

**TOWN OF HEBRON
BOARD OF SELECTMEN
September 22, 2009 – Special Meeting - Workshop
Douglas Library**

Members Present: J. Watt, B. O'Connell, G. Mulligan, M. Stuart, W. Moorcroft

Staff Present: D. Lanza, A. Tierney

Guests: M. Leichter, K. Strid, see attached attendance sheet

The meeting was called to order by Chairman Watt at 7:40 p.m.

Public Comment:

F. Speno, 51 Gilead Street, spoke on behalf of all chief officers present in support of the reappointment of Chief Burton.

Grievance Procedures:

There was discussion regarding the Personnel Policies and Procedures, Public Works Department Union Contract and the Clerical Union Contract grievance procedures and the need to amend the PWD procedure if the proposed Management Team arrangement is adopted. It was agreed that the Clerical Union grievance procedure could be used as a guide and that the PWD union would have to agree with the amendment.

The consensus of the Board was that the long term goal should be to have one consistent grievance procedure in place for all employees, to be fair and equitable to all involved.

Town Boards Communication and Link to Boards of Education:

E. Cruz stated that the Management Team has been very approachable and she will be meeting with the Team on a monthly basis. She has adjusted to the change and now has clarification on contacts. All agreed that the most important thing will be to keep the lines of communication open. J. Dube indicated that her main contact is with Brian O'Connell as the BOS Liaison to BOE, that E. Cruz is the BOE person most in contact with the Town Hall.

T. Tremont indicated that he has not heard of any problems or complaints from Superintendent Siminski on the current Management Team arrangement.

T. Tremont stated that the Management Team works well together but that his understanding is that this arrangement is not chiseled in stone and may change if the circumstances change. J. Watt indicated that if the Town Manager leaves the spot must be filled and that if one of the team members leave the BOS will have to decide to fill the spot or go to a more traditional structure.

D. Ferree stated that to go forward with the structure that is now in place is in conflict with some provisions of the Charter. J. Watt indicated that the proposed Organizational Chart and structure is going to the Town Attorney for his opinion.

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D. Ferree stated that the three Team members do a great job in the positions for which they were hired, but not one of them meet the qualifications outline in Section 501 of the Charter.

J. Watt indicated that another Workshop session will be conducted to address the outstanding items.

Decision on Appointment of Fire Chief:

A. Tierney provided the Selectmen with a letter recommending reappointment of Chief Burton to a three year term with a recommendation for a review periodically by the Town Manager to ensure the well being of the volunteers and the Department and that the BOS appoint a liaison to the Fire Department.

G. Mulligan indicated that the FD is in transition; and that there is much more involved including the increased needs for training and accountability. She feels the guidelines and processes to need to be reviewed and amended where appropriate. In favor of the reappointment.

B. O'Connell spoke in favor of the reappointment, indicated that the Chief is the manager of a team of volunteers and it is a difficult position. There need to be fair, equitable relationships with processes and procedures in place. B. O'Connell thanked Paul and all the volunteers for their service.

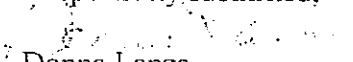
M. Stuart stated that the Chief is the team leader responsible for building the team which includes the troops. The Department is in transition. Membership needs continued faith that they have a voice and that they can bring concerns to the officers and know it will be dealt with consistently. Does not want the Fire Department closed in on itself. Some people need help being able to be productive members of the department and this is the job of the Chief Officers.

J. Watt agreed the department is going through a transition and indicated he felt this was an educational process. From a volunteer standpoint he would like to see other people encouraged, coached and mentored to become officers in the future. He supports the growth of the Department and the Chief's reappointment.

G. Mulligan moved that in accordance with the "Guidelines for Selection of Chief Officers" adopted by the Hebron Board of Selectmen on September 14, 2006, the Hebron Board of Selectmen confirm the Interim Town Manager's reappointment of Paul Burton as Fire Chief for a three-year term, effective October 1, 2009 through September 30, 2012. The motion passed unanimously.

B. O'Connell moved to adjourn the meeting at 8:47 p.m. The motion passed unanimously.

Respectfully submitted,


Donna Lanza
Executive Assistant

Board of Selectmen

9/22/2009

Guest Name

DAN PHELPS

Matt Barrett

Fred Spino

Nick Wallick

FRANK BILEK

Frank Martin

Steve LADD

Bud Jones

Ditte Griffin

Jeff Schiavo

Bruce DeGraz

Ron Winter

Allie Cruz

Jane Dube

Bill Rudis

TOM TREMONT

Donna Ferret

Gregory Long

PAUL BURTON