

TOWN OF MILLBURY  
BOARD OF SELECTMEN MINUTES  
SELECTMEN MEETING ROOM

RECEIVED  
TOWN CLERK

December 15, 2016

6:00 pm

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Selectmen Present: Selectman Francis B. King, Sandy Cristo; Mary Krumsiek, Scott Despres,  
and Jon Adams  
Mary Aicardi from the Collins Center

MILLBURY, MASS

David Marciello introduced himself.

Chairman King explained the process.

Mr. Marciello thanked everyone for having him. He has been a town administrator for 10 years; he has a BA in Political Science & MPA in Public Administration as well as a Juris Doctorate. He has practiced municipal law, employment law and land use law for 20 years. He brings more to this position than most. He turns things upside down if he has to and gets things done. He turned a \$18,000 fine into receiving millions of dollars in grant money. He built a football/baseball stadium with zero tax dollars. He uses the "Samuelsson rule", there is a science to public administration, plus an art. He has the education, experience and knowledge.

1. You want to evaluate what you have for resources, including personnel. You want to utilize your resources to the maximum amount; need a capital plan, a master plan and prioritize. Set benchmarks and goals and work away with them. Start with the most pressing items.
2. He needs to find out why the costs are high; he is always able to take the background stages and get it ready before it goes to town counsel and he can do an actual legal brief. Then he negotiates with town counsel how to get things done. He prefers a retainer program instead of paying hourly. He has the experience and he can take a lot off of the top himself.

Selectman Krumsiek asked him to describe his most difficult contract negotiation. Mr. Marciello said that he has done many union negotiations, but the easiest one was during the recession and he gave up 10% of his contractual salary. His first one was the hardest because he didn't have the good will that comes with time and fair treatment.

3. Tax incentives are one tool in your toolbox. You have to weigh the benefits to make sure they are cost effective.

Selectman Adams asked if he has ever done TIFs; he has done PILOT programs with solar farms, colleges and incentives for solar farms to come in.

4. He does not shy from a challenge. He graduated his MPA in three semesters while he was working 50 hours/week, putting food on the table and a graduate assistant. He is very driven and motivated.
5. In Rehoboth he worked as a weak town administration; his powers were delegated by the board; he always gave his advice behind closed doors but if they wanted to go a different way, he would do with what they wanted. He will always protect the board, the charter and the town but he will never speak out about the board. He is here to effectuate your policy.

Selectman Krumsiek asked if he has an open-door policy. Mr. Marciello said that there has to be some sort of balance. Most of his works gets done before and after work hours because of day to day dealings.

6. He works with "meals on wheels" on holidays in Taunton; the Rehoboth Helping Hands, he got his kids involved very early in service. He worked on the Tot Lot, sponsored a garden at the senior center that benefits helping hands.

Selectman Despres asked how he can be the face of Millbury, how can you fit this in. He attends functions in the town he works on his own time, he brings his family if it is on the weekends. It is an important part of the job.

7. He works with the experts; he brings the players to the table. He was able to generate revenue from solar farms before they were in fashion; he is able to get many grants; add cell towers for revenue and changed the zoning to cut through the red tape. Make use of work-off programs; he got a football field built without any tax dollars.

Selectman Krumsiek asked how you approach the budget process? He would be coming into it late so this year would be different. He will sit down with the finance director and take a lot of input from the players who have knowledge. In a normal year, he sends out a notice in August and asks them to start with a 0 budget and build. Do all of your needs first, then we revisit when we start to have more solid numbers. Then we have workshops, meeting and public hearings; He likes to have the budget complete by the end of February and have the budget printed in March and on the website.

Selectman Cristo asked how he would market Millbury. Social media, print with one central look for the town; create a logo and get it out there. Meet with the better business, the chamber of commerce, monthly regional meetings.

8. He has a white board and a weekly report. He has an action item that started and then you can see the next benchmark.

Selectman Despres asked which area of town government is most important or enjoy the most? The school takes care of itself, what do the people want the most? People want to be able to get up to work, know the road is being plowed, the trash is being picked up and they don't have to worry. Whatever is most pressing at the time gets the most attention.

Selectman Adams asked how many meetings are too many meetings? The one that goes pasts the marginal benefit; if you still require meetings to get the task done then you need more. There are times in the summer when you do not need to meet every week, during budget season he will be having a lot of meetings.

Chairman King asked what he thought of the 60/40 split we currently use between school/town for budgeting purposes? He said that that is very common and his job is to make things work with what the town wants.

9. The answer is yes to both; you are looking for a town planner and also a human resources director; look at what resources you have and utilize to the best that can you. Bringing people in from the outside is sometimes helpful. People will be graduating shortly and we have many good schools in the area.

Selectman Cristo asked if he would be looking for economic development experience in the town planner? He thinks you have to determine what we want our town to be; then we can move forward with zoning and bylaws to make our town attractive. He is adept at land use and he can assist. Selectman Krumsiek mentioned that it is a Director of Planning & Development

10. He has been and will be recertified in January with the highest distinction, MCPPO with construction and other things too.

Mr. Marciello said that he wants to work here for the long term  
It is fantastic that you have OPEB on your radar, have policies for free cash and others, we can make your bond rating from a AA to a AA+.

5 MINUTES RECESS

Chairman King said that before they decide if they hire one of these he would like Mary from the Collins Center to fill them in on the background check.

Mary said that you hired the firm to handle the credit checks, background checks, reference checks, etc. they do also google, anyone can file a claim against you; every one of the candidates in front of you have passed our rigorous check. They have followed up on each candidate and they recommend all three of these gentlemen without hesitation. Selectman Despres asked if discussions regarding who will negotiate with the Chairman.

Motion to put all three names, Christopher Clark, George King and David Marciello into consideration made by Selectman Krumsiek, seconded by Selectman Cristo.

Motion carried unanimously.

Selectman Cristo said that she feels all of the candidates were very good, they all had strengths and some great ideas. Chairman King agreed, thanked the firm and screening committee.

- Selectman Adams - David Marciello
- Selectman Despres - David Marciello
- Selectman Krumsiek -David Marciello
- Selectman Cristo -David Marciello
- Chairman King -David Marciello

Unanimous for David Marciello

The Chairman announced the Board will be going into Executive Session and will come out only to adjourn the meeting.

Motion made by Selectman Cristo, seconded by Selectman Krumsiek to move into Executive Session at 7:10 p.m. under Chapter 39, Section 23B, ¶3 to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the chair so declares re: Town Manager Contract

The Chairman declared.

- Selectman Adams - Yes
- Selectman Despres - Yes
- Selectman Krumsiek -Yes
- Selectman Cristo -Yes
- Chairman King -Yes

Motion to adjourn by Selectman Krumsiek at 8:00 pm, seconded by Selectman Cristo.  
Motion carried unanimously.

Respectfully submitted,

Tish Hayes, Secretary

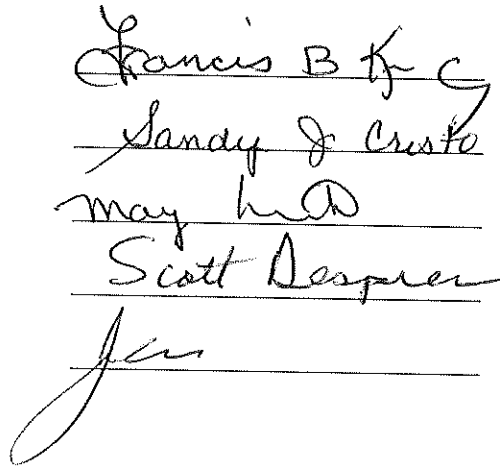
Francis B. King

Sandy J. Cristo

Mary Krumsiek

Scott Despres

Jon Adams



## TOP TEN QUESTIONS

- 1) Millbury has a lot of infrastructure that needs updating (roads, fire station, police station, school). How would you look to get this done?
- 2) In your opinion, how do we reduce our legal costs?
- 3) Under what circumstances would you encourage tax incentives?
- 4) What is your attitude in regard to real challenges? Do you like to take on a project or job because it is a challenge or that you have the satisfaction of solving the problems?
- 5) Describe a situation you have encountered in town government when you have had to follow the direction of the selectmen when it may not have been the direction you thought was the best choice? If none, what would be a similar situation that you had a serious deliberation between you and the selectmen.
- 6) What type of civic involvement have you had recently in your town? What type of ongoing involvement do you think is appropriate?
- 7) What area or areas of town finance do you consider your strongest? Explain a significant accomplishment that you have had in that area.
- 8) How would you plan on working with the BOS & Department heads to prioritize?
- 9) Do you feel you can work with all existing personnel or do you have strong people that you can bring in to assist you as part of your team? (i.e. Town Planner)
- 10) Are you a certified Procurement Officer?

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Questions 7-10 were a toss-up!