

MINUTES
Governance Committee
05/02/2014 @ 8:00am

Meeting called to order at 8:08am

Members Present: Chairman Stephen Gray, Dick Ward, John Cotter, Jim Grimes, Jack Angley

Staff: Michael Milanoski, Michele Doll

Approval of minutes for April 14, 2014

Motion to table by Ward. Grimes 2nd. Approved 5-0-0.

Discussion of appointment of Police Chief – possible vote

Grimes - it is important to allow Town Administrator (TA) to appoint and establish a clear path of policy. The BoS will still be allowed its 15 day period for override. **Cotter** – agrees we need consistency in the hiring process. **Angley** – disagreed referred to the ‘political nightmare’ during the last year. Need to establish Screening Committee to narrow selection process and present to BoS for approval. **Ward** – does not expect a repeat of the past. There needs to be consistency. Hiring of Fire and Police Chiefs need to follow the same procedure, and should be kept as a Selectman appointment. **Grimes** – There is no consistency. Need to trust the TA, who is running the town and answerable to the Selectmen and the public. The Selectmen will still have override. Politics will always be an issue. **Angley** – Need a consistent policy. Search for qualified candidate in house, before going national. **Gray** – A formal Screening Committee should review candidates and submit (3) choices to TA; TA to chose (1); and present to BoS. **Angley** – Committee should consist of Carver residents, not outsiders. **Milanoski** – Any professional TA will make immediate appointment with ‘due diligence’. Also, need the best manager appointed, not necessarily the most well-liked individual. **Cotter** – who will appoint Committee? **Grimes** – there is a degree of expectancy for the TA to get the best candidate. **Ward** – ultimately the TA and BoS will have input. **Milanoski** – outlined 4 steps: TA appoints Committee; Committee reviews internal and/or national candidates and presents (3) to TA; TA recommends (1) candidate to BoS; BoS gives final approval. TA will force decision with 15 day deadline for action. **Gray** – (5) person Committee. If BoS votes NO, TA goes back to (2) remaining candidates. **Ward** – Allows BoS the expertise of the TA on best selection. **Angley** –What goes to Town Meeting? **Milanoski** – Submit a by-law change to memorialize the new established process. BoS still make final decision. **Cotter** – Need to express to the audience at the Town Meeting, the clear concise message that this decision excludes Fire, because it is relevant to Operational Issues only.

Motion to submit by-law change consisting of a 4 step appointment process for Police Chief by Grimes. Ward 2nd. Approved 5-0-0

- TA appoints 5 member Screening Committee (4 members at large; 1 consultant)
- Committee reviews candidates and presents three to TA
- TA selects one candidate and presents to BoS
- BoS gives final approval

Discussion of hiring of Police Officers

Gray - Should the BoS have any role in the approval of officers, or delegate responsibility to Police Chief and eliminate BoS involvement? **Ward** – current process allowing Chief to vet candidates and make recommendation to BoS is good. **Angley** – a distinction should be made regarding the appointing of an Administrative Sargeant verses other officers. **Milanoski** requested item be tabled as he needs to do additional research.

Motion to table for further discussion by Grimes. Ward 2nd. Approved 5-0-0

Discussion of appointment of Fire Chief – possible vote

Angley – With an On-call staff, Carver Fire Department is a unique situation. **Cotter** – the department is run operationally different from Police, has a much smaller budget and no union. **Milanoski** – contracts run over with automatic extensions, so there is no immediate need to review.

Grimes motioned to table for further discussions. Angley 2nd. Approved 5-0-0

Discussion of appointment vs. election of Tax Collector/Treasurer

Cotter – would like position to change to BoS appointment. It is critical that anyone in charge of finances should be able to express an independent opinion from TA. **Angley** – problems need to be dealt with immediately and not held over for BoS meeting. TA is accountable. **Grimes** – agrees with Cotter. BoS always has right to override, if appointed. **Ward** – entire department should be appointed due to need of accounting skills. Change should not become effective until incumbent Tax Collector/Treasurer term ends. Same 4 step process suggested for Police Chief, to show consistency. **Milanoski** – this is a technical position and does not need local input. The finance departments have a fiduciary responsibility to notify BoS. Have TA collaborate with Finance Committee Chair and Capital Outlay Chair. A committee should not be created, as it would limit the group to Open Meeting Laws, reducing the pool of candidates which is already limited. All other deliberations would need to be open to public. **Ward** – agrees the process needs to be kept consistent and straight forward. There needs to be a chain of command, under the TA. **Cotter** – Appointed position make sense. TA should make recommendation and BoS appointment. **Gray** – Establish lines of authority. A statement should be built in requiring periodical formal meetings with BoS.

Grimes motioned to submit at Town Meeting: Upon end of incumbent Tax Collector/Treasurer term, position shall be appointed by BoS; subject to recommendation by collaboration of TA, Finance Committee Chair and Capital Outlay Chair. Approved 5-0-0

DPW Commissioners – possible vote

Should DPW Commissioners be abolished; or appointed vs. elected? **Angley** – understands Commissioners seldom attend meetings. Based on that information he does not oppose change. **Ward** – John Kelley was the only Commissioner at scheduled meeting to discuss Sand and Salt issue with Cranberry Village. A second Commissioner was contacted by Kelley and arrived late. **Milanoski** – operations and complaints are currently handled by Interim DPW Superintendent, then TA, then BoS. **Gray** – the DPW runs good operationally, and has personal accountability. **Grimes** – the Commissioners served their purpose over the years, but may no longer be necessary. **Gray** – John Kelley has served as Commissioner for 26 years. Requested TA take expeditious actions to acquire Governors Recognition Certificate for Service to the Town, and present at Town Meeting. **Cotter** – need to research qualifications and make sure Interim Superintendent is attaining what is needed. **Milanoski** – Looking into consolidations. Interim is hard working and eager to learn. **Gray** – Commissioners have role in hiring Superintendent based on by-laws, BoS has role as contract signatory. **Ward** – Comes down to TA and BoS anyway.

Ward made motion to abolish DPW Commissioners subject to completion of existing elected terms. Angley 2nd. Approved 5-0-0

Discussion items tabled until next meeting – possible vote:

Consolidation of DPW and Building/Grounds Department (Town and School)

Consolidation of various Town offices into Department of Permitting, Environment and Planning

Appointment vs election of Board of Health

Conservation Department fees

Carver Housing/South Shore water usage/fees

Production of electronic newsletter

Next meeting will be Wednesday, May 7th at 8:00am. Additional meeting Friday, May 9th at 8:00am

Motion to adjourn at 10:05 am by Angley. Cotter 2nd. 5-0-0.