

Sean E. Powers
President
At Large

Shannon L. Hume
At Large

CHARLES C. Kokoros
District 1

John C. Mullaney
District 2

Thomas M. Bowes
District 3



Charles B. Ryan
Vice President
At Large

Stephen C. O'Brien
District 4

Michael J. Owens
District 5

PAUL "DAN" CLIFFORD
District 6

OFFICE OF THE TOWN COUNCIL - AGENDA -

January 19, 2016 • Horace T. Cahill Auditorium, Town Hall • Starting Time: 7:30_{PM}

PLEDGE OF ALLEGIANCE/MOMENT OF SILENCE

ANNOUNCEMENTS

- 009 16 Council President: Troop 138 from Saint Clare's Parish
- 008 16 Council President: Article – Police Team Effort
- 007 16 Council President: Braintree Chamber of Commerce – Introduction of John Hafferty

APPROVAL OF MINUTES

- January 4, 2016
- January 5, 2016

CORRESPONDENCE

- 003 16 Council President: Clerk of the Council – Annual Evaluation due next Tuesday, January 26th
- 010 16 Council President: MMA Annual Meeting Workshop Sessions

COMMUNICATIONS AND REPORTS FROM THE MAYOR AND TOWN BOARDS

- 16 005 Councilor Clifford: Update on Potter II Progress or take up any action relative thereto

OLD BUSINESS

- 033 15 Council President: Town Auditor Job Posting or take up any action relative thereto

NEW BUSINESS

Refer to the Committee on Ways & Means

- 16 006 Councilor Clifford: Request for Transfer of Funds to hire consultant to conduct a Comprehensive Analysis on Potter II or take up any action relative thereto

Topics the Chair does not reasonably anticipate will be discussed

UPCOMING MEETINGS:

Next Council Meeting - **TUESDAY, FEBRUARY 2, 2016 @ 7:30pm**

ADJOURNMENT

Thomas M. Bowes
President
District 3

Shannon L. Hume
At Large

CHARLES B. Ryan
At Large

CHARLES C. Kokoros
District 1

JOHN C. MULLANEY
District 2



Sean E. Powers
Vice President
At Large

Stephen C. O'Brien
District 4

Michael J. Owens
District 5

PAUL "DAN" CLIFFORD
District 6

OFFICE OF THE TOWN COUNCIL

January 4, 2016

MINUTES

A meeting of the Town Council was held in the Cahill Auditorium, Braintree Town Hall, on Monday, January 4, 2016 beginning at 7:40p.m.

Council President Bowes was in the chair.

OATH OF OFFICE

16 001: Council President: Oath of Office

Mayor Sullivan administered the oath of office to the nine members of the Braintree Town Council and the three recently elected members of the School Committee.

BRAINTREE TOWN COUNCIL

Councilor-At-Large

Sean E. Powers
Charles B. Ryan
Shannon L. Hume

District Councilors

1 – Charles C. Kokoros
2 – John C. Mullaney
3 – Thomas M. Bowes
4 – Stephen C. O'Brien
5 – Michael J. Owens
6 – Paul Dan Clifford

SCHOOL COMMITTEE

School Committee

Lisa Heger.
Thomas Devin
Kate N. Naughton

Mayor Joseph Sullivan and Congressman Stephen Lynch expressed best wishes to all members of the Council and School Committee.

The Clerk of the Council conducted the roll call.

Present: Thomas Bowes, President
Sean Powers, Vice President
Paul Dan Clifford
Shannon Hume
Charles Kokoros
John Mullaney
Charles Ryan
Stephen O'Brien
Michael Owens

Others: Joseph Sullivan, Mayor
Stephen Lynch, Congressman 8th District
Mark Cusack, State Representative
Frank Hackett, School Superintendent
Various School Committee Members
James M. Casey, Town Clerk
Debra Starr, Assistant Town Clerk

Council President Thomas Bowes thanked many elected officials and staff members for their support during his term as Council President.

Reorganization of Town Council

At this time James M. Casey, Town Clerk, asked for a motion to open up nominations for Council President. A motion was made by Councilor Kokoros and seconded by Councilor Ryan. The Clerk of the Council conducted a roll call vote with all members voting in the affirmative.

Clerk Casey asked for nominations for President. Councilor Kokoros nominated Councilor Powers. Nomination was seconded by Councilor Ryan. Clerk Powers asked Councilor Powers if he would accept the nomination. Councilor Powers responded "yes". Clerk Casey asked if there were any other nominations. There were no other nominations presented.

Clerk Powers asked for a motion to close nominations for Council President. A motion was made by Councilor Kokoros and seconded by Councilor Ryan. The Clerk of the Council conducted a roll call vote with all members voting in the affirmative.

On a motion by Councilor Kokoros and seconded by Councilor Ryan to accept by acclamation the nomination of Councilor Powers for President. The Clerk of the Council conducted a roll call vote with all members voting in the affirmative.

Councilor Powers, newly elected Council President, took over the Chair.

Congratulations to the new Council President Sean E. Powers. Council President Powers asked for a motion to open up nominations for Council Vice-President. A motion was made by Councilor Kokoros and seconded by Councilor Ryan. The Clerk of the Council conducted a roll call vote with all members voting in the affirmative.

Council President Powers asked for nominations for Vice-President. Councilor Kokoros nominated Councilor Ryan. Council President Powers asked Councilor Ryan if he would accept the nomination. Councilor Ryan responded "yes". Council President Powers asked if there were any other nominations. Councilor Clifford nominated Councilor Hume. Council President Powers asked Councilor Hume if she would accept the nomination. Councilor Hume responded "yes". Council President Powers asked if there were any other nominations. There were no other nominations presented.

Council President Powers asked for a motion to close nominations for Council Vice-President. A motion was made by Councilor Kokoros and seconded by Councilor Bowes. The Clerk of the Council conducted a roll call vote with all members voting in the affirmative.

Council President Powers informed members that he would ask for a vote for the first person nominated and then the second person nominated only if the first person did not receive at least five votes. Council President Powers asked for a vote Roll Call by the Clerk of the Council. Votes were as follows: Yea for Councilor Bowes, Nah for Councilor Hume, Yea for Councilor Ryan, Yea for Councilor Kokoros, Yea for Councilor Mullaney, Yea for Councilor Powers, Nah for Councilor O'Brien, Yea for Councilor Owens, Nah for Councilor Clifford. Council President Powers declared Councilor Charles Ryan as Vice-President.

Councilor Clifford stated he hopes there is a lay out and the Council works out an agenda for the coming years and have the Council Vice President play a more active role.

Topics the Chair does not reasonably anticipate will be discussed

UPCOMING MEETINGS:

Next Council Meeting - **TUESDAY, JANUARY 5, 2016@ 7:30pm**

ADJOURNMENT

It was unanimously voted to adjourn the meeting at 8:08p.m.

Respectfully submitted,
Susan M. Cimino
Clerk of the Council

Sean E. Powers
President
At Large

Shannon L. Hume
At Large

CHARLES C. Kokoros
District 1

John C. Mullaney
District 2

Thomas M. Bowes
District 3



Charles B. Ryan
Vice President
At Large

Stephen C. O'Brien
District 4

Michael J. Owens
District 5

PAUL "DAN" CLIFFORD
District 6

OFFICE OF THE TOWN COUNCIL

January 5, 2016

MINUTES

A meeting of the Town Council was held in the Cahill Auditorium, Braintree Town Hall, on Tuesday, January 5, 2016 beginning at 7:30p.m.

Council President Powers was in the chair.

The Clerk of the Council conducted the roll call.

Present: Sean Powers, President
Charles Ryan, Vice President
Thomas Bowes
Paul Dan Clifford
Shannon Hume
Charles Kokoros
John Mullaney
Stephen C. O'Brien
Michael Owens

Not Present: Charles Kokoros

Also Present: Michael Coughlin, Chief of Staff
Edward Spellman, Director of Finance

Councilor O'Brien left for the evening at 8:00pm

APPROVAL OF MINUTES

• December 15, 2015

Motion: by Councilor Ryan to Approve Minutes of December 15, 2015

Second: by Councilor Bowes

Vote: For (7), Against (0), Absent (2-Kokoros, O'Brien), Abstain (0)

ANNOUNCEMENTS

- 001 16 Councilor Hume: Recognition Certificates – BHS Boys Swim/Dive Team
- 002 16 Council President: Marge Crispin Center Update - Ann Toland
- 006 16 Council President: Nick Centerrino – Eagle Scout Project at Eaton's Pond

CORRESPONDENCE

- **003 16 Council President: Clerk of the Council – Annual Evaluation Due Tuesday, January 26th**

COMMUNICATIONS AND REPORTS FROM THE MAYOR AND TOWN BOARDS

- **004 16 Councilor Clifford: Resolution Pertaining to Braintree Town Council Re-organization Process, Rev.5**

Councilor Clifford stated he feels there is a fundamental issue with the existing process and that he would like to discuss this without prejudice. May be we should set a candidacy intension date and allow those candidates the opportunity to provide a resume on why they want to be Council Vice-President and what they have accomplished for the town.

Be it Resolved this day January 5, 2016 that the process of the Town Council re-organization will not be encumbered by the standing tradition of automatically elevating its Vice President to President. Resolve that the de-facto standard of electing a, President in waiting, 2 years in advance be modified and revised, And...

Resolve that because the informal tradition of Town Council re-organization was never formally considered, through Council Rules, or Charter that it be addressed formally now this day January 5, 2016, And...

Resolve that the re-organization process shall be open to all Council members to nominate their candidate of choice, And...

Resolve this open process become effective immediately this day January 5, 2016 and recorded in the Town Council Rules and Charter, as appropriate.

Motion: by Councilor Ryan to Accept the Resolution 004 16

Second: by Councilor Bowes

Vote: For (7), Against (0), Absent (2-Kokoros, O'Brien),

- **005 16 Town Clerk: Travel Policy – Town Clerk MTCA Conference**

MOTION: To approve Travel Policy for the Town Clerk to attend the MTCA Conference

Motion: by Councilor Ryan to Approve 005 16

Second: by Councilor Bowes

Vote: For (7), Against (0), Absent (2-Kokoros, O'Brien), Abstain (0)

OLD BUSINESS

- **15 045 Mayor: Prior Fiscal Year Unpaid Bill or take up any action relative thereto (Public Hearing)**

Motion: by Councilor Ryan to Open Public Hearing on Order 15 045

Second: by Councilor Bowes

Vote: For (7), Against (0), Absent (2- Kokoros, O'Brien)

Council President Powers asked if any member of the Council or anyone from the public would like to speak on Order 15 045.

Motion: by Councilor Powers to Close Public Hearing on Order 15 045

Second: by Councilor Bowes

Vote: For (7), Against (0), Absent (2- Kokoros, O'Brien)

MOTION: That the sum of \$2,823.58 be re-appropriated from the fiscal year 2016 Finance Department Administration Program 01, 9c Cut Reserve line item account 01-133-01-5207, for the purpose of paying an unpaid bill to Town of Wellesley, incurred prior to July 1, 2015 but not in excess of the fiscal year 2015 appropriation.

Motion: by Councilor Ryan to Approve Council Order 15 045

Second: by Councilor Bowes

Vote: For (7), Against (0), Absent (2- Kokoros, O'Brien)

• **15 046 Mayor: General Fund Free Cash Transfers and Retained Earnings Approval or take up any action relative thereto (Public Hearing)**

Motion: by Councilor Ryan to Open Public Hearing on Order 15 046

Second: by Councilor Bowes

Vote: For (7), Against (0), Absent (2- Kokoros, O'Brien)

Council President Powers asked if any member of the Council or anyone from the public would like to speak on Order 15 046.

Motion: by Councilor Powers to Close Public Hearing on Order 15 046

Second: by Councilor Bowes

Vote: For (7), Against (0), Absent (2- Kokoros, O'Brien)

The following (3) Motions were read by Councilor Ryan:

1. Stabilization Fund

MOTION: That the sum of \$1,250,000 be transferred from the Fiscal Year 2015 certified Free Cash to the Town's Stabilization fund.

Motion: by Councilor Ryan to Approve Council Order 15 046 (1)

Second: by Councilor Bowes

Vote: For (7), Against (0), Absent (2-Kokoros, O'Brien), Abstain (0)

2. Building Capital Stabilization Fund

MOTION: That the sum of \$500,000 be transferred from the Fiscal Year 2015 certified Free Cash to the Town's Building Capital Stabilization fund.

Motion: by Councilor Ryan to Approve Council Order 15 046 (2)

Second: by Councilor Bowes

Vote: For (7), Against (0), Absent (2-Kokoros, O'Brien), Abstain (0)

3. 9C Reserve Account

MOTION: That the sum of \$ 250,000 be transferred from the Fiscal Year 2015 certified Free Cash to the Town's 9C reserve account to possible offset mid-year local aid cuts or to supplement our snow and ice account.

Motion: by Councilor Ryan to Approve Council Order 15 046 (3)
Second: by Councilor Bowes
Vote: For (7), Against (0), Absent (2-Kokoros, O'Brien), Abstain (0)

• **033 15 Town Auditor Job Posting or take up any action relative thereto**

Council President Powers referred to Chairman of the Ways & Means Committee, Councilor Mullaney for an update. Councilor Mullaney stated a letter will be sent to those who applied to the position of Town Auditor stating this is a consultant, as needed position and set up interviews.

• **073 15 Councilor Mullaney: Travel Reimbursement Policy for Braintree Town Councilors or take up any action relative thereto**

TRAVEL REIMBURSEMENT POLICY FOR BRAINTREE TOWN COUNCILORS

Section 2-4 (b) Expenses – Subject to appropriation, the Town Councilors shall be entitled to reimbursement of the actual and necessary expenses incurred in the performance of their duties. This policy will be considered prior authorization by the Town Council that allows mileage reimbursement in accordance with IRS federal tax regulations. Such reimbursement should be submitted to the President of the Braintree Town Council. This prior authorization will be limited to \$2,500 per year for each Braintree Town Councilor and will not need an additional vote by the Braintree Town Council. Should a Councilor exceed this amount, they will still be able to submit a request to the full Braintree Town Council for approval.

Motion: by Councilor Ryan to Approve 073 15
Second: by Councilor Bowes
Vote: For (7), Against (0), Absent (2-Kokoros, O'Brien), Abstain (0)

NEW BUSINESS

None

Topics the Chair does not reasonably anticipate will be discussed

UPCOMING MEETINGS:

Next Council Meeting - **TUESDAY, JANUARY 19, 2016@ 7:30pm**

ADJOURNMENT

It was unanimously voted to adjourn the meeting at 9:20p.m.

Respectfully submitted,

Susan M. Cimino

Clerk of the Council

Documents provided for Meeting

- December 15, 2015 Council Meeting Minutes
- 033 15 Council President: Town Auditor Job Posting
- 073 15 Councilor Mullaney: Travel Reimbursement Policy for Braintree Town Councilors or take up any action relative thereto
- 15 045 Mayor: Prior Fiscal Year Unpaid Bill or take up any action relative thereto (PUBLIC HEARING)
- 15 046 Mayor: General Fund Free Cash Transfers and Retained Earnings Approval or take up any action relative thereto (PUBLIC HEARING)

MEMO

Date: January 5, 2016
To: Braintree Town Council
From: Council President
Subject: Susan M. Cimino, Clerk of the Council – Annual Evaluation

Attached are the Employee Evaluation Forms for Clerk of the Council, Susan Cimino's annual performance review.

Per Council Rule, forms are due within 21-days of the above date or no later than Tuesday, January 26, 2016 to be included in the summary evaluation score. Please submit forms directly to the Director of Human Resource, Karen Shanley or bring to the Town Council Office for the forms to be forwarded to the Human Resources Department.

TOWN OF BRAINTREE
EMPLOYEE PERFORMANCE EVALUATION

DEPARTMENT: Braintree Town Council

DATE: January 5, 2016

NAME OF EMPLOYEE: Susan M. Cimino

HIRE DATE: July 21, 2014

POSITION TITLE: Clerk of the Council

EVALUATION STATUS: PROBATION REVIEW

6 MONTHS MERIT REVIEW

X 12 MONTHS MERIT REVIEW

PREVIOUS EVALUATION DATE: January 2015

PREVIOUS OVERALL EVALUATION:

Definition of rating to be applied:

SUPERIOR: Employee excels in all aspects of the position in a highly exemplary manner. Accomplishes all goals and tasks.

EXCELLENT: Employee should be meeting all of the job requirements in a manner indicating a full understanding of all required functions. The employee should be performing to the complete satisfaction of his/her supervisor, providing better than average solutions to problems associated with the position. Results achieved must be considerably better than one would normally expect of most employees with similar duties.

GOOD: Level of performance reflects that the employee is meeting most of the job requirements in a manner that is acceptable for the length of time in the position. The results achieved are those one would expect a typical employee to achieve in this position.

FAIR: Level of performance reflects that the employee "has not achieved the standard of performance normally expected for the length of time in the position. Below standard and improvement expected by next review period. Does not warrant merit increase.

UNSATISFACTORY: An unsatisfactory level of performance denotes that an employee's performance has reached an unacceptable level for the length of time in the position. Considerable improvement needed consider for re-assignment, probation, or termination.

NO BASIS FOR EVALUATION: Insufficient information to properly evaluate the employee at this time.

TOWN OF BRAINTREE
EMPLOYEE PERFORMANCE EVALUATION

	SUPERIOR	EXCELLENT (above average)	GOOD (standard)	FAIR (below standard)	UNSATISFACTORY	NO BASIS FOR EVALUATION
QUALITY OF WORK:						
a) demonstrates knowledge of job						
b) performs work with accuracy						
c) work is neat and presentable						
d) work is thorough						
QUANTITY OF WORK:						
a) completes work on time						
b) does extra work when asked						
WORK HABITS:						
a) is regular in attendance at work						
b) observes established working hours						
c) carries out tasks in an orderly and diligent manner						
d) demonstrates the ability to work without immediate supervision						
e) complies with instructions, rules and regulations including health and safety precautions						
WORK ATTITUDES:						
a) endeavors to improve work techniques						
b) accepts new ideas and procedures						
c) accepts constructive criticism and suggestions						
d) accepts responsibility willingly						
e) demonstrates interest in work						
f) acts with good judgment						
g) demonstrates initiative and drive						
h) is adaptable to emergencies and new situations						
RELATIONSHIPS WITH OTHERS:						
a) works well with co-workers						
b) cooperates with supervisors and fellow workers						
c) observes established channels of communication						
SUPERVISOR ABILITY:						
a) demonstrates leadership ability						
b) is fair and impartial in relationships with subordinates						
c) makes timely decisions						
d) trains and instructs subordinates						
e) evaluates performance of subordinates effectively						
f) maintains a high degree of discipline among employees						
OVERALL EMPLOYEE EVALUATION						

TOWN OF BRAINTREE
EMPLOYEE PERFORMANCE EVALUATION

Additional space for Evaluator's comments relative to employee's performance, i.e., recommendations, commendations, etc.

All employees are entitled to meet with their Department Head and appropriate Appointing Authority to discuss the evaluation and recommendation. A written request for such meeting must be submitted to the Department Head within seven (7) days from receipt of copy of this Performance Evaluation Form.

HAVE RECEIVED A COPY OF THIS EVALUATION REPORT:

Employee Signature _____
Date

Recommendation _____

				Supportive Documents	
For Retention	For Termination	Signature	Date	YES	NO
_____	_____	_____ Initial Evaluator	_____	_____	_____
_____	_____	_____ Department Head	_____	_____	_____
_____	_____	_____ Appointing Authority	_____	_____	_____
_____	_____	_____ Personnel Director	_____	_____	_____

TOWN OF BRAINTREE
EVALUATION OF EMPLOYEES

- A. Each employee's performance shall be formally evaluated at least once each year by the appropriate Department Supervisor and/or Department Head. Such evaluation shall be recorded in writing on the attached Employee Performance Evaluation form utilizing the following criteria:
- 1) Effectiveness in performing assigned duties and responsibilities.
 - 2) Work attitudes.
 - 3) Work habits.
 - 4) Ability to cooperate and work effectively with co-workers.
 - 5) Supervisory ability (if employee supervises others).
 - 6) Compliance with recommendations of previous evaluations.
- B. In evaluating your total complement of personnel, it is expected that at maximum only 20% of your personnel would be rated Superior; 40% rated Excellent and 40% rated Good. A Superior rating could possibly warrant a two (2) step merit increase. Additional written justification for "Superior" and "Unsatisfactory" evaluations is required.
- C. Evaluations shall, to the extent they are available, be taken into consideration when granting a promotion or demotion and when deciding on the retention in employment of any employee. Each employee shall receive a written copy of each of his/her evaluations and shall, upon written request submitted to the Department Head within seven (7) days of such receipt, be entitled to meet with the Department Head and appropriate Appointing Authority to discuss the evaluation.
- D. The Personnel Director shall receive a copy of all evaluations from the Department Heads and retain such evaluations with any recommendations or other information in the employee's personnel file. The employee may request to review his/her own evaluation filed in the Personnel Department at any reasonable time upon prior written notice. Each employee shall have the right to file in his/her personnel file, a written statement in response to any such evaluation.

After team effort, girl, 4, is recovering

Frantic mother ran to street as officers drove by

By John R. Ellement and Andy Rosen
GLOBE STAFF

Vercheesa Thompson called 911 when her 4-year-old daughter, Kyeesha, suffered uncontrollable seizures and stopped breathing. The fear that she had lost her youngest child was overwhelming, and all Thompson could do was shout out her address, unable to remain calm, as the operator asked.

Terrified, she ran outside her apartment onto Adams Street in Dorchester, knowing Boston police regularly use it.

"Thank God, the first car I see was a [police] wagon," she said. "They put it in park, and they jumped out right away."

With Thompson showing them the way, two officers ran to her second-floor home and into the front bedroom, where Kyeesha lay still in her bed. The officers performed CPR and restarted the child's breathing.

"I am over here freaking out," Thompson said Tuesday as she recounted the incident, which unfolded about 8 p.m. Saturday. She remembered shouting, "Please let my baby live! Please let her come alive!"

The officers said they had feared for the worst once they arrived. The girl looked in rough shape. "She wasn't breathing," said Officer Thuan Lai, who has two young children. "Her eyes were open, her mouth was open."

Officer Vladimir Levichev knew he had to take great care with CPR. If he pressed too hard, he could break ribs. Too light, and the pressure might not resuscitate the girl. "She took her first breath, and I wasn't sure if my mind was playing tricks. Then she took another one. It made my day."

Thompson recalled seeing someone else arrive, then run



PHOTOS BY KAYANA SZYMCAK FOR THE BOSTON GLOBE



Vercheesa Thompson credits officers Thuan Lai and Vladimir Levichev with getting help for her daughter.



out, holding her daughter in his arms. "They whisked her away," Thompson said.

She rushed to the street to join her daughter but realized her 11-year-old son would be left behind. Police reassured her they'd bring the boy to the hospital. "Don't worry," an officer said. "He is coming with us."

On Tuesday, officials filled in some details. The child was helped initially by the two officers and then by firefighters from Ladder 7 who provided oxygen and took over the CPR.

Next an Emergency Medical

Services crew grabbed the child and ran to an ambulance.

"This was a team effort," said Fire Department spokesman Steven MacDonald. He said the firefighters did not want to be interviewed out of concern that the conversation would improperly disclose medical information about the patient.

The police officers said they had never participated in such an operation and credited the rescuers from other agencies.

Levichev said the day "went from zero to 100 miles per hour in a matter of seconds." Their

next call was for a residential alarm: business as usual.

Kyeesha is recovering at Boston Children's Hospital. Thompson said she was moved out of intensive care and shows no negative signs from the episode of inexplicable seizures.

Thompson called both of her children "miracle children," because both were born at just over 25 weeks. Three other children did not survive their premature births, she said.

"I would tell the officers, 'Thank you!' and I would probably want to give them a hug," she said. "The police really gave my daughter back."

John R. Ellement can be reached at ellement@globe.com, Andy Rosen at andrew.rosen@globe.com.

Edward J. Spellman, Jr.
Director of Finance



Joseph C. Sullivan
Mayor

TOWN OF BRAintree
DEPARTMENT OF MUNICIPAL FINANCE
 One JFK Memorial Drive, Braintree, MA 02184
 Tel: 781-794-8035 Fax: 781-794-8181

To: Sean E. Powers, President of the Council
 Susan Cimino, Clerk of the Council
 James Casey, Town Clerk

Cc: Joseph C. Sullivan, Mayor
 Michael Coughlin, Chief of Staff and Director of Operations

From: Edward Spellman, Director of Municipal Finance

Date: January 15, 2016

2016 JAN 14 PM 2:39
 RECEIVED TOWN CLERK
 BRAintree, MA

MMA Annual Meeting January 22 & 23, 2016 in Boston

The Town has its insurance coverage through MIIA. MIIA offers throughout the year training classes that provide discounts to our insurance costs by attending various workshops. Below is a list of classes that if we attend MIIA will provide reward credits that will reduce our insurance premiums.

If you plan on attending any of the sessions listed below on Friday or Saturday at the MMA I ask that you look for and sign up for the MIIA Rewards Credits Registration form.

First Session, Friday, Jan.22nd 2:00 -3:30 pm

Employer Rights In a New Era of Workplace Monitoring-*Rm.202*

Labor Law Update-*Rm.200* -

Municipal Land Use and Zoning Update-*Rm.201*

Municipal Liability: What Every Manager Should Know-*Rm.203*

New Technology in Pavement Management and Snow and Ice Operations-*Rm.208*

Second Session, Saturday, Jan.23rd 2:00 -3:30 pm

Communities At Work: Safety Reg. For Municipal Workers-*Rm209*

Critical Issues In Modern Municipal Policing-*Rm.204*

Media Relations Concepts For Municipal Officials-*Rm.205*

Getting Ready For a New Public Records Law-*Rm.208*

Municipal and Open Meeting Law Update-*Rm.206*