

Wednesday, October 7, 2019 – 4:00 PM

Meeting Minutes

Water Department Meeting Room

438 Granby Road

South Hadley, MA 01075

In Attendance: Water Department Superintendent and Bylaw & Policy Adhoc Advisory Committee (BPAAC) Chair Jeffrey Cyr, Prudential Committee (PC) Chair Bruce Perron, Board of Water Commissioners (BOWC) Chair William Schenker, Interim Clerk Treasurer Ira Brezinsky, Chief Robert Authier, District Moderator and Counsel Mark Beauregard, Community Resident Mitchell Malinowski

CALL TO ORDER

Cyr called the meeting to order at 4:00 PM

APPROVAL OF MINUTES

Motion: Schenker moved and Authier seconded to approve the minutes of 9/25/19. Motion carried 6-0. (Beauregard did not vote as he arrived at 4:06 and has not yet been officially appointed to the BPAAC by the Prudential Committee.)

ONGOING DISCUSSION OF BYLAWS AND POLICIES

Cyr presented a draft of bylaws that were taken from the current SHFD 1 bylaws and Cotuit Fire District bylaws. He explained that he had made certain edits to the merged document and suggested that the document be used as a starting point for future discussion. The document has been color coded to show the origination and status of certain parts of the draft as follows.

- Blue = Existing SHFD1
- Black = Cotuit with modifications
- Yellow = Proposed revised language to review
- Red = Language regarding establishment of Policy Advisory Committee

Cyr suggested reviewing the first half of the draft (9 pages) at the next meeting.

A discussion ensued regarding how to treat “Strong Chief/Weak Chief” language (MGL Chapter 42a). The current Chief works under Strong Chief statute, however the current rules indicate that Weak Chief will take effect at such time a new Chief replaces the current Chief.

Beauregard asked what the most pressing issues are. The following is a partial list of issues.

- Beauregard: Status of Clerk Treasurer (elected versus appointed)
- Beauregard: Strong Chief/Weak Chief
- Cyr: Updating of policies and determination of how various policies are derived, approved and implemented
- Perron: Establishment of Appointing Authority Committee in the event that an elected official leaves mid-term and needs to be replaced
- Perron: Clarification of language in sections 10, 13 & 14e of the current bylaws

- Authier: Modification of language to comport with the Collective Bargaining Agreement (CBA) and Mass General Law (MGL), i.e. roles and responsibilities, longevity, fines, etc.
- Perron: Health insurance eligibility
- Schenker: Recall provision – What would be the standard? What would be the process?
- Beaugard: Distinguish between general revision of language for clarification purposes versus substantive change(s) in policy or bylaw
- Authier: Differentiation of bylaw versus policy

CUMMULATIVE ISSUES TO BE REVIEWED (carried forward from previous meeting)

Policies regarding survivor health insurance benefits

Policy manuals

Employee handbooks

Operational oversight of each department

“Strong Chief” policies and procedures

Conflicting language in the bylaws regarding approval of warrants – PC v. BOWC

Section 16 – No Assistant Superintendent

Process and rules for promotions. What should be in bylaw versus policy or contract?

Date of Annual Meeting

Elected versus appointed Clerk Treasurer

Clearly defined roles and responsibilities of PC and BOWC.

Eligibility for participation in District health insurance

Establishment of Appointing Authority Committee

Motion: Brezinsky moved and Authier seconded to recommend adding Beaugard to the committee.
Motion carried unanimously.

NEXT MEETING

The next meeting is planned for October 28 at 4:00 PM.

ADJOURNMENT

Motion: W Schenker moved and Authier seconded to adjourn at 5:04 PM. Motion carried unanimously.

Respectfully submitted,

Ira Brezinsky

District #1, Interim Clerk Treasurer

