

gmlavin@outlook.com

From: gmlavin@outlook.com
To: Walter North
Subject: RE: charter review question

From: Walter North <walterenorth@yahoo.com>
Sent: Monday, October 25, 2021 12:11 PM
To: Gail Meyers Lavin <gmlavin@outlook.com>; Gail Meyers Lavin <gmlavin@verizon.net>
Subject: Fw: charter review question

On Tuesday, October 5, 2021, 05:46:56 PM EDT, John Kelly <jkelly@town.orleans.ma.us> wrote:

Walter,

The Town has negotiated collective bargaining agreements with our unionized employee groups that include provisions regarding performance appraisals, discipline and discharge. We have performance evaluation forms that include a customer service component as part of the annual review. The employee evaluations would be conducted by the supervisor and reviewed by the Assistant TA who is also the Human Resource Officer. Given that personnel files are confidential and exempt from public disclosure under the Public Records Law, there is no 360' review as suggested in your email. Keep in mind that if a citizen complaint or concern is raised to either the Department Manager or myself, we will review it right away and take any corrective action necessary to remedy the situation.

In addition to the collective bargaining agreements, we have a Personnel Bylaw which includes similar provisions for the non-union employees. We also have administrative policies that employees are required to sign annually including ones that deal with maintaining a safe workplace and anti-harassment. With respect to the issue of the Ombudsman, a task force was appointed by the Select Board several years ago but never completed their charge or issued a report of any findings that indicated that we had any problems. In my 25 years as Orleans TA, I can only recall a handful of complaints that were brought to my attention.

John

John F. Kelly
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From: Walter North <walterenorth@yahoo.com>
Sent: Tuesday, October 5, 2021 12:30 PM
To: John Kelly <jkelly@town.orleans.ma.us>
Cc: Jon Fuller <jfuller184@comcast.net>
Subject: charter review question