

**Board of Selectmen
September 10, 2018
Town Hall**

Present:

Mary Blanchard, Chairman
Priscilla Gimas, Vice-Chair
Mary Dowling, Clerk
Michael Suprenant
Chase Kaitbenski
Jeneé Lacy, Admin Assistant

Also Present:

Michael Hartman
Theodore Kozak
Brian Palaia

Chairman Blanchard called the meeting to order at 5:00 p.m.

The Selectmen led the Pledge of Allegiance.

Michael Hartman Interview for Interim Town Administrator Position

Michael Hartman came forward and introduced himself. He stated that he had over 35 years of municipality administration experience and that he is currently retired. M. Blanchard asked M. Hartman if his working hours would be restricted because he was retired and when he could start if chosen. M. Hartman responded that he doesn't think his hours would be restricted and that he can have his retirement put on hold. M. Hartman stated that he could start on September 27th. The Selectmen each asked M. Hartman three interview questions each regarding his experience with different aspects of the TA position, his attitudes and his management style.

Theodore Kozak Interview for Interim Town Administrator Position

Theodore Kozak came forward and introduced himself. He stated that he had over 30 years of municipality administration experience, he was the former Town Manager in Northbridge and that he is currently retired but felt a calling to apply for the interim position in Sturbridge. M. Blanchard asked T. Kozak if his working hours would be restricted because he was retired and when he could start if chosen. T. Kozak responded that he wouldn't have limited hours, and he could work as much or as little as the Board wanted him to. T. Kozak stated that he could start immediately. The Selectmen each asked T. Kozak three interview questions each regarding his experience with different aspects of the TA position, his attitudes and his management style.

Brian Palaia Interview for Interim Town Administrator Position

Brian Palaia came forward and introduced himself. He stated that he had 15 years of municipality administration experience, he was the former Town Administrator in Oxford and discussed the reason he was asked to resign from his previous TA position and accusations made against him.

M. Blanchard asked B. Palaia if his working hours would be restricted and when he could start if chosen. B. Palaia responded that he wouldn't have limited hours and that he could start immediately.

The Selectmen each asked B. Palaia three interview questions each regarding his experience with different aspects of the TA position, his attitudes and his management style.

Discussion

The Board of Selectmen discussed the three candidates.

M. Blanchard stated that she liked T. Kozak the most. M. Hartman interviewed well but she was worried about his late start date and that she was less impressed with B. Palaia in this interview than she was when he interviewed for the TA position before.

M. Dowling stated that T. Kozak reminded her of L. Gaumond's management style, she liked how positive he seemed to be and that it would be a very smooth transition. She also liked that he had a background in accounting. M. Dowling stated that she liked the answers given by B. Palaia and M. Hartman, but that M. Hartman seemed to be more formal.

M. Suprenant agreed with M. Dowling that T. Kozak was very much like L. Gaumond and he liked the answers given by M. Hartman and B. Palaia but he was in favor of T. Kozak.

C. Kaitbenski stated that he really liked the answers given by B. Palaia and though the issues he had in his former position was troubling he liked how straight forward B. Palaia was about all of it. C. Kaitbenski also stated that he liked both M. Hartman and T. Kozak but that starting dates really become a deciding factor.

P. Gimás stated that she gives a lot of credit to B. Palaia for being so straight forward regarding his past issues. She also stated that she liked that M. Hartman had experience from different states and towns. P. Gimás didn't like an answer that T. Kozak gave regarding confidentiality between himself and individual Selectmen. Her choices would be M. Hartman, B. Palaia, and then T. Kozak.

Vote to Appoint Interim Town Administrator

Motion: To appoint Theodore Kozak as the Interim Town Administrator. By: M. Blanchard
2nd: M. Dowling

Vote: 4 – 1 (P. Gimás opposed)

Motion: To have M. Blanchard enter into negotiations with Theodore Kozak for the role of Interim Town Administrator. By: M. Dowling

2nd: M. Suprenant

Vote: All in Favor (5-0)

Motion: To adjourn at 6:50 p.m. By: M. Blanchard

2nd: C. Kaitbenski

Vote: All in Favor (5-0)

Adjourned at 6:50 p.m.

Minutes prepared by: Jeneé Lacy

Clerk of the Board: Mary Dowsley

Date approved: Sept 17 '18