

***Hanson Board of Selectmen
Selectmen's Meeting Room, Hanson Town Hall
Tuesday, July 11, 2017
Regular Meeting 7:00 P.M.***

Members Present: James Hickey, Donald Howard, Laura FitzGerald-Kemmett,
James McGahan & Kenny Mitchell

Members Absent:

Others Present: Town Administrator, Michael McCue
Executive Assistant Meredith Marini

7:00 p.m. Chairman McGahan called the meeting to order, led the Pledge of Allegiance. Chairman McGahan requested a Moment of Silence for former call firefighter Roy Reimer. He read the announcements and upcoming meeting schedule.

II **EXECUTIVE SESSION** – Chairman McGahan announced the Board would be going into Executive Session to conduct strategy sessions in preparation for negotiations with non-union personnel or contract negotiations with non-union personnel and further to conduct strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the chair so declares. Administrative Professional, Dispatchers, Fire, Highway & Police Unions.

SO MOVED by Howard, second by Mitchell. ***Roll Call Howard aye, FitzGerald-Kemmett aye, McGahan aye, Mitchell aye and Hickey aye. Voted 5 – 0***

7:06 p.m. Brief Recess

7:39 p.m. Returned to open session

Chairman McGahan announced he would be taking the agenda out of order.

New Business – Chief Miksch update

Chief Miksch reviewed the attempted armed robbery at Dunkin Donuts on Liberty Street which occurred on June 14. He cited the good police work and acknowledged Sgt. Andrews, Officers Vigneau, Godwin and Peterson and particularly the work of Officer Jared Meegan. Officer Meegan had observed the suspects at Shaws an hour before the attempted robbery. Office Meegan noted the description of the male and female individuals and ran the vehicle registration. After the attempted robbery, the surveillance video was reviewed and with the information provided by the victims, the officers were able to identify the suspects as the same individuals which Officer Meegan had observed at Shaws. Arrest warrants were issued. Det. O'Brien and Officer Hughes worked with Quincy Police detectives and arrested the suspects on June 16th. As a result of the arrests it was determined that the individuals were involved in three other robberies in Quincy and possibly additional cases in Abington. Chief Miksch commended the teamwork with the department officers and that of other agencies. Several communities were able to clear some outstanding robberies due to the work .

Chief Miksch noted within days of the Dunkin Donuts incident, Officers Sullivan and Bearce responded to a break into a vehicle at Shaws. Those suspects were apprehended in Whitman.

Chief Miksch indicated that Hanson police officers have been carrying Narcan for over a year due to the Opioid issue. In response to the drug abuse issue, Drop In Centers have opened in the area and then a Project Outreach was established to assist overdose victims and provide counselors for victims and their families. Chief Miksch explained the various groups which have been working together to address the Opioid issue. A database has been created which is shared among communities listing overdose events. The relevant community responds to provide support to the victims within 48 hours. Detective O'Brien and Officer Sullivan have been working on the project and assisting with the data base. Chief Miksch acknowledged Whitman Hanson WILL and the First Congregational Church for their support. Whitman Hanson WILL complied data during the last ten years showing an average of two Hanson residents have died per year due to drug overdose. He noted Hanson has had 6 overdoses this year

Chief Miksch reviewed the process of hiring the Lieutenant which will be to engage an Assessment Center using an outside consultant. The assessment center will test the individual's knowledge and skills. Chief Miksch issued a Request for Proposals and received 5 responses. The top respondents were BadgeQuest and Intregity Testing, LLC.

Mr. McCue requested that the board vote to authorize him to sign a contract with Intregity Testing, LLC. Chief Miksch noted he ranked BadgeQuest first and Intregity second. However, Intregity's proposal was the lowest. Mrs. FitzGerald-Kemmett questioned whether Intregity has been vetted. Mr. McCue indicated that they have been checked out. Both the Chief and Mr. McCue recommend Intregity Testing, LLC.

MOTION by Howard, second by Mitchell to authorize Mr. McCue to sign a contract with Intregity Test, LLC to conduct the assessment center for the hiring of the Lieutenant. **Voted 5 – 0**

Chief Miksch pointed out that the general by-laws require the Board of Selectmen to approve the criteria for promotion of candidates. Chief Miksch reviewed the criteria.

1. **Eligibility:** Full time sworn personnel in the Hanson Police Department with the rank of Sergeant with a minimum of 3 completed years of employment as a full time Hanson Police Sergeant at the time of the Assessment Panel.
2. **Eligibility List:** Promotions to fill a vacancy will be based on a competitive examination process. The Chief of Police will make a recommendation to the Town Administrator and Board of Selectmen from the eligibility list that will be established based on the criteria below. The Chief of Police will make his recommendation from one of the top 3 candidates for each open position. If a tie score occurs the tie will be broken by seniority. Lieutenant appointments will be made subject to a 1 year probationary period. Once the list is established, the list will remain active for a 2 year period from the date of the first appointment.
3. **Assessment Center:** Candidates must complete an Assessment Center examination process to be placed on the eligibility list. The examination will be administered by _____. Total maximum points for the assessment center score is 100 points. Prior to the date of the Assessment Center a representative from _____ will meet with the candidates and explain the process. The explanation will include a description of the Knowledge, Skills and Abilities (KSAs) to be tested during the process. An appeals process will be made available to the candidates at the end of the Assessment Center process.

4. **Education:** Education experience is defined as a degree or equivalent that has been accepted by the Commonwealth of Massachusetts for inclusion in the Career Incentive Pay Program established pursuant to MGL Chapter 41 Section 108L. Total maximum points for education experience is **5 points**. Points will be allocated as follows:

- 1 Point - A qualifying Associates Degree
- 3 Points - A qualifying Bachelors Degree
- 5 Points - A Masters Degree or higher

5. **Military Experience:** Military experience is defined as a minimum of 1 year active duty and an honorable discharge from a branch of the United States military service. A candidate meeting these criteria will be awarded **2 points** for military experience.

6. **Seniority:** Seniority is based on completed years of service as a sergeant with the Hanson Police Department. A maximum of **5 points** will be awarded for seniority as follows:

- 3 Years - 1 Point
- 4-7 Years - 3 Points
- 8 or more Years - 5 Points

A representative from _____ and I will be available in the Training Room on a date to be announced to answer any questions concerning the process. Interested candidates will send a cover letter and resume to the Chief of Police by _____ announcing their intention to compete in the process and acknowledging that their respective information on file with Mrs. King concerning time in grade as a sergeant, current education level and military experience is correct.

Ms. FitzGerald-Kemmett inquired how many Sergeants were eligible. Chief Miksch noted that only two qualify, but he will be encouraging all the Sergeants to participate in the assessment center. As it will be a good experience for them.

MOTION by FitzGerald-Kemmett, second by Mitchell to accept the promotional criteria as required by the by-law.

Mr. Hickey noted that the Chief is the most qualified person to determine the requirements for the promotion. Chief Miksch feels the assessment center is the fairest way to select the most qualified candidate.

So Voted 5 – 0

III TOWN ADMINISTRATOR’S REPORT

Updates – **Selectmen’s Goals** – Mr. McCue asked the Board members to forward their list of goals for discussion at the next meeting. The goals would be prioritized

Mr. Hickey requested that solar at Plymouth County Hospital or Transfer Station and installation of a cell tower in Town to improve service be added to the list.

Maquan School Transition Committee – Mr. McCue reported that he spoke with Superintendent Gilbert-Whitner and School Committee Chairman Bob Hayes regarding the Transition Committee. The School Committee will meet in a few weeks. Mr. Hayes indicated would reach out to the Hanson

representatives to see if one was interested in serving. The Superintendent will make the non-voting members available to the committee. Ms. FitzGerald-Kemmett would like to get organized by late August. Mr. McCue will reach out to the non-voting members

Committee consolidation – Mr. McCue reported that he reached out to the members of various committees via e-mail to discuss the possible consolidation or re-organization. Ms. FitzGerald-Kemmett would like to participate.

Marijuana by-laws – Mr. McCue indicated the State has just recently put together a committee to address the retail sale of marijuana. Retail sales can commence on January 1, 2018. The Town needs to address the issue. Mr. McCue met with the Health Agent and Planner to review possible regulations and by-laws. They currently suggest placing an article on the Town meeting warrant designating a location of the retail sale of marijuana in the Industrial area. Such designation will provide the Town with a degree of control. The Board of Health and Planning Board will be addressing the issue as well.

Health Insurance – non-union employees – Mr. McCue would like to adjust the by-law relative to the ratio of health insurance benefits for new employees. The change would reduce the family health plan from 80/20 to 65/35 and individual plan for 90/10 to 75/25. Chairman McGahan asked if it would be retro to July 1st. Mr. McCue will consult with counsel.

Year end Transfer – Mr. McCue noted one line transfer request for the Sealer of Weights & Measures salary in the amount of \$64.00 has been submitted to the Finance Committee to be addressed this evening. The Highway submitted a Reserve Fund Transfer request in the amount of \$3,000 for drainage.

State Budget Status – Mr. McCue reported that the Chapter 70 funds have increased with per pupil funds increasing from \$20 - \$30. Slight increase in local aid in the amount of \$3,200.00

Cable Broadcast of meeting – Mr. McCue and Mrs. Marini will be meeting with a representative from Whitman Hanson Cable Access to train with recording equipment for taping various committee meetings.

Miscellaneous updates - None

IV NEW BUSINESS

Approve and Vote donations

Dexter & Susan Robinson \$30.00 – Elder Affairs

Richard & Geraldine Davis \$25.00 – Elder Affairs

Raymond & Joanne Bergeron \$15.00 – Elder Affairs

Class of 2021 \$127.00 - DARE

MOTION by Howard, second by Mitchell to accept the donations as presented. **Voted 5 – 0**

Open October Special Town Meeting Warrant –

Mrs. Marini indicated that articles should be submitted by Friday, August 25th and the Board can vote to close the warrant on Tuesday, August 29th. The warrant must be posted by September 14th.

MOTION by Howard, second by Mitchell to open the October Town Meeting warrant **Voted 5 – 0**

Requests:

Road To Responsibility request for discounted Lodge Rental fee at Camp Kiwanee from \$1,000 to \$600.00.

Ms. FitzGerald-Kemmett noted the Road to Responsibility works with individuals with disabilities and assists them with obtaining jobs.

MOTION by FitzGerald-Kemmett, second by Howard to approve the discounted rate of \$600.00 for the rental of the Lodge at Camp Kiwanee. **Voted 5 – 0**

Resignation:

Jane Baker – Council of Elder Affairs effective July 1, 2017 – Chairman McGahan read the following letter from Mrs. Baker dated June 23, 2017.

Dear Board of Selectmen members,

I have served on the Council of Elder Affairs board for well over eight years, most recently serving in the capacity of Chairman. It is with regret that I notify your Board of my departure from the Council, effective July 1, 2017. I will be moving from Hanson shortly. It has been a pleasure to serve on the Council and to work closely with Mary Collins, the Director of Elder Affairs and all other board members. I implore the Town of Hanson Board of Selectmen to recognize the value and importance of our seniors in the Hanson community, many of whom help build this town, by funding the entire operation of our wonderful Senior Center.

Sincerely, Jane Baker, Council of Aging Chairman.

MOTION by Howard, second by Mitchell to accept with regret Jane Baker’s resignation from the Council of Elder Affairs. **Voted 5 – 0**

Mark Gomes – Memorial Field Trustees – Mrs. Marini noted that the agenda incorrect sited Parks and Fields when in fact the position from which Mr. Gomes was resigning was the Memorial Field Trustees.

MOTION by Howard, second by Mitchell to accept with regret Mr. Gomes resignation. **Voted 5 – 0**

V **OLD BUSINESS** – None heard

VI **ONE DAY LIQUOR LICENSES** – Camp Kiwanee

- 7 Kathleen Collins, Quincy, Friday, August 4th 6:00 – 11:00 p.m. – Wedding
- Bailey Ratta, Quincy, Saturday, August 5th 5:00 – 10:00 p.m. – Wedding
- South Shore Realtor, Pembroke, Thursday, August 9th 5:30 – 9:30 – Fundraiser
- Stacy Moskos, East Bridgewater, Saturday, August 12th 5:00 – 10:00 p.m. – Wedding
- Ashley Thompson, S. Weymouth, Friday, August 18th 6:00 – 11:00 p.m. – Wedding
- Erin Kent, Blackstone, Friday, August 25th 5:00 – 10:00 p.m. – Wedding
- Amber Mattison, S. Weymouth, Saturday, August 26th 3:00 – 10:00 – Wedding

MOTION by Howard, second by Mitchell to approve the one day liquor licenses as presented.

Voted 5 – 0

VII APPROVE MINUTES

June 27, 2017 – **Tabled**

VIII COMMITTEE REPORTS

Monponsett Pond Committee – Mr. Howard reported Monponsett Pond has been treated with alium and is under 3000 parts per million, which is the lowest in years. Halifax and Hanson have been working together for years to improve and treat the pond. Brockton has not contributed to the treatment of the pond. Chairman McGahan inquired whether Brockton has been asked to contribute. Brockton has been asked and has not contributed.

Final Plymouth County Hospital Reuse Comm. - Mr. McCue reported that he met with the committee to discuss hiring a consultant relative to designing a park at the site. They have received two proposals. Mr. McCue has reached out to several communities regarding solar brokers. He will be meeting with representatives from a few of the companies. Mr. Howard noted that individuals have been riding over the seeded area. He requested barriers be placed at the entrance to prevent further damage.

Hanson School Repair Committee – Mr. Hickey – Nothing to report

Highway Building Committee – Mr. Mitchell indicated a meeting is scheduled for Monday at 6:00 p.m. A representative from Wesson and Sampson will be present. The Finance Committee has not yet selected a representative to serve on the committee. However, the Finance Committee Chairman will attend the meeting on Monday.

IX ADJOURNMENT

MOTION by Howard, second by Mitchell to adjourn. ***Voted 5 – 0***

8:53 p.m. Meeting Adjourned.

Respectfully submitted,

Meredith Marini,
Executive Assistant
Approved and voted 5 – 0
July 25, 2017