

MINUTES OF TOWN OF BERKLEY SELECTMEN'S MEETING OF 9/2/2020

SELECTMEN IN ATTENDANCE: George F. Miller, Chairman Dean R. Larabee, Clerk Wendy F. Cochrane, Member

TOPIC		ACTION
	Meeting Convened at 6:05pm in the Moitoza – Pettey Hearing Room	
Minutes	<p>Minutes August 5, 2020 - Regular Session</p> <p>Minutes August 10, 2020 – Regular Session</p> <p>Minutes August 10, 2020 – Regular Session</p> <p>Minutes August 12, 2020 – Regular Session</p>	<p>Cochrane motioned to accept, Larabee 2nd voted</p> <p>Cochrane motioned to accept, Larabee 2nd voted</p> <p>Cochrane motioned to table, Larabee 2nd voted</p> <p>Cochrane motioned to accept, Larabee 2nd voted</p>
Appointments	Taken out of order. The Fire Chief thanked the Board of Selectmen for allowing them to be at the meeting and for all of their support to get their 4 th paramedic. It had been a while since they were able to hire someone full time. The fire chief swore in Joseph Inacio and James Guilmette separately. He welcomed both to the Fire Department as Full Time Fire Fighters/Paramedics. The Fire Chief also thanked Ms. Martin-Sterling, the town administrator, as well.	
Personnel Board	Taken out of order. Ms. Martin-Sterling noted that the police chief had given them very detailed information and were looking to appoint Mr. Ernest Chretien as a Reserve Police Officer. Mr. Miller asked if he was a resident of Berkley and Mr. Chretien stated he was. Mr. Miller said that based on the package and presentation and his observation of Mr. Chretien's appearance, the questions he usually asks are irrelevant as Mr. Chretien came professionally dressed in a suit. Mr. Miller asked if he had any questions for the Board of Selectmen, Mr. Chretien did not, and then asked if the Police Chief had anything else he would like to add. The police chief added that he would be glad to have him and for the past several years he had been doing CPR, first responding, and narcan training. Originally they were borrowing him from the Taunton Police Department but now that he is retired from there, he would become a great asset to the Berkley Police Department and will now be able to do in house training. The Board of Selectmen welcomed him. Ms. Cochrane asked if he had ever worked for the town before, such as doing details, Mr. Chretien stated that he had not and she told him he would just have to fill out some paperwork in the Treasurer's Office. Ms. Martin- Sterling also mentioned that she was going to leave a copy for the town clerk so he could be sworn in the next day.	Cochrane motioned to appoint Ernest Chretien to serve as a Berkley reserve police officer, Larabee 2 nd voted
Meeting Mail	Letter from the Commonwealth of Massachusetts Division of Marine Fisheries reviewed by the Board of Selectmen. Mr. Miller asked that Ms. Martin-Sterling post it to the website so people at home were able to view it as well.	Cochrane motioned to file the letter, Larabee 2 nd voted
Appointments	Appointments of Ms. Wendy Cochrane and Ms. Arlene Medeiros to Council on Aging had been tabled because it was brought to Ms. Martin- Sterling's attention that they would have had to attend to 3 meetings, send letters of interest to the Board of Selectmen as well as the Council on Aging. After the 3 meetings the Council will vote if they want them to be appointed and the Council would send a letter to the Board of Selectmen. The Selectmen would then vote to appoint if so be it. Mr. Miller asked Ms. Martin- Sterling if she had known when this will be brought back in front of the board. She stated, that Ms. Cochrane	Larabee motioned that the letters were received. Miller 2 nd voted.

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	would need to attend one more meeting and that Ms. Medeiros would have to attend 3 meetings, leading them up to December.	
Old Business	Update from the Fire Chief regarding cistern tank and letter from Pierce's Point had been tabled until he meets with the Planning Board.	Cochrane motioned to table, Larabee 2 nd voted
Personnel Board	Interviewing Assistant Librarian position had been tabled.	Cochrane motioned to table, Larabee 2 nd voted
New Business	Mr. Miller asked Ms. Martin-Sterling to summarize the letter from CHAPA requesting the Universal Deed Rider (UDR). Ms. Martin-Sterling started by saying that the Citizens Housing and Planning Association, or CHAPA, is the monitoring agent for Chapter 40B developments for Field Stone Landing, Jack Henry Estates, Padelford Woods, and Riverbend Estates. Beginning in 2006, all of the affordable units had developed using the UDR. This allows that if the property is marked for 90 days with no income eligible buyers purchases it, it allows them to open the market to everyone else. They would have to sign a Deed Rider Restriction, so that the town would receive the difference between the unit's affordable price and its fair market price. The Zoning Board of Appeals has already approved this on their July 21 st meeting and just needs the approval of the Board of Selectmen to allow CHAPA to use the UDR.	Cochrane motioned to agree with the ZBA decision, Larabee 2 nd voted
	Board to approve and sign Retail Package Store License for Prestige Capital Group, Inc. Ms. Martin-Sterling mentioned that they are scheduled to close on September 9th. They have submitted all of the necessary paperwork and the fees have been prorated because they were paid by the previous owner for the full year. If approved by the Board, it would be pending the September 9 th closing date. Ms. Martin- Sterling didn't want there to be any delays because they are not meeting again until September 16 th . The liquor license has also already been approved to transfer by the Alcohol Beverages Control Commission.	Cochrane motioned to approve the license, Larabee 2 nd voted
	Board to approve and sign the Common Vic License for Prestige Capital Group, Inc.	Cochrane motioned to issue the license, Larabee 2 nd voted
	Discuss Town Clerk's letter and issues. Mr. Miller said that he took a look at the letter and wanted to address some of the issues. The letter was also sent to Town Council and is a public record and can be obtained by the Town Administrator. There were some allegations made against the Board of Selectmen, and specifically the Town Administrator. The letter alleges that the Town Clerk feels like her character and integrity is constantly being challenged and that her work reputation is being defamed. Mr. Miller started by saying that there is no intent from the Board of Selectmen to defame or attack anyone, they are merely doing the job that selectmen are supposed to do, and that is overseeing the town. Mr. Miller also said that there have been numerous issues brought to their attention and he thought they were addressed in a very balanced and fair way. Ms. Deborah Pereira, Town Clerk, notified her attorney, Attorney Tina Kerns, because she was accused of ethical violations concerning election ballots. The issue was brought to the Board of Selectmen regarding an individual who was on the ballot that had something to do with handling some part of the ballots. The inquiry was made by the Town Administrator to find out what was going on. Mr. Miller also stated that there are apparently some allegations that the Board of Selectmen had made a determination that ballots had been stuffed, which was not accurate. The individual who was on the ballot was present during the meeting, Ms. Jeanne Russo. Mr. Miller said that his understanding of the situation was that the individual was handling envelopes that had to do with the election. Mr. Miller asked if this was accurate and Ms. Pereira responded that she was not handling any ballots and explained that when they send out absentee ballots, there are three sets of envelopes and an instruction sheet. She stated that she gave Ms. Russo three sets of envelopes, instructions sheets, and a box of	Informational, no action needed

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paper clips. Ms. Pereira stated that Ms. Russo put those packages together so that she could then put them with the ballots when the absentees came in. Mr. Miller asked if it was appropriate for someone who is actually on the ballot that is running for election to be taking part. Ms. Pereira interrupted Mr. Miller by saying there is nothing in it, it is just envelopes. Mr. Miller said he understood and was not trying to argue. He asked if prior to Ms. Russo handling envelopes that were involved with mail in ballots, was the secretary of state's office or anybody contacted to see if there was a conflict of interest on her behalf or a violation. Ms. Pereira stated that they were contacted several years ago and said that she would have to look back several years ago but it was just putting together an envelope with the Town Clerk's stamp on it. She noted that there was nothing confidential or unethical about what she did. Ms. Pereira said she will get him confirmation tomorrow regarding handling of a blank ballot envelope. Mr. Miller said it would be helpful to put the issue to bed and also mentioned that no one is accusing anyone of anything, they are merely looking into it. Attorney Kerns stated that Ms. Pereira was upset because she was not even approached with it before it was said at an open meeting and did not have an opportunity for it to be discussed. Mr. Miller, said that he thought that Attorney Kerns was mistaken and asked if she had looked at the minutes in respects to what happened in that meeting. At the meeting on July 8, 2020, nothing was discussed. Mr. Miller said, that in fact, they refrained from discussion. Mr. Miller began to read the minutes from the July 8th meeting stating: "Mr. Miller stated that because this was put on the agenda late, and part of the advised agenda, felt it was in the best interest of the Board to table this issue to make sure they are not in violation of an ethics issue on an ethics issue. The motion was 2nd and voted on." Mr. Miller then began to read Attorney Kerns letter so it is in the record so that everybody is clear and there is no problems. He read, "My client is particularly upset about the ballot allegations against her because at all times she was appropriately preforming her job as Town Clerk within the ethical guidelines. None the less, she was admonished during the open meeting by the Board without the opportunity to defend herself, there by calling to question her integrity work reputation before any person who attended that meeting." Mr. Miller stated that the Board did not admonish her, they did not address it, and they tabled it. The Board refused to discuss and Mr. Miller felt that at that point it was not properly posted and would not be discussed. It was not put back on the agenda out of deference to one of the parties involved for losing a loved one. Mr. Miller also noted again, that the minutes reflect that it was not discussed, in fact, they made a specific motion not to discuss it, making it clear that the Board did not admonish anyone. Attorney Kerns stated that Ms. Pereira said that it was at the open meeting and talked about. Mr. Miller told Attorney Kerns that she is free to get a copy of the minutes and free to get a copy of the recording of the meeting from Ed Dugan, the TV station manager, and that she can see very clearly that despite prompting to discuss it from Ms. Pereira, that the Board did not. Ms. Russo stated that the hinting of the issue opened the door but did not give any information, only planted something in everyone's mind and then could not be discussed or gave any closure to either side. Mr. Miller stated that there was no intent and they were discussing it now and hope to give closure tonight. Mr. Miller also noted that the word admonished was not mistakenly stated, it was told by the Town Clerk to her attorney and confirmed tonight. Mr. Miller asked if they should be getting an apology tonight for the accusation because it was put in writing and was actual, that the Board of Selectmen somehow admonished the Town Clerk in an open meeting regarding an ethics violation which they did not do. Mr. Miller acknowledged that there have been requests for apologies and said that maybe someone should be apologizing to the Board for sending the letter with a threat hanging over their heads and bringing the Board to a court of law if they did not apologize. Attorney Kerns admitted that as far as using the word admonished, it was probably her word because she strongly advocates for her clients. Attorney Kerns also mentioned that Ms. Pereira told her that when this was put out in an open meeting at the time, it gave the hint to everyone that she did something wrong. Ms. Pereira also claimed that after the meeting she had many people coming up to her asking what happened. Attorney Kerns said that it questioned her integrity and her work reputation and that is the reason she is upset. She states that she could have been approached on the side lines and talk about the issues and give her an opportunity to defend herself. Mr. Miller said he understood the perception but stated that words are clear and to say she was admonished during an open meeting is an actual admonishment because they did not. Attorney Kerns apologized for using the word admonished as it was probably her own choice of wording. Mr. Miller understood and also mentioned that he heard her say "but that's what you told me." Mr. Miller also said he

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cannot blame Attorney Kerns necessarily for using those words because she was just going off what her client told her. Attorney Kerns said she wanted to get her facts straight and that was the only thing she asked from Ms. Pereira, to make sure what she was saying in front of the Board was going to be correct. Mr. Miller appreciated her apology, but stated that he did not think it needed to come from her because she was simply stating information she was given. Mr. Miller moved on to the next issue of mail in ballots. He stated the Board of Selectmen were told that a pole worker was working in a conference room handling these ballots. Ms. Pereira informed Mr. Miller that the pole worker had been a precinct clerk for 10 years. Mr. Miller said that it was to their understanding that she had been doing it without supervision. He said that they addressed that directly with the Town Clerk and also reached out to the state and it was made clear that it needed to be done with supervision. He stated that the Town Clerk did confirm that periodically either her or her assistant would go down and check in on her. Mr. Miller stated that that was not supervision and you're not supervising if someone is alone. Mr. Miller said that they tried to come up with a solution, that the Town Clerk did agree to do and participated in, and that was to have a table set up in her area so that she or her assistant could supervise this person. Most importantly, he mentioned, it allowed the public to see what she doing and what was going on. Mr. Miller said that no one said she was doing anything purposely wrong and there was certainly no intent to anyway disparage or bring their reputation into the lime light to be examined, they just wanted to ensure that in the Town of Berkley, that ballots were being handled correctly and that someone was supervising it. Mr. Miller said that he is sure that the Town Clerk understands as an elected official, there is a whole different standard in terms of scrutiny. He mentioned that as Board of Selectmen, they are scrutinized all the time, and that any elected official is going to be scrutinized. Mr. Miller stated that over site was just part of the process and, again, there was no intent to do anything other than straighten out what was perceived as being a potential issue. He then told Ms. Pereira that if she would like to address it, she may. Ms. Pereira stated that this pole worker, under the approval of the Head of the Elections Division Municipal Law Unit, said it was perfectly fine for her coworker to be doing this in a conference room. She noted that after 2 days, she was given a letter by Ms. Martin-Sterling, which stated that the conference room would be locked from now on and was only going to be used for meetings under the approval of her. Mr. Miller asked what the problem with that was. Ms. Pereira stated that they needed space and there was nothing wrong with what she was doing. She had also stated that it was a public room. Mr. Miller said no and that the Selectmen control the use of the building and make those decisions based on what they see is best fit for activities to occur. Mr. Miller asked if she was able to effectuate the mail in process with the space that was afforded to her and she replied that she had no choice. Ms. Pereira stated that there were times where they were sitting on the floor. Ms. Pereira stated that he had no idea what was going on in her office or how many ballots came in. She stated that there were over 1,000 mail in ballots which is over 30% of Berkley's voting population and they were overwhelmed. Ms. Pereira stated that she never does anything she hasn't done before without reaching out to someone first. She stated she reached out to the other Town Clerks from surrounding towns and there was no reason for her to feel like she was in any type of violation what so ever until it was brought to her attention, to which then she reached out to Michelle Cassinari, Head of the Law Division of Elections, who said that there was nothing wrong in what she was doing. Discussion continued between Mr. Miller and Ms. Pereira. Ms. Pereira stated that she has attended enough classes and certifications to know what the rules and regulations are and all of the laws around the elections. Ms. Pereira stated that with everything COVID related going on and the mail in process is new to everyone. Mr. Miller did say he was glad that the Town Clerk was able to get the ballots done, and mentioned that there was no intent. Ms. Pereira said she would take that as an apology for allegedly mishandling the ballots to which Mr. Miller responded and said he was not apologizing. Mr. Miller then addressed another issue on the letter from Attorney Kerns between the Town Clerk and Chris Hicks, a member of the planning board who just recently resigned. Mr. Miller stated that they read Mr. Hick's resignation letter into the record and was unsure what it had to do with the Board of Selectmen. Attorney Kerns stated that Ms. Pereira felt like she was being accused of contacting the Gazette. Mr. Miller informed Attorney Kerns that they only read the resignation letter, which they typically do anyways as it is a public record. Mr. Miller said that there was no discussion or commentary. Ms. Pereira said that when she came into work the next morning, everyone was talking about her and saying that she contacted and leaked to the Taunton Gazette.

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Ms. Pereira said she was not going to mention any names, but inferred that it came from someone on the Board of Selectmen. Ms. Pereira stated that when she came into the meeting, all she wanted to do was state for the record that she had nothing to do with that. Mr. Miller asked how the Board reading the letter into the record challenged Ms. Pereira's integrity. He also said that the Taunton Gazette has the freedom of press and also admitted that he did not know about it until he read the resignation letter. Ms. Pereira claims that she tried to speak up during the meeting, she was denied. Mr. Miller stated that when say ask for any discussion, it is meant only for the Board to respond. Ms. Pereira stated that Mr. Miller said "No, us not you." Mr. Miller stated that discussion when a vote is pending, it does not include public input. The motion was to only accept the resignation or not, not to discuss the issue of the letter. Mr. Miller said it was not appropriate to accept discussion from people outside of the board. Ms. Pereira stated that Mr. Miller made her look like an idiot. Attorney Kerns asked if normally after they take discussion from the Board if they take discussion from the public, to which Mr. Miller responded with no, not when they are voting on issues. He stated that they do not have to take public input on every vote. Mr. Miller said that understands where the Town Clerk is coming from but does not see why there is any issue with the Board of Selectmen in respect to her feeling slighted about the gossip going around at town hall and he has no reason to doubt her. Mr. Miller then moved on to the last issue from the letter. Mr. Miller stated that he did not want to read the letter because it was pertaining to her personal life and gave her to option to explain it herself. Ms. Pereira said that she wanted him to read it. The letter was addressing the issue of her son coming home from Florida State. Ms. Martin-Sterling contacted Ms. Pereira via email on July 8th inquiring if her son was planning on staying with her due to concerns about COVID-19. According to the letter, Ms. Pereira was offended that she was even asked as it was a personal matter and not the business of town employees. Ms. Pereira felt as if she was being singled out because no other employees were asked about their personal living situations during the pandemic except for her. Mr. Miller asked how she knew no one else was being asked about their personal life. Ms. Pereira stated that there was someone who just had come back from Florida and they were not talked to at all. She also stated that there was another employee whose son just came back from New York and there was no questions asked then. Discussion continued. Ms. Pereira stated that she felt very offended and that what goes on in her home is her business. Ms. Cochrane mentioned that there were 2 employees in her office who had potential vacations to go out of state and they were told they couldn't. Ms. Pereira stated that she did not care. Discussion continued between Ms. Cochrane and Ms. Pereira. Ms. Russo asked if anyone else got an email like Ms. Pereira did. Ms. Cochrane stated that she did get an email and a letter from the Board of Selectmen about her working at Morton Hospital. Ms. Russo said that Ms. Pereira was being singled out by receiving that email. Mr. Miller stated that there was no singling out and that is up to the decision making of the Town Administrator in regards to how she wants to communicate with people. Mr. Miller asked if there were any other issues that she would like to address. Ms. Martin-Sterling, in regards to Ms. Pereira's son coming home, stated that she did not know and was informed by several employees that her son was coming come. She also stated that Ms. Pereira was in her office one day and was openly discussing that her son was coming and was very upset that she wasn't going to allow him to stay in her home because he is coming from Florida and has the rest of her family to think about as well. Ms. Martin-Sterling stated that she emphasized with her as a mother. When her son did come home, she had several employees' state that he was staying there. Mr. Miller interrupted to make it clear that at no point did the Town Administrator or the Board of Selectmen tell her who she could or could not have stay in her home. Ms. Martin-Sterling began to read the email she sent to Ms. Pereira asking if her son was planning to stay with her. Ms. Martin-Sterling also noted that New York is not a red state or a high risk state, therefore, employees don't have to disclose if they went to New York in order to come back to work. Town Council also informed Ms. Martin-Sterling that if relatives or house guests come to a town hall employee's home, the Board does have the right to question that and tell the employee to quarantine for 14 days based off of the new state travel order issued by Governor Baked as of August 1st. Ms. Pereira stated that Ms. Martin-Sterling could have come to her and had a casual conversation instead of sending an offensive email. Mr. Miller said that the email Ms. Martin-Sterling read did not sound heavy handed in anyway and sounded like she was just addressing something that came up. Mr. Miller stated he understands how her feelings may be hurt, but it is a rough and tumble environment working in town hall and being an elected official. Ms. Pereira stated that

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she thinks she does a good job and feels that there is zero appreciation for anything she does. Attorney Kerns said that Ms. Pereira feels like she is constantly being attacked. Mr. Miller said that try to help when they can, and cited the postage issue. Mr. Miller also brought up a public request issue in 2019. Ms. Pereira stated that it had nothing to do with her and to not bring it up. Mr. Miller said he was looking at an email from Ms. Pereira discussing it. Attorney Kerns asked Ms. Pereira when this occurred. Mr. Miller made the point that the Board of Selectmen and Town Administrator have made every effort to try to help when there has been a problem. He stated that they appreciate Ms. Pereira's position as Town Clerk and try to do what they can as a Board of Selectmen and mentioned that whenever there is an issue or problem and they start to get addressed, Ms. Pereira gets angry and makes accusations, such as the accusations in the correspondence. Ms. Pereira stated that this all started because of a posted meeting and open meeting law violations. She stated that an email was sent to her stating that there was a possible ethics violation against her for not posting the meeting correctly. Discussion continued between the Board of Selectmen and Ms. Pereira. Ms. Pereira stated that she came to the meeting for problems against the Board but is getting everything thrown back at her. Mr. Miller said they were addressing issues that were in the letter to clarify the record so that people understand that what was put in the letter was not accurate. Mr. Miller asked if she would have preferred that the Board did not read it and motion to file it instead. He said that they chose to address it to clear the air and move on. Referring to the end of the letter from Attorney Kerns, Mr. Miller read that Ms. Pereira wants a written letter and a public apology on the television station. If they don't do this, Attorney Kerns advised that she seek further action in a court of law. He mentioned that if she did bring it to court, she cannot force them to apologize she can only try to get money, which would be tax payer funds. Ms. Pereira stated that she was not looking for money, she simply just wanted an apology. Mr. Miller asked if she recalled when he tried to schedule a meeting several weeks ago between himself, Ms. Pereira, and the Town Administrator to have a conversation. Ms. Pereira said it would be exactly what it is now, Mr. Miller talking and everyone else listening. She also noted that Ms. Cochrane and Mr. Larabee had not said a single word. Mr. Miller said that Mr. Larabee is free to chime in whenever he wants. Mr. Miller stated that he would have a difficult time apologizing for allegations and correspondence that he does not believe are true. He then mentioned that he would be more than happy to sit down, not as a board, to talk about issues and work together in town. Mr. Miller said he will not agree to a public apology because he believes that none is owed but would be more than happy to still sit down and try to smooth things over. He also noted that he does believe that she does have reasons to be personally offended. Ms. Pereira stated that she just wanted the behavior to stop and wants to just do her job. Mr. Miller questioned what behavior Ms. Pereira was talking about, because as selectmen, their job is to watch over things in town and in town hall. Mr. Larabee noted that he had not been on the Board for that long, but does have experience from being a part of other boards. He mentioned that the key to any successful organization is communication and that it certainly feels like there is some work to do in that category. He said that he thought tonight was absolutely necessary to get everything out on the table. Mr. Larabee said that there is no intent to make anyone feel foolish and that as a community we are very lucky for the employees we have. Mr. Larabee, in regards to Mr. Hick's resignation letter, noted that as it was unusual to hear public input during a motion, it may have been beneficial to have the floor speak at that point, especially because he was unaware of what was going on, it would have been beneficial to him as a board member. Mr. Miller appreciated Mr. Larabee's input but added that by taking input by the public about the resignation without that induvial present that could have been a problem. He thought it was overall, in the best interest of the town to not have any input. Discussion continued. Mr. Miller said that the offer still stands to Ms. Pereira about sitting down and having a conversation. Mr. Miller asked if there was anything else Ms. Pereira would like to add. She stated to just let her do her job to the best of her ability. Mr. Miller said they will make a heightened effort that if any issues are brought to their attention, that they will be addressed directly to the Town Clerk and work things out as best they can. Ms. Russo said that people should be taken aside and talked to privately. Mr. Miller said that he rarely comes in to meddle. Ms. Russo said that she does not call it meddling, it is called leadership and that is what town hall is lacking. Mr. Miller noted that we do have leadership, we have a Town Administrator and he is very happy with how she is handling things around here. Mr. Miller noted that it is hard to lead elected officials and made the suggestions to have all of the positions

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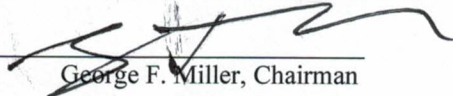
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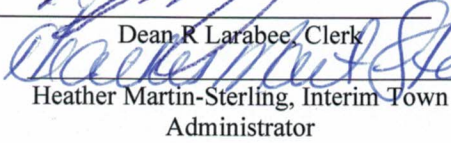
	<p>appointed. Ms. Russo said she agreed with Mr. Miller. He asked if she wanted the assessors to be appointed and not elected and she said absolutely. Ms. Thompson said that the work environment in town hall is toxic and the gossip needs to stop. She said that people love to stir up the pot and in such a small town people should be pulling together, not part. Mr. Miller said it was a lot to ask for elected officials and people feel the way they feel. He mentioned again, that being an elected official isn't easy and is more than a job. Ms. Russo asked for something in writing for how he would like to get some solidarity in the building. She asked for suggestions for elected officials and employees to make things better, like department head meetings and sensitivity training. She stated that we need concrete leadership for solidarity ion the building. Mr. Miller said that people can always go to the Town Administrator. Mr. Freitas questioned if Ms. Russo and Ms. Thompson didn't have faith in their Town Administrator. He stated that this is what happens in an office environment. Ms. Russo stated that the Town Administrator wants to help the school and the town but gets brought down with a lot of personnel issues and cannot solve it. Mr. Larabee stated that Ms. Martin-Sterling does a tremendous job in this town. He said that she essentially runs the community because the Board of Selectmen are not always here every day. Mr. Russo said that she agrees that Ms. Martin-Sterling is doing a good job, but says she has a lot of her plate and cannot handle both. She said it is a difficult concept to handle personnel and town issues at the same time. Mr. Miller asked if she had any suggestions and that the Board of Selectmen would be more than happy to look at them and give them some thought. He also noted that one of the biggest problems is when Board of Selectmen handle personnel issues, that's why there is someone hands on, like a Town Administrator. Mr. Miller said that it will take a heightened effort by the people. Mr. Martin-Sterling thanked Ms. Russo for clarifying what she was saying in her first statement because it came off that she was saying she was incapable of separating the two issues. She stated that when she took this job, she knew what was entailed and also knew that she didn't have an assistant, and all fell back on her. She also noted that she works a lot of hours and it doesn't bother her. She said she takes her job very seriously and finds it to be very important. Not only is she the Town Administrator, she is also a resident. She knows as a Town Administrator; she is going to have to address many different situations. Ms. Martin-Sterling stated that it all comes down to respect and if she given respect, she will give respect back. She appreciated everyone's kind words by saying she is doing a great job.</p> <p>Discussion regarding the Board of Selectmen going back on Zoom. Ms. Martin-Sterling stated that a few individuals had approached her asking if there was a possibility of doing Zoom again or why they don't do Zoom anymore. She stated that she was very frank with them and told them it is a pain. Mr. Miller said it was a case by case situation for using Zoom and mentioned that it may be used if there was an emergency meeting under a state of emergency, or a really big issue to limit people at the meetings. He noted that there have been only a few participants on each meeting.</p>	
Town Administrators Report	<p>The Planning Board has started their public hearing with the Padelford St project. The plans came in right before COVID. They were wondering if the Board of Selectmen had any objections. Ms. Martin-Sterling stated that she looked at the plans and they are pretty standard and she also noted that she had talked to the Chairmen of the Planning Board today. They had stated that they were making some tweaks to the building design. They are hoping to finish up the meeting on the 17th. Mr. Miller stated he was happy to hear that the project was finally moving forward and it is going to be a great project for the town, and it is also going to bring much needed tax revenue to the town. Ms. Martin-Sterling also noted that the public hearing for the basketball courts will be held on September 24th. She was going to recommend to the Planning Board to put it on Zoom as well. Discussion continued between Ms. Martin-Sterling and the Board of Selectmen. Mr. Martin-Sterling stated that she was going to look into getting a draw up from Amy King of a T shaped fence for the courts.</p>	<p>Miller tabled issue</p> <p>Information, no action needed</p>
Adjournment	<p>Ms. Cochrane announced that the next meeting will be September 16, 2020 at 6pm</p>	<p>Cochrane motioned to adjourn, Larabee 2nd voted</p>

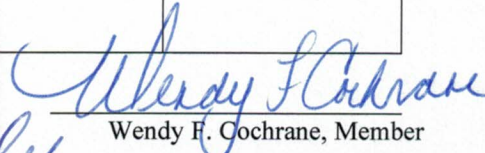
MINUTES OF TOWN OF BERKLEY SELECTMEN'S MEETING OF 9/2/2020

SELECTMEN IN ATTENDANCE: George F. Miller, Chairman Dean R. Larabee, Clerk Wendy F. Cochrane, Member

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George F. Miller, Chairman


Dean R. Larabee, Clerk

Heather Martin-Sterling, Interim Town
Administrator


Wendy F. Cochrane, Member