

**Truro Select Board  
Tuesday, September 22, 2020  
Remote 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; Assistant Town Manager Kelly Clark; Town Counsel David Jenkins, Bernard Lynch-Search Consultant; and Paul Wisotzky, Town Manager Screening Committee Chair

**TRURO SELECT BOARD**

Select Board Chair Robert Weinstein opened the Select Board Meeting at 4:00 PM. He introduced the Board and guests to the meeting.

**SELECT BOARD ACTION**

- A. Town Manager Candidate Deliberation and Possible Vote  
Presenter: Robert Weinstein, Chair
- B. Adjourn to Executive Session

Select Board Chair Weinstein commended everyone on the way they handled the Town Manager list of questions. He stated that he wanted to hear from the Board Members in the following order: Select Board Member Stephanie Rein, Select Board Clerk Susan Areson, Select Board Member Jan Worthington, and Select Board Vice-Chair Reed.

Select Board Member Rein explained to the Board that Mr. Tangeman is a strong candidate and she appreciates his strong background in public service. As a City Manager, he hasn't worked in an environment as small or complex as Truro but added that she feels that he is up to the task. She reported that she appreciates his leadership style and openness and felt that he would let employees or others rise to the occasion and highlight the employees' strengths. She continued that Mr. Tangeman understands many of the issues that are facing our town. He has also worked in a town with second homeowners and with a tourist season. She appreciated his five "W's" in establishing communication guidelines, his desire to give everyone an equitable chance to share their views, his discussion of priority-based budgeting, and his view on customer service, as the community are the customers.

Select Board Clerk Susan Areson also watched or attended all of the forums. She reported that Mr. Tangeman seems like a real human being, not someone on a soap box. She noted that he listens very carefully, and he seems to be flexible. His experience in municipal government is good. She stated that she was also impressed with his discussion of budgeting. His diversity of experience in the military is terrific. She stated that she liked him a lot and that he would probably be a really good fit.

Select Board Member Jan Worthington felt that Mr. Tangeman would be a terrific fit for Truro. She commented that he is a leader, a consensus builder, a people person, a researcher, a builder of bridges, and a consensus former. She also added that he is honest, ethical, smart, and an engaging person. He will reach out to the community, and has familiarity with budgeting and housing. She concluded that Truro would be lucky to have him.

Select Board Vice-Chair Kristen Reed stated that she is impressed by Mr. Tangeman's commitment to the military and his rise to Special Forces Green Beret, as well as his extensive education. She spoke of his connection with the east coast and his experience with day-to-day operations including working with upwards of 460 people. He has experience working with fiscal operations and an annual budget of 43.7 million. He has worked with the ICMA. She appreciates his work with Veterans and how that will help Veterans in the region; not just in Truro. He has worked with Affordable Housing, legislative affairs, community development, covenant enforcement, planning and zoning, law enforcement, fire and EMS, public works maintenance and engineering, storm water drainage, and economic development. She added that she was impressed with Mr. Tangeman's three answers in response to the question on top issues in Truro: Covid-19, housing and the environment, and building bridges and consensus between our full-time and part-time residents. He has experience with negotiating with labor unions. She added that his attitude towards Covid-19 proves he would have good leadership skills during this pandemic and the recession, including getting information out to people.

Select Board Vice-Chair Reed also mentioned his management style, mentorship, clear communication, open door policy, and use of best practices. She liked his comment that "a good Town Manager can never over communicate". She also admired his using social media and feed back loops to engage people in the civic process. She agreed with her colleagues that Truro would be fortunate to have Mr. Tangeman as Town Manager.

Select Board Chair Weinstein stated that he is also enthusiastic about Mr. Tangeman's candidacy. He added that Mr. Tangeman would be great to have for the community. He noted that Mr. Tangeman served as in Emergency Medical Services (EMS) and has a background augmented by his military service. He has a very extensive list of FEMA emergency and management trainings. He also noted that part of the Mr. Tangeman's Harvard University Kennedy School education included Fire Fighter Service and Management. Both skillsets would be a huge benefit to the community. Select Board Chair Weinstein commented that Mr. Tangeman also has direct experience in union negotiations. He stated that he was touched by Mr. Tangeman's warmth and openness about his family.

Select Board Chair Weinstein stated that the Board owes thanks to Bernard Lynch for having this candidate amongst the finalists. He was thankful for the Board's comments. He thanked Town Manager Palmer for her assistance. *Select Board Chair Weinstein stated that he would entertain a Motion at this point to offer Darrin Tangeman the position as Town Manager.*

*Select Board Vice-Chair Areson moved to offer a job to Darrin Tangeman for the Town Manager position in Truro and to authorize the Chair and Labor Counsel to move forward with contract negotiations. Select Board Member Rein Seconded the Motion. Stephanie Rein, Aye; Susan Areson, Aye; Jan Worthington, Aye; Kristen Reed, Aye; Robert Weinstein, Aye; Roll Call Vote, Motion Passes 5-0-0.*

Joan Holt, Truro Resident, under Public Comment, said that she is very excited about this candidate and all of the positive things that have been said about him. She added that she hopes that Truro finds a way to be very welcoming to Mr. Tangeman and his family.

Select Board Member Rein thanked Paul Wisotzky and Bernard Lynch for all their work. Paul Wisotzky congratulated the Board and told the Board that he felt that Mr. Tangeman was a great candidate. Select Board Chair Weinstein also expressed his thanks to Paul Wisotzky and to his colleague on the Search Committee, Jan Worthington. Mr. Wisotzky additionally thanked the Town Manager Screening Committee. Select Board Chair Weinstein also thanked Bernard Lynch for all of his efforts.

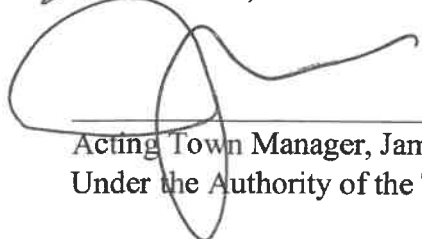
*Select Board Chair Weinstein Moved that the Select Board enter into Executive Session in accordance with the provision of MGL Chapter 38 § 21 (a), 2 to conduct strategy sessions in preparation for negotiations with non-union personnel or to conduct collective bargaining sessions or contract negotiations with non-union personnel (Town Manager) and not reconvene in Open Session. Stephanie Rein, Aye; Susan Areson, Aye; Jan Worthington, Aye; Kristen Reed, Aye; Robert Weinstein, Aye. Roll call vote, Motion Passes, 5-0-0.*

### **Adjournment**

*The meeting adjourned to an Executive Session at 4:28pm.*

Respectfully submitted,

  
Nicole Tudor, Executive Assistant

  
Acting Town Manager, Jamie Calise  
Under the Authority of the Truro Select Board

**Public Records material of 09/22/2020**  
None

