

**BOARD OF SELECTMEN AND SEWER COMMISIONER'S MEETING**

**April 9, 2018**  
**Room 204**  
**Special Meeting**  
**7:00 PM**

Present: Janet K. Adachi, Peter Berry, Katie Green, Joan Gardner, Jon Benson, Shannon Hurley,  
Recording Secretary.

**Citizens' Concerns**

None

**Public Hearings**

None

**Selectmen Business**

Ms. Adachi explained that this Special Meeting is for the board to discuss and vote on the next Town Manager - 4 finalists, conditional offer based on satisfactory background check and mutual agreement of contract. The town is fortunate to have 4 candidates. Thanked the Town Manager Search Committee (TMSC) for all recommendations. TMSC is composed of Pat Clifford, Chairman, Mary Ann Ashton, Jon Benson, Mike Gowing, Charlie Kadlec, Xuan Kong, Steve Noone, Sahana Purohit and Nancy Tavernier.

Ms. Green: Thanked the TMSC. Stated that we are extremely fortunate, a lot of work to narrow down candidates and any will be good Town Manager for Acton. Part of the reason we had so many qualified candidates is because the town has been run by great leaders for many years, desirable place they want to be for many years. From all of them it seemed like they wanted to be here for many years. Ms. Green reviewed each candidate:

Ms. Lisa Hemmerle – Impressed she came and presented a 100 day plan for transition. Innovative thinker, dedicated. Someone who was well spoken and seemed to be able to face things head on and dedicated to learning and becoming up to speed quickly.

Mr. John Mangiaratti – Did the best at researching Acton – part could be time serving in Westford, experienced in reaching out to committee, best sense of positive relationship and Town Manager. Really dedicated to empower all our staff to do their best. Steve Ledoux has done well with that.

Mr. Sean Hendricks – Great experience as Town Manager and veteran's experience. He believes he will want to come here and retire here.

Mr. Stephen Crane – Did a lot of research on the town and is already a Town Manager. Benefits Regional efforts understood good sense of economic development.

Ms. Green thought that Ms. Hemmerle and Mr. Mangiaratti would be best for the Town although they do not have experience as a Town Manager and are young. Both of them, Ms. Hemmerle in particular, would need to get into a mentoring program. The caliber of staff and knowledge would be able to help.

Ms. Gardner: Echoed Ms. Green's thanks to the TMSC and was impressed with each applicant. Heart went to Ms. Hemmerle but head went to Mr. Mangiaratti. They bring different strengths and both would be good for the town. Mr. Hendricks had a different vibe. Knowing department heads personally Mr. Mangiaratti and Ms. Hemmerle would be able to relate to them (department heads) more.

Mr. Berry stated all candidates are gifted and qualified and can do the job, he reviewed all candidates: Mr. Crane would be first choice. His personality is most appealing. Mr. Berry liked the answers about what he did in Wisconsin in the workforce and how he dealt with citizens as individuals. Impressed with the D.I.F.F program – innovative, new tool in the town. Mr. Crane had most experience as Town Manager working in Worcester and Lowell and has development experience. Demeanor was nice and let words flow in a way that was appealing and shows leadership.

Ms. Hemmerle – It would be to the towns benefit to hire a disabled woman and have that ability to break down barriers we have in town and relate to people with disabilities and leadership role as a woman. 100 day plan shows her planning background. Thinks she would hit ground running. Did have questions about what goals in life that would attract her here from Cambridge and she satisfied those questions.

Mr. Mangiaratti - Would be Mr. Berry's 2<sup>nd</sup> choice. Only reservations would be that he is younger and has no Town Manager experience. Was quiet in his interview but took that to mean that he was thoughtful, he thinks before he talks. Impressed with him and he is clearly dedicated to the job.

Mr. Hendricks - Liked his innovative approach with the coffee house for vets. Is a lawyer and would bring skills to the job that would be helpful. Military background comes through and leadership style. Mr. Hendricks would be Mr. Berry's 4<sup>th</sup> choice.

Mr. Benson: Mr. Crane and Mr. Mangiaratti were far superior candidates. They both come from like communities and are young men who are dedicated to public service. Mr. Crane leaped out to be best on paper. Mr. Crane said he thought about Mr. Benson's question about relocating and Mr. Crane said in terms of my daughters this would be the last move he'd want to make. Mr. Benson really liked Mr. Mangiaratti. He is much more sure of himself. Has fire in his belly for the job like what we saw in Don Johnson. Thinks Mr. Mangiaratti would be a great and easy fit for town staff. He would be a first time Town Manager so the town would have to take that into account and he may make a few mistakes in first year or 2. Leaning more towards choosing Mr. Mangiaratti.

Ms. Adachi: Reading just applications liked all of them. Reviewed all candidates:

Ms. Hemmerle - Liked and respect her for what she has accomplished with a setback 17 years ago. Has a wonderful job in Cambridge and don't know why she'd want to come to Acton. Concerned with lack of Collective Bargaining, Town Manager and working with BOS experience. Ms. Adachi thought that she could try a smaller town before tackling a town like ours. The town has been blessed to have stable and strong managers for decades.

Mr. Mangiaratti – Has a Westford connection and overlapped with Mr. Ledoux who hired him in Westford. He has a lot of experience. Worked in same sized towns, done an Inter-Municipal Agreement, Collective Bargaining, is part of the green community, dealt with solar, etc.

Mr. Hendricks - Very classily military trained, lawyer, writes well. Ms. Adachi was not convinced that he would be a good fit for our community. Did like the idea of the veterans coffee shop and Acton could consider something along those lines at the new Health and Human Service Building.

Mr. Crane – Stood out to Ms. Adachi. Dedicated to the public sector, has a lot of experiences and what we need/look for in a Town Manager which will enable him to hit ground running. Top two candidates: Mr. Crane and Mr. Mangiaratti.

Steve Noone, TMSC: Has done a lot of hiring. Mr. Crane would be my personal choice and who would be the lowest risk to be a problem hire. He has done the job in a similar community, also calm. Ms. Hemmerle can do the job and has skillsets. Mr. Mangiaratti, I really liked but is the classic #2 moving up to the top slot. Think he could do it but it would be taking more of a risk moving someone at his age to top spot. Really can't go too far wrong with any candidate.

Mike Gowing, TMSC: It has taken about 800 man hours to go through this process. There were other candidates that were in like jobs, TMSC wanted to bring different out of the box thinking as well. At end of the day any one of those would be acceptable to me skillsets and abilities.

Ms. Green: All of us mentioned in our top two candidates, Mr. Mangiaratti. It seems to be that he is the number one candidate and I feel comfortable with that. He's been an Assistant Town Manager for 8 years. He has the experience.

Mr. Berry: Mr. Mangiaratti emphasized in his essay compassion and integrity - sounds to me like a mountain climber. He had concern for other people and that's important with who you're working with and attracts them as a leader. Mr. Crane had experience working in Washington, which is a helpful background to have.

Ms. Adachi asked Mr. Benson what caused him to shift his top candidate to Mr. Mangiaratti.

Mr. Benson: I think about the town staff, both would be very good with them, I think Mr. Mangiaratti would be better, gut feeling. He has grown up here and is an Assistant Town Manager in Andover which is a like community. Mr. Mangiaratti has done a lot of work on Inter-Municipal Agreements for water with North Reading – he was the outreach person, just did excellent on that. There was a rough year in Andover where two selectmen wanted the resignation of the BOS chair, Town Manager and School Superintendent. Mr. Mangiaratti weathered that and kept the ship going.

Ms. Green moved to make a conditional offer to Mr. John Mangiaratti based on satisfactory background check and a mutual agreement of contract. Ms. Gardner seconded. All Ayes.

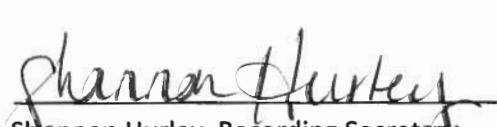
Ms. Adachi explained the next step would be to schedule an Executive Session with the Human Resources Director and Town Council to review a proposed contract.

Ms. Gardner moved to adjourn. Ms. Green seconded. All Ayes. Adjourned at 8:00PM.

#### **Consent Agenda**

None

Respectfully Submitted,

  
Shannon Hurley, Recording Secretary

  
Joan Gardner, Clerk