

**Norwich SelectBoard**

Christopher Ashley  
Roger Blake  
Ed Childs  
Linda Cook  
Steve Flanders

RECEIVED

9/7/11

SEP 7 2011

TOWN MANAGER'S OFFICE

Like a number of others I have spoken with over the past week, I was surprised and concerned about how the current discussion of renewing the Town Manager's contract has been handled.

As stated by someone at the Special Meeting on 8/30, simply seeing the warning about a meeting being called and a possible Non-public Session re/personnel, really doesn't provide much. You may have, in fact, met the meeting notification requirement of the law. But, to call a meeting for such an important topic and **not** make more of an effort to let us know where the board is in the Town Manager review process, in my opinion, does a real disservice to the trust and respect we place with you as our elected leaders. I recall one of you expressing concern at the meeting on 8/30 that you would like to see more people in attendance. I hope that all of us would.

Let me offer an observation. As one who has spent many years working with organizations and businesses who really try to get the attention and support of the public, you have to tell them **WHY** you want their attention. On the other hand, if for some reason or another you are trying to stay "off the radar" and sort of hope that you have a chance to handle something with minimal input from the public, then by all means don't let people really know why you are meeting.

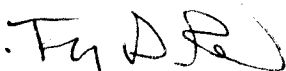
Again, like others, I've publicly stated admiration and respect for those in the community who are willing to give time and effort trying to make our town a better place. Some of you on the current board know better than I do about how often you get unwarranted criticism and infrequent thanks for your work. My present concerns addressed above and any other disagreement I may have on a particular vote, do not detract from an appreciation for your willingness to serve.

We've come too far in the past few years and have made significant progress in getting the Town Manager form of government to work for Norwich. If your pending action on Pete Webster's contract is unduly influenced by parking lot conversation style lobbying, or, targeted phone calls from citizens who can't or won't discuss all this in public, that's really too bad. At the risk of being naive, the "golden rule" really should apply to those who serve the town as well as those who work for the town. We're a small community that does pretty well handling most of the challenges that come our way. And we're so much more fortunate than most towns around the country.

Now is not a time for us to slide back to some petty and unnecessary squabbles, posturing and questionable behavior displayed by some members of previous boards. It is the time to show the whole town that you can rise above this controversy of the moment and build on what we have.

Please find a way to work with the Town Manager and move us forward. We don't need and cannot afford to be distracted by honest disagreements. We're bigger and better than that and can set the example of cooperation and good local government.

Thank you.



Terry Boone  
PO Box 885  
Norwich, VT 05055