



**TOWN OF FREETOWN
BOARD OF SELECTMEN**
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Ja Brown

**MINUTES OF
MEETING OF TUESDAY, JULY 25, 2017
COUNCIL ON AGING
227 CHACE RD, EAST FREETOWN, MA 02717**

6:00 P.M. Call to Order - Chairman Lisa A. Pacheco calls the meeting to order at 6:00pm. Selectman Robert Jose and Selectman Charles Sullivan are also present. Also present are Fire Chief Gary Silvia, Administrative Assistant Ali Golz, Town Accountant Kim Fales and Police Chief Carlton Abbott. The meeting is being recorded by Mrs. Golz. The Board is assisted by Senior Clerk Timm McIntosh.

The Board interviews three candidates for the vacant Town Administrator position: Harry Staven, David DeManche and Ian Kaiser. The Board asked Chief Silvia, Chief Abbott, Ms. Fales and Mrs. Golz to join them at the table for the interviews.

Selectman Pacheco asks the candidate to tell the Board and invited guests something about themselves that is not in their submitted resume. Each person at the table asks the same question of each candidate, below, then follow-up questions if necessary based on answers after everyone was finished. The candidates are asked if they have any questions themselves before being thanked and dismissed.

Chief Abbott's question: Tell us about the worst decision you've made on the job and how you corrected it, and also what your best decision was.

Ms. Fales' question: Rank the following areas, in order from strongest to weakest, based on your experience and skills: Information Technology, Procurement, Budgeting and Human Resources.

Selectman Pacheco's question: What does "good old boys club" mean to you & is it a good or bad thing?

Selectman Jose's question: What would someone who Googles you find & how would you respond?

Selectman Sullivan's question: Talk about a time when you helped a town with Economic Development

Mrs. Golz's question: Describe how you would give feedback to your direct employees as well as communicate with department heads.

Chief Silvia's question: What in your past experience makes you a good fit for the Town of Freetown, and please tell us why you are leaving your current employer.

After each candidate leaves, the Board and invited guests fill out their score sheets without discussion and then welcomes the next candidate. After Mr. Kaiser's interview, Selectman Pacheco asks who everyone's top choice was, based on their score sheets. Everyone responds with candidate #6, Mr. DeManche, is their top choice. Discussion ensues about whether or not the Board wants three finalists or two. Selectman Jose did not have candidate #2, Mr. Van Dam, rated as highly as everyone else at the table, who all had him at least tied as their second choice. Discussion follows about how the table ranks the candidates, settling on Mr. DeManche as the clear top choice, Mr. Van Dam as second choice and Mr. Kaiser as the third choice.

Vote: Motion (Jose/Sullivan) to go with David DeManche as top choice and, pending successful negotiations, new Town Administrator, passed unanimously.

Vote: Motion (Jose/Sullivan) to go with David Van Dam as a second choice, should negotiations with Mr. DeManche not work out, passed unanimously.

At 9:15pm, motion (Jose/Sullivan) to adjourn, passed unanimously.

Respectfully submitted,



Timm McIntosh, Senior Clerk

List of documents/exhibits used in this meeting, pursuant to M.G.L. c. 30A, § 22(a).

- Resumes/cover letters/other materials as submitted by candidates for Town Administrator vacancy: Harry Staven, David DeManche and Ian Kaiser.