

**Nahant Board of Selectmen**  
**Executive Session Meeting Minutes – July 20, 2016**

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Date: July 21, 2016

Attendees: Richie Lombard, Frank Barile, Chesley Taylor, and Jeff Chelgren

Also Attending: Larry Donoghue, Labor Counsel, Scott Frary, and Sean Cronin, AISCME

Meeting came to Order at 7:30 PM

Chairman Lombard called the meeting to order at 7:30 p.m. and asked for a motion to go into executive session for the purpose of discussing pending legal action. The motion was made by Frank Barile, seconded by Chesley Taylor, and approved by unanimous vote.

Attorney Larry Donoghue, Nahant Labor Counsel, identified that the Town has received a step 2 grievance from Mr. Scott Frary related to his recent dismissal from the Nahant DPW. Mr. Donoghue provided the board an overview of the step 2 process and the relevant facts in the personnel action. The Board asked various questions.

Mr. Frary and Attorney Cronin entered the meeting at approximately 8:00 p.m. After brief introductions and process review discussion, Attorney Cronin made statements on behalf of his client. Atty. Cronin identified Mr. Frary as a dedicated employee with long service to the community but also with a drinking problem. He then asked for Board of Selectmen to consider giving his client a second chance. Mr. Frary then spoke about his commitment and willingness to change. The board asked a few questions of both Mr. Frary and Atty. Cronin, after which both were excused from the meeting.

The Board of Selectmen, Town Administrator, and Labor Counsel then reviewed the submitted material, discussed the process, and considered all action options. At the end of this discussion Mr. Barile made a motion to come out of executive session, seconded by Mr. Taylor, and approved by unanimous vote.

In open session Mr. Lombard made a motion to deny the step 2 grievance. It was seconded by Mr. Barile and approved by unanimous vote.

The Town Administrator then identified that he had a couple of items that he needed to discuss with the board and to seek confirmation to proceed, and those items were: 1. Town Administrator, Administrative Assistant moving from full-time to part-time (trial period until October); and 2. The award of a contract for bringing on a staff engineer (contracted service -not personnel). After a brief conversation about the details of both, the Chairman indicated that both items could move forward. Further, Jeff requested that the Board meet next Wednesday in a

retreat-like format in order to sit together to review a wide range of issues and to discuss policy. It was determined that the board would rather delay this to some later time.

Mr. Barile made a motion that the Board adjourn the meeting, seconded by Mr. Taylor, and approved by unanimous vote. The meeting was adjourned at 9:10 p.m.

Minutes prepared by Jeff Chelgren, Town Administrator

Minutes approved this 1 day of Sept. 2016 Minutes released \_\_\_\_\_ BOS meeting

Chesley R. Taylor Jr