

Board of Selectmen

March 12, 2019

7:00 PM

Chenery Hall

Minutes

Present: Michael Marcucci, Osler Peterson, Gus Murby, Kristine Trierweiler, Mark Cerel, Evelyn Clarke

Minutes

Mr. Marcucci called the meeting to order at approximately 7:00 PM and disclosed the meeting is being video recorded.

The Selectmen observed a moment of silence in appreciation for our Troops serving around the world.

Mr. Marcucci noted that this is the first meeting since the passing of Michael Sullivan and there will be a lot of discussion in town about how to properly recognize and honor Mr. Sullivan. Mr. Marcucci thanked Ms. Kristine Trierweiler and Ms. Roberta Lynch for all the work they did to help Mr. Sullivan's family during this time.

Citizen Comment

None

Appointments

Maurice Goulet, Discuss Vine Lake Cemetery Fees and Medfield Transfer Station Sticker Fee – Mr. Marcucci said that Mr. Goulet will not be presenting tonight.

Mr. Bob Conlon, Police Chief Search Committee- Mr. Marcucci explained how the proceedings will be handled and assured everyone that all will be heard. Mr. Marcucci said the interviews with the candidates are tomorrow night, March 13, 2019. Mr. Marcucci thanked the members of the search committee.

Mr. Bob Conlon, Chairman of the Police Chief Search Committee, introduced the other members of the committee- Rachel Brown, Citizen at Large and Municipal Compensation Consultant; Paul Goldense, Citizen at Large and security consultant (not in attendance); Jayson Hreczuk, Citizen at Large and data base engineer; Russ O'Neill, Citizen at Large and member of the Brookline Police Department; Mel Seibolt, Park and Recreation member and retired police officer of Brookline Police Department; Fire Chief William Carrico; Maurice Goulet, Director of Public Works; Jeffrey Marsden, Superintendent of Medfield Public Schools.

Mr. Conlon wants to focus on the process the search committee went through. Mr. Conlon feels there is a lot of incorrect information as to how the process worked and he would like to clarify.

Mr. Conlon said on June 26, 2018 the BOS voted to appoint the members of the Police Chief Search Committee. The Committee issued an RFP and hired Badge Quest. Badge Quest is a

consulting firm that specializes in public safety recruitment. Badge Quest assisted Medfield in the 2005 search for police chief and during the recent 2018 fire chief search.

Mr. Conlon said 57 resumes were received for the position. Mr. Conlon said that out of the 57 resumes, 17 moved to step 2 in the process. In step 2 of the process, 14 out of 17 responded (2 of the applicants withdrew and one chose not to respond). Mr. Conlon said 9 out of the 14 respondents were invited to interview with the Committee. Mr. Conlon said all 9 candidates were interviewed over 2 nights; the same questions were asked to each candidate and 30 minutes were allowed for each interview. Mr. Conlon said there was a debriefing done by the committee during each interview before the next one started. Mr. Conlon said the candidates were ranked at the conclusion of each night.

At the end of the interview process, five (5) candidates were moved onto the next step. Mr. Conlon said that step 3 involved assessment and role playing concepts designed for leadership roles. Each candidate was evaluated after each exercise by the consultants and the committee.

The Committee then made their recommendations to the Board of Selectmen. Mr. Conlon restated the process; job posting, resume and cover letter, questionnaire, interviews with the committee over two nights, five assessment center exercises, and then the recommendation of two finalist candidates. Mr. Conlon said the Committee unanimously submits the names of Michelle Guerette and Brian Pichnarcik. Mr. Conlon said the two candidates distanced themselves from everyone else during the process.

Mr. Marcucci asked Mr. Conlon to describe the parts of the Committee's process that were confidential. Mr. Conlon stated the scores/results of the assessment center process and the questionnaires are confidential. Mr. Conlon said that surveys of the Medfield police department and the public were conducted and those are confidential as well.

Mr. Peterson asked why there were only two candidates. Mr. Conlon said the gap between the two selected candidates and the other remaining applicants was significant.

Mr. Murby said the cover letters of the resumes were used to evaluate communication skills. Mr. Murby asked if the candidates knew the cover letters were going to be evaluated. Mr. Conlon said yes. Mr. Murby said that Mr. Conlon said two applicants dropped out of the process. Mr. Murby asked if they dropped out because of the process or was it for other reasons. Mr. Conlon said he is not certain about the reasons however some applicants use the interview process as leverage and get promoted within their current department. Mr. Conlon said that the applicants that dropped out of the process were not going to move on within the search.

Mr. Conlon said the two finalist candidates were being presented with a unanimous vote of the committee and there is no ranking between the candidates; the candidates scored the same. Mr. Marcucci asked why this process that the search committee implemented is the best process. Mr. Conlon said due to the amount of steps in the process; Mr. Conlon said he would have liked some situations from the assessment center process migrated into the interview process. Mr. Marcucci asked if further research was done by the committee or Badge Quest to get more information about the candidates. Mr. Conlon said the committee did no research on the

candidates however Badge Quest talked to immediate supervisors and used their network for research as a preliminary background. Candidates were also asked if they would continue in the process if made a finalist.

At approximately 7:35 pm, Mr. Marcucci asked for questions from the audience.

Mr. Jack Rose, Remsen Avenue, said the process seems a bit analytical. Mr. Rose asked if any accommodation was given to a candidate that knows the staff and knows the heartbeat of the town. Mr. Conlon said absolutely. Mr. Conlon said it is hard to ignore what Mr. John Wilhelmi has done as Interim Chief.

Mr. Paul Hinkley, Harding Street, said he has lived in Medfield all of his life and has been through many searches for a police chief. Mr. Hinkley said in the past, the experience in Medfield has always been a deciding factor. Mr. Hinkley said Mr. Wilhelmi has been here for 40 years and feels if he wasn't qualified the past four chiefs would have gotten rid of him. Mr. Wilhelmi knows the heart of the town and has common sense. Mr. Hinkley feels it was demoralizing to the Police Department by not granting Mr. Wilhelmi an interview. Mr. Hinkley said there was no search committee for the Town Administrator. Ms. Trierweiler trained under Mr. Michael Sullivan for 20 years, is more than qualified and was promoted. Mr. Wilhelmi has been with the department for 40 years and was not even granted an interview with the Board of Selectmen.

Mr. John Harney, Maplewood Road, thanked Mr. Conlon for all of his work. Mr. Harney endorses what Mr. Hinkley said about Mr. Wilhelmi. Mr. Harney said ignoring what Mr. Wilhelmi has contributed to the town and putting the process in a textbook format is wrong. Mr. Harney said the candidates cannot know the town of Medfield more than Mr. Wilhelmi. Mr. Harney asked the BOS to extend the interview to Mr. Wilhelmi and give the town a bit of time to digest this whole process.

Mr. Bill Massaro, Evergreen Way, said the Board of Selectmen like to maintain continuity. Mr. Massaro said Mr. Wilhelmi should be added to the list of candidates.

Mr. Kevin McClay, Granite Street, is a former police officer of Medfield. Mr. McClay said he moved on to the Norwood Police Department and then the Boston Police Department simply because there was little opportunity for advancement in Medfield. Mr. McClay feels the intangibles were missed in the search process. Mr. McClay asked if Chief Meaney was the choice of Badge Quest back in 2005 or was Chief Meaney added to the list above Badge Quest. Ms. Trierweiler said the committee makes the recommendations; not Badge Quest. Ms. Trierweiler said the search committee put Chief Meaney through back in 2005.

Mr. Joe Brienze, President of Medfield Police League, stated that selecting a candidate from outside of Massachusetts is a concern. The candidate will have minimal experience with Massachusetts laws and how our court system works. Mr. Brienze said an out of state candidate will not know how the District Attorney's office works in Massachusetts. Mr. Wilhelmi already has established contacts in Massachusetts. Mr. Brienze said the Medfield Police League is comprised of 21 police officers and dispatchers with 52% of the force fewer than 5 years on the

job. Mr. Brienze asked how the new police chief will explain to the department that tenure doesn't matter.

Mr. Conlon said that the assessment center is only one piece of the process and Badge Quest has nothing to do with putting final candidates in front of the committee. It is a decision of the Committee. Mr. Conlon said the committee took seven months and each member spent numerous off hours reviewing all of the candidates.

Mr. Robert Flaherty, Police Office in Medfield since 1987, said there is no teacher, textbook or interview like experience. Mr. John Wilhelmi has the experience and this is not Providence, Rhode Island. Mr. Flaherty said that Mr. Wilhelmi should be considered.

Mr. Lars Anderson, Woodfall Road, said Mr. Wilhelmi is a fantastic man and should be put forward as a candidate.

Ms. Rosemary Mann, Park Street, is the daughter of former police chief, William Mann. Ms. Mann said that Mr. Wilhelmi trained under her father and noted that her father wanted it known that he recommended Mr. Wilhelmi for the position before he passed away.

Mr. Mel Seibolt, Snyder Road and Police Chief Search Committee, said a survey was sent out to the Medfield Police Department. The department was asked to put into writing the characteristics necessary of the next chief. Mr. Seibolt noted that only five officers responded. Mr. Seibolt said that he feels the police department had an opportunity to put in recommendations for an internal candidate and only five officers responded. Mr. Siebolt said the committee was unanimous in their recommendations and the committee did serious work for 7 ½ months for the town of Medfield. The committee wasn't playing games; this was very important to every member on the committee. Mr. Seibolt asks that the BOS agree with the committee's recommendation and interview the two unanimously voted final candidates.

Mr. John Geary, Medfield Police Department, feels the survey that was sent out did not ask specifics about the next chief. Mr. Geary asked for a raise of hands as to who would suggest Mr. Wilhelmi and several hands were raised. Mr. Geary feels that Mr. Seibolt points were irrelevant.

Mr. Paul Hinkley feels most of the town assumed Mr. Wilhelmi would be one of the candidates sent to the final round.

Mr. Peterson said he got to know Mr. Wilhelmi over the past year and was impressed by comments made by the five survey respondents. Ms. Trierweiler reminded the Board that the comments of the survey are to remain confidential.

At approximately 8:20 pm, Mr. Marcucci asked for Mr. Murby and Mr. Peterson's thoughts and comments.

Mr. Peterson said it is very hard to go against a committee that the BOS appointed and the results they presented. Mr. Peterson said there was a clear separation between the two recommended

candidates and all of the others. Mr. Peterson doesn't feel that it is right to add Mr. Wilhelmi to as a finalist at this point in the process.

Mr. Murby said that the audience is expressing a profound respect for Mr. Wilhelmi. Mr. Murby said the search committee has integrity and came in with the best recommendation. Mr. Murby said if the BOS is going to ask townspeople to join a committee and put in a lot of hours of work; there needs to be a concrete reason to not listen to their recommendation. Mr. Murby feels the comments and feelings that have been expressed by the audience should have been expressed 8 months ago. Mr. Murby had the same reaction that Mel Siebolt had regarding the last of police officer survey responses. Mr. Murby said this is not just about Mr. Wilhelmi; there are two people that have been recommended to be considered for Police Chief. Both of the candidates are highly qualified and have gone through a tremendous amount of effort to become the final candidates. Mr. Murby said the argument that a person is not qualified just because they haven't lived in Medfield forever falls flat. Mr. Murby feels that they need to have the meeting tomorrow with the two candidates as recommended by the committee.

Mr. Marcucci said that from an Open Meeting Law standpoint, the BOS cannot interview anyone else tomorrow night. Mr. Marcucci said that at this point the BOS have more information about Mr. Wilhelmi than they do on the two proposed candidates. Mr. Marcucci said he cannot make a decision until he meets with the proposed candidates' tomorrow night. Mr. Marcucci said he agrees with Mr. Murby that a lot of this information from the townspeople would have been very helpful before; keeping in mind that the BOS discussed the process they were going to use for the police chief search for six weeks before the Committee was appointed. Mr. Marcucci said it is very difficult to come to the end of a process and someone doesn't like the answer and then the comment is "you should have had a different process." Mr. Marcucci feels that no one would have complained about the process if it yielded a different result. Mr. Marcucci said the time to talk about the process is when the BOS is discussing the process; which the BOS did, in front of everyone and on television as well as social media. Mr. Marcucci said he respects the concerns the townspeople have. Mr. Marcucci said the BOS need to give the two candidates the respect of interviewing them tomorrow night as intended.

Request from Jayson Hreczuck to be appointed to the Safety Committee

At approximately 8:45 pm, Mr. Murby made a motion to appoint Jayson Hreczuck to the Safety Committee. Seconded by Mr. Peterson. The Vote: 3-0.

Action Items

Request from the Medfield Garden Club to receive financial support from the Local Meals Tax for maintenance and planting of municipal sites

Mr. Marcucci said all of the members of the BOS have received numerous letters from Garden Club members stating that the Garden Club does not need this financial support. Mr. Marcucci said this request will be deferred to a later agenda.

COA recommends the Selectmen vote to appoint Katie Robinson to the vacant COA Board Seat

At approximately 8:45 pm, Mr. Murby made a motion to appoint Katie Robinson to the COA Board. Seconded by Mr. Peterson. The Vote: 3-0.

Request from Route 495 Partnership for \$500 Annual municipal contribution

At approximately 8:46 pm, Mr. Murby made a motion to approve the \$500 annual municipal contribution to the Route 495 Partnership. Seconded by Mr. Peterson. The Vote: 3-0.

Request from Mr. Anthony DeLapa to forgive outstanding taxes in the amount of \$83,907 and accept the offer to convey the parcels to the Conservation Commission

Mr. Marcucci said Mr. DeLapa will donate the land (unbuildable) to the town in exchange for forgiveness for the back taxes. Mr. Peterson said the Town treasurer recommends against this. Mr. Cerel said it cannot legally be done. Mr. Cerel said in order for land to be conveyed to the town, the taxes need to be current.

Mr. Marcucci asked Mr. Cerel to respond to Mr. DeLapa from the BOS saying that the town will not be moving forward with his request.

Request for Sarah Raposa, Town Planner, to sign a Mass Development Real Estate Technical Assistance Application for the Medfield State Hospital

Ms. Raposa said she is representing the MSH Development Committee. Ms. Raposa said the committee feels this technical assistance is a good opportunity to pursue some of the questions that remain from the MSH Master Planning process and from the developer interviews currently being conducted. The committee would like to submit to Mass Development regarding 3 issues – (1) additional professional investigation of expected utility infrastructure costs and payment mechanisms, (2) additional professional investigation of environmental remediation associated with existing structures on the site and (3) drafting an RFP / RFQ package.

Ms. Raposa said the committee is going to ask for the full amount (\$50,000) from Mass Development and the application is due this coming Friday. Ms. Raposa noted the \$50,000 would need to be repaid to Mass Development if the site was sold.

Mr. Masarro, Evergreen Way, said he is not objecting to the grant. Mr. Masarro sees that it is a way to get more information that is needed and noted that demolition costs need to be added to any RFP / RFQ due to rising costs. Ms. Raposa said that demolition is in the draft letter.

At approximately 8:56 pm, Mr. Murby made a motion to authorize Chairman Michael Marcucci to sign the Mass Development Real Estate Technical Assistance Application for the Medfield State Hospital. Seconded by Mr. Peterson. The Vote: 3-0.

Vote to sign First Amendment to Lease Agreement between the Town of Medfield and Verizon and Transformer License on property between Medfield and NStar Electric related to communications equipment on Medfield State Hospital Water Tower

Mr. Marcucci recused himself from discussion and vote.

Mr. Cerel said typically utility companies require an easement that can only be obtained at Town Meeting. Mr. Cerel said that in this case, NStar is satisfied with a license agreement and the counsel for Verizon prepared the license.

Mr. Masarro, Evergreen Way, said he submitted a memorandum to Mr. Murby noting that there is currently no public access to the water tower by unauthorized vehicles. Mr. Cerel asked how the DPW gets to the water tower. Mr. Masarro said they are an authorized vehicle. Mr. Masarro said he is simply pointing out that at some point it will need to be worked out that the utility companies will have access. Mr. Cerel said that access is part of the lease so it will be worked out.

At approximately 9:04 pm, Mr. Peterson made a motion to sign First Amendment to Lease Agreement between the Town of Medfield and Verizon and Transformer License on property between Medfield and NStar Electric related to communications equipment on Medfield State Hospital Water Tower. Seconded by Mr. Murby. The Vote: 2-0-1

Mr. Marcucci rejoined the Board.

Vote to accept the New Health Insurance Rates from MIIA Health Benefits Trust

Ms. Trierweiler noted the rates went down 2.3% and said that during the meeting with MIIA last week, she was assured this was an anomaly and that the rates most likely will not go down again in this fashion.

At approximately 9:06 pm, Mr. Murby made a motion to authorize the Town Administrator to sign and accept the New Health Insurance Rates from MIIA Health Benefits Trust. Seconded by Mr. Peterson. The Vote: 3-0.

Vote to sign the FEMA Reimbursement Forms and Contracts for March 2018 Winter Storms

Mr. Trierweiler said the reimbursement check will be for \$36,125. Ms. Trierweiler said that is 75% of the \$48,000 original cost of the storm. Ms. Trierweiler said the money will go into the general fund.

At approximately 9:06 pm, Mr. Murby made a motion to authorize Chairman Marcucci to sign the FEMA Reimbursement Forms and Contracts for March 2018 Winter Storm. Seconded by Mr. Peterson. The Vote: 3-0.

Vote to sign March 25, 2019 Town election Warrant

At approximately 9:07 pm, Mr. Murby made a motion to sign the March 25, 2019 Town election Warrant. Seconded by Mr. Peterson. The Vote: 3-0.

Ongoing FY2020 Budge Review and Discussion

Town Finance/Budget discussion

Discussion of Proposed Budget Cuts

Discussion of COLA

Discussion and possible vote on the Building Capital Stabilization Fund

Vote to approve preliminary Town Budgets

Town Meeting warrant

Structure of Budget Articles

Warrant Articles

Ms. Trierweiler distributed paperwork to the BOS. Ms. Trierweiler said she met with the department heads and proposed budget cuts have been submitted. Ms. Trierweiler said the proposed budget cuts total \$214,450 and not all of the proposed budget cuts are endorsed by department heads; including the Library Director and the Council of Aging Director.

Ms. Trierweiler had a meeting regarding potential closing the Library on Sundays. The Library Director and the Library Trustees are not in favor of closing the Library on Sundays.

Ms. Trierweiler said the Personnel Board recommended a 2% cost of living increase and a 2% merit for department heads. Mr. Murby asked if there are other potential market adjustments. Ms. Trierweiler said there are two positions that might need adjustments however, the Personnel Board wanted more discussion so no final decision has been made at this point.

Ms. Trierweiler said the current override amount is \$659,246. This number utilizes no free cash.

Mr. Murby asked if there was any movement in the school budget. Ms. Trierweiler said she was unsure and will check on it.

Ms. Trierweiler suggested that since there is a BOS meeting tomorrow night, if the Selectmen would like to review the information more and possible vote tomorrow night.

Mr. Marcucci said his initial reaction is that if the budget is \$660,000 over and will need an override anyway, the Library and COA hours should not be cut.

Ms. Trierweiler noted that an IT position and a part-time admin position were eliminated from the budget for this year. Ms. Pam Garner, Library Director, said she offered alternative cut suggestions to Ms. Trierweiler also.

Mr. Marcucci asked when the Warrant Committee is meeting next. Ms. Trierweiler responded Monday.

At approximately 9:16 pm, Mr. Murby made a motion to approve and vote the 2.5% increase to (\$1,025,000) to the Building Stabilization fund. Seconded by Mr. Peterson. The Vote: 3-0.

Ms. Trierweiler asked if the BOS want to take the OPEB article off of the ATM warrant and create a separate budget for OPEB. OPEB could be removed from the warrant and added as a budget article. Mr. Murby agrees with that idea. Mr. Marcucci and Mr. Murby discussed where to put OPEB in the budget in the future.

Ms. Trierweiler said the Warrant Committee is going to want to know how the BOS feel about the 2% COLA and the 2% department head merit increase. The Personnel Board presented two new positions to the BOS; the .6 position in the Facilities Department and the full-time position at the Waste Water Treatment Plant. Ms. Trierweiler said the BOS need to vote as to whether or not they are accepting them as new positions in the FY20 Budget.

At approximately 9:36 pm, Mr. Murby made a motion to approve the two new positions presented by the Personnel Board; the .6 position in the Facilities Department and the full-time position at the Waste Water Treatment Plant. Seconded by Mr. Peterson. The Vote: 3-0.

Mr. Marcucci said in terms of the 2% COLA and the 2% merit increase; he feels that Medfield has had a hard time holding on to employees and a hard time hiring employees. Mr. Marcucci doesn't believe this is the time to get stingy on the percentage increases. Mr. Marcucci feels they should stick with the Personnel Board recommendation this year and then the new system of department reviews will start up for next year. Mr. Murby said he would like to know the comparable information from the school side as to what they are giving for increases. Ms. Trierweiler said she will put the request in for Mr. Murby. Mr. Murby would like to hold off on the vote until he has the school information.

Ms. Trierweiler asked if the BOS is willing to contribute \$15,000 towards the Economic Vitality of Downtown for this year. Mr. Murby said yes. Mr. Marcucci said yes. Mr. Peterson said yes.

Ms. Trierweiler said the Warrant Committee doesn't want to approve any budget until the BOS do. Mr. Murby said that doesn't make sense since the Warrant Committee does the budget analysis. Mr. Murby said policy would need to change and this is a bureaucratic discussion. Mr. Murby said the override is for the entire budget and the BOS only control 25% of that budget.

Mr. Murby would like some clear delineation between a school override and a town override. Mr. Murby said the override last year was a school override and was pitched to the townspeople that the "override is necessary but the school won't need one next year." Mr. Murby said what was represented to the taxpayers about the school at ATM last year was misleading.

License and Permits – Consent Agenda

MEMO Summer Concert Series request permission to hold the events June 13 through August 15, except for July 4 at the Town Gazebo. Permission to hang the banner across Main Street and to hold Medfield Day on September 14, 2019

St. Edwards requests a one-day wine and malt beverage permit for March 29, 2019

Medfield Music Association request permission to place advertising signs for March 29 and April 26, 2019 events

Linda Moses, Medfield Garden Club requests permission to place signs March 17 to March 24 to promote annual Art N'Bloom event at the Library

Katie Johnson request permission for the First Baptist Church Community Day to be held on April 27, 2019

Medfield High School Baseball and Softball request permission to hold a car wash behind Town Hall on May 5, 2019 at 1:00 pm.

At approximately 10:01 pm, Mr. Murby made a motion to approve all the items on the Consent Agenda. Seconded by Mr. Peterson. The Vote: 3-0.

Town Administrator Goals – Ms. Trierweiler asked to defer the Town Administrator’s Goals until tomorrow night. Ms. Trierweiler thanked everyone for their patience in the last few weeks regarding Mr. Sullivan’s passing. She thanked her staff for all of their support.

Mr. Tom Sweeney, North Street, asked if Mr. Michael Sullivan’s phone extension of x3010 be retired forever. Ms. Trierweiler said it has already been done.

Town Administrator Update- Ms. Trierweiler said there is no AED at the Town Hall. The Library was able to acquire one through an Eagle Scout project. The Town Hall is the only public building without an AED. Ms. Trierweiler would like to purchase an AED for approximately \$1,000. Ms. Trierweiler would like to pay for it out of the Economic Vitality fund. The current balance in that fund is approximately \$19,000. At approximately 10:02 pm, Mr. Murby made a motion to approve the purchase of an AED (approximately \$1,100) for the Town Hall through the Economic Vitality for the Downtown fund. Seconded by Mr. Peterson. The Vote: 3-0.

Ms. Trierweiler has proposed to cut the Town Hall hours from 37 hours to 34 ½ due to budgets. The budget cut is \$26,000. Ms. Trierweiler does not want to restrict access to the Town Hall. If the BOS are not interested in the proposed cut, she would like to move the evening hours from Thursday nights to Tuesday nights. Ms. Trierweiler would like the Tuesday night evening hours to start after ATM.

Selectmen Report – Mr. Peterson went to the Town wide Master Planning Training session prior to the BOS meeting. Mr. Murby had nothing thing to report. Mr. Marcucci had nothing to report.

At approximately 10:07 pm, Mr. Murby made a motion to adjourn. Seconded by Mr. Peterson. The Vote: 3-0.

Respectfully Submitted,
Marion Bonoldi