

**BOARD OF SELECTMEN  
MINUTES TUESDAY, SEPTEMBER 4, 2007  
APPROVED**

**Present:** George Dillon, Jr., Chairman; Joshua A. Degen, Vice Chairman; Stuart Schulman, Clerk; Peter Cunningham; Mihran Keoseian

**Also Present:** Jeff Ritter, Interim Administrative Officer; April Iannacone, Office Assistant

*Mr. Dillon called the regular meeting of the Board to Order at 7:00 p.m. and reviewed the agenda for the public.*

Mr. Dillon then introduced Patrice Garvin who was hired as the Administrative Assistant to the Selectmen's Office. He welcomed her and wished her the best of luck in her new career. All Selectmen gave congratulations. Mr. Degen announced that there had been a tremendous amount of qualified people who had applied for the position, however Patrice's credentials were very impressive and she will be an asset to the Board. He looks forward to working with her. Mr. Keoseian noted her 2 degrees to inform the public of some of her accomplishments.

Mr. Dillon gave thanks to all who had attended and helped to make the Labor Day Parade and Muster a successful event. Mr. Cunningham reminded the public that the State Primary was today and they had until 8:00 to vote.

**Don Black RE: Community Preservation Committee (CPC) Application for Cow Pond Field Expansion**

Mr. Black addressed the Board of Selectmen (BOS) to discuss the CPC application for the Cow Pond Field Expansion. The Parks Commission has been trying to find more field space for the growing interest and athletic use. The application is for \$35,000 to complete an engineering study to determine if and what space is available to expand parking and field space. The Cow Pond site should provide enough space to accommodate adequate parking and field space. The proposed field expansion is for 2 football/soccer size fields which would cost about \$600,000 each to build or approximately \$1.3 million for both. The Parks Commission would ask the town to vote upon paying for the expansion process over 20 years and then the new fields would generate some revenue to cover some of the repayment. Mr. Black then informed the Board that the CPC was requesting a letter of support from the Selectmen for the project before going forward. Mr. Dillon then informed Mr. Black that Christine Collins the Treasurer/Tax Collector had supplied information stating that the town could borrow for this type of project but it is limited to 15 years rather than 20 years. This would mean the cost to the town would be approximately \$125,000 per year according to today's interest rates. Mr. Black responded that right now the goal was to determine if there is usable space to accomplish this and what is available to do these expansions. Mr. Degen asked Mr. Black if they were looking to expand on the Route 40 end or the other end near the Tyngsboro line. Mr. Black responded that they were looking into the Route 40 end. Mr. Degen then informed Mr. Black that the Cow Pond site was being looked at as an affordable housing site. While he understands that the need for fields is clear he felt it worth looking into both sides of the existing site. Due to the potential for competing for the land the feasibility study should be done for a broader area rather than just one area in the event that affordable housing was to take that land, there would be a backup second choice for the fields. Mr. Dillon then noted that the anticipated annual income was listed at about \$100,000 according to the breakdown sheet /trend report created. He asked if that was the net income and a clear \$100,000 for upkeep. Mr. Black responded that the turf has maintenance fees and in any research of artificial turf there is a sanitation process that needs to take place a few times a year. The user fees would pay for it at \$30 - \$35 per registration form, per season, per athlete. Mr. Cunningham applauded Mr. Black's efforts to look into this. He felt that this was a good area to look into and doing some preliminary studies would be applicable information for either the fields or affordable housing. He asked where the \$1.3 million dollar

figure came from for the actual constructing of the fields. Mr. Black responded that the figure for each field was calculated at \$600,000. Mr. Cunningham then asked if they have also taken into account in kind services to pay for some of the costs. Mr. Black replied that they had not right now because they also had to go through the Conservation Commission to determine wetland buffers so the figures could be less. Mr. Cunningham confirmed that he liked the idea and thought that the Board should support doing work to see what can be done down there. He also asked Mr. Black if he had talked to others in order to come up with the numbers projected for building the fields. Mr. Black responded that yes he had gotten some quotes. He also noted that in kind services would probably change figures down the road because there would probably be some major contributions in that area. Mr. Schulman asked if there were plans to put up stands for the fields. Mr. Black responded that the long range goal is to put up stands and that they are looking at long range feasibility to create a venue that will generate income with things such as stands, announcing booths, etc. Mr. Dillon recognized the need for more athletic fields and establishing what can be done and with how much land. He felt that the Board will need to take a closer look at things when things get to looking at what to eventually do with the land. The town did not anticipate paying much for the Country Club but to date has paid more than expected for it (approximately 67% of the debt service on the \$2 million dollar purchase price), so they need to keep that in mind when looking forward. He would support looking into what can be done. Mr. Degen agreed and agreed that looking into stands and lighting would be important. The Board consented to supporting the CPC application for the study of the land and creating a letter of support. They gave thanks to Mr. Black

#### **Review Police Chief Questions**

Mr. Dillon informed the public that the Police Chief interviews would be conducted one at a time for approximately ½ hour each. The Board then needed to review the questions created and determine who would be asking which questions. There were 8 questions created and Mr. Dillon suggested not reading each question out loud and assign each member 1-2 questions. The Board was welcome to add questions if necessary and delete some if wanted. It was decided that each member would ask 2 questions. Mr. Degen stated that all questions were good and they should each pick one and then each insert one of their own. Mr. Cunningham took question 1, Mr. Dillon number 2, Mr. Keoseian number 7, Mr. Schulman number 6, and Mr. Degen number 4. Mr. Dillon then announced that there were 2 candidates coming in for interviews and that this was a long process carried out by the Search Committee. There were over 60 applications for the position and there was a lot of work done to reduce down to 5 candidates who then attended an assessment center. The assessment center was an all day process given by Mark Morse of MMA Consulting Group which then reduced the candidates to 3. Jeff Ritter and Elizabeth Currier both assisted in the process. Mr. Dillon gave thanks to all members of the Search Committee. He stated that he had attended some portions of the assessment center and felt that it was a valuable tool. He would recommend that if it was needed again it would be worthwhile.

#### **Police Chief Interview – Don Palma**

Mr. Dillon introduced Don Palma the first candidate. He is a Lieutenant in the Acton Police Department. He has a Masters and a Bachelors Degree in Criminal Justice. He is also currently and instructor in Municipal Police Training. Mr. Dillon then asked Mr. Palma if he had any opening comments. Mr. Palma responded that he was ok to go forward with the questions and then he may have a closing comment. Mr. Cunningham welcomed Mr. Palma and congratulated him. He asked Mr. Palma why he was interested in this position. Mr. Palma responded that it was a professional challenge to him. He has spent a number of years in a larger department but started out in a smaller department. Working as the Chief would pose a challenge for him. Mr. Cunningham then stated that the last time the town was selecting a Chief there was a high level of interest among the community over the Right to Carry and the License to Carry firearms. He then asked Mr. Palma to describe his philosophy in reviewing applicants coming in looking for one. Mr. Palma stated that he is the current licensee for firearms in his department. Any one looking to become licensed needs to be safe and competent. He follows the State requirements and also conducts a one on one interview with all applicants to be sure that they are going to be safe with it. Mr. Dillon then asked

about community policing and for examples of how he practiced it. Mr. Palma responded that he believed that it was about getting back to our origins and having police officers interact on a more one on one basis. In Acton he wants the police officers to know the community and the community to know the police officers. Officers deal with quality of life issues and participate in the Dare program. Officers are assigned full time and part time to schools, business organizations and community organizations. The department also has an intern program allowing special needs, high school and college students to watch detectives and go on patrol to learn and participate in day to day chores. He also serves as liaison to the Council on Aging. There are several citizens' police academies in high school classes. After recently building a new public safety complex he spent 3 months giving tours of the station to any public groups interested. He believes that all of this lets the community know what policing is all about and that they are professionals. Mr. Degen stated that Groton was a growing community and asked Mr. Palma how he would handle the department changing. Mr. Palma responded that through his process of interviewing and researching the town he learned that Groton parallels at about ½ the speed of Acton. There is about ½ the population and is about ½ as active. He sees the need for more taxing demands for the department, putting a large capital outlay for growth. He recommended slowly increasing the funds rather than trying to handle all at once. Mr. Schulman asked about his management and communication styles both with the public vs. his staff. Mr. Palma responded that his style has always been about leading by example. He does delegate tasks but would not ask anyone to do something that he would not. He recently attended an out of the ordinary, unattended death to provide support to the officers. He felt it important for them to see someone in command coming to the scene to see if they needed help or supplies. He is a proactive professional and likes to keep it light. In regards to the public he is outgoing in speaking with people and in working with the Council on Aging he has learned a great deal about issues and concerns. Mr. Keoseian asked Mr. Palma to describe a situation that was difficult and the outcome. Mr. Palma responded that he was dealing with a situation that was an ongoing investigation concerning a public employee. During the investigation some things have been substantiated. He has been hearing the process and charges have been filed on someone who is personally known to others. He has been fair and the officers were fair and though the situation is not resolved he will see where it goes. He had to give everyone the benefit of the doubt. Mr. Keoseian then stated that he would like to be out there and asked what made him crazy. Mr. Palma simply responded sloppy police officers. He thinks that when out in the public officers need to portray that professional image. From the public aspect he gets frustrated trying to educate difficult people. People who want to know why their incident has not been resolved immediately giving the insinuation that you are not doing your best. Mr. Schulman asked if Mr. Palma had any questions of the Board. Mr. Palma responded that he did not as of yet. Mr. Degen asked if Mr. Palma thought that Groton would benefit from the No Place for Hate Community Program and if so what he would do to facilitate the process. Mr. Palma responded that he is involved in the program in Acton and that yes it is a positive program and Groton should be involved. He would find local people to educate people in the community. Mr. Dillon asked Mr. Palma about his financial management and the problems a department can face. Mr. Palma responded that this was his weak spot. He has managed grants and has dealt with a 5 year capital program and segments of budget. He has dealt with bottom line budget there and would need to get used to a line item budget. He has had to face tough times in the department. He has faced cutbacks and the delay of purchases for equipment and vehicles. Through all of this he has had to come up with creative ways to keep the service level up. Mr. Palma then gave thanks to the Board for inviting him back. He is looking forward to a long lasting friendship and relationship with all. His record shows that he is loyal and will stay. If he is chosen as Chief he would be here to stay and is looking forward to ending his career as the Chief of Groton. He again gave thanks.

Mr. Dillon then mentioned the background check by Tom Daley of the top 3 candidates. He noted that one of the three dropped out last week to take another job in Connecticut.

Mr. Cunningham gave the public information about the process of the assessment center. Scenarios are set up where the Chief has to deal with real life situations and are evaluated based on responses to those

situations. One scenario involved a disgruntled Sergeant who did a good job getting applicants to respond to negativity. The assessment center was taped and all who were not present were able to view all candidates involved.

### **Police Chief Interview – Philip Kearns**

Mr. Dillon introduced Mr. Kearns who is the acting Chief in Fitchburg. Mr. Kearns has a Bachelors in Criminal Justice and a Masters in Public Administration. He graduated from the FBI National Academy. He has held numerous positions. Mr. Dillon then informed Mr. Kearns that each of the Selectmen would ask 2 questions. He asked Mr. Kearns if he had any comments before they began and or at the end. Mr. Kearns sated that he would wait until the end. Mr. Cunningham welcomed Mr. Kearns and congratulated him. He then asked why he was interested in the position. Mr. Kearns responded that he had served the city of Fitchburg for 27 years. He just turned 50 so he is nearing the end of his career and Groton is a nice size community. Mr. Dillon asked about community policing and for examples of how he practiced it. Mr. Kearns responded that he has tried in a number of ways to practice this in Fitchburg but because the City is so large it is harder to do there. The city had been given grants that allowed them to hire people for foot patrol to have contact and interaction with the public. When they were able to have foot patrols they concentrated on different areas and problems. Fitchburg has a high call volume and they have 5-6 cars devoted to call service. They have instituted bike patrols and a citizen's academy in which people on the street can come in for 10 weeks to get up to speed on how the department runs. Mr. Degen stated that Groton was a growing community and asked Mr. Kearns what steps he would put into place to deal with the growth. Mr. Kearns responded that residentially he would add officers assigned to the schools. If the town was growing more commercially or businesses then he would assign more officers to the business area. If there was more call growth then he would add to the night patrol. He would need to see the growth figures and would look at the man power and where it was headed. He would stay proactive on keeping the department from going down. Mr. Schulman asked about his management and communication styles publicly vs. the force. Mr. Kearns responded that he went through supervisory school while obtaining his masters and was taught to use a tell, sell, delegate participation within the department. He would feel out and understand people and the work system here to determine who can handle what type of management. He would try to get out every day to be involved with the public and if there was time he would go on some calls. He is hoping that in this town the Chief would have time to get out and meet people as well as learn the streets in town and keep up on any new streets coming out. Mr. Keoseian asked Mr. Kearns to explain a difficult situation that he has had to handle and the outcome. Mr. Kearns responded that his boss leaving has been difficult. He and the Chief had started the same day back in 1980 and their careers paralleled each other. They worked closely together. There were problems between the union and the Chief and budget problems causing a layoff. Things were good and then the budget got bad and the Chief decided to leave. From the time he made the decision to the time he was out the door was extremely quick. He regrets taking over for the Chief who was his friend. He has not been able to fix any issues yet and is unsure how to resolve them. Mr. Keoseian then asked Mr. Kearns what his hot spots were. What caught him off guard and got his blood boiling. Mr. Kearns responded whiny cops and when they complain about issues and do not understand what administration involves. Mr. Cunningham stated that there was a big interest in the community about the license to carry firearms. He asked Mr. Kearns about what type of policy he might employ and if there was certain protocol that he would follow in reviewing applications that came in. Mr. Kearns responded that the licenses were pretty well regulated by the state. The discretion of the Chief was about suitability. Most exclusions are statutory and are for prior convictions, mental health or a person who is least suitable. He would not decline someone unless he had a real good reason. Mr. Schulman asked about one victory or problem resolution that he has fixed. Mr. Kearns responded that he would like to think that he had quieted down some of the issues that were going on in Fitchburg. He is pushing to apply for as many grants as possible going forward. He believes that the moral has gone up a little rather than gone down. Mr. Degen asked if Mr. Kearns was aware of the No Place for Hate Community and if he felt Groton would benefit in this. If so what would he do to facilitate it? Mr. Kearns responded that he was aware of this and in Fitchburg the

Police Department felt strongly to assign a Spanish speaking officer to this program and it was not a bad thing. However, he would want to find out more about the town and community before trying to commit the town to it. Mr. Dillon asked Mr. Kearns to describe financial management challenges and problems that this area might encounter. Mr. Kearns responded that before acting as Chief his only financial tasks were with grants however he routinely had about a half a million dollars in grants at one time on average. The regular department budget was managed by another Captain so it would be a learning curve. The challenges or problems that he faced involve union negotiations and there is a negative \$60,000 in free cash in the City right now. Mr. Keoseian noted that the Town of Groton is in a little better financial shape. Mr. Kearns then stated that he was gratified to have made it this far and has questioned his advancement every time. He has sat in on the other side of an assessment center before but it was a good experience to have gone through. He appreciated getting this far regardless of the outcome.

Mr. Dillon announced that the Selectmen would take a paper ballot vote and then each would state for whom they voted and comment on why. The results of the vote were 5 votes in favor of Don Palma and 0 votes for Philip Kearns. Mr. Dillon then noted for the record that all 5 votes were for Mr. Palma. He then commented that from input from other people and the assessment center there was an excellent selection of candidates from which to choose from. He thinks that Mr. Palma gave good substantive answers to all questions. Of all 5 candidates that attended the assessment center Mr. Palma's overall average was the highest. Acton is a larger town in population but is similar in demographic. He has a good understanding and experience in community policing and has a good feel for financial management areas and strengths/weaknesses. Mr. Degen agreed that the town was lucky to have outstanding candidates. Mr. Palma had a good feel from small town policing having served Littleton and Acton for approximately 30 years. After hearing and seeing the assessment center exercises Mr. Palma has learned from experiences of Acton and what to avoid. Fitchburg is very different than Groton. Mr. Palma's community policing understanding has more balance in Groton. Mr. Schulman stated that both candidates were excellent. He felt that Mr. Palma had more potential to think outside the box. Their styles were also very different. Mr. Kearns was more big city style and Mr. Palma had more style similar to Groton policing. Mr. Kearns did not seem to have much knowledge about all things and was not as confident. Mr. Cunningham stated that there were definitely different types and sizes of the communities. He felt there was more depth to Mr. Palmas answers. Also as Fran had noted about the assessment center, Mr. Palmas in basket exercise about how to manage and prioritize was one of the highest scores seen for this exercise. He was definitely able to think outside the box. Mr. Keoseian stated that this was the third Chief Search that he had been through. He felt that the metrics of the candidates' background needed to fit that of the community. Mr. Palma had scored highest in the assessment center and his background lent the max to this community. Because of his responsiveness to the questions and the homework that he had done on the towns' current situation, Mr. Keoseian was confident that if he were to start tomorrow he could pick up and run the department from day one. Mr. Palma knew the town as thoroughly as an outsider could. Mr. Dillon then stated that the Selectmen will have an executive session to discuss the contract and then they will offer Mr. Palma the position.

**Public Hearing RE: R.C. Black, Inc. Earth Removal Permit Renewal**

[ X ] 1. Hearing Opened at 8:30 P.M.

*Vote: Mr. Degen moved to open the public hearing at 8:28 p.m. Seconded by Mr. Schulman. Unanimous vote.*

[ X ] 2. Read Legal Notice  
Published August 17<sup>th</sup> and 24<sup>th</sup>, Groton Herald, as per Town Code

2a. 24 Certified Abutter Notification mailed on 8-14-05  
2 Return Receipts are outstanding.

Mr. Dillon noted comments received from:

- Water Department
- Board of Health
- Police Chief

Michelle Collette the Earth Removal Inspector informed the BOS that the Earth Removal Advisory Committee had just concluded this discussion at their meeting upstairs. The committee had done a site walk on aug 25 and had voted unanimously to recommend renewal of this permit for 2 years. The operations of Mr. Black's business have not changed. The operations are low scale where most materials stay in town to benefit the town and are in compliance with the permit issued 2 years ago. Michelle will follow up with a written report for the file. Mr. Black's business has been running the same way for the last 50 years and do not plan to do anything differently. Ms. Collette had also stated that there had been some concern from the Conservation Commission, but Holly Estes was careful to check that there were no activities taking place within 100 feet of the Conservation Restriction.

[ X ] 3. Query audience for support either written or in person.

[ X ] 4. Query audience for objection either written or in person.

[ X ] 5. Hearing Closed at 8:34 p.m.

*Vote: Mr. Degen moved to close the public hearing at 8:34 p.m. Mr. Schulman seconded. Unanimous vote.*

*Vote: Mr. Degen moved to approve the renewal of an Earth Removal Permit for Robert C. Black, on Parcel 9, Assessors' Map 242, permit to expire September 4, 2009. Mr. Schulman seconded. Unanimous vote.*

### **Deerhaven Subdivision Order of Taking**

Attorney Bob Collins addressed the Board regarding the Order of Taking. He informed them that he has everything that is needed. He was only attending the meeting in case the Selectmen had any questions and to notarize their signatures. The document that they have is the latest version which includes a transaction that took place on Friday. The Order of Taking is for 3 roads: Deerfield Drive, Fawn Terrace Lane and Allison Park. Mr. Degen stated that this had all been approved at Town Meeting and did get an affirmative vote. This paperwork that they were to sign was just the formal taking itself. Mr. Collins stated that is he could take the acknowledgement and the documents with him this evening then he could execute and mail everything tomorrow. He also noted that for the affordable housing there were 2 units that were to look no different than market rate homes. He then confirmed that the Selectmen acknowledged that this was their free act and deed. The Selectmen confirmed that yes it was.

### **OTHER BUSINESS**

#### **One Day Liquor License, Josh Webber**

Mr. Dillon stated that there was a limit to the number of activities that can take place at this location. The insurance information is in line and the event was to take place from 4 p.m. to 8 p.m. Mr. Schulman asked how many events were allotted and how many had been done. There are 4 allotted per year and this was the only one this year. Mr. Dillon noted that the license was being approved for beer and wine vs. all alcohol and that there was some indication that this had been done previously. He asked if it was done the same for the last request. Ms. Iannacone replied that yes it had been for beer and wine only for the last request. This was an ABCC regulation that any for profit organization was allowed beer and wine only and non-profit organizations could be licensed for all alcohol.

*Mr. Degen moved to approve a one day Wine and Malt License for Josh Webber on behalf of the Gibbet Hill Barn for a wedding on the hill for Saturday, September 29, 2007 from 4:00 p.m. to 8:00 p.m. Mr. Schulman seconded. Unanimous vote.*

### **Request to close a portion of Wintergreen Lane for a block party**

Mr. Dillon stated that this request was the same as had been previously done. He then read the letter from Police Chief Mulhern stating that he had no issue with the road closing and noted the conditions upon which they needed to follow.

*Mr. Degen moved to approve the closing of Wintergreen Lane on September 15, 2007 from the hours of 2:00 p.m. to dusk for the purpose of a neighborhood block party with the following conditions:*

- 1. Roadway shall be posted at both ends with signage stating "resident and emergency vehicle access only.*
- 2. Lane must be left open for emergency vehicles at all times.*

*Mr. Schulman seconded. Unanimous vote.*

### **REPORT OF THE INTERIM ADMINISTRATIVE OFFICER**

Mr. Ritter informed the Board that he had created and orientation meeting schedule for Patrice Garvin in order for her to meet with the various departments that she will have interaction with on a one on one basis. The position of Building Inspector has been posted and his hope is to have the position filled by mid October. He has spoken with Don Kinney to ask him to increase his hours to 35 hours per week and he has agreed to do so until the position is filled. The increase of hours should be able to be done without going over his 900 hours per year and Mr. Ritter would monitor the hours to be sure. Mr. Kinney's hourly salary would be increased during this period of time. There is a staff luncheon planned as a farewell to Mike Tusino. Mr. Ritter also stated that he and Mr. Degen would be meeting with Mike Tusino at 3:00 on Friday to review his performance evaluation. He will be sending out letters of thanks to members of the Police Chief Screening Committee. He will also plan to meet with John Estabrook the Building Maintenance Supervisor on Thursday to review his performance evaluation. Mr. Estabrook has no assigned Liaison and is a direct report to Mr. Ritter. Mr. Ritter then gave thanks to Michelle for pulling together the application for the DEP Grant for the James Brook Stormwater Management Plan which was approved to be awarded \$134,450.

### **SELECTMEN LIAISON REPORTS**

Mr. Cunningham announced that the Blue Ribbon Governance Committee had prepared the final draft document. This will be the copy will be going to Town Council for review. There are two public hearings scheduled for September 20<sup>th</sup> at 7:30 p.m. at Town Hall and then again on October 18<sup>th</sup>, same time and place. The committee will also place on the Cable TV message board. There will be a session at the Senior Center and the committee is willing to go out and talk about the charter with anyone interested. Mr. Dillon asked if there had been any ads placed in the local newspapers. Mr. Cunningham responded that the landmark had done some and he will be in touch with others as to what the changes would be, any major differences in government and how it would affect people. Mr. Schulman asked if any suggestions had been made that have made it onto the document. Mr. Cunningham responded that there had been some and that they were always open to other suggestions. The Selectmen gave thanks to Peter for all of his hard work.

Mr. Degen stated that the Fall Special Town Meeting Warrant had opened today at noon and will be open for the next 10 days. If there was anyone looking to prepare a citizens petition they should contact Jeff to find out the process to be put onto the warrant.

Mr. Dillon announced that the Town Clerk would be stopping in to share the preliminary vote results of the primary election. The unofficial results for the Democratic Party were: 144 for Donaghue, 174 for Eldridge, 40 for Finegold, 386 for Tsongas. For the Republican Party: 282 for Ogonowski and 22 for Tierney. For voter turn out: Precinct 1 was the highest at 18.4%, Precinct 2 was 13.4%, Precinct 3 was

16.5% for a total registered voter turn out of 16.1%. The results will be posted in Town Hall and the Election will be held October 16<sup>th</sup>. The voter registration deadline is September 26<sup>th</sup>. Mr. Cunningham asked how many registered voters there were in Town and if there were any glitches. Ms. Maloney stated that there were 6698 registered voters and that everything had worked fine. She also publicly thanked everyone who had helped to execute the election and stated that the Town was fortunate to have so many dedicated volunteers. Mr. Dillon asked if there was any effort on way to try to get some costs recovered by the State. Ms. Maloney stated that there would be a small reimbursement from the State. Mr. Dillon also then informed the public of what an Order of Taking was. The Order of Taking meant that all of the preliminary conditions have been met and has already been accepted by the Town and now they were just taking the land and becoming the land owners.

**OTHER BUSINESS CONTINUED**

*Mr. Schulman moved to approve the regular session minutes of August 27, 2007 as amended. Mr. Keoseian seconded. Voted 4 in favor (G.D, S.S., M.K., P.C.) and 1 abstained (J.D.).*

*Mr. Cunningham moved to approve and not release the executive session minutes of August 27, 2007. Mr. Schulman seconded. Voted 4 in favor (G.D., S.S., M.K., P.C.) and 1 abstained (J.D.).*

**EXECUTIVE SESSION**

*Mr. Degen moved to enter into Executive Session at 9:12 p.m. in accordance with MGL Chapter 39, Section 23B, for the purpose of discussing certain provisions of an employment agreement (contract) and will not reconvene in Open Session. Mr. Schulman seconded. Roll Call Vote: Dillon – yes; Degen – yes; Schulman – yes; Cunningham – yes; Keoseian – yes.*

Approved: \_\_\_\_\_  
Stuart Schulman, Clerk

\_\_\_\_\_ respectfully submitted,  
April Iannacone  
Office Assistant

Date Approved: *October 1, 2007*