

**Truro Select Board Work Session**  
**Tuesday, February 13, 2020**  
**Truro Public Library**

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

**Present:** Town Manager Rae Ann Palmer; Paradigm Associates Consultant Bernard Lynch; Associate Sharon Flaherty

Chair Janet Worthington called the work session to order at 3:02 p.m.

**Town Manager Position and Town Profile**

Rae Ann Palmer distributed draft copies of the profile. Consultant Bernard Lynch said he sought any changes to the document. Paradigm will then be ready to post the advertisement and circulate the information.

Chair Janet Worthington noticed a comment on Outer Cape Ambulance Services that didn't seem to be in the right place. Susan Areson said it might fit better in the *Finance* section with rescue services. That statement on emergency medical services was revised to read, "Truro will work with Provincetown," and the reference to Lower Cape Ambulance was removed.

Susan Areson had some punctuation edits for Paradigm Associate Sharon Flaherty, who will prepare the final profile. Ms. Areson discussed substantive matters that needed to be clarified, added or eliminated. Her additions included the number of registered voters, representation in county government, a Proposition 2 ½ override needed for firefighters, the use of private wells and "time management" as a qualification for the ideal candidate. She suggested eliminating mention of cannabis retail shops. Reference to undeveloped land needed to be eliminated, shortened or clarified, she said. She recommended using median figures instead of housing prices in the *Housing* section and changing a reference to "senior facility" to "senior recreation facility." Ms. Areson asked for clarifications on residents' perception of Truro, the emergency call box information and numbers in the *Education* section. Her suggestion for the possible addition of Wellfleet's offerings was not accepted.

Kristen Reed praised the profile that the consultants had produced. She requested that the candidates' minimum years of experience be changed from 3 to 5 years. Mr. Lynch said, and Ms. Palmer agreed, it could be changed to a minimum of 5 years.

Robert Weinstein requested some minor language changes in the candidate qualifications. He said he would prefer that housing stock not be described as "attainable." Ms. Palmer said the term *attainable* was appropriate. Mr. Weinstein said that *attainable* suggested financial implication. Kristen Reed suggested a compromise of leaving *attainable* in the introduction but

incorporating more discussion in the *Housing* section. The state housing goal of 10% will not be included in the profile, but housing need is covered. In *History*, Mr. Weinstein made corrections about the Pilgrims, ship building and the construction of Route 6. He suggested dropping the word "transparent" from the description of the municipal management leader. In the introduction to *Challenges and Opportunities*, Mr. Weinstein asked that "more" be removed from the description of Truro as a resort tourist community. The *Housing* section will state that hearings on the Cloverleaf are ongoing and will update the information that there are 39 units and 10 buildings planned. The *Finances* section needs better description of wealth, explaining how it is the state formula that determines the high property value, Mr. Weinstein said. In *Specializations*, launch regulations should be removed because those are controlled by the state, not Truro.

Ms. Flaherty said she would include Truro Treasures Weekend and the Farmer's Market in *Specializations* section. The Select Board and consultants selected the cover photo and a replacement for a photo inside the profile. The profile will be posted tomorrow on MMA and ICA. The ad will have a hyperlink that connects to the consultant.

Mr. Lynch said the next step was to establish the selection committee. Ms. Palmer said there are already two applicants. Two Select Board members and the Chief of Police will be on the committee. The deadline for the Town Manager applicants is March 13, 2020, Mr. Lynch said. The committee appointees should be chosen by the March 11th Select Board meeting. The selection committee could then meet on March 19th in the morning. At that meeting, the committee could select 6 to 8 candidates to be interviewed. Interviews could begin late the following week or the week after, Mr. Lynch said. That would allow the candidates time to receive a one-week notice. All the interviews will be conducted in one day. Thursday, April 2, 2020 was set for the interviews, beginning at 8:30 a.m. at the Library.

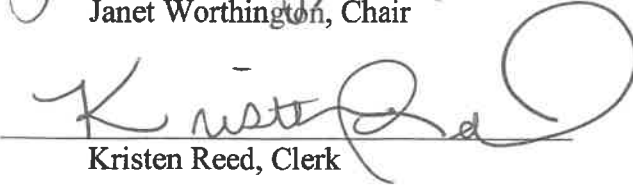
Robert Weinstein moved to adjourn, and the motion carried 4-0.

The meeting was adjourned at 4:07 p.m.

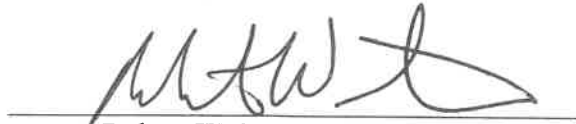
Respectfully submitted,

  
Mary Rogers, Secretary

  
Janet Worthington, Chair

  
Kristen Reed, Clerk

  
Susan Areson

  
Robert Weinstein, Vice-chair

**Public Records Material of 2/13/2020**

Draft profile of Truro for Town Manager applicants

