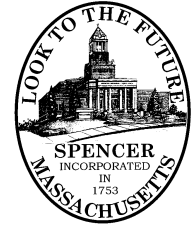


Minutes of the Meeting of the Board of Selectmen



Date: January 23, 2018 – Special Meeting
Time: 6:00 p.m.
Place: McCourt Social Hall, Memorial Town Hall, Spencer, MA
Present: Chairman Pepe, Vice Chair Woodbury, Clerk Monette,
Members Stevens and Hicks, and Interim Administrator Ross

At 5:05 p.m. Chairman Pepe called the meeting to order and led the Pledge of Allegiance.

Announcement

Any members that are participating remotely in accordance with Regulation 940, CMR 29.10 of the Open Meeting Law

None

Town Administrator Finalist Interviews

The Board interviewed Town Administrator finalist candidate Scott Szczebak using a list of interview questions.

Mr. Szczebak informed the Board that he has always had a passion for government. Although he pursued law school, he focused on government. He worked in Mayor Bissonnette's Administration and saw firsthand how government operates. He worked in Human Resources in Chicopee for seven years moving on to the Town of Wellesley as the HR director, which is where he is currently employed.

Questions and answers with Mr. Szczebak included:

Mr. Monette: how would you work to move the town forward at this time?

Mr. Szczebak: the Town is doing a lot with the recent survey, he develop a strategic plan to achieve what the public wants and where the town wants to go moving forward.

Dr. Hicks: the Board has placed a high on addressing slum and blight. How would you approach this effort?

Mr. Szczebak: during his time in Chicopee he started a problem property project and would transfer to that to Spencer. He would involve all stakeholders.

Mr. Pepe: describe your leadership skills.

Mr. Szczebak: he believes in helping people be the best they can be. His approach is to coach personnel.

Mr. Woodbury: describe your experience with cost cutting and delivering more with less.

Mr. Szczebak: Mr. Szczebak trend is regionalization, such as the tormwater collaboration. He would look at health insurance to get the best value for all and combine job functions and departments.

Mr. Stevens: describe your communication style.

Mr. Szczebak: likes to go out of office and go to the people; has an open door policy.

Mr. Stevens: the Town is trying to revitalize the downtown area, what is your experience working with the general public?

Mr. Szczebak: working with the Mayor's office had a great deal of experience communicating with people under stress. Likes to dive in and learn about it the issues.

Mr. Monette: the Town has a \$19 million road project in process. Describe your experience with a capital project of that size and the financing.

Mr. Szczebak: has not been involved with anything related to that situation.

Dr. Hicks: what do you consider your most significant accomplishment in your career so far:

Mr. Szczebak: played a major role in changing the Town health insurance at a \$1 million savings to obtain the best value for all.

Mr. Woodbury: Spencer just hired four new firefighters using a three year grant. How would you approach funding after the grant is complet?

Mr. Szczebak: need a financial plan beyond the salary and start planning now.

Mr. Stevens: why interests you about Spencer?

Mr. Szczebak: loves Wellesley, however after speaking with Mr. Gaudette, he became interested in Spencer. Knows he can do more than Human Resources with his skill set and is looking for the right opportunity.

Dr. Hicks: what was the biggest challenge you've faced and how did you handle it?

Mr. Szczebak: Wellesley saw the need to make a change to a Town Manager form of government and he supported the proposal. It was a difficult choice, however he believed it was the right move for Wellesley. When it failed to pass, he was able to build back the relationships with the primary objectors.

Mr. Pepe: we are beginning the process of updating the Town's financial policies and job classification/compensation. Describe any experience in those areas.

Mr. Szczebak: he would provide best practices for financial policies and is knowledgeable with compensation studies and had done them in the past.

Mr. Pepe: is there anything else you'd like to add or any questions?

Mr. Szczebak: Spencer is at a crossroads and presents a great opportunity. He wants to be a part of where that goes; focus on quality of life and keep the dedicated people here in the community. He thanked the Board for their time.

Chairman Pepe explained that the Board discuss next steps and be in touch soon.

Certificate of Appreciation to the Family of David O'Coin, Water Commissioner

Chairman Pepe reported that the Board would like to offer a special recognition and appreciation for Mr. David O'Coin's service to the Town. Mr. O'Coin passed away in December. His widow, Sonia O'Coin and members of the O'Coin family were present.

Dr. Hicks said he was moved by the words spoken at Mr. O'Coin's eulogy. He served for over 39 years on as Water Commissioner and also served on the Wire Village School Building Committee and will be greatly missed.

Dr. Hicks presented Mrs. O'Coin with a Certificate of Appreciation and thanked her on behalf of the Board.

Exec session

Executive Session under Mass General Laws, Chapter 30A, §21(a), ¶2, to conduct Strategy in preparation for contract negotiations with non-union personnel (Town Administrator)

At 6:04 pm. a motion to meet in Executive Session in accordance with MGL Chapter

30A, §21(a), ¶2, to conduct strategy in preparation for contract negotiations with non-union personnel (Town Administrator) (Hicks/Woodbury) and to reconvene only to adjourn passed with a roll call vote: Woodbury-yes, Stevens-yes, Hicks-yes, Pepe-yes, Monette-yes

At 6:15 pm the Board came out of executive session and reconvened in open session only to adjourn.

The meeting was adjourned at 6:15 pm. All were in favor.

Respectfully submitted,

Brenda Savoie
Administrative Assistant

Referenced Materials