

March 27, 2012 B

Present was James C. Lehan, Robert J. Garrity, Scott Bugbee, Jack Hathaway, Town Administrator, and Marian Harrington, Executive Assistant.

The meeting was held in Room 124, Town Hall. Jim Lehan opened the meeting at 7:04 p.m., and announced that the meeting will be audio and video taped. Jack Hathaway read the agenda contents.

RACHEL PALUMBO, KP JUNIOR - DECA

Rachel Palumbo was present to explain her DECA project. Rachel said the category she and her partner are doing is community service. They are doing KP CARES. She is sending letters written by school children and showed them to the Board. They are also doing care packages for soldiers, and they will contain chap stick, granola bars, handy wipes, deodorant, toothpaste, personal size tissues, and similar personal items. Anyone wishing to donate can send to KP Cares Packages and send it to the high school, attention DECA within the next two weeks. Jim suggested she reach out to Norfolk Lions and Norfolk Together who can probably help.

CHIEF BUSHNELL, FIRE STAFFING

Chief Bushnell is present to discuss staffing. He was here two weeks ago, and he gave a brief summary of staffing he is looking for and why

Jim said the impact of this is manpower. Jim said this is mid-season, and it is an adjustment in the middle of a budget.

Scott said the mid-season adjustment is a concern. He said he feels the safety issues and other things are important. He said he would personally prefer to do it at budget time.

Cole said that they are sensitive to mid-season times. He said the types of incidents are what prompted them to bring it now. He said as Chief he felt it needed to be brought before the Board for discussion now.

Rob said that this is about callbacks and the well is dry. He said we can't just say we'll do more callbacks because we are having trouble getting people on callbacks now. This wouldn't work.

Cole said it may not work, but we had to do something to solve this. Hiring people is irresponsible. He is not going down the volunteer side because it is too expensive. From productivity standpoint, he said they should evaluate Jan, Feb and March which is their busiest time, but he said he doesn't think they can do this. They have four core players; two in a contiguous town. They have erosion of personnel living in the Norfolk community. There seems to be a renewed enthusiasm from his men to do this. Cole said they have responded to four incidents within the last hour and a half. By the staff handling these calls themselves, it took some of the enthusiasm away from those waiting.

Rob said they are reversing the triage because they are doing a callback on an ambulance run. We need to find a way to get guys with more enthusiasm, and he understands the safety factor.

Cole disagreed. He said studies show that three is an adequate number in any situation. He has tried to work off of that study.

Jack said he goes back to his old finance days. You can't dispute the safety factor. He has looked at it from a budget process, and would like to see this go through the annual budget process. Jack said other departments have needs as well. Activity in the police department has picked up dramatically. The new school has needs. Not to mention buildings such as ours. Town Hall is doing fine, but we laid off 23% of the staff and none have been brought back. He said we are also looking at a public safety building. Jack said he is going to hear from all the department heads why the Fire Department keeps getting funded. Jack said we could do a trial for 3 months or so. He has no place to get additional funding if it is needed. We have to decide how to fund this.

Jim said we started ALS for a reason; to insure we can supply services to our citizens. We can't compromise that goal. We've done a great job helping people. The gap is real. Hiring new staff doesn't solve your problem. Jim would like us to find more people for a callback, but that is for another time. We need to work with the union to discuss this. He does agree with Jack, and we need to look at all needs, not just the Fire Dept., and see financially how we can do this.

Jim said he would like to find a way to pilot this for a period of three months, starting in March. This brings us into the budget cycle, which starts in February. This would be an opportunity to review it, and give us something to build on.

The Board discussed the various plans and costs. A glitch is 2 and 3 hours in the callback. That would need to be resolved.

Scott said a trial period would be prudent. Rob said he is concerned about pulling back once we do it. He doesn't want to go to the Chief and tell him we aren't going to do it anymore. Jim said the withdrawal may be needed. Jack asked what the measurement for success would be. Jim said they would have to figure that out.

Cole said if they don't have four firefighters ready, they may go to a fire and be able to use a hose from the outside, but won't be able to send anyone in. Jim said we have had several incidents where minutes were critical. He would not want to play Russian roulette. If we have the ability to provide a reasonable strategy to meet the need, then to shadowbox could be devastating. If it was a heart attack and it took 15 minutes to get someone there, the patient would be gone.

Jim said we have to contemplate this, but we also have other departments with needs just as critical. DPW has had a budget reduction the last 4 years, plus are down 4 or 5 men. Town Hall had a 23% layoff. Police got a man, but not who they wanted. The needs are everyone, not just Fire.

Jack said we added 3 call men mid-season in February. They are still in the instructional phase. They were supposed to be able to satisfy this need. We will be able to use them soon. Rob said that he would like to look at a future strategy. He said we need to look regionally. We will be in RECC. There has to be some type of use of all the men available. Rob asked why off duty Norfolk men can't respond to Wrentham. Jim said that out of 19 men, 9 of them are in Norfolk. Over 50% do not live in Norfolk. Cole said none of the paramedics live in Norfolk. Rob felt that we have many out of towners on the force. Why couldn't we use towns nearby?

Jim said we are bringing too many issues into this. Jim said that if another town employee works in Norfolk and gets hurt; it affects their position in Wrentham. Jim said that Wrentham has the same

issue, and they are going to institute a callback policy as well.

Jack agrees with the concept of safer is better. The long term is we need to try to head toward regionalization. Jim said he knows that you and other Chiefs are not against that. Rob said that he is worried about the Police.

Jim said we need to give Cole some direction. Scott said there is an appetite for phasing this in. We do need to figure out how to measure success. Rob said we have to find more money if we are doing it this year. He said do it the last 3 months if we only have \$14-17,000. If we find \$35,000, then we do it in December. It depends if you want to use non-recurring funds. Jack said it will be a 6% increase without looking at raises.

Jim said he wants to work with Jack and see when and how we can implement this. Jack said he is thinking of February because it gives him two months before the budget season kicks in.

The Board agreed to implement this February first. Jack told Cole he deserves top notch credit for developing a paramedic program that is excellent with short notice. Jim also applauded the Union for what they've done.

TOWN ADMINISTRATOR REPORT

Action Items

Rob Garrity moved to accept the resignation of Donald Seymour as Norfolk's representative to the Tri-County School Committee. Scott Bugbee seconded, and it was **so voted**.

Rob Garrity moved to approve the NCL's Jingle Bell Run on Saturday, December 8, 2012. Scott Bugbee seconded, and it was **so voted**.

Rob Garrity moved to grant permission to the Historical Commission to plant a tree on Town Hill near the new interpretive sign. Scott Bugbee seconded, and it was **so voted**.

Scott Bugbee moved to approve the annual Santa's Parade co-sponsored by the Norfolk Lions and Norfolk Recreation on Sunday, December 2, 2012. Rob Garrity seconded, and it was **so voted**.

TOWN MEETING WARRANT

Jack said Article L had an amount added, and they changed the name of the strategic plan, because they wanted to keep this to fields.

Jack said Article G – Hunting Bylaw – was a lively conversation, and some wordsmithing was done. They changed it to ..."a hunter". It was agreed to have an open comment period for people at our next meeting concerning this article.

The Board then numbered the articles and the warrant is final.

DISCUSSION ITEMS

Jack brought up Transfer Station requests. Jack said that the Girl Scouts have asked for every Saturday at the Transfer Station from December through March. Board agreed with multiple requests, we will bump them if there is a conflict.

Scott said that he and Bob McGhee went to Wrentham and discussed the truck exclusion. At first

Wrentham acted like what do we get, but they explained the KP school is on that road, and there are no sidewalks, and it needs to be excluded. They are working on Park Street, too. We will do the warrants and traffic counts and things that are needed.

Jim said that the Affordable Housing homes look nice. Old Populatic is sold, and the people have moved in. Jim thanked John Weddleton because he designed the homes. 82 Main Street is up and should be done by the end of the year. The house on Mirror Lake is being worked.

Jack said that Lake Street is an issue to be discussed by all residents. The Board suggested having them at our 11/20 meeting.

Jack mentioned Bina Farm on Miller Street. It is a farm for disabled children. The Open House will be around December first.

Capital Requests and Funding

Jack handed out a list and tried to prioritize from meeting with the Capital Committee and what department heads have requested. Jim suggested taking this out 3 years for borrowing. Rob said we have a 5 year note on vehicles, so we need to get at least 5 years. Jack said we do get five years out of vehicles. A cruiser may be used for 3 years and then it goes for a court officer car or something like that. The Board was in agreement with the capital priorities.

ACCEPTANCE OF MINUTES

Scott Bugbee moved to approve the minutes of October 23, 2012. Rob Garrity seconded, and it was **so voted**.

At 9:02 p.m., being no further business, Rob Garrity moved to adjourn the meeting. Scott Bugbee seconded, and it was **so voted**.

This is a true and accurate report of the Selectmen's Meeting of November 5, 2012.

Scott Bugbee, Clerk