

TOWN OF STERLING  
BOARD OF SELECTMEN  
July 1, 2015

MEETING:

Chairman Cutler called the meeting to order at 6:30. Roll Call: Vice Chairman Kilcoyne – Present. Chairman Cutler - Present. Selectwoman Cranson - present

At 6:35 Chairman Cutler moved that the Board convene in executive session pursuant to MGL Chapter 30A Section 21(a) Exemption 3. To discuss strategy sessions with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigation position of the public body and the chair so declares. Sterling Police Union, Sterling Executive Assistants Association. The Board will reconvene in public session at the end of the executive session. Selectman Kilcoyne 2<sup>nd</sup>. Roll Call Vote. Selectman Kilcoyne – Aye. Chairman Cutler - Aye. Selectwoman Cranson – Aye. Motion Carried. The Board convened in Executive session.

At 7:10 the public meeting reconvened.

Auditor Report

Mr. Tony Roselli addressed the Board in regards to the finding of the audit process. Mr. Roselli reported that the Town of Sterling is fiscally strong. However, his company does have suggestions to make the financial aspect of the Town stronger and to protect the towns assets:

- Establish Financial Policies, implement and enforce them (formalized Financial Policies and Procedures will lower financing costs by improving the bond rating and thereby save the Town money). All policies should be electronically available.
- Be prepared to accept Worcester County pension numbers for OPEB (Other Post Employment Benefits)
- Fund OPEB if financial feasible
- Assess risk to deter fraud in all departments that handle cash
- Develop Fraud Policy and distribute
- Standardize processes
- Implement data security audits
- Separate cable money from other revenue
- Blank check stock should be stored in the Accountants office
- Ambulance receipts should be recorded on ledgers
- Keep a "paper trail" of all assets.
- Update server technology and store back-ups off site
- Formalize disaster recovery plan
- Reduce number of revolving accounts
- Replace old water meters with radio frequency readers

Further, it is Mr. Roselli's opinion that the Neighbor to Neighbor Fund increases risk and burden on the Town's resources. Selectman Kilcoyne will continue to move toward changing this program to a non-profit.

1835 Joint Meeting

The 1835 Town Hall Committee did not have a quorum, nor was a joint meeting posted, therefore a joint meeting was not conducted. However, after discussion Selectwoman Cranson moved to appoint Joanne Drown to the 1835 Town Hall Committee. Selectman Kilcoyne 2<sup>nd</sup>. Selectman Kilcoyne – Aye. Chairman Cutler - Aye. Selectwoman Cranson – Aye. Motion Carried.

Joint appointments and transfers

The Finance Committee did not have a quorum. Nor had they voted upon joint appointments. Therefore, the joint appointment to the Personnel Board will need to be postponed. Mr. Kumar requested that an email thread, regarding Personnel Board appointments, be included in the minutes, in order to abide by open meeting law. Selectman Kilcoyne moved that the email thread

	<p>be included in the minutes. Selectwoman Cranson 2<sup>nd</sup>. Selectman Kilcoyne – Aye. Chairman Cutler - Aye. Selectwoman Cranson – Aye. Motion Carried. (See attached)</p>
EDC update	<p>Jim Patacchiola, Chairman of the Economic Development Committee gave an update on that committee's progress and mission.</p> <p><b>MRPC</b></p> <ul style="list-style-type: none"><li>• Sterling received a grant for the Montachusett Regional Planning Commission, MRPC, for Direct Local Technical Assistance, DTLA.</li><li>• Committee member Paul Rehrig led this project.</li><li>• Michael Szlosek did the grant write up.</li><li>• On March 23, 2015 Chantell Fleck &amp; John Hume met with the EDC to discuss the scope of our project and help finalize the application process.</li><li>• On May 18, 2015 Chantell Fleck attended our EDC meeting and reviewed the area around Route 12 for the Zoning Study.</li><li>• Chantell's Initial Problematic Observations: There are many uses designated by special permit, Commercial Developments are not clearly defined, The Town Center would benefit by "Village Style " zoning. Present zoning is very prohibitive to a commercial development.</li><li>• Ken Williams from the Planning Board met with Chantell Fleck during the EDC meeting.</li><li>• The report may be ready late summer /early fall.</li></ul> <p><b>Economic Development Incentive Program      January 13, 2015</b></p> <ul style="list-style-type: none"><li>• Brian Kindorf, EDC Treasurer, Attended the meeting</li><li>• Learned about Tax Incentive Financing, TIF</li><li>• This program was formerly limited to specific economic regions</li><li>• It's now available to all towns.</li></ul> <p><b>Permitting Guide</b></p> <ul style="list-style-type: none"><li>• Created by former EDC member Lindsay Lucarelli</li><li>• Jeff Donaldson former EDC Chairman was going to manage its publication</li><li>• Presently need to be edited by the various Town Board &amp; Committees to correct details such as meeting dates, time needed to review requests, fees etc.</li><li>• Presentation to BOS for approval and publication</li></ul> <p><b>Future Projects &amp; Direction</b></p> <ul style="list-style-type: none"><li>• First eliminate confusing Zoning issues</li><li>• Establish a Sterling Business network to promote Sterling businesses</li><li>• Promote the benefits of living and Working in Sterling</li></ul> <p>The Board is encouraged by the Committee's progress and encouraged them to continue to involve all town offices in their plan to develop a comprehensive permitting guide.</p>
Building Commissioner Interview	<p>The Board interviewed Sarah Culgin for the position of Building Commissioner. Sarah is currently employed as a Building Inspector for the Town of Gardner. She has a Masters degree in Construction Management and is pursuing a Master's degree in Architecture. The Town Administrator will check Ms Culgin's references and the Board will consider her for the position at a future meeting.</p>
Driveway Permits	<p>After discussion, Selectwoman Cranson moved to approve the driveway permit for 8 Rowley Hill Road. Selectman Kilcoyne 2<sup>nd</sup>. Selectman Kilcoyne – Aye. Chairman Cutler - Aye. Selectwoman Cranson – Aye. Motion Carried.</p> <p>Selectman Kilcoyne moved to approve the driveway permit for 11 Runaway Brook Road. Selectwoman Cranson 2<sup>nd</sup>. Selectman Kilcoyne – Aye. Chairman Cutler - Aye. Selectwoman Cranson – Aye. Motion Carried.</p> <p>Selectman Kilcoyne moved to approve the driveway permit for 90 Justice Hill Road. Selectwoman Cranson 2<sup>nd</sup>. Selectman Kilcoyne – Aye. Chairman Cutler - Aye. Selectwoman Cranson – Aye. Motion</p>

# Selectmen's Meeting Minutes

July 1, 2015

	Carried.
One day alcohol Licenses	After discussion, Selectwoman Cranson moved to approve the one-day Alcohol requests for July 19, 2015, July 26, 2015, August 2, 2015, August 9, 2015, August 16, 2015, August 23, 2015 and August 30, 2015 for 228 Leominster Road. Selectman Kilcoyne 2 <sup>nd</sup> . Selectman Kilcoyne – Aye. Chairman Cutler - Aye. Selectwoman Cranson – Aye. Motion Carried.
Appointments	After discussion Selectwoman Cranson moved to appoint the entire list of appointees, with the exception of Mr. Barwise and Mr. Pichierri of the 1835 Town Hall Committee, who will be interviewed at a future meeting. Selectman Kilcoyne 2 <sup>nd</sup> . Selectman Kilcoyne – Aye. Chairman Cutler - Aye. Selectwoman Cranson – Aye. Motion Carried. (see attached list)
Goals	<p>Selectwoman Cranson stated that her primary goal this year is to improve communication between Board and Committee members and to restore the sense of community. Secondly she would like to move forward with the improvements to the website.</p> <p>Selectman Kilcoyne stated that his primary goal is to implement long range financial planning, including the development of financial policies and procedures, as per the suggestion of the auditor. Secondly he wants to advocate for the completion of the Senior Center...on time, within budget and able to accommodate as many needs as possible.</p> <p>Chairman Cutler stated that his primary goal is to stay on top of the issues that have been previously discussed regarding the 1835 Town Hall.</p>
TA Report	<p>The Town Administrator reported the following:</p> <ul style="list-style-type: none"><li>• He attended the Joint Transportation meeting. Sterling Rte 12 improvements are scheduled to move forward next year. The plan for the project is 25% complete. The improvements for the 190/140 intersection are tentatively scheduled for 2019.</li><li>• The DLTA grant has not yet been approved.</li><li>• The school lease agreement is still unsettled. The five towns, within the regional school district, are meeting frequently to iron out their concerns.</li><li>• The assessment for the School budget has been revised. Maintenance funding has been adversely affected.</li><li>• Without a new contract, the current school lease remains in effect.</li></ul>
Public Session	Mr. Forance voiced his concern that the Building Commissioner position had been properly posted. He was assured that the position had been adequately posted on three separate occasions.
Adjourn	At 9:56 Selectwoman Cranson moved to adjourn. Selectman Kilcoyne 2 <sup>nd</sup> . Selectman Kilcoyne - Aye – Aye. Chairman Cutler - Aye. Selectwoman Cranson – Aye. Motion Carried.

*materials list: Resume, driveway permit applications, appointments list, 1 day alcohol applications,*



## Town of Sterling

1 Park Street

Sterling, MA 01564

Phone: (978) 422-8111 ext.2316

### Sterling Board of Selectmen Expiration Report

Expiration: 6/30/2015

#### 1835 Town Hall Committee

3 yrs

Robert Barwise	Member	Expiration: 6/30/2015
Joanne Drown	Secretary	6/30/2015
Ronald Pichierri	MEMBER	6/30/2015

#### 40B Review Committee

1 yr

Clare B. Fisher	MEMBER	Expiration: 6/30/2015
[REDACTED]	MEMBER	6/30/2015
Michael E. Pineo	MEMBER	6/30/2015
Barbara Roberti	Alternate	6/30/2015
[REDACTED]	MEMBER	6/30/2015

#### ADA Committee

1 yr

Clare B. Fisher	MEMBER	Expiration: 6/30/2015
Melanie Glynn	Member	6/30/2015
Donald Harding	MEMBER	6/30/2015
[REDACTED]	MEMBER	6/30/2015
[REDACTED]	MEMBER	6/30/2015
Kenneth Stidsen, Jr.	MEMBER	6/30/2015

#### ADA Coordinator

1 yr

Matthew S Marro	Chair	Expiration: 6/30/2015
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#### [REDACTED]

3 yrs

[REDACTED]	Alternate	Expiration: 6/30/2015
[REDACTED]	MEMBER	6/30/2015

#### Parking Clerk

Natasha Henderson	6/30/2015
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**Sterling Board of Selectmen Expiration Report**

**Expiration: 6/30/2015**

**Animal Control Advisory Board**

**1 yr**

Ann Marie Catalano	MEMBER	Expiration: 6/30/2015
Scott Crossman	MEMBER	6/30/2015
Karen Kase	Chair	6/30/2015
Richard G. Lane	Member	6/30/2015
Cynthia Miller	MEMBER	6/30/2015
Theresa Sadler	Vice-Chair	6/30/2015
Frances Simonds	MEMBER	6/30/2015

**Animal Control Officer**

**1 yr**

Steven Jones	Alternate	Expiration: 6/30/2015
Louis Massa	Employee	6/30/2015

[REDACTED]

**1 yr**

[REDACTED]

[REDACTED]

[REDACTED]

Assistant

Expiration:  
6/30/2015  
6/30/2015

**Assistant Town Treasurer**

**3 yrs**

Karen Leclerc	Employee	Expiration: 6/30/2015
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[REDACTED]

**1**

[REDACTED]

Member

Expiration:  
6/30/2015

**BUILDING INSPECTOR**

**1 yr**

Richard Breagy

Alternate

Expiration:  
6/30/2015

Mark Brodeur

Alternate

6/30/2015  
6/30/2015

[REDACTED]

[REDACTED]

**1 yr**

[REDACTED]

Expiration:  
6/30/2015

[REDACTED]

**3 yrs**

[REDACTED]

MEMBER

Expiration:  
6/30/2015

(Acting)

**Sterling Board of Selectmen Expiration Report**

**Expiration: 6/30/2015**

**Conservation Commission**

**3 yrs**

Joseph Curtin	MEMBER	Expiration: 6/30/2015
David Mosley	MEMBER	6/30/2015
Michael E. Pineo	Vice-Chair	6/30/2015

**Council on Aging**

**3 yrs**

Sharon Bloom	VICE CHAIR	Expiration: 6/30/2015
Susan Doucette	MEMBER	6/30/2015
Debra MacLennan	MEMBER	6/30/2015

**[REDACTED]** **3 yrs**

<b>[REDACTED]</b>	Member	Expiration: 6/30/2015
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**[REDACTED]** **1 yr**

<b>[REDACTED]</b>	Alternate	Expiration: 6/30/2015
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**Extension Services**

**1 yr**

Clare B. Fisher	CHAIR	Expiration: 6/30/2015
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**Sterling Board of Selectmen Expiration Report**  
**Expiration: 6/30/2015**

**Fair Committee**

**1 yr**

**Expiration:**

David Agurkis	MEMBER	6/30/2015
Margaret Agurkis	MEMBER	6/30/2015
[REDACTED]	Associate Member (non votin	6/30/2015
Philip Campbell	MEMBER	6/30/2015
[REDACTED]	MEMBER	6/30/2015
[REDACTED]	MEMBER	6/30/2015
[REDACTED]	MEMBER	6/30/2015
Kevin Day	Member	6/30/2015
Douglas Downey	Co-Chair	6/30/2015
[REDACTED]	MEMBER	6/30/2015
Carl Gronblom	MEMBER	6/30/2015
Shirlene Hagan	Associate Member (non votin	6/30/2015
Chip (Daniel) Hallet	Member	6/30/2015
[REDACTED]	MEMBER	6/30/2015
[REDACTED]	Associate Member (non votin	6/30/2015
[REDACTED]	Vice-Chair	6/30/2015
Donald Jewett	MEMBER	6/30/2015
Muriel Johnson	Associate Member (non votin	6/30/2015
[REDACTED]	MEMBER	6/30/2015
[REDACTED]	Associate Member (non votin	6/30/2015
[REDACTED]	Associate Member (non votin	6/30/2015
Veronica Litterio	Member	6/30/2015
[REDACTED]	Associate Member (non votin	6/30/2015
[REDACTED]	Associate Member (non votin	6/30/2015
Joshua Pineo	MEMBER	6/30/2015
Michael E. Pineo	MEMBER	6/30/2015
[REDACTED]	MEMBER	6/30/2015
Barbara Roberti	MEMBER	6/30/2015
Tina Robinson	Associate Member (non votin	6/30/2015
Gloria Rugg	SECRETARY	6/30/2015
Raymond, Jr. Rugg	MEMBER	6/30/2015
Raymond, Sr. Rugg	MEMBER	6/30/2015
[REDACTED]	MEMBER	6/30/2015
Joan Strang	MEMBER	6/30/2015
[REDACTED]	Associate Member (non votin	6/30/2015

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**Sterling Board of Selectmen Expiration Report**  
**Expiration: 6/30/2015**

Fence Viewer	1 yr	Expiration: 6/30/2015
R. Gary Griffin		
Fire Chief		
David C. Hurlbut, Jr.	Employee	Expiration: 6/30/2015
Gas Inspector	1 yr	
Robert Janda		Expiration: 6/30/2015
Jeremy Pierce		Expiration: 6/30/2015
[REDACTED]	1 yr	
[REDACTED]		Expiration: 6/30/2015
[REDACTED]	1 yr	
[REDACTED]		Expiration: 6/30/2015
[REDACTED]	5 yrs	
[REDACTED]		Expiration: 6/30/2015
Inspector		
Edward Bonnell		Expiration: 6/30/2015
Memorial Area	3 yrs	
William Tuttle	Acting	Expiration: 6/30/2015
[REDACTED]		
[REDACTED]	Member	Expiration: 6/30/2015
[REDACTED]	1 yr	
[REDACTED]		Expiration: 6/30/2015
[REDACTED]	1 yr	
[REDACTED]		Expiration: 6/30/2015



**Sterling Board of Selectmen Expiration Report**  
**Expiration: 6/30/2015**

Fence Viewer	1 yr	Expiration: 6/30/2015
R. Gary Griffin		
Fire Chief		
David C. Hurlbut, Jr.	Employee	Expiration: 6/30/2015
Gas Inspector	1 yr	
Robert Janda		Expiration: 6/30/2015
Jeremy Pierce		Expiration: 6/30/2015
[REDACTED]	1 yr	
[REDACTED]		Expiration: 6/30/2015
[REDACTED]	1 yr	
[REDACTED]		Expiration: 6/30/2015
[REDACTED]	5 yrs	
[REDACTED]		Expiration: 6/30/2015
Inspector		
Edward Bonnell		Expiration: 6/30/2015
Memorial Area	3 yrs	
William Tuttle	Acting	Expiration: 6/30/2015
[REDACTED]		
[REDACTED]	Member	Expiration: 6/30/2015
[REDACTED]	1 yr	
[REDACTED]		Expiration: 6/30/2015
[REDACTED]	1 yr	
[REDACTED]		Expiration: 6/30/2015

**Sterling Board of Selectmen Expiration Report**  
**Expiration: 6/30/2015**

Fence Viewer	1 yr	Expiration: 6/30/2015
R. Gary Griffin		
Fire Chief		
David C. Hurlbut, Jr.	Employee	Expiration: 6/30/2015
Gas Inspector	1 yr	
Robert Janda		Expiration: 6/30/2015
Jeremy Pierce		Expiration: 6/30/2015
[REDACTED]	1 yr	
[REDACTED]		Expiration: 6/30/2015
[REDACTED]	1 yr	
[REDACTED]		Expiration: 6/30/2015
[REDACTED]	5 yrs	
[REDACTED]		Expiration: 6/30/2015
Inspector		
Edward Bonnell		Expiration: 6/30/2015
Memorial Area	3 yrs	
William Tuttle	Acting	Expiration: 6/30/2015
[REDACTED]		
[REDACTED]	Member	Expiration: 6/30/2015
[REDACTED]	1 yr	
[REDACTED]		Expiration: 6/30/2015
[REDACTED]	1 yr	
[REDACTED]		Expiration: 6/30/2015

**Sterling Board of Selectmen Expiration Report**  
**Expiration: 6/30/2015**

<b>Open Space Implementation Committee</b>		<b>1 yr</b>	
Marion E. Larson	Vice-Chair		Expiration: 6/30/2015
Peder Pedersen	Chair		6/30/2015
[REDACTED]	Secretary		6/30/2015
Erin Rehrig	Member		6/30/2015
James Wilkinson	Treasurer		6/30/2015
[REDACTED]		<b>1 yr</b>	
[REDACTED]			Expiration: 6/30/2015
<b>Personnel Board</b>		<b>3 yrs</b>	
[REDACTED]	Secretary		Expiration: 6/30/2015
Weymouth Whitney	MEMBER		6/30/2015
<b>Plumbing Inspector</b>		<b>1 yr</b>	
Robert Janda			Expiration: 6/30/2015
Jeremy Pierce			6/30/2015
<b>Police Cell Monitor</b>		<b>1 yr</b>	
Brooke Chandler			Expiration: 6/30/2015
Christopher Constantino			6/30/2015
Michele Johndrow			6/30/2015
[REDACTED]			6/30/2015
Danielle Mallette			6/30/2015
[REDACTED]			6/30/2015
Kimberly Thebeau		Employee	6/30/2015
Christopher Wilder			6/30/2015
[REDACTED]		<b>3 yrs</b>	
[REDACTED]			Expiration: 6/30/2015
[REDACTED]			6/30/2015
[REDACTED]		<b>5 yrs</b>	
[REDACTED]			Expiration: 6/30/2015
[REDACTED]		MEMBER	6/30/2015

**Sterling Board of Selectmen Expiration Report**

**Expiration: 6/30/2015**

**Town Forest Committee**

**3 yrs**

[REDACTED]

Member

Expiration:

6/30/2015

Philip Nash

MEMBER

6/30/2015

**Tree Warden**

**1 yr**

William Tuttle

Acting

Expiration:

6/30/2015

**Veteran's Grave Officer**

**1 yr**

Robert Temple

Expiration:

6/30/2015

**Wachusett Fund Committee**

**1 yr**

Gary Chamberland

MEMBER

Expiration:

6/30/2015

David C. Hurlbut, Jr.

MEMBER

6/30/2015

[REDACTED]

MEMBER

6/30/2015

**Zoning Board of Appeals**

**3 yrs**

William Bird

Chair

Expiration:

6/30/2015

[REDACTED]

Alternate

6/30/2015

Joseph Curtin

MEMBER

6/30/2015

Patrick Fox

Alternate

6/30/2015

**Sterling Board of Selectmen Expiration Report**  
**Expiration: 6/30/2015**

[REDACTED]		1 yr	
[REDACTED]		MEMBER	Expiration: 6/30/2015
Regional Emergency Planning Committee		1 yr	
James Emerton	Member		Expiration: 6/30/2015
David Favreau	Member		6/30/2015
David C. Hurlbut, Jr.			6/30/2015
Peter MacDonald	Alternate		6/30/2015
Mark (Dr.) Restuccia	Member		6/30/2015
Right-to-Know Coordinator		1 Year	
David C. Hurlbut, Jr.			Expiration: 6/30/2015
Senior Center Building Committee		1 yr	
Kevin Beaupre	Member		Expiration: 6/30/2015
Robert Bloom	Member		6/30/2015
Ronald Cote	Member		6/30/2015
Maureen Cranson	Chair		6/30/2015
John F Kilcoyne	Associate Member (non votin		6/30/2015
Richard H. Maki	Member		6/30/2015
Michael L. Padula	Member		6/30/2015
Karen Phillips	Associate Member (non votin		6/30/2015
[REDACTED]	Member		6/30/2015
Sexual Harrassment Officer		1 yr	
Gary Chamberland			Expiration: 6/30/2015
[REDACTED]			
[REDACTED]			Expiration: 6/30/2015
[REDACTED]			6/30/2015
[REDACTED]			6/30/2015
[REDACTED]			6/30/2015
[REDACTED]			6/30/2015
[REDACTED]		Chair	6/30/2015

Selectmen's Meeting Minutes  
July 1, 2015

**Sterling Board of Selectmen Expiration Report**  
**Expiration: 6/30/2015**

<b>Town Forest Committee</b>		<b>3 yrs</b>	
<del>David Chamberland</del>	Member		Expiration: 6/30/2015
Philip Nash	MEMBER		6/30/2015
<b>Tree Warden</b>		<b>1 yr</b>	
William Tuttle	Acting		Expiration: 6/30/2015
<b>Veteran's Grave Officer</b>		<b>1 yr</b>	
Robert Temple			Expiration: 6/30/2015
<b>Wachusett Fund Committee</b>		<b>1 yr</b>	
Gary Chamberland	MEMBER		Expiration: 6/30/2015
David C. Hurlbut, Jr.	MEMBER		6/30/2015
<del>David Chamberland</del>	MEMBER		6/30/2015
<b>Zoning Board of Appeals</b>		<b>3 yrs</b>	
William Bird	Chair		Expiration: 6/30/2015
<del>David Chamberland</del>	Alternate		6/30/2015
Joseph Curtin	MEMBER		6/30/2015
Patrick Fox	Alternate		6/30/2015

Wednesday, July 01, 2015

Page 8 of 8

**From:** Maureen Cranson [<mailto:maureencranson@hotmail.com>]  
**Sent:** Monday, June 29, 2015 5:12 PM  
**To:** Dawn Michanowicz; Amrith Kumar; michael rivers; Michael Szlosek; weymouth whitney  
**Cc:** [jkilcoyne@solarkilcoyne.com](mailto:jkilcoyne@solarkilcoyne.com); 'Robert Cutler'; 'Lindholm, Jed'; joe sova; [TownClerk@Sterling-ma.gov](mailto:TownClerk@Sterling-ma.gov)  
**Subject:** RE: Personnel Board appointment conflict

Now that we are all aware...we will fix it!!!  
The End

From: [dmichanowicz@sterling-ma.gov](mailto:dmichanowicz@sterling-ma.gov)  
To: [amrith.kumar@gmail.com](mailto:amrith.kumar@gmail.com); [michael.rivers@comcast.net](mailto:michael.rivers@comcast.net); [maureencranson@hotmail.com](mailto:maureencranson@hotmail.com); [mszlosek@sterling-ma.gov](mailto:mszlosek@sterling-ma.gov); [whitey12538@aol.com](mailto:whitey12538@aol.com)  
CC: [jkilcoyne@solarkilcoyne.com](mailto:jkilcoyne@solarkilcoyne.com); [bob6132@aol.com](mailto:bob6132@aol.com); [jlindholm@hrp2.com](mailto:jlindholm@hrp2.com); [j.sova@avidiabank.com](mailto:j.sova@avidiabank.com); [TownClerk@Sterling-ma.gov](mailto:TownClerk@Sterling-ma.gov)  
Subject: RE: Personnel Board appointment conflict  
Date: Mon, 29 Jun 2015 17:03:24 -0400

Agree w/Amrith. He is correct.

Dawn

===

## Selectmen's Meeting Minutes

July 1, 2015

Dawn Michanowicz, CMC, CMMC

Town Clerk

978 422 8111 ext 2308

Attention Public Officials: A "Reply to All" of this email message could lead to violations of the Massachusetts Open Meeting Laws. All emails, including deleted emails, are public records.

**From:** Amrith Kumar [<mailto:amrith.kumar@gmail.com>]

**Sent:** Monday, June 29, 2015 5:00 PM

**To:** 'Mike Rivers'; 'Maureen Cranson'; 'Michael Szlosek'; 'weymouth whitney'

**Cc:** [jkilcoyne@solkilcoyne.com](mailto:jkilcoyne@solkilcoyne.com); 'Robert Cutler'; 'Lindholm, Jed'; 'Joseph Sova'; [TownClerk@Sterling-ma.gov](mailto:TownClerk@Sterling-ma.gov)

**Subject:** RE: Personnel Board appointment conflict

All:

This particular restriction is not a recent addition. Attached is the bylaw as revised in 2010. It contains the same language.

The membership of the Board shall be made up of residents of the Town who are neither employees of the Town, nor appointed or elected officials of the Town.

-amrith

**From:** Mike Rivers [<mailto:michael.rivers@comcast.net>]

**Sent:** Monday, June 29, 2015 3:49 PM

**To:** Maureen Cranson; Michael Szlosek; weymouth whitney

**Cc:** [jkilcoyne@solkilcoyne.com](mailto:jkilcoyne@solkilcoyne.com); Robert Cutler; Lindholm, Jed; Amrith Kumar; Joseph Sova

**Subject:** Re: Personnel Board appointment conflict

Maureen,

I don't disagree with anything you said, but it is a VERY slippery slope when public officials ignore or contravene the laws that they have sworn to uphold whether it is intentional or not, and even when they believe it is for a seemingly good reason. That slippery slope is what kept Ms. Ackerman in place as T/A for 7 long years.

Personally, I'm not sure why the provision was put in to require members of the PB to ONLY serve on the PB, but there are similar restrictions on FinCom and CapCom and the former BNUC.

I reiterate that this is not a decades old bylaw, the entire bylaw was overhauled last year by the Personnel Board and voted in at the 2014 Annual Town Meeting.

If the law doesn't make sense anymore, then change it using the correct process, but until then it is still the law.

\*\*\*Please note that I added to FinCom Chairman Joe Sova to this email, as I had mistakenly included Bob Brown in my original email.

Mike

On 6/29/2015 10:03 AM, Maureen Cranson wrote:

Thank you Michael for your highlighting of this discrepancy.

However, it does dismay me! Mr. Whitney has been on both committees for several years.

Apparently he was solicited, directed and appointed by persons unaware of the potential conflict.

That being said, I have brought the issue to Mr. Whitney's attention.

I can say that Mr. Whitney has brought passionate dedication and wisdom to our Senior Center Building Committee. On several occasions he has gone above and beyond and has been a 'watch dog' to our site.

To be honest I don't see that changing whether he is a voting member of the committee or not. I did suggest to Mr. Whitney that if he needs to 'resign' from either committee/board that he chooses to remain on the Personnel Board. The Building Committee's task is coming to an end soon. Personnel's tasks are ongoing!

## Selectmen's Meeting Minutes

July 1, 2015

I would suggest that no one discount Mr. Whitney's experience in the HR field. To this day he still supervises work crews! He has been both an employee and a employer. He has an innate sense of what is right...and what could be wrong.

Mr. Whitney is the type of asset that Sterling needs more of...dedicated, honest, loyal and lacking of the need for recognition!

maureen

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From: [michael.rivers@comcast.net](mailto:michael.rivers@comcast.net)

To: [mszlosek@sterling-ma.gov](mailto:mszlosek@sterling-ma.gov)

CC: [jkilcoyne@solarkilcoyne.com](mailto:jkilcoyne@solarkilcoyne.com); [maureencranson@hotmail.com](mailto:maureencranson@hotmail.com); [bob6132@aol.com](mailto:bob6132@aol.com); [jlindholm@hrp2.com](mailto:jlindholm@hrp2.com); [bobbrown@ece.wpi.edu](mailto:bobbrown@ece.wpi.edu); [amrith.kumar@gmail.com](mailto:amrith.kumar@gmail.com)

Subject: Personnel Board appointment conflict

Date: Thu, 25 Jun 2015 18:54:52 -0400

Mike,

I just noticed that there is an agenda item on the next BOS meeting to appoint Weymouth Whitney to the Personnel Board.

According to the web site, Weymouth is also currently an appointed member of the Senior Center Building Committee, and our Personnel by-law prohibits a member of the Personnel Board from serving in any other appointed, elected or hired position with the town.

The current Personnel Bylaw states;

***"The membership of the Board shall be made up of residents of the Town who are neither employees of the Town, nor Appointed or Elected officials of the Town".***

This provision has been in the bylaw for many years, and while the entire Personnel Bylaw has been overhauled twice in the last four years, this provision has been considered important enough to remain intact by all three recent iterations of the Personnel Board.

It would appear that Weymouth must choose between the two positions, and I'm sure he will continue to serve admirably in whichever he chooses.

I don't have Weymouth's email, but anyone who does has my permission to forward this email to him.

Regards,

Mike Rivers

(508) 726-0144

[michael.rivers@comcast.net](mailto:michael.rivers@comcast.net)

The entire contents of this message and all included attachments are intended for the sole confidential use of the original addressed recipient(s), and shall not be forwarded, copied, or disseminated without the express prior written approval of the message originator.

--

Regards,

Mike Rivers

(508) 726-0144

[michael.rivers@comcast.net](mailto:michael.rivers@comcast.net)

From: Jed Lindholm [<mailto:jlindholm@hrp2.com>]

Sent: Monday, June 29, 2015 8:01 PM

To: 'Mike Rivers'; 'Maureen Cranson'; 'Michael Szlosek'; 'weymouth whitney'

Cc: [jkilcoyne@solarkilcoyne.com](mailto:jkilcoyne@solarkilcoyne.com); 'Robert Cutler'; 'Amrith Kumar'; 'Joseph Sova'

Subject: RE: Personnel Board appointment conflict

Mike,

This is not a matter of Weymouth, or any other board member, ignoring or knowingly contravening the bylaw. If he, or anyone on the board, knew this detail we would of addressed it. Not being a stipend board and only operating in an advisory capacity makes recruitment for any opening very difficult. Two questions:

1. Does the town have any check and balance process to ensure all boards are operating in accordance with the Town Charter or Bylaw?



## Selectmen's Meeting Minutes

July 1, 2015

2. My question for the BOS and TA is how can all Sterling's town government encourage a higher level of citizen involvement in town boards? Do we need a town board recruitment program?

I don't know what slippery slope you're referring to, but limiting a person's board involvement to 1 board at a time prevents conflict of interest issues, and as you said, is similar to FinCom and CapCom. I think this provision in the SPB Bylaw makes sense.

On Weymouth's appointment, He is a valuable member of the board and I, for one, hope he will continue his contribution to the town on the SPB. We will talk about this in our next meeting.

Jed

**From:** Mike Rivers [<mailto:michael.rivers@comcast.net>]

**Sent:** Monday, June 29, 2015 12:49 PM

**To:** Maureen Cranson; Michael Szlosek; weymouth whitney

**Cc:** [jkilcoyne@solarkilcoyne.com](mailto:jkilcoyne@solarkilcoyne.com); Robert Cutler; Lindholm, Jed; Amrith Kumar; Joseph Sova

**Subject:** Re: Personnel Board appointment conflict

Maureen,

I don't disagree with anything you said, but it is a VERY slippery slope when public officials ignore or contravene the laws that they have sworn to uphold whether it is intentional or not, and even when they believe it is for a seemingly good reason. That slippery slope is what kept Ms. Ackerman in place as T/A for 7 long years. Personally, I'm not sure why the provision was put in to require members of the PB to ONLY serve on the PB, but there are similar restrictions on FinCom and CapCom and the former BNUC.

I reiterate that this is not a decades old bylaw, the entire bylaw was overhauled last year by the Personnel Board and voted in at the 2014 Annual Town Meeting. If the law doesn't make sense anymore, then change it using the correct process, but until then it is still the law.

\*\*\*Please note that I added to FinCom Chairman Joe Sova to this email, as I had mistakenly included Bob Brown in my original email.

Mike

On 6/29/2015 10:03 AM, Maureen Cranson wrote:

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maureen