

The Board of Selectmen met on Tuesday, January 7, 2020 in the Main Meeting Room of the Town Hall beginning at 7:00pm. The following members were present.

James O'Neil, Chairman
Nancy Mackenzie, Vice Chairman
Benjamin Barrett, Clerk
Mark Gallivan
David Salvatore

Also present
James Johnson, Town Administrator
Cindy Berube, Executive Assistant

Mr. O'Neil called the meeting to order at 7:00pm followed by the pledge of Allegiance.

APPOINTMENTS

1-1 Ken Southwood seeking appointment to the Ponds Committee

MOTION Moved by Mrs. Mackenzie to appoint Ken Southwood to the Ponds Committee as a regular member Seconded by Mr. Gallivan VOTED 5-0-0

1-2 PUBLIC HEARING for installation of Tanks in the around for Prestige Gas located at 2285 Providence Highway

MOTION Moved by Mrs. Mackenzie to open the public hearing for the installation of tanks for Prestige Gas seconded by Mr. Gallivan VOTED 5-0-0

Ronen Drory we put the same size tanks in. We cleaned up the store. The amount of storage capacity is the same.

Mr. Gallivan commented I think it looks good. Mrs. Mackenzie thank you for cleaning up the site.

MOTION moved by Mrs. Mackenzie to close the public hearing, seconded by Mr. Gallivan VOTED 5-0-0

MOTION moved by Mrs. Mackenzie to approve the request of Prestige Gas to install one 12,000 gallon gasoline tank, One 4,000 gasoline tank and one 4,000 Diesel Fuel Tank at 2285 Providence Highway seconded by Mr. Gallivan, VOTED 5-0-0

1-3 Appointment of Dept. Sergeant Richard Kelleher as the New Deputy Chief for Police

Chief Carmichael It is my honor and privilege to recommend Detective Sergeant Richard Kelleher for the position of Deputy Chief of Police, within the Walpole Police Department. As you know, five eligible internal candidates participated in the Deputy Chief Assessment Center, with Detective Sergeant Kelleher earning the highest mark resulting from the promotional process.

Detective Sergeant Kelleher is a fifteen year veteran police officer, twelve of which he has served honorably with the Walpole Police Department. During his tenure with the Department, Detective Sergeant Kelleher worked 4 years as a patrol officer, 5 years as a case detective, and over 3 years as a supervisor overseeing patrol shifts, and the Investigations Division of the Department consisting of 4-7 detectives and school resource officers.

Detective Sergeant Kelleher holds a Bachelor of Science Degree from Bentley University; has extensive training in criminal law and procedure, certified police training council instructor, trained in supervision and management of police personnel, certified sexual assault investigator, and he is a graduate of the prestigious Boston Police Detective Formative Training School.

Detective Sergeant Kelleher has been awarded numerous commendations for his exemplary service to the citizens of Walpole, and has been involved behind the scenes in the most sensitive, complex and high profile cases investigated by our agency.

Detective Sergeant Kelleher has excelled in many areas of the department and is instrumental in assuming responsibility for crucial and onerous tasks within the agency, including tracking and preserving all property and evidence collected by the department, overseeing drug custody and destruction protocol, investigative case management, asset forfeiture, criminal-adult/juvenile court case management and supervision of school resource officers. For the last several years, Detective Sergeant Kelleher has served as a Supervisor on Norfolk County Police Anti-Crime Task Force (NORPAC), overseeing important drug task force & major crime operations, including the review and execution of warrant executions.

In addition to Detective Sergeant Kelleher's strong work ethic, he has also excelled in other areas of leadership within the department. Detective Sergeant Kelleher has consistently mentored younger officers and detectives, has earned the respect and admiration of all police personnel, including civilian staff, dispatchers, officers, and command staff members. He maintains a high level of communication ability, emotional intelligence, and demonstrating leadership by example at the scene of many critical incidents.

Notably, even though Detective Sergeant Kelleher's division is a plainclothes investigative unit, he has ensured that the detectives under his leadership are frequently involved in community policing activities. Detective Sergeant Kelleher and Detectives under his supervision routinely attend Community Policing Events. They attend the Ride-2-School events, basketball cop, street hockey cop, sporting events, and are heavily involved with our strong partnership with our schools, and preparation of ALICE protocol.

Detective Sergeant Kelleher has earned the respect and mutual trust of members of the department, town officials, and the community at-large. He has shown himself to hold the highest degree of integrity, trustworthiness, dedication and loyalty as a police leader. Detective Sergeant Kelleher understands the mission, vision and values of the Walpole Police Department, and the expectations of the citizens of Walpole. He embraces the community policing philosophy and knows operationally what needs to be done, and how.

As the Chief, Detective Sergeant Kelleher has proven himself a well-balanced leader and someone I can trust and have confidence in to complement me with the daily operations of the department. He is someone capable of motivating and inspiring personnel in the department. He holds himself to high personal standards and bearing, and he expects the same of others. He accepts and demands a high level of accountability. He is someone I can confide in as Chief, and someone I can depend on to get the job done during times when I am preoccupied.

There is no doubt that Detective Sergeant Kelleher will enhance the Command Staff of the Department and provide superior leadership for our departmental staff. Most importantly, Detective Sergeant Kelleher is prepared to ensure the quality of policing which the Town of Walpole has come to expect from their police department, is sustained for a long time to come.

I am excited about the new changes within the department and we are unyielding in our desire to continue being one of the best law enforcement agencies in the area. Detective Sergeant Kelleher as Deputy Chief will undoubtedly help us get there!

Mr. O'Neil I know you went through a rigorous process.

Richard Kelleher I have been a detective Sgt. since 2016, I live locally. I am honored to be here tonight. My work since I have been here is to lead by example and plan to go forward, it is important to follow the departments' position.

Mr. O'Neil we had the opportunity to interview, and I thought all candidates were great. You talked about the future of the dept. and you also mentioned that the people that will be put on the streets. Your community engagement that is important to us. I was very pleased with the discussion I had with you and I think you will be an outstanding Deputy Chief.

Mr. Salvatore I liked the process and talking to you all one on one. You always give credit to your group and one thing you were most proud of was the evidence room. I agree this is a good fit. Good Luck.
Mrs. Mackenzie I think it is great and good luck.

Mr. Barrett one thing that stood out to me was the community policing. I am happy that you are as committed to that as well.

Mr. Gallivan I also enjoyed the process as well. Community policing is important to the town. Congratulations and I think you will do a good job.

Mr. O'Neil it is an important role and you are the chief when the Chief is not here. Mr. Kelleher feels we are one of the best police departments

MOTION moved by Mr. Barrett to appoint Dept. Sergeant Richard Kelleher as the New Walpole Deputy Chief of Police seconded by Mr. Gallivan Voted 4-0-1 (Mrs. Mackenzie abstained)

1-4 Appointment of Patrick O'Connor to the position of Police Sergeant.

Chief Carmichael It is my honor and privilege to recommend Officer Patrick O'Connor to the position of Police Sergeant within the Walpole Police Department.

Officer O'Connor has been a police officer since 2012, when he began his career with the Nantucket Police Department. In 2016, Officer O'Connor joined the ranks of the Walpole Police Department and has been a remarkable addition to the department ever since.

Officer O'Connor holds a Bachelor's Degree in Criminal Justice; is fluent in French and Haitian Creole, he is certified in Crisis Intervention Techniques (CIT), Rape Aggression Defense (RAD) Instructor, Street Level Narcotics certified, and is a graduate of the Northeast Counterdrug Training Center - "Top Gun," Undercover Drug Investigation School - co-hosted by Mass State Police and National Guard Counter Drug Bureau.

Officer O'Connor is trained as an instructor in A.L.I.C.E. (Alert Lockdown, Inform, Counter, and Evacuate), and is instrumental in accomplishing the colossal task of training all Walpole Schools and Municipal offices, and the Council on Aging in critical incident response protocol.

Officer O'Connor is also trained in A.R.I.D.E. (Advanced Roadside Impaired Driving Enforcement), which focuses on field sobriety testing involving drugs, and he is trained as an ATV (All-Terrain Vehicle) Instructor for the department.

In addition to Officer O'Connor's education and training, he is the epitome of an officer in which other officers should strive to emulate. He is literally one of the most genuine, nicest people I have ever met, and his personality and charisma allows him to excel our community policing philosophy and initiatives because his pleasantness and compassion for others is so profound.

Over the past few years, Officer O'Connor has assumed responsibilities of the Medical Control Officer for the department, School Liaison to the Bi-County Collaborative (BICO) School and Home for Little Wanderers - Longview.

His personal characteristics, including his compassion, humility, dependability, responsibility, and personal initiative have allowed him to earn the respect and admiration of his peers, command staff, and members of the public.

Officer O'Connor proved himself as a leader long before being offered stripes for his uniform, and he will be an exemplary addition to an already robust staff of first line supervisors for the Walpole Police Department.

Officer Patrick O'Connor has my unrelenting support to be the next Police Sergeant of the Walpole.

Officer O'Connor stated he was only 21 years old when he got into the department. I want to thank the chief and I am looking forward to the next step.

MOTION moved by Mr. Barrett to appoint Patrick O'Connor to the position of Police Sergeant 4-0-1 (Mrs. Mackenzie abstained)

Mr. O'Neil it is great that you can appoint from within.

1-5 Change of Manager for Wines and More to Jonathan Gentile

Greg Power I am the chief director of Wines and More. Jonathan has about 4.1/2 years of being in the business. I think he is an excellent candidate for this.

Jonathan my dad is from Walpole. Before this I worked at a catering bartending service. Then I took over the warehouse. So I went to wines and more. I was asst. manager and now I am seeking to be manager

MOTION moved by Mrs. Mackenzie to approve the change of Manager for Wines and More to Jonathan Gentile seconded by Mr. Gallivan VOTED 5-0-0

NEW BUSINESS

1-6 Discussion regarding open meeting law complaint

Mr. O'Neil first order open meeting law complaint we need to deal with the complaint, disseminate the complaint and review the complaint tonight. Within 14 days we must respond within 14 days of receipt. I will read the complaint.

Jim O'Neil read the following complaint into the record.

Open meeting law Complaint filed by Christopher Mackenzie

The board of selectmen had a hearing to discuss a contract and instead discussed my character, my physical state, supposed actions by me that had not even been mentioned to me, but discussed with members of the board. Statements that I "dreaded going to the board" When in fact I wanted to go before the board but was told along with my wife present "They didn't want me to go before them, I should "sign or be fired" We were told "you have two people that want to press charges and testify against you" "you will rip the department apart" "you will be on the news because of your status & family status" "they had their minds

made up" and one member of the board has been very public about that statement since. He also sent a letter to a prospective employer postdated Oct. 21, 2019, referencing the executive session. Yes, I strongly believe this violation was and is intentional because it keeps continuing. The Town of Walpole keeps referencing my thoughts, words & actions including the latest email on 12/17/2019 and that email contains flat out lies. In the "clarification email" it is left out that I was told in my driveway about the changes to the contract and told if I didn't sign it right then the BOS would go ahead with my termination. During these dates the BOS also uploaded unapproved short hand notes from executive session, they then released a set of redacted minutes but removed them to replace them with a shorter version with a town council opinion.

One of the selectman has done Facebook posts and now a cable show that continues to slander me when in fact is spreading lies "the condition that I walked into the establishment" from an executive session that should not have been discussing what it was, or I should have been represented.

What action do you want the public body to take in response to your complaint? Review the actions of the board and chief of police and make appropriate sanctions, review the entire mishandling, misrepresentation, slander, and other personal very public attacks that have resulted from a string of executive session violations and public misrepresentation of the truth from the beginning by all of those in power above me.

Mrs. Mackenzie before we go any further I am going to be recusing myself and she sat in the audience.

Mr. O'Neil That is the complaint any comments from Board.

Mr. O'Neil there is a lot of things that were said that fall outside the purview of the open meeting law. Jim Johnson is going to work with town counsel. Mr. Salvatore questioned the agenda is that properly noticed. Town Counsel Lauren Goldberg from KP-law stated the meeting notice is to be specific it is noticed for tonight. Mr. Salvatore so the fact that it doesn't include the name or date of the complaint is not a problem Attorney Goldberg It is my understanding it is on the boards Agenda and it is the Board that is dealing with it. I don't think it is necessary to include the name of the complaint. If there was an open meeting complaint filed about it in the future you can talk about it again.

Mr. Salvatore today's meeting agenda merely state's open meeting law complaint I don't think it puts the public on notice of what this meeting is about. It should say filed by Christopher Mackenzie against the Board of Selectmen on a particular date. It is almost like the name Christopher Mackenzie is the name that must not be said. We appointed a new Deputy Chief today and we never had any discussion there was an opening. There was no longer an announcement that we did not have a deputy chief. So Christopher Mackenzie names gets mentioned or discussed I get shot down or people are upset.

This is not unusual. On the Nov. 5 Agenda in a discussion of inadvertently released notes on the Executive Session in which Christopher Mackenzie's resignation was discussed the agenda item was listed as: "Town Administrator update regarding October 28th Social Media Post. No mention of what the meeting was about. Does that put the public on notice? This agenda description violates both the spirit and letter of the open meeting law as the possibilities of what was discussed on social media on October 28 are as varied as the world is wide. It failed to put the public on notice of what was to be discussed.

For those keeping score that is Three Open meetings law violations in the 8 months of Mr. O'Neil's tenor as chairman. We have three OML violations in my opinion.

1. The initial executive session where the wrong exemption was used which is the violation that we are discussing tonight. Is a violation.
2. The November 5 meeting where the agenda merely stated - Town Administrator update regarding October 28th Social Media Post. Again a violation.

3. And tonight's agenda which states - "Discussion regarding open meeting law complaint remarkably they all refer to events surrounding Christopher Mackenzie's resignation. It is almost as if Chairman O'Neil doesn't want people to know what is going on.

It almost as if all three of these violations are regarding Christopher Mackenzie resignation and it is almost as if the chairman doesn't want the public to know what is going on. As to the allegation tonight we violated the open meeting law

As I stated prior to my vote in opposition to going into Executive Session on August 6, the Board cited and followed the wrong section of the Open Meetings Law.

Chairman O'Neil chose to use exception # 2.

2. To conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel.

The employment contracts contemplated in this rule are contracts between employer and employee regarding an agreement to render services for certain compensation and other conditions of that employment.

The more proper rules should have been Exception 1 which clearly contemplates a situation where the employee/employer relationship is being severed, such as we had here. That section states there exists an exception to the Open Meetings Law:

To discuss the discipline or dismissal of, or complaints or charges brought against, a public officer, employee, staff member or individual. Perhaps that is why they chose the other section. In that case the employee should be notified in writing by the public body at least 48 hours prior, allowed to be present, speak, and have counsel present. That did not happen her it was a violation of the open meeting law.

Mr. Gallivan stated I disagree with you David on everything you have said.

Mr. Salvatore stated I agree with Christopher Mackenzie that a violation has occurred.

I also agree that action must be taken

The Open Meeting Law Complaint form requests from the complainant a suggestion as to what action should be taken to resolve this situation. Christopher Mackenzie states that there should be a "review the actions of the board and chief of police and make appropriate sanctions." And to "review the entire mishandling, misrepresentation, and slander."

I agree. We should be open and transparent about the entire investigation as Christopher. Mackenzie suggests. We should bring in an outside agency or firm to address various concerns raised by Christopher Mackenzie in the complaint and by Nancy Mackenzie in a recent Facebook post as well as other lingering issues.

An investigation is necessary because mistakes were made by this Board and it is important to restore the confidence of the people in our Police Department. Because of the vacuum of information that has been allowed to occur by the Chairman's actions. There have been numerous false allegations made. By way of example of the wide range of allegations, we have two diametrically opposed examples.

- a) Nancy Mackenzie has alleged in a Facebook post on January 2 that there was Police Department conspiracy to oust Deputy Mackenzie.
- b) While members of the public have alleged that there was a Police Department conspiracy to protect Mackenzie and cover-up a crime.

They both cannot be true, but in fact, both can be false. No matter the outcome we need to either confirm or refute these rumors with a full and public investigation into the facts.

In order for this process to be legitimate, at minimum, the following allegations need to be addressed.

I apologize for the length of what is to come but Christopher Mackenzie and Nancy Mackenzie made numerous allegations I would be remiss if I left any out of this discussion.

Allegation By Christopher Mackenzie: Christopher Mackenzie alleges that the Board was informed that he (Mackenzie) "dreaded going to the board" when he "in fact [he] wanted to go before the board."

Action Item: An investigation should take place of any efforts to improperly dissuade Christopher Mackenzie from exercising his rights to defend himself against the allegations.

Allegation: Mr. Mackenzie wants to address the fact that statements were made: "They [the Board] didn't want me to go before them, I should "sign or be fired".

Action item: There should be an investigation into who suggested that there not be a full airing of the allegations or that there would not be a full opportunity to be heard if Mr. Mackenzie so chose

Allegation by Mr. Mackenzie: Mr. Mackenzie states and I quote a) "We were told "you have two people that want to press charges and testify against you" "you will rip the department apart" "you will be on the news because of your status & family status" "they had their minds made up" and b) one member of the board has been very public about that statement.

Action Items

- a) An investigation should take place of any efforts to improperly dissuade Christopher Mackenzie from exercising his rights to defend himself against the allegations.
- b) An investigation should be pursued as to whether Mr. Salvatore's statements mat could be construed as supporting the notion that "they had their minds made up" and whether such statements were improper.

Allegations by Christopher Mackenzie: That David Salvatore "sent a letter to a prospective employer post-dated Oct. 21, 2019, referencing the executive session."

Action Item: An investigation into whether I sent or caused to be sent an anonymous note to the Town of Seekonk regarding Mr. Mackenzie and to determine if I violated any Ethical Rules and/or to exonerate me from the conduct alleged.

I will commence that investigation right now. I did not send the letter or do so by proxy. If I chose to contact the Town of Seekonk I would not have done it anonymously. If I were to have chosen to do it anonymously it would not have been in handwriting it would have been in Times New Roman.

Allegations by Christopher Mackenzie: That the email of 12/17/2019 and that email contains flat out lies. In the "clarification email" it is left out that I was told in my driveway about the changes to the contract and told if I didn't sign it right then the BOS would go ahead with my termination.

Action Items:

1. A determination needs to be made of what specifically Mr. Mackenzie believes to be "flat out lies"
2. Make a determination as to whether stating that Mr. Mackenzie needed to sign or proceed toward termination is an improper restraint upon Mr. Mackenzie's right to proceed to a full hearing on the matter.

Allegations by Christopher Mackenzie: That it is a lie that "the condition that I walked into the establishment" from an executive session that should not have been discussing what it was, or I should have been represented.

Action Items:

1. I am correctly being credited with making that statement during the executive session. The determination needs to be made as to whether there is factual truth to the statement.
2. A determination needs to be made as to whether I was within my rights given the information presented and the facts obtained, to make such statements in Executive session.

Allegations by Mr. O'Neil and Mr. Gallivan: That by speaking out about the issue I am violating Provisions of the State Ethics Law. The investigation of this item should be extended to all of the members of the Board that participated in the Executive Session and the Town Administrator. Also, investigated should be any PR consultants or any other individuals that were engaged for assistance.

Action Items

1. Determine as, I first requested on November 1, what is and what is not a public record.
2. Gather all statements of the above individuals regarding this matter up until October 28 and determine if any statements were improper dissemination of information obtained in Executive Session.
3. Gather all statements of the above individuals regarding this matter after October 28 and prior to November 1 and determine if any statements were an improper dissemination of information obtained in Executive Session and was disseminated beyond reporting what was in the released note.
4. Gather all statements of the above individuals regarding this matter after November 1 and determine if any statements were an improper dissemination of information obtained in Executive Session and beyond the information released in the redacted Minutes.

Nancy Mackenzie's Allegation: That people were motivated by "political personal, vindictive, self-serving, or workplace gains, when they make their mission to target them "a power couple"

1. Determine what people Ms. Mackenzie is referring to.
2. Determine if anyone misused their power and position to target the Mackenzie's for political, vindictive, self-serving or workplace gains.

Nancy Mackenzie's Allegation: "Someone claiming to be a friend spent a week plus destroying Chris' reputation and they kept us conveniently not aware or able to defend or stand up for himself...it's probably because they were doing something dirty and untruthful."

1. Determine the person against whom the allegation is levelled.
2. Whether the Mr. Mackenzie or his wife Nancy should have been made aware of the investigation prior to its completion.

Nancy Mackenzie's Allegation: That there was an inadequate investigation and stating "You don't investigate when you're afraid the lie will fall apart."

Action Item

Make a thorough review of the investigation including allowing the outside investigator to talk to any witnesses and assure confidentiality where appropriate.

My concerns: There should be an investigation of any contact between Nancy Mackenzie and members of this Board, legal counsel for the town, the Police Department, witnesses, and the Town Administrator related to the investigation of the conduct of former Deputy Chief Mackenzie.

Action Item:

1. Gather all contacts made between Nancy Mackenzie and the above parties and determine if any of the communications could be interpreted to be intended to affect the investigation.
2. Review the above contacts and determine if they are improper individually and as a whole.

Christopher Mackenzie and Nancy Mackenzie are seeking an open and transparent review of the entire situation. A position that I agree with and have been advocating from the very beginning. I deserve to have a full investigation into the allegations against me, as well. The Town, the Mackenzie family, this Board, the Walpole Police Department and the victim deserve to see this matter made right and for us to be as transparent as possible and as quickly as possible.

Mr. Barrett I think that whole bit David is really mischaracterized this OML we discussed. Talked about this issue a couple of months ago I commented we should reduce the temperature of things instead of increasing. These sorts of issues that are emotional can lead to conflict and personal issues and it degrades the discussion and animosity and it is completely unnecessary. We have processes in place at the State and local level to assess it. To review it and we need to let the inquiry take its course and then we can act on it and have a discussion. Baseless acquisitions, conspiracy theories that we have heard tonight do nothing to bring this dialogue to any conclusion and does not clear up any issue. Ask the Board and residents to conduct ourselves responsible. I think we should take it there. There is a right way to go about it. Once we come back with the findings.

Mr. Gallivan I like the approach of Jim and town counsel, David rants gave a lot of misinformation. He released information on camera.

Mr. O'Neil here is the bare bones we had a personal issue. The people were engaged and there are many things being said, that is what happened. I do not think this Board did anything incorrectly.

MOTION moved by Mr. Barrett I hereby move to designate the Town Administrator to work with Town Counsel to issue a response to the Open Meeting Law Complaint from Christopher Mackenzie dated December 30, 2019 on the Board's behalf consistent with the Board's review of the Complaint and its

discussion of the Complaint at tonight's meeting. Seconded by Mr. Gallivan VOTED 3-1-0 (Mr. Salvatore opposed)

Mr. Salvatore I would like to be involved in that process and offer some information. I think I can be useful. I ask at the next Board meeting to put something on the Agenda about the investigation of the conduct of this board by some outside agency.

Mr. O'Neil please put that in a form of a motion David. Mr. Salvatore did not. Mr. Salvatore stated I will send you an email asking that you put it on the agenda.

OPEN FORUM- Sarah Khatib Frontier drive, we have been working first on the random acts of kindness day this weekend, encouraging, residents, employees, business owner to be kind. We have a list of things that you can do.

Alex Coleman It was an idea that I heard about in Melrose and really took off. Some acts are very small and some more involvement.

Mrs. Mackenzie maybe we can have the Recreation do a blast.

1-7 reimbursement for Chapter 90 project 19-01 Paving and Resurfacing in the amount of \$796,902.62
MOTION moved by Mrs. Mackenzie to approve the request for reimbursement for Chapter 90 project 19-01 Paving and Resurfacing in the amount of \$796,902.62 and to sign the document seconded by Mr. Gallivan VOTED 5-0-0

1-8 request for One day all alcoholic license for knights of Columbus for January 11, 2020
MOTION moved by Mrs. Mackenzie to approve the request for One day all alcoholic license for knights of Columbus for January 11, 2020 seconded by Mr. Gallivan voted 5-0-0

Town Administrator will update board on Revenue and Expenditures. The current Budget is balanced. Is concerned about licenses. The police dept. is asking for 3 additional officers. 1 It. and 2 police officers. How does Walpole compare to other towns and he compared us to Danvers. One other item is the Fire dept. we are adding a FF. School side of things they are looking for 4% increase. They are expecting a 5% from School committee that is almost 1.5 million dollars. I would not be looking to raise the 1.5 and I have discussed them raising the fees. We have to split this somehow. Health insurance is an 8% increase but I am hoping it will come in lower. Talked about the Tri-county fees. The revenues I am projecting will not hurt the town. We may need to make some cuts somewhere. Highway looking to add one person. It is needed. Depts. are asking for a large increase. We have been criticized. They are telling me they want more than what I am projecting.

Mr. O'Neil glad it is a balanced budget. Did you get into any specifics as to what the increase is? There Medicare money they think there will be decrease in this. Expecting sped into the town. They did not see the Medicare thing coming. Also looking at a few mandates, they need another Physical education teacher, Mrs. Mackenzie before Bob O'Brien came in and showed us how many people we had. At that time there were 14 in the 1980's. Now we have seven. We don't have the manpower to do some of the things. Maybe we could have barrels. We do not have people to pick up the barrels.

Mr. Gallivan stated Jim O'Neil I think you have done a great job balancing the budget. He would like to see us get 10 FF per shift. We can't send an engine out without 3 people. Take a hard look at getting to 10.

Chief Bailey would like to have a workshop with the Board. I have asked for 16 and I did a comparison of other towns. With the projected growth I came up with 25,000 to 26,000. When you add that to what we have it is almost 28,000 people. I am looking for 16 Firefighters per shift. I know it is going to take a lot to

get to where we need to get. There is a grant coming out soon. What that does it pays 75% first year, 50% second and the town pays the fool price in the end. NFPA a chart they did in 2014 they are running numbers for us again. Mr. Barrett would like to do a workshop. Mr. Gallivan do police and fire workshop in February on an off meeting night

Ben feels we should have a plan. I am also cognizant of overextending ourselves. Balance we have to strike going forward.

Mrs. Mackenzie Police and Fire should be ahead of the Curve. DPW we are behind but with the change in population we do not want anyone hurt.

IV. CONSENT AGENDA Items | These items will be VOTED as one motion

MOTION moved by Mr. Salvatore to accept with gratitude the following donations

1. Fisher Sunshine Fund to Veterans Committee \$45.00(1-9)
2. New pond Village Association to Library gifts \$500.00 (1-10)
3. Lorraine M^cCabe to Fire Gift Account \$25.00(1-11)
4. Yuan & Catherine Chen, Fire Gift Account \$200.00(1-12)
5. Helen Hourihan, COA Gift Account \$100.00(1-13)

Seconded by Mr. Gallivan VOTED 5-0-0

V. TOWN ADMINISTRATORS UPDATE

MSBA-the proposals for the opm were accepted and he is pleased to report that the town is recommending that Compass project Management be chose as the project manager going forward. Just before the meeting we are going forward with the February 3rd meeting. Mr. Salvatore the Committee reviewed a large number of resumes and got it down to three and basically was true to the scoring. Compass came in with the leg up. Two other companies were accepted. I think it was unanimous was compass.

Spring town meeting warrant - The board will close the warrant at your next meeting. Cindy and I are currently working on the standard articles to ensure that a draft is ready for your consideration on January 21.

Snow and ice have spent about \$250,000 of the \$818,000 budget. Will continue to monitor the situation.

VI. MINUTES December 3, 2019, December 17, 2019

MOTION moved by Mrs. Mackenzie to approve the minutes of December 3, 2019 seconded by Mr. Gallivan VOTED 5-0-0

MOTION moved by Mrs. Mackenzie to approve the minutes of December 17, 2019 seconded by Mr. Gallivan VOTED 5-0-0

MOTION moved by Mrs. Mackenzie to adjourn at 8:35pm seconded by Mr. Gallivan VOTED 50-0