



## Board of Selectmen

36 BARTLET STREET  
ANDOVER, MA 01810

[WWW.ANDOVERMA.GOV](http://WWW.ANDOVERMA.GOV)

---

---

### MEETING AGENDA

Tuesday, September 26, 2017

Regular Session 7:00 P.M.

SELECTMEN'S CONFERENCE ROOM, ANDOVER TOWN OFFICES, 3<sup>rd</sup> floor

---

---

#### REGULAR SESSION

- I. Call to Order– 7:00 P.M.
  
- II. Opening Ceremonies/ Moment of Silence/Pledge of Allegiance – 7:00 P.M.
  
- III. Communications/Announcements/Liaison Reports – 7:05 P.M.
  
- IV. Citizens Petitions and Presentations – 7:10 P.M.
  
- V. Regular Business of the Board – 7:15 P.M.
  - A. Special Town Meeting Calendar – (5 minutes)  
Board of Selectmen to consider voting to approve the Special Town Meeting Calendar and to set the date to open and close the Town Warrant.
  
  - B. Dascomb Road Zoning Task Force – (5 minutes)  
Board of Selectmen to consider voting to approve revised charge for the Dascomb Road Zoning Task Force.
  
  - C. North Reading Water Agreement– (10 minutes)  
Board of Selectmen to consider voting to approve the amendment to the intermunicipal agreement to the potable water supply agreement with North Reading.
  
  - D. Retirement Board Deliberations on Candidate Selection – (30 minutes)  
Board of Selectmen to deliberate and to consider voting to appoint a Retirement Board Candidate for a three year term on the Retirement Board. Candidates are as follows: David Workman, S. Jon Stumpf and Daniel Turco.

VI. Consent Agenda – 8:05 P.M.  
A. APPOINTMENTS – (Town Manager)

**That the following appointments by the Town Manager be approved:**

DEPARTMENT/ COMMITTEE	NAME	POSITION	RATE/ TERM	DOH
Youth Services	Ally Bennett	AYS Counselor 2	\$11.00/hr.	9-11-17
Youth Services	Justin Dao	AYS Counselor 2	\$11.00/hr.	9-07-17
Youth Services	Emily Abbott	AYS Counselor 2	\$11.00/hr.	9-11-17
Youth Services	Megan Zalanskas	AYS Counselor 2	\$11.00/hr.	9-11-17
Youth Services	Julia Sergeant	AYS Counselor 2	\$11.00/hr.	9-11-17
Elder Services	Martinez Guadalupe	Per Diem Driver	\$17.94/hr.	10/1/17
Elder Services	Kelly Cameron	Per Diem Driver	\$17.94/hr.	9/17/17

VII. CONTINUED COMMITTEES/BOARDS APPOINTMENTS – 8:10 P.M.  
A. APPOINTMENTS – (Town Manager)

**COUNCIL ON AGING – 3 YEAR APPOINTMENT**  
Paul MacKay

VIII Adjournment – 8:15 P.M.

---

---

View documents associated with this agenda: [www.andoverma.gov/selectmen](http://www.andoverma.gov/selectmen)

Meetings are televised on Comcast Channel 22 and Verizon Channel 45 or may be viewed online at [www.andovertv.org](http://www.andovertv.org) If any member of the public wishing to attend this meeting seeks special accommodations in accordance with the Americans with Disabilities Act, please contact Wendy Adams at 978-623-8210 or [wadams@andoverma.gov](mailto:wadams@andoverma.gov) in the Town Manager’s Office.

---

---

## Dascomb Road Zoning Task Force

At 2017 Annual Town Meeting, residents were presented with private zoning articles which contemplated the allowance of limited residential development off Dascomb Road within the ID2 Zoning District. Although both articles were withdrawn from Town Meeting, there was a spirited community conversation regarding the merits of the proposal. Since that time the owner of 146 Dascomb Road has expressed interest in moving forward with a project pursuant to existing zoning. With the goal of further investigating if housing within the ID2 Zoning District off Dascomb Road is an appropriate use for both an Industrial District as well as the Town as a whole, I respectfully request that the Board vote to establish a Dascomb Road Zoning Task Force.

This Task Force will facilitate a public engagement process to:

- Review and analyze buildout scenarios (including but not limited to density, neighborhood impact, traffic implications) for the proposed development at 146 Dascomb Road based upon existing ID2 zoning
- Investigate proposed PUD buildout scenarios (including but not limited to density, neighborhood impact, traffic implications and needed remediation) that would establish the differentiated impact of introducing limited housing options for this parcel
- Serve as the official point of communications to the Board of Selectmen and by extension, the town, in summarizing the developer's proposal's demonstrated adherence to local, state, and federal laws / code with specific regards to traffic remediation in the Dascomb Road interchange and also specific financial benefit to the town of Andover.



ID2 – Dascomb Road

The Task Force will perform a comparative analysis between the multiple development options and provide recommendations to the Board of Selectmen. To assist the Task Force in performing their review, the Town may seek to solicit various consultants with expertise in zoning, traffic engineering, market analysis and/or other professionals as identified by the task force to assist with their review.

I recommend that the Task Force be comprised as follows:

1. Liaison from the Board of Selectmen
2. Liaison from the Planning Board
3. Liaison from the Council on Aging
4. Liaison from the Finance Committee
5. Designee of the Town Manager

6. Member of the Design Review Board
7. Member of the Economic Development Council
8. Member from the Senior Community
9. A local business owner (whose site is within a mile of the parcel at 146 Dascomb Road)
10. Two at-large residents (whose primary residences reside within the town of Andover and who are not compensated by or employed by the Lupoli Companies)
11. Four (4) Residents located in proximity to the Dascomb Road site (whose primary residences are within a mile of the parcel at 146 Dascomb Road)
12. Staff Liaison's shall include a designee from: Andover Police and Fire, Municipal Services, Community Services and the Planning Director.

Upon your approval, I would further request that you provide me with the authority to populate the Task Force and begin to organize a meeting schedule.

## FIRST AMENDMENT TO INTERMUNICIPAL AGREEMENT

This First Amendment (the “**Amendment**”) is made and entered into on October 2, 2017 by and between The Town of Andover, Massachusetts, a municipal corporation within the County of Essex, Commonwealth of Massachusetts, acting through its Board of Selectman (“**Andover**”) and the Town of North Reading, a municipal corporation within the County of Middlesex, Commonwealth of Massachusetts, acting through its Board of Selectman (“**North Reading**,” and together with Andover, the “**Parties**”). The Parties desire to amend the Intermunicipal Agreement (also known as the “Third Andover / North Reading Water Supply Agreement”) between the Parties, dated as of June 26, 2015 (the “**Agreement**”) as follows:

**Section 1.** Section 2.1A(1) is hereby amended and restated as follows:

**Section 2.** Andover shall furnish (i) until June 30, 2019, subject to permitting, up to an annual average of 1.5 million gallons per day (MGD), and up to a maximum of 2.4 MGD; and (ii) thereafter, subject to permitting and any necessary infrastructure upgrade, up to an annual average of 1.75 MGD, and up to a maximum of 2.6 MGD to North Reading through interconnections identified in section 2.1(E) of this Agreement. The amount of water North Reading draws on a daily basis up to the amounts described herein shall be within its sole discretion, except in the case of a Force Majeure or a Water Drought Warning or Emergency event as described in section 2.2 of this Agreement. Section 3.1 (*North Reading Rate*) of the Agreement is hereby amended by deleting the rate for FY 19 and replacing and adding the following rates:

FY 19: 7/1/18-6/30/19: Andover rates tiered North Reading rate shall increase by 5% to \$3.59 per one hundred cubic feet (FY 18 rate of \$3.42 per one hundred cubic feet X 1.05)

FY 20: 7/1/19-6/30/20: Andover rates tiered North Reading rate shall be \$3.59 per one hundred cubic feet (same in FY 2020 as it is in FY 2019)

FY 21: 7/1/20-6/30/21: Andover rates tiered North Reading rate shall increase by 2.5% to \$3.68 per one hundred cubic feet (FY 20 rate of \$3.59 per one hundred cubic feet X 1.025)

**Section 3.** The following new Section 3.6 (*MWRA Reimbursement*) is hereby added to the end of Article 3:

A. Andover will reimburse North Reading’s costs already incurred in preparation for joining the Massachusetts Water Resources Authority (“**MWRA**”), up to \$953,000, which costs will be reimbursed by Andover through credits to North Reading’s water invoices, beginning on July 1, 2018 in the amount of \$93,500 annually, ending on the date North Reading executes a long term agreement with the MWRA. Such credits shall be applied on a monthly basis in the amount of \$7,791.66 per month, until North Reading executes a long term agreement with the MWRA or the total amount of credits equals \$953,000, whichever event occurs first. North Reading will provide Andover with documentation reasonably acceptable to Andover for all such costs assumed.

**Section 4.** Section 4.8 (*Effective Date and Duration*) of the Agreement is hereby amended and restated as follows:

**Section 5. 4.8 Effective Date and Duration.** This Agreement shall be in full force and effect and shall be binding on North Reading and Andover for six (6) years from the effective date of July 1, 2014, unless sooner terminated in accordance with Section 4.10 of this Agreement or extended in accordance with this Section 4.8. Unless North Reading gives notice to Andover prior to November 1, 2019, this Agreement shall automatically renew for one additional one (1) year period from July 1, 2020 through June 30, 2021. Except as otherwise set forth in this Amendment, this Amendment shall not otherwise alter, modify or amend the Agreement. All other terms of the Agreement are hereby ratified and affirmed in all respects and shall continue in full force and effect.

IN WITNESS WHEREOF, the parties have caused this Amendment to be executed by their duly authorized representatives, on the date and year first above written.

**TOWN OF ANDOVER**

\_\_\_\_\_  
\_\_\_\_\_

**TOWN OF NORTH READING**

\_\_\_\_\_  
\_\_\_\_\_



Andrew P. Flanagan  
Town Manager

# TOWN OF ANDOVER

Town Manager's Office  
36 Bartlet Street  
Andover, MA 01810  
(978) 623-8215  
www.andoverma.gov

September 5, 2017

**To:** Board of Selectmen

**From:** Andrew P. Flanagan, Town Manager

**Re:** Retirement Board Appointment Update

---

Following a discussion at our Board of Selectmen meeting on August 10, 2017, I advertised the vacant seat on the Retirement Board on August 14, 2017. The position was posted on our website, and sent out through a NewsFlash to our Andover News subscribers. The position was posted for a period of two weeks.

During that time period, four candidates have submitted interest for the position:

- ~~Mark Powers~~ *no longer interested*
- S. Jon Stumpf
- Daniel Turco
- David Workman

Enclosed are the candidates' resumes and/or Talent Bank forms for your review.

Please let me know if you have any questions.

Sincerely,

Andrew P. Flanagan  
Town Manager

## Volunteer

---

**From:** noreply@civicplus.com  
**Sent:** Wednesday, August 09, 2017 9:49 PM  
**To:** manager  
**Subject:** Online Form Submittal: Andover Talent Bank Form

### Andover Talent Bank Form

#### Andover Talent Bank

*The Andover Talent Bank is a means of identifying residents who are interested in serving the community on a Town committee, board, commission or task force.*

*There are numerous committees, boards or commissions appointed with terms ranging from 1 to 5 years. Please check the committee, board or commission you are interested in. If you are interested in more than one, rank your interests accordingly. Please note if there are not any vacancies on the committee, board, or commissions you selected, your information will be retained and considered when a future vacancy occurs*

(Section Break)

First Name	Stuart Jon
Last Name	stumpf
Address	11 stafford lane
Phone Number	9784074965
Email Address	sjonstumpf@gmail.com

(Section Break)

Committees Appointed by the Town Manager	<i>Field not completed.</i>
Committees Appointed by the Town Moderator	<i>Field not completed.</i>
Committees Appointed by the Board of Selectmen	Retirement Board: 1 Member Appointed by Board of Selectmen, 3-Year Term
If you selected multiple boards or commissions, please rank your interests from most interested to least interested.	11 stafford lane

Meeting Availability	Two Meetings Per Month
Time Limitations	<i>Field not completed.</i>
Interest/Education	12 year member of the Finance Committee, 6 years as the Chair CPA BSBA Accounting/Finance
Employer/Position	CFO Boston Senior Home Care, Inc.
Skills/Expertise	Experience in Town finances Experience is finances of private and non-for profit, and investment assets
File Upload	<i>Field not completed.</i>

Email not displaying correctly? [View it in your browser.](#)

**Wendy Adams**

---

**From:** noreply@civicplus.com  
**Sent:** Wednesday, August 23, 2017 7:21 PM  
**To:** manager  
**Subject:** Online Form Submittal: Andover Talent Bank Form

### Andover Talent Bank Form

**Andover Talent Bank**  
*The Andover Talent Bank is a means of identifying residents who are interested in serving the community on a Town committee, board, commission or task force.*

*There are numerous committees, boards or commissions appointed with terms ranging from 1 to 5 years. Please check the committee, board or commission you are interested in. If you are interested in more than one, rank your interests accordingly. Please note if there are not any vacancies on the committee, board, or commissions you selected, your information will be retained and considered when a future vacancy occurs*

(Section Break)

**First Name** Daniel  
**Last Name** Turco  
**Address** 4 Mitton Cir Andover  
**Phone Number** 978 470 4860  
**Email Address** dj424@aol.com

(Section Break)

**Committees Appointed by the Town Manager** *Field not completed.*

Committees Appointed  
by the Town Moderator

*Field not completed.*

Committees Appointed  
by the Board of  
Selectmen

Retirement Board: 1 Member Appointed by Board of  
Selectmen, 3-Year Term

If you selected multiple  
boards or commissions,  
please rank your interests  
from most interested to  
least interested.

Retirement Board Vacancy

*(Section Ready)*

Meeting Availability

Three Meetings Per Month

Time Limitations

None

Interest/Education

DANIEL J. TURCO 4 Milton Circle Andover, MA 01810 • 978-470-4860 SUMMARY OF QUALIFICATIONS Massachusetts Retiree Executive Board 2012-Present Executive Board Member & Commissioner to the Pension Classification Commission Boston, Massachusetts Serves retired Massachusetts public employees. The association fights for all the needs of its members, from public pensions and health insurance, to federal issues such as Social Security. Commonwealth of Massachusetts-Department of State Police 1992-2008 State Trooper Boston, Massachusetts Responsible for Security and Safety of the Registry of Motor Vehicle Headquarters and the Registrar's Office. Vice President of the State Police Union 2006-2008 Representing 2300 plus members interacting with management, elected officials at the local, state and federal levels, and other law enforcement agencies. Western New England College Springfield, Massachusetts 1995-2009 Adjunct Professor of Graduate and

Undergraduate Studies Union Representative of Special Operations 1995-2006 Responsible for all representations of Tactical Operations Personnel. Commonwealth of Massachusetts -Executive Office of Transportation 1984-1992 Registry of Motor Vehicles Boston, Massachusetts Police Inspector/Road Testing Examiner Concord River Properties , 1972-1984 General Manager/Owner Billerica, Massachusetts Oversaw a conglomerate of 53 retail businesses encompassing over 250 employees. Responsible for all personnel matters including staff training, budget allocation, payroll, and background checks of new hire as well as created an in house Security/Quality Control Unit. Turco Auto Routing Computer, 1979 Developer Billerica, Massachusetts Invented, created, and received a United States Patent #4301506 for the Turco Auto Routing Computer. United States Army, 728th Military Police, Korea 1970-1971 EDUCATION 1995-Western New England College, Springfield, Massachusetts MS Criminal Justice Administration 1994-Western New England College, Springfield, Massachusetts BS Criminal Justice References: Registrar of Motor Vehicles Richard Lyons - (Retired) (781) 405-4174 Colonel John Difava - (Retired) Superintendent MA State Police - (617) 438-1581 Colonel Reed Hillman - (Retired) Superintendent MA State Police - (508) 450-3027

Employer/Position	Retired
Skills/Expertise	common since also see resume under Interest/Education
File Upload	<i>Field not completed.</i>

Email not displaying correctly? [View it in your browser.](#)

# DANIEL J. TURCO

4 Mitton Circle Andover, MA 01810 • 978-470-4860

---

## OBJECTIVE

## SUMMARY OF QUALIFICATIONS

---

**Massachusetts Retiree Executive Board** 2012-Present  
**Executive Board Member & Commissioner to the Pension Classification Commission**  
Serves retired Massachusetts public employees. The association fights for all the needs of its members, from public pensions and health insurance, to federal issues such as Social Security.

**Commonwealth of Massachusetts-Department of State Police** 1992-2008  
**State Trooper**  
Responsible for Security and Safety of the Registry of Motor Vehicle Headquarters and the Registrar's Office.

**Vice President of the State Police Union** 2006-2008  
Representing 2300 plus members interacting with management, elected officials at the local, state and federal levels, and other law enforcement agencies.

**Western New England College Springfield, Massachusetts** 1995-2009  
**Adjunct Professor of Graduate and Undergraduate Studies**

**Union Representative of Special Operations** 1995-2006  
*Responsible for all representations of Tactical Operations Personnel.*

**Commonwealth of Massachusetts -Executive Office of Transportation** 1984-1992  
**Registry of Motor Vehicles**  
**Police Inspector/Road Testing Examiner**

**Capricorn Enterprises,** 1972-1984  
**General Manager/Owner**  
Oversaw a conglomerate of 53 retail businesses encompassing over 250 employees. Responsible for all personnel matters including staff training, budget allocation, payroll, and background checks of new hire as well as created an in house Security/Quality Control Unit.

**Turco Auto Routing Computer,** 1979  
**Developer**  
Invented, created, and received a United States Patent #4301506 for the Turco Auto Routing Computer.

**United States Army, 728<sup>th</sup> Military Police, Korea** 1970-1971

## EDUCATION

---

1995-Western New England College, Springfield, Massachusetts  
**MS Criminal Justice Administration**  
1994-Western New England College, Springfield, Massachusetts  
**BS Criminal Justice**

## References:

---

**Registrar of Motor Vehicles Richard Lyons - (Retired) (781) 405-4174**  
**Colonel John Difava - (Retired) Superintendent MA State Police - (617) 438-1581 3.**  
**Colonel Reed Hillman - (Retired) Superintendent MA State Police - (508) 450-3027**

## CURRICULUM VITAE

### PERSONAL INFORMATION

Name: David E. Workman Jr.  
Address: 10 Azalea Drive  
Andover, MA 01810 USA  
Telephone: +1 (617) 899-6216  
E-Mail: dworkman@dkworkman.com  
Birthdate: 28 April 1967  
Marital Status: Married



### EXECUTIVE SUMMARY

Senior executive with 20+ years experience as a leader of world-class, global manufacturing groups, specializing in operational process improvement, mergers and acquisitions, information technology, accounting, administration, financing, and cash-flow management, providing discernible value to shareholders. A pacesetter who acts to minimize the potential for losses through the use of hands-on experience and financial analysis to evaluate and eliminate operational, structural, and legal risks that can plague new or mature organizations. Proven success working with international teams that collaborate as a focused unit to achieve business goals. Successful incubator able to manage new companies and products to desired operational and financial goals. Fluent in English, limited working proficiency in Spanish, and elementary proficiency in German.

### EXECUTIVE EXPERTISE

- International Taxation, Finance, and Business Formation/Reorganization
- Strategic Pricing, Planning & Execution · Business Incubation & Startups · Process Engineering and Optimization
- Information Technology · Human Resource Management · Facilities Acquisition and Management · Environmental Compliance

### SELECTED ACHIEVEMENTS

- Worked as primary liaison between 2 individuals who desired to split their partnership of 15 years. Mediated discussions by offering proposals for division of assets and liabilities. Communicated difficult personal opinions to both parties to move each from firm positions in order to keep process moving. Coordinated all financial, legal, and banking resources to achieve the desired conclusion.

Audited defined benefit pension plans of certain clients as part of Certified Public Accountant duties. Familiar with actuarial reporting and assumptions and pension plan funding issues for private companies.

· Accounted for a \$25 million dollar investment fund at the National Bureau of Economic Research. Prepared investment analysis reporting for oversight board. Communicated with investment managers regarding fund objectives,

## PROFESSIONAL EXPERIENCE

### FABER INDUSTRIES, LLC

CHIEF EXECUTIVE OFFICER, SALEM, NH USA (2011 – TODAY)

CHIEF FINANCIAL OFFICER, SALEM, NH USA (1994 - 2011)

*International polyurethane seal manufacturer*

Manage worldwide operations of seal manufacturing company. Develop cost estimates and pricing. Negotiate sales contracts. Coordinate response of Mexican subsidiary responsible for manufacturing and quality. Responsible for all aspects of finance, administration, taxation, information technology, and human resources. Reorganized corporate structure to achieve desired long-term goals of shareholders.

### REUTTER LLC

CHIEF EXECUTIVE OFFICER, SALEM, NH USA (2010 - 2017)

*North American, tier 1 automotive manufacturer of closures, caps, and filling systems*

Manage all North American operations of U.S./German joint venture company. Primary sales and commercial contact for North American automotive suppliers, including GM, Ford, and Chrysler. Estimation and negotiation of long-term sales contracts. Management of Mexican subsidiary responsible for manufacturing and quality. Responsible for all aspects of finance, administration, information technology, and human resources. Leader of ERP implementation as a part of overall process control and supply chain management. Familiarity with TS16949/ISO/Ford Q1 quality systems. Negotiated original joint venture agreements with foreign partners.

### OSSOBUCO, INC./LENZE NORTH AMERICA LLC

VICE PRESIDENT, FINANCE, SALEM, NH USA (1994 - TODAY)

*Commercial real-estate holding and management company with commercial industrial properties located in the U.S.*

Manage all day-to-day operations of multi-property real estate holding company, including tenant communication, maintenance, and fixed asset acquisition and disposition. Communicate and coordinate marketing efforts with local real-estate professionals. Negotiate lease rates and terms. Manage all aspects of bank/shareholder financing. Prepare financial analysis, forecasts, and financial statements.

ONVIO, LLC

VICE PRESIDENT, FINANCE, SALEM, NH USA (2005 - 2011)

*U.S. manufacturer of high precision planetary gearboxes, cycloidal reducers, and timing belt pulleys.*

Directed all finance, administration, and information technology resources of a multinational high-tech manufacturer. Led implementation of global enterprise resource planning solution to streamline manufacturing operations. Manage bank relationships, negotiate financing terms. Responsible for all accounting, budgeting, reporting, information technology, and human resources.

MOVERAS, LLC

VICE PRESIDENT, FINANCE, SALEM, NH USA (2006 - 2011)

*U.S. re-manufacturer of automotive transmissions*

Directed all finance, administration, and information technology resources of a start-up manufacturer. Continually re-engineered processes during rapid growth period where company went from a single customer and <1MM in sales to a major automotive supplier with sales in excess of 10MM. Led implementation of global enterprise resource planning solution to respond to automotive aftermarket requirements, including EDI implementation. Manage bank relationships, negotiate financing terms. Responsible for all accounting, budgeting, cash management, reporting, information technology, and human resources.

MECTROL CORPORATION

CHIEF FINANCIAL OFFICER, SALEM, NH USA (1994 - 2004)

*Worldwide manufacturer of polyurethane timing belts, high precision planetary gearboxes, and cycloidal reducers.*

Worked as a part of an executive management team to achieve high sales and profitability growth at a multinational manufacturing and sales organization. Directed all finance, administration, information technology, and environmental resources of the worldwide organization. Led implementation of global enterprise resource planning solution to streamline manufacturing operations and administration. Manage bank relationships, negotiate financing terms. Responsible for all accounting, budgeting, cash management, reporting, information technology, and human resources. Managed due diligence effort to achieve positive exit for shareholders.

STAFFORD, LUCEY & ASSOCIATES

STAFF ACCOUNTANT/CPA, CHELMSFORD, MA USA (1989 - 2004)

*Public Accounting Firm*

NATIONAL BUREAU OF ECONOMIC RESEARCH  
ACCOUNTANT/HUMAN RESOURCES CAMBRIDGE, MA USA (1986 - 1989)  
*NBER is the nation's leading nonprofit economic research organization*

#### **PROFESSIONAL CERTIFICATIONS AND AFFILIATIONS**

- Non-Practicing Certified Public Accountant, Massachusetts USA, License Number CA17753
- Member, American Institute of Certified Public Accountants

#### **EDUCATION**

- Bachelor of Science Degree in Accountancy, Bentley University of Waltham, MA USA

#### **VOLUNTEER WORK**

- Recently elected President of the Reading-Wakefield Y Service Club, a Member Club of Y's Men International, an organization independent from the YMCA that raises money for and provides services to the (former) Wakefield YMCA, and currently the Burbank YMCA, serving Wakefield, Reading, Stoneham, Wilmington, and North Reading. Member of this organization for 10 years, volunteer for over 30 years.