

**TOWN OF HEBRON  
ETHICS STUDY COMMITTEE  
FEBRUARY 3, 2010  
REGULAR MEETING  
TOWN OFFICE BUILDING**

RECEIVED  
2010 FEB -4 P 3:42  
Hebron Town Office

**Members Present:** Stan Marchut, Glenn McGrath, Donna Ferree, Robert Zamojcin, Charles Redfern, Ann Hughes

**Members Absent:** Elaine Griffin, Peter Moon, Linda Blakely

Chairman, R.Zamojcin called the meeting to order at 7:05 p.m.

**Public Comments** None.

**Approval of Minutes-**

**Regular Meeting – January 20, 2010**

A.Hughes moved to approve the minutes with the following correction noted: Page 1, second paragraph should read “ E.Griffin replied that the BOS is requesting that a public hearing be held prior to the activation of the Ethics Committee email address.”

S.Marchut seconded the motion and it passed unanimously.

**Re-iterate No Employee Applicability in Draft Code**

R.Zamojcin reported that E.Griffin had a discussion with D.Lanza and A.Tierney regarding the employee handbook and it was noted to not include the employee handbook in the code of ethics.

A lengthy discussion followed between the Ethic Committee members regarding their charge as a committee as well as meeting the minimum standards of the State code. It was concluded that the committee shall move forward and draft a code of ethics, recommend and present it to the Board of Selectmen and address areas where there are discrepancies between the employee handbook and the code at that time.

**CCM Municipal Leader Ethics Training Class on February 27, 2010**

R.Zamojcin noted that P.Moon stated he is unable to attend this training class. Registration for this class needs to go through D.Lanza. D.Ferree stated she will contact D.Lanza to inquire about registration.

**Continue Draft Code, Review Section on Conflict of Interest**

The Hebron Code Outline was reviewed and discussed by the committee. S.Marchut opened this part of the discussion by comparing Article 15: 4 a and b of the employee handbook to the model act noting that the discrepancy is the handbook prohibits to include family members and associates. All agreed to make a note of this and continue with the code and to identify clear definitions in the front of the manual.

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Ethics Study Committee – Regular Meeting

February 3, 2010

Discussion ensued as the committee members compared and contrasted the model code to the employee handbook. Differences were noted and highlighted. Definitions were discussed noting areas of incongruence.

S.Marchut stated he has drafted a spreadsheet, which reflects differences and comparisons of the handbook and the model code.

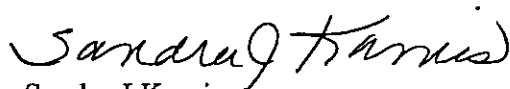
**Proceed to Subsequent Sections (Disclosure, Private Interests, etc.)**

The Committee reviewed this section by paragraphs noting minor differences. After some discussion it was concluded that each of the committee members would review sections 15, 16 and 18 and be ready to start discussion with these sections at the next meeting.

**Adjourn**

The meeting adjourned at 9:15 p.m.

The next meeting is scheduled for February 17, 2010 at 7:00 p.m.



Sandra J. Kamis

Board Clerk