

## Nancy Kramer

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**From:** Christopher Ashley <c.ashley.sb@gmail.com>  
**Sent:** Thursday, October 08, 2015 8:34 PM  
**To:** Nancy Kramer  
**Subject:** Correspondence for entire Selectboard  
**Attachments:** SB2-20-15.tiff

To: Norwich Selectboard and Norwich Citizens  
Re: The Process for Neil Fulton's 2014 Evaluation  
October 7, 2015

Linda Cook inaccurately referred to my releasing of executive session individual comments at a recent Norwich Selectboard meeting. This is what happened as I performed in my role as Chair.

The Selectboard's evaluation documents for Neil Fulton were distributed, per Selectboard decision, in September of 2014. I received written input from only 2 Selectboard members.

Over the ensuing 5 months, as Chair, I placed executive sessions on the Selectboard agenda for the following meetings for the purpose of discussing the TM evaluation:

Sept 23  
Oct 8, 22  
Nov 5, 12, 19, 25  
Dec 3, 10  
Jan 7, 14, 28  
Feb 11, 25

Out of 14 possible dates, only a total of 5 executive sessions were held to discuss the evaluation: 2 in October, 1 in November, 1 in January and 1 in February. The rest were put off by a majority of the Selectboard. During the first 3 sessions, the Selectboard struggled to find evaluation language that a majority of the members would accept.

During the Executive Session on February 11th, 3 members of the Selectboard agreed on draft language, which I as Chair, attempted to capture in what would be a final document that would complete the evaluation. It was a 2 page document that contained both recommendations and commendations for the TM. There were no identified comments from individual Selectboard members included in the final draft.

I sealed the final draft evaluation in an envelope with the attached note stapled to it and left a copy for each Selectboard member in her/his mail box in Tracy Hall. As the attached note details, I described the process that I would follow to verify that there was a majority of Selectboard members supporting the evaluation document and that I would share it with the Town Manager before it was made public, as we had done over the 3 prior years.

I followed up on my process, and contacted each Selectboard member between Feb 20 when I left the envelope in the mail boxes and Tuesday February 24. There was still agreement by 3 members that they supported what was written on it. All 5 knew that the document would be shared with Neil. On Wednesday morning, Feb 25th, I met with Neil Fulton to share the evaluation with the expectation that it would be voted on and released to the public that evening.

Unfortunately at the meeting, one member changed his/her mind and the evaluation did not receive support of a majority of the Selectboard. The evaluation process for 2014 ended there as a new Selectboard was formed following Town Meeting.

At no time were any individual's comments from executive session shared or released by me. Further, the the process to share the final draft with Neil was understood by all and agreed to by a majority of the Selectboard.

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Christopher Ashley  
Norwich Selectboard

Please note that any response or reply to this electronic message may be subject to disclosure as a public record under the Vermont Public Records Act.

February 20, 2015

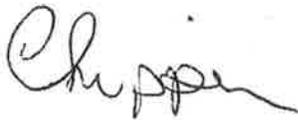
Steve, Keith, Linda, Dan,

This is the wording on Neil's evaluation that three of us agreed to in executive session at our last meeting. However we haven't actually voted on it. I do not plan to release it until it is officially approved by at least 3 members of the Selectboard.

When it comes up on the agenda at the Feb 25th meeting, I plan to ask for a motion to approve it, before any discussion by Neil or the public. If it is approved, then I will release it to the public and ask for comments from the Selectboard and Neil and offer the public the opportunity to speak.

If it is not approved by 3 members, then I will ask if there is a motion to go into executive session to consider changes in it.

Because we only have the one SB meeting left as the current board, we have to complete the process on Wednesday. Given the opinions that I heard at the last meeting about this wording, I intend to check in with members until I know that there are at least 3 votes for this document. If there are 3 in support, then I will share it with Neil- as a draft that might be changed- before the meeting.

A handwritten signature in cursive script, appearing to read "Chipper".