

May 23, 2016

**BOARD OF SELECTMEN
MINUTES
MAY 23, 2016**

Present: Mary Blanchard, Chairman
Priscilla Gimas
Mary Dowling
Michael Suprenant
Leon Gaumond, Jr., Town Administrator

Craig Moran was absent.

The Chairman called the meeting to order at 5:30 p.m. following the Pledge of Allegiance.

M. Blanchard, speaking on behalf of the Board, extended thoughts and prayers to the family of Officer Ronald Tarantino, who had been slain in Auburn.

Land Auction Discussion and Announcement

Barbara Barry, Finance Director, appeared before the Board. She requested that the Board authorize the sale of 30 properties on the list dated May 18, 2016 and appoint her as custodian per Massachusetts General Law Chapter 60, Section 77. Her plan is to move forward with a Tax Foreclosure Auction at the earliest possible date, pending coordination of a date/time with the tax title attorney and the auctioneer.

B. Barry said that most of the properties are vacant land and some are of low value. She said that the property at 4 Camp Road has a building in disrepair.

P. Gimas asked about 8 Birch Street. B. Barry said that whoever purchases it will decide whether to continue it as a mobile home community.

MOTION: To authorize the sale of the parcels of land as presented by the Finance Director; and to appoint the Finance Director to serve as the custodian of the lands through that sale in accordance with MGL Chapter 60, Section 77B, by M. Suprenant.

2nd: P. Gimas

Vote: Three in favor; M. Dowling and C. Moran were absent.

MOTION: To convene in executive session under MGL Chapter 30A, §21(a) #2: To conduct strategy sessions in preparation for negotiations with non-union personnel; and #3: To discuss strategy with respect to collective bargaining or litigation; to reconvene in open session, by M. Suprenant.

2nd: P. Gimas

Roll call vote: P. Gimas in favor; M. Suprenant in favor; M. Blanchard in favor.

The Board convened in executive session at 5:40 p.m.

The Board reconvened in open session at 6:03 p.m.

Public Service Announcements

M. Blanchard announced the details of the Memorial Day Parade, to be held on Monday, May 30th, to step off at 9:45 a.m. at the Old Fire Station on Rt. 20/148. Following the parade, there will be an open house at the American Legion on Route 20.

M. Blanchard announced that the CMRPC will hold their 2016 Annual Meeting and Awards Dinner on June 9, 2016 at the Leicester Country Club; the meeting will begin at 12:15 p.m.; dinner at 5:30 p.m.

M. Blanchard announced that there is an affordable unit available at Crescent Gate being offered at \$130,000.

M. Blanchard said that the Board has been invited to attend the 2016 Annual Meeting of the Last Green Valley on June 15th in Connecticut.

M. Blanchard announced that Tantasqua Regional Jr. High School will hold its annual Veterans' Breakfast on May 27th from 8:00 a.m. to 9:00 a.m. Participants must sign up beforehand. Following the breakfast will be a Memorial Day Ceremony from 9:00 a.m. to 10:30 a.m.

P. Gimas announced that she had attended the Southbridge 200th Anniversary Parade, and commented that it was nice to see people turn out for it.

M. Blanchard announced that the meeting was being recorded by a reporter from the Worcester Telegram & Gazette.

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M. Blanchard announced that the Annual Town Meeting will be held on June 6th at 7:00 p.m. at Tantasqua High School Auditorium. The warrants and budget have been posted on the Town's website.

P. Gimas requested that the Board be notified when the Finance Committee books come in.

Blue Wave: Update and Consideration of Agreements

L. Gaumond said that he and Town Counsel Rick Holland and Beth Greenblatt have been exchanging documents with Blue Wave on both the Pilot and Power Purchase Agreement. He announced that they have come to terms on the Power Purchase Agreement, but there are still some things to work out on the Pilot Agreement.

L. Gaumond received a letter from Blue Wave dated May 23rd providing an update to the Board. He read the letter into the record. Blue Wave requested that the NMCPA amendments and Pilot be scheduled before the Board at a meeting in June. It was the consensus of the Board to hold a meeting on June 13th at 5:30 p.m. to discuss the matter. This will be the only item on the agenda.

Mayflower Botanicals

L. Gaumond had received a request from Mayflower Botanicals seeking a letter of support or non-opposition from the Board. They had a scheduling conflict, so were unable to attend the meeting. He recommended that the Board not take action without their being present. He will reschedule their meeting with the Board.

Jean Bubon, Town Planner, had sent a letter regarding the location of the proposed facility, stating that 90 Charlton Road does fall within the overlay district, but she still feels that a determination is needed that the presence of Baypath College does not invalidate the site.

M. Suprenant suggested getting an opinion from the Zoning Enforcement Officer as to whether Baypath is considered a school under the medical marijuana bylaw, and to check on the distance between Baypath and the dispensary facility. L. Gaumond said that he will ask Mayflower to show the Board that it is not a problem, then he will ask Town Counsel to review it. P. Gimas asked how the state defines a school. L. Gaumond said that Mayflower Botanical may not be able to move to that site if there is an issue. P. Gimas said that Rehabilitative Resources has their school in that area.

M. Dowling said that she would like to know if the Board would be within its legal rights to not issue another letter of non-opposition, given that one has already been given to another facility, and whether there is a limit on the number of marijuana dispensary facilities in a town. The regulations must be clarified. M. Blanchard said that the letter of non-opposition just states that it is an allowed use.

M. Dowling expressed concern about the level of marijuana in a person's system when they get into a car to drive, and the potential for increasing the statistics if there are several marijuana dispensaries in Town. She said that if recreational marijuana passes, Sturbridge could be in the same position as towns in Colorado. There could be problems with traffic and public safety.

L. Gaumond said that the Board is not compelled to offer letters of non-opposition or support. He had spoken to Joel Bard of Kopelman & Paige, who could not find anything in a statute that states that the Board has to offer a letter of non-opposition, but there should be reasons why the Board did not issue a letter.

Town Administrator's Update

- **Announcement of Two Temporary Advisory Committees**

L. Gaumond announced the creation of two advisory committees to assist the Town Administrator in two projects: the Senior Center Feasibility Study Committee and the Website Advisory Committee.

The mission of the Senior Center Feasibility Study Committee will be to work with the Town Administrator and Senior Center Director to review the Town's engineer on the Senior Center Feasibility Study. Their role will be to meet with the Town Engineer regarding the scope of the study, review the final report and plans, and meet with the Board of Selectmen and Finance Committee as needed to discuss the final report. Their meetings will be held as needed and are likely to be held at the Senior Center during daytime hours. The initial members of the committee will be Ken White, Mary Blanchard, Ann White, Sue Grandone, Sis Chapdelaine, Gerald Suprenant, Tony Celuzza and Gladys Santelli.

The mission of the Website Advisory Committee will be to work with the Town Administrator on the redesign of the Town's website. Their role will be to meet with web-hosting companies, lead the Town through the redesign process and bring final recommendations to the Town Administrator and Board of Selectmen for approval. Their meetings will be held as needed and are likely to be held at Town Hall during

daytime hours. The initial members of the committee will be Chris Geraghty, Ann Murphy and Kevin Smith.

- **Compactor Bids**

L. Gaumond asked the Board to accept the bid from Maguire Equipment Inc. for the Trash Compactor project, and to authorize the Town Administrator to enter into an agreement with them for this project.

MOTION: So moved, by P. Gimas.

2nd: M. Suprenant

Vote: Four in favor; C. Moran was absent.

- **Police Department Regulations**

L. Gaumond submitted to the Board a Standard Operation Procedures proposed for the Police Department. The policy is an amendment to the Domestic Violence policy currently in place and originally adopted in 2004.

MOTION: To approve the SOP for Domestic Violence as proposed by the Police Chief, by P. Gimas.

2nd: M. Suprenant

Vote: Four in favor; C. Moran was absent.

- **Approval of Agreement with Bishop & Associates**

L. Gaumond requested that the Board sign the Agreement between the Town of Sturbridge and Bishop & Associates as recommended by the Board of Assessors for data collection inspections.

MOTION: That the Board approve and sign the Agreement between the Town of Sturbridge and Bishop & Associates, by M. Suprenant.

2nd: P. Gimas

Vote: Four in favor; C. Moran was absent.

- **Award Trails Guide Work**

L. Gaumond asked the Board to concur with the Town Administrator's award for computer layout for the Trails Guide to Anne Renaud-Jones.

MOTION: That the Board concur with the award for the computer layout for the Trails Guide to Anne Renaud-Jones, by M. Suprenant.

2nd: P. Gimas

Vote: Four in favor; C. Moran was absent.

- **Reconsideration of Article 37, False Alarms**

L. Gaumond recommended that the Board reconsider their vote on Article 37, seeking to amend the Fire Alarms Bylaw. He said that not all Town departments have the same versions of the bylaws, even those which are dated similarly. He intends to correct this, but for the time being he asked that the Board pull the article and instruct the Town Administrator to bring forward a different bylaw change in the fall/winter instead.

M. Blanchard noted that the warrant has already been posted.

MOTION: To reconsider Article 37, by P. Gimas.

2nd: M. Dowling

Vote: Four in favor; C. Moran was absent.

MOTION: To change the vote to “no action” on Article 37 at Town Meeting, by M. Suprenant.

2nd: P. Gimas

Vote: Four in favor; C. Moran was absent.

Shane Moody: Report on Lead and Copper

Shane Moody, Project Manager at Veolia, appeared before the Board. He provided an overview of lead and copper testing in drinking water. He noted that all of the schools have been tested and are in compliance with EPA regulations. To date the Town of Sturbridge has completed 11 rounds of MA DEP mandated sampling, which consists of 295 tests on homes and schools. The Town has never had an issue with lead compliance. When testing started in 1993, copper did fail once. An investigation showed that the PH system at the Water Plant then was not adequate to ensure proper PH adjustment. The system was overhauled and rebuilt and remains in service today. Copper testing has been in compliance since the system was upgraded. He noted that even when proper PH adjustment was not achieved, lead was not an issue.

In S. Moody's opinion and in the opinion of the DPW Director, there is no lead or copper issue in Sturbridge's drinking water as long as the PH is maintained as required by DEP. They will continue weekly testing in the system, and the next round of lead and copper sampling will be completed in August and September of 2017 as dictated by the DEP sampling schedule.

M. Dowling encouraged a proactive approach regarding testing. S. Moody noted that there is responsibility on the part of the school as well. M. Dowling said that as Town

officials, the onus is on the Board of Selectmen to order a retesting. S. Moody said that the school also needs to reach out.

MOTION: To request Veolia to re-sample the kitchen sinks in the Jr. High School for lead and copper, by M. Dowling

2nd: P. Gimas

Vote: Four in favor; C. Moran was absent.

Sturbridge Hills Condominium Trust: Irrigation Charges

Attorney Kimberly Bielan of Marcus, Errico, Emmer & Brooks, P.C. and Suzanne Smiley appeared before the Board.

L. Gaumond said that the Sturbridge Hills Condominium Trust requested an agricultural meter since they use the water for grass watering. He worked with Counsel to review their correspondence and to provide the Selectmen and the Condo Trust with a copy of their response. Counsel stated that there are no issues with the way that the Town of Sturbridge has been proceeding in these issues. In his correspondence, Counsel stated that it is their opinion that a uniform system employed equally for all sewer users would be upheld if challenged. The issue went back to the Board if they wish to allow this use in Sturbridge or not. L. Gaumond felt that the Town has been consistent in their belief that there should not be a separate system for agricultural meters and would defer to the Board.

K. Bielan provided the Board with an overview of the Trust's position as outlined in their correspondence dated May 23, 2016. She said that the Trust constitutes the organization of unit owners of the Condominium, responsible for managing and regulating the Condominium and its common areas and facilities in accordance with MGL Chapter 183A and the Condominium's governing documents. She stressed that the Trust is an independent legal entity authorized to deal with the Condominium's common areas and facilities pursuant to MGL Chapter 183A, §10 and its Declaration of Trust. She said that the division between the Trust and its unit owners is akin to a corporation and its shareholders.

K. Bielan said that the Trust has 21 secondary irrigation meters which are not connected to the Town sewer. She said that the Trust does not dispute that its unit owners are separately metered and tied into the sewer system, but does contest the Town's conclusion that these tie-ins can act as a springboard for distinguishing the Trust from other similarly situated water customers who only use the Town's water. She said that it is inappropriate to rely upon the unit owners' tie-ins in assessing sewer

charges against the Trust. She said that the Town is treating the Trust in an inequitable and varied manner from other similarly situated water customers. She said that the Trust should be treated like other water customers in Town who are assessed only for their water usage and not for a corresponding sewer usage rate.

M. Blanchard said that it would be fair to ask Town Counsel to review the letter.

P. Gimas said that the Board has made its position clear several times. M. Suprenant said that Town Counsel's opinion is that there is a uniform system of charges. M. Blanchard said that it is a matter of equity. She said that she would go along with Town Counsel's opinion.

M. Dowling said that this has been going on for years. Town Counsel has issued three opinions on this matter. She suggested getting a final rebuttal from Town Counsel. She noted that this issue may need to be resolved in court. She said that the same unit owners own the Trust; the shareholders are the unit owners. K. Bielan said that the Trust consists of elected representatives. M. Dowling said that she would defer to Town Counsel.

S. Smiley said that the Trust manages the general property; this is the irrigation system watering the general area. M. Blanchard asked whether they needed to irrigate as much. She noted that the Board has reviewed this matter three times.

MOTION: To deny the request for consideration of irrigation charges for the Sturbridge Hills Condominium Trust, by P. Gimas.

2nd: M. Dowling

Vote: Three in favor; M. Dowling abstained; C. Moran was absent.

K. Bielan requested the Board's decision in writing.

Mount Vernon Advisors: Sewer Reserve List

Peter Tedesco appeared before the Board to discuss the issue that the Board had previously ruled on regarding 205/207 Brookfield Road and sewer privilege fees.

L. Gaumond submitted to the Board copies of the correspondence between Greg Morse, DPW Director and Peter Tedesco. Mr. Tedesco is interested in purchasing the property and objects to paying the sewer privilege fee.

P. Tedesco said that he has a contract to purchase 205/207 Brookfield Road. He questioned the applicability of assessing sewer privilege fees for the properties. He said that regarding the vacant lot at 205 Brookfield Road, the zoning bylaws for that lot allow for a two-family home to be constructed with the approval of a Special Permit. He said that if a two-family home were to be constructed, under the sewer bylaws a \$7500 privilege fee could be assessed to that second unit. Other than that particular situation, he felt that no privilege fees should be assessed to the properties. Regarding the Reserve List, if it is DPW's desire to have him petition the Board of Selectmen to have 207 Brookfield Road put on the List, he would be happy to oblige. He noted that the only reason that 207 was not put on the original Reserve List was a labeling error on Tighe & Bond's As Built Sewer Extension Plan.

Greg Morse, DPW Director, said that there is a subdivision on Brookfield Road just before Warren Road, where three more lots will have a betterment fee, and there are lots with privilege fees on Brookfield Road. He noted that two lots had been conjoined to create 205 Brookfield Road in January 2000. There is no deed for 207 Brookfield Road. P. Tedesco said that a title search had been done going back 80 years, and the lots were never joined together or subdivided; they are separate lots. He said that the plan G. Morse is referencing is the engineer's sewer main plan, which contained a labeling error.

L. Gaumond asked P. Tedesco when he would need to know the answer. P. Tedesco suggested having Town Counsel review the bylaws. M. Blanchard said that the bylaws are clear; what is not clear is whether they are two separate lots or one lot. That needs clarification.

M. Dowling said that if the Town is taxing the lots separately, then the Town is looking at them as two lots. P. Tedesco said that 205 is a non-conforming lot. He offered to provide the deed history to the Board. He noted that the other issue is whether or not it is on the Reserve List.

It was the consensus of the Board to get more information regarding the deed history and list of properties.

Town Administrator's Update

- **Invitation to Participate in the AMVETS Annual Convention**

L. Gaumond announced that the Board has received an invitation to attend and participate in the AMVETS' 72nd Annual State Convention on June 10-12, 2016 at the Sturbridge Host Hotel.

- **Town Administrator's Request to Carry Over Vacation Time**

L. Gaumond requested the Board's permission to carry over 63 hours of vacation time.

MOTION: So moved, by M. Dowling.

2nd: P. Gimas

Vote: Four in favor; C. Moran was absent.

- **Award Minor Renovation Work at the Senior Center to F&N Contractors**

MOTION: So moved, by P. Gimas.

2nd: M. Dowling

Vote: Four in favor; C. Moran was absent.

- **Accept Resignation of Ronald Komar as Animal Control Officer**

MOTION: To accept the retirement of Ronald Komar and thank him for his many years of dedicated service to the Town, by M. Blanchard.

2nd: M. Suprenant

Vote: Four in favor; C. Moran was absent.

Goal #6: Review Comp Time Practices

One of the goals that the Selectmen asked L. Gaumond to review was the practice of "comp time" for exempt employees. The definition of an "exempt employee," according to the Fair Labor Standards Act (FLSA) is as follows: *Executive, administrative, professional and outside sales employees: (as defined in Department of Labor regulations) and who are paid on a salary basis are exempt from both the minimum wage and overtime provisions of the FLSA.* In Sturbridge, "exempt employees" are our Department Managers, who are salaried employees having passed the various salary and duties tests and do NOT qualify for overtime payments. L. Gaumond submitted to the Board Appendix A, which does a good job of defining exempt vs. non-exempt employees under FLSA.

When L. Gaumond arrived in Sturbridge and met with the Department Heads in the Town, he had heard from many of them that there was not a consistent policy when it comes to "comp time," which is providing extra time off from work when their work schedule keeps them working sometimes in great excess over their expected working hours. The frustration by some department managers is that they may have to work 5, 10, or even 15 hours above their regular working hours due to attendance at night meetings or dealing with emergencies, yet they cannot receive any overtime (due to being an exempt employee) nor any other time off.

In recent years there has been a great deal of correspondence exchanged between the Town Administrator and the Department managers over this issue. L. Gaumond submitted to the Board some of the correspondence as Appendix B.

L. Gaumond engaged the UMASS Collins Center to review the Town's personnel practices and to provide guidance and recommendations on our practices. He received their recommendations on March 21, 2016. This subject came up in the Final Report. In their final report, the consultant wrote:

Hours of Work, Overtime, Compensatory Time, Flex Time

The Town has struggled with the issue of hours of work, overtime, flex time and compensatory time. In recent years there have been numerous "rules" or "policies regarding "compensatory time" for exempt (salaried) employees. The Fair Labor Standards Act (FLSA) governs the issue of exempt and non-exempt employees (salaried and hourly) and the entitlement to overtime and compensatory time. Under the FLSA non-exempt employees are entitled to overtime, which means they are entitled to time and one half the "regular" rate of pay for each hour of work they work in excess of 40 hours in a work week. In the alternative of pay, an employee may be granted "compensatory" time in lieu of the pay. Under the FLSA exempt employees are not entitled to overtime pay or compensatory time. The very nature of the designation of exempt means they are "exempt" from overtime and are salaried employees.

In an effort to recognize the nature of the extended hours of many salaried employees, the Town has had various policies on the issue of compensatory or flexible time for exempt employees, which have afforded "compensatory" or "flex" time to be earned, accrued and taken.

The way in which the Town characterizes the pay of exempt employees contributes to the issue. Because the Town uses a 35 hour work week, the perception is that the exempt employees have a "set" number of hours per week. The reality is that an exempt employee is salaried, regardless of the number of hours paid or worked in a week. The fact that the Town has adopted a 35 hour work week should not factor into the discussion. Municipalities often adhere to the culture of norms of a town hall and the hours of operation, which are mutually exclusive to the issue of pay and hours for exempt employees. Under the FLSA, an exempt employee, so long as they are paid the minimums under the law, can work any amount of hours in a week.

In granting the accrual of "flex" or "compensatory" time to exempt employees, the Town has provided a benefit that is in conflict with the nature of being an exempt employee. It is contradictory to allow the accrual of extra time to an exempt employee.

Many municipalities struggle with the issue of providing extra time off for those who work "extra" or extended hours above the normal work week. Municipalities end up treating salaried employees as hourly when they allow them to accrue time in this way.

Salaried employees hold the positions they do because they are professional, technical or managerial employees and should be compensated as such. The very nature of the work means they are expected to work the necessary hours to perform the duties required of them.

Section 6.6 Exempt Schedules and Section 6.7 Temporary Flexible Schedule of the Town's Personnel Policies are very clear, granting the Town Administrator the ability to adjust a schedule as a result of special projects, emergencies or evening meetings. It does not provide for the accrual of hours owed.

It is recommended the practice of allowing exempt employees to accrue and/or bank extra "flex" or "compensatory" hours be discontinued. As indicated in the Personnel Policies, the Town Administrator, at his discretion may modify schedules as needed.

To illustrate a simple example: If the Planning Director has to attend three night meetings in a week, he/she should be able to take the Friday of that week off to "make up" for being out at work three nights that week. It does not mean the Planning Director has "banked" nine hours of time owed. Additionally, the very nature of and expectations of the job of Planning Director is the fact that there are night meetings.

It is recommended that the Town Administrator have a conversation with each exempt employee to clarify expectations and mutual expectations on this issue. While exempt employees need not track hours, they do need to meet the expectations of their jobs.

In L. Gaumond's opinion, this is a good analysis of what needs to happen with 'comp time' for exempt employees. He agreed that exempt employees cannot receive overtime for working above 40 hours and also agreed that exempt employees cannot receive 'comp time' for working more than their assigned hours. There is a certain expectation that exempt employees need to work the necessary hours to do the job and if there are times when the job requires more hours than that comes with the position.

Having said that, exempt employees have personal lives and that also needs to be considered. After all exempt employees still have errands to do for their households, lawns to mow, dry cleaning to pick up, grocery shopping, religious obligations and even hobbies to take advantage of. It is difficult to do these things if you worked 70 hours in a week, and still keep your sanity.

While exempt employees may not be eligible for overtime or 'comp time', our personnel policies do allow the Town Administrator to adjust hours on a temporary basis in consideration for additional work performed on behalf of the Town. The illustrated example used by the Consultant above is a good example: if a department head is required to attend three night meetings in a week it is not an unreasonable request to ask for 'extra time off.' It is not done at 1 hour for 1 hour. Nor does it mean that these hours can be 'banked' for later use. Nor does it mean that an exempt employee can

permanently change their hours of operation to have every Friday off because they have to attend meetings periodically. However, it does mean that the Town needs to be fair to the exempt employees and that when an exempt employee has put in significant hours above and beyond their normal duties, that employee should have the right to speak with the Town Administrator and ask for consideration for extra time off. Furthermore the Town Administrator should fairly consider the requests and grant the request when possible.

The consultant makes two suggestions concerning this issue in their report. First she recommends that the Town discontinue the practice of accruing comp time or flex time for exempt employees. Second, she recommends that the Town Administrator meet with all the exempt employees to clarify the matter. Certainly this should also happen during the hiring practice of any exempt employees in the future.

There is one additional thing mentioned in her comments that L. Gaumond wanted to highlight for the Selectmen. Here in Sturbridge exempt employees track their worked hours on their time sheets. This is the only place L. Gaumond has worked where that happens. Usually exempt employees do not track hours and minutes worked each day – it leads to an expectation that hours are ‘owed’ to the employee when the number exceeds 35 or 40 hours a week. He also recommended that exempt employees no longer be required to track hours worked each week.

L. Gaumond forwarded this report to our Labor Counsel (Brian Maser) for his review and he has concurred with the Town Administrator’s summary.

M. Blanchard agreed with L. Gaumond’s summary. M. Dowling also agreed with the recommendation to eliminate having exempt employees show hours worked each day. M. Blanchard noted that exempt employees are salaried, not paid hourly.

M. Suprenant said that the idea is to be fair to the employees. He asked whether the Town has ever done a review to see if there are employees that under federal law should be non-exempt. L. Gaumond said that he and Barbara Barry, Finance Director, had looked at the matter, and determined that things are fine. He said that the Personnel Policies are clear the way that they are written. He felt that what is being recommended is reasonable. He had informed the department heads that he was going to undertake this exercise; he will speak to the exempt employees about the outcome.

Correspondence

M. Dowling read the correspondence list into the record. M. Blanchard suggested that a copy of the May 3rd letter from Fannin Lehner Preservation Consultants be sent to the Historical Commission.

L. Gaumond informed the Board that regarding the May 4th letter from the Executive Office of Public Safety and State 911 Department, they had held a roundtable discussion regarding regional dispatch. He noted that there is still a lot of work to do regarding this matter. He will keep the Board informed.

May 23, 2016

Old Business

M. Dowling asked about the status of inviting Senator Anne Gobi and Rep. Todd Smola to meet with the Board. L. Gaumond said that they will meet with the Board on June 20th.

New Business

There was no new business.

MOTION: To adjourn, by P. Gimas.

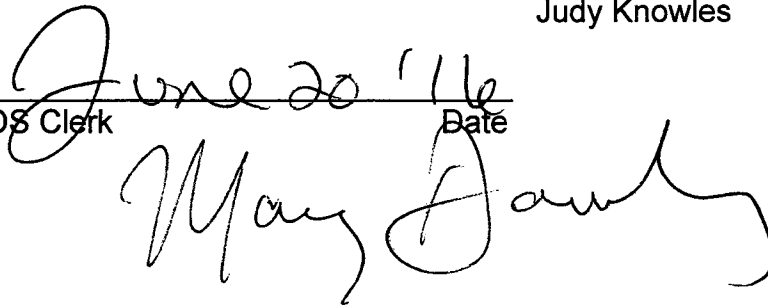
2nd: M. Dowling

Vote: Four in favor; C. Moran was absent.

The meeting was adjourned at 8:05 p.m.

Respectfully submitted,

Judy Knowles


BOS Clerk _____ Date _____