
Board of Selectmen
Meet the Town Manager Candidates Public Forum
Memorial Hall Library
Minutes of Wednesday, July 29, 2015

I. Opening Ceremonies

Chair O'Donoghue called the meeting to order at 7:05p.m. Approximately 75 persons were in attendance.

A. Moment of Silence/Pledge of Allegiance

Chair O'Donoghue asked for a Moment of Silence followed by the Pledge of Allegiance.

II. Chair welcomed all those in attendance and acknowledged the presence of Selectmen Salafia, Vispoli and Kowalski as well as Screening Committee members Doherty and Jeton.

III. Introduction of Candidates

Chair O'Donoghue welcomed the two candidates: Kendra Amaral currently Assistant Town Manager and Director of Human Resources for the Town of Wilmington, and Andrew Flanagan currently Deputy Town Manager for the Town of Arlington. Residents were asked to submit their written questions to the candidates, all of which will be delivered through the Moderator. Answers would be approximately 3 minutes in length. Introductory comments, approximately 20 minutes in length, would come from Kendra Amaral first and Andrew Flanagan second. Closing comments, approximately five minutes in length, would come from Andrew first and Kendra second.

IV. Kendra Amaral

Chair O'Donoghue summarized the qualifications of Ms. Amaral (see attached resume and other submissions to the Screening Committee.)

Ms. Amaral made her presentation (see video on town website for full presentation and attached powerpoint file.)

V. Andrew Flanagan

Chair O'Donoghue summarized the qualifications of Mr. Flanagan (see attached resume and other submissions to the Screening Committee.)

Mr. Flanagan made his presentation (see video on town website for full presentation and attached powerpoint file.)

VI. Questions to the Candidate

The following questions were asked of the candidates (see video on town website for complete answers.)

1. Are you comfortable about setting the budget with many competing needs and how would you include the taxpayers in the process?
2. What would some of the people you have supervised say about you as a manager. What would they say were your strengths and weaknesses.
3. How do you define transparency in government. As Town Manager how would you achieve this?
4. Please give examples of services municipalities provide today using public employees that you believe can be privatized and provided more economically in the private sector rather than the public sector?
5. As Town Manager how would you approach the task of getting to decisions on complex projects—the questions is not what the solution is but rather what is the approach that would be taken based on your understanding of the workings of town government that takes into account the varying needs and interests that must be addressed?
6. What do you see as best practices in dealing with pensions and OPEB?
7. How would you go about attracting businesses considering they pay a larger share of the tax burden, all while keeping residential taxes stable?
8. What is your position on whether Town Meeting is an effective form of government for Andover's size?
9. What are your views on and experience with sustainability and environmental issues.
10. Andover values a wide variety of both public and private organizations and individuals that devote time and energy to resolve conflicts. Tell us how conflict resolution cases from your previous experience and training in other communities where you helped the group resolve conflicts, and how do you see this role as a future Andover Town Manager?
11. How will you motivate, encourage and allow staff to excel and be rewarded above and beyond regular staff duties. What accountability measures for staff would you employ?

Closing Statements of Candidates

The candidates concluded with closing statements, Andrew first and Kendra second.

Adjournment

Chair O'Donoghue thanked all for participating on a hot summer evening and adjourned the meeting at 9:15 p.m.

She advised the next meeting of the Board of Selectmen was Thursday evening @ 6:00p.m. to continue discussion on the Town Manager selection.

Respectfully submitted,

Christine Martin Barraford
Recording Secretary

*Attachments: Resumes and Supporting Documentation of each candidate
Powerpoint presentations of each candidate*