

Residents' Advisory Committee (RAC) on June 25, 2019
10am – 11am
IT Conference Room
Minutes
(Approved at the RAC meeting on September 17, 2019)

Members Present: Mr. Jim Pistrang (Chair), Ms. Keisha Dennis, Ms. Connie Kruger
Members absent: None
Minute taker: Angela Mills

Meeting called to order at 10:14 am

Review of minutes – two sets 6/4/2019 and OCA minutes

6/4 – Mr. Pistrang would like the following phrase struck from the draft minutes of the 6/4/2019 meeting because he does not recall every saying, "...noted that the RAC is the only great committee in town." Ms. Mills said she would strike it from the record. She explained that it must have been a typo.

Approval of minutes (6/4/2019 and 6/10/2019), Mr. Pistrang made the motion, Ms. Kruger seconded – unanimous vote.

RAC at OCA minutes – Mr. Pistrang made the motion, Ms. Kruger seconded – Unanimous vote.

Ms. Mills will take the draft off and then post as final

Ms. Kruger asked that we add the note at end of RAC at OCA that the agenda was the only document taken into that meeting.

Mr. Pistrang apologizes for not meeting last week. He forgot to send the agenda to Ms. Mills for posting to the official meetings calendar. We missed the deadline for Open Meeting Law.

Ms. Kruger updated everyone on the Design Review Board interview and Water Supply Protection (only had one candidate for each committee).

Water Supply Protection interview take away: The candidate was waiting to hear back from Paul Bockelman, Town Manager, regarding a previous interview for a different board/committee/commission.

Members of RAC suggested:

- Send a reminder a month after the interview – to follow up on the status of where they are in the cycle.

- People do not know what the process is and they are stuck in a “black hole” of where they stand.
- Simply state, “We haven’t made our decisions yet.”
- OR tell the candidate, “You are one of our choices, it still has to go to Outreach, Communications and Appointment Committee (OCA) of the Town Council and then to full Council and then we can send you the letter.”
- Or inform the candidate, “There is nothing wrong with you but there were many candidates ...”

It was agreed that it is awkward to have people interview who are still waiting to hear about another committee/board/commission. RAC will soon have another meeting with OCA to discuss process.

RAC members noted, that Staff liaisons and Committee Chairs had never done prep for the interview. There was a suggestion made that there needs to be a level of staff level training. People were not prepped for the interview to give some background about what the committees do in a functional manner.

Mr. Pistrang explained that during the interviews that he attended, Mr. Bockelman did a preamble. He believes that staff liaisons should have a prep sheet for interview that is sent to them with CAFs.

Chair and staff liaison have to be at all the interviews. How do you make a decision about someone when there are two separate dates for interviews for the same committee but the interview team for each date is a different mix of people sitting around the same interview table?

When it is one out of seven candidates it is not such a big deal if the configuration of people is not identical. Mr. Pistrang explained that RAC is just making recommendations. Same rigor of process for everyone needs to be the ideal.

Discussion of the process. People feel overlooked. Send a copy of the decision by the Town Counsel regarding the CAF decision to RAC members and cc Town Manager.

What will expand the pool? More transparency – activist people want the CAF process to be fully public. Others who are just entering political system – want to have it be a more private process.

Ms. Dennis noted that transparency sometimes creates an environment for the loud advocate to bring in the loud advocates (“like people” recruit “like people”). Ms. Dennis recommends two different processes for Town Council appointments versus Town Manager appointments. This would give us two different sets of data to see which group is doing a better job increasing diversity and including different voices.

Ms. Kruger would like to make that a recommendation from RAC to OCA and TC.

Ms. Dennis and Ms. Kruger would like two different sets of data.

Mr. Pistrang likes the protocol the way it is and is not advocating for the process to change.

Ms. Kruger noted that there is a continual push for the CAFs to be made public.

Loud people would like to be placated... the challenge is are we going to worry about the squeaky wheel and shut them up or find a better solution. Dig deeper. Acknowledge that government is about more than just placation of the loudest group.

The members of RAC would like to stay collegial with OCA.
Add to the CAF form, "This document may become a part of the public process."

Registrars of Voters – Ms. Kruger has offered to speak with Robert Pam regarding the double duty (Board of Library Trustees and Board of Registrars). *She added at the September 17th, 2019 RAC meeting that she never had this conversation with Mr. Pam.*

Agricultural Commission – candidates needed...we would like more individuals who have experience in farming.

Board of Health – appointments are pending & follow up with Mr. Bockelman on that one.

Munson Library – have someone stay for continuity, then go out, and recruit some more people to serve on that Board.

Nobody present from the public for any public comment.

Next meeting date: SEPTEMBER 10, 2019 – 10am. *Ms. Mills needs to FIND A SPACE.*

How to follow up after an interview:

- put a practice in place to follow up and give status updates within 30 days
- follow up again after 30 days

Chair needs to draft an email to the Town Manager and ask him to strengthen the follow-up part of the interview process.

Meeting adjourned at 11:20am.