

October 11, 2017 9:00AM Selectmen's Meeting

Present: Don Chabon, Chuck Cardillo, Terry Flynn, Danielle Fillio

Don welcomed everyone.

Don mentioned Halloween events:

The Stockbridge Chamber of Commerce, Town of Stockbridge and the Red Lion Inn will sponsor the annual Halloween Parade for area children on Friday, October 27th. The parade is scheduled to begin at 6:00 PM at the corner of Pine and Main Street. We will "march" up Main Street to the front lawn of the Town Offices for cider and donuts. . Following the party children may take a walk-about outside the Stockbridge Library to see lighted pumpkins and enjoy stories and more treats. In the event of rain the parade will be cancelled. Events will continue at the library.

Don made a motion to set Trick or Treat hours for 5:00PM to 7:00PM on October 31st, Chuck Seconded: the vote was unanimous.

Don also announced the Ice Glenn walk to be held on November 3rd at 6:00PM at the Park Street Park.

Don said that the Zoning Bylaw Review committee met on September 25th and the meeting well attended. Don personally thanked the appointed members and said that it is an environment with much vested in the committee and reminded them to keep in touch with the Planning Board and Town Administrator.

Ruth Pearce thanked Danielle for keeping the website updated.

Don thanked Steve Knopf and Julie Edmonds for their work on the Parks Department this season.

Don announced the Task Force for Non-Profits as: Don Chabon, Gary Pitney, Jay Bikofsky, and Tom Stokes. They met on the 26th and shared thoughts on the subject and would like to have people from the non-profits to join. They would like to suggest Pilot agreements (payment in lieu of taxes). The Town currently has two groups who have Pilot agreements and those who give in lieu of taxes without agreements.

The Stockbridge Bowl Dredging is moving forward and Gregg Wellenkamp is doing a great job.

Another thing that came out of the Visioning process was economic development and he encouraged to move forward with this and possibly create a Task Force and he had discussed this with Chamber members.

Danielle gave updates on the new Web site and that data is being added currently and after that we will look for feedback. Danielle also mentioned that she would be putting the Town speaker system up to use for Select Board meetings.

Next on the agenda Don noted that the Highway Department received a \$1,000,000.00 STRAP grant for the Larrywaug Bridge.

As Len was not present, Don had Mike Kulig speak on the preliminary design for the Highway garage.

Mike had preliminary details for the garage and designs of moving the Talbot Center, not to be included in the new garage building but it would be moved forward towards the compacting area, keeping the flow of traffic away from the Highway Garage and out of the flood plain. The garage will have four 14'x14' bays.

Don read a letter of resignation from Town Collector, Nancy Socha:

The Board of Selectmen and Danielle Fillio:

I will be retiring from my position as Town Collector for Stockbridge effective Friday, November 17, 2017.

At this time I would like to take the opportunity to say that this has been the best job I have ever had. The Town is so lucky to have the greatest staff it has been my pleasure to work with. Every one of them is very friendly and professional in every way.

I will especially miss the town's people coming into my office to pay bills or just to chat on the telephone. I have made a lot of telephone friends with attorney's offices and our software company.

Stockbridge is very fortunate to have the majority of its citizens pay their bills timely and therefore helping me have such a great collection rate! I am very proud of my collection rate for the past 12 years and I take pleasure to be leaving on such a high note.

If I can be of any assistance prior to my departure or afterwards, please let me know. I'd be happy to provide whatever assistance I can to provide a smooth transition to my

successor.

With Warmest Regards,

Nancy Socha, Collector

Don said that Nancy needs to send a letter to the Town Clerk to make it official.

Terry Flynn expressed his gratitude and best wishes to Nancy and her work for the Town. Don and Chuck added their appreciation also.

Don said that they can appoint someone until the end of the year and then move for election. He suggested sending comments to Danielle. Chuck also discussed the potential of changing the elected positions to appointed positions. Terry agreed and the Board will discuss further at their next meeting.

Next was discussion on the Fire Department and Chuck recused himself as Selectman. Chuck said that as of 10/19, they currently have 21 members, 6 EMTs. They have had 289 calls of which:150 medical and 139 fire related. Seven members took the high voltage class last week . They are looking to get Narcan and epi pens for the department with the state. They have received a \$5,000 forestry grant. The new fire truck is in the process and the bid for engine 3 surplus is in the paper and the bid opening is October 24th at 3:00PM. A new grant program is coming out and they are looking into applying for new grants.

The central station roof bid spec will be in this week and it will go out for bid to be done this fall. The boiler is being replaced in the Glendale station to make it more efficient; the station will house the special op equipment.

Don asked Terry about his asking about the fire department as Don has received some complaints. Terry said that he wanted to advise himself on how the department was structured so he had been speaking with other departments. He commented that he could not speak with Chuck directly as it is in violation of the open meeting law.

Don would like Terry and Chuck to discuss these things amongst themselves as Selectman talking to the Fire Chief, but Terry did not feel that it was allowed.

Don next stated that there was reconsideration on the intersection of Rout 7 and Rout 102 at the Red Lion Inn. Don aske Chief Fennelly to come to the table. There has been discussion of what could be done to make it a safer intersection. There was a Transportation Study done in 2004 and the best solution at the time was a traffic circle. Since then there has been discussion and editorials in the paper. Don asked the Chief to look into possibilities of flow.

Darrell spoke on the Police Department updates. He said that the Josh Billings and the Harvest Festival both went well. Upcoming there is the Library Road Race next week and the Norman Rockwell Emergency Personnel event on October 28th from 11:00AM to 2:00PM; promoted by the Rockwell Museum. The Halloween Parade is also coming up.

He stated that Officer Slater is in her 13th to 14th week of training and is doing well.

He just attended the Massachusetts Chiefs Conference regarding mandatory training. Darrell, Officer Nichols, Kim Shaw and Danielle will be attending a two day leadership training course in Pittsfield.

Darrell continued that Officer Nichols has been the Officer in charge while Darrell has been out and he has done an outstanding job. With an anonymous donation they were able to purchase two additional speed trailers. The storage container to the rear of the building will be used for the speed trailers this winter.

They are continuing to run radar on Glendale Middle Road due to complaints. They are also monitoring Hawthorne Street and East Main as well. There is still foot patrol on the day shift and evening and midnight shifts to check the doors.

They have scaled back on hosting training using the community room as Lee has a new training room and there were complaints from the Doctor's office regarding noise in the gym. They will host on the weekends and Lee will host during the week. Darrell feels that this is unfortunate.

Reserve academy class graduated in September and Darrell has had a few inquirers for reserve officers. They have two and could use two more.

The Selectmen thanked Darrell.

Don made a motion to appoint Karen Marshall, Patrick White, Mary Flourney, Jessica Meagher, Rebecca Weinman, Lynne Edelstein, and Christine Rasmussen to the Culture Counsel. Chuck seconded, all were in favor.

Don made a motion to appoint Starbuck Smith to the ZBA. Chuck seconded; all were in favor.

Don made a motion to appoint Howard Stern and Bruce Rubin to the Stockbridge Bowl Committee. Chuck seconded, all were in favor.

Next on the agenda was the Special Permit Hearing. Don noted that it might move things along if the Board makes site visits before the hearings in the future.

Don made a motion to continue the public hearing on the special permit for David and Sarah Lebwohl on 24 Mahkeenac Shores. Chuck seconded, all were in favor.

Attorney Lori Robbins said that as a result of the site visit the applicants had concerns and had decided to amend their plans slightly and to move the house further away from the neighbors. The dwelling would not have constraints.

They can only move the house over 2 feet; 7.2 feet away, eliminating the entrance to the basement and moving the retaining wall.

The shadow study showed no shadow cast on the neighbor's house. They also relocated the chimney and the placement of the house is not increasing non-conformities.

Don asked for comments.

Yasmine Tetetanbaum, 26 Mahkeenac Shores , stated that if granted, it is granted based on the new plan. She would also like the conclusions of the shadow study be put into the Special Permit. Don and Terry said that it was not appropriate.

Don made a motion to close the hearing for the Board deliberation. Chuck seconded; all were in favor.

Don made a motion to approve the special permit based on the finding that what the applicant presented is not substantially more detrimental to the neighborhood . Terry seconded; the vote was unanimous.

Next on the agenda was discussion on the Human Resources Implementations and job performance evaluations. Chuck was asked to recuse himself. This is based on recommendations from the Finance Committee and approval of the previous Board. It was also recommended that they retain a Labor Lawyer.

Don stated that the Board has to negotiate with two unions. And that there is spillover of what the union gets; everyone else is expecting. Concerning the labor lawyer; they are waiting to compare two firms. Terry said that he was fine with this approach but not putting a lawyer on a retainer for negotiations; only to use when necessary and use Ray's office. Danielle said that Ray does not sit in on negotiations and he suggested that if this is what is wanted, they go outside for a labor lawyer. Don said that it is extremely helpful to have someone.

Don asked Terry to be point man on negotiations and Terry said that he would be.

Danielle stated that the Unions send the Town a letter when they are ready to negotiate; usually around the end of October to early November.

Don's understanding of an HR plan is that there are job descriptions which the Town already has with current updates and job evaluations of the jobs themselves. Then they would go to performance evaluations, understanding the different groups of employees.

Don suggested getting their own system that would apply to everyone across the board.

Terry suggested that it was too late in the year to come up with a unified plan but to look to the next year; use the standard principal this year but develop a fundamental process for moving forward. He said that the Board of Selectmen should be evaluating the Department heads; the primary evaluators.

Don said that Sewer and Water Departments would be evaluated by their elected Board.

Don stated his understood process being that employee supervisors evaluate their employees, then Administrator would review those evaluations with comment, then Board of Selectmen would review those with the option to discuss change. Evaluations would not come to the Board of Selectmen until the three or four steps are completed.

Terry agreed with this but said that the Board of Selectmen should be the direct, active evaluators of Department Heads, with input from Danielle.

What Don would like is Danielle's input as the employee supervisor.

Don did not want to get into the design on system right then.

Danielle will get Terry copies of sample job descriptions. Terry said that there should be specific criteria and re-energize evaluations.

Don prefers a more structured guideline system for evaluations but Terry did not agree.

Christine Rasmussen, 3 Sergeant Street, suggested asking Danielle to come up with an evaluation plan and present it to the Board; something in writing that they can respond to. She felt that it would be a good exercise for Danielle to see how she would like to see her employees evaluated and what the most important criteria are to her as Town Administrator, as ultimately all of the employees work for her. Terry suggested that she was speaking of a stronger model of Administrator, that we may have next year, but that we do not currently have.

Danielle added that the evaluation process Don presented is the system currently in place. Don said that they could continue with that procedure.

Terry suggested talking with the groups involved.

In conclusion Don suggested that he, Terry and Danielle write up a system for the evaluation process and they will share those as next steps. Terry did not agree.

Terry did not want the Town to go to merit based raises at this time, as recommended by the Finance Committee and the last Select Board. Don said that this would then be closed.

Terry suggested having a discussion with the Finance Committee and ask what the real issue is and reasoning behind why they want these changes.

Don said that they would continue the discussion at a later date.

Chuck rejoined the meeting.

Don announced the November Select Board meeting schedule as: Monday, November 6th at 7:00PM, Wednesday November 15th at 9:00AM, and Monday, November 27th at 7:00PM. Danielle added that the Town offices will be closed on November 10th in observance of Veteran's Day.

Don also mentioned that they may add another meeting in November concerning the Traffic Circle.

Gary Pitney, Chairman of the Board of Assessors, said that concerning nonprofits, as the Town looks at the new school agreement, is the new formula based on total valuations of Town? A better solution would be to say taxable valuations. He suggested amending that agreement.

Terry thought that it was only based on taxable income and Danielle will read over the agreement and let them know how it is stated.

Gary continued that based on Pilot Programs, they encourage the Board to investigate the School Agreement.

Terry brought up that there is a rail road car on its side in Glendale by the dry bridge and Danielle said that she would make contact with Housatonic Rail Road.

Lisa Thorne, Talbot Center coordinator, discussed the future of the Talbot Center, would like to establish a closing date and be informed about future plans. She questioned if they will save the current structure and move it over to its new placement. Chuck said that they would look into it and there is time and will now not happen until spring. Danielle said that they are postponing the garage demo as they do not have set plans and the Highway vehicles will have winter housing. As things move forward they will keep her informed and keep her a part of the plan. Lisa asked that if their closing date could remain the same and Chuck said yes. Chuck agreed that keeping the center separate from the garage would be a good idea.

David Borne questioned where they would store fixtures when the time comes and it will be determined.

Don thanked them and their volunteers at the Talbot Center.

With no further business, Don moved to adjourn. Chuck seconded, the vote was unanimous.