

**CITY COUNCIL ADJOURNED MEETING
CITY OF WATERTOWN
January 24, 2020
10:55 a.m.**

Mayor Jeffrey M. Smith Presiding

Present: Council Member Sarah V. Compo
Council Member Ryan J. Henry-Wilkinson
Council Member Jesse C. P. Roshia
Council Member Lisa A. Ruggiero
Mayor Jeffrey M. Smith

Also Present: Richard M. Finn, City Manager
Robert J. Slye, City Attorney

Mayor Smith opened the adjourned meeting from January 21, 2020.

Motion was made by Council Member Ryan J. Henry-Wilkinson to move into Executive Session to discuss employment history of a particular individual.

Motion was seconded by Council Member Lisa A. Ruggiero and carried with all voting in favor thereof.

Council moved into Executive Session at 10:55 a.m.

Council reconvened at 2:45 p.m.

Mayor Smith asked City Clerk Saunders to read the following Agreement for Separation From Service.

AGREEMENT FOR SEPARATION FROM SERVICE

WHEREAS Richard M. Finn ("Finn") has been employed by the City of Watertown since July 30, 2018, in the position of Watertown City Manager, and

WHEREAS Finn has been the subject of an investigation conducted by Public Sector HR Consultants LLC concerning claims of a hostile work environment, and

WHEREAS the City Council of the City of Watertown, as the employer for Finn pursuant to his Employment Agreement, has reviewed and discussed the report from Public Sector HR Consultants LLC and determined that the allegations received and investigated do not rise to the level of a hostile work environment, but that other issues arose during the course of the investigation which are of concern to both Finn and the City Council, and

WHEREAS given the accumulated stress of the investigation and his decision to move beyond its claims, Finn has determined to resign his position as City Manager and the City Council has agreed to accept his resignation; Finn's separation from service shall be on the following terms and conditions:

1. Finn hereby resigns as City Manager effective the close of business on January 24, 2020,

2. Finn shall:
 - a. Be paid one month's salary;
 - b. Receive health insurance benefits through February 29, 2020;
 - c. Receive payment for his initial moving expenses, which claim has not yet been processed; and
 - d. Be paid all accrued vacation and accrued sick leave and all paid holidays through the date of this Agreement.
3. As a term and condition of this Agreement, and in accordance with the Employment Agreement dated July 16, 2018, Finn hereby releases the City of Watertown and the Watertown City Council from any and all claims which may arise from this Agreement and/or the results of the investigation.
4. The Watertown City Council and Finn agree that neither of the parties will make comments negative or derogatory of the other party.

Ms. Saunders indicated that the agreement in front of her was signed by Mayor Jeffrey M. Smith on behalf of the Watertown City Council and by Richard M. Finn and was dated for January 24, 2020.

Motion was made by Council Member Ryan J. Henry-Wilkinson to accept the Agreement for Separation from Service. Motion was seconded by Council Member Jesse C. P. Roshia.

Rules waived by motion of Council Member Ryan J. Henry-Wilkinson, seconded by Council Member Lisa A. Ruggiero and carried with all voting in favor thereof.

Mayor Smith commented that Council was notified the report was received on Tuesday evening and acted swiftly. He said Council was given complete access to the entire investigative report, all interviews, all exhibits and the full complaint made by the complainant and that nothing was withheld from Council. He explained that Council thoroughly discussed and deliberated the issue, and based on Council's review of the investigation, it was the Council's determination that a hostile work environment was not founded. He indicated that Council felt the investigation revealed some issues which Mr. Finn felt would not be beneficial for him to continue in his employment with the City. Mayor Smith added that the accumulated stress surrounding the investigation affected Mr. Finn's decision. Therefore, he said, Council agreed to accept Mr. Finn's resignation. Stating Council will be looking for an interim City Manager, Mayor Smith advised that Council has discussed potential candidates and looks forward to having that resolved by the end of this business day.

At the call of the chair, a vote was taken on the foregoing motion to accept the Agreement for Separation from Service and carried with all voting yea.

ADJOURNMENT

At the call of the chair, meeting was duly adjourned at 2:48 p.m. by motion of Council Member Ryan J. Henry-Wilkinson, seconded by Council Member Lisa A. Ruggiero and carried with all voting in favor thereof.

Ann M. Saunders
City Clerk