

Correspondence received by the Concord Select Board  
Week Ending – February 24, 2025

1. Diane Hannon 129 Nimrod Drive
2. Gwen Action 62 Elm Street

Please Note: The letters posted here reflect the views and opinions of the author as recorded in the body of their email. Neither the Select Board nor Town staff have verified or reviewed the contents. The Select Board and the Town do not necessarily agree, condone, support or advocate the ideas expressed in these letters and have not verified any factual statements made in the letters.

Select Board, and FinCom,

The points addressed in Mr. Echavarri's analysis raise valid points for discussion in order to make better decisions about the town budget. Please scrutinize the data he presents, and come to a more meaningful way to trim the budget. Mr. Echavarri has obviously done a thoughtful comparison with a similar MA town, and his conclusions deserve your thoughtful consideration.

Thank you for following through on this.

Diane Hannon

129 Nimrod Drive

To Select Board and Town Manager,

I am deeply concerned about the apparent lack of adherence to Concord's APP #10 policy regarding appointments to Town boards, committees, and task forces. Transparency and fairness are critical to maintaining public trust, yet the process used to select nominees for the Tax Relief Evaluation Task Force raises serious questions.

At the November 3 Select Board meeting, Chair Mary Hartman stated that the Board had "agreed upon a process" relying primarily on names provided by Select Board members.

However, this approach appears to have disregarded multiple provisions of APP #10 and the Massachusetts Select Board Handbook, including requirements to:

- Actively solicit recommendations from Town organizations and individuals
- Publicize vacancies in the press
- Conduct public interviews before appointments
- Research available skills in the Town
- Establish a list of interested volunteers
- Consider suggestions from prospective appointees

Additionally, APP #10 discourages individuals from serving on multiple committees except in rare cases, yet this practice persists.

Given these concerns, I urge the Select Board to **pause the vote on these nominations** and instead conduct a transparent selection process that aligns with established policies. Moving forward with a process that disregards these policies raises serious concerns about the integrity and ethics of the decision-making process. Such a flawed approach will only undermine public trust and the credibility of this committee's work.

For reference, relevant policy language from APP #10 and the Massachusetts Select Board Handbook is included in the attached appendix.

Best,

Gwen Acton

62 Elm Street

#### **APPENDIX: Relevant Policy Excerpts**

From APP #10, Section VII(a):

“The Selectmen and Town Manager will endeavor to develop a pool of persons interested in serving on each such Committee from at least the following sources:

1. Green cards on file
2. Personal knowledge
3. Recommendations from Town organizations or individuals
4. Suggestions from the Committee having a vacancy
5. Suggestions by prospective appointee(s)
6. Research of skills available in Town
7. Individual responses to publicity regarding vacancies (new green cards)”

“It is the policy of the Board of Selectman and Town Manager to **enlarge the general pool of applicants through active solicitation of Town organizations and through publicity in the press** and on community access television.”

From the Massachusetts Select Board Handbook:

**"When possible, Select Boards should interview candidates during a public meeting before making decisions on the appointments."**