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Submitted by MCD  
Date 10/14/2020  
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TOWN OF CHARLTON  
Minutes of Special Selectmen's Meeting  
Wednesday, September 16, 2020, 6:00pm  
Via Zoom – <https://us02web.zoom.us/j/84775444074>

Present: Chairman – Karen A. Spiewak, Vice-Chairman – Patsy Rydlak, Clerk – Stephen G. Koronis, Members – William Borowski and David M. Singer and Town Administrator – Andrew Golas.

1. Call to Order: Chairman Spiewak called the meeting to order at 6:02pm. As the board is meeting via zoom, all votes will be by roll call vote.
2. Revisit discussion and actions that occurred at Selectmen's meeting held on Tuesday, 9/8/20 following accepting the Police Chief's resignation.

Chairman Spiewak wanted to read a brief statement for the record: "Regarding this item as many of you are aware, we initially discussed this and took action on this at our September 8<sup>th</sup> meeting after accepting the resignation of our Police Chief. Let me be very clear, we are revisiting this topic to reaffirm our commitment to the community we serve, to be open and transparent. A recent newspaper article provided a distorted picture. The follow up article appears to imply that this board had been found by the Attorney General to have violated the open meeting law and that motivated tonight's discussion. That is inaccurate as the author could have learned easily by contacting me to validate the facts."

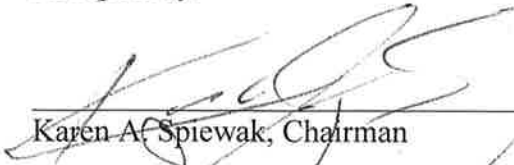
Mr. Golas stated that following the September 9, 2020 Board of Selectmen meeting, our office affirmed the current status of the legislative petition to remove the Police Chief position from Civil Service which was approved at the October 2019 Special Town Meeting. The bill currently sits at the 3rd Reading before the Senate. Once it is approved by the Senate, the bill will move to the House for consideration then ultimately the Governor's desk for approval to become law. Undoubtedly, the COVID-19 pandemic has caused a delay in the adoption of this bill, however based on the pace of prior local petition legislation, we anticipate the passage to be about 2-3 months off. If the Board were to decide to move forward with the appointment of a permanent Police Chief at this time, the Town would need to conduct an Assessment Center consistent with the Human Resource Division Personnel Administration Rules. The results of the prior Assessment Center for Police Chief conducted by the Town are no longer valid. If the Board would prefer to hire a permanent Police Chief in accordance with their own selection process, he would recommend that the Board take the action to affirm the vote taken at the September 9, 2020 meeting, appointing Lt. Dan Dowd as Acting Chief of Police, continue discussion on how the board wishes to proceed in the permanent selection process and take action once the legislation has passed. Mr. Singer said he doesn't feel the board is scrambling. He thinks we have plenty of time and are doing this in a very calm and organized manner. He was under the impression this was already approved. He did reach out to Senator Gobi as well and learned we were only a few weeks ahead of the curve. **Motion by Mr. Singer to appoint Lt. Dowd as the interim Chief effective October 4<sup>th</sup> through October 21<sup>st</sup>.** He thinks it's easier for the board to extend the appointment if needed. He said he would be happy to **amend his motion from October 4<sup>th</sup> through October 31<sup>st</sup>, seconded by Ms. Rydlak.** Mr. Koronis agrees with Mr. Singer but isn't convinced that it's enough time for the state to get that job done. Mr. Singer said the board has the

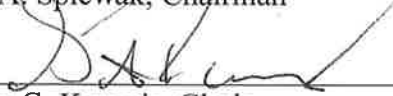
option to extend if necessary. Mr. Borowski is fine with it either way by voting it the way Mr. Singer motioned or by not putting an end date and keeping it interim until someone is hired. Ms. Rydlak agrees. **Mr. Singer amended his motion to appoint Lt. Dowd as the Interim effective October 4<sup>th</sup> until a full time permanent is appointed. Ms. Rydlak seconded the amended motion.** Mr. Golas agrees and said he conferred with Labor Counsel and the board has the option to temporarily backfill the Lt. position as well. **Roll call vote: Mr. Borowski – aye, Mr. Koronis – aye, Mr. Singer – aye, Ms. Rydlak – aye and Chairman Spiewak – aye. Motion passes unanimously.** Mr. Borowski said he received a message from someone that they can't get into the webinar. Mr. Golas said they should go to the 6pm meeting. They are trying to get into this meeting through the 6:30pm agenda.

3. Discuss and possibly act on next steps of hiring Police Chief. Ms. Rydlak said the process when we hire someone is we have a small committee and she wants to follow the standard process we use when we hire our higher level people in town. Mr. Koronis is a firm believer that if we have the opportunity to promote from within, we should do that. Mr. Singer said that if all the board members don't want to look at letters of interest and resumes, then Ms. Rydlak's committee would make sense but he agrees with Mr. Koronis. Mr. Borowski asked if we want to determine if we want to keep it in civil service or follow the will of town meeting and wait until the legislation has been passed. The board is in agreement to follow the will of town meeting. Mr. Borowski said he would recommend tabling the discussion tonight or we discuss the process going forward. Chairman Spiewak said it's important that we let the members of the police department know what direction we are going in as soon as possible. Mr. Borowski's preference would be internal. Ms. Rydlak asked if we could form a committee and have them make a recommendation whether we should go internal or external. Mr. Koronis would like to know who the internal candidates are first. He said if the board wants a committee, he is ok with that. Mr. Singer has zero desire to go outside. He is not opposed to a committee but only if there are members of this board that do not want to be involved in going through the resumes and letter of interest. This board is the management team. We would bring others in when needed such as Finance, HR, etc. Chairman Spiewak said we can put this on the next agenda for further discussion. Mr. Borowski said as we are the appointing authority, he doesn't feel we need a committee.
4. Other Business (unknown at time of posting):
5. The board recessed to enter into the next meeting with the Finance Committee at 6:29pm.

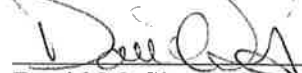
Submitted by:  
Mary C. Devlin  
Administrative Assistant

Accepted by:

  
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Karen A. Spiewak, Chairman

  
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Stephen G. Koronis, Clerk

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Patsy Rydlak, Vice-Chairperson

  
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David M. Singer, Member

  
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William Borowski, Member