

**Selectmen Meeting  
Minute  
May 18, 2022**

Chairman Kerrigan, Selectman Boissoneau, Selectman Devault, Selectman Perusse, and Selectman Kobus were in attendance. Attendees were Town Administrator Ward and Town Solicitor Gibbons. Chairman Kerrigan opened the meeting at 7:00PM.

**Public Comment**

Chairman Kerrigan opened Public Comment and explained there will be no audience participation regarding the nonunion salary study discussion so please speak now.

Mr. Brendan Bailey was before the board to discuss the nonunion salary study that had recently been completed. As an employee he had no knowledge this study was being conducted. He explained he would like the board to table this approval. He is aware a salary study had been completed about 6 years ago and the company created job descriptions and conducted interviews of all nonunion employees and then made a comparison to the like communities, all employees were made aware. This all made sense, at this time he had no knowledge of this current study, the Personnel Board met in the middle of the afternoon with the consultant for study results. He would have liked the opportunity to ask questions of the Collins Group and the ability to participate in the process as he had done previous. He is interested to know the communities compared because some do not have his position, some employees have no degrees and are receiving huge jumps in salary. He is asking the board to table this issue and not bring it to Annual Town Meeting. Allow the process to be discussed further and host a Special Town Meeting to approve retro wages as decided. He'd like to table this and have the consultant company come in and present the findings to all. When there are changes proposed to health care benefits, the firms schedule a question and answer session for employees to gain knowledge. He wanted the board to be aware and have accountability. Thank you.

Chairman Kerrigan shared reminder there will be no audience participation during this agenda item discussion only the Personnel Board Chair.

Ms. Jolisa Chiounard, Vice Chair of the Personnel Board, explained she wanted to answer some of the questions or information Mr. Bailey discussed. This was not completed in just one meeting. It began as of August of last year with the HR manager. She entered the contract with the Collins Center and started the process, she gave the job descriptions and discussed each employee with consultant. The prior company used conducted a different process and that had included the creation of job descriptions and employee interviews. This was a market study to conduct a comparison of salaries to surrounding like communities. Twelve surrounding communities were used to compare 55 jobs, it has nothing to do with who is in the position. The intent was to complete a market survey

because one hadn't been completed in a while. Contrary to this was absolutely not commissioned by or completed by the Personnel Board. It was initiated by the Human Resource Manager, who chose the Collins Center. The information presented was compiled by the Collins Center not the Personnel Board. The purpose of the exercise was not meant to create a raise for some people and not others.

Debra Goodsell Executive Director Council on Aging, explained she attended the meetings held regarding the study and agrees it is a great study that the town paid for. This supports our employees putting them where they need to be in the market place. It ensures once they are trained they are not moving on for better wages. We are not a union. Thank you for your support.

Mr. PJ Chamberlain, Clinton Fire Union President was before the board because he heard the board approved 25% raises and he doesn't want to miss out on the opportunity. He in no way is opposed to raises for the nonunion personnel, he is all for it. He supports the studies being conducted and employees paid accordingly. He is aware the former HR manager Alexis was planning to conduct a study for the Fire Fighters salaries compared to other unions, to ensure we are at fair market value. Unions fight for all they get, we fight a lot of opposing factors. We spend months and years negotiating expired contracts. He hopes salary studies will be conducted across the board for the Fire/Teachers and DPW unions. He is aware the ALS study had been completed in March of 2020, no action has been taken on implementation. This study passed like that, he does not disagree with the salaries, but he applauds the raises and hopes the union and collective bargain process get the same treatment. Thanks to you.

### **Review of Minutes**

The board received minutes from April 27, 2022 Selectmen's meeting and Executive Session for review and approval. Selectman Boisoineau made a motion to approve minutes as presented. Selectman Kobus seconded the motion. The vote was unanimous.

### **Library Director Marie Latarte – Bigelow Library Surplus Books**

Chairman Kerrigan invited Library Director Marie Latarte before the board for discussion regarding the disposal of surplus books. Ms. Latarte was before the board explaining a review of material began in 2014, once reviewing the conclusion was some materials are 50, 60 and even 70 years old. The commission have reviewed and determined these materials are surplus. It has been explained the board of Selectmen have final approval on how to surplus the materials. So the ask is for permission to begin the process to surplus the books. She explained the commission Chair Gloria Parkinson had spearheaded this campaign. Chairman Kerrigan asked if there is anything we can do or Town Administrator Ward can determine the next steps and help with process. Solicitor Gibbons reviewed the board should take a vote to declare the property surplus. From

there compliance to the MGL 30B, which is a vote to coordinate with the procurement officer to comply with the process. Selectman Kobus asked if the Historical Society has had a chance to go through the books. Ms. Latarte explained they have reached out but can reach out again. Selectman Kobus stated he would like to give them a fair opportunity to review. Selectman Boisoneau made a motion to surplus the materials presented by the Library Director and Commission as requested. Selectman Kobus seconded the motion. Under Discussion: Ms. Latarte agreed to coordinate the procurement with Town Administrator Ward and the Historical Commission. The vote was unanimous.

### **Robert Dolan – Mass Development Pace Program**

Chairman Kerrigan invited Mr. Robert Dolan before the board for discussion of the PACE program. Mr. Robert Dolan of Mass Development was before the board to introduce the PACE Program. He began review with the presentations presented to the board. He explained the PACE began in 2020 regarding energy improvements to properties. The program offers financing to provide betterment to property with energy efficient products including new windows. If the community accepts the program the repayment of the financing would be done to the community with an added line item to the property bill. Currently the program is used in Greenfield and Gloucester. The property owner would participate in the program, the loan stays with the property. The program would require and update to the tax office software. This is a state run program under MGL, there are guidelines to follow. He reviewed examples of the program from other communities and talked about the successes to date. At this time there are 54 communities that have opted into the program, there is more information available on the Mass Development website. Selectman Boisoneau asked how this may affect the taxes collected by the town. Mr. Dolan explained there would be no effect on the taxes collected, and it would help improve property values. Selectman Boisoneau made a motion to accept the PACE program as presented. Selectman Kobus seconded the motion. Under Discussion: Town Administrator Ward asked for the program to be reviewed by Town Counsel before the acceptance is finalized. The vote was unanimous.

### **Review of the Town Meeting Warrant**

Town Administrator Ward reviewed there is one addition to the warrant since the last review, Article 3 has been added with the intent the new salary grid be accepted by the board, a by-law amendment is needed with the acceptance of the grid. There has been the removal of Articles 10 and 11 for unpaid bills, Articles 13/14 have been put in with place holders the Finance Committee recommendation is \$100,000 for the Health Insurance and \$500,000 for the stabilization fund. There is an Article for Fuller Field for field house repairs, Article 29 in the amount of \$25,000. Article 30 is approval of the dispatcher's contract for a one year agreement to expire June 2022. There is the addition of 2 articles for the Rail Trail projects. Then 2 citizen petitions. Chairman Kerrigan asked

if the approval should come after the salary grid discussion and approval of Article 3. Town Administrator Ward explained it doesn't matter there needs to be final approval of the language so the Solicitor can review and prepare to be advertised in the paper next Friday. It has to be submitted by Tuesday morning. Chairman Kerrigan reviewed the Budget subcommittee reviewed Articles 13, 14 & 15 and approved the numbers used.

### **Administrative Business**

#### *Corcoran House Street Closing*

Chairman Kerrigan reviewed the board has received a request for a street closing by the Corcoran House to host a block party on Wednesday, August 17, 2022 from 4 to 7PM. Selectman Boisoneau made a motion to grant for the street closing on August 17, 2022, as requested with permission of the Police/Fire. Selectman Kobus seconded the motion. The vote was unanimous.

#### *One Day License Request- Clinton PAV*

Chairman Kerrigan explained the board has received a request from the Clinton PAV to host a one day liquor license to serve outside on the grounds in conjunction with the Polish Picnic to be held on June 18, 2022 to celebrate their 75<sup>th</sup> Anniversary. Selectman Boisoneau made a motion to approve the request as presented. Selectman Kobus seconded the motion. The vote was unanimous.

#### *Clinton Area Little League Lease Renewal*

Chairman Kerrigan reviewed Town Solicitor Gibbons has reviewed draft agreement for a lease that allows the Clinton Area Little League to house a portable concession stand on town property located at Savage Field. Solicitor Gibbons reviewed this is the same lease that had been approved in 2018 that had expired in 2020. There wasn't one since the expiration due to COVID. This lease will expire in 2024. Selectman Boisoneau made a motion to approve he lease as presented. Selectman Devault seconded the motion. The vote was unanimous. Selectman Kobus abstained

#### *One Day License Request- Clinton VFW*

Chairman Kerrigan explained the board has received a request from the Clinton VFW host a one day liquor license to serve outside in the parking area on May 30, 2022 for the Memorials Day Celebration. Selectman Boisoneau made a motion to approve the request as presented. Selectman Devault seconded the motion. Under Discussion: Town Administrator Ward reviewed this was a late request received today. The vote was unanimous.

## **Old & New Business**

### Non Union Salary Study

Chairman Kerrigan explained members of the board would like to discuss the non-union salary survey resulted presented at the last meeting and endorsed at that time. Selectman Devault opened the discussion stating he wanted to let everyone know he and Selectman Kobus are not against the salary study, we agree with most and want to put something in front of the tax payers that will pass, as presented this will not pass at Annual Town Meeting. He is not against it. Solicitor Gibbons explained the board voted to approve, it is procedural for the board to reconsider before the discussion. At the last meeting the vote was to approve as written. So the board can reconsider the prior vote if they so move for deliberations. Selectman Devault made a motion to reconsider the vote at the prior meeting approving the salary survey results and the acceptance of the new pay grid and salaries. Selectman Kobus seconded the motion. Chairman Kerrigan asked for discussion on the motion of reconsideration. *Selectman Devault stated I just want to talk, "Jesus Christ."* Chairman Kerrigan explained this is the time to discuss reconsideration of the motion, come on Ed, you aren't new to this. I am going to be supportive because you explained you didn't have enough time for discussion the last meeting. Selectman Devault stated the reason to discuss is to support reconsideration. The vote was 3/2 Selectman Boissoneau & Perusse were in opposition.

Selectman Devault explained his concern with the study and the spreadsheet submitted are separate from the results of the Collins Center report. There was no official recommendation from the Collins Center, the Personnel Board decided on the longevity. They bumped employees up to the max step. The results themselves from the study itself where then changed to include a percentage increase of 2.5%, the longevity only benefits the senior most tenured employees. The new grid offers a 2% increase per step, making it 15 steps versus the 9. Currently, there is a 2.5% increase to steps 1 to 9, with the proposed study results making it a 2% increase over 15 steps. He is most concerned with bumping employees to the max, no union has this. They have 10 steps this includes the addition of 5 steps allowing more opportunity for increases. When the unions look at this we are going to have to argue the 2 or 3% and some of the raises for nonunion are up to 25% in on instance it is 60%, this is crazy. These type of raises is the only part of the study he is against. Most positions are in line with the existing pay scale, the recommendation made by the study and the ranges I endorse. The 13 employees put on the max of the study as the Personnel Boards own recommendation I do not support. The Collins Center reviewed the Assistant Town Administrators position and made it lower than the Librarian, it makes more sense to shift these positions. I have many questions about this process, the noon time meeting, where the important study results were released, employees are members of the committee and no one attended out of employees. I understand the Tax Assessor had a hand in playing a part in the study results. I received emails that were rude and totally unacceptable by this employee. The

Personnel Board Chair should have recused herself from the discussion. Former Selectmen Dziokonski used to recuse himself from Veteran discussion being a Veteran, Selectman Kobus recuses himself from discussion regarding the schools and discussions union contracts from the school. The Chair of the Personnel Board is driving the study with a conflict of interest, there wasn't an impartial view of the results, and he explained he isn't comfortable with the study and her as a the board member presenting. The Personnel Board has become the nonunion bargaining unit, the way this is being treated with the presentation and initial offer, there needs to be a common ground. The vote is a slap in the face to the unions who negotiation 2 or 3% increase. It is the board's responsibility to be fair to all employees and not fast track some to the max step, no automatic jumps. That is crazy and will hurt the negotiation process with the unions. This should be tabled until the next meeting once we can discuss further with the Personnel Board. It took over 6 months to create a new job description and this study gets a quick review and approval in one meeting did anyone even read the study. Selectman Devault made a motion to table the vote and meet with the Personnel Board so he can ask questions and get answers. Solicitor Gibbons explained there is no set procedure, the reconsider is to take vote again or change vote to table and never address again. Chairman Kerrigan explained he isn't supportive to table. Selectman Devault explained he would like to continue. Solicitor Gibbons explained it is unique the board took a vote to reconsider and approved that for further deliberation. Discussion continued if table it may never be addressed again Chairman Kerrigan intended to have a motion to approve or deny not table. Selectman Devault stated this has only been discussed at one Selectmen meeting through the Chair of the Personnel Board. Selectman Devault made a motion to table the review until there is a meeting with the Personnel Board. Chairman Kerrigan explained the Personnel Board Chair is her representing the board. Selectman Devault explained he is not comfortable speaking with the Chair, he wants to speak to the entire Personnel Board. Chairman Kerrigan explained he is trying to get this right, the Chair speaks for the board, Town Meeting approved an employee representative on the board, the Personnel Board voted to approve the Chair, and there is no exclusion the employee can serve as Chair. Unless the person choses to recuse themselves they are the Chair and represent the board. Solicitor Gibbons agreed explaining it is up to the individual to identify a conflict of interest. Chairman Kerrigan explained the Personnel Board vote was 4/0 with one member not in attendance. Selectman Devault stated that was the member running for Selectman Mary Rose Dickhaut. Chairman Kerrigan explained he cannot speculate on that, nor speak for her. Selectman Devault explained due to a conflict of interest members should have recused themselves. Town meeting voted to have employee on the board, the salary study directly benefits the person. He explained he is comfortable with the board as a whole, the Chairman has a conflict. Selectman Kobus explained the Personnel Board has a conflict with member John Baird, he attended meeting and voted that day.

He explained Ms. Prophet voted that day and Mr. John Baird also voted, he questioned the conflict for both. Ms. Prophet has a direct conflict as an employee and Mr. Baird has a family member directly affected by the results. He stated that Town Counsel should have advised of conflict of interest. Solicitor Gibbons explained he cannot decide on a conflict of interest unless he is requested to do so. The individual must determine conflict. Solicitor Gibbons explained no one reached out for an opinion. Selectman Devault stated all employees are required to take ethics training and conflict of interest falls under that, so the person should be able to decide if they are in conflict. Solicitor Gibbons explained he is aware of the training and can employees can reach out to Counsel. Chairman Kerrigan explained well that didn't happen in this case. Selectman Devault explained well he is reaching out now during this public meeting for a review, is there a conflict of interest. Solicitor Gibbons explained it is up to the individual to reach out. He stated only the individual can recuse themselves and reach out for opinion. Selectman Kobus stated he is completely in favor of the salary study being done; he believes in a fair wage. Under Discussion he isn't in favor of the survey component of the 1 for 1 on the steps for longevity. The scale presented implemented this, it was a blended together with the Collins Center report, and the COLA approved by the Finance Committee. This caused fast tracking to the end, which is a concern. This is a poor precedent, and the board never had the report to review. He is not in support the Collins Center made a recommendation based on the market analysis, this is subjective the highest minimum pay was the recommended range used, remove objectivity the top 50% compared to the market. Some people who were 7 or 9 in the report as compared to the market were unilaterally benefited by the longevity adding the steps changed the results 100%. The longevity factor was not included in the jumps from 9 to 15 as mentioned some went from a 15 % increase to a 25%. The employee will be paid double the increase recommended. In 2017 the same employees received a stipend.

Chairman of the Personnel Board Ms. Lisa Prophet was before the board for discussion. She reviewed the process was 1 step for 1 year of service, this is the first study in the history of the nonunion employees with no movement in years. For the last 17 years the union have been getting the step and COLA raises, when the nonunion were not getting them. This is fair. She explained she wouldn't be there if the rates stayed the same for all 500 other employees, it wasn't happening for the 60 people who were part of the study. She explained she is a 21-year employee and this the second study ever conducted. The nonunion employees ask for nothing. As an example the union Selectman Kobus serves in has negotiated contract agreements 7 times in the time period. This is the second time and is a market correction. The Collins Center did generate data for the minimum

and maximum rates. People who were maxed out were put back on the grid as a market correction. The Collins Center produced results and they are being presented with short notice. The recommendation was to add the 2.5 % step plus plug it into the 15-step grid then decide on the policy type of adjustment, later the 2.75% COLA was approved by the Finance Committee. This was a market correction which should have been done all along, a one-time shift recommended by the Collins Center to establish the process to be used for longevity. A few employees have maxed out. This happens anywhere a percentage of people have maxed out and miss the opportunity for growth and now will earn a competitive wage. Don't forget the employees run the Government day in and day out. The adjustments are based on the report. Selectman Kobus stated he reviewed the data, a union member at the top step only receives a % increase. He researched back to 2008 and the nonunion employees did receive a stagnant wage, these wages are competitive. The Collins Center show all the proposed salaries and all fall within the range, they are not underpaid. He reviewed all the minimum and maximum wages, and he cannot support the numerous jumps. He understands if no studies have been done it would make sense why the employees are so far behind. But he doesn't support the multi-step jumps. Ms. Prophet explained that is the classification grade for the position, each was graded by the requirements of position, some positions require a master's degree which would be taken into consideration. She discussed the conflict of interest; it was her understanding the Personnel Board would meet sometimes and sometimes didn't. Nobody wanted to serve on the board, so an employee was appointed after the by-law acceptance at town meeting. The board is made up of 5 people, irrelevant to her being an employee she never intended to be the Chair but was voted by the board to be. She represents the 60 nonunion employees who work hard on the government side. The spreadsheet is strictly mathematics, the formula used was used for each employee, and it is what it is. The math is a 2.5 % added to each current employee rate then the shift was one year of service earned one step, this does benefit aged employees. Selectman Devault asked why the Tax Assessor participated. Ms. Prophet reviewed he had information from the prior study results in 2017, the longevity was part of that study. At the time Selectman Connolly worked with the Tax Assessor and that process was for 2 years of service the employee was moved one step. He had all the prepared data and rates from that time. He was instrumental in preparing data for review of the board. Mr. Baird did all that on his own time, as he did when working with the board in 2017. She thanked David Baird for his work. Selectman Devault stated you didn't answer the question, why the Tax Assessor was involved, because he was part of the previous study doesn't answer the question. Why the Tax Assessor and not the Community & Economic Development Director? Ms. Prophet explained it could have been either, Mr. Baird

had a lot of the data from the last study and had it stored as an employee data base to work from. He spent countless hours working on nights and weekends. It would not have been able to be completed by one person. The utilization involved data previously used for current employees, he had all the numbers. Selectman Devault asked if the responsibility of the Personnel Board are their duties why is another employee participating. There is a conflict of interest for an employee to be the Chair. The same question, is this ethical, was it correct, right, or ethical. He noted he receives the highest bump in the study, he was involved and tried to solicit support, he e-mailed me after giving me a hard time I didn't support the study results. Chairman Kerrigan explained Ms. Prophet has answered the question, if you feel there is an ethics violation then make a complaint. She chose not to recuse herself and the decision has been made and she cannot go back. Ms. Prophet explained just because he produced the data doesn't mean he manipulated it, you may not like him or me, or anyone else behind me but the data is the data. You may not like that or all the employees. Selectman Devault stated this is a specific issue, the study results will not pass at Annual Town Meeting, every union member will be at Annual Town meeting. The problem is the max step, the COLA adjustment that was put in place and the number of years of service. He is not in favor of the jump employees make to the max step. Selectman Perusse asked if you are a new hire, how do you negotiate a raise, is this done as a group like this study. How can this be avoided in the future; would the employee negotiate with Personnel Board. Ms. Prophet explained prior to the 2017 study it was a free for all, there was no way to move up or advancement, there was no process to the grading system. There was a grid but no criteria to grading system. In 2017 the study updated job descriptions and created 27 Grades, with new grid. This study has changed that creating only categories A to G, grouping like positions, which makes better sense. Selectman Perusse asked if the only way to increase a position is with a future study, is there a process. Administrator Ward explained the classification grade is determined by job description; the individual would start at step one. This is fair throughout the system. There is no merit pay, some received only COLA if they were maxed out on the grid. To recruit, the position is placed on step one. In 2017 the study corrected some of that but not fully, these results will get the positions to where they should be. It should be looked at every 5 years. Selectman Perusse asked is this this same practice in other municipalities. Ms. Prophet explained the Collins Center does this as a common practice, every position is measured to similar communities. We work with a very lean staff and we do a lot with a little. These people do not get what the unions get, this is the second time in the history of the town has had a study completed for nonunion employees. Selectman Kobus stated he is in favor of the study but doesn't agree with the Personnel Board and

how they came up with the recommendation for longevity, one employee will be receiving a 30% increase according to the data. He supports reclassifying all the positions, the 2.5% for all positions and the 2.75% COLA but isn't in favor of the 2 for one step increases. Ms. Prophet explained it is a 1 for one step increase. She asked if he is in favor of any longevity shift. Selectman Kobus explained he is not in favor of the multi-step movement in one year. He is in favor of longevity pay for employees, he realizes this employees are vested in the community, but 1 for 1 is not reasonable. Ms., Prophet explained this is a one time and done, when reach max employee only receive COLA moving forward, this is a one-time market adjustment. Chairman Kerrigan explained you are still in the minority, the board voted last time. The Personnel Board vote supported in favor. Selectman Kobus stated he isn't in agreement; he would like to meet with the Personnel Board. Chairman Kerrigan you are not going to get together and yell at people who won't recuse themselves. He asked if this can be voted at the next Selectmen's meeting. Administrator Ward explained the warrant has to be finalized and the grid is part of it for approval for implementation to go forward. Chairman Kerrigan explained the Personnel Board is not interested in changing anything, let's get this right. Ms. Prophet explained she is open for further discussion and review. Selectman Devault stated give it a try, bring to vote at town meeting. Ms. Prophet asked if the board was going to revote tonight. Chairman Kerrigan stated two member asked to reopen discussion tonight, the Personnel Board is supportive to keep current proposal. Chairman Kerrigan asked for a vote for reconsideration. Selectman Devault made a motion to table the discussion until a meeting with the Personnel Board to discuss a compromise. Selectman Kobus asked Administrator Ward if the vote at Town Meeting will implement the steps with the multi steps advancement. Administrator Ward stated the vote will approve the new grid as part of the Personnel By-Laws, the budget will fund the implementation. Solicitor Gibbons agreed the Annual Town Meeting vote will approve the new 9 classification and 15 step grid, but no placement of employees. The Budget article will approve the impact of the new grid with the employee salaries built in by department. Selectman Kobus asked if the policy creates a checks & balance. Solicitor Gibbons reviewed the checks and balance is the Administrative by Law to the implementation in the budget. The by law ensues the budget has the amounts that are supposed to be there approved by the grid. Selectman Kobus asked if the grid is voted at Town Meeting can the Personnel Board amend the policy structure. Solicitor Gibbons explained the grid takes effect July 1. Selectman Devault asked if the grid is accepted, there is no mention of where the steps apply, in 6 months the Personnel Board meet the grid system cannot change. For example if employee bumped to top step due to Personnel Board policy, this is not voted at town meeting. Administrator Ward explained it is subject to

appropriation of funding, the Finance Committee has approved the funding in the budget. Selectman Devault asked can a change be made. Selectman Devault asked will the Personnel Board met with us in the spirit of collaboration, he doesn't agree entirely with the presentation. He explained he would be much more comfortable this would pass at Town Meeting once reviewed with Personnel Board. Ms. Prophet stated the study has been completed, the employees were placed by the process. Selectman Devault stated he is not against that. Selectman Kobus explained this was a waste of time, it is all tied together we have no control over the policy. Administrator Ward explained the policy is part of the budget. Selectman Devault stated he cannot approve 25-40-60% raises. Selectman Boisoneau explained to keep Article as part of the warrant and let the towns people decide. Selectman Perusse made a motion to accept the salary grid and implementation as presented. Selectman Boisoneau seconded the motion. Under Discussion: Selectman Devault explained he is unclear what happens if he votes against. Solicitor Gibbons stated for clarification, if the grid gets voted down the numbers are part of the budget, the budget includes the new salary numbers. The vote was 4/1 in opposition Selectman Devault. Ms. Prophet thanked the board.

**Board took 5-minute recess.**

Town Administrator Annual Evaluation

Selectman Kobus explained the evaluation had been scheduled as of May 15, 2022, the forms have been sent out. Typically, the HR manager collected the forms and compiled results. Chairman Kerrigan explained he will compile results please have to him by Thursday and he will have something for the board at the June 1 meeting. The board agreed to have forms completed and turned over to the Chairman Kerrigan by Friday, May 27<sup>th</sup> by noon. Selectman Kobus to set some context this will kick off the new evaluation schedule Town Administrator Wards will be completed by May 15, then to follow will be the Department heads by September 15 and the employees by October 15.

Conservation Agent Discussion

Selectman Devault asked to table this discussion.

Assistant Town Administrator Search

Chairman Kerrigan provided an update to the board, he had been working with the representative from Community Paradigm and the community profile statement has been completed and is ready to be sent out and advertised. Administrator Ward agreed explaining resumes will be collected into the middle of June. Selectman Devault stated this position is terribly underfunded.

Human Resource Manager Search

Administrator Ward explained the committee may meet this week, to schedule interviews. The candidates were distributed to the committee, and they were ranked. The rankings will determine who will interview.

### American Rescue Task Force

Chairman Kerrigan reviewed the Town Administrator has put together a Task Force to work with the board on identifying projects to use the funds for. His recommendation for membership is Director of Community & Economic Development, Police Chief, Fire Chief, Superintendent of Schools, Social Services representative the Senior Director, and himself.

### **Committee Reports**

There were none.

Chairman Kerrigan explained the board will continue with Executive Session under article 3 Fire Union Grievance and will not return to open session. The next board meeting will be held on June 1, 2022, with Town Meeting to be held on Monday, June 6, 2022 and election on Monday, June 13, 2022.

### Annual Town Meeting Warrant final approval

Selectman Boisoeneau made a motion to approve the Town Meeting Warrant as presented subject to final review by the Town Administrator and Town Solicitor. Selectman Devault seconded the motion. The vote was unanimous.

Executive Session under Article 3 Fire Union Grievance Roll Call Vote: Selectman Boisoeneau “aye”, Selectman Devault “aye”, Selectman Perusse “aye”, Selectman Kobus” aye”, Chairman Kerrigan “aye”.

**Executive Session Article 3 Fire Union Grievance Step 3 9:13 - 10:17PM**

**Executive Session Article 6 525 Water Street Tax taking Property closing 10:17PM-10:20PM**

**Executive Session Article 3 Public Safety Dispatcher Negotiations 10:20PM – 10:22PM**

Selectman Perusse made a motion to adjourn the meeting at 10:22PM. Selectman Boisoeneau seconded the motion. The vote was unanimous

Meeting Adjourned,

Joyce A. Corbosiero

Executive Assistant to the Clinton Board of Selectmen/Town Administrator