

At a meeting of the Town Council holden in and for the Town of Gloucester on February 6, 2020

I. Call to Order

The meeting was called to order at 7:30 p.m.

II. Roll Call

Members Present: George O. (Buster) Steere, Jr., President; Walter M. O. Steere, III, Vice-President; William E. Reichert; Patricia Henry; and Julian (Jay) Forgue.

Also Present: Jean Fecteau, Town Clerk; Tim Kane, Town Solicitor; Christine Mathieu, Deputy Town Clerk; Joseph DelPrete, Chief of Police; Diane Brennan, Finance Director; Karen Scott, Town Planner; Judy Branch, Human Services Director; Ken Johnson, Bldg./Zoning Official; & Gary Treml, Public Works Director

III. Pledge of Allegiance

The Pledge of Allegiance was recited.

IV. Open Forum - For Agenda Items: None

V. PUBLIC HEARINGS - Discussion and/or action

- A. Gloucester Code of Ordinances - Proposed Amendment
Chapter 221-5, Parks & Recreation Areas, Firearms
Hunting to be allowed at: Gloucester Veterans Memorial Recreation Area
A.P. 12, Lots 71A, 92, & 93

Councilor G. Steere stated this Public Hearing was advertised in the Observer on January 30, 2020

Councilor G. Steere DECLARED the Public Hearing OPEN and asked if anyone wished to speak.

Discussion: none

After all discussion, Councilor G. Steere DECLARED the Public Hearing CLOSED

MOTION was made by Councilor Forgue to AMEND the Gloucester Code of Ordinances, Chapter 221-5, Parks & Recreation Areas, Firearms, to include hunting on Town owned property known as Gloucester Veterans Memorial Recreation Area, a.k.a. A.P. 12, Lots 71A, 92, & 93; seconded by Councilor Reichert

Discussion: None

VOTE: AYES- G. Steere, W. Steere, Reichert, Henry and Forgue
NAYS-0

MOTION PASSED

VI. Consent Items - Discussion and/or Action

A. Approval of Town Council Regular meeting minutes of January 16, 2020

MOTION was made by Councilor Henry to APPROVE the Town Council Regular meeting minutes of January 16, 2020; seconded by Councilor Reichert

Discussion: none

VOTE: AYES- G. Steere, W. Steere, Reichert, Henry and Forgue
NAYS-0

MOTION PASSED

VII. New Business

A. Tree Warden 2020 - One year term - Discussion and/or Action

MOTION was made by Councilor W. Steere to TABLE the appointment to the position of Tree Warden for 2020 to the Town Council meeting of February 20, 2020; seconded by Councilor Henry

Discussion: Council asked Ken Johnson to reach out to the current Tree Warden to determine if the current Tree Warden is still interested and, more importantly, she has the time to fulfill the job obligations.

VOTE: AYES- G. Steere, W. Steere, Reichert, Henry and Forgue
NAYS-0

MOTION PASSED

B. Personnel - Discussion and/or Action

1. Appointment - Tax Assessor - Two Year Term January 2020 to December 31, 2021

Councilor G. Steere stated this appointment is an “off year” appointment per legislation and all other department heads are appointed in odd numbered years.

MOTION was made by Councilor Henry to APPOINT Lori DeSantis to the position of Tax Assessor for a two year term, Jan. 2020 to December 31, 2021; seconded by Councilor Reichert

Discussion: none

VOTE: AYES- G. Steere, W. Steere, Reichert, Henry and Forgue
NAYS-0

MOTION PASSED

C. Approval of Dates for Budget Process & 2020 Financial Town Referendum - Discussion and/or Action

Councilor G. Steere stated The Clerk has put together the dates calculated from a spreadsheet that has been used since the referendum was established.

Councilor G. Steere state The following dates are the recommendations from the Clerk:

BUDGET BOARD: Town Council attends Budget Board Workshop prior to budget hand off to Town Council.

February 24, 2020

COUNCIL REC. BUDGET: Town Council receives the proposed budget from Budget Board (Per Charter C8-2.1c) and Council approves for Public Hearing.

March 19, 2020

BUDGET PUBLIC HEARING: Should be held no sooner than 30 days nor more than 35 days after receipt and approval of budget. Per Charter C8-3.3. this hearing must be at least 21 days prior to FTR.

April 18 to April 23, 2020

(if Council wants May 19th Referendum window closes to April 20-April 23rd)

ADOPTION TOWN COUNCIL: Within 15 days after final Public Hearing, Town Council ADOPTS budgets and ballot language for Financial Town Referendum. Per Charter C8-3.4 Council must adopt a budget not later that 15 days prior to FTR.

ADOPT May 5th, 2020

FIN. TOWN REFERENDUM: Referendum to be held no less than 15 days after adoption and not later than May 31st in any fiscal year.

MAY 19, 2020

All procedures & dates referenced in the Town Charter (Articles: III; IV.9; & VIII) have been considered and included in the framework.

(End of memo)

Discussion: Councilor G. Steere stated at this time the Clerk needs the workshop date agreed upon and the Referendum Date to be finalized.

Discussion: none

MOTION was made by Councilor W. Steere to SET a Town Council workshop for February 24, 2020 with the Budget Board and to ADOPT May 19, 2020 as the date for the 2020 Financial Town Referendum; seconded by Councilor Reichert

Discussion: none

VOTE: AYES- G. Steere, W. Steere, Reichert, Henry and Forgue
NAYS-0

MOTION PASSED

D. Historic District Commission - Discussion and/or Action .

1. Proposal of Code of Ordinance Amendments

a. Chapter A423, HDC Rules & Regulations

Discussion: K. Scott addressed the Council, on behalf of Charlie Wilson, explaining the proposed amendments. K. Scott stated some of the more substantial changes would be to eliminate the recommendation of compatibility and require a certificate of appropriateness for each structure; instead of just contributing structures, and to revise the processes for demolition on historic structures in a way compatible with other communities.

Councilor Henry questioned if there was any language on moving historic structures.

K. Scott stated that is addressed in the Guidelines she is proposing.

b. Chapter 350, Article IX. Historic District Zoning

Karen Scott has been working with the Historic District Commission to formulate amendments to the Code regarding the Historic District and if Council decides to consider these amendments, the next step would be a first reading at another meeting.

MOTION was made by Councilor Reichert **to set** a 1st Reading for proposed amendments to the Gloucester Code of Ordinance, Chapter A423, HDC Rules & Regulations & Chapter 350, Article IX. Historic District Zoning for February 20th, 2020; seconded by Councilor Fergie

Discussion: none

VOTE: AYES

NAYS

MOTION PASSED/FAILED

2. Standards and Guidelines for Historic Properties

Karen has formulated standards and guidelines that may be used by residents when they need guidance by the Commission when the grant process begins. K. Scott stated these guidelines are not included in the code and they do not add or change any regulations.

Karen Scott explained these standards will be given to residents when they question work they would like to complete in the historic district in accordance with the Sec. of Interior's Standards for Historic Properties. K. Scott stated the HDC applications have been updated and improved.

3. Historic Revitalization Subgrant Program, Overview of proposed local subgrant program (Time line and Process)

K. Scott stated she has gotten a lot of great press regarding the grant program so she has prepared a draft timeline and processes to be considered for use when the property selection portion of the grant process begins for the Historic District. K. Scott stated next step will be CivicMoxie's work

in town and pool of applicants will be created. K. Scott stated she will need to form a review committee and she has provided Council with a list of potential members to that committee.

E. Earth Day event - Discussion and/or Action

Councilor Henry discussed the plans for the 3rd annual event for Earth Day and some of the participants for the event. Councilor Henry is meeting with the group of people that will be assisting to discuss plans. Councilor Henry stated they may be working in conjunction with Burrillville's event, April 25th, 2020. Councilor Henry stated it will be based at the Town Pavilion.

Councilor Henry discussed advertising with a full page ad to advertise the event. There was a consensus of the Council.

MOTION was made by Councilor Henry to AUTHORIZE a full page color advertisement announcing the Town's Earth Day event; seconded by Councilor Forgue

Discussion: none

VOTE: AYES- G. Steere, W. Steere, Reichert, Henry and Forgue
NAYS-0

MOTION PASSED

F. Boards and Commissions - Discussion and/or Action

1. Resignation/Vacancy

a. Charter Review Commission - Term to expire 6/30/2020

Councilor G. Steere stated the Clerk has spoken with one of the appointees to the Charter Review Commission that expressed that he was too busy for this appointment. Councilor G. Steere stated the Clerk is asking Council to remove that person from that position so that the position can be filled.

MOTION was made by Councilor Forgue to VACATE position #6, James Giarusso, on the 2020 Charter Review Commission; seconded by Councilor Reichert

Discussion: none

VOTE: AYES- G. Steere, W. Steere, Reichert, Henry and Forgue
NAYS-0

MOTION PASSED

2. Appointments - Discussion and/or Action

a. Charter Review Commission - Term to expire 6/30/2020

Councilor G. Steere stated that when Council appointed members to this commission they named the remaining volunteers "backups" and first backup was George Kain.

MOTION was made by Councilor Forgue to APPOINT George Kain to the Charter Review Commission, position #6, for a term to expire 6/30/2020; seconded by Councilor Reichert

Discussion: none

VOTE: AYES- G. Steere, W. Steere, Reichert, Henry and Forgue
NAYS-0

MOTION PASSED

b. Land Trust

1. Two expired 1 year at-large terms to expire 2/2021

Councilor G. Steere explained that these appointments are for the expired term of Janine Pitocco from the Planning Board and Roy Najecki from the Conservation Commission.

Councilor G. Steere stated that the Planning Board will consider their recommendation at their meeting of March 2, 2020 so the appointment for Janine Pitocco should be tabled to March 5th.

MOTION was made by Councilor Forgue to TABLE the appointment to the Land Trust- Member at Large from the Planning Board to March 5, 2020; seconded by Councilor W. Steere

Discussion: none

VOTE: AYES- G. Steere, W. Steere, Reichert, Henry and Forgue
NAYS-0

MOTION PASSED

Councilor G. Steere stated the Conservation Commission Chair has indicated the recommendation of Roy Najecki was made at their January meeting.

MOTION was made by Councilor Reichert to RE-APPOINT Roy Najecki to the Land Trust - Member at Large from the Conservation Commission for a term to expire 2/2021; seconded by Councilor Forgue

Discussion: none

VOTE: AYES- G. Steere, W. Steere, Reichert, Henry and Forgue
NAYS-0

MOTION PASSED

2. One expired 5 year Term to expire 2/2025

Councilor G. Steere stated this appointment is for the expired term of Gene Cavaliere to the Land Trust and that the Chair has indicated that Mr. Cavaliere would like to be considered for reappointment.

MOTION was made by Councilor Forgue to RE-APPOINT Gene Cavaliere to the Land Trust for a 5 year term to expire 2/2025; seconded by Councilor Reichert

Discussion: none

VOTE: AYES- G. Steere, W. Steere, Reichert, Henry and Forgue
NAYS-0

MOTION PASSED

c. Conservation Commission

1. One expired 1 year alternate term

Councilor G. Steere stated this item is for the expired term of Stephen Clifford and the Chair has indicated that Mr. Clifford would like to be considered for reappointment.

MOTION was made by Councilor Reichert to REAPPOINT Stephen Clifford to the Conservation Commission for the Alternate one year term to expire 2/2021; seconded by Councilor Forgue

Discussion: none

VOTE: AYES- G. Steere, W. Steere, Reichert, Henry and Forgue
NAYS-0

MOTION PASSED

d. Economic Development Commission

1. One Alternate, #2 position, 1 Term to expire 12/2020

Councilor G. Steere stated at the last Town Council meeting an Alternate was moved up to regular member and now, subsequently, we have moved the Alternate #2 person up to Alternate #1. Councilor G. Steere stated Council can now fill the Alternate #2 position and they have received a current talent bank listing.

MOTION was made by Councilor Forgue to APPOINT Christopher Harkness to the Economic Development Commission to fill the Alternate #2 position for a one year term to expire 12/2020; seconded by Councilor Reichert

Discussion: none

VOTE: AYES- G. Steere, W. Steere, Reichert, Henry and Forgue
NAYS-0

MOTION PASSED

- G. Authorization for Signature by Town Council President or designee
 - 1. Police Dept. Emergency Generator Installation- Discussion and/or Action Site Work Unforeseen Conditions - Change Order #2 - Discussion and/or Action

Councilor G. Steere stated that Gerry Mosca, EMA Director, has submitted a change order for the generator installation, at the Police Station, in the amount of \$2,195.34 due to additional site work.

MOTION was made by Councilor Forgue to AUTHORIZE the Town Council President to sign the Site Work Unforeseen Conditions - Change Order #2, for the Police Dept. Emergency Generator Installation in the amount of \$2,195.34; seconded by Councilor Reichert

Discussion: Councilor G. Steere stated buried concrete was a problem and a larger fuel tank was ordered.

VOTE: AYES- G. Steere, W. Steere, Reichert, Henry and Forgue
NAYS-0

MOTION PASSED

- 2. Letter of Support - Exeter/West Greenwich School Committee - Discussion and/or Action

Councilor G. Steere stated at the last Council meeting, a Resolution was received from the Exeter/West Greenwich School Committee requesting our support with their efforts to compel the state to establish fair school funding formulas.

Councilor G. Steere stated Council has prepared a letter of support, as follows:

Claudine Pande
School Committee Chair
Exeter-West Greenwich Regional School District

Re: State Funding of Education/Fair Funding Formula Resolution

Dear Ms. Pande;

The Gloucester Town Council received your Resolution entitled "State Funding of Education/Fair Funding Formula" regarding the current formula for state funding of education at their Council meeting of January 16, 2020.

The consensus of the Council is one of support of your efforts to obtain, among other related actions, a comprehensive review by the State to ensure a more consistent and reliable formula that benefits all students in all districts and we acknowledge the current formula may or may not be equal across all school districts.

As a show of support we will forward a copy of this letter to our legislators requesting their consideration.

Sincerely,
George O. Steere, Jr., President
Glocester Town Council

MOTION was made by Councilor Reichert to AUTHORIZE the Town Council President to sign a letter of support to Exeter/West Greenwich School Committee affirming their efforts in requesting a fair and equitable school funding formula for all communities and offering the Town's support by forwarding correspondence to our legislators; seconded by Councilor Forgue

Discussion: none

VOTE: AYES- G. Steere, W. Steere, Reichert, Henry and Forgue
NAYS-0

MOTION PASSED

H. Affordable Housing, Payment in Lieu of: Discussion and/or Action

Karen Scott gave Council an overview of State Law 45-24-46 1 on inclusionary zoning as it relates to "fee in lieu", at developers choice, for construction of affordable housing. K. Scott stated no developers have paid that fee in Gloucester yet but in preparation we need to know what our responsibilities are and what the funds can be used for. K. Scott stated the fee, once collected, can only be used for creating affordable housing and shall go into a restricted account. K. Scott stated the town must maintain its local Affordable Housing Board as that will be the Board to determine how and when the funds are spent. K. Scott stated the Comprehensive Plan must include a plan for utilizing those funds. K. Scott quoted the current Comprehensive Plan and stated she feels the plan meets that obligation. K. Scott explained how the fee fluctuates and the formula used to determine the fee and explained that it does not go below \$40,000. K. Scott spoke of different programs and concepts the town could utilize. K. Scott also explained that there are non-profit groups to assist with by administrating and monitoring our programs.

Discussion followed on our current housing stock and concepts to tailor projects towards owner occupied housing units. Councilor G. Steere stated he felt it was time to have this discussion as coming up with our own programs may be better than state mandated programs.

Councilor W. Steere questioned requirement for density bonus right now. K. Scott stated in the affordable housing ordinance there is a sliding scale determination. Councilor W. Steere asked if there is a state mandated maximum or minimum for a density bonus. T. Kane stated there is only a density bonus for a comprehensive permit. K. Scott will check on this question and stated there may be a few changes to our ordinance necessary to keep up with state law. Councilor W. Steere stated if state law allows for density bonus he feels our percentage required should be higher.

I. Paid Administrative Leave - Discussion and/or Action

Councilor G. Steere stated an employee is currently out of work on paid administrative leave and the Finance Director needs formal authorization to pay that person's salary from January 31, 2020 to February 21, 2020. Councilor G. Steere stated if this salary is authorized the motion should include the hours per week the employee shall be paid.

Discussion: T. Kane suggested the end date be the date following the next Council meeting.

MOTION was made by Councilor Forgue to AUTHORIZE the Finance Director to pay the salary of employee out on paid administrative leave for the time period January 31, 2020 to February 21, 2020 at 24 hrs. per week; seconded by Councilor Henry

Discussion: none

VOTE: AYES- G. Steere, W. Steere, Reichert, Henry and Forgue
NAYS-0

MOTION PASSED

VIII. Town Council Correspondence/ Discussion

1. Councilor G. Steere stated there was correspondence from FEMA regarding flood insurance rates.

IX. Department Head Reports/Discussion

1. J. Fecteau, Clerk, stated that she had discussion about the flu and the Corona virus with the EMA Director. The Clerk stated that J. Mosca had informational flyers regarding precautions that can be taken by individuals. J. Fecteau stated that G. Mosca may set up a MEDS Pod training if needed.
2. D. Brennan, Finance Director, spoke regarding correspondence from our current energy provider encouraging the town to sign on for another year. Discussion followed on energy providers and possible solar opportunities. D. Brennan stated they claim the price is at a 20-year low and if we chose to sign up for another year we can lock in to that price.

X. Bds. and Commissions Reports/ Discussion

1. W. Steere, School Committeeman, stated that the Region hired a consultant to determine the schools energy needs and the relationship to solar energy. W. Steere discussed the possibility of utilizing local solar farms and that the school hoped to chose one shortly.

Councilor Reichert noted to W. Steere, School Committeeman, about an incident with a teacher regarding inflicting her political opinions in the classroom. W. Steere will follow up.

W. Steere discussed the Region's regionalization committee meeting. W. Steere stated they voted to continue with the Charter Review Commission. Councilor Henry stated the Charter Review Commission's goal is to rework the charter so that they can bring the full regionalization question to the voters this year. Councilor Henry stated the region's attorney has stated the Town Council cannot refuse to place the issue on the ballot. Councilor Henry stated many Gloucester elementary school teachers attended the meeting to state that they have not been involved in the conversation of full regionalization. W. Steere stated no one has ever asked the local teachers how they felt about the concept of full

regionalization. Councilor Henry stated that when asked why Gloucester Council seemed not to be in favor of full regionalization Councilor Henry stated that she remarked that Gloucester operates by looking at big picture budgeting, one pie, for a budget that is reasonable. Councilor Henry stated the Region just presents their budget for approval without a big picture concern. Councilor W. Steere stated there are a lot of elements to consider before this concept could be considered. Councilor Henry stated School Committeewoman Pezza, from Foster, assured all that it would be put in the charter that no schools would close. Councilor Henry stated she has been informed that there is currently potential legislation that would pull back state aid for regionalized communities as it costs more to education these students.

W. Steere, School Committeeman, discussed the problems with Capital Project funding, one in particular is a new water plant for the school. W. Steere stated he has seen some cuts made to the 2020-21 budget and hopes for more.

W. Steere, School Committeeman, stated that one of the proposals for the Regional Charter would be allowing one community to regionalize without the other.

XI. Open Forum

1. Roy Najecki, Conservation Commission, addressed the Council about a potential offer for a land donation (28 acres) on Chestnut Hill to be used for passive recreation uses. R. Najecki stated the resident is having a class one survey done at this time. R. Najecki also stated the owners would demolish the home on the property and restore land to its original state.

R. Najecki stated as a member of the Land Trust he has been asked to give Land Trust updates. R. Najecki stated the Land Trust website was hacked and is back up and running. R. Najecki updated the Council on Land Trust equipment and the repairs being made or considered. R. Najecki stated the costs for these repairs is not known at this time and is being determined by a dealer as the repairs could not be done by Public Works. R. Najecki briefly discussed bridges to be built on trails at Steere Hill. R. Najecki stated the Land Trust was about to purchase metal containers for storage, on site, at two major public areas. R. Najecki stated the Land Trust has paid final invoice to Pari Corp for the dam repair engineering and repair plan at Hawkins Dam for a price to date of approximately \$63,000, and the Land Trust is now looking to engage a consultant for grant writing to find the funding to go forward with the dam repairs. R. Najecki stated the board is reviewing the volunteer process and the risk and liability issues involved with allowing volunteers to work on public property. R. Najecki stated the Steere Hill parking area was recently expanded and thanked G. Treml and his staff. R. Najecki discussed equipment up for consideration for purchase. R. Najecki discussed encroachments on Land Trust properties. R. Najecki stated some of the trustees have met with the Future Farmers of America Club at Ponaganset High and he has met with the Economic Development commission, all for the future work and promotion of the Land Trust and open spaces in our town.

Discussion followed on a request for town land to grow tulips.

2. Judi Rix spoke to Council about the church across the street from her house and noted the lights shining into her house have since been shut off.

Ms. Rix read from the Zoning Ordinance regarding the law for sign size and stated while the law is the law she believes the sign is still bigger than the ordinance allows. Ms. Rix asked that the owners go before the Zoning Board as it does not comply in her opinion. Ms. Rix stated she does not believe the sign fits in with the character of the town.

3. Kathy Sorensen spoke on behalf of herself and co-workers at Town Hall. K. Sorensen thanked the Gloucester Police Department for their assistance during an unsettling event at the town hall recently. K. Sorensen recommended a secure call box set up for the back door at the food pantry so that door could remain locked with a "buzz in" system.

XII. MOTION to Seek to Convene to Executive Session Pursuant to:

A. R.I.G.L. 42-46-5 (a)(4) "Investigative proceedings regarding allegations of civil misconduct." - Discussion and/or Action -

B. R.I.G.L. 42-46-5 (a)(1) Personnel - Discussion of job performance and/or character - Discussion and/or Action

DETERMINED NOT NEEDED - No Action/ No executive Session

Atty. Kane noted that the employee in question was notified and chose to discuss issues in open session.

XIII. Reconvene Open Session

Disclosure of votes taken or # of votes taken in Executive Session - Discussion and/or Action

Disclose number of votes taken

DETERMINED NOT NEEDED - No Action/ No executive Session

XIV. Personnel - Discussion and/or Action

A. DPW Director - Job performance and/or character - Discussion and/or Action

Councilor G. Steere stated he put this on the agenda because it came to his attention that in early January, Public Works Director, Gary Trembl lost his temper in the town hall which resulted in a profanity laced tirade to Councilor Fogue. Councilor G. Steere stated this tirade was directed toward a fellow town employee. Councilor G. Steere stated it is his understanding that, during the tirade, Mr. Trembl expressed personal animosity towards this employee and threatened physical harm to this employee. Councilor G. Steere stated that it is his further understanding that Mr. Trembl did apologize to Councilor Fogue the following day, however, despite the apology this incident greatly concerns me. Councilor G. Steere stated a town employee making threats of physical harm to another town employee is totally unacceptable, in my opinion, and whether Mr. Trembl actually intended to harm a town employee is irrelevant, the matter has to be taken seriously. Councilor G. Steere stated Mr. Trembls conduct, as reported to me, demonstrated poor judgement and his inability to control his emotions while on duty.

Councilor G. Steere stated , quite frankly, I am questioning my confidence in Mr. Treml’s ability to exercise sound judgement and control his temper while on duty, and in my opinion, this conduct needs to be addressed.

Gary Treml stated he had no response.

Councilor Forgue stated he was in the town hall and saw Mr. Treml. He addressed Mr. Treml about the extension Mr. Wolfgang had granted him with the request he was working on for G. Treml.

Councilor Forgue stated that his apology was excepted but the Council wanted to take it to the next level. Councilor W. Steere stated “some people” which was acknowledged by Councilor Forgue.

Councilor Forgue stated he had trouble accepting this behavior and restraining himself and he walked out of town hall. Councilor Forgue stated he feels as though he took the high road and again acknowledged that he had accepted Mr. Treml’s apology. Councilor Forgue stated his concern is that this guy was just trying to do his job. Councilor Forgue stated he can only go by what he hears. Gary Treml stated he doesn’t want to get into it but the law states you have at least 15 days to get the information needed and if HR doesn’t like the information they can grant 5 more days. Gary Treml stated this person cannot deny his FMLA. G. Treml stated this is simply an internal issue so that the town knows he is on FMLA. Councilor G. Steere stated we are getting off course. Councilor G. Steere stated the Council had agreed they would accommodate and this employee was trying to get what he needed. G. Treml stated we should just continue so we don’t get into an argument. Councilor G. Steere stated it happened and shouldn’t have happened. Councilor G. Steere stated he had trouble believing it when Councilor Forgue came to him but he believes what he was told by Councilor Forgue. Councilor G. Steere stated he has trouble believing Gary lost it and in the town hall. Councilor G. Steere stated he has spoken with legal counsel and given the circumstances and what went on he would be looking for a motion to recommend a three day suspension without pay.

T. Kane explained the process to follow of a pre-deprivation hearing before the motion would be final. T. Kane stated this hearing would be informal hearing with a labor counsel and once recommendation is received it would go on the next Council agenda.

G. Treml asked to waive any hearing and just move forward with the three day suspension.

T. Kane explained again the process he recommends of the pre-deprivation hearing.

G. Treml stated he was fine with the three days, no hearing for the record.

MOTION was made by Councilor Henry to recommend a three day suspension, with no salary, for Public Works Director, Gary Treml, said days to be February 11, 12, & 13th, 2020; seconded by Councilor Reichert

VOTE: AYES- G. Steere, W. Steere, Reichert, Henry and Forgue

NAYS-0
MOTION PASSED

XV. MOTION was made Councilor Henry to Adjourn at 9:47 p.m.; seconded by Councilor Reichert

Discussion: none

VOTE: AYES- G. Steere, W. Steere, Reichert, Henry and Forgue
NAYS-0
MOTION PASSED