



**Town of West Newbury  
Board of Selectmen  
Monday, February 22, 2021  
381 Main Street, Town Office Building  
[www.wnewbury.org](http://www.wnewbury.org)**

RECEIVED  
TOWN CLERK  
WEST NEWBURY, MA  
2021 MAR 30 AM 9:23

**Minutes of Meeting**

**Open Session:** 7:02 p.m. by remote participation (see below)

**Addendum to Meeting Notice regarding Remote Participation**

*Pursuant to Governor Baker's March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, §18, and the Governor's March 23, 2020 Order imposing strict limitations on the number of people that may gather in one place, this meeting of the West Newbury Board of Selectmen will be conducted via remote participation to the greatest extent possible.*

*Specific information and the general guidelines for remote participation by members of the public and/or parties with a right and/or requirement to attend this meeting can be found on the Town of West Newbury website, at [www.wnewbury.org](http://www.wnewbury.org). For this meeting, members of the public who wish to listen to the meeting may do so in the following manner:*

**GoToMeeting**

Phone: (646) 558-8656

Access Code: 986-7946-3848

Passcode 927319

Or from computer, tablet, or smartphone:

<https://zoom.us/j/998679463848?pwd=Z1RPQ0pFcjI2SFVQRUpUZDdWam4vQT09>

*No in-person attendance of members of the public will be permitted, but 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 best efforts, we will post on the Town of West Newbury website an audio or video recording, transcript, or other comprehensive record of proceedings as soon as practicable after the meeting.*

*The meeting was called to order at 7:02 p.m. by Chairman David Archibald.*

**Participation at the Meeting:**

- ❖ Board of Selectmen: David Archibald, Richard Parker, and Glenn Kemper
- ❖ Town Manager, Angus Jennings
- ❖ Town Clerk/Counsel & Procurement Officer, Michael McCarron
- ❖ Assistant to Town Manager and Finance Department, Jennifer Walsh
- ❖ Stephanie Frontiera
- ❖ Adam Stone
- ❖ Police Chief Jeff Durand
- ❖ Wendy Reed
- ❖ Jen Solis

### **Announcements:**

- Cable Advisory Committee seeks ideas for use of PEG (Public, Education, Government) funds; meeting scheduled for Tuesday, February 23, 2021 at 6:00 p.m.
- Town Election, Monday, May 3<sup>rd</sup>. Nomination papers available through Town Clerk. Papers with signatures are due back by March 15<sup>th</sup>.
- Annual & Special Town Meetings: Saturday, May 22, 2021.
- Reminder to subscribe for e-mailed Town news/announcements at <https://wnewbury.org/subscribe>

### **REGULAR AGENDA**

#### **A. Updates Regarding Coronavirus Pandemic/COVID-19, Including Planning Related to Vaccine Clinics:**

Chairman Archibald thanked everyone for the helping with the vaccination clinics that have taken place. He also stated that the Commonwealth has decided to deliver vaccines at larger sites that can handle more people, so don't want to start new programs at smaller venues. Suggested calling State Reps and the Governor's office to voice your support for local venues.

Town Manager Jennings updated on this topic. (See Exhibit A, pages 3 through 10 for information) He stated that there's a meeting scheduled tomorrow with the Mayors of Newburyport and Amesbury to see if the 750 doses/day, 5 days/week can be met. He also wanted to remind people to return their surveys from the Council on Aging since if doses are received on short notice, people can be contacted from the database. Selectman Parker also reminded that there's a second dose clinic on March 6<sup>th</sup> which is still going forward.

#### **B. Request for Appointment of Glenda Cancel as Reserve Police Officer (Chief Durand):**

Police Jeff Durand stated that he would like to have Glenda Cancel appointed as a Reserve Police Officer for the Department. (See Exhibit B, page 11 for information) Stated that she currently lives in Dracut with her children and fiancé, works for the Essex County Sheriff's Department as a Corrections Officer currently, been there for 10 years.

She has one well in all steps of the hiring process for West Newbury, passed the background check. She's also bilingual and has a lot of experience dealing with people in difficult situations at the Jail, so she will fit well in Town. Town Manager Jennings stated that the appointment would be through the end of the fiscal year and would reappoint at the end of each fiscal year for the subsequent fiscal year, so even if it's three months, just a procedural issue.

**Motion made by Selectman Parker to appoint Glenda Cancel as Reserve Officer for the Police Department from today until June 30, 2021. Seconded by Selectman Kemper.**

**Yes 3, No 0**

**C. Review of Proposed Use of Wetlands Fund to Supplement Conservation Commission Operating Budget:**

Town Manager Jennings updated on this topic. (See Exhibit C, pages 12 through 18 for information) Gave a background for the request to offset the cost of a Land Agent and withdraw funds from the Wetlands Fund, but that would not be an eligible use of the Wetlands Fund because can only be used for direct responsibilities associated with enforcing the Wetlands Protection Act. Stated that what would be allowable, which is now proposed, is to offset some of the budgeted hours for the agent for his core responsibilities as the Conservation Agent, which would then allow more time to be spent toward the Land Agent responsibilities, payable from the Operating budget.

Chairman Archibald inquired as to what kind of documentation is needed to say they couldn't do certain things because not related to wetlands protection, so how are the hours delineated that are attributable to this fund and how are they cut out. Wendy Reed stated that what is being proposed is that the Trail Agent hours are going to be tracked separately on his time sheet.

Since he has an afternoon job, he's doing all trail work on the weekends, so easy split between time. Also inquired as to how much money is in the fund, and Wendy Reed stated the last time she checked, it was about \$89,000 and gets around \$8,000 per year in revenue. The intent is that at some point, would like to have an administrative position added to the Department since only Department that doesn't have administrative help, so can kind of set the stage for that.

Selectman Kemper stated that he doesn't see any reason why we need to increase hours and doesn't think he should be paid from the fund. Dislikes that we said no and halfway through, try to change it. Would rather have Departments stand alone. Wanted to know what has changed. Thinks it should be voted on at the Town Meeting in the budget for transparency and if hours need to be increased let the Town Meeting make that decision since if it's funded this way, the money dries up and will fall to the taxpayers.

Selectman Parker showed support for the request and explained his reasoning for his support. Chairman Archibald stated that in 2010 during the financial crisis, did fund the Agent's time from this fund. Town Manager Jennings stated that the proposal is to use some of the funds to pay what is currently the Operating budget for the Conservation Agent's responsibilities for wetland, have the effect of freeing up some of that operating budget.

John Dodge stated that a lot of the trail work has to do with wetlands, such as bridges, curbing erosion, and there is a significant wetland component to maintaining the trails, so doesn't think it's that far off what that fund is intended for. Wendy Reed stated that it's intended to be a supplemental measure, a trial run to see if it works out, not etched in stone, but would like to try it for the next six months and then reevaluate. Could request it in the budget but seemed to make more sense with the pressure about the budget this year, to try and not add money to the operating budget.

**Motion made by Selectman Parker to allocate sufficient funds from the Wetlands Protection Revolving Fund to support three hours per week of Conservation Commission administrative work. Seconded by Selectman Kemper for discussion.**

Selectman Kemper stated that he would go along with the motion as long as it ends on June 30<sup>th</sup>, and that the Selectmen get a report of how it worked, etc.

Selectman Parker stated that he would sunset the motion at June 30<sup>th</sup>, 2022, so that get more than a full year operating this way to find out how the trails are stabilized. Further discussion ensued on this before the vote. Town Manager Jennings stated that the timing of this vote is because the Commission is going to be discussing its proposed FY22 budget, so determining whether there's support to use the fund is a key input to the budget, because if no support, the Commission would be proposing the hours in the Operating budget.

**Yes 3, No 0**

**D. Request to Allow the Pentucket Regional School District to Use a Portion of Its ESSER II Grant Allocation to Lower the FY22 Assessments, as Allowed in Governor Baker's House 1 Budget Language:**

Town Manager Jennings gave an explanation on this. (See Exhibit D, pages 19 through 21 for information) Stated that it's the CARES Act for schools, the Elementary and Secondary School Emergency Relief Funds. Congress appropriated millions of dollars allocated to school districts across the country, and an allowable use of that fund is for the School Committee to use it to offset the impact on operating budgets. He also explained the impact of the budget.

**Motion by Selectman Parker to allow the Pentucket Regional School District to use a portion of its ESSER II Grant Allocation to Lower the FY22 Assessments, as Allowed in Governor Baker's House 1 Budget Language. Seconded by Selectman Kemper.**

**Yes 3, No 0**

**E. Discussion of Memorial Day Parade; Review of Parade Guidelines:**

Chairman Archibald updated on this topic. (See Exhibit E, pages 22 through 23 for information) Stated want to reinforce the guidelines. Town Manager Jennings stated hasn't been in touch with the Parade Chairperson and has not asked Paul Sevigny about his recommendations for the parade. Explained there may be an unintended consequence of the policy as drafted, i.e., top of page 2 of the policy, "Vehicles must be insured and road safe." Heard there's some concern that the requirement for insurance may require that the vehicle is registered, so what's the concern?

Selectman Kemper stated yes, should get away from the registered and insured and make sure that the Selectman pick a particular route, that can have go-carts, tractors, dragsters and funny cars, and off the roads after the parade, cutting the parade in half by doing so.

Town Counsel McCarron stated not required to be registered, only requirement is that they be insured and road safe and could eliminate by saying that vehicles must be road safe. Explained that road safe means that the parade czar can make a determination that the vehicle is not safe. Further discussion ensued on this topic.

**Motion by Selectman Kemper to amend the parade guidelines to delete the words, "insured and," so that it will read, "Vehicles must be road safe." Seconded by Selectman Parker.**

**Yes 3, No 0**

**F. Discussion of Facilities Rental Policy and Requests for Red Cross Blood Drives in Calendar Year 2021:**

Chairman Archibald updated on this topic. (See Exhibit F, page 24 for information) Stated that the facilities policy that was created allows nonprofits to do up to six events per year, and after that, if they request additional time and space in our facilities, have to come to the BOS. Stated that the Red Cross has already been approved for seven events through June, now requesting six more events through the summer and the fall. Explained that some of the Red Cross affairs are about 12-hour affairs, so eliminates any other group on those days. Does have some costs related to maintaining bathrooms, air conditioning, etc. Stated that the CEO of the Red Cross makes \$694,000/year, so doesn't want to monopolize the annex, asking for twice as much time as anyone else would get. There might be a tremendous backlog from people looking to use the annex when COVID restrictions ease, which are his concerns.

Selectman Kemper inquired as to why they're asking for more, which doesn't seem like the norm every year. Suggested that it be tabled to get a better explanation of why, and might be open to more dates, but can't give blanket approval without a better explanation. Further discussion ensued on this. Town Manager Jennings agreed that this should be tabled. Annie Sterling stated that she knows they've been having difficulty finding large spaces due to COVID, doesn't think would have a problem paying the fees incurred.

Town Manager Jennings asked what questions everyone might want to have answered since Annie Sterling is on the line. Selectman Parker stated that wants to know if this is something that would be a recurring issue in future years or really just a phenomenon for current times due to COVID, and when COVID is over, will they still be coming back here to do blood drives. Selectman Kemper's question would be, wouldn't want to approve a big block at one time because things might change, so maybe say yes to one more rather than a whole block. Chairman Archibald stated that's this opinion, as well.

Town Manager Jennings stated that in connection with a fee waiver, doesn't believe they requested a waiver for the seventh, so tell them that the seventh one on June 29<sup>th</sup> would be with a fee, and that another one in the summer would also be with a fee since have to clean more than normal due to COVID. Annie Sterling stated that the fee is \$120.

**G. Review of Proposed/Potential Town Meeting Warrant Articles:**

Town Manager Jennings updated on this topic. (See Exhibit G, pages 25 through 47 for information) Stated doesn't have the list working to put together.

**Motion made by Selectman Kemper that the closing of the spring Articles by one meeting so at the next meeting. Seconded by Selectman Parker.**

Chairman Archibald stated that the problem with leaving the door open, you get more stuff. Town Manager Jennings stated that unless it's a citizen petition article, the Board doesn't need to put it on the warrant. Stated that Fin Com is not going to schedule their meeting until he proposes his budget.

**Yes 3, No 0**

Chairman Archibald inquired as to the Wetlands Bylaw, whether it requires a public hearing beforehand? Town Manager Jennings stated that as written, doesn't see that it proposes to add it to the General Bylaws or the Zoning Bylaws. His understanding is that the Commission's intent is that this be part of the Town Bylaws, not the Zoning Bylaws. Town Counsel McCarron stated that no hearing is required to amend a Town Bylaw. Chairman Archibald stated that he has many questions about this. Selectman Kemper suggested that could invite the Commission to attend a hearing hosted by the BOS to come forward and explain to us so that an intelligent decision can be made to put it on the warrant or not. Town Manager Jennings stated that he will invite the Commission to present at the 3/15 meeting.

**H. Vote to Close Warrants for Annual and Special Town Meetings to be Held on Saturday, May 22, 2021:**

(See Above)

**I. Review of Draft Conservation Restriction for Artichoke River Woods Property:**

(See Exhibit I, pages 48 through 83 for information) Chairman Archibald stated that he has no comments, have gone over it, very complicated. Selectman Parker stated has discussed it on numerous occasions, has read it through and it's good. Town Counsel and Town Manager Jennings agreed and would recommend approval in its form.

**Motion by Selectman Parker to approve the Artichoke River Woods Conservation Restriction as presented. Seconded by Selectman Kemper.**

**Yes 3, No 0**

**J. Discussion of Potential FY22 Municipal Vulnerability Program Grants (Rick Parker):**

Selectman Parker updated on this topic. (See Exhibit J, pages 84 through 86 for information) Stated this is for the MVP Program, and our first opportunity to be involved in the program through Green Communities. This is a letter of interest, as opposed to a grant application, and by submitting a letter of interest, enables the MVP core team to have a conversation with the state's MVP group to discuss and review the idea that are being considered, which are related to invasives control and potentially applying for grants relative to invasives assessment and control, as well as roadway hazards due to flooding, and specifically, the primary focus would be River Road and the bottom ends of Coffin Street and Cherry Street.

Chairman Archibald stated that the plan was that there was a Warrant Article about having an intern work on the invasives already, so would this be in addition to that? Selectman Parker stated that this would be in addition to this. Stated that certain invasives are already out of control and are various others in Town that have a footprint now, and what needs to be done is arrest them before they're also out of control, i.e., multiflora rose and bittersweet around Town, along with a handful of others, but two are three that are prevalent and creating problems. So, the thought of the Article would be to fund an intern or two for the summer to do some initial assessment on Town-owned properties, but really a broad problem that needs a broad strategy to deal with to try to minimize long-term impact.

Chairman Archibald inquired as to other than the assessment, what would the grant do?

Nancy Pau explained that this is exploratory at this point, just putting in a letter of interest, and depending on what the State says will compete well for the grant, they'll put a package together, but right now, the portion that's focused on invasive control and combatting invasives actually has a lot of community education and native gardening and landscaping involved in it.

So, one part of the aspect mentioned is mapping invasives on Town land and getting interns and volunteers out to control it. A large part of it is also educating Town residents mainly through demonstration gardens, and have a very active volunteer group that's 15 and growing, and have identified six gardens in Town that want to create demonstration gardens at, like at Mill Pond and Town Hall, and many other areas, potentially the new high school, so this would provide the plant material, would be a whole suite of presentations and guided walks to educate people about why it's important to have natives and to try to combat invasives.

And the grant is mostly to pay for plant material, printing flyers, speaker fees for people being brought in, already lined up the first speaker, a professor from Delaware that's leading this effort, and a couple groups in Town have already stepped up to pay for his fee. Also want to draw in well-known speakers as well as the people in Town that are also going to be volunteering their time and expertise to join in more people and create more excitement.

**Motion made by Selectman Kemper to submit two letters of interest for both topics.  
Seconded by Selectman Parker.**

**Yes 3, No 0**

#### **K. Soldiers & Sailors Building: Permitting Updates and Design Questions:**

Lynne Spencer and Doug Manley join the meeting updating this topic. (See Exhibit K, pages 87 through 89 for information) Town Manager Jennings commented that met last week with the Planning Board and issues came up, so wanted them to meet with the BOS and update as to what has been going on.

Lynne Spencer explained that there are several elements to the plan and wanted to take everyone through what is now being proposed, a slight variation from before. Entrance off the Cottage Advisors Roadway to a parking lot, which has been partially graded up by Cottage Advisors as part of their agreement with the Town. In the parking lot, 8 parking spaces, and are proposing to relocate the handicapped parking space closer to the entrance to the building, from the parking lot with almost a level pitched walkway to the rear door of the building that will become the main entrance to the Soldiers & Sailors Memorial Building.

Also a provision for a walkway that will go around to the front of the building and out to the street with a crosswalk that is also part of the agreement with Cottage Advisors. They envision that roadway being a pedestrian walkway, in contrast to what the BOS might have seen earlier, which was actually a road wide enough for a vehicle to pass on. There was a prior thought by the Director of Public Works that this would be advisable, but in working with Town Manager Jennings and Wayne, decided to make this into a walkway, therefore, less paving, which is desirable here. Also showing a bluestone type of walkway going to the front of the building, which will be a ceremonial entrance, not an accessible entrance, and will be securing a variance for that purpose from the Architectural Access Board, but also an emergency exit from the first floor, so it is certainly functional.

As to the lower portion of the building, working with Paul from the Board of Health advisory, during the planning process, had advised the use of a tight tank in lieu of the conventional septic system, so a tight tank is planned for this location, a 3,500-gallon tank, which has an alarm that goes off when 3/5 of the tank is filled, at 2,300-gallon level, which makes it a good deal in the pumping. Also looking to add to the plan, not currently on the plan, adding additional screen plantings since some plantings done several years ago have not fared well.

Also wanted to point out that the Planning Board, in their advisory role, were cautious about advising safety and the concern for the public on the site, so actually need to add site lighting to this plan. Looking at dark sky type fixtures, one or two in the parking lot, and lighting at the rear entrance as well as the front entrance of the building. What is now a parking area in front of the building will be removed and a lawn will be replanted there, so less paving on the site, more permeability, and more consistency with the proximity to the wetlands area.

With regards to what are now shown as two propane tanks just to the right of the tower, as well as a gas line, because there was the anticipation of having the gas line through the building for the HVAC system, there's a moratorium on installing a gas line for several years, so Denis Hamill has shown through propane tanks that would be temporary tanks for heating purposes. At this point, have not determined a fuel source for this building. Did have an advisory meeting with MassSave on energy and knows there's a strong desire for prudent energy conservation systems for this building, but that's why they are showing a gas line and a gas tank.

Chairman Archibald inquired as to the parking lot, the walkway next to the handicapped space to the building and the grading down from the parking area, how would that work. Lynne explained that it will be more like a bridge, virtually at the same level as the doorway and the parking level and the door threshold align, so looking at filling that.

Doug Manley added that one of the comments received last week from the Planning Board was that the flagstone walkway at the front of the building seemed too rigid to their taste, so might put a curve into that to soften the edges of that. Lynne explained that the concerns were the picturesque front walkway, the size of the tight tank, and the safety and lighting. She stated that the safety area comes out of the Planning Board, but for functionality, it's a very prudent thing to have done.

Chairman Archibald inquired as to whether she had witnessed, when the Public Safety Building was put up, the biggest issue with the building was lighting and was an ongoing problem in the Town for two years with abutters relating to the lighting, so he would say that A, the lighting in the parking lot should be minimized and motion censored on and off since it was an ongoing problem with the light from the Public Safety Building, so don't want to get into the same problem again. Lynne said wants to get into the dark sky fixtures, so with lights down, but will explore the idea of motion sensors.

Town Manager Jennings inquired as to how much of a budget issue are all of these things going to become. Lynne stated that fortunately, the software is something that comes with the lighting fixtures, so can be pretty mean and mean about that, and yes, it is an additional cost that makes sense given the desire to use the building. Selectman Kemper asked with regards to the tight tank, is there any reason for the BOS to pursue the right of way that had acquired to someday have a leaching field out to the right, is this going to preclude that necessity? Lynne stated that

it does preclude that necessity, and from the very beginning, Paul has suggested a tight tank as a practical solution for this site because of the complications on leaching fields and so on.

But also, it's not clear how this building is going to be used. Everyone is aware that there is a desire and hope that it will be used for meetings on the first floor and offices on the second, but due to the size of the building, about 1,000 square feet per floor, so not huge. Further discussion ensued on this topic of the size of the building.

Selectman Parker commented with regards to the State legislation regarding carbon neutrality of buildings by 2050, and in his opinion, should not be putting gas in the building, should be all electric with air source or ground source heat pumps. Lynne stated that she will look at the cost/benefit of the two different fuel sources available. Further discussion ensued regarding a timeline of when this would have to be done and submitted to the Board. Selectman Parker stated that there would probably be grant money available through the Green Communities for this type of project.

**Motion made by Selectman Kemper to approve submissions to the Planning Board and Board of Health and Conservation Commission and authorize Town Manager to sign.  
Seconded by Selectman Parker.**

**Yes 3, No 0**

### **TOWN MANAGER UPDATES**

**L. Page School Playground: Draft RFQ and Upcoming Public Forums, 2/24 at 4:00-5:00 p.m. and 3/1 at 10:00-11:00 a.m.:**

Town Manager Jennings updated on this topic. (See Exhibit L, pages 90 through 101 for information) Stated Mike and Wayne have been working on the scope. There is going to be an RFQ issued a week from today with a due date of March 22<sup>nd</sup>, which will allow selection based on qualifications and work with the selected vendor to finalize the design for contracting. Further discussion ensued on this topic.

**M. Middle Street Bridge: Permitting and Budgeting:**

Town Manager Jennings updated on this. Stated had initial meeting with West Newbury and Newburyport Con Coms, had a joint site visit recently. Something that arose from the Newburyport Con Com is their expectation that there be additional stormwater pretreatment built into the design of the bridge rather than the country drainage which currently is in place.

So, BSC reached out recently saying that would have cost implications including for the design and permitting, so they have asked that both Con Coms continue hearings so they can take additional time. BSC sent Angus and Wayne and John Eric White, City Engineer, a fee proposal of what they feel it's going to cost to build this into the design. Spoke to John Eric last week and neither of them had the time to dig into it in detail, so will talk this week. Have not yet authorized BSC to do the additional work because it's going to cost around \$40,000 in additional engineering work. So, can put this on for a more detailed briefing next meeting.

**N. Work with Merrimac on Comparative Wage Study:**

Town Manager Jennings stated supplied data to Merrimac for their wage study, just under the wire, which means that when they're done with their study, their consultant is going to provide it to us and provide their backup, all the data from different towns. So, won't cost us anything other than the time it took to put together the data, which will give some good data on how our wages in various departments stack up within the region.

**O. CARES Act Reconciliation Report Due February 26<sup>th</sup>:**

Town Manager Jennings updated on this topic. (See Exhibit O, page 102 for information) Continue to be chasing our own tail with the CARES Act, if not reporting on estimated and projected expenses, reporting on quarterly reports and how have actually spent the money, so it's a non-stop cycle of reporting before you even get into FEMA. So, at the time the agenda was posted on Thursday, believed that the reconciliation report, which is going to be a huge amount of work for his office, was going to be due this coming Friday, but fortunately, they postponed that until later in the spring. He, Stephanie, and Jenny had a great meeting and have a good handle on our next quarterly report, which is due a week from Friday.

**P. Updates on Other Active Projects:**

Town Manager Jennings updated on this topic. (See Exhibit P, pages 103 through 117 for information) Signed the contract for the ADA transition plan. Sam Joslin is heading that up, already had the kickoff meeting with the vendor last week and has sent out correspondence to different facility owners and moving ahead with that. Further discussion was held on this topic.

Moving towards contracts for the HVAC system control upgrade, included some draft contracts, but not there yet, but Mike has a call with the vendor tomorrow.

**Q. Follow-Up Meeting Assignments and Placing Items for Future Agendas:**

Selectman Parker stated that on an e-mail from Mass DOER a couple weeks ago, there's a program supported by Mass DEP, Department of Environmental Protection, for fast DC chargers. What's already in at the Page School and soon be completed in the 1910 Building is a level 2 charger that charges at 220 volts, same as comes into your house. Fast DC chargers are able to charge full electric vehicles much more rapidly.

So, Mass DEP has a program offering municipalities for public available government-owned properties up to \$50,000 to install a charger. Not saying something we should do, but something that should apply for. Probably will not qualify at this point in time because looking primarily at transportation corridors. Not sure that our site would be capable of supporting it, even though a new transformer is being put in, but at the next meeting hopes to have more information and can be discussed.

Selectman Kemper proposed adding that local people get a hard look for Town contracts before sending them out, i.e., plowing, construction, etc. Can't do for more money but should consider Town people before non-town people.

**Motion was made by Selectman Kemper to adjourn the meeting at 9:32 p.m. Seconded by Selectman Parker.**

**Yes 3, No 0**

Respectfully submitted,

Susan M. Lobie, Certified Electronic Transcriptionist  
Office Solutions Plus  
15 Marion Road, Salem, MA 01970

***Approved 2-0-1 (Kemper absent) by Select Board on 3-29-2021***