



Tanya D. Lane
Town Manager

TOWN OF NEWINGTON

131 CEDAR STREET
NEWINGTON, CONNECTICUT 06111

MAYOR BETH DELBUONO

**NEWINGTON TOWN COUNCIL
SPECIAL MEETING MINUTES**

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2020 JAN 27 PM 4:03

James E. Krupinski
Town Clerk

*****L-101 (Lower Level)*** – Town Hall
131 Cedar Street
January 9, 2020, 5:30 P.M.**

I. ROLL CALL

II. Mayor DelBuono called the meeting to order at 5:30 PM.

Councilor Anest
Councilor Braverman
Councilor Budrejko
Councilor Camillo
Councilor Donahue
Councilor Manke
Councilor Miner
Councilor Nagel
Mayor DelBuono

Staff Attendees:

Tanya D. Lane, Town Manager
James E. Krupinski, Town Clerk

**III. PUBLIC PARTICIPATION – ON AGENDA ONLY (In Person)
(3 MINUTE TIME LIMIT PER SPEAKER ON AGENDA ITEMS ONLY)**

- Rose Lyons, 46 Elton Drive – Thanked Mrs. Lane for the work that she completed on behalf of the Town. Would like to hear reasons from the removal. Concerned with the cycle of removing people.

IV. EXECUTIVE SESSION

**A. PERSONNEL ISSUE §1-200(6)(A): Town Manager's Contract
(Executive Session to take place in Conference Room L-100)**

- Councilor Manke moved the following:

RESOLVED,

That the Newington Town Council, in accordance with CGS §1-200(6)(A) hereby moves to go into Executive Session in Conference Room L-100, and invites the Town Council members, the Mayor, Tanya D. Lane, Town Manager and Ben Ancona, Town Attorney to discuss a Personnel issue: Town Manager's Contract.

- Seconded by Councilor Camillo.
- Motion carried unanimously. 9-0
- Executive Session began at 5:33 P.M.

- Tanya D. Lane, Town Manager exited the Executive Session at 5:50 P.M.
- Executive Session ended at 6:23 P.M.

V. CONSIDERATION OF NEW BUSINESS (Action May Be Taken by Waiving the Rules)

A. Consider and Take Action on Town Manager's Employment Agreement

- Councilor Budrejko moved the following:

RESOLVED:

The Newington Town Council, in accordance with Section 12 of the Town Council, Rules of Procedure, adopted May 10, 2016, hereby moves to allow action on Agenda Item V.A, to Consider and Take Action on Town Manager's Employment Agreement.

- Seconded by Councilor Camillo.
- Motion carried unanimously. 9-0

- Councilor Camillo moved the following:

RESOLVED:

That the Newington Town Council hereby moved to terminate the Employment of Tanya D. Lane as Town Manager, effective midnight 1/9/2020, and authorizes the Council leadership to execute any necessary documents. The Council thanks Mrs. Lane for her many years of service as Town Clerk & Town Manager and extends its best wishes to her with her future endeavors.

- Seconded by Councilor Braverman
- **Public Comment**
 - Rose Lyons, 46 Elton Drive – Asked for an explanation of the emergency or unusual circumstance is that required the waiver to take action at a Special meeting.
 - John Bachand, 56 Maple Hill Avenue – Was a staunch support of Mrs. Lane for the full position at the time. Felt performance in the position was adequate. Supports the Council in the decision and wished Mrs. Lane farewell.
 - Maureen Klett, 104 Harold Drive – If Mrs. Lane is being terminated it represents politics at its worst. May not have always agreed, but found Mrs. Lane to be respectful as the Town Manager. Prior Councils approved merit increases for Mrs. Lane based upon the performance of her duties.
- **Council Discussion**
 - Councilor Anest – Concerned that the Majority party has had the time to discuss this issue and prepare a replacement for the position. The Minority party was only notified on Tuesday regarding the action that was being taking to consider the removal of the Municipal CEO and consider a replacement. No Town Council meetings had been held prior to tonight to discuss the issue. More time was dedicated to the Economic Development Director position

then to this position. Will not be supporting the motion and will be voting against.

- Mayor DelBuono indicated that she had reached out to Councilor Anest on Tuesday, but with personnel issues you need to be careful with public statements. The proposed action was scheduled to take place at the next Tuesday meeting, but when notified Councilor Nagel would be away and rumors were spreading, the need to take action became necessary.

- **Roll Call Vote**

Councilor Anest - No
Councilor Braverman - No
Councilor Budrejko - Yes
Councilor Camillo - Yes
Councilor Donahue - Yes
Councilor Manke - Yes
Councilor Miner - No
Councilor Nagel - Yes
Mayor DelBuono - Yes

- Motion carried 6-3 per Charter requirement
- Mayor DelBuono thanked Mrs. Lane for her service for many years in Newington. You have served with the utmost courage and grace and we do appreciate the leadership role that you have taken for us over the years. I know that member so the public are asking for reasons. I will not dignify that at this point. I have said what I needed to say with you personally and I wish you the very best moving forward. I would like to afford you opportunity to address the public and the Council as well, if you so choose.
- Mrs. Tanya D. Lane
 - When I came to Newington in 2003, I was not running away from something, I was running to something. A better job, a bigger challenge, a bigger opportunity and yes a bigger paycheck. I did come in as Town Clerk, and in that capacity I was able to, with the help of the IT folks, we install a new computer system that assisted in Land Records indexing that really streamlined the office and afforded more efficiencies. During that tenure, we had a Historic Preservation Grant, a good sum of money that was annually applied for and given to the Town. That money was used to further facilitate Land Records search ability. We were able to provide the service to the residents, the professional Attorneys and Title Searchers. They were able to remotely search a title. In Newington, you need 40-years of history, so throughout the years I was able to do some back scanning and at the end of the day the records are available on-line. They can be searched remotely, and at this point there is no reason, there is a reason, but the ability to not have to come in the office is there. I know that James now is finishing up the little bit of scanning that I was unable to do, and that was because the opportunity to be the Town Manager presented its self. This was not something that I was seeking, but as we all know, when opportunity knocks you either take advantage of it or you let it fly by. I am not a person happy with the status quo. I embrace the challenge and I am very happy that I did it. In my

capacity as the Town Manager, I was able to negotiate a favorable contract with AMR. There were difficulties with AMR and there was the fear that they would be charging this Town \$200,000 a year for their service. We were able to remediate that and they are not charging us. We were able to execute a favorable contract. Then as you know, the debacle with the diesel spill was thereafter, shortly on the heels of that. Something that was not any fault of me or my staff, but the responsibility for cleaning it up fell to me. And I am happy to say, with a lot of help and support from my staff we were able to do that. We didn't have to go out to bond. We did not raise the taxes and the project was accomplished, in part because of then State Rep Tony Guerrera, we were able to get \$1 million dollars from the State to assist the Town. I recently was able to shuttle us through the Referendum process and have brought the new building to fruition that for years was something that the Town was unable to do. I have been very involved in it and I know that I will get finished. We are probably at 65% completion. The Town Hall will get completed. There are issues, they will be resolved and I am sure that within a year of moving in everything will be fine. I really believe that. I am very happy to have been here. Newington has been very good to my family, so thank you for the opportunity.

- Councilor Braverman stated that Mrs. Lane has always been helpful and professional throughout the years and wished her well as she moves on to new things.

B. Consider and Take Action on the Appointment of a Town Manager

- Councilor Budrejko moved the following:

RESOLVED:

The Newington Town Council, in accordance with Section 12 of the Town Council, Rules of Procedure, adopted May 10, 2016, hereby moves to allow action on Agenda Item V.A, to Consider and Take Action on the Appointment of a Town Manager.

- Seconded by Councilor Nagel.
- Motion carried unanimously. 9-0

- Councilor Anest moved the following:

RESOLVED:

Pursuant to section C-504 of the Newington Town Charter, the Newington Town Council hereby appoints Keith Chapman to serve as Town Manager, effective 1/10/2020 at 12:01 AM, and authorizes Council leadership to execute any necessary documents.

- Seconded by Councilor Camillo.
- Mayor DelBuono indicated that the appointment of the Town Manager under the Charter allows for two types, a temporary acting Town Manager for 90 days and the Town Manager. It has been recognized during discussions that the 90 days

would not be enough to determine the individual for the position or to move to a search. The contract will set a 6 month time period for the appointment.

- **Public Comment**

- Rose Lyons, 46 Elton Drive – Not surprised by the appointment of Mr. Chapman. Was informed by previous Council member Maureen Klett not to be surprised if Keith Chapman was back in town. Did not understand why you could not appoint for 90 days then come back in another 90 days and make a new appointment.
- Maureen Klett, 104 Harold Drive – Predicted this previously. Concerned that three new Councilors feel qualified to terminate a Town Manager. Selection is more of a tragedy by not allowing the public to have any say in the appointment process.
- John Bachand, 56 Maple Hill Avenue – Believes that the approach for a 6 month period is reasonable. Within authority to appoint whom the Council seems fit to.

- **Roll Call Vote**

Councilor Anest - Yes
Councilor Braverman - Yes
Councilor Budrejko - Yes
Councilor Camillo - Yes
Councilor Donahue - Yes
Councilor Manke - Yes
Councilor Miner - Yes
Councilor Nagel - Yes
Mayor DelBuono - Yes

- Motion carried 9-0 per Charter requirement.

**VI. PUBLIC PARTICIPATION—ON AGENDA ONLY (In Person)
(3 MINUTE TIME LIMIT PER SPEAKER ON AGENDA ITEMS ONLY)**

- Rose Lyons, 46 Elton Drive – Chuckling in the back that the usual people come to speak but the ones that post to Facebook won't come to speak.
- Dana Havens, 113 Stoddard Avenue – Stated that new Councilors have only been at the table for three months, but have years of experience within the Town. Indicated that there was no reason for the Council to state the reasons for the removal.

VII. REMARKS BY COUNCILORS

- Councilor Anest stated that the appointment was only for the next six months. The Council will be meeting to discuss how to move forward after the six month period. Will be looking for public input. Thanks Tanya Lane for what she has done for the Town and it did not go unnoticed.
- Councilor Budrejko stated Mrs. Lane had some unusual situations to deal with and handled them with grace under pressure. Tonight was a perfect example of a professional leaving a position with a positive outlook.
- Mayor DelBuono indicated they had spoke previously privately.

- Mrs. Lane stated that when you take this job you know what the consequences are. I continue to feel that I have done an amazing job for the Town, but the Town has also been very good to me. I had a great relationship. A great run. Yeah, I knew it could end this way, but I am ok with that. Because there is something else out there, I just don't know what it look like. So, thank you all. I has really been a pleasure. It was easy working with the Council. The mayor was a friend long before he was the Mayor and it was easy to establish a good relationship with most of you. So for that I am grateful too. So I think it has been good for all of us. All good things come to an end. Parting is such sweet sorrow. So I will leave it at that.

VIII. ADJOURNMENT

- Councilor Braverman, seconded by Councilor Camillo moved a motion to adjourn. Motion carried 9-0.
- Meeting adjourned at 6:54 P.M.

Respectfully submitted,



James E, Krupienski
Acting Recording Secretary