

**TOWN OF WINCHENDON
BOARD OF SELECTMEN MEETING MINUTES
MONDAY, AUGUST 10, 2015 6:30 P.M.
Town Hall, 2nd Floor Auditorium
109 Front Street, Winchendon, Mass.**

Present:

Michael Barbaro, Chairman	Bernard Lynch, Acting Town Manager
Barbara Anderson, Vice-Chair	Linda Daigle, Executive Assistant
Audrey LaBrie	Donna Allard, Town Accountant
Amy Salter	Debra Dennis, Recording Secretary
Austin Cyganiewicz	

List of Documents Presented at Meeting:

- Town/School Financial Reports dated 7.31.15 (filed)
- Solicitation Permit Application – Tristan Bedinger, Solar City (filed)
- Solicitation Permit Application - Christopher Shivo, Solar City (filed)
- Discharge of Mortgage – 68 Ash St. (filed)
- Subordination Agreement – 68 Ash St. (filed)
- Brandywine Farms, Inc., 155 Mill Circle
 - o Letter dated 8.6.15 regarding water/sewer service (filed)
 - o PowerPoint Presentation (electronically filed)
- Open Meeting Law Complaint – Kevin Miller (filed)
 - o Town Counsel’s Opinion email dated August 14, 2015 (filed)
- Town Manager Search Committee Appointments
 - o Letters of Interest from Ten Applicants (filed)
 - o Tally from meeting of July 20, 2015 (attached)
- Memo from Acting Town Manager dated August 6, 2015b regarding Acceptance of MGL C.32B, §21-23 regarding Health Insurance (attached)
- Acting Town Manager’s Report (attached)
- Letter from Mr. Lynch dated August 6, 2015 regarding “Town Manager Recruitment Start-up” (filed)
- Minutes for approval:
 - o Wednesday, March 2, 2015 Joint SC/FC/BOS (filed)
 - o Tuesday, June 23, 2015 Regular Meeting (filed)

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 would be recording the meeting this evening.

SELECTMEN’S COMMENTS:

*Board of Selectmen Meeting Minutes
August 10, 2015*

Selectwoman LaBrie said the Charter Bylaw Review Committee met today, she said we are looking at changes, amendments and will send to the Board of Selectmen to look over changes in about a month.

Selectwoman LaBrie said our Planning Agent, Tracy Murphy, would like to announce that the period for comments for the town's updated Winchendon Open Space and Recreation Plan is coming to a close. She said a link has been put on the website for the public to view. She said you can reach out to Ms. Murphy at 978-297-5414 if you have any questions. She said the document will be finalized in September.

PUBLIC COMMENTS AND ANNOUNCEMENTS:

Mr. Snow said he would like a yes or no from each Select board member. He said this board appoints people to different boards and they reappoint and if members goof up, we can remove them. He asked if they believed that committees and boards are under their supervision. Chairman Barbaro said he believes Zoning Board of Appeals makes their own rules, but they can come to the Board of Selectmen for appeals.

Mr. Lynch said the Board of Appeals has some level of autonomy from the Board of Selectmen from their appointing authority unless they act in a manner that is detrimental to the town then they can be removed. Mr. Snow said in the past, this board has removed people from other boards or ZBA. Mr. Lynch said members of the Board of Appeals do appeals, or if the Planning Board did something improper the Board of Selectmen could remove them, if they didn't attend meetings, they could remove them. The Board of Selectmen cannot instruct to, or not to, grant a variance. Chairman Barbaro agreed unless something was detrimental they would let the board run autonomous. He would not micromanage them. Selectman Cyganiewicz asked Mr. Snow, saying he was curious if there was anything else he was looking for. What is your reasoning for your question? Mr. Snow said he will bring information to their next meeting. Selectwoman LaBrie said we appoint the board but we have no control over what they do. She said with proper notification she would consider taking action one way or another speaking for her.

Lionel Cloutier came forward, he said he is here as a resident representing a group of people getting a particular building on Juniper Street repaired and cleaned up. He said the petition is signed by 32 people. He said he would like to have someone look into it. Mr. Cloutier gave the petition to Mr. Lynch and the board members. Mr. Lynch said he will follow up on this and investigate.

Mr. Kevin Miller came forward to discuss the electrical supply agreement. He asked if people who have National Grid as their supplier would be part of that agreement with Colonial Power. He asked how people using a third party supplier can become part of that agreement. Mr. Lynch said with interest of disclosure he is not involved with the Winchendon agreement with Colonial, he does have a contractual relationship with Colonial Power in other communities. He said hypothetically the aggregation accounts that are eligible right now when approved are only those customers on the basic service on national grid not those who choose to go on a third party. He said after the aggregation program is in place, and then if you have a third party, you can cancel and opt in to Colonial. He said there may be a need to stop basic service first, drop third party and then opt in. If not then you can get in. Linda Daigle updated the board that they were scheduled to come in on August 24th but now possibly August 31st.

BOARDS/COMMITTEES/DEPARTMENT HEADS:

Town Manager/Town Accountant FY15 /FY16 Financial Reports – Mr. Lynch said they will have FY15 closed by September 1st. He said there is a problem with school transportation because the bid was \$155,000 more. He said he will be working with TMS to identify savings. He said there is a balance in Snow and Ice that will have to be carried over to FY16. Mr. Lynch discussed the 911 grant for \$74,000 that the Department of Revenue will not approve until they receive paperwork. He also discussed the

Planning and Development grant that was counted on that wasn't approved. Mr. Lynch said it should have been funded under the General Fund budget not through grants. Selectwoman LaBrie said she appreciated that Callie the Assistant Accountant highlighted the negative items and explained them on the sheet. Selectwoman LaBrie asked if Donna sees any problem areas. Donna Allard said no. She explained the negatives are from encumbrances and are no true negatives. Chairman Barbaro asked about the budget for the tax lien problem and if any action has been taken. Mr. Lynch said he will be meeting with the Town Treasurer and Ms. Wright to go over the steps. He said we were told as of last year it is close to one million dollars.

Selectwoman LaBrie said there are four line items with nothing budgeted but balances. Donna Allard said she has constructed a letter to each department to review the report and then if they agree they will sign and send back. If they do not agree they are to report discrepancies and return it to the Town Accountant. She said in an effort to try and consolidate and get a handle on entries we will every month request the departments to review and report back. She said they have until August 15th to get back to us.

APPOINTMENTS/RESIGNATIONS: N/A

PERMIT/LICENSE APPLICATIONS, HEARINGS:

Solicitation Permit – Tristan Bedinger, Solar City – Tristan came forward. He said he works for Solar City and will be soliciting for solar systems to residents, panels on top of people's home alternate choice to power company. Chairman Barbaro said he is concerned with people going door to door at certain times. We have set 11 a.m. to 7 p.m. as the time period. He said we need the fee to be paid. **A motion was made by Selectwoman LaBrie to move for the applicant with the stipulation that the hours are 11 a.m. to 7 p.m. and the fee being paid. The motion was seconded by Selectwoman Anderson.**

**BARBARO(Y) ANDERSON(Y) LABRIE(Y) SALTER(Y)
CYGANIEWICZ(Y)**

Solicitation Permit – Christopher Shivo, Solar City – Christopher came forward, he said he represents Solar City as well and will be working with Tristan in the area. He said he is relocating to Winchendon soon. **A motion was made by Selectwoman LaBrie to move for the applicant with the stipulation that the hours are 11 a.m. to 7 p.m. The motion was seconded by Selectwoman Anderson.**

**BARBARO(Y) ANDERSON(Y) LABRIE(Y) SALTER(Y)
CYGANIEWICZ(Y)**

NEW BUSINESS:

Discharge of Mortgage – 68 Ash St. – Chairman Barbaro read the discharge motion from Jenelle Sroczyński from the Planning and Development Office. **A motion was made by Selectwoman LaBrie to move for discussion. The motion was seconded by Selectwoman Anderson. A motion to move to approve was made by Selectwoman LaBrie.** Selectwoman Anderson asked to explain what happened. Chairman Barbaro explained we do rehab work and when they filed the paperwork we filed two liens. He said it should have been one and to get rid of one we need to discharge it. Mr. Lynch talked about the next one subordination agreement. He said they probably found out when they went to refinance and caught it. **The motion was seconded by Selectwoman Anderson.**

BARBARO(Y) ANDERSON(Y) LABRIE(Y) SALTER(Y)
CYGANIEWICZ(Y)

Subordination Agreement – 68 Ash St. – A motion was made by Selectwoman LaBrie to approve based on information provided by the Acting Town Manager. The motion was seconded by Selectwoman Anderson.

BARBARO(Y) ANDERSON(Y) LABRIE(Y) SALTER(Y)
CYGANIEWICZ(Y)

Brandywine Farms, Inc. – Mr. John Mullin, Senior Advisor said his day job is as a professor at the University of Mass and participated in the master plan in 2000. He said his name is on the map. He said for the past four months we have actively been putting together a proposal and representing John and Amelia Giovani. Mr. Mullin introduced Steven Herbert who is an expert on hydroponics at the mill. Rebecca McWilliams General Counsel and architect, Joe Mullin, Project Lead-Director, Bruce Tease who is an environmentalist. He also introduced John and Amelia Giovanoni in the back. He said we are making this presentation to show where we are. The former White Mill's building consists of 54 acres and is located at 155 Mill Circle. It is in the planning and development district. He said what we are proposing is an overall repurposing of mill. We are going to have hydroponic farming in several of the buildings. He said we will have 40 units for farm worker housing. We will have a managed forest outside, solar farm, possibly camp ground, recreational trails, daycare and a restaurant.

He said we want to fit in with the town vision. We want to make sure we are compliant. He gave kudos to the town planner that has followed the master plan and is keeping it alive. We are looking at using solar and also thermal. We will generate jobs.

He said the following concerning Brownfield's – done all appraising, now in assessment stage, clean up action has to take place in short time, hopefully in next 2 weeks. We are working with emergency response to find someone to bring the dam up to standard.

He said in terms of water system, we are working with rural development administration and creating a new water system for the mill. In terms of the antenna fiber optics, study on the way, should know by the end of the month.

Selectwoman Anderson asked about water/sewer out to the mill. Mr. Lynch said he had a meeting earlier today with the owners of the mill. This period of time the lake area would certainly benefit and Brandywine needs this. He said they are working with USDA for planning and financing the actual extension. First part of the planning process is what sewage is needed without the town putting money into that aspect. The big issue, with public work director, is the capacity of the treatment facility rated at \$1.1 million gallons per day, stays at that and sometimes goes over that occasionally. They need to determine how much and who is to pay, what it has to grow by and who is going to pay that bill.

Selectwoman LaBrie said with potential of almost 40 families with 40 housing units going in, she is concerned with public services. She thinks it's wonderful, she's a farmer. Chairman Barbaro talked about the funds into the schools growth. He said he is looking on the positive side. Mr. Mullins said the water/sewer capacity will be explored in great detail.

Amelia talked about making a building 55 and over and a daycare. She said we will have a commercial kitchen too. She said we are not looking to impact services in a big way. She said you don't need to be a

farmer to get housing. They ran through the Brownfields presentation and the progress taken and what issues still exist.

Five minute recess was taken at 7:55 p.m.

Back in session at 8:05 p.m.

Open Meeting Law Complaint – Kevin Miller

Chairman Barbaro said this stems from a vote of the Town Manager Search Committee. He said we did it to try and be expedient, he apologized. He showed the tally from the last meeting. Selectwoman LaBrie asked if there are any people who are here that submitted letters that would like to speak to the board. Chairman Barbaro invited folks up if they wanted.

Selectman Cyganiewicz asked if people were notified. He said it's only fair if it's on the agenda. Linda Daigle said she had notified everyone, but didn't tell them specifically that they had to attend the meeting and address the board. Mr. Lynch said the board received a complaint. He said there was no intention to do anything against the law. He said each member will go through their votes and give their reasons if they want to. He said the votes will be tallied and will be included in this meeting. He said his recommendation is for each member to give seven names and then the tally would be taken.

Selectwoman LaBrie asked for the names of the candidates. Chairman Barbaro read the names: Garrett Davieau, Ruth DeAmicis, M.J. Galat, Burt Gould, Kevin Miller, Jason Moury, Jessica Murdoch, Felicia Nurmsen, Bob O'Keefe and Dave Romanowski.

Chairman Barbaro said the last vote at the previous meeting was as follows: Dave Romanowski, Jessica Murdoch, Jason Moury, M.J. Galat and Ruth DeAmicis had 5 votes each. Burt Gould has 4 votes. Felicia Nurmsen has 3 votes, Garrett Davieau has 2 votes, Kevin Miller has 1 vote and Bob O'Keefe has 0 votes. The Select board then proceeded to vote for the seven members they feel should be on the Town Manager Search Committee. The votes are as follows:

- Selectman Cyganiewicz voted for Garrett Davieau, Ruth DeAmicis, M.J. Gallant, Burt Gould, Jason Moury, Jessica Murdoch and Dave Romanowski.
- Selectwoman LaBrie voted for Ruth DeAmicis, M.J. Galat, Kevin Miller, Garrett Davieau, Jason Moury, Jessica Murdoch and David Romanowski.
- Selectwoman Salter voted for Ruth DeAmicis, M.J. Galat, Burt Gould, Jason Moury, Jessica Murdoch, Felicia Nurmsen and Dave Romanowski.
- Selectwoman Anderson voted for Ruth DeAmicis, M.J. Galat, Burt Gould, Jason Moury, Jessica Murdoch, Felicia Nurmsen and Dave Romanowski.
- Chairman Barbaro voted for Ruth DeAmicis, M.J. Galat, Burt Gould, Jason Moury, Jessica Murdoch, Felicia Nurmsen and Dave Romanowski.

A motion was made to move to ratify and confirm the vote taken to appoint Ruth DeAmicis, M.J. Galat, Jason Moury, Jessica Murdoch, Dave Romanowski, Burt Gould and Felicia Nurmsen was made by Selectwoman LaBrie. The motion was seconded by Selectwoman Anderson.

**BARBARO(Y) ANDERSON(Y) LABRIE(N) SALTER(Y)
CYGANIEWICZ(Y)**

A motion was made by Selectman Cyganiewicz to authorize Town Counsel to prepare a response. Chairman Barbaro read the Town Counsel recommendations. The motion was seconded by Selectwoman Salter.

**BARBARO(Y) ANDERSON(Y) LABRIE(Y) SALTER(Y)
CYGANIEWICZ(Y)**

Selectman Cyganiewicz thanked Mr. Miller for bringing this forward. He said the Open Meeting Law keeps them open and transparent and he apologized for the confusion and hoped they resolved it to the best of their abilities. He thanked Mr. Miller.

Selectwoman LaBrie said invoking parliamentary procedures gives members the right to recognize a member in the audience. She recognized Ms. Janet Corbosiero. Ms. Corbosiero asked when they have the meetings for the Town Manager search, if people could come and observe the meetings and the interviews. Mr. Lynch said included in the proposal he submitted providing assistance to town, the first meetings of the group will be open and hopes to discuss with selectmen later this evening their thoughts. He is hoping a meeting can be scheduled next week. It will be open and continue to have that discussion. Likewise that same night, for ease, would be at that same meeting to advertise the public to come and give their thoughts shared by the Search Committee what people are looking for and draft up a profile to the appointing authority which will be presented to the Board of Selectmen. He said there will be a document circulated to people who may be interested in the position and submitting an application. He also might go out to recruit. He said he will take those resumes submitted to him as a recruiter and he will make available to Search Committee in an executive session. He said the purpose is to balance out interest of transparency with interest of the town to get the best possible candidates for the position. It's going to be challenging, to find people to apply for these types of jobs. He said he received 35 applicants in Chelsea. People pull themselves out before names become public. He said finalist's names become public. Interviews of finalists will be at a Selectmen's meeting. Janet Corbosiero asked if all seven people on the search committee are not attending regularly is that going to be said to the committee to always be there. Mr. Lynch said they should have to be there for all of them.

OLD BUSINESS:

Acceptance of MGL C.32B, §21-23 regarding Health Insurance:

Chairman Barbaro recused himself from discussion but said his own personal opinion is that the current system we have works fine. He said he doesn't see a need to have a change. He recused himself at 8:29 p.m

Selectwoman Anderson turned it over to Mr. Lynch. Mr. Lynch apologized to the select board and unions if this came as a shock. He said he noticed when he first came to town, most communities have adopted and many communities have equally good relationships with unions. He provided copies of the statute and an explanatory article from a law firm summarizing it. He also provided a copy of a MassLive news article headlined "State health care reforms saves \$250 million says Mass. finance secretary Glen Shor." He said working with this law is not as threatening and relationships have improved as a result of adopting this law. He also provided a timetable which shows getting to the deadline of December 1st. He said the

timetable Town Counsel has drafted up has everything done by October 19th, only leaves us six weeks to extend that out and built in to timetable of Town Counsel by August 17th to notify the IAC. Mr. Lynch said if you were to adopt this, get estimate done, and notify the IAC and once notified of estimate meet within ten days. He said if you adopt tonight and move forward to have estimated savings calculated and meet with IAC early September, it gives people time with vacation. We have to complete this work. We are already pushing this back. Mr. Lynch said one of the reasons he started this is he looked at health insurance as it has been a problem in town and other towns. He said there are opportunities for savings here; we could save \$300,000 a year. He said if we end up going to GIC, the variety of options to the employees is much larger than what we have now with Blue Cross products. You have twelve choices as opposed to two we have now.

The other part of the law, savings, can be put towards mitigation and with unions some type of agreement. At the end of day, it provides the opportunity expediting bargaining with everyone at the table. It provides the opportunity for the town to save, could help with deficit borrowing or any number of things. Mr. Lynch said clearly the DOR wants us to pursue this type of savings. He said it's always important to remember, cities and towns are created by the state. They can take over our fiancés. He asked the board to adopt the law.

Selectwoman LaBrie said she is the one that asked to hold off voting. She said she has done a lot of research since then and there are multiple options. Mr. Lynch said presently IAC is made of each union and a representative of the retirees in town.

Joanne Bunnell came forward; she is a past president a number of years ago. She said Mr. Kreidler was receptive to all of us; it was in place prior to the onset to self-insured. She said we do have a Blue Cross Blue Shield look alike. She said it was laid out and the cost the membership absorbed. She said why change it if it isn't broken. She said Section 19 puts a noose around your neck. Mr. Lynch said he does not want to adopt accept Sec. 19. He wants to accept sec. 21-23 which is different. He knows the premium went up when they worked with the IAC. They didn't go up because you went to a GIC lookalike; your premiums would have gone down. He said the reason it went up is because for four years the premiums weren't raised. He said during those years every community went up 7 to 12%. He said the DOR said we could save \$315,000, savings to employees is \$200,000. Mr. Lynch said he does not want to be confrontational with people.

Ms. Christine Ricard, current President of the Teachers Association, said premiums went up 30%. She said she is concerned about portability. She wants to make sure they can use providers in New Hampshire. She said the teacher's contract does specify that our benefits cannot be reduced. Mr. Lynch said it is his experience that three plans will go into New Hampshire. Ms. Ricard was thanked.

Mr. Greg Vine, representing the school Committee, said he does not endorse or oppose and understands any changes made under purview of selectmen. He said until he came here tonight, he was unaware this was under consideration. He said we need better communication between the Select board and School Committee. Mr. Vine said it would have been nice to receive some notice of what is under consideration. He asked the Select Board to delay the vote so the School Committee can take a look at some of the details so they may get back with questions. Mr. Lynch said he takes full responsibility of not notifying the School Committee.

Dave Romanowski said the whole community can benefit if we pass this law. He said it allows for negotiation. He said the numbers could possibly be greater. He said he recommends the Select Board pass the law tonight. He asked the Teacher's Association to consider the benefit of the whole town and not just the teachers.

Al Gallant came forward on behalf of the DPW workers. He said he realizes how little they get paid. He said they are actually losing one whole weeks pay check on Health Insurance and then you add another week on taxes. He thinks this could save money for them.

Mr. Zbikowski came forward, he said he lived in Winchendon and asked when the Select Board received their packets with the information on Section 21-23. Selectwoman Anderson said she picked it up on Saturday. He said insurance is not easily understood, this should have been put out the day after the last meeting with time to digest it. He said he feels we are rushing it and wants to wait. Mr. Lynch said he's talked to the board through the weeks and the board is quite capable of reading through the material.

Selectwoman LaBrie said someone is looking at the numbers and hoped to have the report within the next two weeks. He wants to have discussion with the DOR to see how they got the \$300,000. She said no matter what happens, there is money to be saved for employee in health insurance. She said many communities have saved more than they originally estimated. She said we need to sit and talk with understanding we are on a deadline and need to get this done. Selectwoman LaBrie said this was outlined in the DOR report that we need to address this. She said if we don't do it now, we could miss the deadline. She said if we miss the deadline, we have to wait until next December.

Selectwoman Salter said she thought she had her mind made up. She said we've been through so much the past 6 months and not sure she wants to force deadlines on unions, she is not sure what the right thing to do is. Selectwoman Anderson said she has experience with GIC and has no problems with the health insurance.

Ms. Brunnel commented that nothing precludes Mr. Lynch from speaking with union members/IAC. She said she learned some things.

Mr. Romanowski came forward and asked speaking of transparency he asked what the school felt was the non-benefit of this?

Ms. Ricard said her feeling was that the passage is unnecessary. She said we are willing to go to the table to save money and not reduce benefits. If we are not reducing benefits then we will say yes.

Mr. Ward came forward, just a resident, this is not something new. He said when the DOR came in they said we have a problem with health insurance. This was their recommendation.

Mr. Gallant asked when we did change our insurance did the union vote to do it. He said they gave their input but the Town Manager made the decision.

Selectman Cyganiewicz said he got his packet on Saturday and did research and he said he thought he made up his mind. He said this has been a helpful discussion. He thanked everyone who spoke. **A motion was made by Selectman Cyganiewicz to move the Town of Winchendon engage in the process to change health insurance benefits under G.L. c. 32B, §§21-23. The motion was seconded by Selectwoman Anderson.**

Chairman Barbaro returned back to the table at 9:26 p.m.

ACTING TOWN MANAGER'S REPORT:

- Personnel Updates
- Financial Updates
- Project Updates
- Miscellaneous Updates

Mr. Lynch said he has covered just about everything in his report. He said he spoke about finances, health insurance, the DOR report meeting postponed until August 24th, Brandywine Farms and the sewer project.

Mr. Lynch said he has a personnel update. The Police Chief has given his 30 day notice. He will be leaving August 24th.

Mr. Lynch said he wants to work cooperatively with unions and doesn't want to disrupt any relationships and he wants to save the town and employees money and hopes they can work cooperatively. He said just because they adopted MGL C.32B, §21-23 regarding Health Insurance doesn't mean any change and will work in full partnership. If there are savings, he will recommend to move forward to GIC, He believes there are savings to be realized and will work with unions.

Mr. Lynch said Lieutenant David Walsh will be the new Acting Police Chief as of August 28th. He has appointed Mr. Gallant to serve as the DPW director for one year and perhaps doing something more permanent before that with him or the new town manager. He said he is impressed with the work that Mr. Gallant has done as the Acting DPW director. David Letendre has been shifted from Highway Operator to WWTP Operator. Leonard Tenney has been shifted from an operator at Water and Highway to operator at the Cemetery. He said he has also signed off on two new hires as Highway Operator to fill vacancies. The new employees are Joshua Kliskey and Shawn St. Pierre.

TOWN MANAGER'S SEARCH:

Mr. Lynch said he has to be out of here by December 8th. Mr. Lynch asked the board what their thoughts are and what were the qualities and skills they want in the next town manager.

Chairman Barbaro said he wants an experienced town manager, interpersonal, we're at a crossroads. He said where we are at and what direction do the people want to take the town. He said the Master Plan is on the way. He said we get through hardships and maintain services. He'd like someone that lives close. Mr. Lynch thinks a residence requirement is a mistake, prefer it but can waive it. He said so many managers retiring creating vacancies. He said there are not a lot of people looking to go into business. He said you do want someone that's close, not two hours away, an hour away maximum. He said a lot goes into someone moving their household. He recommends that you indicate in the profile you are willing to waive the residency within a reasonable distance of the town. Chairman Barbaro said he is not opposed to that. Selectwoman LaBrie said you would limit your pool. You need your best candidate. She said we should hire on skills and experience and not on zip code.

Selectwoman LaBrie said she liked looking at the bigger picture and project where we need to be in a few years was important to her.

Selectman Cyganiewicz said if you drive down Central Street it is depressing. He would like some sort of economic development experience if possible. He wants experience, work on economic development, and good spokesperson for town getting business here.

Selectwoman Salter said she wants someone with experienced dealing with DOR and working with them. Selectwoman Anderson likes honesty and someone who is blunt. Selectman Cyganiewicz said transparency, a strong communicator through offices to them the Board of Selectmen and the community.

Selectman Cyganiewicz asked how realistic is it to get someone with strong experience. He asked if it would be smart to look at maybe a younger person that doesn't have ten years of experience but has a start somewhere and can grow here as well. Mr. Lynch said these are decisions you make when you get to finalist. Selectwoman LaBrie pointed out that Selectman Cyganiewicz is young and energetic and doing a great job.

Jason Moury said we need to look for a candidate that is aware and familiar of the impact of the geographics of the community. It is a bedroom community.

Mr. Lynch said he will set up meeting on 8/31 with the Board of Selectmen and the Search Committee. Mr. Lynch said his timeline is to have finalists to the select board by late October. Chairman Barbaro said if you have anything else you want the new Town Manager to have they should email Mr. Lynch.

MINUTES:

A motion was made by Selectwoman LaBrie to approve the minutes as to form of March 2, 2015.

The motion was seconded by Selectwoman Salter.

**BARBARO(Y) ANDERSON(Y) LABRIE(Y) SALTER(Y)
CYGANIEWICZ(Y)**

A motion was made by Selectman Cyganiewicz to approve the minutes of June 23, 2015 as presented. The motion was seconded by Selectwoman LaBrie.

**BARBARO(Y) ANDERSON(Y) LABRIE(Y) SALTER(Y)
CYGANIEWICZ(Y)**

The minutes of July 20, 2015 were not available for this meeting.

COMMUNICATIONS: None.

AGENDA ITEMS:

August Meeting Schedule:

Monday, August 24, 2015 – Joint meeting Board of Selectmen/School Committee/Finance Committee-DOR Financial Management Review.

A meeting is needed for August 31st. Any suggestions for the agenda email to the Acting Town Manager or Linda Daigle. Study up on financials for Department of Revenue questions.

Selectwoman LaBrie said with this adoption recognizes what it entails and asked when did he plan on meeting with the IAC. Mr. Lynch said he will send out a letter to all unions and the IAC that the board adopted this, he's in the process of getting estimates and will try to meet with them in early September and basically reiterate what he said tonight. He said he is anxious to work together on this. Selectwoman LaBrie asked if a selectman should be at the meeting. Mr. Lynch said no. Selectwoman Anderson asked if he is sending a letter to the School Committee and the Finance Committee. Mr. Lynch said he will be.

ADJOURNMENT: A motion was made by Selectwoman LaBrie to move to adjourn the meeting. The motion was seconded by Selectwoman Salter.

**BARBARO(Y) ANDERSON(Y) LABRIE(Y) SALTER(Y)
CYGANIEWICZ(Y)**

The meeting was adjourned at 9:55p.m.

Respectfully submitted,

Debra Dennis