

**TOWN OF CROMWELL  
BOARD OF SELECTMEN  
SPECIAL MEETING  
FRIDAY, JANUARY 18, 2008  
5:00 P.M. Town Hall Room 224/5**

**MINUTES**

Present: First Selectman J. Shingleton, Deputy First Selectman F. Monnes,  
R. Newton, A. Waters, D. Murphy, R. Waters, M. Johnson

Absent:

Also Present: H/R Director T. Roohr, Public and Press

**A. CALL TO ORDER**

First Selectman Shingleton called the meeting to order at 5:00 p.m.

**B. APPROVAL OF AGENDA**

Motion made by F. Monnes seconded by D. Murphy and *unanimously carried* to approve the agenda.

**C. CITIZEN COMMENTS**

None

**D. NEW BUSINESS**

**1. Authorize CCM to proceed with Energy Conservation Project.**

First Selectman Shingleton advised that the Letter of Intent would authorize CCM Services LTD. and Siemens to proceed with the audit. The audit would be completed in 120 days and a detailed proposal will be submitted. If the Town cannot develop a self-funded program, there would be no charge for the audit. If a self-funded plan could be developed and the Town enters into a formal performance contract with Siemens, the cost of the energy audit would be included in the project cost. If the Town decides not to enter into the contact, the town would have to pay Siemens a maximum of \$7,000 for the cost of the detailed energy audit. If the Town authorizes Siemens to purchase equipment but decides not to enter into a formal performance contract with Siemens the Town would have to reimburse Siemens for the equipment. Discussion followed. Selectmen Newton requested further information such as, how the payments are calculated and how the payments are made, what the relationship is between CCM and Siemens and if Service Contracts are involved in any purchase of equipment and if so would they be an additional cost? First Selectman Shingleton advised the board that a Special Meeting would be held at a later date. Both CCM and Siemens would be invited to attend the meeting and provide additional information to the board.

**Motion** made by D. Murphy seconded by R. Waters and *unanimously carried* to authorize CCM to proceed with the Energy Conservation Project by authorizing First Selectman to sign letter of intent.

**2. Approval to hire Public Works Director conditional upon successful background check and physical exam.**

First Selectman Shingleton presented information regarding the hiring process that was followed to the board. The position was posted in every location possible and advertised in the newspaper, professional publications and careerbuilders.com. First Selectman Shingleton and H/R Director Roohr narrowed the more than 20 applications that were received down to a list of 11. The top five candidates were then chosen to receive a formal interview. H/R Director Roohr met with the next six candidates to filter through them and identify two back up candidates in case no clear-cut choice emerged from the top five candidates. The interview panel was put together specifically to hire a Public Works Director. The panel consisted of the Public Works Director from Berlin, a former Town Planner, Selectman M. Johnson, H/R Director Roohr and First Selectman Shingleton. The panel met with each candidate either one on one or two on one. Each candidate was rated on a scale from 1 to 100 and the top two candidates were selected. The First Selectman met with them both to determine their level of interest in the position. The top candidate that is being brought forward is well qualified for the position has strong leadership skills.

A very lengthy discussion followed where members of the board stated their opinions and concerns regarding accepting the recommendation to hire a Public Works Director.

**Motion** made by M. Johnson seconded by J. Shingleton to accept the proposal for hiring new Public Works Director Eric Hood, conditional upon successful background check and physical exam.

Roll Call Vote:

A. Waters	Nay
R. Newton	Abstained
J. Shingleton	Aye
F. Monnes	Abstained
D. Murphy	Nay
R. Waters	Nay
M. Johnson	Aye

*Motion Failed*

**3. Discussion on Insurance Options.**

First Selectman Shingleton informed that board that according to the Campaign Finance Report and a recent newspaper article the President of Beacon Finance and his spouse each contributed the maximum amount to his opponents campaign. As the benefits manager for the Town of Cromwell and the Cromwell Board of Education Beacon Financial manages a \$6.1 million dollar account. They receive a commission of \$120,272.45 and

fees for services of \$24,408. This raises a red flag as to whether the Town is receiving the best deal or not. There is a lot of money at stake and First Selectman Shingleton wondered if we are getting the best service at the best price. The Town has never had any problems with Beacon Financial and can either stay with Beacon or look for another broker to make sure we are getting the best deal. Anthem pays the broker fees so if a change were made it would have no impact on the town. H/R Director Roohr spoke with the Superintendent of Schools and the Board of Education chose to stay with Beacon Financial. After a short discussion the consensus of the board was to review this matter at renewal time.

*No action taken.*

**E. ADJOURNMENT**

**Motion** made by A. Waters seconded by R. Newton and *unanimously carried* to adjourn the Special Meeting at 6:00 p.m.

Respectfully submitted,

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Re Matus  
Secretary

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Jeremy Shingleton  
First Selectman