



**Town of Amherst
Joint Meeting of the Town Council
And the Governance, Organization and Legislation (GOL) Committee
Of the Town Council
June 17, 2020 at 10:30am
Virtual meeting**

Minutes

Members Present: P. De Angelis, L. Griesemer, M.J. Hanneke, G. Ryan (Chair), A. Steinberg

Others: D. DuMont, S. Bahl-Milne, D. Pam, A. O’Keeffe (Clerk of the Council), Franklin Odo (Resident), Tracy Zafian (Resident), A. Mills (Minute Taker)

1. Ryan called the meeting to order at 10:33 a.m. Griesemer called the Town Council to order at 10:34 a.m.

Sound was checked for all attendees. No problems were detected.

2. Review of the Anti-Asian Resolution, Anti-Asian American, and Xenophobic Discrimination (Sponsors: DuMont and Pam)

Ryan affirmed that the goal for GOL is to look at the Clarity, Consistency and Actionability of all proposed resolutions. Document was shared on the Zoom screen. T. Zafian (Co-Sponsor) spoke to the resolution. F. Odo (Co-Sponsor) spoke to the recent incidents of harassment around the Town of Amherst and felt it was time to do something about it.

GOL Members asked questions about the wording of the resolution. Changes were made to the title of the Resolution to a “Resolution Denouncing Xenophobia and Discrimination towards Asians and Asian Americans.” Further changes to the document were made by Councilors. Questions about the footnotes on resolutions.

Ryan asked the Co-Sponsors about the recommended changes. Discussion of the use of footnotes with numbers of anti-Asian incidents. Co-Sponsors and Councilors further discussed whether to include the number of incidents or update the number of incidents of discrimination. Ryan mentioned that Bahl-Milne and Pam were the Councilors Co-Sponsoring the Resolution. Ryan asked the President of the Council if the Sponsors of the Resolution could speak to the resolution during the meeting of the full Council. President Griesemer explained how she could take resolutions out of order in order to have the Sponsors speak to the resolution before the public. Ryan mentioned that he finds these moments of sharing to be meaningful.

MOVED: Motion made by Hanneke to declare the Resolution Denouncing Xenophobia and Discrimination towards Asian and Asian Americans, clear, consistent and actionable as amended. Seconded by Steinberg.

VOTED: Roll Call Vote: De Angelis voted yes. Griesemer voted yes. Steinberg voted yes. Hanneke voted yes. Ryan voted yes. Unanimous vote (5-0).

Bahl-Milne suggested publicizing the support for the resolution via the website and with a press release. Griesemer explained the pathways to the media via the Communications Manager and the Town Manager's office.

3. Review of Plastic Bag Ban Bylaw (Sponsor: DuMont)

Explanation of the changes to the document were made by DuMont. There are six versions of this document going back to 2016. All changes to the bylaw were explained by DuMont. Hanneke mentioned the need for an enforcement clause in a bylaw. Members of GOL continued revising the language of the document.

MOVED: Griesemer moved to declare the bylaw as amended clear, consistent and actionable. Seconded by Steinberg.

Further discussion: DuMont asked questions about the deferments. Hanneke indicated she would be voting no on this bylaw because the definitions were kept in the bylaw document and it does not help explain the enforcement section nor clarify the bylaw.

VOTED: Roll call vote: Hanneke voted no. Griesemer voted yes. De Angelis voted yes. Steinberg voted yes. Ryan voted yes. Voted 4-1 to declare the bylaw clear, consistent and actionable.

Griesemer adjourned the Town Council meeting at 12:09 p.m.

4. Update on current status of applications to fill Finance Committee vacancy (Ryan)

Ryan explained the Statements Of Interest (SOIs) that had been received. The SOIs need to be posted to the meeting packet for June 24, 2020. They also need to be attached to the public meeting posting. Griesemer invited Ryan to speak with O'Keeffe to meet all the requirements for posting.

Ryan prepared the members of GOL that the interviews to fill these vacancies would happen during the July 1, 2020 meeting. Each interview would be 15 minutes per person. That would require the first hour of the meeting. Followed by immediate deliberation and votes. Discussion by Members of the decision making process. Ryan clarified that GOL can deliberate and make a decision during their meeting.

Recommendation of these appointments would be sent from Chair of GOL to the full Town Council on July 13, 2020. The term would begin August 1, 2020. These are two-year terms.

Internet connection problems for Hanneke. She was able to log back into the meeting almost immediately.

Steinberg asked questions regarding the selection process for non-voting members of the Finance Committee. Discussion of interviews and whether the ability to interview puts people at an advantage. Changes to the language were suggested. Ryan reviewed the calendar for interviews and promised to send the SOIs to members.

9. Items Not Anticipated by the Chair 48 Hours in Advance

Town Manager Evaluation Process

Griesemer recommended that GOL meet again before the next full Town Council meeting. Hanneke suggested next Wednesday at the typical time. Griesemer will send GOL members the documents from previous years. Griesemer reviewed the documents in her possession and a thumbnail preview of enhancements or inducements to encourage increased employee responses. Griesemer noted the outreach to the MMA and coordination with Human Resources department. Steinberg agreed with many of Griesemer's observations. Steinberg referenced the use of Survey Monkey tool last year and how difficult it was to get that document out to Councilors.

Ryan asked if he should post a public meeting 6/24 for a special meeting of GOL to review and revise the Town Manager Annual Evaluation Process and Forms. Griesemer said yes. She reference the idea, of in the future, hiring a third party evaluator for the Town Manager's Annual Review.

8. Discussion of future agenda items

Ryan summarized the upcoming meeting and the agenda.

Griesemer went back to the Town Manager's Evaluation and suggested inviting Joanne Misiaszek, Angela Mills, and Brianna Sunryd to inform the process of the TM annual evaluation.

Councilors discussed switching software for the survey.

7. Adoption of June 3, 2020 Minutes (taken out of order)

Ryan asked if people have had a chance to look at minutes. He made two changes. Ryan would be happy to wait until the next meeting to review the minutes.

Members gave Ryan the authority to make adjustments and then send them to the Council Clerk for posting.

Ryan reviewed upcoming agenda items.

Ryan adjourned the meeting at 12:41 p.m.

Documents made available in the online packet at the time of the meeting:

2020-06-15 GOL Report to Town Council

2020-06-17 GOL Committee Agenda

6-30-2020_GOL-Minutes_DRAFT

Amherst_Resolution denouncing_AntiAsian_discrimination_based_on_Northampton

Bylaws for Future Consideration – Committee Assignments

D2 Plastic Bag Bylaw – D.DuMont Proposed Motion 06-17-2020

Green groups want bag bans restored_Local News_gloucestertimes.com

Note 1 – Cover memo and FY19 TC Eval form

Note 1 – TM Goals Approved as of 1-27-2020(1)

Note 2 – FY 19 Town Manager Eval Staff Q Cover Memo 6-1-19

Note 2 Summary data for all responses 07.17

Note 3 – 2019 Committee Chair e-mail text – 6-1-19

Note 4 – Notice to the Public

Process for GOL Recommendations to Town Council for non-voting members of the Finance Committee_Adopted6-03-2020

Table of Bylaws Identified for Future Consideration with Updates

Timeline for Town Manager FY20 Evaluation – Draft as 6-16-2020 1137AM – with notes