

**MARION BOARD OF SELECTMEN
WATER/SEWER COMMISSIONERS**

**August 21, 2012
Executive Session
Meeting Minutes**

MEMBERS PRESENT: Stephen Cushing, Chairman
Jonathan Henry
Jonathan Dickerson

ALSO PRESENT: Paul Dawson, Town Administrator
Debra Paiva, secretary

The meeting was called to order at 8:35 p.m. at the Police Station. The Executive Session was held for discussion regarding litigation and for contract negotiations with non-Union personnel.

Litigation

Massachusetts Commission Against Discrimination (MCAD) – Town of Marion Police Department

On August 25, 2009 an employee of the Police Department filed complaints of discrimination based on gender against the Marion Police Department and against Chief Miller. The complaint against Chief Miller was investigated, dismissed for lack of sufficient evidence, and the employee has ten days to appeal the dismissal. Probable cause was found regarding the complaint against the Police Department and a conciliatory conference will be held December 10, 2012.

Massachusetts Commission Against Discrimination (MCAD) – Town of Marion

On November 8, 2011 an employee filed a complaint against the Town for discrimination based on gender, sexual harassment and disability and then failed to respond to the Commission's attempts on January 12, 2012 and June 14, 2012 to follow-up. A determination of lack of probable cause has been rendered, the case has been dismissed, and the employee has ten days to appeal the dismissal.

Ethics Commission Investigation

A copy of a letter dated July 11, 2012 from Attorney Troy to the State Ethics Commission was reviewed and discussed.

Contract Negotiations

Harbormaster Michael Cormier

Strategy for negotiating Mr. Cormier's contract was discussed.

This item was not included in the agenda

Mr. Dawson told the Board that \$50 is missing from a "Sunshine Fund" belonging to participating employees and managed by two employees. After the incident it was agreed

that the money will be taken out of Town Hall and kept in a designated bank account. Because the money belongs to the employees no Board action was required.

Salary Surveys

Mr. Dawson has contacted Town Administrators in area towns and requested information regarding the salaries of Assistant Assessors.

Moved by Mr. Dickerson and seconded by Mr. Henry at 9:15 p.m. to adjourn. VOTE: A roll call vote was taken, with all members voting aye.

Respectfully submitted,


Jonathan E. Dickerson
Date approved: 12/20/16

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