

HAMILTON BOARD OF SELECTMEN

EXECUTIVE SESSION

MONDAY, NOVEMBER 5, 2012

The Board of Selectmen met at Hamilton Town Hall on Monday, November 5, 2012 at 7:56 p.m. with Vice Chair Marc Johnson, Jennifer Scuteri, Jeff Hubbard, Jeff Stinson, present and Chair David Neill participating remotely via speaker phone. Town Manager Michael Lombardo was also present.

Strategy session in preparation for contract negotiation with Town Manager

David Neill assured the Board that he was alone at his remote location in compliance with remote participation requirements. Selectmen agreed that Town Manager Michael Lombardo could stay in the room during discussion rather than have a Board member report to Lombardo after the meeting about the Board's decision on matter.

The purpose of the Executive Session meeting was for the Board to decide whether or not to move forward with negotiations to extend Lombardo's three-year contract that expires in April 2013. The existing contract specifies that the Board would notify Lombardo in October 2012 of its intention about extension of his contract and he would have 30 days to respond with his intention.

Discussion addressed if the Board opted to enter into contract negotiations with Lombardo, then he would send a red-lined version of his existing contract with his recommended changes to Selectmen for their review. The Board suggested that it would do likewise, adding or deleting contract contents, if it chooses to move forward with negotiations.

Selectmen each weighed in with their opinions about whether or not the Board should enter into contract extension negotiations with Lombardo. Jennifer Scuteri gave a vote of confidence for Lombardo and expressed her interest in continuing the Town's relationship with him as Town Manager but specified that terms of the contract would

be part of the negotiation and she noted the importance of defining the Selectmen's and Town Manager's roles.

Discussion ensued about advice Lombardo received from Town Counsel Donna Brewer prior to the meeting regarding Neill's ability to vote with the Board during the Executive Session meeting if necessary while participating remotely. Also, Brewer's suggestion to the Board to make the Executive Session meeting minutes available as soon as the issue of whether or not to enter into contract extension negotiations with the Town Manager was determined.

Johnson then continued receiving input from the Board members about whether or not to pursue continuing Lombardo's contract. He stated that he thought Lombardo was doing a good job as Town Manager and would like him to continue, while noting that there are some issues to address. He mentioned his belief that the Town did not need to pursue finding another person to serve as Town Manager at this time. He noted that with every employee whether in the public or private sector there is room for improvement.

Jeff Hubbard said that he had a difficult time continuing with Lombardo as Town Manager since he has received strong feedback from a broad range of community representatives who think that Lombardo is not a good fit for the job or Hamilton. As a result of Lombardo's work on issues and lack of forward progress for the municipality.

Jeff Stinson concurred with Johnson's positive perception of Lombardo's performance in the Town Manager's position noting that there were issues to work on. He thought it was in the best interest of the Town to continue with Lombardo as Town Manager and to build the best relationship possible with him. Stinson said he was in favor of pursuing negotiations to extend Lombardo's contract.

With similar positive sentiments about the Town Manager's job performance, Neill suggested the Board send a letter to Lombardo expressing the Selectmen's interest in contract extension negotiations. He noted that Hamilton is going through a transitional time where Town officials are trying to understand the best way to work with a Town Manager.

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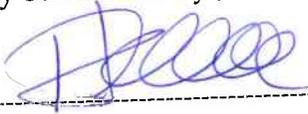
Johnson entertained a motion for the Board of Selectmen to send a written notice to Town Manager Michael Lombardo recommending that the Town officials enter into negotiations to extend Lombardo's contract. Scuteri so moved. Stinson seconded the motion. Roll call vote: Scuteri, yes, Johnson, yes, Hubbard, no, Stinson, yes, Neill, yes. The motion carried 4-1.

Johnson offered to write the letter from the Board to Lombardo tomorrow morning, November 6.

Johnson entertained a motion to release the Executive Session minutes from this meeting as soon as they are approved by the Board. Stinson so moved. Hubbard seconded the motion. VOTE: Unanimous.

Johnson entertained a motion to adjourn Executive Session at 8:20 p.m. Stinson so moved. Hubbard seconded motion. Roll call vote: Scuteri, yes, Johnson, yes, Hubbard, yes, Stinson, yes, Neill, yes.

Respectfully submitted by Jane Dooley, Minutes Secretary.



11/19/12

Clerk

