she would commence an evaluation process and that the Selectmen would be in the review process for evaluations of personnel they reappoint and have access to evaluations of personnel whose reappointments they either must approve or may veto.

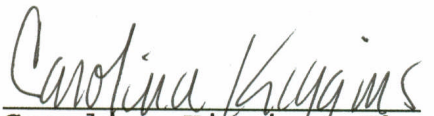
The Board proceeded with their review of goals and steps for implementation (see attached).

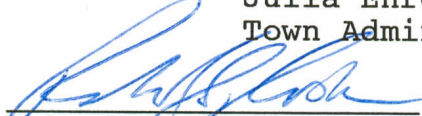
The Board then briefly discussed the questions and procedure for interviewing the School Committee applicants.

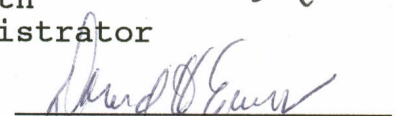
At 9:35 p.m., on a motion duly made and seconded, the Board voted unanimously on a roll call vote (Kiggins, Costa, Ernst, Paine, Wood - yea) to enter into executive session to discuss strategy in preparation for negotiations and not to return to open session.

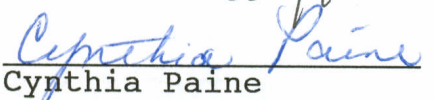
Respectfully submitted,


Julia Enroth
Town Administrator


Carolina Kiggins, Chr.


Robert S. Costa


David Ernst


Cynthia Paine

Ira Wood