

**Meeting Minutes of Regular Meeting of Hanover Board of Selectmen held at Town Hall on Monday, September 5, 2017 @ 7:00 PM.**

---

---

Present were Chairman David R. Delaney, Vice-Chair John C. Tuzik, Selectmen: Brian Barthelmes, Jocelyn Keegan and Emmanuel Dockter. Also present: Town Manager Troy B.G. Clarkson, Executive Assistant Ann Lee, and Town Counsel Lauren Galvin were also present.

At 7:04 p.m. Chairman Delaney opened the meeting and announced that the Fire Chief informed him that the room is filled over the capacity allowed; the meeting will reconvene in the auditorium at the High School in 30 minutes.

At 7:30 p.m. Chairman Delaney reconvened the meeting and asked if any member of the audience had any comment or discussion item for the Open Forum portion of the meeting.

Chris Azizian, resident and member of Hanover Firefighters Local 2726, stated that in the last five years of employment there has been a huge change in the quality of the relationship that he has been able to have directly reflecting on the relationship he has had with Troy Clarkson, that things have been a lot easier for him and a lot better, the environment his union negotiates their contracts in has been exceptional, that he appreciates all of the improvements that have gone on in Town, that he appreciates the recognition that people have been given that they otherwise never got, and that he appreciates the relationship that he has had here.

John Geary, resident and chairman of School Committee, stated that from his opinion the School Committee has had a positive relationship with Mr. Clarkson and that Mr. Clarkson has shown unwavering support for our school district. Mr. Geary stated that Mr. Clarkson has been supportive of the School Committee's budget process, consolidation of resources, school building project, school resource officer, special town articles for special education and technology, employee flex spending accounts, and employee assistance programs. Mr. Geary asked the Board what is the process that you went through to prepare to bring yourself to this meeting. Mr. Geary stated that it is his understanding that Mr. Clarkson had a favorable performance review four or five months ago, and now we are in a situation where his contract is being negotiated. Mr. Geary asked the Board for what their plan is for after the decision.

Chairman Delaney stated that if there were folks in the room who were not aware, the Board is tasked with having a vote on whether or not to enter into negotiations to come up with a new contract for the Town Manager whose contract ends this coming April and that will be one of the items later on in the agenda.

Mike Tivnan, resident and employee of Parks and Recreation Department, stated that he worked through the dark days of the prior Town Administrator/Town Manager who he would try to get a meeting with for a month to fix things related to the recreation fields but wasn't able to because he the prior Town Administrator/Town Manager was too busy. Mr. Tivnan reminded the Board that the Town was a lot smaller then and there was a lot less for the prior Town Administrator/Town Manager to do. Mr. Tivnan stated that when he finally did get into to see the prior Town Administrator/Town Manager he would pay him lip service and basically was not interested in the parks or the fields or anything to do with that. Mr. Tivnan stated that the prior Town Administrator/

Town Manager did not realize that it was a quality of life issue and environmental issue for the Town. Mr. Tivnan stated that Mr. Clarkson came in and was a breath of fresh air, that if he called him today he could see him tomorrow, and that if he did not have the answer he would find it. Mr. Tivnan stated that he had a situation where incredibly the Board of Selectmen at the time placed the DPW Director in charge of the schools so he lost the project manager for Forge Pond Park and did not have the money to hire an outside manager. Mr. Tivnan stated that he met with Mr. Clarkson, they collectively brought in all the Town managers and Dan Pallotta to get the project done. Mr. Tivnan stated that if you want a project done Mr. Clarkson will get it done. Mr. Tivnan stated that if people in Town are not happy with policies or contracts then he would like to remind everyone that the Board of Selectmen set policies and ratify contracts. Mr. Tivnan stated that Mr. Clarkson follows the Board of Selectmen's lead so if anyone has a problem with Mr. Clarkson they really have a problem with the Board of Selectmen.

Greg Hanley, non-resident Plymouth County Commissioner, stated that currently there are Town Administrator/Town Manager jobs available all around the County. Mr. Hanley stated that the difference he sees in the towns of Scituate, Marshfield, and Hingham is that Mr. Clarkson is a leader of those folks and a leader on regional efforts. Mr. Hanley stated that Mr. Clarkson previously represented Plymouth County as the County Administrator, brings the perspective of the municipalities that he represented, gives more than he gets, and he is a solution not a problems guy. Mr. Hanley stated that when you come across a person like Mr. Clarkson you want to keep him. Mr. Hanley asked the Board to please not let Mr. Clarkson leave the Town.

Mark Anderson, resident, asked what would happen if Mr. Clarkson's contract was not renegotiated. Chairman Delaney referred the question to Town Counsel who stated that the contract goes to April of next year, the only vote in front of the Board of Selectmen is whether or not to negotiate the renewal of the contract which terminates in April, so if the Board does not do anything then the contract moves to a month-to-month basis and once they vote it down he has 180 days from the decision not to negotiate a new contract. Town Counsel stated that if the Board voted it down anytime before October the contract would end in April and if the Board voted it down after October then the contract would last for 180 days after the vote. Mr. Anderson asked whether there would be a termination after the 180 days. Town Counsel stated yes and that there were multiple options as to how Mr. Clarkson would be paid out his remaining contract. Mr. Anderson stated that he had heard some good things from the people present in the meeting who were part of organizations, the Fire Department, and other Town departments but when he speaks to the people in town who are not part of these organizations they feel uncomfortable with the fact that they do not have any power in who is the Town Manager. Mr. Anderson stated that he thinks Mr. Clarkson has a difficult time dealing one-on-one with the citizens of Hanover and that Mr. Clarkson appeals to the organizations he can help out financially, but that for regular homeowners it is a different story. Mr. Anderson stated that he would like to see it going back to voting again and asked if that was a possibility. Town Counsel stated that this would require an amendment to the Town Manager Act which would be a big process. Mr. Anderson stated that such a change would empower the locals more than it would for people coming from out of Town who might be in charge of some department who works with Mr. Clarkson.

Dan Pallotta questioned whether there would be a debate when the Town Manager contract item came up on the agenda and Chairman Delaney stated that there would.

Fred Caruso, resident, stated that he had a problem with trying to obtain an application for a pistol permit and went to the Police Department who suggested that he start with the Town Clerk's office. Mr. Caruso stated that when he arrived at the Town Clerk's office she was not there and he met with an elderly woman who had no idea why Mr. Caruso was there; the elderly woman stated that she did not know how to help him. Mr. Caruso stated that as he was walking out some woman told him that he may want to start upstairs. Mr. Caruso stated that he went to the Town Assessor's office where he was told that he has to pay there but they could not get him the application. Mr. Caruso stated that he went to the Selectmen's office, asked the secretary how to obtain a pistol permit application, and that the secretary said that they did not handle those in that office. Mr. Caruso stated that he knew Chairman Delaney so he went down to his place of business and explained his problem. Mr. Caruso stated that Chairman Delaney called Mr. Clarkson, Mr. Caruso met with Mr. Clarkson, and Mr. Clarkson had the secretary pull up an application on the web page. Mr. Caruso stated that he felt like it was almost like a special privilege to interact with Mr. Clarkson, that he wanted to thank the gentleman on the stage whose name he believed was Troy Clarkson, and that he also wanted to thank everyone on the Board who helped get him in the right direction.

The Board voted to approve the Meeting Minutes from 5-24-17, 6-5-17, 7-24-17 and 8-22-17. The Board voted to approve the Executive Session Meeting Minutes of 5-24-17, 6-5-17 and 7-24-17 not for release at this time.

The Board voted to appoint Kevin Dyer to the Affordable Housing Trust Board of Trustees; term to expire 6-30-18.

The Board met with Tammy Murray and voted to appoint Tammy Murray as the Hanover Delegate to Old Colony Elderly Services Advisory Board; term to expire 6-30-18.

The Board met with George Mallard and voted to appoint George Mallard to the Fireworks Site Focus Committee; term to expire 6-30-18.

The Board met with Vadim E. Matveev regarding the Board Buffalo Wild Wings Change of Manager. Selectman Dockter noted the documentation is good. The Board voted to name Vadim E. Matveev as the new manager of Buffalo Wild Wings.

The Board voted to ratify the Moderator's appointment of Julia Traggorth to the Open Space Committee; term to expire 6-30-18.

Chairman Delaney noted the two candidates that the Board interviewed for the Town Manager Act Review Committee (Walter Sweeney & Michael Cianciola) and informed the Board the Moderator's candidate for the Town Manager Act Review Committee is no longer interested in serving and if the Board appoints Walter Sweeney the Moderator will appoint Michael Cianciola. The Board voted to appoint Walter L. Sweeney to the Town Manager Act Review Committee; term to expire 6-30-18.

The Board voted to re-appoint Joan Port-Farwell to the Hanover Taxation Aid Committee; term to expire 6-30-18.

The Board met with Dylan McGraw, General Manager Rosa Farms and Andrew Bachman regarding a One-Day Malt Only License. The Board inquired on parking for the event; Mr. Bachman noted the lot of land adjacent to Rosa Farms has been cleared of trees and cars can park there. Police Chief Sweeney noted one of the conditions on the permit be that the applicant contact the Police Department after the issuance of the License to work out a traffic and parking plan, and that an Officer be on site for the service of alcohol. Mr. Bachman provided the Board with a “top down” snap shot of the site (attached) noting the smaller green circle indicates where the event will be held and the large purple circle is the parking area. The Board addressed the capacity of the site; Chief Blanchard noted the capacity inside the building is posted by the Building Commissioner; the Board can request a fire detail for the event. Mr. Bachman noted they will do their best to make capacity not an issue. The Board voted to approve a One-Day Malt Only License to Dylan McGraw, Rosa Farms, 965 Washington Street for September 16<sup>th</sup> from 1:00 p.m. – 5:00 p.m. subject to all pending documentation being provided and public safety approval; and subject to the terms and conditions set by Hanover Police Department and Hanover Fire Department; traffic plans, parking plans and an Officer on duty.

The Board voted to proclaim Visiting Nurse Week October 2<sup>nd</sup> through October 9<sup>th</sup>.

The Board voted to approve the Forest Street Block Party on Saturday, September 9<sup>th</sup> from 3:00 p.m. – 11:00 p.m.

The Board opened the discussion on the Town Manager Contract Negotiations.

Chairman Delaney stated that he has not made any secret that he believes that the decision regarding the Town Manager’s contract is certainly a very weighty one for the Town of Hanover and that it was his personal opinion that a lot of people had the right to know about it and participate in tonight’s proceedings in order to either observe or to have an opinion regarding this decision so he had done his best to make sure that people were aware of it and that anybody who was concerned or interested was more than welcome to come to the meeting. Chairman Delaney stated that he appreciated the turnout at the meeting and the comments that were made earlier in the meeting.

Curt MacLean, non-resident DPW employee, stated that he has personally worked with every Town Administrator and Town Manager that the Town has had, that Mr. Clarkson has done wonders for the Town, that the camaraderie and morale between the departments is something he has never seen before, that he has been an employee for forty-four years, and that what Mr. Clarkson has done for the Town it would be a shame to lose him.

John Michael Callahan, resident, stated that his background was in law enforcement, that he had been all around the State and seen corruption in government, and that he was proud to say that Mr. Clarkson is the epitome of the antithesis of corruption. Mr. Callahan stated that Mr. Clarkson is not corrupt in anyway, has great integrity, and can only say that as a thirty-three-year resident he has never seen a town employee do as good a job as Mr. Clarkson. Mr. Callahan stated that he is very

friendly with Police Chief Sweeney, he considers Chief Sweeney to be the Ted Williams of Police Chiefs in the Commonwealth, and that Troy Clarkson is Babe Ruth. Mr. Callahan stated that the Board of Selectmen should not be like the Red Sox and trade Babe Ruth to the Yankees.

Dan Pallotta, resident and Plymouth County Commissioner, stated that he felt we were here tonight because we failed, that he was on the Board of Selectmen under the Town Administrator form of government, that Dave Green and he put forward the Town Manager form of government, and that Mr. Clarkson did his part but the Board of Selectmen did not do their part. Mr. Pallotta stated that he reads agenda after agenda after agenda of nothing on the agendas when at this point in time seven years later we should have had policy after policy after policy after policy. Mr. Pallotta stated that any misgivings that we have with the manager is a direct result that the Board of Selectmen did not pass the policy to which the manager needed to follow. Mr. Pallotta stated that when we had a three-member Board of Selectmen it was the most dysfunctional organization he had ever seen, nothing worked, nobody talked to each other, we had independent Boards hiring people, there were checkbooks all over the place, and it was a downright mess. Mr. Pallotta stated that since the Town Manager Act we have not had a fight with the schools because the schools are getting funded, and we have had Police and Fire apparently happy which did not happen when he was there but that could have been because of him. Mr. Pallotta stated that before the Town Manager Act we had DPW buying a mower, the School Department buying a mower, and the Cemetery Department buying a mower all in the same year. Mr. Pallotta stated that all of these things came together with the Town Manager Act but for one piece and the piece that failed was the Board of Selectmen for the last six years. Mr. Pallotta stated that he will blame the Board of Selectmen and would not blame the Town Manager because absent leadership someone stepped to the plate and Mr. Clarkson stepped to the plate to run the Town. Mr. Pallotta stated that obviously the Town is running pretty good but that does not mean there are not problems. Mr. Pallotta stated that he understands people not feeling access and that Mr. Clarkson might not be approachable as some people want him to be but that is because Mr. Clarkson is running the Town on a day-to-day basis. Mr. Pallotta recommended that the Board of Selectmen vote to enter into a contract tonight with Mr. Clarkson and that he the Board was concerned about Mr. Clarkson to shorten the length of the contract but not to come back to the Town in an event like this until the Board had done its job and passed the policies to which the Town Manager can be measured. Mr. Pallotta stated that when he left the Board of Selectmen it was the first year of the Town Manager Act and he expected the Board behind him to pass policies and move forward but it did not happen. Mr. Pallotta stated that this was the first Board he has seen since the new members were elected that are full of piss and vinegar and the Board may actually be able to get some policies passed but to take it out on the manager who is doing his job is the wrong thing for Hanover. Mr. Pallotta stated that he is a County Commissioner, he is proud of being Hanover's County Commissioner, he represents twenty-seven Towns, and Mr. Clarkson is at the top of the pile. Mr. Pallotta stated that what is out there for Town Administrators and Town Managers is not exactly great and if the Board brings them in into the same situation Mr. Clarkson was brought into the Board is going to have a really big mess. Mr. Pallotta stated that Marshfield, Scituate, and Hingham are all searching for Town Managers so automatically Hanover is getting number four. Mr. Pallotta recommended again that the Board vote to enter into a contract and give Mr. Clarkson a chance but only if the Board is willing to step up to the plate and pass the policies needed to direct the Town.

Walter Sweeney, resident and Police Chief, stated that he had objective observations that he wanted the Board to consider while it considered the decision about whether to enter into negotiations. Chief Sweeney stated that his objective experience with Mr. Clarkson is that he practices an inclusive leadership style that has benefited the Town from the top down. Chief Sweeney stated that we cannot ever separate the fact that things are going well in town and that Town employees at every level feel they are important with the services that are delivered to residents. Chief Sweeney stated that Mr. Clarkson engages with the employees and knows the staff, that the problems presented to the Town Manager are always dealt with head-on with a solution mentality, that the Department Heads spend approximately three hours every Monday morning with Mr. Clarkson in a cabinet-style meeting, and that Mr. Clarkson brings a very solution oriented mindset to the Town and requires this of those who work for him. Chief Sweeney stated that when Mr. Clarkson came to Town he demanded that Department Heads create a zero-based budget. Chief Sweeney stated that Mr. Clarkson created a Traffic Safety Committee that recommended the Town obtain a speed board, and that Mr. Clarkson worked with Selectman Barthelmes to obtain a donation of a speed board that the Town is using to educate drivers and gain information to set traffic standards. Chief Sweeney stated that all the progress from the speed board is due to the work by the Traffic Safety Committee led by Mr. Clarkson who would not take the we have always done it this way attitude. Chief Sweeney stated that Mr. Clarkson conducted a highly effective assessment center promotion exam rather than just a written examination for the last two Sergeant promotions. Chief Sweeney stated that Mr. Clarkson improved the employee assistance program and worked with employees to provide health savings accounts. Chief Sweeney stated that he would look very much forward to working with Mr. Clarkson.

Tony Marino, non-resident and Assistant Town Manager, stated that he wanted to offer his support for Mr. Clarkson, that he has the experience with working in both Town Administrator and Town Manager forms of government and that the Town Manager form and this Town Manager is a more efficient way to run the Town, that Mr. Clarkson has created a positive team environment for the employees for the whole Town to flourish, that the Town has created a team-focused environment which has brought all the businesses to town, that the team had worked over the last five years fulfilling a goal from a former Selectman to revitalize Route 53, and that all the teamwork that has happened has started bearing fruit with the business investments in Town. Mr. Marino stated that another factor to consider is the Fireworks Site which is going to be a long and arduous cleanup process and Mr. Clarkson's experience and political connections are going to be assets to the Town going forward. Mr. Marino asked that the Board keep these factors in mind as they consider breaking up a management team that has really created and done a lot in the last five years.

Tony Cavallaro, resident, stated that he looks at Mr. Clarkson as a CEO of an organization, looks at the Board of Selectmen as the Advisory Board, and that the Advisory Board is there to advise the CEO. Mr. Cavallaro asked whether the Board of Selectmen is actually doing that when they are making their decision and whether there is seriously something wrong with the Town that he does not know since he does not get a chance to spend a lot of time in town because he is always working outside of the town. Mr. Cavallaro stated that he would like the Board to reconsider what they are going to do with Mr. Clarkson's contract.

Jeffrey Blanchard, resident and Fire Chief, stated that he is a life-long resident, that he has seen a lot of really good things happen in the last five years, and that much of it is attributed to the goal-setting of the Board of Selectmen and the ability of Mr. Clarkson to fulfill those goals. Chief Blanchard stated that as the as the Emergency Management Director he has seen Mr. Clarkson listen to and address the needs of the community when residents come to him with a problem. Chief Blanchard stated that he takes issue with the gentleman that stated earlier that Mr. Clarkson does not listen to the community and that he thinks that if people take the time to speak with Mr. Clarkson he does listen and he does respond. Chief Blanchard stated that when people started voicing concerns about detonations at the Fireworks Site, Mr. Clarkson went to the site to observe the detonations and the process that was going on to ensure that monitoring was taking place and the needs of the residents were being addressed. Chief Blanchard stated that he heard Mr. Clarkson compared to Babe Ruth but thought of him more as Bill Belichick in the sense that he is the leader of our Town and has created synergy amongst the Town Departments that is unrivaled anywhere in the State. Chief Blanchard stated that he hoped the Board would entertain opening up negotiations with Mr. Clarkson for an extended period so we can keep this train going in the right direction.

Andrew Mahoney, non-resident and President of Hanover Teachers Association, stated that he came to lend his support for Mr. Clarkson and speak on his behalf. Mr. Mahoney stated that he has seen a lot of growth within the school community in the last five years, that the staff feels supported, that the students are getting the support they need, and that the schools are growing and building on a daily and yearly basis.

Chelsea Stevens, non-resident and Acting Finance Director, stated that Mr. Clarkson has been a mentor to her for four years and has always been there to answer her questions. Ms. Stevens stated that the Finance Department has continued to run smoothly since the prior Finance Director left and this is a credit to the hard-working employees and Mr. Clarkson. Ms. Stevens stated that Mr. Clarkson has a great knowledge of municipal finance which has been a huge help to her and that she hopes that Mr. Clarkson gets the chance to continue being a great manager and leader for Hanover.

Joe Polsinello, resident, stated that though he has been a critic of the Town Manager form of government in the past he can see great accomplishments in the Town and he is proud of the work Mr. Clarkson and the Selectmen have done. Mr. Polsinello stated that he would say that Mr. Clarkson has done a good job.

Ed Callahan, non-resident and employee of Hanover Mall, stated that working with this Town Manager and his dedicated team of professionals has been a great experience; that Mr. Clarkson and his team has welcomed PREP as the new owner of the Hanover Mall with great support, direction, and transparency; that he saw how the Town operated before with a Town Administrator as inefficient and fragmented with little cohesion; that he has never seen the Town as an organization run more smoothly; that he is not a resident but his brother John Michael Callahan is; that he had spoken with many people to see if they were aware of the upcoming vote and their responses were no, what, why; that if the Selectmen think that they can easily replace this man of great integrity he believes they are mistaken; that the Town needs a leader/CEO and anything short of this is going backwards; that he sees unity that was never here before; that his reasoning for backing Mr.

Clarkson is not a slight on any of the Selectmen as they are all dedicated professionals who want to see Hanover continue to grow and become stronger; and that he hopes the Board allows Mr. Clarkson to continue his mission to help Hanover grow and remain the great community it is.

Fred Freeman, resident, stated that it comes down to leadership for him, that Mr. Clarkson is a great leader, that eight years ago it was a mess, that we got rid of the Town Administrator for a reason, that the Board should let Mr. Clarkson lead, that the Board should renew Mr. Clarkson's contract, and that the Board should pay Mr. Clarkson top-dollar to keep him here.

Bob Murray, non-resident and Facilities Engineering Manager, stated that he is a retired U.S. Coast Guard officer and registered professional engineer, that in all his experience working for leaders in the U.S. Coast Guard and in his engineering career he has never worked for a better leader than Mr. Clarkson, that Mr. Clarkson brings teamwork and morale caring about everybody from the top down, that if he hires a custodian Mr. Clarkson wants to meet him and will remember his name from then on, and that Mr. Clarkson has supported him in every way to maintain the School buildings. Mr. Murray stated that for the first graduation at the new high school the microphone did not work, then Mr. Clarkson told Mr. Murray to hire a professional sound company and ever since the graduations have been exceptional. Mr. Murray stated that Mr. Clarkson telling him to hire a professional sound company is the type of support that Mr. Clarkson gives him in maintaining the school buildings.

Victor Diniak, non-resident and Director of Public Works, stated that he wholeheartedly supports Mr. Clarkson and everything that he has done, that Mr. Clarkson has made him a better manager, that Mr. Clarkson has made the DPW a better operation, and that if we lose Mr. Clarkson it is a bad thing for Hanover.

Mark Anderson, resident, asked the Board to extend Mr. Clarkson's contract for a short period of time so other people in Town would have the chance to approach the Selectmen and see if we can get this up to a vote for the citizens because he is hearing a lot from Department Heads and people who work with Mr. Clarkson directly but he is not hearing from people who live in town. Mr. Anderson stated that while some of the Department Heads live in town, most of them do not, and he is not hearing from people who live in town and do not have a business connection to Mr. Clarkson. Mr. Andersons stated that it is the people who need to make this decision.

Chairman Delaney stated that the Board could enter into a contract for a time period other than three years and Town Counsel stated that was correct.

Joe Polsinello stated that if the Board was going to negotiate with Mr. Clarkson it should be for a three-year contract and not a shorter time period.

Mark Anderson stated that there are residents who appreciate what Mr. Clarkson has done but they want the opportunity to decide who will be the Town Manager and that the influence should come from residents not Department Heads.



Dan Pallotta stated that the Town already voted and decided that the Board of Selectmen would choose the Town Manager.

Mike Tivnan stated that at least eight or ten people spoke at the meeting who are not employees of the Town and there is not a person in the Town who does not know about the meeting since it was announced on the digital signs at the Hanover Mall and Posh Wash. Mr. Tivnan asked where are the masses that are not being heard and why they are not present because everyone in Town knows about this meeting and he thinks the masses chose not to be present because they are probably more satisfied than you think.

John Geary asked what the process has been since April when Mr. Clarkson was reviewed for his annual performance review and received a raise until now when we are considering not extending his contract. Mr. Geary stated that his understanding is that when you get a good performance evaluation it usually ends up with a contract extension.

Chairman Delaney summarized that Mr. Clarkson's contract required Mr. Clarkson to notify the Board seven months in advance of April 2018 if he wished to enter into a new contract, that he did so in a letter which is on the website, and that Chairman Delaney is not aware of any other process or discuss regarding Mr. Clarkson's performance.

Richard Delaney, resident, stated that he is the Father of Chairman Delaney, that he has not heard a negative thing during the meeting about the performance of Mr. Clarkson, that there seemed to be some issues with personality quirks, that it would be foolish to get rid of a pretty great guy, and that perhaps Mr. Clarkson could be counselled about a better way to communicate with residents. Mr. Delaney stated that he thinks we would be making a terrible mistake with no cause to jeopardize the position of Town Manager in Mr. Clarkson now. Mr. Delaney stated that he does not believe the Board can do anything tonight except to vote a new contract.

Chairman Delaney stated that there were a couple guys at the meeting who are usually pretty opinionated and are either smiling or smirking then asked if Mr. Thomson or Mr. Green wanted to weigh in on the matter.

Donald White, resident, stated that when Mr. Clarkson first came to the Town he asked Mr. Clarkson for some financial data about sick leave buyback and did not get it so he sent Mr. Clarkson a bound copy of the Massachusetts Public Record Law. Mr. White stated that Mr. Clarkson met with him and acknowledged that there was a problem with the Town sick leave buyback but that the data had not been compiled. Mr. White stated that Mr. Clarkson then had Janine Smith collect the data and they met together to go through the spreadsheet. Mr. White stated that what started out as a negative Mr. Clarkson quickly turned into a positive. Mr. White stated that he thought of Mr. Clarkson as a politician like Tip O'Neill or Ronald Reagan who really do great things. Mr. White stated that he would definitely support keeping Mr. Clarkson on if at all possible and he does not work for the Town.

Fred Caruso made further comments about the Town Clerk and asked who elects the Town Clerk. Chairman Delaney clarified that the residents elect the Town Clerk.

Chris Carney, resident, stated that he coached girls hockey and wanted to come and support Mr. Clarkson because he has been great and that he had worked with him before in Bridgewater. Mr. Carney stated that he had talked with a few of the Selectmen and it did not go as well but he was happy that Mr. Clarkson had support at the meeting. Mr. Carney stated that the schools are in good shape, that a new school is going up, that the Town is going in the right direction, that the Town has the most cash we have had on hand in years, and that he supports Mr. Clarkson.

Mr. Clarkson thanked the Board and the supporters present and noted the Town received notice today that the GFOA has honored Hanover with the budget award for the second year in a row and provided the accomplishments achieved as a result of the goals set by the Selectmen.

Vice-Chairman Tuzik made a motion to enter into contract negotiations with the Town Manager; Chairman Delaney seconded the motion; Selectman Keegan, nay; Selectman Barthelmes, nay; Chairman Delaney, aye; Vice Chairman Tuzik, aye; Selectman Dockter, nay.

Town Counsel advised that the Board of Selectmen not get into any negative dialogue about Mr. Clarkson to protect the Town from liability under labor and employment.

Selectman Dockter made a motion not to enter into contract negotiations with the Town Manager Selectman Keegan seconded the motion; Selectman Keegan, aye; Selectman Barthelmes, aye; Chairman Delaney, nay; Vice Chairman Tuzik, nay; Selectman Dockter, aye.

Town Counsel advised that the Board of Selectmen move onto the next item on the agenda. Mr. Azizian asked if further discussion was allowed. Town Counsel advised that at this time the matter was done unless someone wanted to do a reconsideration as it had been voted both ways with the same outcome and that the Board of Selectmen should leave it at that in the best interests of protecting the Town. Mr. Azizian stated that he made a motion to reconsider. Town Counsel clarified that only members of the Board of Selectmen could make a motion to reconsider. Mr. Azizian asked if he could urge the Board to do a recall. Mr. Azizian stated that he is an employee here by choice, he appreciates the relationship he has had here, that this affects his decision, and that he thinks that this is a bad call. Chairman Delaney stated that Town Counsel had advised to move to the next agenda item and thanked everyone for their time.

Kara Nyman, resident and Planning Board member, asked if she could ask a question. Town Counsel advised that the Board of Selectmen had moved on to the next agenda item and that they should handle the commentary as they would in any other meeting. Ms. Nyman stated that she stands in support of Mr. Clarkson, that she would like to hear from the Board of Selectmen why they are denying to go into negotiations to extend Mr. Clarkson's contract, that she thinks that the Town and everyone who showed up at the meeting deserves an answer, that she would like to hear their explanation especially since we have two new Board of Selectmen members who have only been

sitting on the Board from three months now and they are making major changes to the Town of Hanover when we are going in the right direction, and that she felt that this was ridiculous.

Town Counsel advised the Chairman that the Board move on to the next agenda item. Chairman Delaney stated that if anyone is inclined to share their opinions at this point they may. Mr. Cavallaro made further comments asking for the Board's reasoning away from a microphone which were not fully recorded. Chairman Delaney asked Town Counsel if it would make a difference if there was a motion to reconsider. Town Counsel stated that the Board could always reconsider a motion and that it could do it at a subsequent meeting but that now it would make the most sense to just move on to the next agenda item. Vice-Chair Tuzik made a motion to reconsider seconded by Chairman Delaney. Selectman Barthelmes recommended that the Board follow the advice of Town Counsel and move on to the next agenda item. Chairman Delaney asked who was in favor of the motion to reconsider and Selectmen Delaney and Tuzik voted aye. Chairman Delaney stated that hearing only two ayes he would move on to the next agenda item.

Chairman Delaney recognized Susan Setterland, resident. Ms. Setterland stated that she was a former Board of Selectmen member, that she had made the motion to hire Mr. Clarkson, that Mr. Clarkson had come to Hanover with an extensive knowledge of contract negotiations and the ability to manage, that Mr. Clarkson was not perfect and there had been some shortcomings, that the residents need to know what Mr. Clarkson's shortcomings are or how strongly the Board feels about not wanting to enter into the negotiations, that she recommends that the Board move to the next agenda item but come back at the next meeting to further discuss what is necessary, and that the residents do deserve to know Mr. Clarkson's negatives and shortcomings. Ms. Setterland stated that she is a manager and manages many people, that Mr. Clarkson manages many people, that we heard from all the Department Heads about the strong relationship he has with all of them, that we have absolutely had some difficulties over the years, and that she again recommends that the Board move to the next agenda item.

Chairman Delaney stated that he had to refer back to Town Counsel in terms of the suggestion. Town Counsel stated that there was an attempt to reconsider and there was no majority so the Board of Selectmen will have to determine what to do next and that Mr. Clarkson is the Town Manager through April. Town Counsel responded to further comments by meeting attendees. Selectman Keegan commented regarding the meeting and the process.

Town Counsel advised the Board against an open conversation and move to the next agenda item to protect the Town from any liability. Chairman Delaney suggested that opinions can be expressed to the Selectmen offline and at Town Hall.

The Board received a draft of the Federal Awards Policy; the TM noted this policy is as recommended by the Auditors.

**Town Manager Report:** Follow up on weekly correspondence

- The TM reported the Solid Waste Report is a report on the disposal of electronic waste and the cost was developed by a Summer Intern from Bridgewater State in conjunction with the TM and the Director of Public Works.
- Work continues with MAPC on “Complete Streets” which is a comprehensive approach on how streets are built and maintained including bike ways and the addition of sidewalks in Town; grant money available for this project. The grant does not necessarily provide funds to build sidewalks, it provides consulting support. There has been some money awarded through the program to give some towns funds for construction. The decision on sidewalks in Town would be in a policy from the Board of Selectmen. The Board does have a policy which was developed some years ago. The Town was awarded approximately \$580,000 from the State for FY18 in Chapter 90 monies which can be allotted to sidewalks.
- The TM reported during a final inspection of the MA Organic Site it came to our attention that the corporate structure of MA Organic Therapy has changed to operate under the name of “Curaleaf” they will now have to go back to the Planning Board to operate under the new name and review the corporate structure. The permit issued by the Planning Board and the Community Benefit Agreement negotiated with the Selectmen were with MA Organic Therapy. MA Organic Therapy will come to a future meeting with the Board to adjust the agreement currently in place. The opening will be delayed.

State Representative David DeCoste provided a brief review on the Veterans’ Agent noting a Town with over 12,500 residents are required to have a full-time agent further noting anything over 20 hours is considered full time.

At 9:48 p.m. Chairman Delaney requested a Roll Call Vote of the Board to go into Executive Session in accordance with MGL 30A, Section 21, Subsection 3 to discuss strategy with respect to collective bargaining or litigation that an open meeting may have a detrimental effect on the bargaining or negotiating position of the body: pending Police Litigation and Subsection 4 to discuss deployment of security personnel or devices, or strategies with respect thereto: Fireworks Site. The Board will not reconvene in Open Session. Roll Call Vote: Chairman Delaney, aye; Vice-Chairman Tuzik, aye; Selectman Barthelmes, aye; Selectman Dockter, aye and Selectman Keegan, aye. Town Manager Troy B.G. Clarkson, Executive Assistant Ann Lee, Town Counsel Lauren Galvin and Police Chief Walter Sweeney were also present.

Meeting ended and adjourned at 10:36 PM.