

**TOWN OF HAMILTON
BOARD OF SELECTMEN
MARCH 6, 2010**

The Board of Selectmen met at the Hamilton Town Hall at 10:00 a.m. on Saturday, March 6, 2010 with David Carey, William Bowler and Jennifer Scuteri present.

Town manager finalist candidate – second interviews

The Board continued it's meeting from yesterday and conducted second interviews of three finalists for Town manager.

Jason Hoch

Hoch has worked with police, fire and department of public works unions where he negotiated contracts and had a good working relationship. He referred to labor counsel when necessary.

Hoch is motivated by talking to staff about how to run municipal government. This has led to effective town and school collaboration. He was proud of a grant implementation that received a national award for work done.

A challenge for Hoch was a municipal renovation of the police station where he and committee members were on board to get a 60% vote but this was not accomplished at town meeting.

Hoch thought his former employees would describe his management style as interested and engaged with a high work expectation. He had to fire employees but they were not top level.

His greatest interests in Hamilton were the downtown charrette and merger study. Hoch thought the Town manager in Hamilton would put the authority and responsibility in one place working with the five-member Board of Selectmen. He believes it's essential to build relationships in a community especially as part of the economic development effort. The Town manager should be available to people in the community.

Also important was to keep the existing Finance Committee in an active role in the budget process. Core services such as trash collection should be evaluated to maximize efficiencies and more value could be added in the community/school collaboration.

Hoch thought the downtown charrette was a good first step towards getting downtown Hamilton more visually coherent and that the Town could act in the role of public sector partner. Working toward goals to encourage more business and greater residential densities in the neighborhood. For affordable housing, he thought Hamilton had to provide broader housing options.

For municipal government, ethics was most important as described by Hoch, basic services had to be provided well and a vision for the Town's future. He was excited about the restructuring of local government in Hamilton and opportunities to regionalize.

Michael Lombardo

He had experience with collective bargaining as the lead voice (labor attorney was in a support role) with human resources, fire, police and AFSCME unions.

Engaging people, working collaboratively to attend to the greater community, motivate Lombardo.

He thought the Town manager in Hamilton could utilize the expertise of the Finance Committee in developing the budget. The Town manager would provide broad thinking in an executive role. Working with department heads, the Town manager would be fair, set expectations and create collaborative relationships to serve the public well. Lombardo is not a micro manager but would directly supervise and mentor, he would trust his employees to do their jobs.

Lombardo spoke to the Board briefly about the Town's tax structure and how it is important to work with the state on financial issues.

In regard to the cost of house prices in Hamilton, he said it would be affordable for him.

Lombardo discussed the need for commercial development in Town through using the master plan and that he would plan to meet with businesses and organizations in Hamilton.

He thought identifying the needs of the community and matching those with services was important as well as quantifying the delivery of services. To help understand what the Town is getting for its tax dollars.

Lombardo was interested in performance measurement, future forecasting and evaluating effectiveness. He has experience writing grant applications and getting funding. In addition, Lombardo has published articles on team building and has had success using an assessment tool called the Kolbe index.

Charles Kostro

He reiterated the challenges he encountered when working for the state and how he leveraged highway maintenance services, private financing and a managed competition program where highway employees could bid on jobs and do their own work.

Kostro works with a police union in Newbury.

He gave back some of his salary a few years ago in an effort to help out the town financially. Kostro is motivated by the financial management involved in running local government and thought in Hamilton he could work well with the existing Finance Committee. He is interested in Hamilton because it has more resources and a larger Town budget than Newbury so he would have more time to do innovative procurement.

He believes a town's priorities should be public safety, education and public works. Kostro has experience analyzing how to develop new growth in Newbury and believes that public works services would be a good candidate for regionalization. He has had success with PILOT programs working with the Governor's Academy and wildlife refuge where there is a lot of state-owned land.

David Carey entertained a motion at 1:18 p.m. to close the interviews. William Bowler so moved. Jennifer Scuteri seconded the motion. VOTE: Unanimous.

Respectfully submitted by Jane Dooley, Minutes Secretary

ATTEST: _____
Clerk