

The Chair called the meeting back to order on March 30, 2012 at 3:00PM in the Town Hall Auditorium, 298 Central Street. Present: Selectmen Stephen Castinetti, Stephen Horlick, Julie Mitchell, Debra Panetta and the Chairman Michael Serino. Temporary Manager John Vasapolli was also present.

The Chair explained the Board continued the hearing from March 28th and went over the process. On January 3rd they appointed a Temporary Town Manager and a transitional team and on January 10th the Board voted to hold two public meetings to get public input and those were held on January 25th & February 4 and the Board advertised with a deadline of March 19th and the Board met that night and reviewed applications and did pick 3 finalists and the next day provided the names to the press and did schedule interviews for March 28th and continued to today and said they did interview two candidates and said the Board needs to get someone in right away. Mr. Horlick said he thinks they had enough time and in the best interest of the Town if the Board makes a decision tonight we will have a manager in place and said the warrant is closing and needs to have time for articles.

Mr. Horlick moved to appoint Scott Crabtree as Town Manager effective April 1. Chair seconds. Mr. Castinetti speaking on the motion said this has been a stressful process and feels nothing had divided the Town more than this issue and said he hasn't received more e-mails, calls and people stopping him regarding this and said people are split right down the middle on the issue and said he interviewed people and compiled a spreadsheet and said one thing that permeated was people wanted a Saugus resident and there were two and only one got an interview and is convinced it was a flawed process and said he has not seen the audit and an ethics complaint was filed and said Mr. Vasapolli's departure is forcing a decision and he doesn't like being rushed and said he thinks Scott could do a good job but the operative word is 'thinks' he has nothing to base it on and said he did an outstanding job as chairman bringing people together but he has limited experience at best and said he will support the motion with a caveat it be for one year with a review and the end of the year and if at the end he does what he says he can do, he will support, but now he cannot support more than one year. Mr. Horlick said a number of years ago the Board voted to extend the manager's contract for 18 months with no notice it was going to be discussed and he voted against it and said there was no process and the Board discussed and knew we needed someone in place by April 1st and takes offence to his comment about being rushed. Ms. Panetta said she also created a spreadsheet and talked to people and said she received calls from citizens and said she didn't know Scott before and agree he did a great job and read the following statement: *"As a Selectman, my main goal is to do what is best for our Saugus citizens. I have kept an open mind throughout this process, knowing that we need to choose the best candidate to move Saugus forward.*

We are not just hiring an accountant or an attorney. We need somebody with strong leadership and communication skills that will bring it all together.

I believe Scott Crabtree is that person.

Saugus has had previous successful Town Managers with diverse backgrounds that include education and law. One example is Maurice Cunningham, who was the VP of the Belmonte middle school. Another example is Robert Cornetta who is currently a judge, and started off as a local attorney. Both men were highly successful managers. In our neighboring Town of Wakefield, Steve Mayo was a local attorney and sitting Selectmen. The ethical guidelines that the Town of Wakefield followed are the same ethical guidelines that have applied to Saugus. He is now doing a fine job as the Town Manager of Wakefield.

With the pending results of the forensic audit, we need a strong Town Manager to make fair and balanced decisions that are evidence based. There will be difficult decisions to be made. I am certain that Scott has the communication & problem solving skills needed to make these decisions.

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The next Town Manger needs the support of the full community as well as all the workers that he will manage. Scott has the ability to help us regain the public confidence and improve employee morale.

*Most importantly, I believe that Scott's love of our town and passion to do the right thing for each Saugus citizen will be key to his success. I am confident that Scott is the best person to fill the Town Manager's position and will do his utmost to ensure that Saugus moves forward in a **positive** direction."*

Ms. Mitchell said she agrees with Mr. Castinetti and said the process seems rushed and not enough time to think and said she does support Scott but wishes she had more time. The Chair said he's surprised the number of candidates is an issue because no others were brought forward to interview and is insulted by the comments of a flawed process. Mr. Vasapolli read the section of the Charter to appoint a Town Manager for a number of years which would have to be more than 1 year. Mr. Horlick said other communities received 50-60 applications but they probably didn't have an FBI investigation or budget and bid procurement and are not under an audit and investigations. Ms. Panetta listed a few communities that chose 3 finalists and one dropped out. Mr. Castinetti apologized if he insulted anyone but he disagrees what happened in executive session and asked if they vote a one year if it would be a violation of the Charter. Mr. Vasapolli said yes. Mr. Castinetti said he would be willing to go to two years but no further. The Chair said they could vote now and negotiate terms later. Mr. Castinetti said without a qualifier he will not support. Mr. Serino listed a few other communities that advertised for one month.

Roll call vote:

Mr. Castinetti, no; Mr. Horlick, yes; Ms. Mitchell, no; Ms. Panetta, yes; Mr. Serino, yes.

Ms. Panetta asked what he proposes to do now. Mr. Castinetti said to move appointment of Scott Crabtree as Town Manager for two year term.

Mr. Horlick moved to appoint Scott Crabtree Town Manager for three year term. Chair seconds.

Roll call vote:

Mr. Castinetti, no; Mr. Horlick, yes; Ms. Mitchell, no; Ms. Panetta, yes; Mr. Serino, yes.

Mr. Castinetti moved to appoint Mr. Crabtree to a two year term as Town Manager. Chair seconds.

Roll call vote:

Mr. Castinetti, yes; Mr. Horlick, no; Ms. Mitchell, yes; Ms. Panetta, no; Mr. Serino, no.

Mr. Horlick moved recess. Chair seconds. Vote: 5-0.

Meeting recessed at 3:30PM.

The Chair called the meeting back to order at 3:41PM.

The Chair said they have a dilemma and some want 3 years and some want 2 years. Ms. Panetta suggested splitting the difference. Mr. Castinetti said he doesn't intend to go beyond 2 years. Mr. Horlick said he should compromise. Mr. Castinetti said he did compromise he started with one year.

Mr. Horlick moved to appoint Scott Crabtree Town Manager for 2 ½ year term. Chair seconds.

Roll call vote:

Mr. Castinetti, no; Mr. Horlick, yes; Ms. Mitchell, no; Ms. Panetta, yes; Mr. Serino, yes.

Mr. Castinetti moved to appoint Mr. Crabtree to a 2 year term. Chair seconds.

Roll call vote:

Mr. Castinetti, yes; Mr. Horlick, no; Ms. Mitchell, yes; Ms. Panetta, no; Mr. Serino, yes.

The Chair said they need to have someone on board. Mr. Castinetti said that's another issue, we are being pushed because the temporary manager is leaving. Mr. Vasapolli said for the

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record he stated when he accepted it was for 3 months term and he reminded the Board in March and 3 months ends tomorrow. Ms. Panetta said she has a concern with a 2 year contract since the first year the Town Manager will need to fix the many issues facing Saugus, which will probably take longer than a year. However, since we are in need of a Town Manager, she will vote for a 2 year contract.

Mr. Horlick moved a 2 year contract for Scott Crabtree to review after first year. Chair seconds.

Roll call vote:

Mr. Castinetti, yes; Mr. Horlick, yes; Ms. Mitchell, yes; Ms. Panetta, yes; Mr. Serino, yes.

The Chair said they need to enter into negotiations and can continue to Tuesday at 6:30 and asked if effective date was included in the vote.

Mr. Horlick moved effective date of appointment April 1, 2012. Chair seconds.

Roll call vote:

Mr. Castinetti, yes; Mr. Horlick, yes; Ms. Mitchell, yes; Ms. Panetta, yes; Mr. Serino, yes.

Mr. Horlick moved to continue the meeting to April 3 at 6:30PM. Chair seconds.

Roll call vote:

Mr. Castinetti, yes; Mr. Horlick, yes; Ms. Mitchell, yes; Ms. Panetta, yes; Mr. Serino, yes.

Mr. Castinetti moved to recess until April 3. Chair seconds. Vote: 5-0.

Meeting recessed at 3:54 PM.