

**TOWN OF WINCHENDON  
BOARD OF SELECTMEN MINUTES  
SPECIAL MEETING MONDAY, JUNE 1, 2015  
Town Hall, 2<sup>nd</sup> Floor Auditorium  
109 Front Street, Winchendon, Mass.**

Present: Michael Barbaro, Chairman  
Barbara Anderson, Vice-Chair  
Audrey LaBrie  
Amy Salter  
Austin Cyganiewicz

Scott Livingston, Acting Town Manager  
Linda A. Daigle, Executive Assistant

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List of Documents Presented at Meeting:

- Winchendon Interim Town Manager Search Committee Report to Board of Selectmen, June 1, 2015
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Chairman Barbaro called the meeting to order at 6:34 p.m. with the Pledge of Allegiance to the Flag of the United States of America. The meeting aired live on local cable access channel 8.

Announce audio/video recording disclosure: No one announced they were audio/video recording the meeting this evening.

Barbaro announced this meeting has been scheduled for the purpose of hearing from the Interim Town Manager Search Committee and selecting an Interim Town Manager. There will be no public comments or Selectmen comments this evening. The next regular meeting is scheduled for Monday, June 8th where comments will be addressed. He announced he will read the agenda out before each meeting.

**NEW BUSINESS:** Interim Town Manager - Ms. LaBrie, Selectwoman and Chair of the Search Committee listed the other members of the committee - Selectwoman Barbara Anderson, Finance Committee member Robert Guenther, Dave Romanowski and Mary Harrington. She read the report of the Committee which gave an introduction of the formation of the committee and an explanation of the two types of ratings of the three candidates. They feel that both Mr. Kubiak and Mr. Lynch would bring valuable financial skills and strong qualifications to the position. Mr. Lynch would bring in personnel with strong accounting skills and Mr. Kubiak would bring a focus on human relations. LaBrie explained the scores which were calculated in two ways; one which put Mr. Kubiak first and the other Mr. Lynch first. The Committee then voted who they would recommend and the vote was 3-2 to recommend Mr. Lynch. LaBrie spoke highly of the committee with them being great to work with in such a tight time schedule and also thanked Town Hall personnel for the support given with the paperwork. She felt they have two very good candidates.

Ms. Anderson said both candidates were good and wouldn't mind either one to have the position but leaned towards Mr. Lynch for a couple of reasons. The most important one being that he is going to come in and answer our budget questions and he will be bringing in someone who is fluent in Munis.

He stated he was interested in finding out what happened in Winchendon, including the insurance piece. The financial aspect of it, for her, made a difference and on a short term, he would be the best candidate.

Mr. Romanowski stated he was representing himself tonight and Robert Guenther who had a difference of opinion. He said both candidates represented themselves very well. Either one of them will not get us through the financial crisis but will help us through the financial crisis. He voted for Mr. Kubiak because he feels he would leave us with a broader plate for a permanent Town Manager. Romanowski stated that Mr. Kubiak said he will need to follow the money through the various departments and also his management style was more hands on working with people at Town Hall now. It was hard to vote, one way or the other.

Speaking for Mr. Guenther, Mr. Lynch has a long history in government as a Town Manager in Chelmsford for 20 years and Town Manager for the City of Lowell for over six years. He was instrumental in bringing financial stability and viability. One thing besides his personal experience is his ability to bring with him a consultant that has been with him throughout his career who has a financial accounting background and will work with our Accountant and Treasurer and figure out how to move forward and develop best practices. She also has a MUNIS background.

Ms. Harrington said she had strong opinions stating there are two really good strong candidates and she was for Bernie Kubiak. She liked how he made good eye contact, was personable, emphasized working with current employees, recognized the unrest in Winchendon and would create a positive forum. He emphasized that the Dept. of Revenue (DOR) has seen a lot worse and that the Town would be okay and would get through this. It felt good to hear that. He emphasized human relations was important and would be always accessible to each of the Board members and that he had been a Selectman before. She sees Mr. Lynch as a big business leader, had fiscal focus, didn't emphasize as much on community relations and didn't make eye contact. He was also very specific about hours, 18–20 hours, which would be augmented by this other individual. She said the cost is variable and that should be taken into consideration. This is an interim position and the next step was even more important.

Barbaro thanked the committee for their outstanding job. LaBrie offered that the Committee would like to be involved in the search for a permanent Town Manager if the Board so sees it. She also wanted to thank the third candidate publicly for her time and interest.

Barbaro offered the following motion to conditionally appoint Mr. Lynch the Interim Town Manager contingent upon successful contract negotiations between labor counsel, the Acting Town Manager and with the authority given to the Chairman of the Board of Selectmen to sign a satisfactory agreement. LaBrie so moved; Salter seconded. Cyganiewicz asked to discuss the motion. LaBrie suspended her motion; Salter seconded. The Board voted in agreement. Cyganiewicz thanked the committee and asked them if either candidate was stronger in dealing with an issue that involved the DOR. Ms. Harrington said they both have worked with DOR but Mr. Lynch is notorious for that. He has turned around the city. Cyganiewicz asked about Mr. Lynch bringing in a second person to help. Romanowski said Mr. Lynch will be putting in 18-20 hours a week and will provide a consultant another 10 to 20 hours a week who will work with the financial part more in the beginning than towards the end of their time here. This second person has a strong accounting background who will work with our team. Romanowksi offered that Mr. Kubiak did his homework by watching the DVD of the DOR meeting to

understand who Winchendon was. They understood it was a short time that was asked of them. There were concerns Mr. Lynch would cost a lot more.

There were concerns of the negotiations not involving the whole Board. Barbaro explained they have a finite budget to work with for the balance of this year and the beginning of FY16 and that this was a time sensitive issue needing immediate action. They discussed the timeframe of the interim position hoping it would be within the 90 to 120 day period listed in the Charter. Barbaro thought it might take longer having some experience with closing of the books. Some members questioned whether the whole Board should take part in the negotiations. Daigle explained that contract negotiations have been done in the past with the Town Manager and the party and then brought to the Selectmen in an Executive Session for their affirmation and at times there have been changes due to the Selectmen's discussions and votes.

The permanent position for the Town Manager would be done a bit differently with possibly a committee that will do the negotiations. Acting Town Manager Livingston explained why labor counsel would be involved in the negotiations.

Harrington asked if the favored candidate cannot work with what is offered, if the second candidate would be asked. She suggested we learn from the past regarding contract negotiations and do things a little differently. She understands there is a fixed amount and she sees the need for expediency in hiring an Interim Town Manager, and as a citizen of Winchendon she appreciates the Board looking at that process and that it may have been broken. Anderson clarified that she felt that before the interview Mr. Lynch was being pushed at them a bit and wanted to make sure they had the opportunity to choose. When he came to the interview, he was confident and turned her positive towards him and edged out Mr. Kubiak.

LaBrie moved to conditionally appoint Mr. Lynch the Interim Town Manager contingent upon successful contract negotiations between labor counsel, the Acting Town Manager and with the authority given to the Chairman of the Board of Selectmen to sign a satisfactory agreement; Salter seconded. By roll call vote of all aye, the motion carried unanimously.

Barbaro said he will call him directly and set up a meeting to get the ball rolling.

**ADJOURNMENT:** Salter moved to adjourn; LaBrie seconded. By a vote of all aye, the meeting adjourned at 7:09 p.m.

Respectfully submitted,

Linda Daigle  
Executive Assistant