

HAMILTON BOARD OF SELECTMEN

MINUTES OF MEETING

AND

HAMILTON BOS & HAMILTON FINANCE AND ADVISORY COMMITTEE

MINUTES OF JOINT MEETING

Teleconference

May 17, 2021

Selectmen Present:

Chair Shawn Farrell, William Olson, Darcy Dale, Rosemary Kennedy, and Jamie Knudsen

Finance and Advisory Committee Members Present:

Chair John Pruellage, David Wanger, Valerie McCormack, Christina Schenk-Hargrove, and Nick Tensen

Town Manager:

Joe Domelowicz Jr.

Other Staff Present:

Department of Public Works Director Tim Olson

**** This meeting was conducted via Zoom teleconference with all of the above participants remaining in their homes.***

Call to Order/Pledge of Allegiance

Chair Shawn Farrell called the Board of Selectmen (BOS) teleconference to order at approximately 7 p.m. following an Executive Session from 6 p.m. to 7 p.m. Present were Mr. Farrell, Darcy Dale, Rosemary Kennedy, William Olson, and Jamie Knudsen (the full board). The Pledge of Allegiance was recited.

Board and Committee Openings

- **Hamilton Historic District Commission (HHDC)—one opening**
- **Zoning Board of Appeals (ZBA)—one opening**
- **Open Space Committee—two openings**

Public Comment

None.

Selectmen/Town Manager (TM) Reports

Ms. Dale gave no report.

Ms. Kennedy reported on her tour of the Patton Homestead with Director Kaleigh Paré to see the new setup for Inc.ubate (co-working space). She described the beautiful condition of the building and said she met the person running Inc.ubate and was shown the Patton archives. Regarding Town Hall, she said she wanted to discuss next steps, such as pursuing fundraising options. She has a phone conference set up with the Mass Cultural Council, which provides funds for historic preservation. Another potential grant source might be the National Trust for Historic Preservation. Establishing a Friends group is another option. She said hopefully in the future, the funding of Town Hall could be brought back to Town Meeting and have better results.

Mr. Knudsen said he had no report other than to echo Ms. Kennedy's report on the Patton Homestead.

Mr. Olson commented on Town Meeting and thanked Town Clerk Carin Kale (who was present online) for her work with Town Meeting and the election, and the Town Hall Building Committee for completing the charge asked of them. He talked about needing to do a better job educating people because many still mistakenly thought they were choosing between funding the Town Hall and school projects.

Mr. Farrell thanked the poll workers, volunteers, and Brian Shaw (Selectboard candidate). He acknowledged Finance and Advisory Committee (FinCom) Chair John Pruellage, who was online for the meeting, recently appeared on the show "Shark Tank."

Town Manager Joe Domelowicz Jr. said his report would appear online. He said on May 29, the Governor would be lifting many of the COVID restrictions that have been in place for the last 14 months and would be lifting the Emergency Declaration on June 15. Mr. Domelowicz said he talked with HWCAM about continuing a Zoom component after there is a return to in-person meetings as Zoom has helped bring more people into the meetings.

CONSENT AGENDA

- Approve Minutes of the following: Selectmen's OML [Open Meeting Law] Seminar, March 29; Selectmen's Meetings, April 5 and April 20; and Joint BOS & FinCom Meeting, April 12
- Approve request for Road Races from YuKanRun.com
- Extension of Temporary Appointment of Bill Bowler to ZBA thru 12/31/21.

Ms. Kennedy asked to place a hold on the Road Races item.

Decision 1:

Mr. Olson made a motion to approve the Minutes of the Selectmen's OML [Open Meeting Law] Seminar, March 29, Selectmen's Meetings on April 5 and April 20, and Joint BOS & FinCom Meeting on April 12, as well as the extension of the temporary appointment of Bill Bowler to the ZBA. Ms. Dale seconded the motion. A roll-call vote was taken with "ayes" from Ms. Kennedy, Mr. Olson, Ms. Dale, Mr. Knudsen, and Mr. Farrell, (5-0).

Ms. Kennedy said there were so many things to review that she had not had a chance to review the road races information as carefully as she would like. She said it was confusing because no dates were listed for the event. Mr. Knudsen concurred no dates were given. Mr. Domelowicz explained there are two runs and they are not just in Hamilton but in other towns also. He said all seemed to be in order. Ms. Kennedy asked to table the agenda item until the next meeting and asked that more information be provided.

AGENDA

Organize the BOS—Vote for Chair, Vice Chair and Clerk

- **BOS Chair**

Decision:

Ms. Dale nominated Mr. Olson and Ms. Kennedy to serve as Co-Chairs. Ms. Kennedy seconded the motion.

Further Discussion:

Ms. Dale said having co-chairs would be a collaborative approach emphasizing gender equity. She said more hands lessen the work and promote nimble responses. She said it would send an excellent signal to the people who voted for them to see the BOS working together and illustrating a commitment to the values put forth in the Human Rights document in a spirit of collaboration and cooperation.

Mr. Olson said he thinks it is a great suggestion and was excited they are going to be making a decision on changing the name [from Selectmen to Selectboard], but he said he put his name out to be Chair and while Co-Chair was an interesting thought process, he wasn't prepared to think about it tonight.

Decision (Continued):

A roll-call vote was taken with "ayes" from Ms. Dale and Ms. Kennedy, and "nays" from Mr. Knudsen, Mr. Olson, and Mr. Farrell, (2-3). Motion did not pass.

Decision 2:

Mr. Farrell nominated Mr. Olson as Chair. Ms. Dale seconded the motion.

Further Discussion:

Mr. Farrell spoke in support of Mr. Olson. Ms. Dale voiced concern about attendance and tardiness. She said having co-chairs would offer backup. Mr. Olson said he had missed two or three meetings but hadn't been late. He said he would be respectful of all and manage from the middle. Ms. Dale said she had a concern about "boys against the girls" and wanted to see more collaboration. She said it would be nice to have (5-0) instead of (3-2) votes men vs. women.

Mr. Farrell cited he grew up in a single-parent home with his mother and had no issues pertaining to gender. Mr. Knudsen said while some votes do come down on gender lines, it is clear they are based on a difference of opinion on the substantive issues and not three males having an opinion where a large part of the female world would be opposed. He said he does think the BOS reaches across the aisle and tries to come to a common understanding.

Decision 2 (Continued):

A roll-call vote was taken with "ayes" from Ms. Kennedy, Ms. Dale, Mr. Knudsen, Mr. Olson, and Mr. Farrell, Jamie, (5-0) unanimous.

- **BOS Vice Chair**

Decision:

Ms. Dale nominated Ms. Kennedy for Vice Chair. Mr. Farrell seconded the motion.

Further Discussion:

Ms. Dale spoke in favor of Ms. Kennedy as hard-charging at getting things done and easy to work with. Mr. Olson said he agreed Ms. Kennedy had done a good job on the Board. Mr. Farrell said Ms. Kennedy had come a long way, looks at all the information, strives to do what's best for the Town, and wears her heart on her sleeve.

Decision (Continued):

A roll-call vote was taken with "ayes" from Ms. Dale and Ms. Kennedy, and "nays" from Mr. Knudsen, Mr. Olson, and Mr. Farrell, (2-3). Motion did not pass.

Decision 2:

Mr. Olson nominated Mr. Knudsen for Vice Chair. Mr. Farrell seconded the motion.

Further Discussion:

Mr. Olson said Mr. Knudsen was a great addition to the Board and had an attorney's background. Mr. Farrell said he would do a good job and was thoughtful in his approach.

Decision 2 (Continued):

A roll-call vote was taken with “ayes” from Mr. Knudsen, Mr. Olson, and Mr. Farrell, and “nays” from Ms. Dale and Ms. Kennedy, (3-2). Motion passed.

- **BOS Clerk**

Decision:

Mr. Olson nominated Ms. Kennedy for Clerk. Mr. Farrell seconded the motion.

Ms. Kennedy nominated Ms. Dale for Clerk.

Further Discussion:

Ms. Kennedy said Ms. Dale had an eye for detail and would do an excellent job as Clerk. Mr. Farrell said the BOS would rescind the first motion and go with the second. Ms. Kennedy did not accept the nomination; Ms. Dale did accept.

Decision (Continued):

Ms. Kennedy nominated Ms. Dale for Clerk. Ms. Dale seconded the motion. A roll-call vote was taken with “ayes” from Ms. Kennedy, Mr. Olson, Ms. Dale, Mr. Knudsen, and Mr. Farrell, (5-0) unanimous.

Mr. Farrell said it had been a pleasure being Chair and turned the running of the meeting over to new Chair, Mr. Olson. But first, Mr. Farrell asked to take the next agenda item out of order as the FinCom was ready for the joint meeting scheduled for 7:15 p.m.

BOS & FIN COM JOINT MEETING

Teleconference

Call to Order by Chairman

FinCom Chair John Pruellage called the meeting to order for the FinCom at approximately 7:15 p.m. and took a roll call. Present were: Mr. Pruellage, David Wanger, Valerie McCormack, Christina Schenk-Hargrove, and Nick Tensen (the full board).

Discussion with Alex Magee, candidate for Finance Director Position, including potential vote on FinCom recommendation (*topic as worded on the FinCom agenda)

Finance Director—Discuss and Confirm Appointment (with FinCom) Input (*topic as worded on the BOS agenda)

Mr. Olson referred to the packet, which included a resume and employment agreement for Mr. Magee. He asked how far along the agreement was. Mr. Domelowicz replied that Mr. Magee had received an offer and had signed it accidentally. Mr. Domelowicz had not signed

it yet pending FinCom recommendation. Mr. Domelowicz listed many various parties who had unanimously recommended that Mr. Magee be interviewed. His start date would be June 7.

Mr. Magee introduced himself and said he is excited about the opportunity and was happy to answer questions.

John Pruellage noted the FinCom leans on the Finance Director and asked Mr. Magee about his prior experience with town committee collaboration. Mr. Magee said he works for the City of Lowell, which is a different form of government, but the concepts were the same—to provide as much info. as possible to set policy and direction. He said his strategy is to have built-in automated reporting so it wouldn't be a huge lift to dig up information requested and work with the FinCom and other groups. Mr. Pruellage said the Finance Director would attend FinCom meetings every other week. Mr. Magee acknowledged he was aware that night meetings are part of the job.

Mr. Olson noted that Mr. Magee would be commuting from Westford. Mr. Magee said he had done trial runs and it would be fine.

Mr. Farrell said the BOS would be expecting movement on the Town's Financial Policies, which were about halfway completed, and on revamping budget documents (converting MUNIS docs using a template the Town has to make the material more "digestible"). Mr. Magee said he was happy to pick up where it was left off and implement best practices. He talked about what he had done in Lowell regarding budgets and presenting them.

Ms. Dale asked Mr. Magee if he ever worked for a small town. He said he had not, but he lives in Westford, which has a Town Meeting. She asked if he were aware the Town's budget was the Town Manager's budget. He said yes.

Ms. Kennedy and Mr. Knudsen both welcomed Mr. Magee.

Mr. Tensen commented he was positive about the conversation he had had with Mr. Magee.

Mr. Wanger asked Mr. Magee if he had suggested that some things in Hamilton needed tightening up. Mr. Magee said he noticed some excess levy capacity was started to slide. He said he wouldn't use the word tightening up, but would recommend watch it. Mr. Wanger talked about the split between Hamilton and Wenham regarding the Regional School District and noted it required sensitivity. Mr. Magee said there was a firm line in Lowell between schools and city, and that school funding couldn't come at the expense of city operations. The balance was where the hard work falls, he said. Mr. Wanger urged him to review the Town bylaws to see the relationships between the Town Manager, BOS, and FinCom.

Mr. Wanger said he didn't know if they were seeking to make a FinCom recommendation, but he understood Mr. Domelowicz had hired Mr. Magee so a recommendation at this point was probably moot.

Mr. Tensen asked about grant proposals. Mr. Magee described competitive grants he has worked on. One was a funding mechanism for repairing major building systems gone into age-related disrepair. When he found that Lowell didn't have any applications in for those grants for a number of years, he prepared 22 applications the first year, which since grew to around 28-29 to apply for on a rolling basis. The first year, the city was awarded 8 projects, and about \$13M worth of work. Lowell was also awarded an MVP [Municipal Vulnerability Preparedness] action grant for construction projects to prepare for weather impacts. He said he would always advocate for grants.

Mr. Pruellage entertained a motion to recommend Mr. Magee for Finance Director.

FinCom Decision:

Mr. Tensen made a motion that the FinCom recommend Alex Magee for Finance Director. Ms. Schenk-Hargrove seconded the motion. A roll-call vote was taken with "ayes" from Ms. McCormack, Mr. Tensen, Ms. Schenk-Hargrove, and Mr. Pruellage, (4-0-1). *Mr. Wanger abstained.

Mr. Wanger explained he didn't want his abstention viewed as a negative. Because the decision had been made to hire Mr. Magee, he didn't think it was being sequenced timely. He said they would all have an opportunity to evaluate each other as they got to know each other.

BOS Decision:

Mr. Farrell made a motion that the BOS welcome Alex Magee as the Finance Director. Ms. Dale seconded the motion.

Further Discussion:

Mr. Olson asked to have the Financial Policies reviewed by the Finance Director at a future meeting.

Ms. Dale asked about the glitch that the FinCom didn't have a chance to give its recommendation before the hiring. Mr. Pruellage said it had to do with the timing of having Mr. Magee appear before the full committee because employment decisions move quickly and they didn't want to lose out on a good candidate due to the meeting cadence.

Mr. Wanger said he had not seen Mr. Magee's resume and that was the reason for his abstention. Mr. Olson said the resume wasn't in the meeting packet, but it had gone out to the BOS. Mr. Olson asked if the FinCom had voted Mr. Tensen to represent FinCom in the hiring process. Mr. Pruellage said yes. He said that the resume had been forwarded to him but he had neglected to pass it on to the rest of the Committee. Mr. Wanger said he wasn't looking to cast blame, but Mr. Tensen's appointment shouldn't have been taken as an

abdication of the rights of the other FinCom members. He reiterated to Mr. Magee a joint and unanimous welcoming to the Town.

Decision (Continued):

Mr. Farrell added language to the prior motion. He made a motion that the BOS welcome and confirm the appointment of Mr. Magee as Finance Director. Ms. Dale seconded the motion. A roll-call vote was taken with “ayes” from Ms. Dale, Ms. Kennedy, Mr. Knudsen, Mr. Farrell, and Mr. Olson, (5-0) unanimous.

Valerie McCormack left the meeting at 7:59 p.m. due to a previous commitment.

Other Topics Not Reasonably Anticipated as Determined by the [FinCom] Chair

None discussed.

Adjournment

Mr. Wanger made a motion that the FinCom adjourn. Mr. Tensen seconded the motion. A roll-call vote was taken with “ayes” from Mr. Tensen, Mr. Wanger, Ms. Schenk-Hargrove, and Mr. Pruellage, (4-0). *Ms. McCormack had previously left the online meeting.

RETURN TO REGULAR BOS MEETING

Planning Board [PB] Associate Member Appointments

Mr. Olson confirmed that at the last meeting, the BOS had approved the appointment of an Associate Member [Emil Dahlquist]. PB Chair Rick Mitchell, who was online for the discussion, confirmed Mr. Dahlquist may move up to being a full member since someone had since resigned. There were three candidates for the two Associate Member positions; one had withdrawn. Now there are two Associate Member positions open and two candidates: Pat Norton and Casey Ryder. The PB had unanimously approved both.

Mr. Mitchell recommended that since Ms. Ryder was not present, they wait on her appointment until the next meeting. [By then Mr. Dahlquist will be a full member so his seat as Associate Member will then be vacant for Ms. Ryder to fill.]

Mr. Olson suggested Mr. Norton speak and then the BOS take a vote on the appointment.

Mr. Norton introduced himself, saying it was his second year in Hamilton and he has two young children. He said he sees the position as an opportunity to get more involved with the Town. He works at Biolabs in the Facilities and Engineering Department. He said he has worked with the Conservation Committee, Building Department, Design Review Board, Board of Health, Greenbelt, The Trustees of the Reservations, and the neighbors, and sees this as an opportunity to bring a different reference point to the PB.

Decision:

Mr. Farrell made a motion that the BOS appoint Pat Norton as a Planning Board Associate Member. Ms. Dale seconded the motion. A roll-call vote was taken with "ayes" from Ms. Dale, Ms. Kennedy, Mr. Farrell, and Mr. Knudsen, (4-0-1). *Mr. Olson abstained.

Mr. Olson explained he abstained to avoid the appearance of a conflict of interest because his company works with Mr. Norton's company.

Decision 2:

Ms. Dale made a motion to table the appointment of the second Planning Board Associate member until the next meeting. Mr. Farrell seconded the motion. A roll-call vote was taken with "ayes" from Ms. Dale, Ms. Kennedy, Mr. Farrell, Mr. Knudsen, and Mr. Olson, (5-0) unanimous.

Verizon License Continuation Agreement—Discuss and Vote

Mr. Domelowicz supplied the proposed language provided by Attorney Bill August.

Decision:

Ms. Dale made a motion that the BOS *agree to extend the current Cable License Agreement under the following terms until such time as they execute a Renewal Agreement:*

- *During the extension period, the Town and Verizon will abide by all of the terms and conditions of the current Cable License Agreement.*
- *The extension will be for a period of (1) month (commencing on May 23, 2021) after which time the Cable License Agreement will be terminated. The parties may, however, further extend the Cable License Agreement for one or more additional extension periods by written agreement.*
- *The extension will not constitute a waiver or compromise of any right or claim either party may have under the Cable License Agreement as of this date and during the term of the extension.*

Mr. Farrell seconded the motion. A roll-call vote was taken with "ayes" from Ms. Dale, Ms. Kennedy, Mr. Farrell, Mr. Knudsen, and Mr. Olson, (5-0).

Mr. Farrell said needing the extension had to do with not getting the notice into the newspaper in time for the public hearing. Mr. Domelowicz said this agreement did not have to be signed; it was just a vote to extend it by one month so they could hold the hearing and finalize it.

Water Rates Review—Discussion

Department of Public Works (DPW) Director Tim Olson said the Town hadn't used all the retained earnings they thought they would need. Appropriated retained earnings were \$265,036. He said the best way to project revenues was to average the last three years. He

said since the Town didn't use as much in retained earnings over the last two years, they could use them this year and not have to raise the water rates.

Mr. [William] Olson asked about the total retained earnings—if it was at about 4%-5%. Mr. [Tim] Olson said they were above that, and after using the \$265K, they would still be above that since they hadn't needed to use the earnings for the last couple of years.

Per Mr. Domelowicz, the BOS did not need to vote on this because they were not making any recommendation for a change to the rates.

Mr. [Tim] Olson left the meeting at 8:21 p.m.

Finalize IMA [Inter-Municipal Agreement] for Regional Inspectional Services

It was noted that the Wenham BOS had reviewed the IMA and had endorsed it.

Ms. Kennedy asked the salary difference between the Building Inspector and Building Commissioner. The increase was from \$70K to \$90K. Per the agreement, Hamilton will be taking over the management of the department.

Decision:

Ms. Dale made a motion that the BOS accept the Regional Inspectional Services Agreement [IMA]. Mr. Farrell seconded the motion. A roll-call vote was taken with "ayes" from Ms. Dale, Mr. Farrell, Ms. Kennedy, Mr. Knudsen, and Mr. Olson, (5-0) unanimous.

Mr. Olson said the IMA was a good model and they should look at it for as many departments as they can. He thanked Mr. Domelowicz for leading the charge. Mr. Domelowicz said he appreciated the opportunity to be proactive rather than reactive.

Review MOA [Memorandum of Agreement] for Patton Property with ConCom [Conservation Commission]—Discuss

George Tarr of the ConCom reminded the BOS that in 2019, the ConCom had asked for 6.6 acres at the Patton Homestead to be under the control and management of the ConCom. He said they originally proposed a Conservation Restriction, but there were objections from Patton Homestead, Inc. He said this frames it as a Memorandum of Understanding, but with slightly different boundaries. He said the ConCom views the great lawn as an asset and wants to preserve it.

Mr. Domelowicz shared a new map and the MOA onscreen. He said the agreement finds a way to connect the loop trail and create a water garden with the ConCom and the DPW taking on roles and responsibilities there. Mr. Farrell asked about recent changes made to the document and was told it was the most recent version they were reviewing. Mr. Domelowicz clarified that Patton Homestead Inc. (PHI) does not control any property at the

Homestead or have any authority any there; PHI is only advisory to the Town, so he did not want to have PHI referenced.

Mr. Olson brought up concerns remaining to be addressed, such as whether anyone needs to ask approval of the ConCom when events are scheduled. Mr. Domelowicz said most of the areas pertaining to the event space are outside of the MOA, but the canoe launch is one area they do need to address.

Mr. Olson asked if the MOA would become void upon sale of the land in the future. Mr. Domelowicz said that would depend on what portion were to be sold. For example, he thought that the house, barn, and stables could be sold, but the rest of the property could remain open space to preserve the intent of the gift. Ms. Dale said they don't know what might be done in the future and shouldn't put any pressure on doing anything right now; they should remain flexible. Ms. Kennedy said that was the beauty of the document—that it was an agreement to preserve the land right now without any permanent intent. Mr. Knudsen pointed out that in 1.1, it says "in perpetuity." Ms. Kennedy said Legal Counsel would be reviewing the document and the language may be altered.

Mr. Farrell said he liked the idea of preserving some of the space, but it was already preserved at the moment. He wanted to know the cost and manpower involved regarding improvements to the canoe launch, water garden, etc. Mr. Olson said these were plans with no specific dates. Mr. Tarr said the budget was discussed in the MOA and Bert Comins had suggested that if there were a sale, a Conservation Restriction could be put on it. Mr. Tarr discussed reforestation and said, pertaining to plans for the trails, they needed to take into consideration what people are actually going to do.

Mr. Tarr said the ConCom had a MOU [Memorandum of Understanding] with Patton Ridge regarding mowing around the beeches and had put in posts to mark the boundary, but the boundary was being ignored. He asked if it would be all right to use boulders for the boundary. Mr. Olson asked if they could incorporate the MOU into the new MOA and said they are not taking a vote on it this evening.

Mr. Farrell suggested having a site walk for the BOS. It was agreed Mr. Tarr will arrange a site walk for the ConCom and invite the BOS.

Marc Johnson, 6 Patton Drive, said on behalf of the PHI, he would like a copy of the MOA. He said they had seen earlier drafts, but not this one. He said the idea of reforestation and "in perpetuity" needs to be understood and the matter was between the Town and the ConCom. He said the PHI had never talked with anyone about leasing of the canoe launch or anything along those lines. He said he thought it important the Town retain flexibility to allow residents access to the canoe launch. Among his larger concerns was that there is no budget. He did not want to see the PHI special fund spent on a water garden and other things rather than going toward helping the Homestead become self-sustaining. He said all money spent at the Homestead property needs to be part of the fully transparent fund. He also asked that PHI be part of the site walk. He wanted to see the loop trail.

Mr. Farrell asked if Mr. Domelowicz had given the latest draft to Counsel. He said he had not and that he also would share the current document with Mr. Johnson. Mr. Olson said the "improvements" in the document might be called "goals." Mr. Tarr said he didn't think reforestation would be expensive. He said he wanted to entertain the idea of recruiting volunteers and doing some things at individual expense rather than Town expense. Ms. Dale said since they aren't voting on this item this evening, they needed to move on.

Discussion of Possible Regional ConCom Agent

Mr. Domelowicz said Hamilton had lost its ConCom agent Bert Comins who took a full-time position with the Town of Rockport. Mr. Comins also worked for the Town of West Newbury, who had expressed interest in sharing a regional agent with Hamilton. West Newbury pays a bit less in hourly wage but offers benefits. Mr. Domelowicz said an important thing to keep in mind is that Mr. Comins was managing two part-time jobs, which brings anxiety and pressure, whereas if there were a regional agreement, that aspect would be managed by the Towns (and wouldn't fall on the agent). Mr. Domelowicz said he just wanted to take a temperature to see if there was interest in pursuing the idea of a shared position with West Newbury or another town, such as Wenham. Ms. Dale asked if he had a fact sheet he could send them with pros and cons. Mr. Domelowicz said he could develop one.

Mr. Olson said he was in favor of continuing the discussion. Mr. Farrell agreed; he said if the role continued to be part-time, they would continue to see a revolving door. Ms. Kennedy asked how many hours Hamilton was needing; the answer was 18. She said it would be helpful to have someone onboard soon rather than waiting to set up a regional position.

Discussion of Process to Change Board of Selectmen to Gender Neutral Selectboard

Mr. Olson said he was in favor of the name change. Mr. Domelowicz said Town Counsel had provided information on how to do it, which was included in the packet. He said the BOS could make a policy decision to start referring to itself as the Selectboard and then start formalizing the process of getting it onto an agenda for Town Meeting. He said Wenham just did it at its Town Meeting. It would also involve going back and making the language change in the bylaws.

Ms. Dale said she liked the idea of two steps and that the idea had been her idea. She said the State was in favor of municipalities doing this. She said it will require some funding because of the language having to be changed.

Mr. Domelowicz said the item was not on the agenda for a vote, and Mr. Farrell suggested the BOS follow its own policy and count this evening's discussion as a First Reading. Mr. Domelowicz will put all the language into a policy and get a copy of Wenham's policy. He said he was thrilled when Ms. Dale brought it up as he had been thinking about it also.

