



**Town of Millinocket**  
**Personnel Appeals Board Meeting by Zoom Attendance Only**  
**Tentative Agenda**  
**FRIDAY, FEBRUARY 19, 2021**  
**@ 9:00 AM**  
**\*\*NOTE TIME CHANGE\*\***

- I. Roll Call
  
- II. Approval of Minutes: January 26<sup>th</sup>, 2021, February 1<sup>st</sup>, 2021, and February 5<sup>th</sup>, 2021 Regular Personnel Appeals Board Hearings.
  
- III. Adjournment

Join Zoom Meeting

<https://us02web.zoom.us/j/87953017013?pwd=QjFCKzFNVFB2MWZFcc90a1U5VIRndz09>

January 26, 2021

The Personnel Appeals Board hearing was brought to order via Zoom at 1:01 pm by Roger Huber, appointed Attorney advising the Town of Millinocket's Personnel Appeals Board.

Roger Huber conducts the Roll Call: Personnel Appeals Board members present James Lawrence and Anthony Filauro.

Also in attendance: Richard Angotti (IT), Town Clerk Diana M. Lakeman, Roger Huber Attorney Assisting the Personnel Appeals Board, Attorney Kurt Bloomer, Attorney Ezra Willey, Interim Town Manager Dr. Annette Padilla, Craig Worster, Media: Katahdin Times Ben Barr, WABI Connor Clement, News Center Bob Evans, Lincoln News Brian Brown, and 20 in public attendance via Zoom.

Roger Huber begins the hearing with introduction of the Personnel Appeals Board members in attendance and himself and a brief history of the Personnel Appeals Board role, he notes his role as the advising Attorney appointed for the Personnel Appeals Board as the board will first nominate a chairperson and a secretary for the board, he states this hearing is being recorded and asks each speaker wait until they are recognized by the Chair before speaking so that the recording will make sense to a listener or transcriptionist, he informs the intent of the public hearing is held pursuant to Section A128-15 of the Personnel Policy of the town of Millinocket, Maine, and the Board's rules and the purpose of this hearing is to hear the appeal of a grievance concerning a decision of the Interim Town Manager regarding Craig Worster.

Roger Huber asks for a nomination for Chairperson; Anthony Filauro by motion nominates James Lawrence as Chairperson of the Personnel Appeals Board, hearing no other nominations, Second by James Lawrence, no further discussion; Vote passes 2-0

Roger Huber asks for nomination for Secretary; James Lawrence by motion nominates Anthony Filauro as Secretary of the Personnel Appeals Board, hearing no other nominations, Second by Anthony Filauro, Anthony Filauro inquires if a board member has to be the Secretary, Roger Huber informs the Secretary must be a board member further having assistance from the advising attorney of the Board is allowed, no other discussion, Vote passes 2-0.

It is motioned and seconded that James Lawrence is Chairperson and Anthony Filauro is the Secretary of the Personnel Appeals Board.

Roger Huber addresses James to conduct the hearing.

Chairperson Lawrence states because this matter involves review of a decision adverse to the employee, he would like the parties to address whether this hearing should be conducted in executive session pursuant to Title 1 M.R.S.A. § 405(6)(A) and, Specifically, whether each party is requesting that the hearing be conducted in executive session and whether the employee requests that the hearing be conducted in public session; Addressing Mr. Willey and Mr. Bloomer, asks them to please state your client's position on this issue. Mr. Willey states his client's request is to hold the hearing in confidentiality approving to enter into executive session.

Mr. Bloomer states his client has no issue to fulfill the request to enter into executive session.

Chairperson James Lawrence motions that board conducts this hearing in Executive session pursuant to Title 1 M.R.S.A. § 405(6)(A) for the following reasons:

- 1) This hearing involves review of the conduct of an employee and the Town Manager's decision based on the conduct;
- 2) Public decision could be reasonably expected to cause damage to the reputation of the employee of his right to privacy could be violated;
- 3) The employee has not requested in writing that this hearing be conducted in public session.

Second – Secretary Anthony Filauro, Vote to enter into executive session passed 2-0

1:25 pm - Motion passed to enter into executive session,  
Richard Angotti, IT Zoom recorder, removes all in public attendance and witnesses and puts into the waiting room; with approval from both parties, Richard Angotti, IT Zoom recorder, will stay in the executive session to conduct the approved recording and to allow in the witnesses, when called upon, in from the waiting room; all other attendees were put into waiting room as executive session is in order, the Town Clerk, Diana M. Lakeman, was put into the waiting room last as she is recording minutes by transcript.

Chairperson Lawrence reconvened the public hearing in @ 6:57 pm, Zoom attendees in waiting room were moved into the hearing room via IT Zoom coordinator Richard Angotti,

Chairperson Lawrence states the Personnel Appeals Board decision is to continue the hearing on February 1<sup>st</sup>, 2021 at 1:00pm,

Roger Huber informs the process of the Public Hearing will continue into executive session following the same procedures that happened here today noting both parties were very well represented and shared his appreciation to everyone for joining.

Chair James Lawrence motions to Adjourn @ 7:02pm,  
Second- Secretary Anthony Filauro  
Vote to adjourn passes 2-0.

**Town of Millinocket  
Personnel Appeals Board  
Meeting Minutes of January 26, 2021**

1. **Meeting Call to Order:** Roger Huber called the meeting to order at 1:01 p.m. The meeting was conducted over Zoom and recorded. Members present included: James Lawrence; Anthony Filauro. Member Esther Gass recused herself in advance of the hearing. Also in attendance via Zoom were: Appellant; Ezra Willey, counsel for Appellant; Dr. Annette Padilla, Interim Town Manager; Kirk Bloomer, counsel for Town of Millinocket; Richard Angotti, IT/Code Enforcement Officer, Town of Millinocket; Roger Huber, counsel for Personnel Appeals Board. Members of the public were in attendance via Zoom.

2. **Roll Call:**

James Lawrence – Present  
Anthony Filauro – Present  
Esther Gass – Excused

3. **Election of Chairperson:**

Anthony Filauro nominated James Lawrence to serve as Chairperson and moved the nomination. James Lawrence seconded the nomination. Roll Call Vote: Anthony Filauro – Yes James Lawrence – Yes.

4. **Election of Secretary:**

James Lawrence nominated Anthony Filauro to serve as Secretary and moved the nomination. Anthony Filauro seconded the nomination. Roll Call Vote: Anthony Filauro – Yes James Lawrence – Yes.

5. **Hearing – Personnel Appeal No. 2020-01**

Chairperson Lawrence asked the parties to weigh in on the issue of whether the hearing should be held in executive session. Both parties asked that the matter be held in executive session. James Lawrence made the following motion:

“I move that the Board conduct this hearing in executive session pursuant to Title 1 M.R.S.A. § 405(6)(A) for the following reasons:

- (1) this hearing involves review of the conduct of an employee and the Town Manager’s decision based on that conduct;
- (2) public discussion could be reasonably expected to cause damage to the reputation of the employee or his right to privacy could be violated;

- (3) the employee has not requested in writing that this hearing be conducted in public session.”

Anthony Filauro seconded the motion. Roll Call Vote: James Lawrence – Yes; Anthony Filauro – Yes. The motion passed.

The Personnel Appeals Board entered Executive Session at approximately 1:16 p.m.

The Board took a break at 3:17 p.m.

The Board returned at 3:30 p.m.

The Board took a second break at 6:17 p.m.

The Board returned at 6:30 p.m.

James Lawrence made a motion that the Board leave Executive Session. Anthony Filauro seconded the motion. Roll Call Vote: James Lawrence – Yes; Anthony Filauro – Yes. The Board exited Executive Session at 6:54 p.m.

6. **Next Meeting Date:** February 1, 2021 @ 1:00 p.m.

7. **Adjourn:** James Lawrence moved that the meeting be adjourned. Anthony Filauro seconded the motion. Roll Call Vote: James Lawrence – Yes; Anthony Filauro – Yes. The meeting was adjourned at 7:02 p.m.

Dated: \_\_\_\_\_

\_\_\_\_\_  
Anthony Filauro, Secretary  
Millinocket Personnel Appeals Board

February 1, 2021

The Personnel Appeals Board hearing was brought to order via Zoom at 1:00 pm by James Lawrence, Personnel Appeals Board Chairman.

Roll Call: Personnel Appeals Board members present James Lawrence and Anthony Filauro.

Also in attendance: Richard Angotti (IT), Town Clerk Diana M. Lakeman, Roger Huber Attorney Assisting the Personnel Appeals Board, Attorney Kurt Bloomer, Attorney Ezra Willey, Interim Town Manager Dr. Annette Padilla, Craig Worster, Media: WABI Connor Clement, Lincoln News Brian Brown, and 7 in public attendance via Zoom.

Chairman James Lawrence begins the hearing with introduction, first of the Personnel Appeals Board members who announce themselves, James Lawrence as Chairman and Anthony Filauro as Secretary in attendance and each Attorney, Roger Huber, Kurt Bloomer and Attorney Ezra Willey.

Chairman James Lawrence informs the purpose of this hearing is to continue to hear the appeal of a grievance concerning a decision of the Interim Town Manager regarding Craig Worster, he states this hearing is being recorded and asks each speaker to wait until they are recognized by the Chair before speaking so that the recording will make sense to a listener or transcriptionist.

Chairperson James Lawrence motions that board conducts this hearing in Executive session pursuant to Title 1 M.R.S.A. § 405(6)(A) personnel discussions.

Second – Secretary Anthony Filauro, Vote to enter into executive session passed 2-0

- Motion passed to enter into executive session.

Town Clerk Diana M. Lakeman notes the time into Executive session is 1:07 pm

Richard Angotti, IT Zoom recorder, removes all in public attendance and witnesses and puts into the Zoom waiting room; with approval from both parties, Richard Angotti, IT Zoom recorder, will stay in the executive session to conduct the approved recording and to allow in the witnesses, when called upon, in from the waiting room; all other attendees were put into waiting room as executive session is in order, the Town Clerk, Diana M. Lakeman, was put into the waiting room last as she records the minutes by transcript.

Chairperson Lawrence reconvened the public hearing in @ 3:33 pm, 2 Media Brian Brown and Connor Clement and 5 Zoom attendees in waiting room were moved into the hearing room via IT Zoom coordinator Richard Angotti.

Chairperson Lawrence states the Personnel Appeals Board decision is to continue on February 5<sup>th</sup>, 2021 at 10:00am and motions to Adjourn @ 3:35pm,

Second- Secretary Anthony Filauro

Vote to adjourn passes 2-0.

**Town of Millinocket  
Personnel Appeals Board  
Meeting Minutes of February 1, 2021**

1. **Meeting Call to Order:** James Lawrence called the meeting to order at 1:00 p.m. The meeting was conducted over Zoom and recorded. Members present included: James Lawrence; Anthony Filauro. Member Esther Gass recused herself in advance of the hearing. Also in attendance via Zoom were: Appellant; Ezra Willey, counsel for Appellant; Dr. Annette Padilla, Interim Town Manager; Kirk Bloomer, counsel for Town of Millinocket; Richard Angotti, IT/Code Enforcement Officer, Town of Millinocket; Roger Huber, counsel for Personnel Appeals Board. Members of the public were in attendance via Zoom.

2. **Roll Call:**

James Lawrence – Present  
Anthony Filauro – Present  
Esther Gass – Excused

3. **Hearing – Personnel Appeal No. 2020-01 (CONTINUED).**

James Lawrence moved that the Board go into Executive Session pursuant to 1 M.R.S.A. § 405(6)(A). Anthony Filauro seconded the motion. Roll Call Vote: James Lawrence – Yes; Anthony Filauro – Yes. The motion passed. The Personnel Appeals Board entered Executive Session at approximately 1:04 p.m.

James Lawrence made a motion that the Board leave Executive Session. Anthony Filauro seconded the motion. Roll Call Vote: James Lawrence – Yes; Anthony Filauro – Yes. The Board exited Executive Session at 3:33 p.m.

4. **Next Meeting Date:** February 5, 2021 @ 10:00 a.m.

5. **Adjourn:** James Lawrence moved that the meeting be adjourned. Anthony Filauro seconded the motion. Roll Call Vote: James Lawrence – Yes; Anthony Filauro – Yes. The meeting was adjourned at 3:35 p.m.

Dated: \_\_\_\_\_

\_\_\_\_\_  
Anthony Filauro, Secretary  
Millinocket Personnel Appeals Board

February 5, 2021

The Personnel Appeals Board hearing was brought to order via Zoom at 10:18 pm by James Lawrence, Personnel Appeals Board Chairman.

Roll Call: Personnel Appeals Board members present James Lawrence and Anthony Filauro.

Also in attendance: Interim Town Manager/Zoom Richard Angotti (IT), Town Clerk Diana M. Lakeman, Roger Huber Attorney Assisting the Personnel Appeals Board, Attorney Kurt Bloomer, Attorney Ezra Willey, Craig Worster, Media: Lincoln News Brian Brown, and 19 in public attendance via Zoom.

Chairman James Lawrence begins the hearing with introduction, first of the Personnel Appeals Board members who announce themselves, James Lawrence as Chairman and Anthony Filauro as Secretary in attendance and each Attorney, Roger Huber, Kurt Bloomer and Attorney Ezra Willey.

Chairman James Lawrence informs the purpose of this hearing is to continue to hear the appeal of a grievance concerning a decision of the Interim Town Manager regarding Craig Worster, he states this hearing is being recorded and asks each speaker to wait until they are recognized by the Chair before speaking so that the recording will make sense to a listener or transcriptionist.

Chairperson James Lawrence motions that board conducts this hearing in Executive session pursuant to Title 1 M.R.S.A. § 405(6)(A) personnel discussions.

Second – Secretary Anthony Filauro, Vote to enter into executive session passed 2-0  
- Motion passes to enter into executive session.

Town Clerk Diana M. Lakeman notes the time into Executive session is 10:20 pm

Richard Angotti, IT Zoom recorder, removes all in public attendance and witnesses and puts into the Zoom waiting room; with approval from both parties, Richard Angotti, IT Zoom recorder, will stay in the executive session to conduct the approved recording and to allow in the witnesses, when called upon, in from the waiting room; all other attendees were put into waiting room as executive session is in order, the Town Clerk, Diana M. Lakeman, was put into the waiting room last as she records the minutes by transcript.

Chairperson Lawrence reconvened the public hearing in @ 11:20 pm, 1 Media Brian Brown 19 Zoom attendees in waiting room were moved into the hearing room via IT Zoom coordinator Richard Angotti.

Chairperson Lawrence motions the appeal #2020-01 be sustained and the discussion of the Personnel Appeals Board as written be approved, Second the motion- Anthony Filauro Secretary,

No further discussion,

Roll call- Vote on the Motion- 2-0, Motion passes unanimously.

Roger Huber asks for motion to adjourn,

Chairperson Lawrence motions to Adjourn @ 11:19 am,

Second- Secretary Anthony Filauro

Roll call -Vote to adjourn passes 2-0.



**Town of Millinocket  
Personnel Appeals Board  
Meeting Minutes of February 5, 2021**

1. **Meeting Call to Order:** James Lawrence called the meeting to order at 10:18 a.m. The meeting was conducted over Zoom and recorded. Members present included: James Lawrence; Anthony Filauro. Member Esther Gass recused herself in advance of the hearing. Also in attendance via Zoom were: Appellant; Ezra Willey, counsel for Appellant; Kirk Bloomer, counsel for Town of Millinocket; Richard Angotti, IT/Code Enforcement Officer/Interim Town Manager, Town of Millinocket; Roger Huber, counsel for Personnel Appeals Board. Members of the public were in attendance via Zoom.

2. **Roll Call:**

James Lawrence – Present  
Anthony Filauro – Present  
Esther Gass – Excused

3. **Hearing – Personnel Appeal No. 2020-1 (CONTINUED).**

James Lawrence moved that the Board go into Executive Session pursuant to 1 M.R.S.A. § 405(6)(A). Anthony Filauro seconded the motion. Roll Call Vote: James Lawrence – Yes; Anthony Filauro – Yes. The motion passed. The Personnel Appeals Board entered Executive Session at approximately 10:20 a.m.

James Lawrence made a motion that the Board leave Executive Session. Anthony Filauro seconded the motion. Roll Call Vote: James Lawrence – Yes; Anthony Filauro – Yes. The Board exited Executive Session at 11:16 a.m.

4. **Public Vote on Appeal**

James Lawrence made the following motion: “I move that Appeal No. 2020-01 is sustained and the decision of the Board, as written, is approved.” Anthony Filauro seconded the motion. Roll Call Vote: James Lawrence – Yes; Anthony Filauro – Yes.

5. **Adjourn:** James Lawrence moved that the meeting be adjourned. Anthony Filauro seconded the motion. Roll Call Vote: James Lawrence – Yes; Anthony Filauro – Yes. The meeting was adjourned at 11:21 a.m.

Dated: \_\_\_\_\_

\_\_\_\_\_  
Anthony Filauro, Secretary  
Millinocket Personnel Appeals Board