

**Truro Select Board
Friday, September 4, 2020
Remote Special Meeting**

Select Board Members Attending: Robert Weinstein, Chair; Kristen Reed Vice-Chair, Susan Areson-Clerk, Jan Worthington, and Stephanie Rein

Attending: Town Manager Rae Ann Palmer; Consultant Bernard Lynch; Search Committee Chair Wisotzky and Town Counsel David Jenkins

TRURO SELECT BOARD

Select Board Chair Robert Weinstein opened the Select Board Meeting at 9:00AM. He introduced the Board and guests to the meeting.

Select Board Chair Robert Weinstein and Paul Wisotzky opened the discussion on the next steps of the Town Manager hiring process by explaining that the Screening Committee was tasked with bringing 3-5 candidates to the Board and ultimately had four finalists but that one finalist withdrew from the process. Chair Weinstein stated that four favorable votes would be needed to appoint a Town Manager and noted that he felt that it was not appropriate to re-interview Mr. O'Brien again. He stated that the candidate who withdrew is currently available and interested in the position of Town Manager, but that the fourth finalist did not go through the total process with the Select Board, Community, Town Manager and the Department Heads. He asked the Board how they would like to proceed with Mr. O'Brien's candidacy.

Select Board Chair Weinstein asked Select Board Member Jan Worthington on her thoughts on moving forward with Mr. O'Brien. Select Board Member Worthington responded that she was not comfortable with just a "yes" or "no" response to this question. Select Board Member Susan Areson said she felt that the two scenarios—considering Mr. O'Brien and considering interviewing the fourth candidate—are intertwined. She stated that she and Select Board Member Worthington supported Mr. O'Brien in the deliberations.

Select Board Vice-Chair Reed responded that she had not changed her mind regarding Mr. O'Brien and would be interested in interviewing the fourth Candidate. Select Board Member Stephanie Rein responded that she has come to realize the enormity of the Town Manager's job and responsibilities. She felt that she understands the need to hire local, but she feels the same towards candidate O'Brien and would also like to interview the fourth candidate. Select Board Member Worthington stated she knew which direction the Board was going in. She felt Mr. O'Brien was a local that could assist the Board now and he was vetted by the Committee that the Select Board chose.

Select Board Chair Weinstein noted that the Candidates haven't changed but the circumstances have. He added that it sounds as if Mr. O'Brien does not have the requisite support of the Board. Select Board Member Areson commented she supports Mr. O'Brien not simply because he is a local resident. She stated that clearly the Board is not going to agree on Mr. O'Brien who would

do a good job for Truro. She added that she shares Jan's disappointment. She further added that if they interview the fourth finalist and they still cannot come to an agreement the Board should begin the process of finding an Interim Town Manager and do a whole different search.

Select Board Member Worthington thanked Member Areson for pointing out that Mr. O'Brien was chosen not because he is "local". She added that the Search Committee had gone through 80 applications and she was concerned that they would not be able to find half as many new applicants. Select Board Chair Weinstein agreed that the Board would have to secure an Interim Town Manager then proceed with a new search.

Select Board Vice-Chair Reed spoke in respect to needing an Interim Town Manager as there was no consideration to ask the current Town Manager if she would like to extend her contract. Select Board Member Areson responded that she would like to have the fourth candidate interviewed as soon as possible and that he should go through process. She added that Town Manager Palmer may want to extend her contract for another month if the Board wants to hire the fourth candidate.

Select Board Member Stephanie Rein felt that the process should continue with the fourth candidate, and then discuss an Interim Town Manager after interviewing the fourth candidate. Select Board Member Weinstein felt that it was incumbent on the fourth candidate to be allowed the benefit of the full process. He explained that the fourth candidate would also have to go through the entire interview process. Chair Weinstein reiterated the process that the fourth candidate would need to undergo. Bernard Lynch added that he had reached out to the fourth candidate to see if there was a change in his situation. He told the Board that the candidate's name should be made available about a week from today with the same process in place as the previous candidates. Mr. Lynch felt that he would be a good candidate to interview.

Mr. Lynch added that they could set up a schedule with the Board during the week starting September 11th, meet with staff on the 14th, with a Community Forum that evening, and a Board interview on the 16th. Mr. Lynch suggested that he could potentially do one-on-one interviews with the Board prior to going public. Select Board Chair Weinstein added that they should stick to the same format and that the questions asked of the previous candidates should be asked of the fourth candidate as well.

Paul Wisotzky agreed that the fourth candidate should be a part of the same process. Select Board Chair Weinstein asked for a motion.

Select Board Vice-Chair Reed moved to interview the fourth finalist with the same process the Board did with the other three candidates and if he withdraws to start a new search. Select Board Member Rein Seconded the motion. Roll Call Vote: Jan Worthington-Aye; Susan Areson-Aye; Stephanie Rein-Aye; Kristen Reed-Aye; and Robert Weinstein-Aye. Motion Carries, 5-0-0.

It was asked of Mr. Lynch to set-up a schedule for the Select Board through the Town Manager. Attorney David Jenkins concurred that the process may proceed with the fourth Candidate.

Select Board Chair Weinstein opened the meeting to callers to the meeting. K.C. Myers, a Reporter from the *Provincetown Independent*, asked if the fourth candidate's name was public information. Mr. Lynch explained the process of withholding the name of the finalist until the finalist has agreed to move forward with the process.

Jim Summers, of the Town Manager Selection Committee, also called in and added that the Selection Committee hasn't been kept informed of the process. He added that the Selection Committee recommended Sean O'Brien and it was unclear to him at this time why he wouldn't be considered for Town Manager. Mr. Wisotzky cautioned that the Selection Committee meetings were held under Executive Session and were unanimous around those four candidates which were not ranked in any way.

Select Member Areson stated that the Board entered into negotiations with Robert Wood and the Board was unable to reach an agreement with him. Select Board Chair Weinstein stated that the Board is obligated to respect the elements of confidentiality regarding the negotiations. Attorney Jenkins added that statement of the Chair is correct, those negotiations were and still are confidential. Reporter K.C. Myers asked if this was all the information that the public was going to receive. Attorney Jenkins felt that was all the information that could be disclosed but that was subject to review. Ms. Myers asked why candidates were not working out, with respect to negotiations or any probationary period. Attorney Jenkins responded that there is no probationary issue in Truro. Attorney Jenkins explained the general process of contract negotiations. Select Board Member Areson suggested to Ms. Myers that she could reach out to the candidate who dropped out as to why he had chosen to do so.

Jim Summers clarified that he was not asking for confidential information. He added that his question was more specific to Sean O'Brien as to why he was not being considered a candidate any longer. Select Board Vice-Chair Reed asked Mr. Summers if he was able to see the Select Board meeting in which they discussed which candidate they wanted to negotiate with. Mr. Summers responded that he was unable to watch, however it still was unclear to him as to why Mr. O'Brien was not considered a candidate, when he was a viable candidate in the running.

Select Board Vice-Chair Reed asked Mr. Wisotzky to clarify the Charge of the Screening Committee which was to review semifinalist and recommend three to five candidates to the Select Board. Mr. Summers stated that he still didn't understand why Mr. O'Brien was not being selected. Select Board Chair Weinstein stated that he felt that it was unfair to revisit a candidate's resume as things have been aired lengthily by the Committee. Select Board Vice-Chair Reed commented that she felt that if Mr. Summers had watched the entire meeting then he would be able to see how each Select Board member related to the candidates.

Attorney Jenkins stated that the Select Board Members have articulated their positions and have stated their feelings sufficiently. Mr. Summers responded that he understood and regrettably missed that meeting. Truro Resident, Susan Howe, commented that she did watch the meetings of the interviews and the meeting in which they choose Mr. Wood. She commented that she was impressed by Mr. O'Brien. She encouraged the Board to watch the interview one more time to refresh their memory about the answers that Mr. O'Brien gave, as she was very impressed.

Select Board Chair Weinstein felt that the necessary business had been concluded. Mr. Lynch commented that he will proceed with scheduling the fourth candidate.

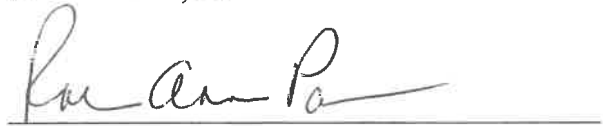
Adjournment

Select Board Chair asked for a motion to adjourn. Select Board Member Areson moved the motion. Select Board Vice-Chair Reed seconded. Motion Passes, 5-0-0.

The meeting adjourned at 9:55AM.

Respectfully submitted,


Nicole Tudor, Executive Assistant


Town Manager, Rae Ann Palmer
Under the Authority of the Truro Select Board

Public Records material of 09/04/2020

