

Office of
SELECTMEN
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BOARD OF SELECTMEN MEETING
Monday, September 18, 2023 6:00 PM
EXECUTIVE SESSION MEETING MINUTES
Francis Farm- Health & Human Service Conference Room
27 Francis Farm Road

Present: Selectman Frederick "Skip" Vadnais, Selectman Leonard Mills, Jr., Selectman George Solas, Sr., Selectman Robert Johnson II and Town Administrator Deborah Arruda

At 6:10 PM Chairman Vadnais called the meeting to order in open session, stating the first order of business is Executive Session.

On a motion made by Selectman Solas, seconded by Selectman Mills, it was voted to enter Executive Session at 6:10 PM *pursuant to MGL CHAPTER 30A, §21 (a) (3) to discuss 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; (2) to conduct strategy sessions in preparation for negotiations with non-union personnel or to conduct collective bargaining sessions or contract negotiations with non-union personnel; (7) to review and approve Executive Session Minutes: 8/21/2023*

Chairman Vadnais so declares.

Roll call: Mills, aye; Solas, aye; Vadnais, aye; Johnson, aye. Vote 4-0.

Selectman Deignan arrived at 6:13 PM

Minutes: Executive Minutes for 8/21/2023

On a motion made by Selectman George Solas, seconded by Selectman Lenny Mills, it was voted to approve the Executive Minutes for August 21, 2023. **Roll call:** Johnson, aye; Deignan, aye; Solas, aye; Mills, aye; Vadnais, aye. Vote 5-0.

Topic of discussion: Clerical Union Holiday Schedule

Present: Attorney Kate Feodoroff and Dr. Richard Panofsky

Previous Clerical Union Holiday schedule, which was voted on, was missing Good Friday for 2024 and 2025. The schedule needs updating to add Good Friday.

On a motion made by Selectman Solas and seconded by Selectman Mills, it was voted to accept the revised Holiday schedule. **Roll Call:** Mills, aye; Solas, aye; Vadnais, aye; Deignan, aye; Johnson, aye. Vote 5-0.

Topic of discussion: Highway Contract
BOS Executive Meeting Minutes

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On a motion made by Selectman Solas and seconded by Selectman Mills, it was voted to accept the Highway contract as presented. **Roll Call:** Mills, aye; Solas, aye; Vadnais, aye; Deignan, aye; Johnson, aye. Vote 5-0.

Topic of discussion: Non-Union employee agreements

The Board discussed agreements for non-union employees.

Multi-year contracts need to follow statutory law (Chapter 41) for approval and backing of the positions. Positions such as Town Administrator, Accountant, Fire Chief and Police Chief are binding through contract.

Town of Rehoboth does have other written contracts, but Town Meeting has to approve based on "subject to appropriation of town budget". An example is the Building Inspector's contract, which states that Town Meeting has to approve the position each year. If Town Meeting does not vote on the contract, then the town is not bound to continue the employment with the individual.

Per Mr. Panofsky, most non-union employees should follow the Personnel Policy and not have multi-year contracts. Project of reviewing classification of jobs should be revisited, as mentioned in the Town's bylaws.

New Hire Melissa Shea and Richard "Chico" Charboneau's offers were subject to the Personnel Policy.

Atty Feodoroff suggests that Mr. Panofsky and the Town review the Personnel Policy and, will work with Mr. Panofsky on the matter.

Per the Board, Richard "Chico" Charboneau and Melissa Shea will need to be appointed.

No vote taken.

Topic of discussion: Issuance of Manual Check process

The Board reviewed the process and law behind manual check issuance. No checks are allowed without services rendered and/or materials received.

Selectman Vadnais asked Atty Feodoroff to prepare a letter that we can always have on hand to give to vendors.

No vote taken.

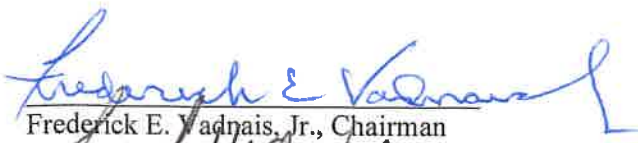
Adjournment:

On a motion made by Selectman George Solas, seconded by Selectman Leonard Mills, it was voted to adjourn the 9/18/2023 Executive Session at 6:46 PM and to reconvene in Regular Session.

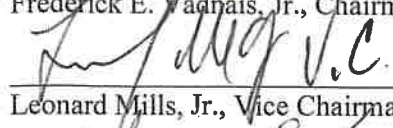
Roll call: Solas, aye; Deignan, aye; Mills, aye; Vadnais, aye; Johnson, aye. Vote 5-0.

Respectfully submitted,

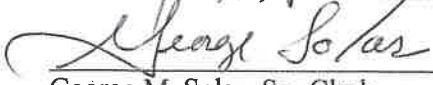

Odete Lacourse



Frederick E. Vadnais, Jr., Chairman



Leonard Mills, Jr., Vice Chairman



George M. Solas, Sr., Clerk

Absent

Michael P. Deignan, Member



Robert Johnson II, Member

BOARD OF SELECTMEN

Approve: 10/30/2023