

MINUTES SELECTMEN'S MEETING GRIFFIN ROOM, TOWN HALL MONDAY, MAY 13, 2019 6:30 P.M.



SELECTMEN PRESENT: Ballantine, Howell, Kavanagh, MacAskill, McManus

OTHERS PRESENT: Town Administrator Christopher Clark, Interim Assistant Town Administrator Robert Lawton, Lincoln Hooper (Department of Public Works Director), Chief Clarke, and others.

WEEKLY BRIEFING

No one appeared before the board.

PUBLIC COMMENTS/ANNOUNCEMENTS

Mr. McManus announced the Lower Cape Kiwanis club Annual Plant Sale on Saturday and Sunday (May 18-19, 2019) at Drummer Boy Park. The fundraiser provides leadership training and scholarships for youth on Cape Cod. Plants will be provided by Friend's Market in Orleans.

CONSENT AGENDA

- A. Minutes:
 - 1. April 22, 2019 Regular Session
 - 2. May 6, 2019 Regular Session
- B. Approve the recommendation of the department of public works director to accept the Barnstable county bid for gas and diesel for FY20.
- C. Approve the use of approximately \$700k in Chapter 90 funds for the Road Maintenance Program as requested in the Capital Plan for FY20, including but not limited to Lower County Road and all accosts incidental and related thereto.
- D. Accept resignation of Barry Knowles as a member of the Brooks Academy Museum Commission.
- E. NA

Mr. MacAskill asked to hold Item E.

Mr. McManus moved adoption of the Consent Agenda Items A1, A2, A3, B, and D. Mr. MacAskill seconded the motion and the motion carried by a unanimous vote.

Regarding Item C: Mr. MacAskill asked about plans for minor repairs to Lower County Road, given that the spending for Lower County Road had not been approved at town meeting. Mr. Hooper (DPW) acknowledged that there is some debate about what to do, but that this is part of the normal public works 5-year plan. All State Asphalt currently holds the contract for procurement of the chipped seal. Mr. Clark added that at this time only minor repairs will be accomplished at Lower County Road, and that any larger projects that might include sewer would require further discussion. Mr. Howell had questions about future funding. Mr. Clark explained that the town missed its opportunity for funding because of changes dictated by the state, so we will need to seek approval at the next year's town meeting. Mr. MacAskill moved to approve the Chapter 90 project request as presented. Mr. McManus seconded the motion and the motion carried by a 5-0 vote.

PUBLIC HEARINGS/PRESENTATIONS (Not earlier than 6:30 P.M.)

A. Public Hearing – Improvements to Seth Whitefield Rd. (a.k.a. Hawksnest Rd.) and Round Cove Rd. proposed by Robert Fratus

Mr. Clark provided overview: the board requested the DPW to do improvements. There had been improvements to the road by Robert Fratus. He had a license agreement to do work on Hawksnest and is now requesting for the town to do the work, because it is a public way. There is also a request for improvements additionally to Round Cove Rd. This request is to see if the board of Selectman will direct DPW to make the improvements or require the developer to make improvements.

Ms. Kavanaugh reminded Mr. Fratus to limit his arguments to the development of Hawksnest Rd. and Round Cove Rd. specifically.

Bob Fratus introduced himself. He was asking the town to put T-base on a section of Hawksnest Rd. and widen Round Cove Rd. to allow for easier vehicle accessibility and limit vehicle damage. He feels he currently experiences all the traffic because other access roads to the park don't allow for two-way traffic. He feels the state dictates that the town is required to maintain the road width to a minimum of 20 feet and that Round Cove Rd. is a town road. He specified that the town's standard is 16 feet by 16 feet with 12 feet of gravel. He would like the town to maintain it to the minimum standard. Ms. Fratus additionally specified that they are not requesting paving the road. She clarified that they are only selling one subdivision. They are selling one lot to a family building a three-bedroom house. The lots are large because the zoning requires a minimum of 100,000 square feet per lot. She suggested that improvements will allow emergency vehicles to access Hawksnest Pond more quickly via Round Cove Rd. (which they cannot currently do) without increasing traffic significantly, and that police are able to patrol the pond more readily given the improvements they have already made. Ms. Fratus described the locations of public vs. private land around Hawksnest Rd. and Round Cove Rd. and explained that several private property owners along Hawksnest Rd. are in favor of the improvements to Round Cove. Rd.

The Board took further comments from members of the public who had concerns about the town funding improvements:

Helene Borges, resident of Round Cove Rd. for approx. 20 years, submitted to the Board of Selectmen a petition from a group of residents in the surrounding area against improvements to Round Cove Rd. She feels that it is passible for emergency vehicles as is. She feels that there have been trees illegally cut on the state park side in order to widen the road. She does not feel that Round Cove Rd. was meant to be a throughway and believes Mr. Fratus wants to make improvements to Round Cove Rd. in order to limit traffic by his property on Hawksnests Rd. She would like the board to turn down the proposal.

Nadine Anzaldi, resident of Haromar Heath Rd., submitted a petition from neighbors in the area. She argued that many people are opposed to further changes for the following reasons: 1) They don't want their taxes being used to supplement developer projects, 2) Hawksnest Rd. has been widened beyond the allowed 18 feet (to 24 feet in some places) and they believe graveling Round Cove Rd. would harden the road into an asphalt with traffic and make the road a throughway and disrupt the neighborhood, 3) Widening the road would negatively impact the natural environment in the area.

Peggy Gabour read letters documenting the progression of development by Mr. Fratus at Hawksnest and Round Cove Roads. She suggested that Mr. Fratus has not fulfilled the terms of a previous road improvement requests and instead has widened the road to 26 feet instead of the

agreed 18 feet and never completed laying the gravel. She asked that Mr. Fratus pay to complete the improvements from his previous request using gravel only.

Noel Donavan, resident of the Six Ponds District, voiced several concerns regarding previous development by Mr. Freitus. The Hawksnest Rd. is subject to the scenic roads corridor regulations as part of the Six Ponds District which require a 100-foot buffer along the road where natural vegetation must be maintained. She is concerned that Mr. Freitus has already violated these regulations by clearcutting and installing lawns within this buffer. She also asked why the driveway for the property on 3 Raptor Rd. was instead placed on Seth Whitefield Rd. She voiced concerned that the improvements already made on Hawksnest Rd. have led to erosion and would like these issues addressed before additional improvements are made, regardless of whether the town or the developer pay for them.

Mr. Fratus argued that some of the areas on the sides of the road have been seeded. But that people have driven on it, keeping it from growing in properly.

Gerald Beltis, resident of Haromar Heath Rd., suggested that if Hawksnest Rd/Seth Whitefield Rd. are town roads, any previous improvements should have been voted on by the town. He questioned whether or not there was record of the town owning the road.

Carol Burlich, resident of Round Cove Rd., read a letter from her neighbor against improvements to the road, citing concerns for increased traffic and poor visibility at the intersection with Queen Anne Rd.

Margo Fenn, resident of John Joseph Rd., voiced concern about increasing potential vehicle traffic through the natural area surrounding Round Cove Rd. She also suggested that the town should not pay to improve the rural Round Cove Rd. if it cannot afford to pay for improvements to the highly trafficked Lower County Rd.

Ida Raoof, resident of Round Cove Rd., is concerned about a decrease in safety along the road for young children, should the improvements lead to increased traffic. He is concerned that widening the road will lead to fewer pedestrians because walkers will not feel as safe on the road, it will lead to safety concerns with more people partying at the ponds, and it will decrease access for utility crews because the utilities are accessed underground.

Dan Wolfe, resident of Nathan Walker Rd., believes that GIS technology will lead people down Round Cove Rd., if improvements are made. He also suggested that, in most cases, the developer should pay the town for mitigation. In this case, he feels the developer is instead asking the town to pay for the impact of the road. He said he has been enjoying the woods in the area for a long time and does not see the changes to the road to be improvement and any development should require a full report on the environmental and safety impacts. He would also like there to be an environmental impact report on the work that has already been done.

David Plum, resident of Round Cove Rd., purchased his house because of the rural nature of the neighborhood and "bumpy dirt road". He said he has already noticed an increase in traffic with GPS and the small improvements already completed and any further changes to the road would increase that further. He requested no further work or improvements be completed.

Kim Kassner, resident of Mary Beth Lane, said that she moved to the area because of the wild backyard. She does not want to see the area getting busier than it is now.

Sandy McLardy, resident of Pleasant Bay Rd, spoke about the value of the Hawksnest Park area in promoting in children and families an appreciation for the natural world.

Helen Borges clarified that the decrease in trash of which Ms. Fratus spoke resulted from a group of neighbors cleaning the area themselves. She is concerned that the improvements will lead to more traffic and more partiers.

Patty Bowman, resident of the area, says she uses the area to walk her dog every day. She believes that Mr. Fratus should be able to make improvements to the road because they own the land and care about the area and because she thinks it will improve the safety of the area through improved access to first responders. She also believes it will improve access for people with disabilities and thinks it will prevent her car from get scratched by branches as it has been in the past.

Fire Chief Norm Clarke clarified that the fire department can access the area safely as it is. DPW has jurisdiction to fix potholes in any dirt roads that are inaccessible to first responders, but the area under discussion is currently accessible as is.

Mr. Beltis added that the Commonwealth of Massachusetts does not believe this to be a state issue.

Susan Manfredonia, resident of Haromar Heath Rd., asked that Mr. Fratus keep the integrity of the natural space when making changes to the property.

Mrs. Fratus clarified that they were required to widen the road as part of the license agreement.

Mr. Howell moved to close the public hearing. Mr. Ballantine seconded the motion. The motion carried by unanimous vote. Mr. Ballantine voiced concerns about the financial costs for the town to improve the road and suggested the town had already determined the road to be privately owned. Mr. MacAskill asked Mr. Clarke if the town was legally required to maintain Round Cove Rd to a certain width. Mr. Clarke answered that, as a cart path, the town is required to maintain it as "passable" but that the request is beyond what is required of the town. Mr. McManus commented that he has found both roads to be passable even in his Toyota Prius. Mr. Howell expressed concerns about the environmental impacts if the town were to pave all small roads and cart paths in similarly fragile natural areas. He also reiterated that the Mr. Fratus had not yet complied with the terms of the license agreement and expressed concerns regarding the environmental impact of using T-base, as it is impermeable and produces runoff. Ms. Kavanaugh reiterated that the license agreement in place has not yet been completed and that the area under concern is fragile. She also brought up that the town of Harwich and other towns are working to improve regulations regarding runoff, to comply with state regulations. Mr. McManus asked that staff review completed work before authorizing further work. Mr. Howell made a motion to deny the current proposal. Mr. Ballantine seconded the motion. The motion to deny the proposal passed by unanimous vote.

B. Ad Hoc Harwich Port Parking Committee presentation of recommendations for parking option in Harwich Port area.

Alexander Donohue, member of the Ad Hoc Harwich Port Parking Committee, addressed members of the Board. He reminded the board that there are still two openings to be filled on the Committee. The Committee recommends that signs with the letter "P" municipal sign of parking with arrows be placed at the entrance to the municipal lot and at the back of the lot on the Pleasant St. entrance and exit. At the newer employee parking area, the Committee recommends a sign reading, "Employee Parking". Finally, the Committee recommends no beach parking at the Route 28 side of Pleasant St. and the employment of 1.5 parking monitoring positions. The adjacent banks have agreed to allow public parking after 5pm.

Mr. Howell informed the Board that they are close to filling the open positions. Mr. McManus asked about the duties for the 1.5 monitor positions. Mr. Donohue answered that the Committee needs monitors to collect data to determine if new cars are parked in areas on Pleasant St. following the installment of no beach parking signs. Mr. Howell requested that the Committee report some preliminary data by the fall for funding purposes.

Cindy Williams, Executive Director of the Harwich Chamber, addressed the Board. Wanted to confirm that there will be "No Beach Parking" signs at the front and the back of the lot, and that this is only a starting point to address parking issues. She is working with volunteers to properly educate the public regarding parking, so that they can collect enough data to report by the fall.

Bob Conan of Pleasant St. thanked the Committee, the Board, the banks, the business community, and Ms. Williams for current efforts to address parking options in Harwich Port and including the residents in the discussion.

Mr. Williams added that the parking maps will include a thank you to the Cape Cod 5 and TD Banks in Harwich Port for their parking contributions.

Mr. McManus made a motion to concur with the Parking Committee's proposals to implement signage. Mr. Howell seconded the motion. The motion passed by unanimous vote.

NEW BUSINESS

A. Request by Sarah Gustafson to plant a perennial garden by the back door of town hall for pollinators and for the bee population for a Girl Scout Gold Award project.

Mr. McManus moved to approve the planting of a perennial garden at the back door of town hall for pollinators. Mr. Howell seconded the motion. Mr. Ballantine asked Mr. Clark about any obstacles or concerns based on his review of the request. Mr. Clark responded that the area under consideration is a small plot that is no longer in use and is in favor of the idea to make it more aesthetically pleasing. The motion passed by unanimous vote.

B. Proposal to modify the bylaw seasonal hourly wage by adjusting the title intern - vote to approve

Mr. McManus moved to approve the establishment the word "intern" in the seasonal wage schedule. Mr. MacAskill seconded the motion and the motion carried by unanimous vote.

C. Request for transfer from the reserve fund for the Recreation Department – vote to approve and send to Finance Committee for a vote.

Mr. Clark explained that there is an electrical problem affecting the lights at Whitehouse Field where the Harwich Mariners play. The funding is intended to identify problems and make some temporary fixes that will allow for the recommended amount of candlelight through the upcoming Cape Cod Baseball League season. Mr. Ballantine asked to clarify that the request was for \$20,000 from the reserve fund. Mr. MacManus asked why this hadn't been planned for if this had occurred last year and how the money for the Recreation Department account is usually generated. Mr. Clark answered that the Harwich Mariners had raised the concern with him a month ago.

Mr. McManus moved to approve the request for transfer from the reserve fund to the Recreation Department in the amount of \$20,000, subject to the approval from the Finance Committee. Mr. Howell seconded the motion and motion carried by unanimous vote.

D. Vote to approve recommendation by the Town Administrator approve dog order for a hearing held on April 25, 2019.

Mr. Clark asked to hold the vote so that he can make changes to the request, given the dog is moving to a more suitable home outside of Massachusetts. Mr. Howell moved to table the recommendation. Mr. MacManus seconded the motion and the motion to table the recommendation carried by unanimous vote.

E. Finance Director's performance evaluation performed by Town Administrator – vote to confirm.

Mr. Clark spoke favorable of Carol Coppola, the Finance Director, explaining that she scored a 91 out of 100 on her performance review. Given her favorable review, Mr. Clark suggested that the Board approve her Cost of Living salary adjustment to go in effect on July 1, 2019. Mr. Howell requested blank forms and an additional week for the Board to perform their own evaluations, given that the employees under consideration are direct hires. Mr. Clark clarified that the Board is meant to use the Town Administrator's evaluation. Mr. MacAskill had questions about the legality of putting a personnel's review/evaluation into a document available to the public. He also commended Ms. Coppola and Chief Clarke for their exceptional service to the town and apologized to both of them for the confusion with the forms/packet. Chairman Kavanaugh expressed that the Board had received the written evaluation (in the confidential section of the packet), but only after she had requested them. The board had originally received the packets on Friday without the performance evaluation. Mr. Ballantine felt that everyone's input would likely be positive, but he did not want the Board's approval to become a pro forma activity. Chairman Kavanaugh clarified that the original intent was to receive the packets, bring the results of the evaluation before the board on May 13, review the material, and review the decision again the following week (on May 20). Regarding Mr. MacAskill's legal questions, Mr. Clark said that legal precedence suggests that performance related items, specifically, are subject for public discussion and public record. There was some discussion between Mr. Clark, Mr. Howell, and Chairman Kavanaugh regarding the Board's role in the performance evaluation. Chairman Kavanagh clarified that the Board has not in the past performed its own reviews, and if the Board was to do that moving forward it would need to be clear about that change. The vote to confirm the Finance Director and the Fire Chief's performance evaluation will be discussed by the board on Monday, May 20, 2019.

F. Town Administrator's performance review performed by Robert Lawton Retired Yarmouth Town Administrator.

Chairman Kavanaugh clarified that she has received only two requests (from Mr. Ballantine and Mr. Howell) to place this item on the agenda and that this item is being addressed at the Board meeting following Town Meeting, as was done last year. Mr. Howell suggested that this was supposed to be a self-evaluation and expressed concerned that the review was performed by a person subordinate to Mr. Clark and under brand new criteria. Mr. Clark is happy to score himself but thought the Board would appreciate an outside evaluator with professional experience in the same role. He also wanted to bring this to the Board before it changes over. Mr. MacAskill agreed that the town employees dislike the old form, but that he is not comfortable using a new form before it is discussed and agreed upon by the board. He plans to use the old form for Mr. Clark's evaluation. Mr. MacAskill agreed with Mr. Howell's concern about Mr. Lawton's review of Mr. Clark and will not be using it to evaluate Mr. Clark's performance. Mr. Ballantine expressed that is doesn't matter whether Mr. Clark reviews himself or asks Mr. Lawton to review him, because the Board's review is most important. He also expressed concerns with the evaluation form. Mr.

McManus used the new form and was pleased with it but believes in general that the narrative portion of the performance review is most important, regardless of the form used. Chairman Kavanaugh agreed with Mr. McManus's comments that review forms are generally difficult and appreciated Mr. Lawton's contribution. The Board agreed to use the new form and return it to the Chairman by Wednesday.

G. Contracts/agreements between the Town of Harwich and Barnstable County for the dredging of Allen Harbor in the amount of \$67,500—authorize the chair to sign.

Mr. McManus moved to approve contract with Barnstable County for the dredging Allen Harbor in the amount of \$67,500 and authorize the chair to sign the contract. Mr. Howell seconded, and the motion passed by unanimous vote.

H. Agreement between the Town of Harwich and CDM Smith for professional services, Dennis-Harwich-Yarmouth (DHY) assistance agreement \$50,000 per grant agreement—

Authorize the Town Administrator to sign.

Mr. McManus moved to approve the agreement and authorize the Town Administrator to sign. Mr. Ballantine seconded the motion. Mr. Howell expressed concern about the lack of legal review for the contract. The motion passed by a vote of 3-2, with Mr. MacAskill and Mr. Howell voting against the motion.

I. Change order for Fire Station No. 2 in the amount of \$46,402.62—Approve and authorize the chair to sign.

Mr. McManus moved to approve the change order and authorize the chair to sign. Mr. Howard seconded the motion. Chief Clarke addressed the Board: the amount for the change order is now \$45,065.45. Mr. McManus moved to approve the change order in the amount of \$45,065.45 and authorize the chair to sign. Mr. Howell seconded the motion. Mr. Ballantine asked Chief Clarke for an explanation for the charges, which Chief Clarke provided. The motion carried by unanimous vote.

OLD BUSINESS

A. Continuation of Harwich Inn and Tavern outdoor entertainment license plan.

Mr. Clark explained that the board had held off on the discussion in regards to the entertainment license for the music. Mr. Clark and Chair Kavanaugh visited the site since the last meeting to evaluate the noise level and speak with the license applicants. Mr. Clark suggested that playing music in a certain area and directed toward the building would help to lessen the noise for the community. Chair Kavanaugh clarified that the application for outdoor entertainments is only for noon-8pm.

James Tsoukalas, owner of the Harwich Inn and Tavern, thanked the board and asked that he not be judged based on the actions of previous owners.

Chair Kavanaugh opened the discussion to the public.

Several residents expressed concern about the return of noise from outdoor entertainment after having experienced lots of violations over the years from previous owners of the establishment:

Mary Albis of Smith St., West Harwich Sabastian Woodry, Harwich resident Ira Mendoza, resident of Smith St. in Harwich Bob Carney, resident of Mansion St. in Harwich Judy Blatchford, resident of Smith St. in Harwich Pat Marchand, resident of West Harwich

Other residents spoke in support of granting Mr. Tsoukalas his license and in support of his business:

Kathleen Healy, Harwich resident Paul Norton, resident of Smith St. in Harwich

Mary Albis, Smith St. West Harwich, was upset that the sound test was not open to the public. She expressed that multiple business are successful without outdoor entertainment and was concerned that the recommendations are not enough.

Chair Kavanaugh clarified that she and Mr. Clark made individual visits to the location and did not have a set meeting time for a sound test. She did not know that Mr. Tsoukalas had not invited the public.

Ms. Healy, Harwich resident and musician, spoke positively of the changes Mr. Tsoukalas is implementing at his venue in order to respect the neighbors.

In response to public comments, Mr. Tsoukalas explained that he is responsible for the music and making sure musicians follow the rules. The Board clarified that if he does violate the terms of the license, after three noise complaints there is a process for removing his license. Chair Kavanaugh also clarified that the site plan allows for only one amplifier.

Bob Conan of Pleasant St. in Harwich suggested a noise committee, similar to the parking committee, to provide a forum for resolving this issue.

Cindy Williams from the Harwich Chamber of Commerce explained that the Chamber will be having a meeting before the summer season with the Police Department, Fire Department, Planning Board, Building Department, and all businesses with liquor licenses (restaurants, bars, and liquor stores) so that the businesses know all the policies regarding public safety.

Chair Kavanaugh closed the public comments portion of the discussion after all topics had been covered. Mr. McManus explained that the number of people allowed under the license is much higher than the number that would legitimately use the space while running a restaurant. Mr. Howell expressed concern about the difficulty in containing the sound and will not be supporting the license without some measures meant to test the effect of allowing such entertainment. Mr. Ballantine spoke in support of allowing entertainment on only a few nights a week initially, as presented by members of the public. Mr. MacAskill also spoke in favor of a limited license (Thursday, Friday, Saturday), with a review on how the neighbors respond. Mr. Ballantine made a motion to approve the license for outdoor amplified music (as shown on the plan) on Thursday, Friday, and Saturday from 4pm-8pm and that this be formally reviewed by the Board at the end of July. Mr. MacAskill seconded the motion and the motion carried by a vote of 4-0-1, with Mr. McManus abstaining.

B. Retiree health insurance update.

Mr. Lawton explained that this is an update to the policy adopted last year. The town treasurer suggested there be two bridge options: A) that a town employee on his/her spouse's insurance plan at the time of retirement be allowed a bridge to use the town's health insurance following retirement, and B) that a town employee also employed elsewhere with healthcare at the time of retirement be allowed to adopt the town's

policy. These options require the employee to make a decision within 5 years of retirement. Mr. MacAskill asked about the 5-year limit. Mr. Lawton clarified that a person using his/her spouse's insurance plan has until three months following his/her spouse's retirement to choose the option. Mr. MacAskill suggested changing the limit to 7 years and made a motion to approve the retiree health insurance plan as submitted with the 7-year option. Mr. Howell seconded the motion and the motion carried by unanimous vote.

TOWN ADMINISTRATOR'S REPORTS

A. New town engineer Griffin Ryder

Mr. Clark announced that the town is happy to have Mr. Griffin Ryder on board as the new town engineer.

SELECTMEN'S REPORT

A. Donation of grand piano to the Cultural Center

Mr. McManus explained that he had been contacted by the owner of Belmont Condominiums on behalf of two residents of the complex, Jim Hilliard and Christine Rodrigues. They are looking for someone to donate their grand piano. The Cultural Center would like to receive the piano, but the Board needs to officially accept the donation before it can be moved. On behalf of Jim Hilliard and Christine Rodrigues, Mr. McManus asks the Town of Harwich Board of Selectmen accept the donation of a 6.5-foot grand piano. He waited to bring it to the Board until the quality of the piano and requirements were settled.

Mr. MacAskill expressed concern that this was not an official agenda item and therefore a violation of open meeting. Mr. McManus explained that this was not foreseen at the time the agenda was created and explained that the owners need the piano to be moved before next meeting, so the town will lose the piano if it does not accept the donation before next meeting. Mr. Clark suggested that the administration will have it moved and the Board can officially accept the donation at the next Board meeting.

B. Conduct at town meeting

Chair Kavanaugh expressed concern over the treatment of department heads during the previous week's town meeting, specifically as it related to the Pet Cemetery discussion. She found the treatment of Robin Kelly to be upsetting and was upset that a student was denied the option to speak during the plastic water bottle ban discussion. She hopes the department heads know how much they are valued, that people continue to participate in town meeting, and that we continue to value our students—they are our future voters. She also thanked the town moderator, Michael Ford, for overruling the decision to deny a student the chance to participate in discussion.

C. Phase two of sewer discussion

Chair Kavanaugh received notice of the phase 2 of the sewer discussion taking place on May 21, 2019 at 5pm.

D. Board meeting location change

Meeting on Monday, May 20 will start at the Old South Harwich Meeting House to view the renovation.

ADJOURNMENT

Mr. MacAskill moved to adjourn at 10:05 p.m. Mr. Ballantine seconded the motion and the motion carried by a unanimous vote.

Respectfully submitted,

Shilo K. Felton Recording Secretary