



Select Board Meeting

Thursday, August 12, 2021 8:30 AM

Virtual Meeting to be Recorded

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2021 AUG 10 AM 8:18
TOWN OF ANDOVER, MASS

I. Call to Order – 8:30 A.M.

II. Regular Business

A. Town Manager Review Process – (5 minutes)

Board to review and approve Town Manager Review schedule and evaluation instrument.

III. Consent Agenda

A. Appointments by the Town Manager

Board to vote that the following appointments by the Town Manager be approved.

Department	Name	Position	Rate/Term	Date of Hire
Facilities	Michael LaPlante (David Ouellette)	Materials Coordinator	\$76,018.56/yr	8/17/2021
Community Services _ Recreation	Owen Miller	Seasonal	\$14.00/hr	7/20/2021
Community Services – Recreation	Meghan Dellea	Seasonal	\$12.75/hr	7/20/2021
Economic Development Council	Ed Gundrum	Member	Term Expires 6/30/2024	8/12/2021

IV. Approval of Minutes

A. Board to approve minutes from the following meetings:

1. May 3, 2021
2. August 2, 2021

V. Executive Session

Board to vote to go into Executive Session pursuant to Purpose 3 for confidential communication with Counsel to discuss strategy with respect to litigation filed by William Fahey and that the Chair declare that an open session may have a detrimental effect on the litigation position of the Town, and not to return to open session.

VI. Adjourn

Pursuant to S.2475 “An Act Relative to Extending Certain COVID-19 Measures Adopted during the State of Emergency,” which was enacted into law on June 16, 2021, this meeting of the Select Board will be conducted via remote participation to the greatest extent possible.

Every effort will be made to ensure that the public can adequately access the proceedings in real time via technological means. In the event that we are unable to do so despite our best efforts, we will post on the Town’s website an audio or video recording, transcript, or other comprehensive record of the proceedings as soon as possible after the meeting.

Select Board Meeting

Monday, May 3, 2021

Virtual Meeting Broadcast on Comcast Channel 22 Verizon Channel 45

I. Call to Order

Chairperson Annie Gilbert called the Select Board Meeting of Monday, May 3, 2021 to order at 7:00 PM. Members in attendance: Laura Gregory, Chris Huntress, Alex Vispoli, D. Howe.

Others in Attendance: Town Manager Andrew Flanagan, Deputy Town Manager Mike Lindstrom, Assistant Town Manager Patrick Lawlor, Town Clerk Austin Simko, Town Counsel Tom Urbelis, and Jemma Lambert, Director of Community Services.

II. Opening Ceremonies

A. Moment of Silence/Pledge of Allegiance

The meeting began with a Moment of Silence followed by a Salute to the Flag.

III. Communications/Announcements/Liaison Reports

The Town Manager made the following announcements:

- The 2021 paving season is about to begin, the street listings and interactive map is available on the Andover website. <https://andoverma.gov/>
- Nominations for the Virginia Cole Award are open through May 14th; the nomination forms are on the Andover website. <https://andoverma.gov/>
- Public Outreach for the Integrated Financial Plan will continue to be held on Tuesday nights through June 5th and Virtual Office Hours for questions about the plan on Thursdays. The process is going exactly as hoped, the version of the plan is different than what it was when we started. They look forward to continuing the community dialogue.
- The Steering Committee for the Master Plan will kick off their forum this Thursday.

Mike Lindstrom said the public comment period for Andover Community Power is open and available on the Town Website until May 17th.

Austin Simko reported that the last date to register to vote at the June 5th Town Meeting is Monday, May 17th; the Town Clerk's office will be open until 7:00 PM. The June 15th Special Election ballots are ready and residents can email the Town Clerk's Office to request a ballot by mail.

Laura Gregory shared that Memorial Hall Library is offering a program on Wednesday May 5th at 6:30 PM via Zoom titled: The Ethics of Anti-Racism: A Virtual Evening with Dr. Eddie S. Glaude. Sign up is available on the MHL Website.

Alex Vispoli congratulated the Free Christian Church in Andover who is celebrating the 175th anniversary of their founding this year. There is an outdoor display showing the

history of the church. Alex and Annie Gilbert both attended a ceremony at the church to celebrate the event.

Annie Gilbert acknowledged the Dept. of Public Works for hosting the neighborhood clean-up last weekend that included 26 different teams of residents who cleared up 19 sections of the Town on Earth Day. Annie also pointed out that there is a wonderful large-scale woven art mural on display on the fence at the Andover Center for History & Culture on Main Street. The mural was created by Andover residents Emily O'Hara, Molly Foley, and Morgan von Prelle Pecelli.

IV. Citizens Petitions and Presentations

To provide public comment during Citizens Petitions and Presentations visit:
www.andoverma.gov/JoinSelectBoardMeeting

V. Public Hearings

A. Monarch Lane Street Acceptance

Board opened a public hearing at 7:09 PM to consider the layout and acceptance of Monarch Lane as a Public Way. Tom Urbelis said this request was on the warrant but there is a title problem with regard to the street that has to be rectified with the land court that will take a while. The Planning Board recommended that it not be laid out at this time and that it will be withdrawn from the Town Warrant.

Dick Howe moved that the Board to vote to not layout Monarch Lane and to recommend withdrawal of Article 2 at Town Meeting. Motion seconded by Alex Vispoli. Roll call: A. Vispoli-Y, D. Howe-Y, A. Gilbert-Y, L. Gregory-Y. Motion passes 4-1. Chris Huntress abstained.

VI. Regular Business

A. Acceptance of Open Space Deed – Monarch Lane Open Space Lot

Board to consider voting to accept of the deed from Twin Birch Development, LLC, for the open space lot in the Monarch Woods Subdivision, to be under the care, custody, control and management of the Conservation Commission. Tom Urbelis reported that approximately 3 acres of open space is to be conveyed to the Town. The Conservation Commission has already signed off on the deed and the Board is being asked to take a vote to authorize the Chair to sign the deed which will then be recorded at the Registry.

Laura Gregory moved that the Select Board accept the deed from Twin Birch Development, LLC to the Open Space off Monarch Lane located in the Monarch Woods subdivision and authorize the Chair to sign the acceptance on behalf of the Select Board. Motion seconded by Alex Vispoli. Roll call: L Gregory-Y, A. Vispoli-Y, D. Howe-Y, A. Gilbert-Y. Chris Huntress abstained. Motion passes 4-1.

B. 375th Anniversary Gift Acceptance and Expenditure

Board to consider voting to accept gifts and approve expenditures pertaining to the town's 375th Anniversary Celebration. Paul MacKay of the 375th Committee reported that they intend to do some fundraising to support all of the events they are planning. To expediate the process as much as possible, they are requesting the Board allow them

to take in donations and make expenditures without having to come to the Board each time. The donations and expenditures would be for the events and promotions previously outlined.

Alex Vispoli asked if all of the expenses will come out of these gifts. The Town Manager said the majority of the costs will come through this mechanism, but there could be some other expenses paid out of the budget (ancillary costs) that support celebrations.

Alex Vispoli moved for the Select Board to accept gifts and approve expenditures pertaining to the Town's 375th Anniversary Celebration. Motion seconded by Dick Howe. Roll call: D. Howe-Y, C. Huntress-Y, L. Gregory-Y, A. Vispoli-Y, A. Gilbert-Y. Motion passes 5-0.

C. Robb Center Room Naming

Board to consider voting to approve sponsored room names and a process for approving engraved bricks at the Robb Center. The Town Manager said that donors could donate a sum of money to have a room named for a company or for someone; this was part of the project and a critical piece of the discussion. The Board passed a naming policy, and now the Town Manager is asking the Board to approve all of the naming of the spaces in the Senior Center. A memo listing the requests has been provided to the Select Board. They are they are also seeking approval for the engraving of the bricks purchased.

Paul MacKay said they received a sponsorship for a number of the rooms, 240 engraved bricks were purchased, and they sold a number of benches. The total funds raised to date (net of expenses) is in excess of more than \$450,000; the goal was \$500,000 and they have two more months to raise additional funds. Annie Gilbert said part of the naming policy adopted by the Select Board references the fact that the use/function of any named room could change at some point in the future.

Alex Vispoli moved that the Select Board approve the sponsored room names as printed and also a process for approving the engraved bricks and benches at the Robb Center. Motion seconded by Chris Huntress. Roll call: D. Howe-Y, C. Huntress-Y, A. Vispoli-Y, L. Gregory-Y, A. Gilbert-Y. Motion passes 5-0.

D. Diversity Audit

Board to hear findings and recommendations from Diversity Audit.

The Town Manager said that a Community Forum on Diversity Equity, and Inclusion was held almost a year ago. At that time, we committed to hold a community-wide assessment kicking off 10-months of work to develop a better understanding of the areas we need to move forward with as an organization and as a community. Mr. Flanagan thanked Jemma Lambert, Director of Community Services, who has done extraordinary work in leading this effort. The Town Manager also thanked Rick Pinderhughes from Visions Inc. and the supporting cast of residents who have been actively involved. Jemma Lambert said we would not have been able to move this important work forward without the help of the many community volunteers.

Mr. Pinderhughes shared the results of the survey which yielded over 1,400 responses and findings from the focus groups with residents on the racial climate in Andover and how the community is responding. Over 700 of the 1,400 respondents filled out the three open-ended questions. Most of the respondents had a lot to say about strengths, and challenges and about recommendations that they put a lot of effort in terms of suggestions.

The presentation included a summary of key Andover challenges and the findings which included lots of strengths showing and that Andover is very welcoming and organized. The schools are seen as very effective in engagement and building skills to respond to conversations in the classroom and facilitating. Town Community Service was seen as very strong, especially the employees at the Memorial Hall Library who continue to offer events on diversity. Elder and Youth Services was also cited for their support. The perception is that Andover and is a well-intentioned community. The Town support for Businesses and the Faith Community are both very strong. Town Leadership was seen as committed and that we are engaging in this process and showing persistence in moving this along, as well as the attempt to make affordable housing in the community which was seen as a positive. School Curriculum was seen as needing adjustments, relevant to the overall cultural conversations in education today to balance current and historic perspectives.

Some of the key challenges included: The lack of diversity in many different sectors (School and Town Leadership). A significant amount of response of people not wanting to engage in conversations. Other responses included: Andover needs more community cultural events, frequent instances of demeaning comments experienced and observed, stereotype based on race including gender and class. Reports that people of color are stopped more frequently than whites and often in their own neighborhood. The Town does not effectively intervene when made aware of concerns.

Recommendations from the survey and the focus groups, showed it was clear the representation piece was on people's mind. Hiring a more diverse workforce is seen as one of the most needed and recommended action steps by the community. Training is needed for town employees, leadership, school staff and faculty, boards, elected officials and interested community and faculty to build the skills to effectively participate in and implement a long-term initiative to improve the racial climate and culture. Provide opportunity for all employees and leadership to improve skills for having cross cultural, challenging conversations; enhance problem-solving using a multicultural lens.

The complete report is posted on the Town's website on the main page and can also be found on the Andover Diverse Webpage accessed through the Community Services Page.

Jemma Lambert said that the Diversity Commission is new and hugely diverse with a lot people who are well equipped to move all of this forward. In the short term, she envisions have a public meeting in the next few weeks followed by an open Commission Forum and then a full-day retreat to discuss what they would like to do in what order. They will be setting a strategic direction as a group.

Laura Gregory thanked everyone who worked in the group and completed the surveys, it was an excellent report. She thinks that representation may be a challenge but something we need to work hard on. She is very interested in learning more and having trainings for boards which is essential. We work really hard to communicate as well as we can, but we are missing a significant group of people, how can we do better? The Board is restricted to Open Meeting Law constricting them to the timing of their responses and one of the reasons there is a problem in their being responsive.

In response to the comments indicating that there is a feeling that nothing will ever change, Annie Gilbert hopes that the Board can ensure that this topic stays on the front burner and incorporate this work on a real-time basis.

E. Town Governance Study Committee

Board to receive update from Town Governance Study Committee regarding the committee's recommendations relative to Andover's form of government.

Several members of the Town Governance Study Committee were present. Chair of the Committee, Jon Stumpf, thanked the Board for inviting them to the meeting. The overview began with the process and forms of government. Paula Colby-Clements discussed various town governments they looked at noting that they held seven public forums, 25 sub-committee meetings, and received 42 online feedback submissions. They examined models of government in various communities and identified Andover's strengths and weaknesses.

The Committee deliberated on Representative Town Meeting, Council-Manager, and Open Town Meeting and unanimously voted to recommend an Open Town Meeting with Reform. Political infighting or rapid growth or other changes were not identified as problems in Andover. Town Meeting defects include low attendance, uneven representation and bad decisions. Decisions in Andover can be made as a community and friends and neighbors are the ultimate check and balance in Town Meeting. Generally, 500 residents attend the Annual Town meeting with up to 2,500 residents attending for the big issues.

Benefits of Open Town Meeting include having a unique right to sponsor debate and vote, attendance, and only you can represent you best. Decisions drawn on the talented population and the maximum transparency must persuade the community as a whole. Residents who don't attend are well represented by many others that do attend. All communities can speak for themselves. People who come to our open town meeting are engaged, the size alone should not dictate who we are. Andover's Town Meeting still represents us well.

Paula discussed the forms of alternative governance, what the arguments were and why towns chose the form of government they did. They took real arguments from the community and delved into them.

Austin Simko said the Committee looked at various reforms which included the following: Adoption of in-person and electronic voting which will shorten the meeting and allow for confidential voting. Recommend consolidation of discussion of related articles even if separate votes are required. Support Town Meeting endorsement of conduct that is civil, honest, respectful of the time of others, and respectful of the rights of others to vote. Encourage submission of amendments for public review prior to Town Meeting and give priority in consideration to those amendments that are pre-filed. Prohibit events on Town/School property during Town Meeting nights. Provide pre-Town Meeting discussion of articles virtual and in-person streamed and recorded. Provide online Town Meeting training videos to improve the process and provide a welcome packet to orient new residents on Town Meeting. They also recommend that remote electronic voting be actively explored by the Town as technological and legal dimensions are better understood over time.

Jon Stumpf reviewed the next steps and dates with other items that still need to be considered. A report will be completed by November and issued in December. In April 2022, they will advise the Select Board and help to plan for the Annual Town Meeting. The Board thanked the Town Governance Committee for the very thoughtful and informative presentation and process and for extending the process due to COVID.

F. Reopening and Closing Town Meeting Warrant

The Town Manager reported on the request to open and close the Annual Town Meeting Warrant in order to replace the existing Article P-34 Land acquisition which they are modifying to include the actual parcels being voted on and to pull Article P-34, Shawsheen School-home rule to close the school and to wait until the project passes this year and vote next year on this Article in 2022.

Dick Howe moved that the Board re-open the 2021 Town Meeting Warrant to replace the existing Article P-34 Land Acquisition and to remove Article P-34 Shawsheen School and to close the warrant. Motion seconded by Alex Vispoli. Roll call: L. Gregory-Y, D. Howe-Y, A. Vispoli-Y, C. Huntress-Y, A. Gilbert-Y. Motion passes 5-0.

Town Articles	
P4	Fiscal Year 2022 Budget \$ 202,928,693 Chris Huntress moved to recommend approval of WA 4, the FY 2022 Operating Budget totaling \$205,050,163, less budgeted revenues of \$2,121,470 for a net total of \$202,928,693. Motion seconded by Laura Gregory. Roll call: L. Gregory-Y, C. Huntress-Y, D. Howe-Y, A. Vispoli-Y, A. Gilbert-Y. Motion passes 5-0
P32	Street Acceptance – Monarch Lane (vote taken earlier in the meeting)
P34	Land Acquisition: 138 Chandler Rd. 44.41 acres in the amount of \$4,025,000. Laura Gregory moved to recommend approval of WA 34 Land Acquisition. Motion seconded by Alex Vispoli. Roll call: L. Gregory-Y, A. Vispoli-Y, D. Howe-Y, C. Huntress-Y, and A. Gilbert-Y. Motion passes 5-0.

G. Annual Town Meeting Warrant

Alex Vispoli moved that the Select Board sign the 2021 Annual Town Meeting Warrant as printed. Motion seconded by Chris Huntress. Roll call: D. Howe-Y, C. Huntress-Y, A. Vispoli-Y, L. Gregory-Y, A. Gilbert-Y. Motion passes 5-0.

H. Annual Town Meeting Articles

Board to consider voting to take a position on the following articles:

Private Articles	
P35	Merrimack River Solid Waste Collection & Removal Project from Free Cash. Alex Vispoli moved to recommend disapproval of Article P5. Motion seconded by Chris Huntress. Roll call: C. Huntress-Y, A. Vispoli-Y, D. Howe-Y, L. Gregory-Y, and A. Gilbert-Y. Motion passes 5-0.
P36	Form of Government Ballot Question presented by Joe Albuquerque. Alex Vispoli moved to recommend disapproval of Article P-36 as written. Motion seconded by Dick Howe. Roll call: A. Vispoli-Y, D. Howe-Y, L. Gregory-Y, C. Huntress-Y, and A. Gilbert-Y. Motion passes 5-0.
P37	Town Election Date presented by Joe Albuquerque Alex Vispoli moved to recommend disapproval of P37. Motion seconded by Dick Howe. Roll call: D. Howe-Y, C. Huntress-Y, L. Gregory-Y, A. Vispoli-Y, A. Gilbert-Y. Motion passes 5-0.
P38	Terms for Boards, Committees & Commissions presented by Joe Albuquerque. Dick Howe moved to recommend disapproval of P38. Motion seconded by Alex Vispoli. Roll call: D. Howe-Y, A. Vispoli-Y, C. Huntress-Y, L. Gregory-Y, A. Gilbert-Y. Motion passes 5-0.
P39	Noise and Vibration Standards Bylaw presented by Joe Albuquerque. Laura Gregory moved to recommend disapproval of P39. Motion seconded by Dick Howe. Roll call: L. Gregory-Y, D. Howe-Y, A. Vispoli-Y, C. Huntress-N, A. Gilbert-Y. Motion passes 4-1.

VII. Consent Agenda

A. Appointments by the Town Manager

Dick Howe moved that the Select Board vote to approve the following appointments by the Town Manager. Motion seconded by Alex Vispoli. Roll call: D. Howe-Y, A. Vispoli-Y, L. Gregory-Y, C. Huntress-Y, A. Gilbert-Y. Motion passes 5-0.

Department	Name	Position	Rate/Term	Date of Hire
Fire Rescue	Michael Oteri <i>(William Loehr)</i>	Lieutenant	\$100,227.61/year	5/2/2021
Public Works	Randy Farnan <i>(Matthew Byrne)</i>	Equipment Operator I	\$56,001.20/year	5/4/2021

Police Department	Alexander King <i>(David Carriere)</i>	Patrolman	\$54,148.49/year	5/10/2021
Police Department	Benjamin Hardy <i>(William Bruner)</i>	Public Safety Communicator	\$53,576.41/year	5/16/2021
CD&P – Planning	Rebecca Anoli	Part-Time Administrative Secretary	\$24.00/hour	5/4/2021

VIII. Approval of Minutes

A. Board to approve minutes from the following meetings:

Laura Gregory moved to approve the Minutes of March 24, 2021 as printed. Motion seconded by Alex Vispoli. Roll call: L. Gregory-Y, A. Vispoli-Y, C. Huntress-Y, A. Gilbert-Y. Motion passes 4-1. Dick Howe abstained.

Laura Gregory moved to approve the Minutes of April 5, 2021 as printed. Motion seconded by Alex Vispoli. Roll call: L. Gregory-Y, A. Vispoli-Y, C. Huntress-Y, D. Howe-Y, A. Gilbert-Y. Motion passes 5-0.

IX. Adjourn

At 10:43 PM Alex Vispoli moved to adjourn from the meeting of May 3, 2021. The motion was seconded by Chris Huntress. Roll call: C. Huntress-Y, D. Howe-Y, L. Gregory-Y, A. Vispoli-Y, A. Gilbert-Y. Motion passes 5-0.

Respectfully submitted,

Dee DeLorenzo
Recording Secretary

Select Board Meeting
Monday, August 2, 2021
Memorial Hall, Memorial Hall Library
2 North Main Street, Andover, MA 01810

I. Call to Order – 6:15 PM

The Chair called the meeting of August 2, 2021 to order at 6:15 P.M. Members in attendance: Laura Gregory, Alex Vispoli, Annie Gilbert, Dick Howe, and Chris Huntress.

Others in Attendance: Town Manager Andrew Flanagan, Deputy own Manager Mike Lindstrom, Town Counsel Tom Urbelis, and Atty. Kesten

II. Executive Session

Laura Gregory moved to vote to go into Executive Session pursuant to Purpose 3 for confidential communication with Counsel to discuss strategy with respect to litigation filed by William Fahey and that the Chair declare that an open session may have a detrimental effect on the litigation position of the Town, and to return to open session. Motion seconded by Alex Vispoli. The Chair so declared that an open session may have a detrimental effect on the litigation opposition of the Town. Motion passes 5-0.

Regular Session resumed at 7:00 PM

III. Opening Ceremonies

A. Moment of Silence/Pledge of Allegiance

The meeting began with a Moment of Silence followed by the Pledge of Allegiance.

IV. Communications/Announcements/Liaison Reports

The Town Manager announced that the Ballardvale Green dedication will be held tomorrow at 12:00 PM in honor of Richard Bowen, who was the second Town Manager from 1963-1969 and who has been very involved with the care of the Ballardvale Green.

Austin Simko reported that the Town Yard Selection Committee is holding two meetings next week on Monday, August 9 and Thursday, August 12 at noontime to discuss the disposition of the Town Yard.

Annie Gilbert reported that she and Alex Vispoli attended the MASC Webinar on Public Meetings which was very well done and they discussed how communities handled the interactive hybrid public meetings.

Alex Vispoli announced that the Show and Shine Car Show Fundraiser will be held at the Playstead on September 26th to benefit the Andover Fire Fighter's Relief Association. The cost to register your car is \$20.00.

Chris Huntress thanked the Merrimack River Group who on July 24th hosted the first clean-up of debris trapped along the banks of the Merrimack River.

Health Director Tom Carbone, spoke about the status of Covid-19 in Andover. Today the Andover website was updated with new information for July and going forward they will produce information every 7-days. The stats today are where we were in April. Updates from the CDC on mask use encourage those who are not vaccinated to wear a face mask and to seek out a vaccine where available. Right now, mask use is highly unvaccinated recommended for anyone who has an immunity deficiency.

V. **Citizens Petitions and Presentations**

A group of well over 50 people were in attendance and who provided over an hour of commentary, sharing their opinions, asking pointed questions, and who pressed the Select Board and the Town Manager on the firing of Bill Fahey, Director of Youth Services. Residents expressed their disappointment with the Town's handling of this matter, it should have been handled much differently. There are sufficient gaps in the report, information has been intentionally used to discredit Bill Fahey's name and reputation.

Concerns included: The types of changes the Town Manager wants to make at AYS. It is the Board's responsibility to provide checks and balances.

How does the Town plan to uphold the AYS mission? The integrity and what AYS is what the public is worried about.

Chris Huntress said they are quite certain that they will uphold the values of AYS. They are working to find a suitable replacement for Bill Fahey

Under the leadership at AYS, kids have found a place of their own finding leadership, understanding and love, all qualities that help our youth. The Youth Service Model is not about creating a more 'clinical' setting, their model is unique. AYS has a full-time employee who is a licensed social worker who has gained the trust of many kids in this town and is an integral part of the team. AYS builds relationships with young people through productive programs, the work they do at AYS is preventative not clinical. That is what AYS has always been, meeting people where they are at.

The community is upset and the Board can change this direction, there are a lot of things that need to be done. Get us back on the course you know we could be on. There is work that has to be done and hopes the Board starts doing it. At the May 17th Select Board meeting following the news about the firing of Bill Fahey, the Select Board said they would do what they could to provide oversight and information. Citizens received a fully-redacted report. People can thankfully read the report thanks to the decision by the State Records Officer.

They hope that Glenn Wilson will be reinstated as the Director of Youth Services and that he is given the support he needs to do his job to help guide AYS through this very difficult time. What happened to Bill Fahey is unjust and unequitable. Bill has worked for 27-years to create a one-of-a kind youth development program.

AYS is clearly a place where students felt accepted and there is disagreement with Mr. Flanagan's belief that the Director of AYS should be a clinical person. Clinics and hospitals have their purpose and that is not what AYS is. We need to all work together to problem solve which has been a very unfortunate case of a person's reputation being maligned.

VI. Regular Business

A. 375th Anniversary Event One Day Liquor License on Town Property

Board to review and consider voting to approve a request from the 375th Committee for a one-day liquor license on town property for an End of Summer Party to be held in Municipal Lot 1 on August 19, 2021 as part of the 375th anniversary celebrations.

September 25th will be Community Day at lower Shawsheen Playground which will be a day full of education, classes, with 50 booths from local non-profits. An opening ceremony will begin the day. A list of the activities is available on the Town website. Buzz Stapchinski, former Town Manager, and Chairman of the 375th Anniversary Committee thanked the Committee and Ann Ormond for all of the work they have done. He talked about the September 25th day, Community Day, Classic Car Show on October 17th on Main Street and the First Night Event for families and adults. There will be more events coming into the New Year with a big celebration in 2022.

Alex Vispoli moved to approve the application of Andover Café LLC dba Larosa's, 7 Barnard Street, Andover, MA, for a Wine Beverage Only "One Day" license, under M.G.L. Chapter 138 Section 14, for an event on Town property to be held in Municipal Lot 1, Old Town Hall, 20 Main Street on August 19, 2021, subject to the condition that all other requirements of the Town are met prior to issuance. Motion seconded by Laura Gregory. Motion passes 5-0.

Alex Vispoli moved to approve the application of Oak & Iron 18 Red Spring Road, Andover, MA, for a Malt Beverage Only "One Day" license, under M.G.L. Chapter 138 Section 14, for an event on Town property to be held in Municipal Lot 1, Old Town Hall, 20 Main Street on August 19, 2021, subject to the condition that all other requirements of the Town are met prior to issuance. Motion seconded by Dick Howe. Motion passes 5-0.

VII. Consent Agenda

A. Appointments by the Select Board

Dick Howe moved that the following annual appointments and reappointments of election officers be approved as printed in the Consent Agenda and as recommended by the Town Clerk and further approve that the Town Clerk may from time to time appoint from among election officers such Wardens, Deputy Wardens, Deputy Clerks, Clerks, Inspectors, Deputy Inspectors, and Tellers as he deems appropriate. Motion seconded by Annie Gilbert. Motion passes 5-0

Former Select Board Member, Dan Kowalski asked why is it that we pay the poll workers under minimum wage and what it would cost to bring their pay up to the current

minimum wage amount. Austin Simko said he would like them to be paid more for what they do, but a legal determination was made that Election Officers are exempt from minimum wage. This rate actually reflects \$1.00 increase across the Board. Chris Huntress requested the Town Manager to provide a summary of what it would cost to bring the positions up to minimum wage and to provide information on what other Town's pay.

Department	Name	Position	Rate/Term	Date of Hire
Town Clerk	Judith T. Reghitto	Warden	\$12.25/hr	8/2/2021
Town Clerk	James J. Redmond	Clerk	\$12.25/hr	8/2/2021
Town Clerk	Elizabeth Anderson	Deputy Warden	\$10.25/hr.	8/2/2021
Town Clerk	Mary Jane Bausemer	Deputy Clerk	\$10.25/hr	8/2/2021
Town Clerk	David Berman	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Champa Bilwakesh	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Patricia M. Donahue	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Susan Fried	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Jack Hall	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Alexander Iannicelli	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Vicki Keene	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Martha B. Mahoney	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Ellen T. Marcus	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Kathleen M. Salvi	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Susan Schwarz	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Robert Decelle	Warden	\$12.25/hr	8/2/2021
Town Clerk	MaryRuth Luther	Clerk	\$10.25/hr	8/2/2021
Town Clerk	Lora Bates	Deputy Warden	\$10.25/hr	8/2/2021
Town Clerk	Patricia Boutin-Skene	Deputy Clerk	\$10.25/hr	8/2/2021
Town Clerk	Cynthia Campbell	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Rajiv Chopra	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Betsey Couture	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Gail A. Demaso	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Rhonda Fisher	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Norma A. Gammon	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Ann Grecoe	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Lois Kelly	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Gerda Mosca	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Steven Rosenfeld	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Iris Roskell	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	James Sellers	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Patricia J. Simpson	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	James Stellakis	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Margaret Tenczar	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	George Thomson	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Kevin Twohig	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Nancy Vogel	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Myrna Zetlan	Pollworker	\$10.25/hr	8/2/2021

Town Clerk	Denise S. Doherty	Warden	\$12.25/hr	8/2/2021
Town Clerk	Peter H. Schwind	Clerk	\$10.25/hr	8/2/2021
Town Clerk	Calvin G. Perry	Deputy Warden	\$10.25/hr	8/2/2021
Town Clerk	Kristen Ahearn	Deputy Clerk	\$10.25/hr	8/2/2021
Town Clerk	Rita T. Arsenault	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Barbara Ann Bourgeois	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Delores J. Cleland	Inspector	\$10.25/hr	8/2/2021
Town Clerk	John Doherty	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Kathleen Dolan	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Mary Mcgettrick	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Clinton Reiser	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	H. Francis Rittershaus	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Walter W. Salvi	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Suzanne Soo Hoo	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Sheila Wescott	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Sanders R. Witman	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Lenard Zohn	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Eleanor Everett	Warden	\$12.25/hr	8/2/2021
Town Clerk	Carol Hopkinson	Clerk	\$11.25/hr	8/2/2021
Town Clerk	Mary Kate Allard	Deputy Warden	\$10.25/hr	8/2/2021
Town Clerk	Constantine Bassilakis	Deputy Clerk	\$10.25/hr	8/2/2021
Town Clerk	Sumana Behara	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Nancy Buckley	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Danielle Crompton	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Christine E. Curran	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Alice E. Friedenson	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Robert Friedenson	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	John Gardner	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Amanda Gasse	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Matthew Gosselin	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Susan Hunter	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Linda Kosinski	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Kenneth Ozoonian	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	William Profenna	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Nancy Simili	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Julianne Stein	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Kathy Vieira	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Alicia Wang	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Michael Wartman	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Susan Wartman	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Charles H. Heseltine	Warden	\$12.25/hr	8/2/2021
Town Clerk	Shiva Sheel	Clerk	\$11.25/hr	8/2/2021
Town Clerk	Mary D. Barry	Deputy Warden	\$10.25/hr	8/2/2021
Town Clerk	David Cleary	Deputy Clerk	\$10.25/hr	8/2/2021
Town Clerk	Scott W. Dianis	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Suanne C. Dillman	Inspector	\$10.25/hr	8/2/2021

Town Clerk	Maureen A. Finneran	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Wendy Cassidy-Grobick	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Geraldine Jacobson	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Phyllis A. Jardine	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Shirley E. Kountze	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Lynn M.R. Landry	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Joanne Lepine	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	John McCarthy	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Genee Morrissey	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	David C. Tomlinson	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Christine Hayward	Warden	\$12.25/hr	8/2/2021
Town Clerk	Judith F. Birtles	Clerk	\$11.25/hr	8/2/2021
Town Clerk	Tim Carter	Deputy Warden	\$10.25/hr	8/2/2021
Town Clerk	Cynthia Cohen	Deputy Clerk	\$10.25/hr	8/2/2021
Town Clerk	Dianne E. DeLucia	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Alexandra Driscoll	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Abigail Harris	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Gal Kramer	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Brewster LaMacchia	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Ameera Mazraany	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Nancy Mulvey	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Tanner O'Sullivan	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Joy A. Sapienza	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Anthony Sofia	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Gisela Spreizer	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Cynthia Stoltz	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Judith T. Norton	Warden	\$12.25/hr	8/2/2021
Town Clerk	Charlotte Taylor	Clerk P.M.	\$11.25/hr	8/2/2021
Town Clerk	Helen Waldruff	Clerk A.M.	\$11.25/hr	8/2/2021
Town Clerk	Marian C. Bicking	Deputy Warden	\$10.25/hr	8/2/2021
Town Clerk	Patricia Fleming	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Nancy Earnley	Deputy Clerk	\$10.25/hr	8/2/2021
Town Clerk	Marilyn Fulginiti	Deputy Clerk	\$10.25/hr	8/2/2021
Town Clerk	Denise Gentile	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Yvette Goulet	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Jennifer B. Hickman	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Paul Hickman	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Dorothy Hollenbeck	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Amy Jaromin	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Elizabeth A. Kochakian	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Sharon Magnuson	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Sandra H. Minkkinen	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Dorothy S. Morrissey	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Jeanne S. Paskowsky	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Micheline M. Pelletier	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Tobias Rao	Pollworker	\$10.25/hr	8/2/2021

Town Clerk	Gail Ralston	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Evelyn A. Retelle	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Sarah Slaughter	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	David W. Brown	Warden	\$12.25/hr	8/2/2021
Town Clerk	Judith Lugas	Clerk	\$11.25/hr	8/2/2021
Town Clerk	Donna Cooper	Deputy Warden	\$10.25/hr	8/2/2021
Town Clerk	Donnabeth Dooley	Deputy Clerk	\$10.25/hr	8/2/2021
Town Clerk	George Fulginiti	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Amy Holland	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Suzanne Hornick	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Steven Knapp	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Deborah K. Moskal	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Sandra B. Morrison	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Matthew Murphy	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Pam Newman	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Marcia S. O'Donnell	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Howard Rabinowitz	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Susan Rice	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Catherine A. Robie	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Linda Salzman	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Gloria Wager	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Howard Zetlan	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Paul G. Ordman	Warden	\$12.25/hr	8/2/2021
Town Clerk	Remi Machet	Clerk	\$11.25/hr	8/2/2021
Town Clerk	Lisa L. Reid	Deputy Warden	\$10.25/hr	8/2/2021
Town Clerk	Amy Belscher	Deputy Clerk	\$10.25/hr	8/2/2021
Town Clerk	Melissa Danisch	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Sandra DiVincenzo	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Luan M. Giannone	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Jane Gifun	Inspector	\$10.25/hr	8/2/2021
Town Clerk	Joseph F. Gifun	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Phyllis E. Herskovits	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Adam Isbitsky	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	George Kakrides	Deputy Inspector	\$10.25/hr	8/2/2021
Town Clerk	Carolyn Page	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Mildred M. Raymond	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	John Saba	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Ruth N. Shapiro	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Evelyn Curley	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Bill Kettinger	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Eugenie Moffitt	Pollworker	\$10.25/hr	8/2/2021
Town Clerk	Betsy Streeter	Pollworker	\$10.25/hr	8/2/2021

B. Appointments by the Town Manager

Annie Gilbert moved that the following appointments by the Town Manager be approved as printed in the agenda. Motion seconded by Dick Howe. Motion passes 5-0.

Department	Name	Position	Rate/Term	Date of Hire
West Elementary School Building Committee	Joel Blumstein	Member		8/2/2021
Community Services – Recreation	Shishan Wang	Seasonal	\$21.00/hr	7/20/2021
Community Services – Recreation	Michelle Chouinard	Temporary Kitchen Assistant	\$19.20/hr	8/3/2021
Community Services – Recreation	Wilhem Jacques	Seasonal	\$14.00/hr	7/20/2021
Community Services – Recreation	Molly Owen	Seasonal	\$12.75/hr	7/20/2021
Community Services – Youth Services	Kelly McGowan	Seasonal	\$15.00/hr	7/20/2021
Information Technology	Joseph Fitzpatrick	Temporary Department Assistant	\$14.00/hr	7/19/2021

VIII. Approval of Minutes

A. Board to approve minutes from the following meetings:

1. May 17, 2021

Laura Gregory Moved to approve the Select Board Minutes of May 17, 2021 as submitted Motion seconded by Alex Vispoli. Motion passes 5-0

IX. Adjourn

At 9:55 PM on a motion by Dick Howe and seconded by Alex Vispoli, the Select Board adjourned from the meeting of Monday, August 2, 2021.

Respectfully submitted

Dee DeLorenzo
Recording Secretary

Rev. 8/10/21