

**Town of Nahant, MA  
Board of Selectmen**

**Meeting Minutes  
December 28, 2017 5:30pm**

**Frank Barile, Chairman  
Chesley R. Taylor Jr., Vice-Chair  
Richard J. Lombard, Secretary  
Jeff Chelgren, Town Administrator**

**1. Open Meeting Opening 5:30 pm**

Mr. Barile opened the meeting and distributed a copy of letter sent to Ms. Waters, Ms. Schumann and Ms. Lowe who acknowledged they received it re: their right to meet in open or closed session.

Ms. Kougias wanted the discussion as it pertains to her complaints about town hall employees in executive session. Mr. Lombard made a motion that the Board move into executive session per MGL Ch. 30A Section 21 (a) (1) (7) to discuss complaints about town employees. Mr. Barile seconded the motion. Roll call – Mr. Lombard yes. Mr. Barile yes. Moved to executive Session.

At 6:45 PM Open Session resumed. Present were Ms. Kougias, Treasurer/Collector; Ms. Waters, Town Accountant; Ms. Lowe and Ms. Schumann, Administrative Assistants; Attorneys Darren Klein and Dan Skrip, as well as Mr. Barile, Mr. Lombard and Mr. Chelgren, Ms. Barile, Town Clerk and Ms. Hambleton, Assistant Assessor.

Mr. Klein stated that previous executive session was to discuss Ms. Kougias complaints against the town hall staff working as a team. This open session requested by Mses. Waters, Schumann and Lowe is to discuss the Board's complaints against the town hall staff working as a team.

Ms. Waters stated she was appalled that the Board disregarded the positions of herself, Mses. Schumann and Lowe and did not address them directly about Ms. Kougias accusations. The Board took her comments, the newest member of the town hall, and violated the town hall staff's rights by discussing performance issues without their presence. Ms Waters stated the Board threatened jobs. The staff is following a chain of command and the Board has set up a chaotic atmosphere which is horrible. She stated "The Board does not have respect for what we do, or for us or our jobs. It's a hostile work environment." Ms. Lowe said it is very hard to come to work each day. Ms. Schumann agreed.

Mr. Lombard stated he has gone along with hostile, demanding emails but will no longer. No single selectman will send demands out without the full consent of all the Board. He stated he should not have rushed to judgement and checked his facts before listening to Ms. Kougias' complaints. He was wrong to only hear one side. Ms. Waters stated she was advised by an attorney that we could go to Essex County, DA or State Ethics Board but does not want to go there.

Ms. Schumann stated the administrative team wants Ms. Kougias to be successful and helps her when they can. Ms. Waters echoed that statement. Mr. Lombard charged Mr. Chelgren to get help to get Ms. Kougias trained.

Ms. Kougias stated that it was difficult before the 12/7 meeting accusations. Ms. Waters stated it has been difficult for her too and she was not going to pick up the slack. She stated the administrative assistants feel their jobs have been threatened and that is not right.

Mr. Barile said there is no mention of anyone losing their jobs. Attorney Klein said there are no terminations and no charge from the Board to Mr. Chelgren to fix the situation or else by mid-January. Mr. Lombard said the Board will make sure that all positions are funded.

Mr. Barile made a motion that the Board of Selectmen vote to adjourn. Mr. Lombard seconded the motion. Unanimous vote to adjourn. Meeting adjourned at 7:35.

Meeting Minutes prepared by Mary Ellen Schumann, Administrative Assistant

Minutes approved by the Board of Selectmen on the \_\_\_\_ day of \_\_\_\_\_ 2018.



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Board of Selectmen.