

**Select Board
Minutes
November 1, 2016**

Leverett Town Hall, 7 pm

Present: Julie S., Peter d., Tom H., Margie M., Lisa S., Mike Jackson: Montague Reporter

Police Chief Hiring Process

(Gordon Fretwell, Gary Billings, Stewart Olson also present)

The board met to discuss the process for hiring a new police chief and the new recommendation of the Personnel Board to allow a provision for hiring from within or promoting. Since the last meeting there were some unresolved issues around the process for hiring this position and for future hiring's. Stewart Olson wanted to endorse Gary's choice as his successor, Scott Minckler. Stewart said that the Fire Department has a good working relationship with Scott. At their last meeting the Personnel Board created an avenue to hire from within or promote. Tom and Gordon felt that it was unfair to other qualified candidates and gave a "shoe-in" for the internal candidate who may, or may not be the best for the job. Additionally there was discussion about the policy to only advertise on the Town Hall bulletin board and not necessarily in the newspaper. Some felt that the policies lacked transparency and may perpetuate undesirable trends within departments; that the process may not reveal the total picture or the best candidate. Peter and Julie are hoping that the process encourages succession planning within departments for the most seamless transition.

It was agreed to proceed with interviewing Scott Minckler for the Police Chief position with an interview on November 15 and to discuss the policy in general at a later meeting.

It was unanimously agreed that "strong internal candidate" be part of the advertising, when applicable.

Business:

The minutes of October 18 were approved as written.

The Cultural Council Grant was signed.

The Amherst Water Line letter was signed.

A maintenance agreement for the copier was signed. It will cost about \$477/year. The recent web fix, costing @\$250 will be subtracted for this year.

Peter reported that the IT Assessment was submitted by Tim Haas, and we have virtually no IT. Future steps will be to finish the wireless section, budgeting for full support later, and budget triage for future IT services.

Terry Allen wanted to know if the board would support a grant for accessible walking trails at the school. They would, Margie will follow-up with Terry.

The filtrations system has been installed at the Eddy house.

Items from the school's surplus "trailer" were given away at the Harvest Festival; some of the rest was thrown away.

Before applying for CDBG money for the water line the town will need to update its community development strategy. Margie has sent out a draft has been collecting comments. An informational meeting will be held on Nov. 15 at 6:45 pm. Board members have draft to take home.

Motion: To appoint Dawn Marvin, Jane Sinauer, Nancy Emond, and David Henion to the Cultural Council. Carole King and Laureen Shea have resigned. Vote: 3-0 in favor.

The mail was read.

Capital Planning

(Ricky Roberts, Sue Leschine, George Lockwood)

The Select Board asked to meet with Capital Planning ahead of budget time to let them know that there are going to be requests for changes in the Capital Schedule. Fire and Highway both have new department heads with new plans. There will soon be a new Police Chief and there are questions about how many vehicles are needed for that department. The Transfer Station may be switching to a new system for the replacement of containers. There is a lot to be done by the Capital Planning Com this year.

The Select Board will be telling department heads to meet with Capital Planning to discuss purchases and time lines. If there are questions about town policy (increase or decrease in number of vehicles, etc) they will be referred back to the Select Board first.

Motion: To go into executive session to discuss the physical condition of a (former) employee, 8:17 pm. Shively; aye, Hankinson; aye, d'Errico, aye.