

**BOARD OF SELECTMEN**  
**FINANCIAL MEETING**  
**February 4, 2009**

**Present:** BOS: Susan Bransfield, Carl Chudzik, John Anderson, Brian Flood, Mark Finkelstein, Sharon Gibala; public and press

**Absent:** Kathy Richards

1. FIRST SELECTWOMAN CALL FINANCIAL MEETING TO ORDER  
Susan Bransfield called the meeting to order at 7:30 pm.

2. PLEDGE OF ALLEGIANCE

3. APPROVE MINUTES: (Regular) January 21, 2009

4. ACCEPT AGENDA

Susan Bransfield asked that the agenda be amended to include #10- Resolution: Authorizing Participation in the Housing for Economic Growth Program Application & Grant Award.

All other agenda items will be renumbered accordingly.

Mark Finkelstein made a motion, seconded by Sharon Gibala, to accept the agenda as amended. The vote was unanimous, motion carried.

5. COMMUNICATIONS / CORRESPONDENCE: None

6. PUBLIC COMMENT

Carol Shade, 26 Farrell Road, requested to know when the Blight Committee meeting would be rescheduled to. Mark Finkelstein stated that the meeting has not yet been rescheduled because the scheduled presenter needs to submit available dates. The new date will be posted once decided on.

7. Presentation: Aegis Energy Services on co-generation (Peter Goldsmith)

Spiro Vardakas presented in place of Peter Goldsmith for Aegis Energy Services.

Mr. Vardakas explained programs available from his company that would allow the Town to use co-generation to save money.

He explained the co-generation process. Only propane and natural gas can be used for co-generation.

Aegis Energy Services is available to do an analysis of Town buildings to see if this is a feasible option. Buildings with 50,000 square feet or more are the best fit for this product.

Mrs. Bransfield requested a recess at 7:57 p.m.

The meeting reconvened at 8:08 p.m.

8. AFSCME Local 1303-57 Public Works Union Grievance Step 3

A grievance from local 1303-57 Public Works Union was discussed.

Ed Thibodeau, staff representative from Council 4 explained the reason for this grievance is that the union feels that past practice was ignored in the interview process for a crew leader position. He stated that past practice does not have to be in writing for it to be valid. The union does not object to the person appointed to this position. It is the union's position that it is not clear if the best person was chosen for the position, given that not all of the applicants were interviewed.

The union would like to have the appointment rescinded and the selection process repeated, including interviewing all applicants and honoring past practice of a panel style interview. There was discussion regarding this requested remedy.

Susan Bransfield stated for the record that in her term as First Selectman for the last five years, she is not aware of any case in which the past practice that the union claims has been followed. Ed Thibodeau stated that just because there has not been the opportunity for a competitive interview process, does not mean that the practice has been discontinued.

Mark Finkelstein asked for the union members to explain what they believe the process was in the past and who was on the selection committee.

Answer: (Mike Lastrina, Union President)

- Review of applicants by Public Works Director and Director of Operations;
- Rank by seniority, fitness, skill and ability
- Interview by selection committee comprised of 2 management members and 4 bargaining unit members (informal process in choosing union members to participate/ members volunteered to be a part of the selection committee); all panel members with equal voting rights.

Susan Bransfield stated that she does not believe that having peers in an interview panel is a good practice and that she does not agree with this. A compromise was offered to the union that the top three candidates would be interviewed. This compromise was rejected by the union.

There was a motion by Mark Finkelstein, seconded by Sharon Gibala, to enter into Executive Session. Vote unanimous, motion carried. The Selectman entered into Executive Session at 8:30 p.m.

#### 9. EXECUTIVE SESSION: Discussion of the Grievance from AFSCME Local 1303-57

There was a motion by Mark Finkelstein, seconded by John Anderson, to conclude the Executive Session. Vote unanimous, motion carried. The regular meeting was resumed at 8:45 p.m.

There was a motion by Mark Finkelstein, seconded by John Anderson, that the grievance filed be rejected. Vote unanimous, motion carried.

#### 10. Resolution: Authorizing Participation in the Housing for Economic Growth Program Application & Grant Award

There was a motion by Mark Finkelstein, seconded by Sharon Gibala, to adopt this resolution and waive the reading of it.

AYES: Susan Bransfield, Mark Finkelstein, Sharon Gibala, Brian Flood

NAYES: John Anderson, Carl Chudzik

ABSTAIN: none

Motion carried.

#### 11. REFUNDS OF EXCESS PAYMENTS:

There was a motion by Mark Finkelstein, seconded by Brian Flood to refund Land Rover Capital Group the amount of \$164.43. Vote unanimous, motion carried.

There was a motion by Mark Finkelstein, seconded by Brian Flood to refund Frances C. Maggiore the amount of \$26.32. Vote unanimous, motion carried.

There was a motion by Mark Finkelstein, seconded by Brian Flood to refund VW Credit Leasing LTD the amount of \$392.90. Vote unanimous, motion carried.

12. APPOINTMENTS TO BOARDS AND COMMISSIONS (Re-appointments, vacancies, etc.) None

13. PUBLIC COMMENT : NONE

14. BOARD OF SELECTMEN GENERAL INFORMAL DISCUSSION

Susan Bransfield mentioned that she has received a letter inviting the Selectmen to the Middletown Elks Club Portland Night on 2-28-09 @ 6:00 pm.

The grand list is up .93%.

The auditors will present at the next meeting on 2-18-09.

Carl Chudzik encouraged Selectmen to think about getting on board for the Connecticut Conservation Corp. There are many projects in Town that can benefit.

15. FOLLOW UP ITEMS:

- P&ZC request for Selectmen to rescind the Town exemption per C.G.S. Sec. 8-2
- Update Ordinances

16. ADJOURN MEETING

There was a motion to adjourn the meeting by Sharon Gibala, seconded by Mark Finkelstein. Vote unanimous, motion carried. The meeting was adjourned at 8:55 p.m.

Respectfully Submitted,

Laura Siena  
Board Clerk