

Selectboard Minutes
August 28, 2017

Meeting opened at 6:00pm

Present: David DiNicola; Chair; Judith Hoag; Albert Sirard
Duane Pease, Town Administrator (TA)

Minutes approved on motion by Judy, Dave 2nd; vote 3-0.

Mail reviewed: MIIA will be conducting Work Comp audit with Treasurer; MMA
Legislative Breakfast in September; DOT sent letter advising of weight limit signs to be
posted on two bridges.

Board discussed Kathy O'Brien's April 24th letter regarding 2 incidents that occurred
while she was working at the Transfer Station. Kathy alleged an unsafe work
environment. These incidents involved Skip Savery and Suzanne Lemieux, Judy said she
spoke with both and advised their actions were and both agreed this would not happen
again. Judy also tried to reach out to Kathy but to no avail. As a result of this the Draft
Personnel Policy (section g, page 8) was amended to cover these situations. Kathy
submitted doctor's notes excusing her from work through the end of May but the doctor's
notes did not indicate what her injury was or how it was caused. Kathy did not return to
work but submitted her resignation. Kathy should have come to the Board immediately
and reported these incidents. There was further discussion on this and Al said there were
no repercussions to either for their actions and he felt there should have been a
suspension or recommendation of an anger management course as it appears Kathy was
afraid to return to work. An independent investigation should have occurred and record of
consequences put in their personnel files.

Dave motioned to send the Personnel Policy to Town Counsel for vetting, Judy 2nd; vote
3-0 and TA to send to Town Counsel.

TA suggested that the door locks to the Selectboard and Assessors office be rekeyed and
new keys issued as there is a record of keys given to individuals but the accuracy is
questionable as the list is quite old. A number of Committee/Board chairs as well as the
individuals that work in both offices would need keys as the only copier is in the S/B
office. Total number of keys needed would be less than 25. There was also discussion on
installing some type of security cameras in the offices.

Transfer Station was discussed next. A job description needs to be developed for the
attendant position, TA will follow on that. Also, the posted hours will remain the same
and new signage will be installed.

Senator Hind's assistant, Jon Gould, will follow with TA on lack of follow up from
Verizon on the phone issues at the Town Hall as well as some resident's concerns.

Dave then discussed the high speed internet issue and advised the Bill Ennen and Ed Donnelly will meet with the board at 3pm on Wednesday, September 6th. Dave commended the Communication Committee for all the hard work they had done in preparation for the wireless network. But when the tower bids come in way over what was budgeted, the change to a guyed tower brought up issues with the Zoning By-Laws. The Building Commissioner and Town Counsel felt the Town had authority to erect a guyed tower; there most likely would have been legal challenges. Dave said he has tried to stay neutral on the issue but is looking out for the best interests of the Town. There was continued discussion on possibilities for internet service, WiredWest has been actively pursuing unserved towns to join with them and using Westfield Gas & Electric as the fiber installer. WiredWest would act as the manager of the town's internet system once it was up and running. WiredWest would have no connection with MBI or the MBI funding. Options were discussed for both wireless and fiber. More will be learned when the Board meets with Ennen and Donnelly.

In Public Input, Wally Smith suggested offering Kathy O'Brien her job back at the Transfer Station.

Dave motioned to adjourn, July 2nd; vote 3-0 and meeting adjourned at 8:22pm.

Minutes respectively submitted by:

Duane Pease
Town Administrator

Minutes accepted with changes by:

David DiNicola, Chair

Judith Hoag

Albert Sirard