

At a meeting of the Town Council in and for the Town of Gloucester on February 19, 2026:

I. Call to Order

Councilor W. Worthy called the meeting to order at 7:30 p.m.

II. Roll Call

Members present: Stephanie L. Westgate; Cheryl A. Greathouse; Walter M. O. Steere, III, Vice- President; William A. Worthy, Jr., President

Member absent: Jonathan E. Burlingame

Also Present: David Igliazzi, Town Solicitor; Christine Mathieu, Deputy Town Clerk; Gary Treml, DPW Director; Gerry Mosca, EMA Director

III. Pledge of Allegiance

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

Councilor W. Worthy asked all to remain standing. Councilor W. Steere stated that the town lost a cherished member of the community this week, David Fecteau, who was the husband of the town clerk, Jean Fecteau. Councilor W. Steere asked all to observe a moment of silence. Councilor W. Worthy asked everyone to keep Jean and her family in your prayers.

IV. Open Forum - For Agenda Items

Councilor W. Worthy stated that if anyone wishes to speak on any issues to please step to the microphone and state your name when called on.

None

V. Presentation- NORESKO re: potential energy savings project- Discussion and/or Action
Councilor W. Worthy stated that a representative from NORESKO was present tonight to speak to Council.

Discussion:

D. Angeledes, NORESKO, stated his thanks for the invitation to speak and explained that his company is an energy services company that tries to find energy efficiencies in a towns' buildings, monetizes those energy efficiencies, and then guarantees those energy savings. D. Angeledes stated that the goal is to put together budget neutral projects.

D. Angeledes stated that the company is a division of Carrier Systems and works with schools and municipalities. D. Angeledes stated that the first step is to determine if a project is viable and that analysis is at no charge to the municipality.

D. Angeledes stated that the analysis includes a 3- year review of all utility bills, the energy use in the buildings to be included and the square footage of each building.

D. Angeledes stated the projects are two steps: 1) an investment grade audit of all buildings specified for the project and 2) a development of the measures necessary to be more energy efficient. D. Angeledes stated the goal is to reduce energy spent while being budget neutral.

Councilor S. Westgate asked what makes NORESCO different. D. Angeledes stated their attention to detail and their collaborative approach. D. Angeledes stated that a viable project is one of over 20 percent.

D. Angeledes stated that the goal today is to determine if the town wants NORESCO to find out if a project is viable.

G. Treml, DPW Director, stated that energy projects done by the town included lighting at the town hall, senior center and DPW buildings as well as the geothermal system which is about 14 years old.

D. Angeledes stated that if the town does the initial analysis then it is at no charge to the town. D. Angeledes stated that if a project is viable then a plan can be determined. D. Angeledes stated that to do a viability analysis he would need three years of all utility bills, a list of buildings to be included and their square footage.

D. Igliazzi, Town Solicitor, asked if the company was on the state master price list. D. Angeledes stated that the company was on the state master price list. D. Igliazzi stated that if Council were to make a motion to have the initial analysis done then there would not be an issue as the company is preapproved by being on the master price list.

Councilors W. Worthy, C. Greathouse and S. Westgate stated they were in favor. D. Igliazzi asked for a clarification as to the items required for the analysis.

D. Angeledes stated three years of all utility bills, the buildings to be included and the square footage of the buildings.

MOTION was made by Councilor C. Greathouse to have NORESCO do a preliminary study of the buildings interested in being energy efficient and the square footage of the buildings and three years of utility bills including electricity, gas, oil, propane and water; seconded by Councilor S. Westgate

Discussion: None

VOTE: AYES- Westgate, Greathouse, Steere, Worthy
NAYS-0

MOTION PASSED

Discussion: G. Treml, DPW Director, asked who the point person would be on this project. Councilor W. Worthy stated E. Beltram, Finance Director, could be the point person in Finance as to obtaining the utility bills for all municipal buildings. Councilor W. Worthy asked G. Treml to be the point person for the other aspects and he agreed.

Councilor W. Worthy asked when D. Angeledes might conclude review of the preliminary study material. D. Angeledes stated that if he received the data next week then he could have the information for Council no later than March.

VI Consent Items- Discussion and/or Action

- A. Approval of Town Council Minutes: Regular meeting of January 15, 2026 and February 5, 2026
- B. Tax Assessor's Additions and Abatements- January 2026
- C. Finance Director's Report- January 2026

MOTION was made by Councilor C. Greathouse to APPROVE the Town Council minutes of January 15, 2026 and February 5, 2026; to APPROVE the Tax Assessor's Additions and Abatements, No Additions to the 2025 Tax Roll, and Abatements to the 2025 Tax Roll in the amount of \$427.50; and to ACCEPT the Finance Director's Report for January 2026; seconded by Councilor S. Westgate

Discussion: None

VOTE: AYES- Westgate, Greathouse, Steere, Worthy
NAYS-0

MOTION PASSED

VII. Unfinished Business

- A. Boards and Commissions - Discussion and/or Action
 - 1. Appointments - Discussion and/or Action
 - a. Budget Board
 - 1. Position # 3- One unexpired 3- year term to expire 12/31/2028

Councilor W. Worthy stated the Chair does not have a recommendation at this time.

MOTION was made by Councilor S. Westgate to TABLE the appointment to the Budget Board, Position #3, to the Town Council meeting of March 5, 2026; seconded by Councilor C. Greathouse

Discussion: None

VOTE: AYES- Westgate, Greathouse, Steere, Worthy
NAYS-0

MOTION PASSED

- B. Personnel
 - 1. Tax Assessor Appointment-Discussion and/or Action
 - 2- year Term to expire 12/31/2027

Councilor W. Worthy stated that per Public law, the Town Tax Assessor is appointed every two years, in the "off" year as other appointments.

Councilor W. Worthy stated that the Council has received a memo from the Finance Director which he read as follows:

Memo: Honorable Town Council
From: Elizabeth A. Beltram, Finance Director
Re: Tax Assessor Re-appointment
Date: February 19, 2026

In regards to the pending reappointment of the Town Tax Assessor, it is clear she has a good understanding of the job duties and a working knowledge of issues currently facing the Town. She has recently spearheaded our ongoing conversion from Vision to the Catalis platform. Over the past year she has had a better presence in the office and has been more readily available to the public.

Base on all of the above, I feel the Town Council should look favorable at re-appointing the Tax Assessor at this time.

Respectfully,
Elizabeth A. Beltram
(end of memo)

Discussion: None

MOTION was made by Councilor C. Greathouse to APPOINT Jessica Parker to the position of Tax Assessor for the Town of Gloucester for a term to expire 12/31/2027; seconded by Councilor S. Westgate

Discussion: None

VOTE: AYES- Westgate, Greathouse, Steere, Worthy
NAYS-0

MOTION PASSED

2. Retirement compensation package: Chief of Police- Discussion and/or Action
Councilor W. Worthy stated that Council has received a memo from the Acting Director Human Resources which he read as follows:

February 4, 2026

Chief Joseph DelPrete
14 Spur Road
Foster, RI 02825

Dear Chief DelPrete:

Gloucester Town Council has authorized payment to you upon your upcoming retirement an amount of at least \$40,000.00 and not to exceed \$41,000.00 represent accrued and unused vacation (paid leave) and sick leave, provided that you use at least three weeks (120 hours) of accrued vacation time prior to your retirement.

Please contact me if you have any questions on this, and best wishes in your upcoming retirement.

Sincerely
Don Zimmerman
Acting Director of Human Resources
(end of memo)

MOTION was made by Councilor C. Greathouse to AUTHORIZE the retirement payout in an amount of at least \$40,000 and not to exceed \$41,000 representing accrued and unused vacation (paid leave) and sick leave subject to the use of at least three (3) weeks (120 hours) of accrued vacation time prior to your retirement; seconded by Councilor W. Steere

Discussion: None

VOTE: AYES- Westgate, Greathouse, Steere, Worthy
NAYS-0

MOTION PASSED

3. Determine the process for hiring a new Chief of Police- Discussion and/or Action

Councilor W. Worthy stated that the Council has received the following memo from Don Zimmerman, Acting Director of Human Resources which he read as follows:

TO: Gloucester Town Council
FROM: Don Zimmerman, Acting Director Human Resources
Subject: Hiring Process for Chief of Police
Date: February 18, 2026

1. Town Council, or a sub-group thereof, will review the existing job description for the position of Police Chief and make any changes as appropriate.
2. Town Council will adopt a salary range and fringe benefit package for the position.
3. Town Council will authorize advertising for the position, pending receipt of a resignation from the incumbent chief, and establish a deadline for submission of applications.
4. The position will be posted internally for applications from current employees, including members of the Gloucester Police Department and such outside posting and advertising sites as deemed appropriate, possibly including, but not limited to, The Town of Gloucester website job openings page; the RI League of Cities and Towns career page; the New England Association of Chiefs of Police (\$200 per month posting fee); the International Association of Chiefs of Police (charges for distribution of job postings range to \$495); the Rhode Island Police Chiefs Association; and area colleges with criminal justice degree programs including Roger Williams University, Salve Regina University, the University of Rhode Island and Rhode Island College.

5. Town Council will appoint a screening panel composed of: two (2) Council members for example, the Council President and the Police Department liaison member); the Acting Director of Human Resources; and other members, possibly including senior law enforcement officials, as it sees fit.
6. The screening panel shall review the backgrounds of qualified applicants, conduct initial interviews with semi-finalists and conduct or oversee background checks that include a criminal background check on the finalist or finalists.
7. Town Council shall interview the finalist or finalists and appoint a candidate or, in its sole discretion, authorize a continued search.
(end of memo)

Discussion:

D. Igliazzi, Town Solicitor, stated that Council may act on some of the items listed in D. Zimmerman's letter especially regarding items 1 and 2. D. Igliazzi stated that items 1 and 2 would make clear as to the job description, salary and benefits in order to then advertise.

MOTION was made by C. Greathouse to appoint D. Zimmerman, Chief Delprete and Councilor W. Steere to meet and review a job description of police chief; seconded by Councilor S. Westgate

Discussion: None

VOTE: AYES- Westgate, Greathouse, Steere, Worthy
NAYS-0
MOTION PASSED

MOTION was made by Councilor W. Steere to direct D. Zimmerman, Acting Director Human Resources, to review the current salary and the salary ranges in RI for police chiefs and report back to Council; seconded by Councilor C. Greathouse

Discussion: None

VOTE: AYES- Westgate, Greathouse, Steere, Worthy
NAYS-0
MOTION PASSED

Discussion:

Councilor W. Steere stated that D. Zimmerman should have the salary information for the March 5, 2026 Council meeting.

Councilor W. Steere stated his opinion that the screening panel could be made up of Council, members of the public, G. Treml, Town Clerk, and maybe retired

law enforcement.

D. Iglizzi stated a recommendation that the screening panel consist of senior law enforcement, Council members, D. Zimmerman, and maybe even a member of the public. D. Iglizzi recommended that the screening panel be put in place sooner rather than later.

Councilor W. Steere asked the Town Clerk’s Office to find out the members of the screening panel from the last time a chief was hired for the next meeting.

VIII New Business

- A. Finance Office: Requesting line item transfers in current budget year (FY26) to allocate the set aside for the final contractual increases
-Discussion and/or Action

Councilor W. Worthy stated that Council has received a memo from the Finance Director which he read as follows:

Memo: Honorable Town Council
 From: Elizabeth A. Beltram, Finance Director
 RE: Fiscal 2026 Budget Transfers

Below are recommended budget transfers for Fiscal Year 2026. The amounts and account codes are as follows:

To INCREASE:

Town Clerk's Office	01-002-2010	Wages	\$2,153.00
Town Clerk's Office	01-002-2018	Longevity	39.00
Finance Office	01-031-2010	Wages	2,251.00
Tax Collector's Office	01-034-2010	Wages	1,057.00
Tax Assessor's Office	01-033-2010	Wages	1,057.00
DPW Administration	01-050-2013	Wages	1,155.00
DPW Administration	01-050-2018	Longevity	44.00
Building Office	01-003-2010	Wages	4,091.00
Building Office	01-003-2018	Longevity	144.00
Planning Office	01-004-2010	Wages	4,091.00

To DECREASE:

<u>Department</u>	<u>Account</u>	<u>Description</u>	<u>Amount</u>
Other Operational Expense	01-082-2273	Negotiations	\$16,082.00

transfers are to allocate the funds set aside for the final contractual increases to the line items that were affected in the FY26 budget.

Respectfully,

Elizabeth A. Beltram
(end of memo)

MOTION was made by Councilor S. Westgate to APPROVE the transfer of \$16,082.00 from the Other Operations Expense Account in the FY 25 Budget to the several accounts as follows: Town Clerk's Office wages in the amount of \$ 2,153.00; Town Clerk's Office longevity in the amount of \$39.00; Finance Office wages in the amount of \$2,251.00; Tax Collector's Office wages in the amount of \$1,057.00; Tax Assessor Office wages in the amount of \$1,057.00; DPW administration wages in the amount of \$1,155.00; DPW administration longevity in the amount of \$ 44.00; Building Office wages in the amount of \$4,091.00; Building Office longevity in the amount of \$144.00; Planning Office wages in the amount of \$ 4,091.00

Seconded by Councilor C. Greathouse

Discussion: None

VOTE: AYES- Westgate, Greathouse, Steere, Worthy
NAYS-0

MOTION PASSED

- B. Discussion, vote or other action – To utilize various budgeted line items within the Building Zoning Dept. for the purpose of covering an increase to the Building Official's salary, tax and fringe benefits that amounts to a total of \$5000.00 without causing the department as a whole to incur deficit spending.

Discussion:

C. Mathieu, Deputy Town Clerk, stated that Council has a summary in their packet from the Finance Director explaining where the projected numbers are coming from and she can answer any questions Council may have.

Councilor W. Steere stated his opinion that it needs to be clear that this is a unique situation so it does not open the door for this to happen in the future. Councilor W. Steere stated his opinion that it needs to be clear that there can be no spending that would result in a deficit if this is approved in the Building Dept. Councilor W. Steere stated that it must be clear that the department lives within the budget if this is approved.

Councilor W. Steere stated that he is a bit uneasy doing this matter because of the precedent it can set but he stated it is a unique situation. Councilor W. Steere stated that the budget is extremely tight. Councilor W. Worthy stated his agreement. Councilor S. Westgate stated her opinion that this is a rare situation and that the

money is coming out of the Building Dept. budget. Councilor C. Greathouse stated that there were extenuating circumstances.

MOTION was made by Councilor C. Greathouse to APPROVE from the projected salary wages overage for the Building Official and Building Inspectors in the amount of \$ 17, 682.79 to be applied to the following accounts to avoid incurring a deficit: Building Office projected wages overage in the amount (\$2,501.43); Building Office projected longevity overage in the amount of (\$143.84); Miscellaneous Expense -Verizon projected overage in the amount of (\$1,170.48); Group Life Ins. projected overage in the amount of (\$7.00); Medical Insurance projected overage in the amount of (\$11, 182.43); Dental Insurance projected overage in the amount of (\$480.00); Municipal Pension projected overage in the amount of (\$3,063.00); Municipal Pension -TIAA Cref projected overage in the amount of (\$353.14);

AND TO INCREASE to the projected salary wages overage for the Building Official and Building Inspectors from the following accounts: Travel in the amount of \$2,000.00; Office Equipment in the amount of \$1,802.20; Workers Compensation Insurance in the amount of \$2,471.42

TO COVER an INCREASE to the Building Official's salary, tax and fringe Benefits in the amount of \$5,000.00 without causing the department as a whole to incur deficit spending; for the reasons that this was caused by the position being reduced to part time, the budget being prepared that way and the goal to now try to pay the Building Official additional funds to perform as close to full time as he can;

Discussion: Councilor W. Steere stated his opinion that the reasons need to be added to the motion. D. Iglizzi stated that the reasons for this matter were that the position was reduced to part time, that the budget was prepared this way, and that the goal was to now pay the Building Official additional funds to in order for him to perform as close to a full- time position as he can.

Seconded by Councilor S. Westgate

Discussion: None

VOTE: AYES- Westgate, Greathouse, Steere, Worthy
NAYS-0

MOTION PASSED

- C. Consideration for a Resolution in support of proposed legislation H7356 and S2216 titled: Relating to Education- School Employee Background Checks- Discussion and/or Action

Discussion: D. Iglizzi stated that these were the two bills discussed at the last meeting.

MOTION was made by Councilor S. Westgate to APPROVE the drafting of a Resolution for consideration in Support of Proposed legislation H7356 and S2216 titled: Relating to Education School Employee Background Checks to the Town Council meeting of March 5, 2026; seconded by Councilor C. Greathouse

Discussion: None

VOTE: AYES- Westgate, Greathouse, Steere, Worthy
NAYS-0

MOTION PASSED

Discussion: D. Iglizzi stated he would draft the Resolution.

- D. Consideration of a resident request:
 - 1. To authorize the Town Council President to obtain an estimated cost for a potential investigation into an alleged incident at Foster/Glocester Regional High School- Discussion and/or Action

Discussion:

D. Iglizzi stated that this item was discussed in open forum at the last meeting.

D. Iglizzi stated his recommendation that Council could authorize both measures by two votes if that was their intent.

D. Iglizzi stated that this first matter is to get an estimate of a cost and no money is being committed or spent.

MOTION was made by Councilor S. Westgate to authorize the Town Council President to obtain an estimate for a potential investigation into an alleged incident at Foster /Glocester Regional High School; seconded by Councilor C. Greathouse

Discussion: Councilor W. Steere stated his opinion that the onus is on the school Committee to do any investigation. Councilor W. Steere stated his opinion that it should be an independent investigation into how, why, who and how to prevent from happening in the future. Councilor W. Steere stated his opinion that this is not within the purview of the Town Council but does feel protecting children is important. Councilor W. Steere questions if the Council has the legal standing to do any investigation and that any cost will not be cheap. Councilor W. Steere stated that the budget is extremely tight. Councilor W. Steere stated that it is the responsibility of the school committee to protect the children within its charge.

Councilor S. Westgate stated she agrees that this matter is the responsibility of the school committee but stated it does not seem to be getting done.

Councilor W. Worthy stated his opinion that this matter is about accountability. Councilor W. Worthy stated that he recognizes that there are two different

entities but feels if one is not getting it done then people still have the right to know. Councilor W. Worthy stated that he could find out an estimated cost and bring it back to Council.

Councilor W. Steere stated his opinion that the Charter gives the Council the ability to investigate departments under Council's control and the school committee is not under Council's control. Councilor W. Worthy stated he could find out the estimated cost of an investigation. Councilor W. Steere stated his opinion that it is not yet the time to speak to Foster about this matter but is okay with finding out the cost.

VOTE: AYES- Westgate, Greathouse, Steere, Worthy
NAYS-0

MOTION PASSED

2. To authorize negotiations between the Gloucester Town Council and Foster Town Council to discuss payment for the expense for a potential investigation- Discussion and/or Action

Discussion:

Councilor W. Steere stated a suggestion to draft a letter to the school committee regarding an investigation into an alleged incident. D. Iglizzi stated that is not on the agenda so it cannot be voted on at this meeting. D. Iglizzi stated that the matter could be on the next agenda.

MOTION was made by Councilor C. Greathouse to authorize the Town Council President to discuss with the Foster Town Council as to their interest in a potential investigation; seconded by Councilor S. Westgate

Discussion: None

VOTE: AYES- Westgate, Greathouse, Steere, Worthy
NAYS-0

MOTION PASSED

IX. Legislative Updates - Discussion and/or Action

Councilor W. Worthy asked if any Councilors had updates on legislation.

None

X. Town Council Correspondence/ Discussion

Councilor W. Worthy stated that Council received correspondence from Employer Support of the Guard and Reserve (ESGR) that they will be participating in the annual convention of the RI League of Cities and Towns on March 19, 2026

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 questions for any Board or Commission.

None

XIII. Open Forum

Councilor W. Worthy stated that if anyone wishes to speak on any issues to please step to the microphone and state your name when called on.

None

Councilor W. Worthy stated that Council now needs a motion to convene to closed executive session.

XIV. Seek to Convene to Closed Executive Session Pursuant to:

Seek to Convene to Closed Executive Session Pursuant to:

1. RIGL 42-46-5(A)(2) Sessions pertaining to collective bargaining, litigation or work sessions pertaining to potential litigation:
 - a. Negotiations for successor union contracts (Police & Dispatcher Unions)
 - b. Potential Litigation

MOTION was made by Councilor W. Steere Seek to Convene to Closed Executive Session Pursuant to:

1. RIGL 42-46-5(A)(2) Sessions pertaining to collective bargaining, litigation or work sessions pertaining to potential litigation:
 - a. Negotiations for successor union contracts (Police & Dispatcher Unions)
 - b. Potential Litigation

seconded by Councilor S. Westgate

Councilor W. Worthy asked the Clerk to call the roll:

Councilor Westgate- Aye
Councilor Greathouse- Aye
Councilor Steere- Aye
Councilor Worthy- Aye

Discussion: None

MOTION PASSED

All were asked to leave and told they could return after Executive Session

All were invited back into the room after Executive Session.

XV. Reconvene Open Session, Disclosure of votes taken in Executive Session & to Seal the Minutes of Closed Executive Session;

MOTION was made by Councilor W. Steere to Reconvene Open Session, Disclose zero (0 votes were taken in Executive Session & to Seal the Minutes of Closed Executive Session; seconded by Councilor S. Westgate

Councilor W. Worthy asked the Clerk to call the roll:

Councilor Westgate- Aye
Councilor Greathouse- Aye
Councilor Steere- Aye
Councilor Worthy- Aye

Discussion: None

MOTION PASSED

XVI. Adjourn

MOTION was made by Councilor W. Steere to ADJOURN at 9:50 p.m.; seconded
By Councilor C. Greathouse

Discussion: None

VOTE: AYES- Westgate, Greathouse, Steere, Worthy
NAYS-0

MOTION PASSED

