

**Truro Select Board Meeting  
Tuesday, December 12, 2019  
Truro Town Hall**

**Select Board Members Present:** Janet Worthington, Chair; Susan Areson, Kristen Reed, Robert Weinstein

**Present:** Town Manager Rae Ann Palmer; Assistant Town Manager Kelly Sullivan-Clark

Chair Janet Worthington called the meeting to order at 2:35 p.m.

**Town Manager Search Process**

Town Manager Rae Ann Palmer discussed a change in wording for the composition of the search committee as presented in part B-1 of the *Policy Memorandum #63 Select Board's Powers of Appointment*. The Select Board needs to determine what salary to offer for the Town Manager position, Ms. Palmer said. Susan Areson considered offering salary and benefits but eliminating the housing allowance. Ms. Palmer said a comparison of salaries and benefits for all Cape and Islands Town Managers is available to the Board.

Ms. Palmer had compiled a list of Town priorities to help acquaint the candidates for the Town Manager position with issues facing the Town. The priorities were divided into sections on infrastructure projects, housing and sustainability, planning, public safety and operations.

***Infrastructure***

Select Board members and Ms. Palmer discussed costs and priority of the infrastructure projects underway and considered cost estimates for the Mill Pond Rd. culvert, Little Pamet and the Pamet River culverts. The Town is actively looking for funding for most of the projects. The Board discussed the proposed DPW facility and ways to reduce its cost.

***Housing and Sustainability***

Ms. Palmer discussed other possible sources of funding for the Cloverleaf Property infrastructure and the possibility of an innovative septic system. Ms. Palmer said CPC money could be used for bonding for the Cloverleaf Property. Janet Worthington discussed up-Cape towns that have taken over motels to help create affordable housing.

***Planning***

A key component to housing is planning and the alignment between zoning bylaws and housing needs. A cooperative effort between the Planning Board and the Select Board is needed to prepare zoning bylaws that are housing friendly. The Local Comprehensive Plan and zoning bylaws need to correlate in support of housing. Rae Ann Palmer said that the Local Comprehensive Plan Committee is important for gathering community input on housing. Other

directions to explore include: learning more about forming a Municipal Affordable Housing Trust from a state representative; exploring lease arrangements within the National Seashore District; and getting guidance from the Town Planner. Rae Ann Palmer said experts can be brought in to speak, but people need to be receptive. There are many possibilities for housing, and they will be explored through the Local Comprehensive Planning process.

### ***Public Safety***

The Town Manager has had discussions with the insurer about liability for shark preventive measures. The Town will continue to take precautions with better communications, but there is no way to ensure safety with sharks. Ms. Palmer said the Coastal Management Plan for the bay side is made possible through a multi-town grant. There will be a presentation on coastal resiliency at the next regular meeting.

### ***Operations***

The Board discussed staff retention, particularly in the Police Department. Ms. Palmer discussed staffing options upon retirements that are anticipated. Susan Areson asked about regionalization ideas. Ms. Palmer said one HR person for several towns would be create a savings. At some point the Fire Department will need to be regionalized, Ms. Palmer said. Kristen Reed spoke about getting everyone in Truro on cable or establishing a tech center for those still without Internet service. The state helped western Mass put in fiber optics, Ms. Palmer said.

Janet Worthington said she would like to add community spirit to Truro's core values.

### **Fire Department/Ambulance Association**

Fire Chief Collins had prepared cost-analysis information which Ms. Palmer presented on paramedics, annual expenses for staff, pension, paid time off, physicals, testing, Fire Academy tuition, ambulance services, ambulance vehicles, and mutual aid. The Board discussed future hiring of paramedics. Ms. Palmer did not believe that it would be possible to have eight paramedics in place by July 1, 2020. However, she said that she has one strong candidate she hopes to hire. She anticipates a having a transition year with Lower Cape Ambulance. She said she is hopeful that revenue will allow this. Robert Weinstein said that considering the aging population, the hires should be an easy sell at Town Meeting, and their services will protect younger residents as well.

### ***Closing Thoughts***

Short term rental revenue should be considered for environmental projects, Rae Ann Palmer said. Kristen Reed said, "We need a PR person for all the projects." The Board will need to find ways to minimize sticker shock at Town Meeting by well-planned presentations. Ms. Palmer encouraged the Select Board to impart what is important to the Town Manager candidates and think up ways to engage more people in the many future projects and those already underway.

### **Next meeting**

**Next meeting**

Rae Ann Palmer gave agenda items for the December 17, 2019 meeting: the CDP strategic plan, the coastal management plan, condo use conversion, the Walsh property, Climate Action Committee

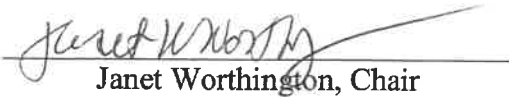
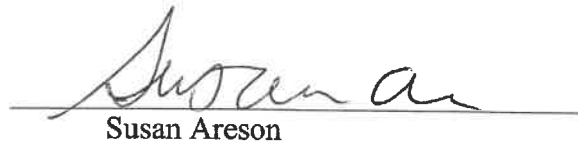
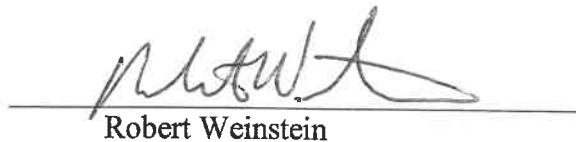
**Adjournment**

Susan Areson moved to adjourn. Kristen Reed seconded, and the motion carried 4-0. The meeting was adjourned at 4:13 p.m.

Respectfully submitted,



Mary Rogers, Secretary

  
Janet Worthington, Chair  
Susan Areson  
Kristen Reed, Clerk  
Robert Weinstein

**Public Records Material of 12/12/19**

1. *Policy Memorandum #63 Select Board's Powers of Appointment*
2. Town Priorities List prepared by Rae Ann Palmer
3. Fire Department/Ambulance Association memo from Fire Chief Timothy Collins

