

**MINUTES**  
**SHARON SELECT BOARD**  
December 7, 2021

The meeting of the Sharon Select Board was called to order at 7:00 pm by Chair William Heitin remotely via Zoom. Select Board members Hanna R. Switekowski and Emily Smith-Lee were in attendance as was Town Administrator Frederic E. Turkington, Jr. and Assistant to the Town Administrator, Lauren Barnes. The meeting commenced with the recitation of the Pledge of Allegiance.

**Appointment of Ryan Lee as full-time police officer**

Chief Brewer had provided a recommendation for the Board to review in preparation for tonight's meeting. A complete background has been completed and shows Ryan to be a loyal, competent, community-oriented officer. Ryan has been with Brookline PD since 2008 and a full-time police officer for almost 14 years. Prior to that, he was a special police officer in the City of Boston for Longwood Public Safety.

Ryan has served on both the SRT(SWAT) and bicycle units, responded to the Boston marathon bombing, the following Watertown incident, and countless large events. He is a forward thinker and has many police certifications, awards, and commendations. Ryan is a Sharon resident and approached Chief Brewer months ago about his desire to work with the Sharon Police Department.

Ryan has an associate degree in Business Administration from Paul Smiths College in NY and a bachelor's degree in American History from Suffolk University. Ryan is an avid outdoorsman and enjoys fly fishing. He also has a passion for animal preservation and keeping animal habitats clean and sustainable.

Ryan is described by co-workers as a genuinely nice guy, a team player and a man who takes pride in what he does. Ryan loves to spend time with his family, and this is one of the main reasons for his request to transfer to Sharon. Ryan is described in his neighborhood as a great neighbor, friendly, kind, and helpful. Those who know Ryan portray him as a man of integrity, compassion, and a high degree of professionalism.

Sergeant Penders also commented he had an opportunity to meet with Mr. Lee today and was impressed with his professionalism.

Mr. Lee is looking forward to this opportunity and was excited at the possibility of this transfer. He thanked the Board for this opportunity to serve the community.

**MOTION:** To appoint Ryan Lee as a full-time police officer as recommended by Chief Brewer.  
(Switekowski – Smith-Lee)

Heitin: AYE  
Switekowski: AYE  
Smith-Lee: AYE  
3-0 **PASSES**

**Board and Committee Interviews - Zoning Board of Appeals**

The Select Board met with three of four candidates for two vacancies for Alternates on the Zoning Board of Appeals. The fourth candidate will be interviewed at the Board's next meeting on December 21.

Mr. Shapiro thanked the Board for this opportunity to meet tonight. He is currently a member of the Municipal Solar Oversight Committee. In that role, he worked personally with the neighbors to come to an agreement.

Ms. Smith-Lee asked what Mr. Shapiro feels are pressing issues for next few years. Appropriate growth, areas of opportunity for growth, enhance. Fix the mix between residential and commercial and continue the work set

out on the master plan. Mr. Shapiro indicated that he has long been committed to equity in housing. In his free time, Mr. Shapiro enjoys spending time outdoors and has been cooking much more.

Mr. Hemant Mehta thanked the Board for the opportunity to introduce himself. He explained he is a 35-year resident in Sharon. He retired last year after a long, successful career. His work experience has helped in sharpening his leadership skills, teamwork, aligned to meet goals and objectives with successful results. He explained that his vision includes effectively working within guidelines, gaining more attention for business opportunities and expansion in a limited fashion to allow selected businesses or small-scale industries in Town.

Mr. Metha explained that work is his passion and what he enjoys the most. He also likes to travel which the pandemic has affected. Also enjoys spending time in nature.

Mr. Wallenstein appreciates opportunity to address the Select Board. He is a 45-year resident of Sharon and has been practicing law for same amount of time. He specializes in environmental, land use, renewable energy and decarbonization. He was an elected member of planning board for five years, serving as Chair for three. He is very familiar with the Town's zoning bylaws. He helped to shepherd the Gavin's soccer fields and is currently member of Sharon Men's Club.

Mr. Wallenstein is also an arbitrator with American Arbitration Association. Relevant to ZBA. Has been watching ZBA meetings for last year or so, following Gallery and Costco proceedings. Involved with professionally on good sized projects. Appeared before ZBA for variance. If state has given tools for enhancing diversity among housing, such as 40b and 40r and smart growth overlay district. If appointed, would certainly look favorably on projects that would enhance Town's diversity within existing rules.

For fun, Mr. Wallenstein enjoys running and cycling. He also likes to give lessons on sailing and teaching blind children to sail.

The Board thanked Mr. Shapiro, Mr. Mehta, and Mr. Wallenstein for their time. The Board will interview one more candidate at the next meeting before making appointments.

### **Board and Committee interviews – Lake Management Study Committee**

The Board was introduced to Mr. Ken Hyman who explained he has a passion for the Lake Management Study Committee. He appreciates this opportunity to be considered to serve. Mr. Hyman explained that he is not a biologist, nor an environmental scientist, rather a concerned citizen. He is a 25-year resident of Sharon and a 20-year resident of Beach Road. He is on the lake daily and has a good understanding of its health and management. He can see the impact of climate change as well as the impact of algae blooms due to increased temperatures and is interested in participating and expanding the committee's responsibilities.

Mr. Hyman feels that a key component of the lake health is making sure the oversight at the Flume House and water level has clear understanding of daily lake management. He explained the past summer was a summer like never seen before in terms of temperature and rainfall.

For fun, Mr. Hyman likes to spend time on Lake Massapoag. He also enjoys woodworking, drawing, hiking and mountain biking.

**MOTION:** To appoint Mr. Hyman to lake management December, 2022.  
(Heitin-Switlekowski)

Heitin: AYE  
Switlekowski: AYE  
Smith-Lee: AYE  
3-0 **PASSES**

### **Energy Advisory Committee update**

Mr. George Aronson of the Energy Advisory Committee provided the Board with an update regarding the community aggregation program, Sharon Power Choice. Sharon Power Choice has 4366 residents participating in the program as of September 30, 2021, and 240 small and large businesses. Of the three options provided to residents, 88 percent chose the standard option, 1.8 percent are enrolled in the green option and ten percent have elected the basic program. This equates to a carbon savings of 17,050 tons or 3.5 million pounds of CO<sub>2</sub> reduction by supporting renewable energy over Eversource.

Eversource has just announced their rates for six months beginning in January 2022 which is 15.735 cents higher across the Board. Sharon Power Choice rates are locked in through 2023 representing a 26 percent savings on the average electric bill. According to the data, this represents a \$725,000 savings for Sharon residents over the next twelve months.

The Board extended their thanks to committee, as this is what was hoped for at the outset of the program. They also requested that the Energy Advisory Committee create communication for residents who may still not know about program.

Residents were reminded that they can opt-in to the Sharon Power Choice program at any time for savings and should contact the Select Board's SB office for instructions.

### **Governance Study Committee update**

Mr. Paul Pietal, Governance Study Committee Chair provided an update for the Board. He explained that the committee has met seven times to date. They have created two subcommittees to deal with ATM/RTM and one for evaluation of Boards and Committees. With respect to personnel bylaws, the committee agreed that required more expertise. Mr. Pietal provided summary of meetings so far. The Committee has been in fact finding mode. They have spoken with the Town Clerk and committee member Rob Carver has been helping with data gathering and analysis. Mr. Keenan has been engaging with the Collins Center, and MAPC will attend the next committee meeting on December 15 to see what expertise they may have for the committee.

So far, the committee has found the matter of education for residents on how the Town runs to be important, although not part of the charge of the committee. Mr. Pietal mentioned that the committee currently has no budget. Although there are no current expenses, they are investigating options they would like to explore and would like to keep the option for funding open.

The Board asked whether the committee has discussed or made arrangements yet for public listening forums and where that may be on the event horizon. Mr. Pietal explained that it hasn't yet talked about a forum but have had discussions about a survey. They did reach out to IT about a mailing list and the possibility of exploiting DPW's distribution list. They have also talked about leaving information at Town Hall, the Community Center, as well as engaging with the AP government teacher at Sharon High and Mr. Pietal's colleagues.

The Board expressed their appreciation for the summary and update. They will work with Administration to come up with some form of funding.

### **Town Administrator performance review**

For background, each Select Board member independently completes an evaluation form and adds comments based on their thoughts on the performance of the Town Administrator for past 12 months. The responses and comments are then assembled into one document, which reflects a combination of the three reviews. Mr. Turkington has received high marks across the board. There are some areas of improvement but still high marks. Mr. Heiting explained that there was nothing in particular to point out specifically. This has been another tough year with COVID. This is a public document once voted and are welcome to read.

Ms. Smith-Lee agreed. There is some constructive criticism but feels Mr. Turkington is doing a great job. She

mentioned that she hopes Mr. Turkington doesn't construe the remarks as critical, rather as areas of opportunity considering we are not in normal times. Ms. Switekowski added her gratitude for Mr. Turkington's accessibility to the Board and residents.

Mr. Turkington thanked the Board and remarked that continuous improvement is always a goal.

**MOTION:** To accept the composite employment performance review as prepared.  
(Smith-Lee - Switekowski)

Heitin: AYE  
Switekowski: AYE  
Smith-Lee: AYE  
3-0 **PASSES**

### **Consent calendar**

Review and approve consent calendar

- I. Vote to approve the minutes of the following regular session meetings:
  - a. October 26, 2021
  - b. November 16, 2021
- II. Vote to approve the following banner requests:
  - a. Sharon Youth Lacrosse registration December 13-20, 2021, in 1<sup>st</sup> position
  - b. Sharon Youth Lacrosse registration December 27-January 3, 2022, in 1<sup>st</sup> position
- III. Vote to accept \$10,000 donation for the Recreation Department by the Estate of Rick Schantz who was a member of the Recreation Advisory Committee until his passing in August
  - a. Memo from Recreation Director
- IV. Vote to approve out of state travel for Recreation Director, Linda Berger to travel to attend Northern New England Recreation & Parks Conference in North Conway, NH from January 11 to January 13, 2022, as recommended by the Recreation Advisory Committee
  - a. Memo from Recreation Director
- V. Vote to approve the Polar Plunge at Veterans' Memorial Beach on March 5, 2022, as recommended by the Recreation Advisory Committee
  - a. Memo from Recreation Director
- VI. Vote to award the following salt contracts for snow and ice control:
  - a. Rock Salt (primary) in the amount of \$65/ton; solar salt (primary) in the amount of \$65/ton; and treated salt (primary) in the amount of \$83/ton to Eastern Minerals, Inc.
  - b. Rock Salt (secondary) in the amount of \$80.89/ton and treated salt (secondary) in the amount of \$96.89/ton to Morton Salt Co.
- VII. Vote to appoint Maria de la Fuente as the MAPC representative for the Town of Sharon
- VIII. Vote to appoint Scott Leonard as Police Department liaison to the Diversity, Equity, and Inclusion Committee for a term expiring June 2022
- IX. Vote to approve a one-day liquor license for Red Lentil of One Pond Street on December 8, 2021 from 3 to 8pm for their grand opening

**MOTION:** To approve the consent calendar.  
(Smith-Lee - Switekowski)

Heitin: AYE  
Switlekowski: AYE  
Smith-Lee: AYE  
3-0 **PASSES**

## **Report of the Town Administrator**

Mr. Turkington provided the following update.

Conservation Administrator vacancy. I am working with a sub-committee of three members of the Conservation Commission. Two candidates from the original pool of more than 50 applications were interviewed on November 16 and with the full Conservation Commission on December 2. We hope to bring aboard the new employee on or about January 3, 2022.

Workers' compensation insurance. Finance Director Krishan Gupta is leading an exploration into the feasibility of establishing a self-insurance fund and hiring a third-party administrator to manage workers' compensation claims and public safety injured on duty (IOD) rather than fully insuring that liability beginning in FY2023. The review will not only consider potential cost-savings, but ease of administration, speed of claims resolution, and return to work.

Firefighter resignation. Patrick McGovern has given his notice due to difficulties he feels in performing his duties. We are advertising to fill this vacancy, and a second anticipated vacancy due to the planned retirement of Firefighter Guidon in June 2022.

Facilities Supervisor resignation. Matt Baldassari has given his notice to work in the private sector with a family member. His last day is December 10. We are posting the vacancy with a preliminary reply deadline of December 17.

DPW Mechanic resigns. Richard Jackson resigned December 3 to pursue other employment opportunities. Police officer released from academy. Recruit Ralph Valmond injured his leg during fitness training at the Plymouth academy. He had a pre-existing Achilles injury in the other leg, likely overcompensated for it, resulting in the injury and his release. Ralph can test again for potential appointment in the future once his injury heals sufficiently (at least 6 months) to allow completion of his required training.

Grants received  
IT 10K community compact grant  
DPW 150,000 for PFAS infrastructure  
Cranberry bogs, project of conservation  
SPARC received 20k for substance abuse prevention

### **Town Administrator Updates**

Le Petit Prince/Bilingual Montessori School of Sharon. The leaseholders have expressed interest in entering negotiations toward purchase of the leased area and building, as well as the possible acquisition of additional adjacent land. We expect to have an initial discussion between counsel and the lessors in the next week. Be aware that the purchase will be accompanied by continuing claims of discriminatory treatment based on differences between the leases with Everwood and Le Petit, independently negotiated following an RFP process in 2011.

Donation to the town. Former Recreation Advisory Committee Rick Schantz has left instruction in his estate to make a generous donation of \$10,000 to the recreation department.

SSPARC receives \$20,000 earmark. The substance abuse prevention coalition has received an earmark in the FY2022 state budget of \$20,000 to be expended by June 30, 2022.

Grant opportunities and awards. IT Director Don Hillegass has received a \$10,000 Community Compact IT infrastructure grant to strengthen and upgrade our existing network infrastructure and security by purchasing a new SonicWall and installing an intrusion test for both town and school departments (excluding the public library), we are ensuring that the Town is up to date in cyber security. The intrusion test will show our network vulnerabilities all town and buildings. Planning Specialist Maria de la Fuente is exploring a pair of grant opportunities that might offset costs for the restoration of the cranberry bogs near Sharon Gallery – one is \$50K to \$100K and the other up to \$350K.

Our office exchanged approximately 13 pieces of correspondence between 12 noon on Friday, November 12 and 9:00 a.m. on Friday, December 3. Topics included:

- Email from Governance Study Committee chair explaining that the committee will not review of the Personnel bylaw based on a lack of expertise to complete that charge;
- Email from requesting a new streetlight on Abbott Avenue;
- Email inviting the Select Board to participate in the menorah lighting on Sunday, December 5 at 4:30 p.m.;
- Email from complaining about the lack of bottle return at Liquor World during Thanksgiving week;
- Email from regarding slit-seeding of athletic fields ahead of frost; and,
- Emails from the Town Administrator regarding the tax rate approval; diversity strategic planning; library litigation; grant opportunities and community events.

#### **Topics not reasonably anticipated within 48 hours in advance of the meeting**

#### **Adjourn**

**MOTION:** To enter into Executive Session at 8:27 pm for the purposes of discussing pending litigation and adjourn for the evening at the conclusion.

**DISCUSSION OF THESE ITEMS IN OPEN SESSION MAY HAVE A DETRIMENTAL EFFECT ON THE BARGAINING POSITION OF THE TOWN**

(Heitin – Smith-Lee)

Heitin: AYE

Switekowski: AYE

Smith-Lee: AYE

3-0 **PASSES**

#### List of Documents

- Recommendation
- Candidate biography
- Board/Committee applications (4)
- Board/Committee membership lists (2)
- Sharon Power Choice report
- Electric supply rates
- GSC Summary
- Performance evaluation composite
- Status of Select Board goals and objectives 2020-2021

- Minutes
- Banner request forms
- Recreation Memo
- Salt contract award information
- DEI Membership list
- Town Administrator's report