

Regular meeting of the Board of Selectmen convened at 7 p.m. on Tuesday, July 25, 2017 in Room 34, the Harry B. Butters Chambers, Norwood Memorial Municipal Building, with the Pledge of Allegiance, and a silent moment of prayer and reflection. Meeting is Recorded.

Present: Chairman William J. Plasko, Helen Abdallah Donohue, Paul A. Bishop, Allan D. Howard and Thomas F. Maloney. Also present General Manager John J. Carroll, Clerk Frances L. Jessoe and Assistant Christina Mulvehill.

#### Appointments

##### 7:00 P.M. – Supt. Mark Ryan, DPW/Town Engineer:

Reference was made to monthly report of department's activities. Mr. Ryan stated that the Highway and Parks Department planted eight flowering trees in the traffic island at Winter Street and Shattuck Park Road which were donated by Norwood Bank and this is a continuing project. Public works installed 40 hanging flower baskets in the center of town. The crews give a lot of support for Farmer's Market, Concerts on the Common, car washes and also the 4<sup>th</sup> of July parade. The Town Hall parking lot has been restriped. They also striped the Talbot Lot behind Babels. Mr. Ryan stated that the Water Department has been replacing water services in anticipation of resurfacing on Clark, William and Earle and the next streets will be Marion Ave. and Charles Street. Preconstruction meeting for cleaning and lining was held and that will start near the end of August; Nichols Street from Vernon to Nahatan and Cottage from Prospect to Maple Street. He said the Cemetery department had 16 interments this month and 121 per date. Things are very busy. Engineering department is supervising the annual road resurfacing project. They have done Phillips Ave., Broadway, Everett Street, from University Ave. to Westwood town line and they are working on Vernon as well.

Selectman Howard spoke about the sidewalks under the new railroad bridge. They have storm drains now and that is great. He said the sidewalks previously were concrete, but are now asphalt-will that stay. Mr. Ryan said they will be concrete when they are finished. The asphalt is temporary. He spoke about the low numbers for recycling in the town and is there a way to get people to recycle. Mr. Ryan said when single stream started they were told they would get to 30% and it is hard to break that number, but they are looking at a few things to break this. He referred to junk mail and how to reduce it. Food products up to 20% and we have to educate people about composting. He spoke about ways to improve on both recycling and solid waste. Selectman Howard asked about the Flight Level event request for one day license and did the Airport Commission vote yet? Mr. Ryan said they will vote at the August meeting and this is not unusual for an event to be held down there.

Selectman Donohue asked how much the baskets up town cost on the poles. Mr. Ryan said it is \$200 per unit including the hangers and the baskets. Selectman Donohue inquired where the money came from. Mr. Ryan said highway. Selectman Donohue inquired about the cost. Mr. Ryan said it cost \$4000 for all. She said they could use some in South Norwood. Mr. Carroll said the plan is to extend to South Norwood with a different bracket.

Selectman Maloney asked about the water main break on University Ave. He referred to the meter pit project and will they come under budget. Mr. Ryan said yes. It is very complicated and very careful work as this is the water supply for the Town of Norwood. MWRA worked with the Town very well and it went smoothly. He hoped to have a power point at the next meeting. The Manager said it is very complicated and they will illustrate it. Mr. Ryan said this is the main source. Discussion continued regarding the redundancy.

Chairman Plasko asked how this water main break on University Avenue compared to the one on Route 1 a few years back. Mr. Ryan said that the main was 9.5 feet deep so they got the equipment there quickly. Chairman Plasko asked about the Gerry Miller athletic fields and he has been concerned about the track. Mr. Ryan said by September 1<sup>st</sup> the softball field should be ready. He discussed the work. He said Field #2 was closed. Discussion continued. They will wait to open it just before fall. Chairman

Supt. Mark Ryan (cont'd)

Plasko referred to the lower baseball field and the infield needs work. Mr. Ryan said it is very time consuming and it will be taken care of.

7:15 P.M. – Supt. James Collins, Norwood Light Department:

Reference was made to monthly report of department's activities. Mr. Collins referred to the 115 project and they are maintaining the environmental part of it right now. They are working with Moderna. Endicott Woods is moving along and they will be relocating some of the poles in the next several weeks so there will be a revised easement. They will be coming before the Board. They will be relocating the overhead line and the developer will pay the costs. The Rolland renovation has a new service in the building. Jack Madden will be getting a service shortly and 83 Morse and Lenox Street. Wendy's and BJ's are in preliminary stages. TD Bank has some plans started. Mr. Collins said that the MBTA Solar Panel project may happen and they plan on putting panels at Norwood Central and the town would buy the power from the panels. Chairman Plasko said they are talking with the Assessors and Town Counsel about how that would be taxed or payment in lieu of taxes-this is an ongoing discussion. Mr. Collins said that the Light Department would purchase the energy and they don't have to pay transmission on it. There are advantages to the town. McDonalds on Route 1 will be rebuilt and the old Gerber electronics is doing work. He said the meter project is moving along. The residential meters are effectively done and the Town is still changing out the commercial meters. Mr. Collins said they are in the process of putting the RFP out for a project engineer and work on some plans. The led streetlights will be delivered in one shipment and stored at Access Road. There are two temporary generators at Ellis Station and have run them 3 times so far. There are no hitches right now.

Darryl Hansen said the video upgrade was put on pause in the beginning of July for staffing reasons, but before the break they added 15 new channels and there will be 22 more added by the end of August. He discussed some of the channels that were added. They are sending out a new channel listing with the new ones highlighted. The internet upgrade is almost complete. Next week will be primarily testing. Hoping to do cut over the week of August 7 and there will be a 20 minute outage between midnight and 6 am. He said the financial are looking pretty good. They scrambled at the end of the fiscal year to get all the bills paid. In January all the programming costs go up. Selectman Maloney asked about the game show channel Buzz. It will be reruns or old games shows. Mr. Hansen said yes.

Selectman Howard talked about water bills and apartment landlords being notified sooner with overages. Mr. Collins said they are developing a portal on the electric side where you can go on and look at your usage. It is a few months away. Once the electric, the plan is to see if they can do the same with the water system. The billing system we have is different from other towns and when we notice unusual water usage we try to notify people. Discussion continued. Selectman Howard said the Town of Walpole does it. Mr. Collins said they have a dedicated person just doing that in Walpole.

7:30 P.M. – William Hurley, Grassroots Cultural and Performing Arts Center, 61 Endicott Street:

Submitting request for Special One Day Wine and Malt Beverage License. Present was Mr. Hurley and Mr. Kitay. Chairman Plasko felt it was important for them to explain to everyone what the plans are.

Mr. Hurley updated the Board on the buildout of the basement and they had their final electrical inspection today with sign off. Final plumbing inspection is tomorrow. He said they had a new fire exits custom made to be delivered Thursday and installed Friday. Mark Chubet and Matt Walsh have been in the building. They installed an elevator and expect the final inspection will take place at the Building Inspector's availability on Monday or Tuesday. They have outlined curriculum for the first three fall classes and will be launching a new television program in October which will be local and regional artists. They have plans to include the Norwood community. They will be at Norwood Day and they are putting in the library of music, film and literature. They are a registered 501 (3) C with the State of Mass. and IRS.

Mr. Kitay mentioned other communities that have similar organizations; Framingham and Natick and they want to be members of the community in which they operate. They participated in the neighborhood

Grassroots (cont'd)

meeting that Selectman Maloney ran and understands people's concerns with the way the area is changing. They don't want to be disruptive they want to be inclusive and look forward to guidance and suggestions. Chairman Plasko asked why the beer and wine. Mr. Hurley said the bread and butter is that people come and watch live television broadcasting. This is the bread and butter of the organization. He said that they received some good news that the Norwood Bank will be underwriting some of the classroom stuff they are doing. They can only make money with the television production and bringing an audience. They are not looking to be a bar-just provide refreshment. He said that the capacity of a performance is 80 people and they are working with the Board of Health regarding the requirements of having catered food brought in. He will be on site next week to look over this. They will not be preparing food. Chairman Plasko asked if they will ask for more one day licenses.

Selectman Howard asked if they intend to charge for drinks. Mr. Hurley said they do not. They operate on donations. There is a donation jar at the door. He said that he understands that this is contingent upon permitting. The first event is August 4<sup>th</sup>. The hours of events are 6-9:30 p.m. The broadcast is streamed online. Selectman Donohue asked if they would be willing to limit hours to 9:30 p.m.

Selectman Bishop asked about capacity of 80. They have enlarged and now have the entire basement. Crowd control is one of the trainings Mr. Kitay spoke about. Tips is for drinking and crowd control program is run by the state on how to deal with large groups of people. Mr. Kitay assured them the number of people is limited to those truly appreciating the music. Selectman Bishop asked if the space is noise proof. He said there is only one main street and he didn't want to see it turning into a large crowd of people. They are limiting the number of people and the 80 people are including the staff. Mr. Hurley said you cannot hear it from outside the building. They have a commitment with the mill that nothing can go on before 5 p.m.

Selectman Maloney said Mr. Kitay and Mr. Hurley did attend the neighborhood committee meeting and the three citizen members of the Commerce Center Study committee are here and he thanked them for coming. Selectman Donohue said you would be careful about serving drinks because disruption would ruin the broadcast. Mr. Kitay said it is a very respectful crowd. It is a very respectful audience. Discussion continued.

Chairman Plasko said you are restricted to 30 of these licenses per year. He inquired how many drinks you would get during a performance. They felt it would be around 2 and controlled by the bartenders. Our concern is control. Chairman Plasko said this is a good way to do this to start with a one day license and listen to the neighbors. Mr. Kitay said they feel obligated to work this way with the town and they need to prove themselves.

Toni Eosco, 14 Endicott Street, District 5 Town Meeting member stated that she has been a resident of Endicott Street for 35 years and it has taken 35 years for Norwood Commerce Center to finally get a little bit of life. She said that is good and she is a very strong music and performing arts advocate and she felt this is a very creative use of this piece of the Commerce Center. She said some things are different then in the handout. She referred to the food-catering versus potluck. She referred to the shows being broadcast from 7 to 10-if they stop at 9:30 they won't be done until 10, but if you go to 10 then the cars will be coming down the street later than 10. She is assuming that this is a successful venture having read the brochure and her concern as a resident of Endicott Street and they have a large condo development is that she is not found of a nightclub scene-the educational avenue and the ability to play is great, but she gets a little concerned as there is a broad range of ages from 30 to 60 and enjoy going out, etc. her comment and concern is that as this business becomes successful that they are cognizant of the fact that this is a neighborhood. She said they only have one exit and a lot of kids in the condo development and she would hope for a respectful attitude as they are trying to live harmoniously on a street that has mixed use. She said that there will be other ideas at the Norwood Commerce Center coming in soon. She is pleased that they are only asking for one night tonight as she was worried that they might be asking for a full license. She is glad and appreciates the opportunity to make comments.

Grassroots (cont'd)

She read it over many times and she wants to see the end of the street being used in a productive way and she guess the proof will be for the establishment to prove itself. She would offer her comments for approval with the above reservations that we try to work together as this is a residential street.

Steve Eosco, 14 Endicott Street stated he would like to speak favorably about this venture. He said that he and his wife are both advocates of music and the arts. He said they have limited the amount of people that can go in. He inquired how you restrict the number of people. The owners said it is by reservation only and they have a mailing list. When they get to capacity of 80 that is it and it includes the staff, production team and artists. People get a pass when they come in the door. The Building Inspector has determined that the capacity is 80 people. They are watchful of speeding cars, but he wished them good luck and look forward to attending. Loretta Maceachern, 22 Endicott Street stated that she agreed with the Eosco's and was nervous thinking the license would be for an extended period of time. She would like a police presence as you never know how people are going to act. She said that in the event of a problem that would be a good road to go down. She did wish them well. They want the neighborhood to be safe and remain a neighborhood and they have lived there a long time.

Chairman Plasko inquired about the Entertainment License. We usually give a blanket entertainment for a year. The Selectmen's office will follow up on this.

On motion of Selectman Maloney, seconded by Selectman Bishop, voted to approve and close by 9:30 and get the proper sign-offs from all departments. Selectman Donohue inquired if this is an educational experience. The applicant stated it is-but their intent is different from going to a bar. They are not charging admission, only donations. The Board will have to look into this.

New Business

Sonia Ramos, General Manager, Jake n JOES, 475 Boston Providence Turnpike:

On motion of Selectman Donohue, seconded by Selectman Maloney, voted to approve the following requests with the restrictions as stated back gate must be closed, police detail and if the match is cancelled the permit is cancelled.

- a. request for an extension of hours to 2 a.m. on Saturday, July 29<sup>th</sup> into Sunday, July 30<sup>th</sup> to show a MMA/UFC match being broadcast from California.
- b. request for extension of hours to 2 a.m. on Saturday, August 26<sup>th</sup> into Sunday, August 27<sup>th</sup> to show a boxing match being broadcast from Las Vegas.

Mark Good, Treasurer & Collector:

On motion of Selectman Howard, seconded by Selectman Bishop, voted to sign and approve the borrowings as per the STM held on May 8, 2017, \$500,000 was authorized under Article 14 to continue water main and lining program, under Article 15, \$2,360,00 was authorized to upgrade parts of the sewer system. \$590,000 of the amount is a no-interest loan through the MWRA and the balance is a grant. The vote was as follows:

**1) Sewer Bond Motions**

Move: that the sale of the \$590,000 Sewer Bond of the Town dated August 7, 2017, to Massachusetts Water Resources Authority (the "Authority") is hereby approved and the Town Treasurer or other appropriate Town official is authorized to execute on behalf of the Town a Loan Agreement and a Financial Assistance Agreement with the Authority with respect to the bond. The bond shall be payable without interest on August 15 of the years and in the principal amount as follows:

<u>Year</u>	<u>Installment</u>	<u>Year</u>	<u>Installment</u>
2018	\$59,000	2023	\$59,000

2019	59,000	2024	59,000
2020	59,000	2025	59,000
2021	59,000	2026	59,000
2022	59,000	2027	59,000

Further moved: that each member of the Board of Selectmen, the Town Clerk and the Town Treasurer be and hereby are, authorized to take any and all such actions, and execute and deliver such certificates, receipts or other documents as may be determined by them, or any of them, to be necessary or convenient to carry into effect the provisions of the foregoing vote.

**2) Water Bond Motions**

Move: that the sale of the \$500,000 Water Bond of the Town dated August 7, 2017, to Massachusetts Water Resources Authority (the "Authority") is hereby approved and the Town Treasurer or other appropriate Town official is authorized to execute on behalf of the Town a Loan Agreement and a Financial Assistance Agreement with the Authority with respect to the bond. The bond shall be payable without interest on August 15 of the years and in the principal amount as follows:

<u>Year</u>	<u>Installment</u>	<u>Year</u>	<u>Installment</u>
2018	\$50,000	2023	\$50,000
2019	50,000	2024	50,000
2020	50,000	2025	50,000
2021	50,000	2026	50,000
2022	50,000	2027	50,000

Further moved: that each member of the Board of Selectmen, the Town Clerk and the Town Treasurer be and hereby are, authorized to take any and all such actions, and execute and deliver such certificates, receipts or other documents as may be determined by them, or any of them, to be necessary or convenient to carry into effect

Edmund W. Mulvehill, Jr. Director of Veterans' Services:

On motion of Selectman Donohue, seconded by Selectman Bishop, voted to file notice that he has received permission from the FAA to request a military fly-over from the US Army during Norwood Day on September 9<sup>th</sup> and approve a letter of endorsement from the Board for this event as he requests permission from the Dept. of Defense to have Norwood native Captain Christopher Curran (who is stationed at Fort Drum, NY) to perform a fly-over Washington Street during the day and then land at Norwood Airport for a display of the aircraft. Captain Curran is the late Selectman Joseph F. Curran's grandson.

Chief William G. Brooks, III, Norwood Police Department

On motion of Selectman Howard, seconded by Selectman Bishop, voted to send a letter re liquor incident report regarding Rama Wine & Spirits of the Board's concern regarding underage buying of alcohol. This incident did not take place under the current owner. The vote was 4-0. Selectman Donohue abstained.

Babel's Paint & Decorating, 23 Cottage Street:

On motion of Selectman Donohue, seconded by Selectman Bishop, voted to approve request for one day Wine and Malt Beverage License for Decorator's Open House on Wednesday, October 4, 2017 from 3 p.m. to 9 p.m.

Desiree Mitchell, 650 Lansdowne Way:

On motion of Selectman Donohue, seconded by Selectman Bishop, voted to file Talent Bank form to be considered for appointment to committees.

Chief Anthony J. Greeley, NFD:

On motion of Selectman Maloney seconded by Selectman Bishop, voted to file addenda to his monthly report.

Nancy McCafferty, Senior Relationship Manager, Mass. Housing Partnership:

On motion of Selectman Howard, seconded by Selectman Bishop, voted to file notice of final cost certification by Gray, Gray & Gray on behalf of Campanelli Thorndike Norwood LLC.

Flightlevel Norwood, LLC, 125 Access Road:

On motion of Selectman Howard, seconded by Selectman Bishop, voted to approve subject to NAC approval request for one day Wine and Malt Beverage License for an event Wednesday, September 6, 2017 from 4 p.m. to 9 p.m. They will hire two detail officers and the Fire Department will do a walk-through of the area prior to the event.

Ron Lipof New England Cannabis Corporation:

Submitting request for an appointment with the Board to discuss proposal for establishing a medical marijuana dispensary in Norwood at 101 Astor Avenue. Selectman Howard said the Board has already on two organizations has voted no opposition and felt there would be no benefit to the town to bring in another organization. He does not want a third and they want to set up very near the other one is proposing to set up.

Chairman Plasko said we have offered no opposition to two firms. He said that one has moved along (MIM) in the process and they will be located at the same address. This was concerning to him and there is no 101 Astor Ave., there is 76 Astor Ave. He said there is a concern that it is right next to another dispensary and in our town by-laws they can't be within 500 feet of each other. He asked MIM for an update and they are further along and they have an application for a cultivation in Leominster which has been approved and within 4-6 weeks they will apply for local licensing. He said that he agrees with Selectman Howard and because this location is next to one that is already permitted and has had our support and this is not an appropriate location, therefore he sees no need for further discussion with them. Chairman Plasko will work with the clerk to send something along that the Board is not interested in having an appointment for the reasons listed. The Board so voted on motion of Selectman Maloney, seconded by Selectman Donohue.

Travis Farley, Recreation Superintendent:

On motion of Selectman Howard, seconded by Selectman Bishop, voted to approve request for a Municipal Relief Transfer of \$5,100.00 to pay the June bill for watering the fields. Selectman Bishop asked for the date of the shut off of municipal relief transfers. The Manager said now.

Ed Sullivan, 27 Fieldbrook Drive:

On motion of Selectman Howard, seconded by Selectman Bishop, voted to refer to the Manager information regarding speeding on Garden Parkway. The Manager would like to take a couple weeks and talk to safety officer and neighbors and will report back to the Board.

U.S. Dept. of Transportation/Federal Railroad Administration:

On motion of Selectman Bishop, seconded by Selectman Maloney, voted to file notice of the comprehensive plan for improvements to the Northeast corridor rail line from Washington, D.C to Boston. The information is available on their website at [www.necfuture.com](http://www.necfuture.com).

Unfinished Business

ABCC:

On motion of Selectman Bishop, seconded by Selectman Maloney, voted to file final approval of transfer from GWRP Enterprises, Inc., dba The Wine X-Press to Yankee Spirits, Inc. 942 Boston Providence Turnpike.

ABCC:

On motion of Selectman Maloney, seconded by Selectman Bishop, voted to file final approval of change of Manager of Bertucci's Restaurant from Christina Fitzgibbon to Kristin D. O'Donnell.

Memoranda

Norfolk County Commissioners:

On motion of Selectman Bishop, seconded by Selectman Howard, voted to file the Assessors notice of tax for fiscal year, July 1, 2017 through June 30, 2018 in the amount of \$227,052.84. The original sent to the Assessors for action.

Chief William G. Brooks, III, NPD:

On motion of Selectman Howard, seconded by Selectman Maloney, voted to send letter of recognition to Officer Greg Shore.

Selectmen's Addenda

Selectman Bishop

Pub Crawl

Will be held to benefit two veterans organizations this Saturday, July 29-Vet Dog's.org and the other is Labs for Rescue.org-Non-profit all volunteer organizations. It begins at Napper Tandy's and ends at Limeys.

Selectman Howard

Find Mass money.

Town of Norwood was listed so he asked Mr. McQuaid to check it out and we have an extra \$225 in our till as of now.

Pops Night

This coming Sunday from 6 pm. To 8 p.m. If you don't have a ticket, please come anyway.

Selectman Donohue

Concerts

Sunday is Concerts on the Common, Monday is the Carillon Concert, Tuesday the Children's Concerts and Wednesday we have Summerfest. This Sunday is the 15<sup>th</sup> Pop's Concert and it was the Manager's idea. Please come and enjoy the celebration.

Chairman Plasko

COA Garage

The Manager said it is coming along and very close to be going out to bid.

Talbot Parking Lot-Parking Policy:

On motion of Selectman Donohue, seconded by Selectman Howard, voted to approve. Selectman Donohue thanked Chairman Plasko for all his hard work on this policy and thanked him.

General Manager Recruitment Process

Chairman Plasko stated that it is time the Board starts the process to replace Mr. Carroll and it won't be an easy job. We have a time period so we need to do it as expeditiously as possible. He said that he sat down with the HR director and asked her if she would give the Board some recommendations on the process; one that we have used in the past which is an in house review, set up a screening committee to do the initial advertising and review of the applicants and make a recommendation to the full Board of finalists or as Ms. Pizzi recommends an outside recruiting

General Manager Recruitment (cont'd)

firm and it does a lot of the same things, but it is more exhaustive outreach to get solid candidates for this important position and adds a couple of steps of transparency and community involvement to make sure we understand the characteristics and strengths that the General Manager should have. What challenges the town might be facing, etc. At the end when it comes to negotiation of terms, it wouldn't be appropriate that she would be involved because she feels this is someone she is working for.

Selectman Donohue said she read it and it bothers her because we have 3 people in the Human Resources Department and we have a wonderful HR person and she is qualified in the procedures and rather than hiring an outside firm, we should use the HR and the MMA and this is not rocket science as this is done regularly in the Commonwealth. She said anything we need we can get through this association. She said we could see what other towns have done and the Manager was on a committee in Milton. The Manager said he resigned this committee. He said he has been on other committees. Selectman Donohue said you could get managers from other towns. Chairman Plasko said it is important to discuss the size of the HR Department and there were comments about this but we have the HR Assistant and Director which we set up originally and the other person was in the Treasurer's office so it isn't a new employee. Selectman Bishop said we have a very good HR Department, but he believes in having an outside agency assisting our HR Department. He said that it keeps politics out of this and gives it a sense of clarity and independence to the entire process and in the final analysis, the Board makes the decision and he is in favor of having an outside agency assist us. It is not unheard of and other towns have done it in the past. Selectman Howard said he also is in favor of an outside consultant being brought in as this is the most important paid position in General Government. A consultant would leave no avenues unturned and a committee of selectmen and others down the road would be fine, but initially we should seek out the best administrator for our town. We have counted on Mr. Carroll for many years and filling his shoes will be a major accomplishment. Selectman Maloney said we did a good job in house to hire a new treasurer for the Town and he was pleased by the work done by the HR department. In the case of the Town Manager, he has gone back and forth, but this process must be pure and it does make sense to have the transparency and the distance. Moreover, Ms. Pizzi's memo is well crafted in favor of the recruitment avenue which she endorses strongly and was convincing to me because she is in favor of this. If the HR people say this is so big, we should outsource at least this part of it. Selectman Maloney said several firms were recommended, but he is concerned about the time frame. He is hoping we could tighten this up.

Chairman Plasko said we have to establish one or two members of the Board of Selectmen to act as liaisons to set up this process and meet with her so she will still be quite involved in advising us through it. Then we come back to the Board with the full process and recommendations regarding a screening committee, etc. He did sit down with Ms. Pizzi and spoke to a representative of some of these firms. Because of the costs-we come into the Chapter 30B procurement laws and under \$50,000 we have to solicit a minimum of 3 firms that do this kind of work. The cost would be between \$10,000 and \$16,000 for the core work and in addition advertising and background checks, etc. The entire thing could cost \$18,000 to \$20,000. One of the 3 firms has already said they would not be a candidate as they have a very heavy work load. The estimates were 90 to 120 days. They should be able to work within the time frame we set up-we should be able to do it within 90 days.

General Manager Recruitment (cont'd)

Selectman Donohue said we hire a lot of people in town, are these steps any different than hiring a Fire Chief, etc. Chairman Plasko said no. Selectman Donohue inquired then why do we have to have a consultant. Chairman Plasko said it is transparency, it is outreach to the public and it is building confidence in the process being used and it is just not local politics, selecting such a big position and these consultants can draw quality candidates to apply for the positions. It can be argued that we can do this, but there are additional factors that the consultants can bring. Selectman Donohue said if we advertise in the MMA publication, it reaches out to the entire United States. Chairman Plasko said this reaches people in Mass. and neighboring states. The ICMA also has a publication.

On motion of Selectman Bishop, seconded by Selectman Howard, voted to go along with an outside company to work with our HR Department and appoint Chairman Plasko to be the liaison and he appoint a second member of the Board of Selectmen on the Committee. Selectman Donohue asked to separate this motion as she doesn't like the concept.

On motion of Selectman Bishop, seconded by Selectman Howard, voted to accept the basic concept of the recommendation to seek a recruitment consultant to assist the Board in the process of finding a new General Manager for the Town. The vote was 4-1. Selectman Donohue opposed. On motion of Selectman Bishop, seconded by Selectman Howard, voted to appoint the Chairman of the Board of Selectmen as one of the members of the screening committee and that he himself (the Chairman) designates of his choice the other member of the Board of Selectmen for the committee. The vote was unanimous.

Executive Session

The following items were presented to the Board for Executive Session, but were discussed in Open Session.

Litigation-Forbes Hill

No new information –On motion of Selectman Bishop, seconded by Selectman Howard, voted to file

Potential Litigation

On motion of Selectman Bishop, seconded by Selectman Howard, voted to file

Manager's Agenda

Financial Report on solid waste and recycling

On motion of Selectman Bishop, seconded by Selectman Howard, voted to file.

Police Recognitions.

On motion of Selectman Bishop, seconded by Selectman Howard, voted to file

Adjournment

No other business being presented for consideration, on motion of Selectman Donohue, seconded by Selectman Maloney, voted to adjourn and the meeting was adjourned accordingly at 8:45 p.m.

A True Record.

Attest: \_\_\_\_\_  
Clerk