

At a meeting of the Town Council holden in and for the Town of Gloucester on May 17, 2018:

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; Edward C. Burlingame, Vice-President; Walter M. O. Steere, III; and Patricia Henry.

Member Absent: William Reichert

Also present: Jean Fecteau, Town Clerk; William L. Bernstein, Assistant Town Solicitor; Gary Treml, Director of Public Works; Diane Brennan, Finance Director; Ken Johnson, Building/Zoning Official; Karen Scott, Town Planner; Jane Steere, Tax Collector; Lori DeSantis, Tax Assessor; Melissa Bouvier, Senior Center Director; Bob Shields, Recreation Director; and Gerald Mosca, EMA Director.

III. Pledge of Allegiance

The Pledge of Allegiance was recited.

IV. Open Forum - For Agenda Items

None.

V. Citations- Discussion and/or action

A. Eagle Scouts - (Cont'd from May 3, 2018)

Councilor G. Steere stated that the Council has been asked by Troop #7 Gloucester to acknowledge seven young men as they become Eagle Scouts. Councilor W. Steere read the following Citation into the record:

**Be it hereby known to all that the Town of Gloucester hereby offers its sincerest congratulations to Scout Troop 44, Gloucester, Rhode Island**

**In Recognition of their Scouts achieving the highest ranking honor of**

***Eagle Scout  
in the  
Boy Scouts of America.***

To achieve this award, Scouts must work diligently to rise through the ranks of Scouting and be a leader by good example to other young men.

These Scouts gave of their time to better our community with the following Eagle Scout Projects:

***Declan Henry Beltram*** installed two concrete benches at Hawkins Pond.

***Evan Christian Hallberg*** installed two concrete benches at Steere Hill Conservation Area.

**Zachary A. LaVoie** raised over \$1000.00 for the installation of a 25 foot fiberglass flag pole at St. Paul the Apostle Catholic Church, Foster. He also donated two American flags previously flown over the US Capitol.

**Cameron Leach** installed 35 handcrafted trail signs and 21 posts at Steere Hill Conservation Area.

**Joseph A. Milia** participated in a historical cemetery cleanup at Barden Family Orchard.

**Ethan Joseph Provencial** participated in landscape improvements to the Ponaganset Middle School Cross Country Trail.

**Alexander N. Whitten II** participated in cleanup and fixing of the exercise stations, playground and bridges at Heritage Park.

The Town Council, Town Clerk and citizens of Gloucester are proud to honor these Eagle Scouts.

**George O. Steere, Jr.**  
**President, Gloucester Town Council**

**Jean M. Fecteau, CMC, Town Clerk**

Dated this 17th day of May 2018

seconded by Councilor Henry.

Discussion: None.

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

MOTION PASSED

B. Chepachet Grange - Annual Citizens Awards for 2018  
Councilor G. Steere stated that the Council has prepared Citations for those individuals honored by the Chepachet Grange on May 15<sup>th</sup>, 2018. Councilor Henry read the following Citation into the record:

**CITATION**  
***Chepachet Grange 2018 “Community Service Awards”***

The National Grange founded in 1867 is a nonprofit, nonpartisan, fraternal organization that advocates for rural America and agriculture. With a strong history in grassroots activism, family values and community service, the Chepachet Grange is part of more than 2,100 hometown granges across the United States; and

The Chepachet Grange #38, organized in 1907, has always enriched our community and celebrates the importance of citizens in our community that share their ideals and give unselfishly of their time and effort; and

The Chepachet Grange, annually, acknowledges the good work of individuals in our community at a Community Service Awards Night; and for 2018 the Chepachet Grange has chosen the following honorees:

*Mark W. Rechter, Citizen of the Year;*  
*Trooper Daniel O'Neil & K9 Ruby, Law Enforcement Officers of the Year;*  
*Chief Robert Seltzer, Firefighter of the Year;*  
*Lisa J. Giorgianni, Teacher of the Year;*  
*Allison & Michael Dahlquist, Agriculturalists of the Year;*  
*Patricia C. Stahly, Granger of the Year;*  
*Breadlines, Inc. Ministry, Group of the Year*

The Gloucester Town Council and the Town Clerk wish to congratulate and express our appreciation to these citizens on this occasion and we wish to thank the membership of the Chepachet Grange for their hard work, sense of community, dedication to our Town; and good sense to honor those chosen for the **2018 Community Service Awards**.

George O. Steere, Jr.  
President, Gloucester Town Council

Jean M. Fecteau, CMC, Town Clerk

Dated this 17th day of May 2018

seconded by Councilor Burlingame.

Discussion: Councilor Henry stated that she attended the presentation and noted that Mark Rechter, who brought forth the Scarecrow Festival this year, was surprised to receive this honor. Councilor Henry stated that Trooper Daniel O'Neil and his dog Ruby were the ones who found the young teenager last year who was missing. Councilor Henry spoke of the other honorees and stated that it was great to see all of this good happening in our community. Councilor Henry recognized Marie and Dennis Robidoux for organizing the event.

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

MOTION PASSED

VI. Consent Items - Discussion and/or action

- A. Approval of Minutes of Town Council Meeting of April 19<sup>th</sup>, 2018 (Cont'd from May 3, 2018) & Town Council meeting minutes of May 3, 2018
- B. Tax Assessor's Additions & Abatements - April 2018
- C. Finance Director's Report - April 2018 -

MOTION was made by Councilor Henry to APPROVE the Town Council meeting minutes of April 19<sup>th</sup> & May 3<sup>rd</sup>, 2018; NO Tax Assessor Additions or Abatements to the 2017 Tax Roll for April 2018; and to ACCEPT the Finance Director's Report for April 2018; seconded by Councilor W. Steere.

Discussion: None.

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

NAYS-0  
RECUSAL - Burlingame

MOTION PASSED

VII. Unfinished Business

A. Funding and implementation of salary analysis study - Discussion and/or action  
Councilor W. Steere stated that this discussion was continued from the last meeting because Councilor Burlingame was not present. Councilor W. Steere stated that the discussion revolved around including all non-union employees and whether funding could be found in this year's budget. Councilor W. Steere stated that the Finance Director obtained another quote for the study and he expressed his opinion that we should do it this year because there is money available.

Councilor G. Steere noted that some of the non-union positions are in limbo right now. Councilor G. Steere stated that at the last meeting, he suggested waiting for a full Council, but unfortunately Councilor Reichert is absent tonight.

MOTION was made by Councilor W. Steere to TABLE Funding and Implementation of Salary Analysis Study until the Council meeting of June 7, 2018; seconded by Councilor Burlingame.

Discussion: None.

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

MOTION PASSED

B. Parade Committee

1. Use of Pavilion (misc. additional days) - Discussion and/or action

Mike DeGrange, Parade Committee chair, stated that as of June 20<sup>th</sup>, the Recreation Department will be having band concerts on Wednesdays and he does not want to compete with them, so he would like to have concerts at the Pavilion starting on May 23<sup>rd</sup> until the Recreation Department program begins. Councilor Henry asked M. DeGrange for more information. M. DeGrange stated that this would be music every Wednesday to raise money for the parade by passing the hat or having raffles. Councilor G. Steere asked if a band has volunteered to do this. M. DeGrange replied in the affirmative, stating that the donations will be split with the band. M. DeGrange stated that they would do it until June 20<sup>th</sup>, when the concerts begin at the Church.

Councilor Henry suggested trying a different night, such as Friday. M. DeGrange stated that he did not want to book too much before speaking to the Council.

Councilor W. Steere inquired what type of music it would be. M. DeGrange replied that it would be some rock and some country. Councilor G. Steere asked M. DeGrange if he wants to try it for a few weeks. M. DeGrange replied in the affirmative.

Councilor W. Steere asked about public safety. Bob Shields, Recreation Director, stated that they do not have anything on Wednesday nights at the Church, but he feels that the Chief is leery about having events at the Pavilion without a Police detail. B. Shields noted that the Chief is not present and he cannot speak for him. Councilor G. Steere pointed out that it the same traffic that goes by the Church. Councilor W. Steere suggested that M. DeGrange follow up with the Chief of Police.

Councilor G. Steere stated that the Council could approve the request pending input from Public Safety.

Councilor Henry asked if the concerts will be advertised. M. DeGrange stated that due to a miscommunication, there was already something advertised in the Bargain Buyer. Councilor W. Steere asked if the hours will be similar to the concerts at the Church. M. DeGrange replied that they will start early and not go past 8:00 p.m.

Councilor W. Steere asked if electricity is available. Gary Treml, Director of Public Works, replied in the affirmative.

MOTION was made by Councilor W. Steere to APPROVE the use of the Pavilion for the Parade Committee concerts on Wednesdays, May 23<sup>rd</sup> and 30<sup>th</sup> and June 6<sup>th</sup>, from 5:30 p.m. to 8:00 p.m., pending discussion with Public Safety; seconded by Councilor Burlingame.

Discussion: None.

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

MOTION PASSED

C. Providence Water Supply Board - Tax Agreement renewal  
Appoint Negotiating Team- Discussion and/or action

Councilor Burlingame explained that we received a letter from the Providence Water Supply Board stating that we have to work out a tax treaty for the next ten (10) years. Councilor Burlingame commented that all we have to do is come up with a tax treaty going forward. Councilor Burlingame stated that we need a committee for that and noted that he is willing to serve. Councilor Burlingame recommended that the Tax Assessor and legal counsel also be on the committee.

Jean Fecteau, Town Clerk, stated that the Town Solicitor has advised that the Council not appoint a committee per se, which would be bound to Open Meetings and minutes.

Councilor Burlingame stated that he, the Assessor, and legal council could meet with Providence Water Supply.

MOTION was made by Councilor W. Steere to AUTHORIZE negotiations with the Providence Water Supply Board; seconded by Councilor Henry.

Discussion: None.

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

MOTION PASSED

VIII. New Business

A. Boards & Commissions

1. Historic District Commission

a. Appointment- Discussion and/or action

1. One alternate - one year term to expire 11/2018

Councilor G. Steere stated that there is no recommendation from the Chair as of yet.

Discussion: None.

MOTION was made by Councilor Henry to TABLE the appointment to the Historic District Commission for a one year Alternate term to expire 11/2018; seconded by Burlingame.

Discussion: None.

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

MOTION PASSED

2. Gloucester Housing Authority

a. Resignation - Discussion and/or action

1. One five year term to expire 7/2022

Councilor G. Steere stated that the Council has received the resignation of Stephen Theriault from the Gloucester Housing Authority.

MOTION was made by Councilor W. Steere to ACCEPT the resignation of Stephen Theriault, with thanks, from the Gloucester Housing Authority for a term to expire 7/2022; seconded by Councilor Burlingame.

Discussion: None.

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

MOTION PASSED

b. Appointment - Discussion and/or action

1. One five year term to expire 7/2022

Discussion: Councilor G. Steere stated that there are no recommendations at this time.

MOTION was made by Councilor Burlingame to TABLE the appointment to the Gloucester Housing Authority for a term to expire 7/2022; seconded by Councilor W. Steere.

Discussion: None.

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

MOTION PASSED

B. Personnel

1. Request: Employee Time Off – Leave no pay for Military participation-Discussion and/or action

Councilor G. Steere read the following request from Diane Brennan:

To: Honorable Town Council  
From: Diane L. Brennan, Finance, H/R Director  
Memo: Employee Time Off – Leave no pay  
Date: May 14, 2018

I am writing to inform you of a town employee, due to spending time with the National Guard, that will be running out of paid time off. At the end of the time requested for Guard duty, there will be up to 48 hours with no paid time available. There appear to be two options for this individual. The council may grant the time as leave no pay for the needed time, or advance the time. To advance the time will take the employee about 7 and one half months to earn back the paid vacation time. As this is an annual tour of duty, the advance vacation option does not provide adequate time for the next two-week period.

I have spoken with Gary Treml, the department director, and we agree the leave no pay option is the best solution to handle the time off for this individual.

I recommend the council concur with this request and provide for leave no pay for this public works employee.

(End of memo)

Discussion: Councilor Burlingame stated that he has had discussion with the Finance Director and one option would be where the individual would take the first week as vacation and the second week would be with no pay. Councilor Burlingame stated that another option would be for the employee to turn over his check from the Reserves for those two (2) weeks and the Town would make up the difference, and leave the employee whole. Councilor Burlingame recommended that the Council give the employee that option. Councilor Burlingame stated that he likes the idea of making the person whole when they go on Reserve Duty because it is a voluntary thing for the military. Councilor Burlingame stated that we don't have a policy on this but we have something close to it in terms of Jury Duty. Councilor Burlingame recommended that we have a policy in place going forward that gives the employees options when they go on Reserve Duty.

Councilor W. Steere agreed and stated that our Employee Handbook needs revamping. Councilor W. Steere stated that we do not have many instances where we have military, but they are serving our country so we should find a way to work with them and should have a policy or procedure going forward. Councilor Burlingame suggested we handle this case as described but put something in the handbook going forward

Diane Brennan, Finance Director, stated there is no policy but we can't have this person being AWOL from the Town. D. Brennan stated is is like a leave no pay and his vacation wouldn't be charged. D. Brennan stated there is state law regarding this issue but we never addressed the pay portion of this situation.

Kathy Sorensen stated that her son is in the Marine Corps Reserves and there is a U.S. Government policy which she feels should be reviewed by our legal counsel, stating that the Town is not in compliance with Federal and State Laws regarding active and reserve service. K. Sorenson read from the policy and stated the policy states the employee should be accruing fifteen days leave. K. Sorenson stated she feels legal council should review before a decision is made. K. Sorensen gave copies of the policy to the Council members. Councilor Burlingame stated that the Council can approve this particular request but before the procedure goes in place, we can make sure that the policy is reviewed and incorporated with our policy. Councilor G. Steere thanked K. Sorensen for bringing this to the Council's attention.

Councilor W. Steere asked if the employee brought this up. G. Trembl stated he had not.

Ericka Dauphinais stated that typically, military salaries are higher than town employees' salaries and asked what happens in that case. Councilor Burlingame stated that this policy would benefit those whose regular pay is higher than their military pay. Councilor Burlingame stated that if their military pay is higher, they would just take the time off and not use their vacation time, and there would be no impact.

Discussion followed on the law becoming part of the handbook revisions .

MOTION was made by Councilor Burlingame to give the employee the option of using vacation time for the first week and unpaid for the second week, or turn in his military pay for two (2) weeks and be reimbursed to the point that makes him whole for the two (2) weeks at regular pay; seconded by Councilor Henry.

Discussion: Councilor G. Steere asked the Solicitor if that would follow what was given to Council by K. Sorensen. Atty. Bernstein answered in the affirmative.

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

MOTION PASSED

IX. Town Council Correspondence /Discussion

- A. Councilor G. Steere stated that we received a Resolution from Foster opposing the Governor's plan to transfer \$6 million from Resource Recovery over the next two (2) years while raising the tipping fee to communities from \$32.00 to \$39.50 the first year, then to \$47.00/ton in 2019, resulting in a 47% increase over two (2) years. Councilor G. Steere stated that Foster is looking for our support regarding the Resolution and stated that may be a good idea. Councilor G. Steere noted that we received the same request from the Charlestown Town Council.
- B. Councilor G. Steere stated that we received a Resolution of support from Charlestown of the recommendations that were submitted by Karen Scott, Town Planner, to the legislative commission to study low and moderate income housing.
- C. Councilor W. Steere thanked everyone involved in the Financial Town Referendum that took place this week and acknowledge the hard work to make this happen. Councilor W. Steere noted that there was a record turnout.



D. Councilor G. Steere stated that correspondence was received from the Department of Education regarding their campaign to serve summer meals to children in need. Councilor G. Steere noted that last year, they served more than 467,000 meals during the summer to children across the state. Councilor Henry asked if we participated in that. Councilor G. Steere replied that he does not believe so, but we are asked to put banners up advertising the program. Councilor Henry asked if we should ask our Superintendent if there are children at risk. Councilor G. Steere stated that the Dept. of Education is looking for a liaison from the Council. Councilor Henry stated that she will contact Superintendent Barnes to inquire if there is a need.

X. Department Head Reports/Discussion

A. Karen Scott, Town Planner, spoke regarding the RIDOT upgrades to Route 44, stating that the State has given us until June 1<sup>st</sup> to provide feedback on the ninety percent complete plans they emailed to the town.

Councilor W. Steere asked about the bicycle lanes that were proposed for Route 44. Councilor W. Steere expressed concern about shrinking the size of the road for motor vehicles. Councilor Henry stated as a cyclist herself she agrees and stated that we would have to eliminate a traffic lane on each side and the Town could not absorb that kind of traffic. There was discussion concerning the plans for turning lanes on Route 44 and how the bicycle lanes would interfere with that.. K. Scott explained that the after Council gave their feedback on the road plans the state started a bike plan. Councilor Burlingame asked if we could respond that we do not want the bike lanes. K. Scott stated we expressed that we didn't want a bike plan to interfere with our knowledge of the previous road plans. Councilor G. Steere stated that he thinks we already did. Councilor Burlingame stated that we should reinforce our opinion. Councilor W. Steere stated we want to make sure the passing lanes are still in the plan. Councilor G. Steere stated he believed passing lanes were to be in two spots, one eastbound and one westbound. The Council asked K. Scott to request that the State send us a hard copy set of plans and to extend the deadline until June 15<sup>th</sup> to allow the Council sufficient time to review the plans.

Councilor Henry stated that in the new roundabout there is a large area waiting to be planted and asked who will be doing the planting. Councilor Henry stated that she has been contacted by various people who would be willing to donate their time and energy to do the work. Jean Fecteau, Town Clerk, stated that she was told that the State will be landscaping the area. G. Steere stated he thought that would be the town's responsibility. K. Scott stated that she will contact the Project Manager to ask what their plans are.

Councilor Henry asked about Route 94 and if the State has responded to our request to move up the date. K. Scott replied that the completion date of the project is still 2021.

Councilor W. Steere noted that when going westbound on Route 44 to the first island, where there is a sign at the roundabout, the bricks are coming loose and caving in. K. Scott stated that she will ask DOT about this.

- B. Ken Johnson, Building/Zoning Official, spoke regarding Statewide permitting fees that were approved and will go into effect on July 1<sup>st</sup>. K. Johnson stated that his office has prepared a spreadsheet which indicates that the Town will come out slightly ahead regarding fees. K. Johnson noted that the minimum fee charged for a building permit will increase. K. Johnson stated the fee schedule of the Zoning Ordinance will have to be amended to reflect the new fees.

Councilor W. Steere stated that there is some pounding going on at Spring Grove and asked K. Johnson if Adler's permit allows them to do that in addition to removing gravel. K. Johnson replied that he has spoken to representatives of the company about complaints that have been made by the neighbors and was told that they ran into more than they bargained for. K. Johnson stated that he asked when the activity would wrap up, but they were hesitant to respond. Councilor W. Steere stated that he didn't read the final Planning Board decision, but there has to be an end date. Councilor W. Steere stated that the neighbors are his concern. K. Johnson stated that it has been going on consistently for the past year and a half and they are trying to address it. Councilor G. Steere stated that he has spoken to the Adlers and they would have loved to not hit ledge there. Councilor W. Steere commented that it is not our problem. Councilor G. Steere replied that it is because they have to do the project. K. Johnson stated that there is nothing specific in the Planning Board's decision, but there probably should have been. K. Johnson stated the neighbors were concerned about damage to the road. K. Johnson further stated that the town didn't secure a bond for the road. Councilor W. Steere stated that we can only do so much and maybe they should figure out a way to satisfy the Town. Councilor G. Steere stated there must be a proposed plan with grades and are they following the plan. Discussion followed on possibly imposing time limits on future projects. K. Johnson stated that Adler usually complies but in this case, they are having a hard time.

Councilor W. Steere stated that Adler is also processing on Route 44, close to the road. K. Johnson stated he was not aware they would be processing the material at that location. K. Johnson stated he spoke to them about it and they will move the material to the back of the property. Councilor W. Steere stated he hoped this wasn't a precursor as to how the work will be done when that area is developed. Councilor G. Steere stated there will be machines, blasting, and similar work there when they start developing. Councilor W. Steere stated if we know going in what is going to occur it would be different. K. Johnson stated we are trying to come to some determination, for the neighbors, when it will end.

- C. Councilor Henry asked Gary Treml, Director of Public Works, for an update on the tennis courts at Gloucester Memorial Park. G. Treml replied the columns for the nets were poured and we hope to be working there next week, weather depending. G. Treml stated we will probably be installing curbing around the perimeter along the fence line. G. Treml stated this should work well to raise the court up on the outside. Council thanks G. Treml.

XI. Bds. and Commissions Reports/Discussion  
None.

XII. Open Forum

- A. Walter Steere, Jr. spoke regarding the letter from the Department of Education, regarding a lunch program, stating that to his knowledge Gloucester did not have anything last year. W. Steere, Jr. stated that we lose money on our lunch program as it is. W. Steere, Jr. stated we should be sure we have all the information before taking any action. Councilor Henry commented that what they sent to us did not have any information about the program.

Regarding Route 44, W. Steere, Jr. suggested that the Council get all the plans they can because the State always comes up with surprises, like they did with the roundabout.

XIII. Seek to Convene to Executive Session Pursuant to:

- A. R.I.G.L. 42-46-5 (a)(5) Litigation: Town of Gloucester vs. Grenga, # PC -2017-0693. - Discussion and/or action

(This item on in error) Councilor G. Steere stated that there will be no Executive Session.

XIV. Reconvene Open Session

Disclosure of votes take in Executive Session

No Executive Session.

XV. Adjourn

MOTION was made by Councilor Burlingame to ADJOURN at 8:41 p.m.; seconded by Councilor W. Steere.

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

MOTION PASSED