



Northeast District Department of Health

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NDDH Board of Health Executive Committee Meeting Minutes

Date: Friday – November 19, 2021

Location: NDDH – 69 South Main Street, Brooklyn, CT – Large Conference Room

Attendees: David A. Griffiths, Robert Kelleher, Elaine Lippke, Lana Salisbury (via Zoom), Attorney Michael Harrington, Susan Starkey, and Paulina Martinez

1. Call to Order

Meeting was called to order at 9:05 a.m.

2. Citizen Participation (via Zoom). Linda Colangelo and Orla McKiernan-Raftery

L. Colangelo attended to follow up after the Monday, November 15th Executive Committee meeting. She was disappointed that her October 20 letter to the Board Chair had not been shared with the Executive Committee with her claims of harassment and a hostile environment. Further, she was disappointed to only be receiving half of her 90 hours being returned to her sick bank accruals. Again, asked the Executive Committee to reconsider in hopes that she can get restoration of the full 90 hours.

L. Colangelo stated that there was an inference made that her long-standing loyalty to the health department and her desire to maintain its reputation would prevent her from pursuing further action fearing that this personnel issue would bring unwanted attention to the agency. She contends that she has suffered harm and has remained quiet and compliant for the sake of the agency. She has done it for long enough. She has been trying to work things out with the Director, but the Board should at least consider her recommendations in her October 20 letter. Things will have to improve and that means holding the Director accountable if there are substantiated claims of a hostile environment or retaliation.

L. Colangelo plans to pursue any available avenues to remedy her situation, whether or not it brings negative attention to NDDH.

L. Colangelo submitted a rebuttal to her performance evaluation to the Director and the HR department this morning. She has requested a weekly half hour meeting with the Director, who will check her schedule for a day and a time to do so.

L. Colangelo is still unclear about flex time. She believes it opens the work window opportunity from 6 a.m. to 9 p.m. She asked if any variants to that need to be pre-approved by the Director or if she trusted to best manage her schedule. She also asked if the Director had sole discretion on the renewal of the telecommuting agreement. She understands it will

be reviewed every six months but wondered who would approve it. Her current telecommuting agreement will end in December.

D. Griffiths advised that the October 20 letter will go to the full Board when the Executive Committee makes its recommendations to the Board. He thinks the 360 review will be part of that.

3. Legal Counsel Memorandum

E. Lippke motioned to go into Executive Session. R. Kelleher seconded. All in favor. Motion carried (4-0-0).

O. McKiernan-Raftery and L. Colangelo exited the Zoom meeting.

4. Executive Session re Personnel Issue

D. Griffiths formally asked that Paulina put the Committee's decision in writing. R. Kelleher summarized the Board's position and what was communicated to L. Colangelo. She is to consider the same and get back to the Committee on Monday. Attorney Harrington suggested NDDH work up the Draft while it is fresh in mind, but nothing needs to be formalized. Be certain to label the document as a Draft.

S. Starkey asked if the Executive Committee was going to have Attorney Harrington do the inquiry.

Attorney Harrington said that NDDH now has a general retainer. He will write a letter to D.A. Griffiths, with cc to S. Starkey, reflecting what he has been asked to do.

E. Lippke motioned that the Executive Committee will use Attorney Michael Harrington to assist. R. Kelleher seconded. All in favor. Motion carried (4-0-0).

5. Adjournment*

D.A.Griffiths motioned to adjourn. E. Lippke seconded. All in favor. Motion carried. (4-0-0)

Meeting adjourned at 10:54 a.m.

*Vote anticipated

Respectfully submitted,
Linda Buisson
Administrative Assistant
NDDH