

Select Board Work Session Minutes

April 25, 2024, Meeting (Hybrid via Zoom)

Via Zoom Platform

Select Board Members Present: Kristen Reed-Chair, Susan Areson-Vice Chair, John Dundas-Clerk, Stephanie Rein-Member, Robert Weinstein-Member

Select Board Members Absent:

Others Present: Darrin Tangeman-Town Manager; Katie Riconda-Communications and Marketing Coordinator

Chair Reed called the meeting to order at 10 am and read the information for the public to access the meeting by telephone and participate. Per Select Board Policy 56: Select Board Sessions, the meeting is open to the public, however, comments from the public will not be taken and votes will not be taken.

SELECT BOARD ACTION

A. Town Manager Performance Evaluation Update

Chair Reed noted that new materials had arrived this morning and had not yet been reviewed by the Members.

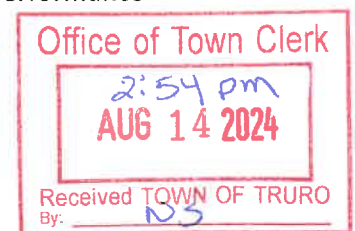
Town Manager Tangeman recognized Ms. Riconda for her efforts and hard work in her role as well as provided information about her professional background to include working in the federal government. Town Manager Tangeman noted the quality of her work and the civility of the documents that she produced since joining the Town staff.

Town Manager Tangeman then provided an update since his mid-point review and noted that the Community Center was an ideal location to conduct Town Manager Monthly Coffees to discuss and advocate for key community initiatives and topics. Town Manager Tangeman said that he appreciated the community's involvement in the Town Manager Monthly Coffees and recognized the following individuals who regularly participate in these events: Jon Slater, Tim Hickey, Michael Forgione, Peter Herridge, Lisbeth Chapman, Dennis O'Brien, and Kathleen O'Brien.

Town Manager Tangeman reviewed the questions that have been asked at the Town Manager Monthly Coffees with the Members and reviewed the responses to specific and highlighted questions.

Chair Reed noted the incredible work that Town Manager Tangeman had done and asked Town Manager Tangeman to provide an Executive Summary to highlight the most important items due to time constraints. Town Manager Tangeman stated that his 9-page update would be distributed to the community.

Town Manager Tangeman provided updates on the following items related to his performance evaluation:



- The Part-Time Resident Advisory Committee
- Monthly lunches
- Weekly community office hours and virtual meetings with members of the community
- regular meetings with International City/County Management Association (ICMA) mentors to discuss complex issues facing Truro
- Professional development
- The DPW Facility forum
- Monthly community surveys
- Facebook Live event (10-12 participants with over 600 total views)
- 2024 Town of Truro Satisfaction Survey

Chair Reed, the Members, and Town Manager Tangeman commented on and discussed the following topics regarding the 2024 Town of Truro Satisfaction Survey: ensuring anonymity for individuals who complete the survey, the prevention of multiple responses by a single individual, the collection of paper surveys at Town Hall, the ability to geolocate survey responses and data points by IP address, the suggested inclusion of visiting population input as the Town experiences an influx of 25,000 to 30,000 visitors during the summer season compared to 2,500 year-round residents, ways to partner with the Chamber of Commerce to assess needs from Truro businesses, the suggestion to receive written surveys at the Town Clerk's office, and the suggested inclusion of input from individuals who utilize Pamet Harbor.

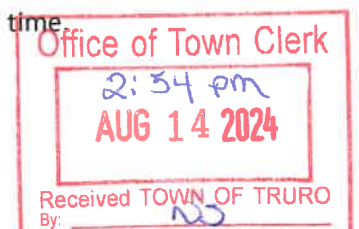
Chair Reed recognized Town Manager Tangeman's efforts in the significant improvement in his community outreach and engagement efforts. Chair Reed noted that Town Manager Tangeman's 9-page update reflected his love for Truro and that he genuinely cares about the Town and its people.

Chair Reed invited the Members to comment about Town Manager Tangeman's performance and the Members noted that Town Manager Tangeman was available to the community. Members said that they were impressed with his "180" since his last evaluation. Chair Reed concluded by stating "Well done, sir!"

Member Rein concurred with Chair Reed's comments.

Member Weinstein did note that he would like to have more opportunities to engage informally with Town Manager Tangeman 1-on-1 as he felt this would help build the relationship between Town Manager Tangeman and individual Members. Town Manager Tangeman was receptive and noted that there could be an opportunity to reorganize the annual evaluation based upon the current work plan and the comments made at this work session.

Chair Reed and the Members then discussed communication style and the need that all Members receive information at the same time. Chair Reed noted that her frequent communication (including texting) with Town Manager Tangeman reflected her trust in him and it was not an effort for her to have more authority over him or give him direction without the Members' approval. Vice Chair Areson responded that she could not comment on that as she was not privy to those texts between Chair Reed and Town Manager Tangeman. Chair Reed and Vice Chair Areson mutually agreed that communication between the Members and the Town Manager needed to be worked out. Vice Chair Areson also said all members of the Select Board should receive information at approximately the same time.

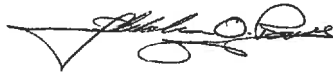


Member Dundas noted communication among individual Members could improve and that the role of the Town Manager was built around endurance. Member Dundas said that Town Manager Tangeman had a great team around him.

Town Manager Tangeman reiterated his desire to meet with the individual Members at their convenience based upon his availability. Town Manager Tangeman suggested that after the election that the new Select Board should review the Town Manager's evaluation form and make changes which reflect its expectations.

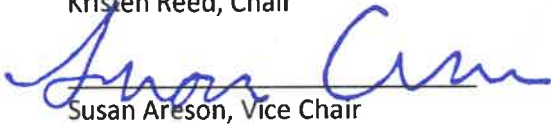
Chair Reed adjourned the meeting at 11:08 am.

Respectfully submitted,



Alexander O. Powers
Board/Committee/Commission Support Staff

Kristen Reed, Chair


Susan Areson, Vice Chair

John Dundas, Clerk



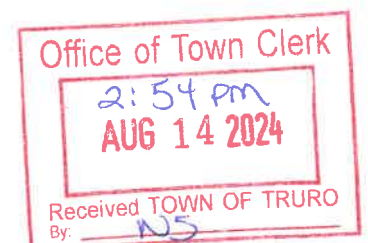
Stephanie Rein, Member



Robert Weinstein, Member

Public Records Material Attachments

Legal Notice



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