



Board of Selectmen
Town Hall
242 Union Street
Rockland, Massachusetts 02370

Chairman:
Michael P. O'Loughlin
Vice Chairman:
Kara L. Nyman

Selectmen:
Larry J. Ryan
Rich Penney
Tiffanie Needham

Telephone: 781-871-1874
Fax: 781-871-0386

BOS Open Session Minutes of
April 5, 2022

Board of Selectmen's Meeting
H. Bernard Monahan Memorial Room
Town Hall, 242 Union Street

In attendance: Chairman Mike O'Loughlin, Members Larry Ryan, Rich Penney, Tiffanie Needham, Town Administrator Doug Lapp, Assistant Town Administrator Jennifer Constable, Chief John Llewellyn, and Town Clerk Liza Landy.

1. Executive Session – 6:00pm

2. 7:00pm Open Session - Pledge of Allegiance- Moment of Silence for the passing of Dr. John Rogers.

Mr. O'Loughlin read the passage out of the obituary of John W. Rogers, Sr., who passed away on March 24, 2022. The Board expressed condolences to the Rogers family.

Mr. O'Loughlin read into record Executive Session items: Per M.G.L. c.30A, §21 (a)(3) – to discuss strategy with respect to collective bargaining and to conduct collective bargaining, specifically to consider a grievance request pursuant to the collective bargaining agreement between the Town and the Rockland Professional Firefighters. Postponed per Firefighter request; Per M.G.L. c.30A, §21 (a)(2) To conduct strategy sessions in preparation for negotiations with nonunion personnel and contract negotiations with nonunion personnel, Town Administrator contract; Review, approval, and possible release of 11/29/2021 Executive Session minutes

3. Community Announcements-

-Resident Community Recognition – Chairman O'Loughlin presented a "Certificate of Recognition" to Mr. Penney and thanked him for his years of service on the Board and as a friend. He then gave a Citation from Senator Keenan, who was unable to attend the meeting. State Representative David DeCoste also gave a State House Citation and thanked Mr. Penney for representing Rockland.

-Chairman O'Loughlin passed to Mr. Ryan a citation from Senator Keenan and Mr. DeCoste gave a citation from the State House and thanked Mr. Ryan for his many years of service. Mr. O'Loughlin then presented Mr. Ryan a "Certificate of Recognition as Rockland's Best" for over 20 years of service to the Town.

4. Minutes-Open Session Minutes of March 15, 2022

MOTION to approve the Minutes of March 15, 2022, by Mr. Penney, 2nd by Mr. Ryan. 3-0 Ms. Needham abstained.

5. New Business –

- Eagle Scout Recognition-Deputy Chief Eramo honored Eagle Scout Adam Pollard of Troop 57 on the completion of his scout project in the Police Station lobby. Scout Pollard refurbished the current benches, created a shadowbox display of police artifacts, and built a cabinet with a history of police badges; he was presented with the "Achievement Award". Mr. Ryan and the Board congratulated and thanked Adam.

**ROCKLAND BOARD OF SELECTMEN MEETING
H. BERNARD MONAHAN MEMORIAL ROOM
TOWN HALL, 242 UNION STREET, ROCKLAND
Tuesday April 5, 2022
6:00pm**

TOWN CLERK, ROCKLAND
MAY 18 '22 AM 10:08

Present: Selectmen Mike O’Loughlin, Rich Penney, Larry Ryan, Tiffanie Needham, Town Administrator Douglas Lapp, and Town Counsel John Clifford

The Board entered into Executive Session per M.G.L. c.30A, §21 (a)(2), to conduct contract negotiations with nonunion personnel, Town Administrator contract; and for the review, approval, and possible release of 11/29/2021 Executive Session minutes.

Mr. Lapp advocated for a three-year renewal of his employment contract set to expire in July 2023, and he highlighted in detail his accomplishments in the following areas: general management; leadership; ethics; relationship building; public image; operations; and professional development.

Mr. Ryan indicated his “strong support” for a contract renewal.

Ms. Needham echoed Mr. Ryan’s comments and support for a contract renewal.

Mr. Penney similarly agreed with Mr. Ryan and Ms. Needham. He said the Town is in a better position now with Mr. Lapp compared to the period of time prior to his hiring. He said the Town Charter unfortunately limits the organization, and commended Mr. Lapp on his successful relationship with the School Department. He said he “strongly believes” it is appropriate to renew the contract at this time and not wait for new members to be elected to the Board who would not be able to make as informed a decision as the current Board.

Mr. O’Loughlin indicated that Mr. Lapp has earned his trust. He further stated that no one is as informed about Mr. Lapp’s performance than the current Board and that Mr. Lapp has “done everything” that they have asked of him.

After some discussion the Board unanimously agreed by roll call vote to extend Mr. Lapp’s contract from July 8, 2023 through July 7, 2026 with the following terms:

- 2.5% wage increase each year
- 2.0% annual Town contribution to Mr. Lapp’s deferred compensation plan, to be made weekly.
- In the event the Board modifies the current Town Hall schedule currently in place, resulting in Town Hall being open on Fridays during the summer months, the Town Administrator shall be granted an additional week (5 paid days) of vacation.

Mr. Ryan then made a motion to approve and release the Executive Session minutes of November 29, 2021. Mr. Penney seconded. Unanimously approved by roll call vote.

Mr. Ryan then made a motion to adjourn the Executive Session to go into Open Session. Mr. Penney seconded. Unanimously approved by roll call vote.

Respectfully submitted,


Douglas Lapp

Town Administrator

Approved and released by the Board of Selectmen on 5/17/2022

-Police Department Promotion -Chief Llewellyn officially promoted Sergeant Brian Coakley to Administrative Lieutenant and Officer Brian McDonald to Sergeant and included a brief history of both Policemen. The Officers families were in attendance and pinned their badges.

- Police Chief Hiring Process-Chief Llewellyn briefly reviewed the Police Chief hiring process. Qualified candidates will go through an assessment center then be forwarded to the Board and Town Administrator to continue the selection. He also outlined the qualifications necessary to apply and duties of the Chief of Police. The Board thanked Chief Llewellyn.

-Town Administrator Performance Evaluation-Mr. O'Loughlin explained the evaluation process. Each Selectman completed an assessment with the final summary put together by Town Counsel. He then read a brief overview of the summary and scores, with the final ranking of 31.1 points out of 32. Mr. Lapp said he was humbled and thanked the Board.

-Vote on Town Administrator Employment Contract Amendment-Mr. O'Loughlin said prior to tonight's Open Session, there was an Executive Session held, per M.G.L. c.30A, §21 (a)(2) to conduct strategy sessions in preparation for negotiations with nonunion personnel and contract negotiations with nonunion personnel, Town Administrator contract.

MOTION to approve the Town Administrator Employment Contract, by Mr. Penney, 2nd by Mr. Ryan. Roll call vote.

-Other New Business Not Reasonably Anticipated –
-Little League Parade request – Saturday April 23

MOTION to approve Little League Parade Saturday April 23, by Mr. Penney, 2nd by Mr. Ryan. Roll call vote.

-Town Clerk Landy updated the Board on the testing of the Automark handicap voting machines. After a couple kinks were ironed out, all is good to go on Saturday.

6. Old Business-

-FY 23 Budget Update- Draft Town Meeting Warrant- Mr. Lapp said there are no changes, and the budget is all set. On March 28th, he and Chairman O'Loughlin held a public meeting and reviewed the Warrant with residents who participated.

-May 2, 2022 Annual/Special Town Meeting Warrant-Final Warrant Approval-Mr. Lapp read through the table of contents of the Warrant, recommending the Board open the Warrant to insert CPA Articles 11 & 33.

MOTION to open the Warrant to insert CPA Articles 11 & 33, as recommended, by Mr. Ryan, 2nd by Mr. Penney. Roll call vote.

MOTION to close the Warrant, by Mr. Ryan, 2nd by Mr. Penney. Roll call vote.

MOTION to approve the Warrant as written, by Mr. Penney, 2nd by Ms. Needham. Roll call vote.

Other Old Business Not Reasonably Anticipated – none

7. Town Administrator's Report & Correspondence

-March 19th attended the Civil War exhibit at the GAR Hall. Renovations at the Hall were the 1st CPA funded project completed. Encourages everyone to attend.

-Provided a brief update on the Billboard project in process, no issues

-March 22nd attended, with Ms. Constable, the MA Park & Recreation Association 2022 Award ceremony. Recreation Director Jeanne Blaney received the "South Shore Region Community Impact Award"

-1st email Town Newsletter was completed by Ms. Constable – focused on Water & Sewer Infrastructures

- Police Station Roof bids were received -13 in total-with a low bid of \$74,500, vetted and executed
- Police Lt. Zeoli obtained a Grant for ADA equipment
- McCarthy Farm process on track; scheduled for the April 12th Conservation Committee Meeting
- March 28 participated in a Virtual Summit “Two Steps Forward against Antisemitism” with MA Mayors and Town Officials.
- Update on the Town Accountant search; will be on a future agenda
- 2021 Town Reports are available
- Cybersecurity education continues with IT Director Gingras lead
- Attending ICMA Conference April 7th and 8th
- Will be out of town week of April 18th

8. Selectmen’s Comments

Ms. Needham-It has been a great night; pleasure to see
 -Best to Rich and Larry

Mr. O’Loughlin-Thank you to Rich and Larry as friends & mentors

Mr. Penney- Good luck to the school spring athletes
 -Condolences to Sally MacKinley’s family
 -Appreciates the recognition tonight
 -Mike is this generation’s “John Rogers”
 -Thank you to my family

Mr. Ryan- Thank you to everyone
 -Got to meet a lot of people over the years
 -Special thanks to Scott MacKinley
 -The Town has a great Administration in place

Mr. Ryan entertained the motion to adjourn:

MOTION to adjourn by Mr. O’Loughlin, 2nd by Mr. Penney, Roll Call Vote. Unanimous approval.

Minutes by Susan Ide, Executive Assistant

The listings of matters are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.

Open Session Minutes approved by the BOS on 4/19/22