

**TOWN OF WINCHENDON  
BOARD OF SELECTMEN  
SPECIAL MEETING MINUTES  
WEDNESDAY, APRIL 7, 2021  
Town Hall, 109 Front St., 2<sup>nd</sup> Floor Auditorium  
Winchendon, MA 01475**

Present:

Michael Barbaro, Chair  
Rick Ward, Vice Chair  
Barbara Anderson  
Audrey LaBrie  
Amy Salter

Linda Daigle, Executive Assistant  
Taylor Tower, Admin. Assistant

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List of Documents Presented at Meeting:

- None

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Chairman Michael Barbaro called the meeting to order at 6:30 p.m. All rose for the Pledge of Allegiance.

**1. SELECTMEN'S COMMENTS AND ANNOUNCEMENTS:** Anderson thanked the three Town Manager candidates for their time at Monday's Special Meeting. She said all three did a great job and gave her a lot to think about, and thanked the public for their input as well. LaBrie and Salter both thanked all involved, noting that the Consultant brought more than qualified candidates forward. Ward thanked the seven member Town Manager Screening Committee that went through twenty resumes and narrowed it down to six candidates. The members of the Screening Committee then spent all day, on a Friday, interviewing the six candidates and narrowing the pool down to three. He also thanked Mr. Lynch of Community Paradigm Associates for his work and for taking Ward's phone call and answering his questions. Noting the importance of public participation, Barbaro thanked the public for their involvement and their input. LaBrie said that she found the results of the citizen survey interesting, and said that they are close to being on the same page with what they want in regards to experience in financial management, collaboration, project management and Town Manager experience. She thanked Anderson for requesting the results of that survey.

**2. NEW BUSINESS:**

**2.1 Town Manager Selection** – Barbaro asked each member to go through the list of candidates in the order that they were interviewed and provide their thoughts. Anderson said she was impressed with Mr. Sultzbach and the research he did on Winchendon. She said not only did he share his experience but he applied it specifically to Winchendon. She found Ms. Nazarian interesting and thought her project management experience could be useful. She noted the lifetime of experience that Mr. Guerino has.

LaBrie noticed that Mr. Sultzbach was very relaxed and spoke easily and she liked his thoughts regarding delegation. She liked Ms. Nazarian very much, and coming from an engineering background, she is not your typical politician. Her outlook and perspective could be useful. Mr. Guerino had an impressive resume and work history. She liked the emphasis he placed on public service and the position of tax payers.

Ward noted that he had a tough time understanding Mr. Sultzbach's speech, citing the difficulty that masks bring. He rewatched the meeting the next day to make sure he had all the information. He said he liked that Mr. Sultzbach did his homework and was fully prepared, and he brought a sincerity to his answers. Ms. Nazarian has a lot of experience and a very calming presence. He thinks her engineering background would be a positive for the Town. He saw Mr. Guerino as an agent of change, noting that he did turn Bourne around from a major deficit and left them in good financial standing. He also has an extensive resume and lots of experience.

Salter said she liked Mr. Sultzbach's enthusiasm and thinks he will go places. She thinks he could bring a lot to Winchendon but wonders if it would just be a stepping stone in his career. Even if he was only here for a few years, Salter said, it would be a great few years. She liked Ms. Nazarian but was concerned about the comparison to Princeton, saying that Princeton is not the same as Winchendon and it made her question if Nazarian had enough financial experience. She thought Mr. Guerino had a great amount of experience and that he could get things done. She said all candidates could do the job well.

Barbaro was impressed by the research and paperwork Mr. Sultzbach brought with him to the interview. His career path will take him places and this might be a good start. Ms. Nazarian has different experience, and what she walked into in Littleton would be difficult for anyone. Salter wanted to clarify that she is confident that the situation in Littleton had nothing to do with Ms. Nazarian and does not represent her in any manner. Barbaro said he was keen on Ms. Nazarian's engineering background, noting that we have many projects coming up that will require strong project management. Mr. Guerino has a wealth of knowledge. He said that all of the candidates could bring great things to the table, and they all have different backgrounds and experiences, making this a tough choice.

**Ward moved to hire Justin Sultzbach, seconded by Anderson. With a roll call vote of Anderson, aye, Ward, aye, LaBrie, aye, Salter, aye, and Barbaro, aye, the motion carried unanimously.**

Barbaro sought a five-minute recess so he could inform Mr. Sultzbach. **LaBrie moved for a five minute recess, seconded by Ward. With a vote of all aye, the Board entered recess at 7:05 p.m.**

The Board reconvened at 7:11 p.m. Barbaro thanked all the candidates for their interest in the position.

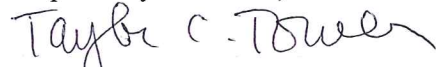
**3. EXECUTIVE SESSION:**

Exemption #2 to conduct strategy session in preparation for negotiations with non-union employees and to not to convene into public session for the sole purpose of adjournment. The subject being the new Town Manager Contract Discussion."

**LaBrie moved to enter into Executive Session under Exemption # 2 to conduct strategy session in preparation for negotiations with non-union employees and to not reconvene into public session for the sole purpose of adjournment, seconded by Anderson. With a roll call vote of Anderson, aye, Ward, aye, LaBrie, aye, Salter, aye and Barbaro, aye, the Board entered into Executive Session at 7:12 p.m.**

**4. ADJOURNMENT: The Board adjourned regular session at 7:12 p.m.**

Respectfully submitted,



Taylor Tower  
Administrative Assistant