

**TOWN OF HEBRON  
ETHICS STUDY COMMITTEE  
JANUARY 20, 2010  
REGULAR MEETING  
TOWN OFFICE BUILDING**

2010 JAN 29 A 11:49  
HEBRON TOWN CLERK

RECEIVED

**Members Present:** Linda Blakely, Stan Marchut, Glenn McGrath,  
Robert Zamojcin, Elaine Griffin

**Members Absent:** Charles Redfern, Ann Hughes, Donna Ferree, Peter Moon

Chairman, R.Zamojcin called the meeting to order at 7:00 p.m.

**Approval of Minutes-  
Regular Meeting – January 6, 2010**

S.Marchut moved to approve the minutes as presented. L.Blakely seconded the motion and it passed unanimously.

**Guest: Harvey Desruisseaux**

Mr.Desruisseaux of Walnut Street, Hebron addressed the committee noting that he has served on the last two Charter Revision Committees. He gave a brief summary as to why he endorses the idea of forming an Ethics Committee. He cited alleged incidents that are uncorroborated and unfounded. Mr.Desruisseaux inquired about accessing the Ethics website.

E.Griffin replied that the BOS is requesting that a public hearing be held prior to the activation of the website.

S.Marchut reported that the Chairman of the BOS, J.Watt advised the committee not to re-invent the wheel therefore he prefers to delay the public hearing until we have more of our own work product.

G.McGrath noted that a public hearing would serve to get more support for our work. He also stated people assume we are a commission when in fact we are a study committee and charged to design a code of conduct.

Discussion ensued. It was determined that the correspondences through e-mails from J.Watt to the committee are not definitive and clarification is needed. E.Griffin stated at the BOS meeting she would address this issue and seek for clarification regarding a timetable as well as specific direction. The committee agreed to leave the employee handbook/code as is but to use it as a reference. All were in agreement to have a draft of a code in place first and then look to scheduling a public hearing. It was anticipated the hearing would be held in April.

**Draft Code, starting with Section on Conflict of Interest**

The committee members agreed that it is important to keep the language in mind to avoid a provision that costs the town money and or discourages or inhibits volunteerism in the town.

The Hebron Code Outline was reviewed and discussed by the committee. Definitions and language were addressed at length. It was noted that the Town of Ellington does not define personal benefits in their code. Overlaps were found in the model code and the personnel policies as S.Marchut did a comparison.

E.Griffin noted that the employee handbook is more detailed while the model is easier to understand being that it is simplified and less invasive.

Discussion ensued as the committee members compared and contrasted the model code and the personnel policies. Language was thoroughly reviewed. The goal agreed upon was to be all-inclusive without conflicting with the employee handbook. The Ethics Committee was in agreement to create a draft that was inclusive and highlight any discrepancies. It was also agreed that clarification is greatly needed from the Selectmen. E.Griffin will ask to be put on the February 4, 2010 BOS agenda.

It was concluded that each of the committee members would review and compare the above information discussed to identify where contradictions occur and be ready to discuss at the next meeting.

**Adjourn**

The meeting adjourned at 8:55 p.m. The next meeting is scheduled for February 3, 2010 at 7:00 p.m.

  
Sandra J. Kamis  
Board Clerk