

TOWN OF BEACON FALLS  
BOARD OF SELECTMEN C/O TOWN HALL  
10 MAPLE AVENUE BEACON FALLS, CT 06403  
11/7/19 Minutes (Subject to revision)

November 7, 2019

Town Clerk Leonard C. Greene  
c/o Town Hall 10 Maple Avenue  
Beacon Falls, CT 06403

Dear Mr. Greene:

Please be advised that the Town of Beacon Falls Board of Selectmen will hold a Special Meeting on Thursday, November 7, 2019 at 6:00 P.M. in the First Selectman's Conference Room, Town Hall, 10 Maple Avenue, Beacon Falls, CT.

#### AGENDA

Board Members Present: Chris Bielik (CB), Pete Betkoski (PB), absent Mike Krenesky

Others: Telephone Conference call: Chris McGinnis (CM), Human Resources, McInnis, LLC.

1. Call to Order/Pledge to the Flag –First Selectman, Chris Bielik, called the meeting to order with the pledge of allegiance at 6pm.
2. Executive Session –Part Time Assistant Town Clerk interviews - invite Len Greene from the Town Clerk Office, and Chris McInnis from Human Resources at McInnis, LLC., to participate – Postponed until after November 18<sup>th</sup> as discussed below.
3. Offer of Employment - discussion and possible action –no action taken, postpone until after November 18th.

Chris B.(CB): Now, according to the agenda, we had some action that we were planning on taking tonight. I have dialed in to this meeting the CEO of McInnis, our HR firm; Chris McInnis for the record would like to make a statement that would clarify why it is we are not proceeding with the agenda as originally intended. Chris, Would you like to state for the record?

Telephone Conference call: Chris McInnis (CM): The reason I made the decision to postpone the interview process, is that I received a call from First Selectmen Elect Gerry Smith, stating that he did not want to proceed with any interviews today or any hiring decisions in the future based on his opinion of what should happen between now and November 18<sup>th</sup>, when he takes office. He was very strongly insisting that any decisions that we made today would not be supported. We then thought it would be best interest of the town and the candidates that would be participating tonight to postpone. We

certainly wouldn't want them to be part of a process that wasn't supported by not only the current First Selectmen but by the future First Selectmen Elect. We made the decision to cancel all interviews and hiring decisions until First Selectmen Elect Gerry Smith is in office on November 18<sup>th</sup>.

CB: Thank you, Chris. I would like to expound a little bit on what Chris just was saying. The decision was made between McInnis and myself, jointly based on our feeling that it would be unjust for the candidates that would be entering into a potential hiring action in good faith. That the current Board of Selectmen, which absolutely has statutory authority to administer the operations of the town, and has absolutely authority to make the hiring decisions. If the incoming administration were to undue the work that was done, it would be putting people operating in good faith at risk because even personnel that would be hired to a bargaining unit position, would be subject to the conditions of the bargaining unit contract. Within that bargaining unit contract, is a provision that employees are hired under an initial probation period that they may be dismissed during that period for any reason without any cause whatsoever? The intentions stated by Mr. Smith that he would undue any actions that we would take at a Board meeting either here or next week. That people we would hire that were competent and qualified for the positions. If they could be in a position where they would accept an offer from the town, and terminate their current employment to come to the town. And then summarily dismissed for no good reason of their own doing that it is not fair to the individual in question. For this reason and only this reason, HR and myself as the First Selectman of the Town of Beacon Falls, have decided to not put those individuals at risk, and we are therefore postponing any hiring actions for either this special meeting or the special meeting we originally had scheduled for November 14<sup>th</sup>.

Selectmen Betkoski, Do you have any comments that you would like?

Pete B: Not at the moment, Chris, sorry for the inconvenience. I appreciate all the efforts you put for setting up the interviews.

CB: I especially want to thank Sara DePeters, who was the point person, for doing all the initial screening, setting up the interview process, reaching out to them, getting everything scheduled, and then brought in at the eleventh hour to undo all of that. I hope that Sara has expressed to candidates that we apologize for the inconvenience to them and we will be getting back to them in the near future and setting something up that is mutually beneficial for all of us.

Chris M: Sure, I will certainly relay the message to Sara and as you know it has been months of work and weeks of scheduling, I'm sure we will get these people scheduled in a timely manner in the upcoming weeks. Hopefully they will be still available and I think you have a good roster of candidates to interview.

CB: Yes, I agree, the candidate pool was exceptionally strong. The fact we had so many that were superior, who survived the initial screening process. I'm grateful for the applicants for showing the interest and for Sara and for the work of McGinnis, to identify these candidates to bring them to us to improve the operational staff of Beacon Falls. Thank you for your efforts, greatly appreciate it, and everything you have done.

CM: Of Course, you are welcome. Thank you.

PB: Just want to reiterate what Chris B. has said. Thank you for your efforts and near future, everything will be resolved.

CM: Yes, in near future, we will be sitting at the table and making really good hiring decisions.

CB: As could have been done tonight but for the reason that was previously stated we will conduct this process in the near future

4. Adjournment

**Motion to adjourn 6:12pm**

PB/CB, all ayes

Thank you,

Angela Moffat  
Meeting Clerk