

Board of Selectmen
January 5, 1995
Senior Center
Minutes

The meeting was called to order at 7:00 p.m. by Chairwoman Carolina Kiggins. Selectmen present included Robert S. Costa, David Ernst, and Cynthia Paine. Chairwoman Kiggins recessed the meeting for five minutes since Fire Chief Henson and Selectman Wood had not as yet arrived. Town Administrator Julia Enroth also attended. Also in attendance were Board of Fire Engineers members Richard Butterfield, William Corcoran, Larry Mott and Michael Seiser and Jane Wells of the Massachusetts Department of Dispute Resolution. Chairwoman Kiggins called the meeting to order at 7:05 p.m. Selectman Ira Wood was present.

Chairwoman Kiggins opened the meeting and introduced Jane Wells, Deputy Director of the Massachusetts Department of Dispute Resolution. Ms. Wells outlined her initial assessment, her recommendation of the need for both internal and external issues effecting the Fire Department to be addressed, and the Board of Selectmen's decision that internal issues be addressed first. She explained her role as facilitator, the commitment and hard work of the parties in the dispute resolution process and their goal not to look backward, but to create a document outlining a framework for the Fire Department to go forward into the future. Dan Silverman and Jeff Francis, as parties in the process and signatories of the document, joined the table. Fire Chief Henson arrived at 7:35 p.m.

Discussion included:

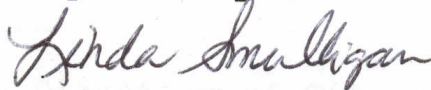
- a) recommendations of the dispute resolution document
- b) choice of participants for the dispute resolution process
- c) determination of issues to be addressed during the process
- d) applicability of document
- e) role of the press
- f) reaffirmation of document and the steps necessary for implementation of its recommendations by all participants present at this meeting
- g) differing expectations for the position of Fire Chief
- h) external problems noted by members at the table included:
 - 1) role of Board of Fire Engineers
 - 2) constant publicity surrounding the Fire Department
 - 3) lack of public education
 - 4) chain of command for addressing complaints regarding the Fire Department
 - 5) lack of communication
 - 6) lack of resolution of past problems
 - 7) lack of support from community, Board of Selectmen and Town Administrator
 - 8) closed minds
 - 9) rumors among citizens
- i) setting a timetable for determining and addressing external issues

Chairwoman Kiggins turned the meeting over to Board of Fire Engineers Chairman Butterfield. Discussion continued and focused on the future direction of the Fire Department. Discussion included:

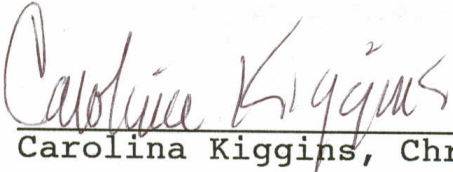
- a) role of Board of Fire Engineers
- b) Board of Fire Engineers' Mission Statement
- c) different visions for the Fire Department of the future
- d) regionalization of services

The meeting adjourned at 9:32 p.m.

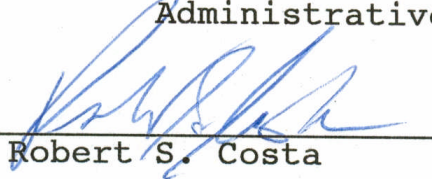
Respectfully submitted,



Linda Smulligan
Administrative Assistant

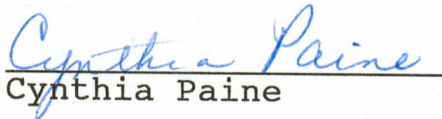


Carolina Kiggins, Chr.



Robert S. Costa

David Ernst



Cynthia Paine

Ira Wood