

October 13th, 2021

Clinton Parks & Recreation Meeting Agenda

6:00pm

Clinton Parks & Recreation Building

560 High Street

Call to order:

October 13, 2021, 6:00pm

In Attendance:

Recreation Coordinator David Quill, Chair Ed Verrier, Vice Chair Amanda Agnitti, Commissioner Patti Kerrigan, Commissioner Mike Garofoli, Commissioner John Green, Parks & Recreation Office Assistant Mackenzie Maloof

Administrative:

Parks & Recreation:

1. Appointment of Interim Director

1. Discussion of Salary

2. Confirm posting of new Director role

1. Discussion of commissioners for interviews
2. Confirm applicant process with Human Resources

- Ed: "First point of business is an appointment of interim director."
- Patti: "Well, I guess that I will make the motion that Mackenzie be the interim until we get the director in here."
- Ed: "Is there a second?"
- Amanda: "I'll second that."
- Ed: "Okay, there's been a motion and second that..."
- Mike: "I have a question. I was just introduced to Mackenzie, I have no idea who she is or what her role is, can someone elaborate?"
- Ed: "Yes, I am going to do that. That's my next point."
- Mike: "Okay."
- Dave: "There was a motion, there was a second."
- Ed: "Right."
- Dave: "All in favor."
- Ed: "Aye."
- Amanda: "Aye."
- John: "I think we need to understand who Mackenzie is before we vote."
- Mike: "Yes. I agree."
- Dave: "Mackenzie is the..."
- Amanda: "I think there's a motion on the floor, so you can't just interrupt that."

- Mike: "Why not?"
- Amanda: "Legally you cannot."
- Mike: "Alright, vote."
- Ed: "Okay..."
- Mike: "You're asking us to vote on something we don't know about, we're not. We don't know what the qualifications are, or what her role is."
- Ed: "I took, I made a copy here of her qualifications."
- Mike: "Okay. Is that something you're going to distribute and communicate to us?"
- Ed: "What?"
- Mike: "Is that something you think you might have want communicate to us? Communicated to us?"
- Ed: "You can look at it now."
- Patti: "Well, I came down to the office, and met her because I was concerned Dave needed some help."
- Mike: "I thought we were not supposed to come here, based on the previous meeting. We were scolded for coming to this, maybe we should have had some guidance or communication among the board."
- Patti: "No, I don't remember that. I think you can..."
- Mike: "These last six weeks."
- Patti: "I think you can drop in and check in to see how they are doing."
- Mike: "That's what I used to think too. I've been down here twice over the last year, and I get scolded, and I get called onto the carpet last week."
- Patti: "Maybe you did, but I didn't, so..."
- Mike: "But I did!"
- Dave: "Mike, look at your tone."
- John: "Mackenzie, can I ask what you're majoring in right now?"
- Mackenzie: "I am not in school at the moment."
- John: "Okay, but you went to University of Massachusetts Dartmouth."
- Mackenzie: "Yes."
- John: "Oh okay, what were you in?"
- Mackenzie: "I was studying English."
- John: "English."
- Mackenzie: "Yes."
- John: "Okay, do you feel comfortable in doing this role in the interim?"
- Mackenzie: "I do."
- John: "And you have been here since 2016?"
- Mackenzie: "Yes."
- John: "Assisting Rosa and assisting Dave. Okay."
- Mackenzie: "Yes, and Emily before that."
- John: "Emily too before that, my fault. Do you have experience in managing anyone before?"
- Mackenzie: "I do. In the summer program, I have been the lead..."
- John: "Lead counselor?"
- Mackenzie: "Yes."
- Mike: "Can I get a copy of this, Mackenzie?"
- Mackenzie: "Sure."
- Mike: "Thank you."
- Ed: "I would like to answer your question."
- Mike: "Yes."
- Ed: "There's nobody down here in the office. I come down here in the office every day. Okay?"

- Mike: "Yeah."
- Ed: "To check with Dave if anybody has any issues, I will address them. If people call me up with certain things, and they can't handle it, I handle it. I stop here every day."
- Mike: "Why are you taking this responsibility on?"
- Ed: "Because I am the chairman."
- Mike: "And not communicating to the rest of the board."
- Ed: "Because I am the chairman, and if there is any issues, they relay them to me, and I address them."
- Mike: "Why don't you relay that to the rest of the board? That's what our responsibility is, to oversee this department. Yet you have refused to communicate."
- Ed: "Do you want to come down here every day?"
- Mike: "Sorry?"
- John: "Mike, I think the idea is, I thought it was to communicate with each other."
- Ed: "Right."
- John: "That's what I thought, and to Mike as well, I was told not to come to this building."
- Patti: "By who?"
- John: "By the..."
- Mike: "By the Human resources"
- John: "Human resources. Alexis Teixeira"
- Patti: "Was that just recently? Or..."
- Mike: "That was after the resignation of Director."
- Patti: "Okay, so, I wasn't told that."
- Amanda: "Neither was I, and I have communicated with Ed since our last meeting. It's called a telephone. It works very well."
- John: "Okay..."
- Mike: "Well, I have, and Ed said he did, Ed said he didn't want to, what were your words last time I asked you? What were we going to do about the directorship?"
- Ed: "Well I told you..."
- Mike: "I'll tell you. You told me you're not going to talk to me."
- Ed: "I told you I was not going to talk to you at the diner."
- Mike: "And we will address it next week at the meeting."
- Ed: "Right."
- Patti: "Well, I came down to report a problem at Carlisle Park, and I talked to Dave, and I said 'has anyone been down checking on you, or just Ed', and I said 'Okay, well if you need anything let me know, and I came down and dropped in, and he needed some bills signed, and I sat with him, and that's what I did, and I was never told not to.'"
- John: "So, you called Ed, correct? To communicate with Ed, Amanda?"
- Amanda: "I called Ed to give him my number so that when we did have a meeting scheduled, he could reach out and let me know."
- John: "Okay, so..."
- Amanda: "That was my communication with Ed."
- John: "Okay, so when I email the group about when the next meeting is, and I get..."
- Amanda: "That is a violation of open meeting law..."
- Mike: "No its not."
- Amanda: "When you have all of us on there."
- Mike: "It is not!"
- Amanda: "Yes, it is. Yes. It is."
- Mike: "The only..."
- John: "Okay, but wait..."
- Amanda: [Dialogue unclear due to Commissioner Garofoli speaking over Commissioner Agnitti]

- Mike: "We can communicate on all kinds of levels. Sorry for interrupting."
- Amanda: "You don't ever just answer yes or no. And, when you continue to do a dialogue back and forth, that's then if it's more than two people..."
- Mike: "It is not."
- Amanda: "Yes, it is."
- Mike: "You're mistaken."
- Amanda: "No, I'm not. I took a..."
- Mike: "You can communicate..."
- Amanda: "I took the open meeting law training..."
- Mike: "The only thing that we cannot do is deliberate. Deliberate!"
- Amanda: "...Training through the state of Massachusetts..."
- Mike: "We cannot deliberate. We can communicate in all kinds of forms."
- Amanda: "Communicating when you're not just answering a question, and you're having a dialogue is having a meeting."
- Patti: "Yeah, it is."
- Mike: "It's not! First of all..."
- Patti: "It is. I asked HR..."
- Mike: "First of all, it has to be a quorum..."
- Amanda: "I'm not going to argue with you, Mike."
- Mike: "Whoa, there are rules. Hold on a second."
- Amanda: "It is a quorum. More than two people is a quorum."
- Patti: "It is a quorum. That's why I emailed you separate."
- Mike: "More than three is a quorum."
- Amanda: "No."
- John: "But, asking when the next meeting is, that's a violation?"
- Amanda: "I didn't say that that was."
- Patti: "Yeah, not that one, but some of the other ones."
- John: "However, you did say that when you called Ed, to find out..."
- Amanda: "I gave him my number..."
- John: "To find out when the next meeting was..."
- Amanda: "So that he knew how to reach me in case he set a date. That was it."
- John: "Okay."
- Mike: "I reached out to Ed as well, by phone."
- John: "So, Ed, can I have your phone number? Because I don't have it."
- Ed: [Provides phone number]
- John: "Thank you. I think there is a motion on the floor, correct?"
- Patti: "Yep."
- Amanda: "Yep."
- Ed: "Yes."
- John: "Okay."
- Amanda: "I believe the three of us have already said all in favor..."
- John: "Aye."
- Dave: "So, all in favor..."
- Amanda, Patti, John, and Ed: "Aye."
- Ed: "Okay, on the next item."
- Amanda: "Mike, you're not in favor?"
- Mike: "No."
- Ed: "Okay."
- Mike: "It's nothing personal."
- Ed: "I can talk probably a little bit about the discussion of salary for Mackenzie. At the present time, she makes thirteen dollars an hour from 2016 to the present date."

- John: "There has been no increases?"
- Mackenzie: "I did get a raise this year. I was at eleven before."
- John: "Oh, okay."
- Ed: "Now, Mackenzie is taking over the job next, October 13th, which is, I believe today, and then, somewhere down the line, we'll have to, when the new director comes in, we'll have to compensate Mackenzie for all the time that she filled in, and the same thing, Dave has to be compensated from September 20th until October 13th. Tomorrow is going to be Dave's last day."
- Dave: "I am actually here until the twenty-second."
- Ed: "Oh, okay. Alright, I got the date wrong."
- Dave: "But Mackenzie assumes the role here, so I'm just ending it..."
- Patti: "Wait, you're here until when? October 27th?"
- Dave: "Twenty-Second."
- Patti: "Twenty-second. Okay."
- John: "So, are we talking about right now, the interim salary of Mackenzie, and how to compensate Dave for the time as interim director? Is that what we are discussing right now?"
- Patti: "I think both, yes."
- John: "Both of them, okay. So, we need to decide on a, a monetary amount per hour, or salary per a week."
- Patti: "Well, for Dave's, Dave would just go on the scale that he's on, because he is a town employee."
- John: "Okay."
- Patti: "Where Mackenzie is just an interim, and she is not on our, the base pay level, however..."
- John: "If she's starting as an interim director, there's got to be a..."
- Patti: "Right, yeah we..."
- Ed: "Yeah, we got to step it up."
- Patti: "But, the town has got to decide, I guess."
- Amanda: "The town sets the salary."
- Patti: "Right. Well, it's not even a salary, it's..."
- John: "It's an hourly?"
- Patti: "Yeah, and they would decide the compensation. That's what, I asked, again I reached out to Mike Ward, and asked him. You know, what do we do for an interim? When Dave sent his resignation in, and he sent me that information."
- Mike: "How did they, what, who, the town...Who makes that decision? The board? Town Manager? HR?"
- Patti: "I think its between Mike and HR, I'm not positive, so don't quote me on that."
- John: "I think it's also..."
- Amanda: "The salary is listed on the posting online."
- John: "I think you also said it's a scale as far as..."
- Patti: "Yeah he said it was like..."
- Dave: "A tier."
- Patti: "Yeah, that you're on now, but she wouldn't be on that, because she is only temporary. He said that anyone they hire for temporary work, does not get put on that scale. That salary scale. So she would have to be an hourly, but certainly deserves more than thirteen dollars, because that's not even minimum wage."
- John: "Wait so, you're temporary through like right now, you're temporary? I mean temporary employment. Even the summer, you've been temporary, is that what they're saying?"
- Patti: "Well, all summer employees are temporary."

- John: “Oh, okay.”
- Patti: “Like they hire somebody, like during the holidays if they’re busy for something, and then its all temporary.”
- John: “Okay.”
- Patti: “That way, they don’t have to go on the pay scale.”
- Mike: “I have a question. Who posted the job, where is it posted?”
- Patti: “Okay...”
- Mike: “What authority posted it?”
- Amanda: “Its on the town website.”
- Patti: “Yeah. HR posted it.”
- Mike: “HR posted it?”
- Patti: “Yeah, and it’s been on indeed.com, it’s been on clintonmass.gov, its in the item. I think, and the item gave a link to where they could find the complete application or posting.”
- Mike: “My next question is how did you get, become aware of the posting?”
- Patti: “I called HR.”
- Mike: “You called HR?”
- Patti: “Yeah.”
- Amanda: “I went to the website.”
- Mike: “Shouldn’t we have a protocol where we as a group either get notified or seek out that information.”
- Patti: “Well, I did seek it out.”
- Mike: “I did too, and I was told that I couldn’t speak or request unless the chairman approved it.”
- Patti: “I asked...”
- Mike: “When I went to the chairman, he said that...”
- Ed: “I told you that I didn’t want to talk shop.”
- Mike: “I told you, I spoke to town hall. They said I could not inquire unless I had your specific, or the boards specific permission, and that you were the person to reach out to.”
- Patti: “I asked Ed that, and he said, ‘go ahead’.”
- Mike: “And I asked you, I asked you what the game plan was, three weeks ago, and you said that you had no idea. Although, you had just met with the HR people. Then I met you again last week, and I said, what are we going to do about filling in the director, and you said you didn’t want to talk about it.”
- Ed: “Right, well...”
- Mike: “Is that the kind of communication we’re supposed to have as a board?”
- Patti: “Well, you really shouldn’t be talking about it outside of, in your own...”
- Mike: “Again, unless we’re deliberating or we’re making quarries, we can even meet...”
- Patti: “No that’s not what I’ve been told...”
- Amanda: “That’s yeah...”
- Ed: “Okay...”
- Amanda: “I have received emails from Alexis that say otherwise.”
- Ed: “Okay, are we on the next article?”
- Dave: “Was there any motions made?”
- Amanda: “Oh, yeah.”
- Patti: “Okay, yeah, so...”
- Ed: “Confirm posting of new director...”
- Patti: “Hold on, Ed, what are we doing?”
- Amanda: “We’ve got to finish the conversation.”
- Dave: “About the salary.”

- John: "Okay, is there a, has there been any comparisons as far as what other, have we looked at interim, have we looked at what other, any suggestions or other comparisons as to where the temporary salary should be? Or where the interim hourly should be?"
- Patti: "No, that I would leave up to the Town Hall. Mike said that..."
- Mike: "We were just informed that the Town Manager..."
- John: "Okay, so do we just have to make a motion for the town hall to compensate her and to compensate the direct fairly?"
- Patti: "Yes."
- John: "I make a motion for the HR and Town Hall to compensate them..."
- Mike: "I second it."
- Patti: "Town Manager, yeah."
- John: "Town Manager."
- Patti: "I second it."
- Dave: "Just for clarification from you, John?"
- John: "For both."
- Mike: "Town Manager."
- Dave: "Okay. For Mackenzie and Dave."
- John: "And Dave."
- Dave: "Thank you."
- John: "For the time, you were compensated prior to 9/20, is that correct?"
- Dave: "My normal salary."
- John: "As your normal, and then from 9/20-10/22..."
- Mike: "10/13 or 10/22?"
- Dave: "Well if she is taking over, I'm not going to...If she's taking over today, I'm not gonna get paid to 10/22."
- Patti: "So it's September 20th."
- Dave: "10/22"
- John: "So do, there's no overlap, do we let you go to 10/22, do we let her go to 10/22? Or start..."
- Patti: "Wait, if she's going to be doing..."
- Dave: "Yeah, she's going to be doing..."
- Patti: "Yeah so it's going to be September 20th..."
- Dave: "To October 13th..."
- Patti: "October 13th"
- John: "Then you're regular for the last..."
- Dave: "I'm just here as..."
- John: "For the regular."
- Patti: "And her's..."
- Dave: "My regular salary, yes."
- Mike: "10/22 on would be Mackenzie?"
- Patti: "No, 10/13. 10/14 actually, because it would be tomorrow."
- Dave: "Okay."
- John: "Okay."
- Dave: "So there was a motion, did anyone second?"
- Mike: "I did."
- Patti: "Mike had seconded it."
- Dave: "Oh, I'm sorry. Mike seconded it. All in favor?"
- All: "Aye."
- Mike: "Who was gonna make that request, is that something we do?"

- Patti: "Yeah, we have to, from what Alexis told me, HR told me. We have to write a letter on a letterhead from, you have letterheads from the Parks & Rec, so we have to write it, and send it to them."
- Mike: "Who's gonna write it? Or should we come, make, come to an agreement on the language, or?"
- Patti: "I wouldn't mind..."
- Mike: "Well we can do it right now."
- Patti: "I wouldn't mind doing it. I don't know, what's the..."
- Amanda: "I vote Patti does it."
- Mike: "So we're gonna motion that Patti draft a letter to Mike Ward, CC HR that they decide on a salary based on whatever their..."
- John: "Their scale is..."
- Mike: "Protocol is that on those dates that we just established that they determine a..."
- John: "A proper salary."
- Mike: "A salary, a proper salary. That language clear enough?"
- Patti: "Mhm"
- Mike: "Okay."
- Amanda: "The salary online from the ClintonMass.gov online employment opportunities posting is \$58,865.94. Just to let everybody know."
- John: "So for Mackenzie though, we're going to break that as a forty-hour work week."
- Patti: "Yeah, she's gonna get..."
- John: "And whatever her hourly is from there."
- Patti: "Yeah, she's gonna do hourly."
- John: "That's a nice raise, Mackenzie."
- Amanda: "But just so everybody knows, that's what the posting said."
- Ed: "Are we all set for the next point of business?"
- Dave: "Yup."
- Ed: "Okay. Confirm posting of new director role."
- Patti: "I think we just talked about that. That it was in the indeed.com website, and then..."
- Ed: "Yes, okay. Discussion of commissioners for interviews. Now ever since I've been on the board, we've got these people that applied for the jobs, and we went over all their paperwork, we brought them in for interviews, we went over all the paperwork with them, and then the board, we made a decision on who we were gonna hire. That's what was done."
- Mike: "Alright, I like the..."
- Amanda: "I think that's how we should keep it."
- Mike: "Making a suggestion for discussion, that we form a search committee, I have consulted with people from other boards in other towns, and a couple of recreation departments."
- Amanda: "Which recreational departments?"
- Mike: "Ayer and Northborough. I have friends. I have relationships with people on boards, and one, a director in another town, and when they were faced with this situation they formed search committees, consisted of some town officials. I spoke to some town officials, they thought it would be a good idea to form a search committee for this posting, and recommend that two selectmen, two members of this board, the facilities director, and two citizens from town, so with either school or recreation related backgrounds."
- Patti: "Okay, well you do know that we all still have voting rights for the..."
- Mike: "Yes."
- Patti: "It's only us five that vote."

- Mike: "I'm sorry."
- Patti: "It's only us five that would vote."
- Mike: "Vote on what?"
- Patti: "Vote on the final..."
- Mike: "I understand."
- Patti: "...Director."
- Mike: "This would break the, this would be a search committee that would filter the applicants, and then make a recommendation to us."
- Amanda: "I thought that's what Alexis was already doing."
- John: "If I'm not mistaken, the last time we hired there were, there was a three-person subcommittee..."
- Amanda: "I wasn't, I didn't know all that..."
- Patti: "Ed, was there..."
- John: "I'll go ahead and confirm that there was a three-person subcommittee."
- Amanda: "And it was done, I believe wrong. It was done twice; I believe from what I read in the minutes from that time period."
- John: "No, that was the hiring. That was the original vote."
- Amanda: "Okay."
- John: "The original, the original post went out. There was a subcommittee that interviewed candidates. I believe it was five to seven candidates that they interviewed, and they cut it down to two candidates, and then it was a public interview in front of the entire board."
- Amanda: "Ed, can you confirm that, since you've been here the longest?"
- Ed: "No, I really don't remember that to be honest with you."
- John: "Can I confirm that? Cause I was the candidate."
- Ed: "Okay. You can, you mean when you came in here?"
- John: "So, I came in here to interview, but I also went to Town Hall to interview with Yolanda, with Matt, and with I believe a town member, cause I interviewed with them at Town Hall..."
- Ed: "Is this the time you came back twice?"
- John: "No. No, I interviewed once there, and I interviewed in front of the commission."
- Ed: "I wasn't involved in that."
- Patti: "Was that the interview just to narrow it down?"
- John: "The original interview was to narrow it down."
- Patti: "To weed through, yes."
- John: "So they had a bunch of candidates, and they weeded through, and got to two, and that's when we presented in front of the committee, and as a public town meeting."
- Patti: "Well..."
- Ed: "I wasn't involved in that."
- John: "In the original meeting, you were not in that original interview."
- Ed: "Right."
- John: "You were not in that subcommittee."
- Ed: "And when did this take place?"
- John: "2019? Yes."
- Ed: "Where the heck was I?"
- Dave: "Vacation, Ed."
- Ed: "No. No, I was..."
- John: "It was March-April time frame."
- Patti: "Well, I don't think we have time for a search committee, we need to get just rolling on this. Alexis, when I spoke to her, after speaking to Ed, you know 'can I go talk about applicants, how we even do this' cause this is my first rodeo here, I've done plenty

of hiring in the school system where I previously worked, and she said that she was looking through the applications and weeding out some herself, and that she would give us the top priority ones which is right here in this packet.”

- John: “That’s, that’s a real slippery slope, being that she, I mean, the way I understand it, she doesn’t have anything to do with the department. She does not run, I mean, I understand that ultimately...”
- Amanda: “Neither will these people that you guys want to bring in.”
- John: “I’m not, I was saying that...”
- Patti: “I mean, she looked at their qualifications, and weeded them out through that avenue, of whether or not they were even qualified for the job.”
- John: “But I’m just saying it’s subjective at that point.”
- Patti: “Well, no it’s not, because she has the, what do you call it, the qualifications for the director.”
- John: “But what if, what if we elect the qualifications, and she doesn’t like...”
- Patti: “No, I’m talking about the town has printed out, which I have. I asked Mike Ward to send it to me, the job description of Director.”
- Mike: “Job posting, job specs.”
- Patti: “No, the job description, that once you...”
- Mike: “Job specs.”
- Patti: “Okay. You’ve got a job, here’s what you’re supposed to be doing. You have a job description, so I was looking at that job description, so I understand what kind of person I’ve gotta look for.”
- John: “How come...”
- Mike: “I understand.”
- John: “Are there qualifications that are listed on there as well?”
- Amanda: “Yes, yes.”
- Patti: “Yes.”
- Amanda: “Very lengthy. I employ you guys to go look it up.”
- John: “This is an extremely slippery slope right now, because the last time this happened, the number one qualification on the job posting was a bachelor’s degree in Recreation.”
- Mike: “And it was ignored.”
- John: “And we did not hire a bachelor’s degree in recreation.”
- Amanda: “I sense a little upset that you weren’t hired, and I...”
- John: “I, that’s...”
- Amanda: “I just don’t think we should be putting your personal views in the...”
- John: “It’s not personal. It’s not personal at all. I am very happy where I am. I’m just saying if we’re going to have a qualification, we should hire based on that qualification. I’m talking about 2021. Right now. I’m talking about 2021. If that qualification is on there, I want to see that qualification because I’ve already seen that there aren’t bachelor degrees in there.”
- Amanda: “It states on here, other qualifications: ‘bachelor's degree in recreation, administration, or closely related field, with three years or more experience in Parks & Rec management. There’s a ton of stuff on this, online, and I implore both of you to find it, and look at it. It is very easy to find.”
- John: “So if we have a high school degree, which I have already seen a resume in here, we have a high school diploma, he does not already meet the qualifications, is that correct? But based on those qualifications.”
- Amanda: “Right, then you would weed it out. That’s not your number one pick.”
- John: “But, then why is, my point, why is the HR person, then weeding out others and putting somebody that doesn’t have a college diploma?”

- Patti: “Maybe she missed it.”
- Amanda: “She’s not here to speak on her behalf, so I have no idea. I can’t speak for her about that.”
- John: “And that’s why I’m saying she should not be weeding them out.”
- Mike: “I would like to speak on this. I spoke with town officials, and in fact it is inappropriate for her to be doing this. It’s not her job spec.”
- Amanda: “What town officials did you speak to?”
- Mike: “I’m not gonna tell you at this point.”
- Amanda: “Okay.”
- Mike: “We had, she’s responsible for HR for town employees, the job search is our responsibility with assistance from the town manager if we would like to request. The fact that this has already been posted, and we have no communication among the board, I’m gonna make a request that we establish protocol for this communication, specifically for this posting, and I would like you to distribute that posting.”
- Amanda: “You can request it.”
- Mike: “Record it formally. Excuse me, I’m sorry?”
- Amanda: “Are you trying to motion something? Are you motioning or requesting?”
- Mike: “I am explaining my point, and my request, and I’ll put it in the form of a motion, but I think we should establish a communication protocol. I think if I was told, by town management, the HR person specifically, that I couldn’t communicate with her, because I am not a town employee, and I am not chairman or directed by the chairman to speak on behalf of the board, so if I ask for that information, she in fact said I couldn’t get it from her.”
- Amanda: “Right. That is the rules.”
- Mike: “I’m, so okay. In order for us to be properly informed, I would like the communication protocol to be established that the chairman, in situations like this specifically, where we’re posting a job for the director, that we are directly responsible for hiring, or nominating, that the chairman communicate all related information to the rest of the board. Whether that be through hand delivery of information, mailing, or email, that job posting should be distributed to the members of the board directly, and in fact that it has gone out before the board has seen the job posting, I think is inappropriate, and premature.”
- John: “With respect to Mike, I want to summarize.”
- Mike: “Yes.”
- John: “We would like to be communicated with, and we both feel strongly that we have not been communicated with.”
- Patti: “I don’t think any of us really have, I mean, I reached out to Ed to ask him if I could...”
- John: “To hear that you talked to Alexis...’
- Patti: “...If I could talk to HR. I went up, and I introduced myself. I said: ‘I’m here, I can come up and see you. I’m here to talk to you, I need some direction, and so doesn’t all of us on the board.”
- John: “Then Ed has to give that to all of us, because she will not speak to us.”
- Patti: “Well, there could be other reasons why she would not speak to you, I don’t know. I don’t know, but that was the first, that was the first time I had ever met her, and that was the first time I talked to Ed about it, when I got in touch with him, and I said, “what’s going on”, and he said, ‘I’m not really sure, but Alexis might be able to help us out’. So I went, knocked on her door, introduced myself, and then...”
- John: “Ed, are we allowed to talk to Alexis?”
- Ed: “I don’t see why not.”
- Mike: “Would you be surprised if she said directly that we are not to come to her office.”

- John: “She said directly that as long as Ed said, gave her direction that she could speak with us, I had no, I have no problem at all in Alexis getting the posting, and getting resumes in. I would like some input, and some communication with Alexis.”
- Ed: “Well, Alexis has gone through and presented us with all of these applications, and for us to bring the candidates in, and talk to them and interview them, and then we make a choice on who we’re gonna hire. That’s the way we’ve done it since I’ve been on the board. I’ve been on the board twelve years, and this is the way we’ve done it, and this is the way I would like to continue it. Just the way we’re doing it.”
- Mike: “Ed, do you know if that’s written down? How, what the procedure is for that.”
- John: “Respectfully, Ed, it wasn’t that way the last time. Respectfully, it was not that way.”
- Ed: “Well, I wasn’t involved with that. I wasn’t, I don’t know what happened or where I was. I had some surgery; I don’t know if that was the time.”
- John: “Alright.”
- Ed: “I don’t know if that was the time, but I wasn’t involved with that.”
- John: “Alright, are you suggesting that we interview, I mean, if we have say nine candidates...”
- Ed: “No. What I suggest is, I suggest that you take that list home, and you go through it, and you find out four-five people that you feel as though they’re qualified. And the same thing with all the rest of us. We’re gonna do the same thing. Then we’re gonna bring them back to the meeting, and we’re gonna widdle it down, and we’re gonna make a decision.”
- John: “Okay.”
- Mike: “When will that meeting, next meeting be?”
- Ed: “When we get ample time to review these.”
- Patti: “We can discuss that now.”
- John: “Can I make...”
- Mike: “Ed, you’re the chairman, when is the next meeting, why don’t we set a date right now? A week from now, two weeks from now?”
- Amanda: “We come again on the twenty-eighth.”
- Dave: “Yup, you guy’s have a meeting on the twenty-seventh, I believe.”
- Amanda: “Our next meeting is on the twenty-eighth, and I suggest that we do it then.”
- Mike: “Is that the twenty-seventh of this month?”

- Dave: "I believe so. I believe it's the twenty-seventh, Mike."
- Mike: "That's two weeks."
- Patti: "Yeah because the applications are still open. More can come in."
- John: "I would very much encourage us to not do one interview. If we could do two rounds of interviewing. That is, I mean, to..."
- Amanda: "Let's get some candidates before we start talking..."
- Ed: "No we, we won't do, we probably need two meetings..."
- John: "Two interviews."
- Ed: "Two interviews, I'm sorry."
- John: "Okay."
- Mike: "I didn't hear what. What did you say, Ed, I'm sorry."
- John: "It sounded, it sounded as though you said you were gonna bring four people in, we were gonna decide from there."
- Ed: "Oh no, no we."
- John: "Okay, okay."
- Ed: "You're gonna..."
- John: "One round of interviews..."
- Ed: "Just like me, you're gonna take these home, when you've got some time, you're gonna read them over, you know, this looks good, this looks 'bah bah bah', and you come back, and everybody comes back with a list, and so..."
- Mike: "So we're gonna review these in, and what we get, and are we gonna get more, or is there a cut off? Who's responsible for getting the interviews..."
- Amanda: "The interview is open; I mean the posting on the Clinton sight is open until October 25th."
- Mike: "And it is going to the HR department?"
- John: "I'm sorry, what?"
- Amanda: "It's open until the twenty-fifth. It has an email on there, I don't know who they go to."
- Patti: "I think it's the twenty-seventh. They go to Alexis."
- Mike: "Where did we get these? From H, Alexis?"

- Patti: “Mike Ward, right?”
- Dave: “Mike Ward.”
- Mike: “Mike Ward. Okay.”
- John: “These came from Mike Ward?”
- Amanda: “The posting is right here.”
- Mike: “So we’re establishing what we’re gonna do. Are we gonna write this down?”
- Patti: “Oh it is the twenty-fifth.”
- Amanda: “The twenty-fifth.”
- Mike: “We’re gonna field applicants from the town manager, item one. We’re gonna review the applicants, individually, and then we’re gonna come back with our recommendations on the twenty-seventh, is that what we’re going to do?”
- Ed: “Is that...”
- Mike: “Are we in agreement?”
- Patti: “Yeah, how many do we want? We should probably come back with at least...”
- Amanda: “All applicants go to Human Resource office, Clinton Town Hall.”
- Mike: “Okay.”
- Amanda: “So, that answers your question.”
- John: “So, can we ask for them if they have, obviously, they are going to get additional between now and the twenty-seventh, can we ask them to go ahead and send them to us?”
- Patti: “I think that Ed has to ask for them.”
- Amanda: “Ed has to.”
- Ed: “I will go up and...”
- Mike: “Ed, how are you going to distribute them?”
- Ed: “I will go up, and if there is anymore...”
- John: “Ask Mike Ward.”
- Ed: “I will bring them down.”
- Mike: “Bring them down where.”

- Ed: “and I will talk to her.”
- John: “If she can send them, I mean we don’t want to have them on the twenty-seventh to review them.”
- Ed: “Oh, no...”
- John: “Can she send them to us?”
- Dave: “I can make sure that when Ed comes down, Mackenzie can send them to you guys as...”
- Mike: “Great, let’s establish that there is a file here, that all applicants that come to Ed’s attention will be delivered to the file, and then we have access to those, is that what we’re going to do, Ed?”
- Ed: “Yeah, we...”
- Mike: “Sound good?”
- Ed: “Yeah, we get them and everybody is gonna...”
- John: “If you could email those to me, Mackenzie, that would be fantastic.”
- Mackenzie: “Absolutely.”
- John: “I live by email, sorry.”
- Mackenzie: “No problem.”
- Mike: “That’s the protocol, alright.”
- Patti: “It’s the twenty-fifth. Is that a Monday?”
- Amanda: “Yeah, and then the meeting is on the twenty-seventh.”
- John: “I’m an email guy, I’m sorry. I travel a lot.”
- Mike: “Ed, would you be comfortable with establishing an email account to communicate with the rest of us?”
- Ed: “I don’t have email.”
- Mike: “Okay, well would you be comfortable with establishing email?”
- Ed: “No, I’m happy the way I am.”
- Mike: “Okay, we’re not informed, and we’re being told that we cannot access information from town officials, unless you give us formal...”
- Ed: “If you call me up, and leave a message, I’ll get back to you. Okay? Okay, what was I gonna say here, okay, the last thing, are we all squared away on this?”

- Amanda: "I think so."
- Patti: "Let me see, okay, just interviews..."
- John: "Who is going to confer the applicant process with Human Resources?"
- Amanda: "I just read it to you, from online."
- Patti: "No, no that means we have to tell her how..."
- Mike: "We just established the protocol, process that we need to get that to HR."
- Patti: "Yeah."
- Dave: "Should there be a motion?"
- Patti: "Yeah, so we..."
- Mike: "I'll put that in the form of a motion."
- Patti: "Yeah..."
- Mike: "Do we need to rewrite that, or is everybody clear?"
- Amanda: "It has to be an official motion."
- Mike: "Okay. Are you ready to take this down? I'll make a motion that the process that we just established, that the protocol for reviewing these applicants are that we will field through Ed, and town HR applicants up until, the date was..."
- Dave: "The twenty-fifth..."
- Mike: "The twenty-fifth, which we will then, any new applicants will be delivered to a file at the parks and rec office..."
- Dave: "Which will be distributed to the commission."
- Mike: "Which we will be able to access, and we will come to a determination of willowing down the applicants and have it ready, have recommendations for the next meeting on..."
- Dave: "The twenty-seventh."
- Mike: "The twenty-seventh."
- Amanda: "I second."
- Patti: "All in favor."
- John: "All in favor?"
- All: "Aye."

- Ed: "Is there any other business?"
- Dave: "I think we're good."
- Amanda: "Motion to adjourn."
- John: "What's up?"
- Amanda: "I said motion to adjourn."
- Patti: "Aye."
- Mike: "I would like to make a motion, but I need to ask Dave to step out of the room, because I don't want him to feel..."
- Amanda: "You cannot do that."
- Mike: "I'm sorry?"
- Amanda: "You can't do that."
- Mike: "We can have a meeting amongst ourselves..."
- Amanda: "There's a process..."
- Dave: "You know what, have a goodnight..."
- Amanda: "There's a process for that, you cannot just do that."
- Ed: "No, Dave, Dave."
- Amanda: "Dave, please."
- Dave: "I'm good."
- Amanda: "Please stay. You cannot do that."
- Mike: "Why not? What why can't we just..."
- Amanda: "There is a motion on the floor, I motion to adjourn."
- Patti: "Yeah, I don't think you can just go into executive session like that."
- Mike: "I don't want to adjourn."
- Patti: "Because that's what it would be."
- Amanda: "Yes, I agree."
- Patti: "So, I second your motion to adjourn."
- Amanda: "Thank you, Patti. All in favor?"

- Ed: "Aye."
- John: "Aye."
- Patti: "Aye."