

**Norwell Board of Selectmen
Open Meeting Minutes
10/30/19**

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Present: Ellen Allen, Jason Brown, Alison Demong, Joe Rull, Peter Morin
The meeting was called to order at 6:55pm by Ellen Allen. All reviewed their questions for the police interview this evening. Board members will ask the same question they asked of the candidates who were interviewed at last week's meeting, with the exception of Bruce Graham, who is absent from tonight's meeting. Ellen Allen will ask his question.
The board reviewed the additional candidate documents from Chief Ross that were included in tonight's packet. The civil service rules overview was discussed. Mr. Morin will provide wording for the candidate bypass motions to Mr. Brown, adding that no reason is needed in the motions. All discussed the hiring process with regard to motions and the civil service list.

6:57pm, for the purpose of discussing pending litigation, returning to Open Session. To discuss this matter in Open Session would compromise the negotiating position of the Town.

Unanimously voted

Ms. Allen polled the board, Brown voting yes, Demong voting yes, Rull voting yes, Allen voting yes.

The Executive session minutes are recorded separately.

Motion; made by Jason Brown, seconded by Alison Demong, to exit Executive Session, returning to Open Session at 7:24pm. Unanimously voted

Ms. Allen polled the board, Brown voting yes, Demong voting yes, Rull voting yes, Allen voting yes.

Future meetings

Move sign bylaw discussion to 11/20/19

Carleton property committee – 12/11/19

Public hearing – tax rate 2020

Pine Street field assessment project – Peter Dillon, January meeting

Open Session – Osborn Room

The meeting was called to order at 7:36 by Chair Ellen Allen, who reminded all that the meeting is televised and recorded. All rose to recite the pledge of allegiance.

Motion; made by Jason Brown, seconded by Alison Demong, to approve the agenda as written. Unanimously voted

Citizen Comments

None

BOS Reports and Announcements

Joe Rull informed the board that the old McGreal's Tavern will be the site of a new restaurant opening in the spring of 2020.

Trick or treating will be at the regularly scheduled date and time; Thursday, 10/31/19.

Ms. Allen announced that the Town's master plan update efforts are underway. She urged all residents to take the 10-minute survey on the Town's website. Residents can comment on such areas of planning as pathways, complete streets and open space.

Town Administrator's Report

None

Police Candidate Interviews

Chief Ross was present to introduce the last candidate, Taylor Cahall, for her interview. Ms. Allen gave Ms. Cahall a short overview of the interview procedure, which will be the same as last week, with the exception that Mr. Graham is not present. Ms. Allen will ask both her question and Mr. Graham's question.

Taylor Cahall

Ms. Cahall was ranked at the top of the civil service exam candidate list for the Town of Norwell, as follows:

#6 Taylor Cahall
#7 Lizabeth Rief
#8 Joseph S. Powers
#19 Patrick Tanner
#21 Vincent Pizzi
#21 Jeffrey Silva

Joe Rull:

"What do you see as the major public safety issues in the Town of Norwell?"

Ms. Cahall:

"I think in the Town of Norwell and also the surrounding communities, I think that mental health and the epidemic of mental illness is a large public safety issue. A few people that I know and a few people that I grew up with do suffer from mental illness. And I think that it was important for me to be aware of the situation, also know how to proceed in a situation like that, that would not only make it safe for myself and for that individual but also for the others around me."

Alison Demong:

"What is your idea of community policing as it applies to the Town of Norwell?"

Ms. Cahall:

"I think community policing is really based on a partnership between the police officers in the department and the community. It is very important to have that relationship, that sort of transparency between the two. In effective policing, the department does have a bicycle patrol unit that increases the visibility of the officers but it also allows for officers to have a one on one interaction. The department also has a citizens' police academy that allows for, say, people who don't necessarily have a law enforcement background to be able to see what the department does for the community and I think that is very important."

Ellen Allen:

"As a police officer you will often be interacting with people in difficult circumstances, sometimes the worst moment of someone's life. What experience in your life, education or training has equipped you to deal with people in difficult circumstances?"

Ms. Cahall:

"I currently work at a restaurant and bar in the city of Quincy. I've had to deal in several situations where people do get into a dispute. I think it was important for me to realize the importance of patience and to also know how to take these situations on a case by case basis, and to either separate the parties and proceed to figure out the best possible solution for everything."

Jason Brown:

"Why do you want to be a Norwell Police Officer? Please explain what you feel the primary functions of a Norwell Police Officer are."

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Ms. Cahall:

"Growing up, police officers were a big part of my life. I was involved in the D.A. program as a child and then moving on throughout school. I actually had a teacher of mine who was a part-time police officer as well as one of my teachers in school as well. He took time out of his day to share with me his experiences and what it actually meant to be a police officer. He was a role model to me, if you will, and it really shaped the way that I wanted to conduct my life and the direction I wanted to go in for my career. My friends and my family and my loved ones are in Norwell, they're involved in the community and I hope to be a part of that as well, not only to, again, to be a part of that but also to protect and serve them as well.

As far as the primary functions I think it is very important, for, it comes down to the idea of community police and I think it is very important to be one of the community because if we don't have that relationship I don't believe that we would be an effective department."

Ellen Allen for Bruce Graham:

"What aspect of police work do you think will be the most challenging for you?"

Ms. Cahall:

"I think that being in situations that I have never been in before will be the most difficult – seeing things firsthand. Most times people call the police when it's the worst day of their life, and unfortunately, sometimes police officers don't have the answer to what the solution is. I think that it is a growing experience and a learning experience, not only for myself and for the department. I think that it would be, I'm excited to hopefully have the opportunity to be a part of that.

Thank you very much."

Chief Ross returned with Officer Craig LaRocco, a candidate from the Sandwich Police Department who is interested in a lateral transfer. All background and other checks were completed, with positive results. Chief Ross would like to request that the BOS to approve a lateral transfer of Officer LaRocco from the Sandwich Police Department to the Norwell Police Department, effective 1/31/20. He will train the incoming officers in Sandwich before transferring to Norwell. Officer LaRocco gave a summary of his background and reasons for his transfer application, adding that he has personal reasons for wishing to move to this area to work in Norwell. Questions were asked and answered by the board, Chief Ross and Officer LaRocco. *Motion; made by Jason Brown, seconded by Alison Demong, to accept the lateral transfer of Officer Craig LaRocco, effective 1/31/20, from the town of Sandwich Police Department to the town of Norwell Police Department. Unanimously voted*

Chief Ross informed the board that there will be two new hires. He gave the board an overview of the civil service process and exam results for all of the candidates interviewed, the order of ranking and reasons for bypassing a candidate. Chief Ross again recapped the residency requirement with regard to the civil service exam: in order to claim residency status, the candidate must live in the Town for a full year prior to the date of the exam. Local preference eligibility status is a question on the exam. Candidates can still apply without claiming local preference, but their ranking would be much lower on the list of priorities.

Mr. Brown asked if this local preference eligibility is a challenge because Norwell is so expensive. Per Chief Ross, yes.

Chief Ross stated that he will refer to the candidates by their Civil Service exam ranking numbers. He recommended that the board bypass candidates #6, #7, and #8, and hire Thomas M. Paola, and bypass candidates #6, #7, #8 and #21, and hire Jeffrey Silva, based on the interviews conducted by Command Staff at the Norwell Police Department, background information known to him, the applications submitted and residency requirements according to the Civil Service regulations. Chief Ross also reviewed a list of Selection/By-pass reasons and

Non-selection/By-pass reasons, in accordance with the Civil Service regulations, for the candidates.

All agreed that the chief's recommendations tallied with their assessments of the candidates and that they would make the same choices. They further commended the chief for the rigorous, thorough and careful hiring process used in the Police Department, adding that the board trusts the chief's judgement with regard to the candidates.

Motion; made by Jason Brown, seconded by Alison Demong, that the board bypass the Civil Service list for candidates #6, #7, and #8 as recommended by Chief Ross for the background information that he has given us this evening, and that the board make a conditional offer of employment to appoint Thomas M. Paola. This conditional offer is subject to successful completion of a psychological test, a physical, physical aptitude tests and successful completion of the Municipal Police Academy. Unanimously voted

Motion; made by Jason Brown, seconded by Alison Demong, that the board bypass the Civil Service list for candidates #6, #7, #8 and #19, as recommended by Chief Ross for the background information that he has given us this evening, and that the board make a conditional offer of employment to appoint Jeffrey Silva. This conditional offer is subject to successful completion of a psychological test and a physical. Unanimously voted

Ed Forte – Town Hall plans for updating the building

The board welcomed Mr. Forte, recapping his previous meeting on this topic with the board in May.

Mr. Forte presented his updated plan for the Town Hall, which is a work in progress. All discussed the proposed building rehab with regard to planned space and departmental relocations. A copy of Mr. Forte's power point presentation is available in the BOS office.

Mr. Morin reviewed the project status for the board, outlining various options to underwrite the cost of this building update. He stated that the Town could bond the debt for 30 years, and smooth out the existing debt with capital stabilization for the first 2 years, and still have \$700K left in capital stabilization, which would provide the Town with flexibility. The 3rd year would see the Town retiring about as much debt (about \$330K) as is being assumed. The Town could also buy down some of the existing debt with capital stabilization. Other sources of funding would allow the Town to continue addressing our other capital needs. The highway barn project could be funded the same way,

The Highway Surveyor plans to submit his proposal for the highway barn project at the Special Town Meeting in February. He is asking for funding under the levy. The board will schedule Mr. Ferguson on an upcoming agenda to discuss his highway barn project. Mr. Morin noted that the two projects don't have to be bonded at the same time. He added that both of these projects need to be done, and the right thing is to let everyone know that both could be financed under the levy for a total cost of \$10M-\$11M. Town Hall departments are on board with these projects. Both the Finance Director and the Treasurer were involved in the debt calculations.

The board thanked Mr. Forte for his hard work, adding that this is a tough task to do using public financing – full of pitfalls.

MAPC Update

Ms. Allen updated the board on the Accord Park/Queen Anne Corner MAPC project and meeting at the Cushing Center. The main concern raised by residents was traffic. The first report from CTPS (Central Transportation Planning Staff – a sister organization of MAPC) included a traffic study which studied and confirmed the bad traffic at the intersection of Route 53 and Route 228. All agreed that this is a terrible intersection. The next step is for the MAPC to develop zoning draft language to give to CTPS, which will reflect the potential buildings. Traffic

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mitigation measures could include the addition of a traffic light coming out of Accord Park, changing the traffic signal timing at Queen Anne corner (it has been about 10 years since MassDOT has done a signal update) and widening Route 228 (Pond Street). There are also grant programs available.

Ms. Allen attended a meeting with Federal Realty, owners of Queen Anne Plaza property. Federal Realty is having a difficult time getting the numbers to work to build housing as they would also have to add a parking garage, which would be extremely expensive. There is not enough land to have both apartments and a parking structure, along with delivery traffic and parking for the existing uses at the mall.

A third phase grant, such as a workforce housing grant, to work with MAPC's housing group, would be a possibility. The zoning experts on the subgroup of champions is going to review the zoning language being drafted. There is a meeting on Monday, 11/4/19, at 8:30, at 101 Accord Park Drive, all are welcome. Also on Monday, 11/4/19, at 1:30 at the COA, there will be an overview presentation of this project. The next MAPC forum will be on 11/19/19 at 7pm at the Cushing Center, to review zoning proposals based on feedback from the zoning discussion at the prior forum. The board discussed other meeting updates that included wastewater treatment challenges and additional traffic concerns. There will be another traffic study done by CTPS for the entire length of Route 53 in Norwell.

Ms. Demong announced that the MAPC is working with the Town on their MVP plan (thank you to Nancy Hemingway and Deputy Chief Simpson) will hold a group community event which will be an all-day meeting next Thursday 11/7, 9:30-3:30 at the Cushing Center to discuss how to be better prepared for the bigger storms, power outages and flooding that are unfortunately becoming the norm.

Future Meetings

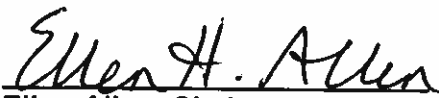
Next week's agenda

1. presentation and discussion about the Habitat for Humanity and AH needs in the Town
2. Check in with Parkview Inn on their license compliance
3. Close the Warrant for the Special Town meeting in February, reviewing placeholders.

Adjournment

Motion; made by Jason Brown, seconded by Alison Demong, to adjourn at 9:10pm.

Unanimously voted



Ellen Allen, Chair

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