

**Rutland Town Select Board**

**Meeting 9-11-17**

**Town Office – Center Rutland, VT**

**6PM**

Present: John Paul Fagnant, Mary Ashcroft, Josh Terenzini, Joe Denardo and Chris Kiefer-Cioffi.

Josh Terenzini called the meeting to order at 6PM. He led the Pledge of Allegiance and asked for a moment of silence to commemorate the events of 16 years ago on 9-11-2001.

Josh Terenzini asked JP Fagnant to conduct the meeting.

John Paul <sup>Fagnant</sup>~~Terenzini~~ noted that the meeting had been called to discuss the employment status of Town Administrator Joseph Zingale, Jr.

Chris Kiefer-Cioffi made the following motion:

“As Town Administrator, Joseph Zingale, Jr., is an at-will employee of the Town of Rutland. As such, this employment agreement is terminable by either party at any time, for any reason, or for none at all. While a finding of cause for termination is not required with respect to an at-will employee, the Select Board finds that the gross misconduct and insubordination of Joseph Zingale, Jr., has irreparably compromised the Select Board’s trust in the reliability of Mr. Zingale to perform the duties of Town Administrator and in his ability to carry out the directives of the Select Board. As a result, the Select Board of the Town of Rutland hereby terminates Joseph Zingale, Jr.’s employment as Rutland Town Administrator for cause, effective immediately.”

The motion was seconded by Joe Denardo.

John Paul Fagnant called for discussion.

Josh Terenzini made the following statement:

“The unique relationship that exists between the Rutland Town Select Board and the Town Administrator is a relationship which only can work properly when trust and respect are the corner stones supporting it.

For reasons that I will not divulge out of respect for this process and our town, it is my opinion that the trust this relationship is built on has been severed and is beyond repair. Our job as a Select Board is to advance a positive agenda which must always keep in mind the people that we represent. With the current situation that we are in, we simply cannot fulfill this responsibility to its fullest potential.

Tonight, I will vote to support this motion to end the employment of Mr. Joseph Zingale, Jr. effective immediately.”

John Paul Fagnant asked if any members of the audience wished to comment.

Larry Gold, a vendor with the Town made the following comments. He is a vendor to the Town, taking care of the Town’s computers, networks, etc. His relationship with Joe Zingale has always been

fine. He said that Joe Zingale always seemed interested that what Mr. Gold was doing was best for the town. He never had any issues with Joe.

John Paul Fagnant asked again if anyone else wished to comment. He asked again. There was no response.

John Paul announced that the comment period was closed. JP Fagnant noted that he had worked with Joe Zingale for a 6-year period in the 1990's and recently for another 6-year period. He did not feel that the relationship between Joe and Select Board would be a success going forward. He stated that he would vote in favor of the motion.

Joe Denardo stated that he was disappointed that Joe was not here. JP noted that Joe had had two opportunities to come in and talk with us.

There being no further comments, JP Fagnant called for a vote. All five Select Board members, individually, voted in favor of the motion. JP announced that the vote was unanimous.

JP Fagnant turned the meeting back over to Josh Terenzini as Select Board Chair.

Upon motion made by JP Fagnant, seconded by Joe Denardo, the meeting was adjourned at 6:10PM.

Respectfully submitted: Mary C. Ashcroft, Clerk