

Meeting of the Board of Selectmen convened at 1:00 p.m. on Wednesday, June 13, 2018 in Room 34, the Harry B. Butters Chambers, Norwood Memorial Municipal Building, with the Pledge of Allegiance, and a silent moment of prayer and reflection. Meeting is Recorded.

Present: Chairman William J. Plasko, Helen Abdallah Donohue, Paul A. Bishop, Allan D. Howard and Thomas F. Maloney. Also present Town Manager Tony Mazzucco, and Assistant Christina K. Mulvehill.

Appointments: Town Counsel Interviews

1:00 P.M. – Mead Talerman & Costa, LLC.

Jay Talerman introduced himself, his partner Adam Costa, and Kate Feoderoff. They originated as a land-use firm in 2004 and Attorney Talerman joined in 2006. He and Attorney Costa expanded to general municipal law shortly after that. The firm takes a proactive team approach and they focus on partner driven services. Their proposal is that Attorney Talerman be the primary contact and Attorney Costa would be secondary contact. Attorney Feoderoff would be the primary for labor counsel. Selectman Plasko asked for an explanation of their arrangement in Marblehead and Douglas. Attorney Talerman explained that Marblehead has a longstanding General Municipal Counsel for the town who handles just a smattering of matters and, in title, he remains the Town Counsel, but MTC performs about ninety percent of the legal work. Douglas is an even split with Attorney Richard Bowen handling the General Municipal and MTC handles all land use and real estate matters. Selectman Plasko asked if the firm as any experience with municipal airports and light departments. Attorney Talerman has represented Chatham on airport matters and the firm handles a few communities with light departments. Selectman Howard asked about availability and responsiveness. Attorney Costa said they pride themselves on their responsiveness and ability to become a part of the communities they represent and they provide routine officer hours.

Selectman Bishop asked about Labor Law and Collective Bargaining. Attorney Feoderoff was lead of Labor and Employment in Brockton and did all the collective bargaining. Her approach is to establish relationships, build trust and bridge gaps. Chairman Maloney inquired about 40B Housing. Attorney Talerman said Attorney Costa has 40R experience and they both have vast 40B experience.

1:30 P.M. – Brooks & DeRensis, PC.

Attorney Paul DeRensis introduced himself. The firm represents five communities and they have ten lawyers. Each town is represented by two attorneys. He went on to introduce Attorneys Dan Deutsch, Lou Ross, Peter Berry, and Leonard Kopelman, former founder of KP Law. Attorney DeRensis would be the primary contact for Norwood but they use a team approach. Attorney Deutsch gave an overview of the firm, which is dedicated to public service, and each attorney has decades of relevant experience. His practice is primarily Civil Litigation and he spoke about his experience. Attorney Ross was the next speaker. He specializes in Land Use and Real Estate matters. He listed all the boards and committees he has worked with. Attorney Ross also advises on Open Meeting Law and Conflict of Interest Law. Attorney Berry, who specializes in Labor and Employment Law spent ten years as General Counsel at Cambridge and Boston Housing Authority and was a lead negotiator in union matters. He has experience with all state agencies that relate to employees and he has practiced in the public sector for twenty-five years. Attorney Kopelman said he went to the firm because they are all senior lawyers with no associates and they rarely use special counsel. Attorney Deutsch said the goal of the firm is to ensure they evaluate the options at every turn.

2:00 P.M. –Clifford & Kenny, LLP.

Attorney John Clifford, was a town administrator until 2007 before going into practice. The firm has fifteen municipal clients and are looking to be Labor Counsel only. His partner is Attorney Jaime Kenny and their specialty is Labor Law. Attorney Kenny was a union attorney and in-house counsel for AFSCME and they dealt with each other when he was a town administrator. They have associates do a lot of the prep work. Attorney Clifford said he disliked when he would call counsel and they would not respond, or would give an ambiguous answer. Attorney Kenny said she has dealt with many union cases and there is not much she has not seen. Selectman Donohue asked about contract negotiations. Attorney Clifford said they sit down with the Board of Selectmen and the Manager and discuss what

Clifford & Kenny, LLP.-(cont'd)

strategies they are trying to employ and what they are trying to achieve. They do training and investigating up front to acquire a clear picture. Attorney Kenny said municipal contracts are about sustainability and they always do a full cost analysis, encompassing not only raises, but paid time off, etc.

Selectman Plasko asked about their experience with school departments. Attorney Kenny said they have represented school departments in the past and teacher bargaining is very different from fire department contacts. Selectman Bishop asked about experience with the GIC. Attorneys Clifford and Kenny both have experience with the GIC. Attorney Clifford and Attorney Kenny work together in every community so one is always available to help. They charge a flat fee for emails and phone calls as they would rather have calls when something is happening and before a decision is made ,than when it is going off the rails.

2:30 P.M. –Murphy Hesse Toomey & Lehane

Attorney David DeLuca introduced Attorneys Kevin Bresnahan, Kier Wachterhauser, Karis North and John Flynn. The firm is a varied practice providing services in Town Counsel, Labor Counsel, Employee benefits, Corporate and Education. Attorney DeLuca has always has presence in Norwood, concentrating mostly on litigation matters. Labor Counsel has seen it all and provides the kind of counsel that is clear. The town has a right to be proud of town counsel and labor counsel. Attorney Bresnahan has been labor counsel since 2007 and was involved when Norwood joined GIC with the guidance of PEC. Attorney DeLuca said they are a personal service firm that believes the most important concern is the client. If you reach out to him you will hear back and know he is responsive to the request. That is his commitment with Norwood, and with all of his clients. Selectman Donohue said she has been working with him for all these years and appreciates all the wonderful work he did for the town. Attorney DeLuca went on to explain that he could step in as Lead Counsel, for which he feels very prepared. Attorney North has been hands on Lead Counsel for the Airport and would remain in that role. Attorney Bresnahan spoke about his experience with the various agencies involved in Labor Law. Chairman Maloney said there are some concerns but rupturing a relationship like this would be hard.

3:00 P.M. - Valerio Dominello & Hillman, LLC.

Attorney Liz Valerio is an attorney representing school districts, towns and cities since 1995. The firm is located in Westwood. She has always done management side and always in the public sector. They do collective bargaining, preparation for bargaining, labor relations, civil service, and MCAD complaints. Attorney Valerio gave an overview of the training she is involved in. Attorney Nick Dominello gave an overview of the make-up of the firm. He also spoke about the training they provide. Attorney Valerio said they are looking for a long-term relationship and they have yet to be replaced by any of their clients. There was further discussion about MCAD and JLMC and strategies they employ when dealing with agencies. Attorney Valerio said they would be very pleased to work with Norwood.

The Manager recommended the Selectmen take time to digest the information and he would pull together all the fee proposals over the next couple of weeks. Perhaps the Board could announce a decision at the June 26, 2018 meeting.

Adjournment

No other business being presented for consideration, on motion of Selectman Plasko, seconded by Selectman Howard, voted to adjourn and the meeting was adjourned accordingly at 3:35 p.m.

A True Record.

ATTEST: _____
Assistant