

**Norwell Board of Selectmen  
Open Meeting Minutes  
9/19/18**

**Present:** Ellen Allen, Jason Brown, Gregg McBride, Alison Demong, Joe Rull, Peter Morin,  
NHC members; Nancy McBride, Bob Norris, Trish Shepherd, Jim Kelliher

**Open session; 7:05pm**

The meeting was called to order by Chair Ellen Allen at 7:05pm.

Both boards discussed the Jacobs farmhouse contract and timeline with TBA for the next phase of the design work. The documents are being readied to go out to bid for the entire project, with a start date to be determined.

*Motion; made by Gregg McBride, seconded by Alison Demong, to authorize the first amendment to the contract between the Town of Norwell and TBA for the design work on the Jacobs farmhouse. Unanimously voted*

Discussion ensued about the Norwell Grange Preservation Restriction Agreement (PRA) between Denise Laiosa, purchaser, and the Town. The PRA will be signed by the BOS after final approval by the state. Questions were asked and answered about the PRA content, the building and the BOS right of first refusal. Ms. Allen reported on the meeting with Ms. Laiosa and the NHC. Ms. Allen asked for a vote on the PRA from the BOS and NHC.

*Motion; made by Gregg McBride, seconded by Alison Demong, that the board approve and accept the PRA for the Norwell Grange, 142 Main St, Norwell, MA. Unanimously voted*

*Motion; made by Bob Norris, seconded by Trish Shepherd, that the NHC approve and accept the PRA for the Norwell Grange, 142 Main St, Norwell, MA. Unanimously voted*

Pending approval from the state, the PRA will then be signed and notarized by both boards.

The NHC left at 7:18pm.

Mr. Morin explained the police sergeant interview and question process to the board. Each board member will ask their assigned question in the same order for each candidate. Motions to hire the candidates will be made one at a time.

**Future Meeting Agendas**

Next week's meeting:

1. State audit discussion
2. Discrimination policy in the workplace – Barbara Childs

Ms. Allen reminded the board about Friday's in-service day for the high school's sophomore class. They will work on projects around the Town. Ms. Demong would like BOS members to stop by to say thank you. Ellen M. will obtain the location schedule and pass it along to the board.

Mr. Morin will report on the Columbia Gas situation at the Open Session in the Osborn Room. He noted that the Town has put a hold on all gas installation work until further notice.

The board left the BOS conference room at 7:25pm to change meeting locations.

**Open Session, Reconvened at 7:30pm**

All rose to recite the Pledge of Allegiance. Ms. Allen reminded all that the meeting is recorded and televised.

*Motion; made by Gregg McBride, seconded by Alison Demong, to approve the agenda as written.*

*Unanimously voted*

**Citizen Comments** –Patty Hainer, 427 River Street resident, voiced concerns about the River Street road work and Columbia Gas projects in the Town (as a result of the Merrimack Valley explosions). Her list of questions on these topics will be addressed by the board at a future meeting agenda topic.

**Town Administrator's Report** – Mr. Morin and the Highway Surveyor will arrange a meeting with Columbia Gas to discuss the Town's concerns. Prior to the recent event, Mr. Ferguson had suspended all Columbia Gas installation work in the Town due to a recent water main break by their contractor. Mr. Morin reassured residents that the Town is sensitive to the fact that new gas service permit applications are outstanding for some homes that need heat before winter. He will try to accommodate those requests. In answer to one of Ms. Hainer's questions, Mr. Morin noted that gas service work is supervised by several Town departments for each job.

**Selectmen's Reports** – Ms. Allen gave details about the sophomore class in-service day on Friday and invited all to participate.

Mr. Rull thanked all involved for Town movie night, especially Recreation Director George Grey and the Police Department.

### **Swearing-In Ceremony – Jacob Campbell**

Jacob Campbell was present to be sworn in as a new police officer. Chief Ross summarized his background, noting that Officer Campbell's family was present for the ceremony. He was sworn in by Town Clerk Pat Anderson and congratulated by all.

### **Sergeant Interviews**

There are three open sergeant positions. Chief Ross summarized the work experience of these four candidates and noted that the interviews will be conducted in civil service exam ranking order. The candidates are currently employed by the Norwell Police Department. Each board member will ask their assigned question in the same order for each candidate. Motions to hire the candidates will be made one at a time. Each candidate was asked the following questions;

1. Please tell the Board what led you to choose law enforcement as a career?
2. Please tell us what training, skills or education you have completed to prepare yourself for the position of Sergeant?
3. Please tell us about any community policing efforts you have been involved in as well as any community activities in Norwell you've been involved in?
4. Please describe how you have demonstrated the leadership skills at the Norwell Police Department necessary to assume supervisory responsibility of your peers?
5. What do you see as the most important aspect of the Sergeant's role and responsibilities in the department?

**7:45pm**

1. **John Carnes** – Officer Carnes answered each question and outlined his reasons for applying for this position.

**7:55pm**

2. **Jeffrey Johnson** – Officer Johnson answered each question and outlined his reasons for applying for this position.

**8:05pm**

3. **Daniel Dooley** – Officer Dooley answered each question and outlined his reasons for applying for this position.

**8:15pm**

4. **William Pasteris** – Officer Pasteris answered each question and outlined his reasons for applying for this position.

#### **Summary and Recommendations from Chief Ross**

Chief Ross was asked for his recommendations at the conclusion of the interviews of the four candidates. He stated that the Civil Service Commission does not require appointments to be based solely on the scores of the civil service exam. He explained that in addition to his own assessment, his familiarity with the candidates and their civil service exam test scores, he had an independent assessment panel interview each candidate for about 45 minutes. He and the Deputy Chief watched the interviews, but did not participate in them. The interviews were conducted by Peter Morin and two police chiefs from nearby towns; Chief John Dunn of Hull and Chief Marc Dumphily of Carver. The interviews included questions about department policies and various policing scenarios. Chief Ross has considered each candidate's total body of work in the department, including specialized training they had pursued and the community activities they volunteered for. Based on all those factors and the interviews conducted at this meeting, he is making the following recommendations:

1. Appoint Candidate 2, Jeffrey Johnson, to the position of Sergeant, bypassing Candidate 1, John Carnes
2. Appoint Candidate 3, Daniel Dooley, to the position of Sergeant, bypassing Candidate 1, John Carnes
3. Appoint Candidate 4, William Pasteris, to the position of Sergeant, bypassing Candidate 1, John Carnes

Ms. Allen asked for questions or comments from the board. Mr. Brown stated that it is obviously a difficult position for Chief Ross to have 4 candidates for 3 job openings. He added that the board really should follow the Chief's recommendations. The Town is very fortunate to have such an impressive police force with 4 strong candidates. The board offered kudos to these fine candidates who are involved in the lives of residents and activities of the Town, especially the children of the Town. Mr. Rull thanked the men and women of the police department for their excellent work and community involvement. Mr. McBride said he has been part of this interview and promotion process a number of times, and it's always difficult to make decisions with such a well-qualified group of candidates. Ms. Demong echoed the sentiments of the other board members.

*Motion; made by Gregg McBride, seconded by Alison Demong, to appoint candidate 2, Jeffery Johnson, as a Town of Norwell Police Sergeant, bypassing candidate 1, John Carnes. Unanimously voted*

*Motion; made by Gregg McBride, seconded by Alison Demong, to appoint candidate 3, Daniel Dooley, as a Town of Norwell Police Sergeant, bypassing candidate 1, John Carnes. Unanimously voted*

*Motion; made by Gregg McBride, seconded by Alison Demong, to appoint candidate 4, William Pasteris, as a Town of Norwell Police Sergeant, bypassing candidate 1, John Carnes. Unanimously voted*

#### **Update on Bridge Street signs/Impact on River Street**

Highway Surveyor Glenn Ferguson updated the board on the Bridge Street truck ban status and current road issues. He recapped the pros and cons of having truck bans and rerouting truck traffic in the Town. Mr. Morin replied that this is not a discretionary choice for the Town. The Town was instructed by Mass DOT in a letter last winter to repost the Bridge St. signs. For now, the Town has no choice but to comply. There is a formal process to remove a ban, which would require the involvement of MassDOT as well as Marshfield and other towns.

*Motion; made by Joe Rull, and seconded by Mr. Brown to send a letter to Mass DOT notifying them that the Board does not support the truck ban on Bridge St. overall as Hanover never signed the agreement and also that the truck ban signs not be replaced.*

Discussion ensued about River Street and Bridge Street truck traffic issues and costs of repairing River St. All noted that truck traffic is a Town-wide problem and needs to be studied. It was reported that Ms. Moshier, a traffic engineer and member of the Traffic Study Committee, is working on the scope for the study. Mr. Ferguson stated that he has evidence that the Bridge Street truck ban has damaged River Street and Grove Street. Mr. Brown said that he supports a letter to MassDOT telling them that the town wants to revisit the Bridge St. truck ban, but does not think we should be defiant by failing to replace the signs.

Some board members opined that the motion on the table does not reflect the board opinion as a whole. Ms. Demong expressed concern about the lack of data to support the contention that the Bridge St. ban is causing the traffic/road problems on River St.

*Mr. Rull rescinded the motion.*

*Mr. Rull made a new motion to send a letter to Mass DOT saying that the Board wants to take steps to rescind the truck ban on Bridge St. Seconded by Jason Brown. Ms. Allen noted that this vote should not be taken because it is not on the agenda. Discussion ensued about having Mr. Morin draft a letter to MassDOT for the board to vote upon at its next meeting.*

*Mr. Rull's outstanding motion was voted 1-4 with Mr. Rull the only favorable vote. Motion failed to carry.*

*Motion made by Mr. McBride and seconded by Ms. Demong that the Board direct the Town Administrator to draft a letter to MassDOT stating that the Board no longer supports the Bridge St. truck ban. Unanimously voted.*

**Accept Committee Resignations from Brendan Recupero and Joan Osborne**

*Motion; made by Gregg McBride, seconded by Alison Demong, to accept with regret the resignation of Brendan Recupero from the Community Preservation Committee. Unanimously voted*

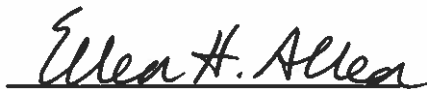
*Motion; made by Gregg McBride, seconded by Alison Demong, to accept with regret the resignation of Brendan Recupero from the Community Preservation Committee and the Electronic Voting Committee. Unanimously voted*

*Motion; made by Gregg McBride, seconded by Alison Demong, to accept with regret the resignation of Joan Osborne from the Community Preservation Committee. Unanimously voted*

Ms. Allen announced that the Cultural Council is looking for volunteers to serve on their board. Additional committee openings include seats on the Conservation Commission and the Electronic Voting Committee. If anyone is interested please apply.

**Adjournment**

*Motion; made by Gregg McBride, seconded by Alison Demong, to adjourn at 9:05pm. Unanimously voted*



Ellen Allen, Chair