


**TOWN OF CROMWELL - TOWN COUNCIL  
TOWN HALL COUNCIL CHAMBERS  
41 WEST STREET, CROMWELL, CT 06416  
SPECIAL MEETING MINUTES**

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Wednesday, May 25, 2022

**Present:** Mayor A. Spotts, Deputy Mayor S. Fortenbach, J. Demetriades, J. Donohue, P. Luna, J. Henehan, A. Waters

**Also Present:** Town Manager A. Salvatore, Attorney K. Olson

RECEIVED FOR RECORD  
May 27, 2022 03:15P  
JoAnn Doyle  
TOWN CLERK  
CROMWELL, CT 

**A. CALL TO ORDER**

Mayor Spotts called the meeting to order at 7:00 p.m.

Mayor Spotts listed ground rules for this meeting: there will be no public comments from the audience as this is a Special Meeting; he clarified that Town Council has never had a Public Comment section on Special Meeting agendas. He added that outcall from the audience, clapping, or derogatory remarks will not be tolerated. If any of these ground rules occur, he will clear the room.

**B. NEW BUSINESS**

1. Discussion and possible action regarding retaining a third-party agency to conduct a study into the climate and culture of the work environment of Town Employees.

**MOTION** made by J. Donohue and **SECONDED** by J. Henehan to approve issuing an RFP to initiate an independent climate culture study/survey including all full-time municipal employees with the intent to start the process as soon as possible.

**Discussion:** Councilman Demetriades felt that the wording of the motion for the RFP is limited. He indicated that we should be clear and concise about what we are asking for in the RFP and why. He suggested an investigation into the practices of Town Management based off of the information they received at the previous meeting and in the past. It was also suggested to obtain the input of past full-time employees in addition to current full-time employees.

There was a brief discussion regarding the difference between a study and an investigation, employee complaints/patterns and what the Town is requesting in the RFP and why the information was being requested.

There was also discussion regarding how far back the selected company will go to complete this study/survey, if past full-time employees will be able to participate, and if the Town Council has the authority to have an investigation be conducted.

*J. Donohue and J. Henehan rescinded their motion and second to approve issuing an RFP to initiate an independent climate culture study/survey including all full-time municipal employees with the intent to start the process as soon as possible.*

**MOTION** made by J. Donohue and **SECONDED** by J. Henahan to approve issuing an RFP to initiate an independent third-party climate culture study/survey investigation including practices and policies of management including all full-time municipal employees with the intent to start the process as soon as possible.

**In favor:** A. Spotts, J. Demetriades, J. Donohue, S. Fortenbach, P. Luna, J. Henahan, A. Waters

***Motion carried.***

**MOTION** made by A. Waters and **SECONDED** by S. Fortenbach to appropriate \$40,000 within the CNR for the purpose of conducting a study regarding the climate and culture of the work environment of Town employees.

Attorney Olson informed the Council that this cannot be voted on at this meeting as it is not on the agenda. She recommended sending out the RFQ, getting the proposals in and then appropriating funds once the firm is selected.

*A. Waters and S. Fortenbach rescinded their motion and second to appropriate \$40,000 within the CNR for the purpose of conducting a study regarding the climate and culture of the work environment of Town employees.*

**C. ADJOURN**

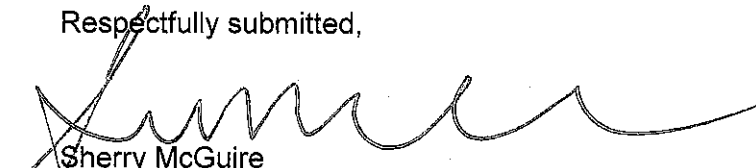
**MOTION** made by J. Donohue and **SECONDED** by S. Fortenbach to adjourn.

**In favor:** A. Spotts, J. Demetriades, J. Donohue, S. Fortenbach, P. Luna, J. Henahan, A. Waters

***Motion carried.***

The meeting adjourned at 7:31 p.m.

Respectfully submitted,



Sherry McGuire  
Secretary