

At a meeting of the Town Council holden in and for the Town of Gloucester on August 1, 2024

I. Call to Order

The meeting was Called to Order at 7:30 P.M. by Councilor W. Worthy, Town Council President.

II. Roll Call

Members present: Cheryl A. Greathouse; Walter M.O. Steere, III; Stephen W. Arnold, Vice President; William A. Worthy, Jr. , President

Member absent: Jonathan E. Burlingame

Also Present: Jean Fecteau, Town Clerk; David Igliazzi, Town Solicitor; Christine Mathieu, Deputy Town Clerk; Elizabeth Beltram, Finance Director ; Gerry Mosca, EMA Director; Gary Trembl, DPW Director; Chief Joseph Delprete;

III. Pledge of Allegiance

Councilor W. Worthy asked everyone to please stand for the Pledge of Allegiance.

IV. Open Forum - For Agenda Items

Councilor W. Worthy stated that if anyone wished to speak on an agenda item to please step to the microphone and state your name when called on.

None

V. Resolution

A. #2024-03 Keep Rhode Island Litter Free - Discussion and/or Action

Councilor W. Worthy stated that the State has asked for each communities' support in a statewide litter free promotion. Councilor W. Worthy stated that Gloucester is showing its support with the following resolution which he read as follows:

**State of Rhode Island  
Town of Gloucester  
RESOLUTION #2024- 03**

**Litter Free Rhode Island Campaign**

**WHEREAS,** the Town of Gloucester, is a Rhode Island municipal corporation; and

**WHEREAS,** Rhode Island is known for its natural beauty found along its ocean coastline with pristine beaches, in its forests and woodlands and within its vibrant cities and towns; and

**WHEREAS,** the Town of Gloucester enjoys its beautiful and rural woodland character especially in our multitude of Land Trust properties, campgrounds, parks, playgrounds and beaches; and

**WHEREAS,** Rhode Islanders, in all thirty-nine cities and towns, should be able to live in clean,

litter free and healthy communities; and  
**WHEREAS**, as municipal officials, we are the stewards of such, and we must make a commitment of investing in environmental protection and in educating residents on its importance and connection to improving our state's overall health; and  
**WHEREAS**, we will continue to work with our state partners to advance these goals.

**NOW, THEREFORE, BE IT RESOLVED**, that the Town of Gloucester

- (1) formally pledges to support the **Litter Free Rhode Island Campaign**; and
- (2) encourages each resident to join us in taking this pledge by visiting the website titled **[litterfree.ri.gov](http://litterfree.ri.gov)**; and
- (3) will continue to host our annual Earth Day Celebration and Clean Up as we have for many years; and
- (4) invites all residents to be good stewards to care for Gloucester each and every day for ourselves and future generations

**BE IT FURTHER RESOLVED**, that upon passage, this Resolution shall be sent to the Governor's Office in support of the **Litter Free Rhode Island Campaign**.

The undersigned, the duly elected Town Council, of the Town of Gloucester, have hereunto set their hands and caused this resolution to be adopted.

Passed and effective this date, **August 1, 2024**, by the Gloucester Town Council

Jean Fecteau, CMC, Town Clerk

Approved as to form:

David V. Igliazzi, Town Solicitor

William A. Worthy, Jr., Town Council President  
Stephen W. Arnold, Town Council Vice-President  
Jonathan E. Burlingame, Town Council Member  
Cheryl A. Greathouse, Town Council Member  
Walter M.O. Steere, III, Town Council Member

seconded by Councilor W. Steere

Discussion: None

VOTE: AYES- C. Greathouse, W. Steere , S. Arnold , W. Worthy

NAYS-0

MOTION PASSED

VI. Consent Items- Discussion and/or Action

- A. Approval of Town Council Minutes: Regular meeting of July 18, 2024
- B. Pole Grant - Hartford Pike - Replace & move Pole #45

MOTION was made by Councilor C. Greathouse to APPROVE the Town Council minutes of July 18, 2024 and to APPROVE the Pole Grant on Hartford Pike, replacing and moving the location of Pole #45; seconded by Councilor S. Arnold

Discussion: None

VOTE: AYES- C. Greathouse, S. Arnold , W. Worthy  
RECUSAL- W. Steere  
NAYS-0

MOTION PASSED

VII. Unfinished Business

- A. Disposition of Memorandum of Agreements relative to certain maintenance and clerical services related to school maintenance for the Gloucester School Department:
  - 1. Between DPW (NAGE) ("the Union") and the Town of Gloucester approved by Town Council on 1/18/2024 - Discussion and/or Action
  - 2. Between the Laborers' International Union of North America, Local 1322, ("the Union), and the Town of Gloucester approved by Town Council on 1/18/2024 - Discussion and/or Action

Councilor W. Worthy stated that these items were tabled previously.

Discussion:

Councilor S. Arnold stated that the Region agreed to take on the oversight of Gloucester's two schools and there has been a lot of mis-communication or a lack of clarity. Councilor S. Arnold stated that based on the email from G. Gras that the Region is leaning heavily on Beth Decorte , a town employee , for certain services. Councilor S. Arnold stated that he is not sure what to do about this matter. Councilor S. Arnold stated that a one year agreement between the Gloucester schools and the Region had been signed and will run through June 30, 2025. Councilor S. Arnold stated that he does not know if there is an alternate plan in place. Councilor S. Arnold stated that he also would like to have Councilor J. Burlingame present at a meeting before any decision is made as he is the liaison to the schools.

Councilor W. Steere stated that the school committee put the town in this position and he is not happy about it. Councilor Steere stated the schools do need to be taken care of. Councilor C. Greathouse suggested a meeting to try and form a plan B. Councilor W. Steere stated that he is not opposed to several councilors sitting down and talking with the school committee in an effort to solve the problem. Councilor S. Arnold stated that the Council is caught between a rock and a hard place and that there is no alternate plan.

MOTION by Councilor S. Arnold to TABLE the Disposition of Memorandum of Agreements relative to certain maintenance and clerical services related to school maintenance for the Gloucester School Department; seconded by Councilor C. Greathouse

Discussion: None

VOTE: AYES- C. Greathouse, W.Steere, S. Arnold , W. Worthy  
NAYS-0

MOTION PASSED

B. ARPA Funds-

Discussion: Councilor S. Arnold stated that the deadlines for ARPA are coming up; and that the spreadsheet showing the final funds and how they are to be spent is fluid. Councilor S. Arnold stated that some projects are showing overages; some have not been completed ; and, some may not spend all that was granted .Councilor S. Arnold stated that a more certain accounting of the projects is being worked on so he would recommend tabling until the numbers are more final.

MOTION was made by Councilor S. Arnold to TABLE Item B. ARPA Funds, Section 1, 2, & 3 to the meeting of September 19, 2024; seconded by Councilor C. Greathouse

Discussion: None

VOTE: AYES- C. Greathouse, W. Steere, S. Arnold , W. Worthy  
NAYS-0

MOTION PASSED

VIII. New Business

A. Authorization for Signature

1. Documents related to Payroll Services for the Town of Gloucester & Gloucester School Department - Discussion and/or Action

Councilor W. Worthy stated that the following documents are part of the packet to be authorized for the new payroll services between the Town and Paychex, Inc.,

Discussion: D. Iglizzi, Town Solicitor, stated that he has reviewed the documents and would like three items resolved before the documents are signed. D. Iglizzi stated that the first item is that the proposed document states that California law applies and he would like that to be changed to Rhode Island law. D. Iglizzi stated that the second item is that he wants proof of a bond because of the amount of town money the company will handle. And, D. Iglizzi stated that the third item is the issue of either court or arbitration if there is a dispute. D. Iglizzi stated that items one and two are non negotiable but he does not have a big problem with item three. D. Iglizzi stated a recommendation to make the motion subject to him receiving final confirmation of the issues he listed . D. Iglizzi stated that there is also a monthly fee that would have to be paid in full if the contract is terminated before the first year is up.

MOTION was made by Councilor S. Arnold to AUTHORIZE the Town Council President to sign the following documents for the implementation of a new payroll system for the Town of Gloucester with Paychex, Inc. subject to the town solicitor's satisfaction with all contents of :

- a. Service Agreement between the Town of Gloucester & Paychex
- b. Reporting Agent Authorizations
- c. R.I. Dept of Labor & Training Authorizations
- d. Paychex Flex Acct. Access Form
- e. Banking Confirmation Statement

seconded by Councilor W. Steere

Discussion: None

VOTE: AYES- C. Greathouse, W.Steere, S. Arnold , W. Worthy  
NAYS-0

MOTION PASSED

2. Personnel - Memorandum of Agreement between TOG & NAGE  
Re: Pay scale correction - Discussion and/or Action

Councilor W. Worthy stated that the Union representatives for NAGE (which is the DPW bargaining unit) have submitted a Memorandum of Agreement to correct what they refer to as an error in their contract pay scale. Councilor W. Worthy stated that the memo was sent to the Solicitor for review.

Discussion: D. Igliazzi , Town Solicitor, stated that he is satisfied that the correction needs to be made and is consistent with the Union contract.

MOTION was made by Councilor S. Arnold to AUTHORIZE the Town Council President to sign the Memorandum of Agreement between the Town of Gloucester and NAGE that specifies the following stipulations:

1. The position of Primary Roll Off Driver shall be incorporated in the new successor agreement dated July 24, 2024 through June 30, 2027.
2. The Primary Roll- Off Driver salary shall consist of a 4% raise as of July 24, 2024 (\$29.04 hourly) , which shall be calculated of his rate of pay as of June 30, 2024 (\$27.93 hourly) .
3. This Memorandum of Agreement shall be attached to the July 1, 2024, through June 30, 2027, collective bargaining agreement by reference and attached thereto.

Seconded by Councilor W. Steere

Discussion: None

VOTE: AYES- C. Greathouse, W. Steere ,S. Arnold , W. Worthy  
NAYS-0

MOTION PASSED

B. Special Event Application- Discussion and/or Action

- 1. Friendship Lodge - Scarecrow Festival (Previously held event)  
Proposed event scheduled to be held on October 19, 2024

a. Consideration and/or Action to WAIVE Public Hearing

Councilor W. Worthy stated that the Clerk has received an application and a request which he read as follows:

To Whom it may concern,

On behalf of Friendship Lodge I would like to request approval for the Scarecrow Festival which is slated to take place on October 19<sup>th</sup> 2024. With the event mirroring last year's festival and having an identical format we would like to request the waiving of a public hearing for this event.

Thank you in advance for your consideration in this matter and we look forward to hearing from you.

Kind Regards

Keith Doucette

Master Friendship Lodge #7

(end of memo)

Discussion: Councilor Worthy, Steere, & Greathouse stated their agreement in waiving a hearing as the event is mirroring the prior years event.

MOTION was made by Councilor W. Steere to WAIVE the Public Hearing pursuant to Gloucester Code of Ordinance, Chapter 175.B.2, for the Applicant, Friendship Lodge, for the Scarecrow Festival proposed to be held on October 19, 2024; seconded by Councilor C. Greathouse

Discussion: None

VOTE: AYES- C. Greathouse, W. Steere ,S. Arnold , W. Worthy

NAYS-0

MOTION PASSED

b. Consideration of event (if PH waived) - Discussion and/or Action

Discussion:

Councilor W. Steere asked Chief Delprete, Police Chief, if there were any problems last year that need to be rectified. Chief Delprete stated that there were none. Chief Delprete stated there would be two police officers for traffic. Discussion followed on the number of port a johns to be required and there was agreement to request the same number as last year.

MOTION was made by Councilor C. Greathouse to APPROVE the Special Event, for Applicant, Friendship Lodge, for the Gloucester Scarecrow Festival 2024, to be held on Saturday, October 19, 2024 from 12:00 P.M. to 6:00 p.m. with the following stipulations:

- 1. Any food, not prepackaged, cooked and/or served on any Town property shall be served by a certified food handler and all applicable food safety state guidelines will be observed.
- 2. Food Trucks, if participating, must be licensed by the Town of Gloucester, whether with an

- annual license or a one day license.
3. Cleanup and trash removal will be the responsibility of the Applicant
  4. All stipulations for use of the Town Pavilion, if used, in the Code of Ordinance, Chapter. 221-18, shall be followed unless waived prior to event.
  5. The applicant will work with the Chief of Police regarding a Police presence for safety. The hours and number of officers needed will be at the Chief's discretion.
  6. The applicant will work with the Chepachet Fire Chief to ensure all safety measures are observed and all areas are accessible by emergency vehicles.
  7. A current Certificate of Insurance Liability, in an amount to be determined by the Town Solicitor shall be filed prior to license being issued.
  8. A Gloucester Field Permit shall be obtained from the Recreation Director for use of the Pavilion, if used, prior to license being issued.
  9. To include 10 porta johns for the event
  10. Signs for parking shall be clearly posted
  11. The event shall be limited to the proposal submitted on application  
seconded by Councilor S. Arnold

Discussion: None

VOTE:           AYES- C. Greathouse, W. Steere , S. Arnold , W. Worthy  
                  NAYS-0

MOTION PASSED

- C.     Town Property - Public Discussion and/or Action
  1.     Disposition of Property - 1272 Putnam Pike

Councilor W. Worthy stated that the Clerk's Office has received one written proposal, which is in Council's packet, and one email questioning if the historic value has been researched.

Discussion:

Councilor W. Steere stated that Rhode Island Housing had viewed the property and its condition and they recommended the property be torn down.

Councilor W. Steere stated that he appreciated the email about possibly saving the property and asked what was needed to have the ability to tour the property.

S. Rivera stated that she and her husband, M. Rivera , wanted the opportunity to take a closer look at the property to see what it would need to become a private residence. S. Rivera stated that her husband is a licensed contractor. S. Rivera stated that they would need to know what the town could do about splitting the property off from the town. S. Rivera stated that a proposal could be made after viewing the property.

Councilor W. Steere stated that the Riveras were asking for permission to have a guided tour in order to be able to make a proposal. D. Iglizzi stated that a supervised tour could be done at the discretion of the DPW Director. Councilor S. Arnold stated that the Council is open minded as to ideas but that there is no budget.

MOTION was made by Councilor W. Steere to authorize the DPW Director to schedule an

appointment for a tour of the property at 1272 Putnam Pike; seconded by Councilor S. Arnold

Discussion: None

VOTE: AYES- C. Greathouse, W. Steere , S. Arnold , W. Worthy  
NAYS-0

MOTION PASSED

D. Personnel

1. Department of Public Works - Building & Grounds Supervisor
  - a. Resignation - Discussion and/or Action

Councilor W. Worthy stated that the Clerk has received the notice of retirement from John Tucker, DPW Building/Grounds Supervisor, effective August 1, 2024.

MOTION was made by C. Greathouse to ACCEPT, with thanks the notice of retirement of John Tucker, DPW, effective August 1, 2024; seconded by Councilor W. Steere

Discussion: Councilor W. Steere thanked John for his service to the Town; he was a great asset and will be missed.

VOTE: AYES- C. Greathouse, W. Steere , S. Arnold , W. Worthy  
NAYS-0

MOTION PASSED

- b. Authorization to seek to fill position- Discussion and/or Action

Councilor W. Worthy stated that the DPW Director has requested the following:

July 29,2024

To: Honorable Town Council

From: Gary Trembl  
Public Works Director

Re: Approval to advertise for Building and Grounds Supervisor position

John Tucker has announced his retirement effective August 1,2024 I will post the position internally per the NAGE Union contract. If no one applies, I am requesting approval to advertise to fill this position.

(End of memo)

MOTION was made by Councilor S. Arnold to AUTHORIZE the DPW Director and the acting HR Director to work towards filling the Bldg/Grounds Supervisor position and forwarding a name for appointment to the Town Council, seconded by Councilor W. Steere

Discussion: None

VOTE: AYES- C. Greathouse, W. Steere ,S. Arnold , W. Worthy  
NAYS-0

MOTION PASSED



2. Police Department
  - a. Appointment - Discussion and/or Action  
Part Time Police Dispatcher

Councilor W. Worthy stated that Council has received a request from the Chief of Police:

To: Honorable Town Council Members  
From: Chief Joseph DelPrete  
Date: July 25, 2024

Subject: Police Department Part-Time Dispatcher Appointment

Dear Council Members,

I would respectfully request to make the following employment appointment to the Gloucester Police Department.

Appoint Thomas Detora of Johnston Rhode Island to a permanent part-time dispatcher position with the Gloucester Police Department at a training rate of \$16.00 per hour starting the week of Sunday August 4, 2024. Once Thomas Detora completes training he will be afforded a part-time hourly rate of \$24.00 per hour not to exceed 24 hours a week.

He must complete a criminal history and police background investigation as condition of his employment. This part-time position fills a 16 to 24-hour weekly void in the full-time dispatcher schedule. There will be no fringe benefits with this position.

Mr. Detora has previous dispatch experience with the Seekonk, Massachusetts and Richmond, Rhode Island Police Departments. This appointment will fill the part-time shift vacancy left by Taylor Malone who was appointed to a full-time position as of August 1, 2024.

Respectfully Submitted,

Joseph DelPrete  
Chief of Police  
(End of memo)

MOTION was made by Councilor C. Greathouse to APPOINT Thomas Detora to the position of part time Gloucester Police Department dispatcher starting the week of Sunday, August 4, 2024; said position will start at the training rate of \$16 per hour, and once training is completed the rate will be \$24 per hour not to exceed 24 hours per week. This appointment is not eligible for fringe benefits and is contingent upon a criminal history and police background investigation being completed; seconded by Councilor W. Steere

Discussion: None

VOTE: AYES- C. Greathouse, W. Steere ,S. Arnold , W. Worthy  
NAYS-0

MOTION PASSED

3. Personnel Handbook Amendment - Discussion and/or Action
  - a. Additional Personal Day (non union employees)

Councilor W. Worthy stated that the acting HR Director has sent the following request for consideration to Council:

Council has made two changes to benefit policies that have not been reflected in the current Personnel Handbook, the adoption of the Juneteenth National Freedom Day holiday and the addition of the vision rider to the Blue Cross/Blue Shield policy. I will make those changes to the current handbook.

I am also recommending a third benefit change that may have been overlooked when Council ratified the most recent collective bargaining agreements for the clerical (LIUNA) and DPW (NAGE) bargaining units. Council agreed to add a third personal holiday (“personal day”) for employees covered by those agreements. However, the third personal day was never adopted by Council for eligible non-union employees. As a result, I am recommending that Council officially add the third personal holiday for non-bargaining-unit personnel who are eligible for paid holidays, a group primarily composed of department heads and other salaried, wage-hour-exempt employees.

I am also recommending that this change be retroactive to the 2023-2024 fiscal year when the additional personal day was effective for the two bargaining units. Because the fiscal year has ended without the eligible non-bargaining-unit employees having an opportunity to use the third personal day, I am recommending that each eligible non-bargaining-unit employee be permitted carry over the additional personal day to the 2024-2025 fiscal year. This would give them four (4) personal days in 2024-2025, and they would revert to three (3) personal days per year in 2025-2026 and thereafter.

There is only a small potential financial impact. These salaried employees are not replaced when they are absent, so there is no financial impact to taking the additional personal day. It should be noted, however, that using the personal day in place of a vacation day may result in the Town paying out additional unused vacation days when the non-union employee retires or otherwise leaves Town employment. This cost is probably small enough to be characterized as *de minimis*.

(End of memo)

Discussion: Councilor S. Arnold stated that the precedent has always been that the non union employee benefits mirror the benefits of the union employees so this formalizing makes the issue solved.

MOTION was made by Councilor S. Arnold to ADD a third personal holiday for non-bargaining-unit personnel who are eligible for paid holidays, said change shall be retroactive to the 2023-2024 fiscal year when the additional personal day was effective for the two bargaining units; the eligible non-bargaining-unit employees shall be permitted to carry over the additional personal day to the 2024-2025 fiscal year, which would allow them four (4) personal days in 2024-2025, reverting to three (3) personal days per year in 2025-2026 and thereafter; said benefit will be included in the Employee Handbook upon approval; seconded by Councilor W. Steere

Discussion: None

VOTE: AYES- C. Greathouse, W. Steere , S. Arnold , W. Worthy

NAYS-0  
MOTION PASSED

IX. Legislative Updates - Discussion and/or Action

Councilor W. Worthy asked if any Councilor had legislative updates or suggestions.

Councilor W. Steere stated that the RI League of Cities and Towns has a new director , Randy Rossi, Town Manager, from Smithfield.

X. Town Council Correspondence/ Discussion

1. Councilor W. Worthy asked if any Councilors had any correspondence or a discussion item. Councilor W. Steere stated that Council received correspondence about horses on Douglas Hook Road that he wanted to ask Chief Delprete about.

Councilor W. Worthy read the correspondence from residents, Lori Blanchflower & Allen Rogler of 30 Douglas Hook Road regarding safety issues of horse's being ridden on busy roads and their displeasure about horse manure being left on local streets and being bathed at Town swimming facilities.

(Available for viewing in the Town Clerk's Office)

Chief Delprete stated that his office is working on updating signs at the parks and beaches as they currently only refer to "no dogs" and should reference " no animals". Chief Delprete stated that the letter was very well articulated and his office will address any issues of legality.

J. Verrier, resident, stated her opinion that the letter read "speaks of different situations". J. Verrier stated that she follows the horses in her truck to pick up any waste. J. Verrier described how her children routinely ride on Douglas Hook , Spring Grove and to Dunkin Donuts .

C. Wilson, resident, asked for clarification as to where horses are to ride in terms of the sidewalk or the road and if they are to pick up their mess. C. Wilson stated that he has had to pick up horse waste from the sidewalk in front of his store and that the horses have ridden on the sidewalk where he has displays. C. Wilson stated there is a need for clarification.

Chief Delprete stated that this matter got out of hand and the police were dispatched to handle it.

A speaker (no name given) stated his opinion as to the events on Saturday referred to in the letter when he and his daughter were riding horses on Douglas Hook Road. The speaker stated that he does not pick up after his horses on back roads but does so on the main roads. The speaker stated his opinion that it is his responsibility to look after his safety and not anyone else's.

Councilor W. Worthy stated that all need to be safe. Councilor S. Arnold stated a suggestion that the town ordinance be looked at to see if it needs to be addressed.

Councilor W. Steere stated that “the speaker” should be cleaning up after his horse. Councilor W. Steere stated that this is a safety issue for riders and that they should clean up the waste.

D. Igliazzi stated that he had emails from Captain Fague as to horses being at the beach. D. Igliazzi stated that is easy to handle as the town ordinance states no animals are allowed at the beach. Chief Delprete stated that Route 44 and Douglas Hook are state roads. D. Igliazzi stated that to put something on the books would require it to be a safety issue. Councilor W. Worthy asked for this matter to be placed on the next agenda.

M. Verrier stated that he had done some research that states that horses are not allowed on state highways. M. Verrier stated that he was unaware that horses were not allowed at the beach and now that he does know, he will not bring his horses to the beach anymore .

2. Councilor W. Steere stated his suggestion for a CodeRed message to be sent as a reminder for people to get out and vote on the referendum as early voting is currently going on. Councilor Steere stated the election is Tuesday, August 6, 2024. Councilor W. Steere stated he would be happy to work with the Town Clerk tomorrow to prepare a CodeRed message.

XI. Department Head Reports/Discussion

Councilor W. Worthy asked if any department heads had anything to report or if any Councilors had any questions for department heads.

None

XII. Bds. and Commissions Reports/ Discussion

Councilor W. Worthy asked if any boards or commissions had anything to report or if any Councilors had any questions for any board or commission.

None

XIII. Open Forum

Councilor W. Worthy asked if anyone had anything to discuss on any other subject and if so, to please state your name when you come to the microphone.

None

XIV. Adjourn

MOTION was made by Councilor C. Greathouse to ADJOURN at 8:50 p.m.; seconded by Councilor S. Arnold

Discussion: None

VOTE: AYES- C. Greathouse, W. Steere ,S. Arnold , W. Worthy  
NAYS-0

MOTION PASSED

