



TOWN OF EASTHAM

2500 State Highway, Eastham, MA 02642 - 2544

All departments 508 240-5900

www.eastham-ma.gov

Name of Committee that is Meeting: Select Board

Date and Time of Meeting: Monday, April 7, 2025, at 5:30 PM

Location of the Meeting: Earle Mountain Room, Eastham Town Hall, 2500 State Hwy

This meeting/hearing will be held in-person at the location provided on this notice. Members of the public are welcome to attend this in-person meeting.

Please note that while an option for remote attendance and/or participation is being provided as a courtesy to the public, the meeting/hearing will not be suspended or terminated if technological problems interrupt the virtual broadcast, unless otherwise required by law. Members of the public with particular interest in any specific item on this agenda should make plans for in-person vs. virtual attendance accordingly.

Remote Participation Information for Meeting

Please click the link below to join the webinar:

<https://us02web.zoom.us/j/83251832969?pwd=bTBNWDZJYXRhQThQSE5jUGICSTR3UT09>

Passcode: 112963

Or iPhone one-tap:

US: +13126266799,83251832969#, *112963# or +19292056099,,83251832969#,,, *112963#

Or Telephone:

Dial (for higher quality, dial a number based on your current location):

US: +1 312 626 6799 or +1 929 205 6099 or +1 301 715 8592 or

+1 346 248 7799 or +1 669 900 6833 or +1 253 215 8782

Webinar ID: 832 5183 2969

Passcode: 112963

International numbers available: <https://us02web.zoom.us/j/83251832969?pwd=bTBNWDZJYXRhQThQSE5jUGICSTR3UT09>

The meeting will be video recorded and broadcast over Local Access Channel 18 and on the Town website at www.eastham-ma.gov.

MEETING AGENDA FOLLOWS

AGENDA
SELECT BOARD
Eastham Town Hall, 2500 State Highway, Eastham, MA 02642
Monday, April 7, 2025, 5:30 PM

1. PUBLIC AND SELECT BOARD INFORMATION

2. PUBLIC HEARING

5:30PM Aquaculture Licenses & Sites – Stephanie Sykes, Shellfish Constable

3. LICENSING

- a) Jerope Inc. dba Arnold's Lobster & Clam Bar, 3580 State Hwy
 - Common Victualler
 - All Alcohol on Premise
 - Mini-Golf
- b) Gift Barn, 4180 A State Hwy
 - Mini-Golf
 - Coin-Operated Amusements
- c) Orleans Eastham Elks Lodge #2572, 10 McKoy Rd
 - Common Victualler
 - All Alcohol Off Premise
- d) Eastham Landing, Inc dba The Landing
 - Common Victualler
 - All Alcohol Off Premise
- e) Foot-Off-First Ventures Inc. dba Sam's Deli/Uncorked
 - Common Victualler
 - All Alcohol Off Premise
- f) Eastham Café, 50 Brackett Rd
 - Common Victualler
- g) L&T Fine Food Corp. dba Laura and Tony's Kitchen
 - Common Victualler
 - All Alcohol on Premise
- h) Windmill Weekend Inc
 - One-day Liquor License – September 6, 2025 from 12pm - 4pm
 - One-Day Liquor License – September 7, 2025 from 12pm – 3pm

4. ADMINISTRATIVE MATTERS (discussion & vote may be taken)

- a) Cape Cod Commission Town of Eastham Representative, Michele Vion

5. TOWN MANAGERS REPORT

6. NEW / UPCOMING AGENDA ITEMS & NEEDED FOLLOW-UP ON PREVIOUS ITEMS - (discussion & vote may be taken)

7. MINUTES (discussion & vote may be taken)

- a) March 24, 2025

8. OTHER BUSINESS / CORRESPONDENCE (discussion & vote may be taken)

9. ADJOURNMENT

Upcoming Meetings

Pre Town Meeting - April 22nd @ 5:30pm

Town Meeting - May 5th @ 5:30pm

Earle Mountain Room

Earle Mountain Room

- **This meeting is video recorded and broadcast over Local Access Channel 8 and on the Town website at www.eastham-ma.gov.**
- *Per the Attorney General's Office: The Select Board may hold an open session for topics not reasonably anticipated by the Chair 48 hours in advance of the meeting.*
- *If you are deaf or hard of hearing or are a person with a disability who requires an accommodation, contact Kayla Urquhart, 508-240-5900 x3207*

LEGAL NOTICE
TOWN OF EASTHAM
PUBLIC HEARING: AQUACULTURE

Pursuant to M.G.L. Ch 130, the Eastham Select Board will hold a public hearing on April 7, 2025, at 5:30PM, in the Eastham Town Hall, Earle Mountain Room, 2500 State Highway, Eastham, MA 02642, and by remote participation, concerning the following aquaculture licenses/sites.

Aquaculture License Renewal:

Gideon Turner

105 Deerfield Ln, Eastham, MA 02642
Renewing site N66, 0.5 acres in Nauset Marsh Estuary

Aquaculture License Expansion:

Darlene Moore and Samuel Carpentieri

265 Crosby Village Road, Eastham, MA 02642
Current site B21W, a 0.50-acre parcel in Boat Meadow ADA
Request for expansion: B21E, a 0.50-acre parcel in Boat Meadow ADA

Aquaculture License Updates:

Peter Burns

85 Bow Rd, N. Eastham, MA 02651
Removing from license (relinquishing): site B14E, B18W, B19W, B20W, a 2-acre parcel in Boat Meadow ADA

Alana Collins/ Cameron Collins

375 State Hwy/150 State Hwy, Eastham, MA 02642
Updates to coordinates for N1 and N2 (1-acre parcel in Town Cove), relinquishment of N7 (0.5-acre parcel in Town Cove)

James McGrath

45 Salt Pond Rd, Eastham, MA 02642
Update to coordinates: site N67, a 1-acre parcel in Nauset March Estuary

Andrew Morgan

50 Wilson Ave, Eastham, MA 02642
Update to coordinates: site N53, a one-acre parcel in Town Cove

Stephen Smith

18 Blueberry Ln, Orleans, MA 02653
Update to coordinates: site N43, a one-acre parcel in Town Cove

Zachary Valli

133 Oakwood Rd, Eastham, MA 02642
Removing from license (relinquishing): site N62, a 2-acre parcel in Nauset Marsh Estuary

Relinquishing Aquaculture License/Full Site:

Kathryn Edmunds and Doug Edmunds

65 Kettle Hole Road Eastham, MA 02642/13 Nickerson Road Orleans, MA 02653
Relinquishing site N65, a 1.1-acre parcel in Nauset Marsh Estuary



TOWN of EASTHAM

Department of Natural Resources

Department of Public Works

555 Old Orchard Road, Eastham, MA 02642

774-801-0518



To: Eastham Select Board

From: Stephanie Sykes, Shellfish Constable

Re: Aquaculture Licenses and Driving Access for Select Board Meeting April 7, 2025

Date: April 3, 2025

The Department of Natural Resources is submitting the attached for review and vote by the Eastham Select Board:

- Requested aquaculture license updates as legally advertised and publicly posted per M.G.L. Ch 130
- Summer Driving Schedule for Boat Meadow Aquaculture Development Area (BMADA) on
- Vehicle access applications for vehicular access to BMADA
 - Last names of applicants: Bissett, Campbell, Carpentieri, Crobar, Doolittle, Doolittle, Dwyer, Dwyer, Gibbons, McElroy, McLellan, O'Brien, Poosikian, Power, Sparrow, Sullivan, Van Norman

May 2025

SUMMER DRIVING SCHEDULE

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
27	28	29	30	1	2	3
				MORNING TIDE ACCESS ONLY	MORNING TIDE ACCESS ONLY	MORNING TIDE ACCESS ONLY
4	5	6	7	8	9	10
MORNING TIDE ACCESS ONLY	MORNING TIDE ACCESS ONLY	AFTERNOON TIDE ACCESS ONLY	AFTERNOON TIDE ACCESS ONLY	AFTERNOON TIDE ACCESS ONLY	AFTERNOON TIDE ACCESS ONLY	AFTERNOON TIDE ACCESS ONLY
11	12	13	14	15	16	17
AFTERNOON TIDE ACCESS ONLY	AFTERNOON TIDE ACCESS ONLY	AFTERNOON TIDE ACCESS ONLY	MORNING TIDE ACCESS ONLY	MORNING TIDE ACCESS ONLY	MORNING TIDE ACCESS ONLY	MORNING TIDE ACCESS ONLY
18	19	20	21	22	23	24
MORNING TIDE ACCESS ONLY	MORNING TIDE ACCESS ONLY	MORNING TIDE ACCESS ONLY	AFTERNOON TIDE ACCESS ONLY	AFTERNOON TIDE ACCESS ONLY	AFTERNOON TIDE ACCESS ONLY	NO ACCESS
25	26	27	28	29	30	31
NO ACCESS	NO ACCESS (Memorial Day)	AFTERNOON TIDE ACCESS ONLY	AFTERNOON TIDE ACCESS ONLY	MORNING TIDE ACCESS ONLY	MORNING TIDE ACCESS ONLY	MORNING TIDE ACCESS ONLY
1	2	<i>Notes</i> "Morning tide access" only is referring to the tide you will be driving out for "Afternoon tide access" only is referring to the tide you will be driving out for				

June 2025

SUMMER DRIVING SCHEDULE

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
MORNING TIDE ACCESS ONLY	MORNING TIDE ACCESS ONLY	MORNING TIDE ACCESS ONLY	MORNING TIDE ACCESS ONLY	AFTERNOON TIDE ACCESS ONLY	AFTERNOON TIDE ACCESS ONLY	AFTERNOON TIDE ACCESS ONLY
8	9	10	11	12	13	14
AFTERNOON TIDE ACCESS ONLY	AFTERNOON TIDE ACCESS ONLY	AFTERNOON TIDE ACCESS ONLY	AFTERNOON TIDE ACCESS ONLY	AFTERNOON TIDE ACCESS ONLY	MORNING TIDE ACCESS ONLY	MORNING TIDE ACCESS ONLY
15	16	17	18	19	20	21
MORNING TIDE ACCESS ONLY	MORNING TIDE ACCESS ONLY	MORNING TIDE ACCESS ONLY	MORNING TIDE ACCESS ONLY	AFTERNOON TIDE ACCESS ONLY	AFTERNOON TIDE ACCESS ONLY	ACCESS UNTIL 9:00 AM
22	23	24	25	26	27	28
ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM
29	30	1	2	3	4	5
ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM					
6	7	<i>Notes</i> Access June 9-20 may be subject to change based on horseshoe crab monitoring Beginning June 21, 2025 trailers out of lot by 9:00 AM				

July 2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
29	30	1	2	3	4	5
		ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM
6	7	8	9	10	11	12
ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM
13	14	15	16	17	18	19
ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM
20	21	22	23	24	25	26
ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM
27	28	29	30	31	1	2
ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM		
3	4	Notes Trailers out of lot by 9:00 AM				

August 2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
27	28	29	30	31	1	2
					ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM
3	4	5	6	7	8	9
ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM
10	11	12	13	14	15	16
ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM
17	18	19	20	21	22	23
ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM
24	25	26	27	28	29	30
ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM	ACCESS UNTIL 9:00 AM
31	1	Notes				
ACCESS UNTIL 9:00 AM		Trailers out of lot by 9:00 AM				

September 2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
31	1 ACCESS UNTIL 9:00 AM (Labor Day)	2 FULL ACCESS	3 FULL ACCESS	4 FULL ACCESS	5 NO ACCESS (Windmill Weekend)	6 FULL ACCESS***
7 NO ACCESS (Windmill Weekend)	8 FULL ACCESS	9 FULL ACCESS	10 FULL ACCESS	11 FULL ACCESS	12 FULL ACCESS	13 FULL ACCESS
14 FULL ACCESS	15 FULL ACCESS	16 FULL ACCESS	17 FULL ACCESS	18 FULL ACCESS	19 FULL ACCESS	20 FULL ACCESS
21 FULL ACCESS	22 FULL ACCESS	23 FULL ACCESS	24 FULL ACCESS	25 FULL ACCESS	26 FULL ACCESS	27 FULL ACCESS
28 FULL ACCESS	29 FULL ACCESS	30 FULL ACCESS	1	2	3	4
5	6	<i>Notes</i> Trailers out of lot by 9:00 AM through September 1, 2025 access Friday, September, 5 2025 due to Windmill Weekend Sand Art Contest ***May be subject to change due to Windmill Weekend event schedule access Sunday, September 7, 2025 due to Windmill Weekend Road Race advised: Bow Wow Bash at Bee's River end of parking lot September 13, 2025				No No Be



TOWN OF EASTHAM

2500 State Highway, Eastham, MA 02642 - 2544

All departments 508 240-5900 Fax 508 240-1291

www.eastham-ma.gov

April 7, 2025

To the Select Board:

Please find the following seasonal renewal applications to be approved:

Jerope Inc. dba Arnold's Lobster & Clam Bar
3580 State Hwy

- Common Victualler
- All Alcohol on Premise
- Mini-Golf

Gift Barn
4180 A State Hwy

- Mini-Golf
- Coin-Operated Amusements

Orleans Eastham Elks Lodge #2572
10 McKoy Rd

- Common Victualler
- All Alcohol on Premise

Eastham Landing, Inc dba The Landing

- Common Victualler
- All Alcohol Off Premise

Foot-Off-First Ventures Inc. dba Sam's Deli/Uncorked

- Common Victualler
- All Alcohol Off Premise

Eastham Café
50 Brackett Rd

- Common Victualler

L&T Fine Food Corp. dba Laura and Tony's Kitchen

- Common Victualler
- All Alcohol on Premise

**Windmill Weekend Inc.
2515 State Hwy**

- One-day Liquor License – September 6, 2025 from 12pm - 4pm
- One-Day Liquor License – September 7, 2025 from 12pm – 3pm

Once inspections have been completed by the Health, Fire, and Building Departments, licenses will be issued.

Thank you,
Kendra Menard
Assistant Town Clerk

Common Victualler License Requirements
Coin-Op, Billiard and Mini-Golf licenses, Alcohol, Entertainment

RENEWAL: Jerope Inc. dba Arnold's Lobster & Clam Bar

Please submit the following along with the Town application:

- X Business Certificate
- X Workers Comp Affidavit
- X Updated Menu
- X Floor Plan

If applying for Retail Alcohol Licenses, add:

- X Completed Liquor License Application

If applying for Entertainment add:

Completed Entertainment Application

License fee(s) payable to the Town of Eastham, as apply to your establishment:

- X Common Victualler
Entertainment
Coin-operated amusements
- X Miniature golf
Billiard tables

NEW APPLICATIONS:

Please submit all materials required for a renewal, along with:

- Floor plan including dimensions, seating layout, and entrances/exits. Coin-op amusements and billiard tables must be included if applicable.
- Copy of lease, P&S agreement, or current tax bill for property/location of business

New applications must be submitted at least eight (8) weeks prior to your planned opening date. We recommend you discuss your plans with the Health and Building Departments before applying. Once a completed application is reviewed, you will be given a hearing date with the Board of Selectmen and a legal ad will be placed in the local paper.

Prior to the issuance of any license, the premises must be inspected by the Building Department, Health Department and Fire Department. All municipal taxes must be paid prior to the license approval.

Incomplete applications will not be accepted. No exceptions

Common Victualler License Requirements
Coin-Op, Billiard and Mini-Golf licenses, Alcohol, Entertainment

RENEWAL: Gift Barn

Please submit the following along with the Town application:

- X Business Certificate
- X Workers Comp Affidavit
- Updated Menu
- Floor Plan

If applying for Retail Alcohol Licenses, add:
Completed Liquor License Application

If applying for Entertainment add:
Completed Entertainment Application

License fee(s) payable to the Town of Eastham, as apply to your establishment:

- Common Victualler
- Entertainment
- X Coin-operated amusements
- X Miniature golf
- Billiard tables

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Common Victualler License Requirements
Coin-Op, Billiard and Mini-Golf licenses, Alcohol, Entertainment

RENEWAL: Orleans Eastham Elks Lodge #2572

Please submit the following along with the Town application:

- N/A Business Certificate
- X Workers Comp Affidavit
- X Updated Menu
- X Floor Plan

If applying for Retail Alcohol Licenses, add:

- X Completed Liquor License Application

If applying for Entertainment add:

- Completed Entertainment Application

License fee(s) payable to the Town of Eastham, as apply to your establishment:

- X Common Victualler
 - Entertainment
 - Coin-operated amusements
 - Miniature golf
 - Billiard tables

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Common Victualler License Requirements
Coin-Op, Billiard and Mini-Golf licenses, Alcohol, Entertainment

RENEWAL: Eastham Landing Inc. DBA The Landing

Please submit the following along with the Town application:

- X Business Certificate
- X Workers Comp Affidavit
- X Updated Menu
- X Floor Plan

If applying for Retail Alcohol Licenses, add:

- X Completed Liquor License Application

If applying for Entertainment add:

- Completed Entertainment Application

License fee(s) payable to the Town of Eastham, as apply to your establishment:

- X Common Victualler
 - Entertainment
 - Coin-operated amusements
 - Miniature golf
 - Billiard tables

NEW APPLICATIONS:

Please submit all materials required for a renewal, along with:

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Common Victualler License Requirements
Coin-Op, Billiard and Mini-Golf licenses, Alcohol, Entertainment

RENEWAL: Foot-off-First Ventures Inc. dba Sam's Deli/Uncorked

Please submit the following along with the Town application:

- X Business Certificate
- X Workers Comp Affidavit
- X Updated Menu
- X Floor Plan

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- X Completed Liquor License Application

If applying for Entertainment add:

- Completed Entertainment Application

License fee(s) payable to the Town of Eastham, as apply to your establishment:

- X Common Victualler
 - Entertainment
 - Coin-operated amusements
 - Miniature golf
 - Billiard tables

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Common Victualler License Requirements
Coin-Op, Billiard and Mini-Golf licenses, Alcohol, Entertainment

RENEWAL: L&T Fine Food Corp dba Laura & Tony's Kitchen

Please submit the following along with the Town application:

- Business Certificate
- Workers Comp Affidavit
- Updated Menu
- Floor Plan

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- Completed Liquor License Application

If applying for Entertainment add:

- Completed Entertainment Application

License fee(s) payable to the Town of Eastham, as apply to your establishment:

- Common Victualler
- Entertainment
- Coin-operated amusements
- Coin-operated amusements
- Miniature golf
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- Billiard tables

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Common Victualler License Requirements
Coin-Op, Billiard and Mini-Golf licenses, Alcohol, Entertainment

RENEWAL: Eastham Café

Please submit the following along with the Town application:

- X Business Certificate
- X Workers Comp Affidavit
- X Updated Menu
- X Floor Plan

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Completed Liquor License Application

If applying for Entertainment add:
Completed Entertainment Application

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- X Common Victualler
Entertainment
Coin-operated amusements
Miniature golf
Billiard tables

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MICHELE VION

**20 Jay Dee Lane
Eastham, MA 02642
mvion@bu.edu
720-273-4826**

EDUCATION

Boston University – Master of Social Work May 2027 (expected)
Fairleigh Dickenson University – Graduate work toward MBA, Finance and Marketing 1983- 1985
Wesleyan University - Bachelor of Arts, East Asian Studies/ Economics 1981
National Taiwan University - East Asian Studies 1979-1980

RELEVANT SOCIAL WORK AND VOLUNTEER EXPERIENCE

Senior Advisor 2024-2025
Cape Cod Foster Closet Orleans, MA

- Assist in creating, staffing, training and launching a Grandfamilies Helpline assisting on-Cape kin placement families in connecting with available resources

Board/Committee Member 2023-Present
Town of Eastham, MA

- Member of the regulatory Planning Board
- Member of the Strategic Planning Committee
- Member of the Open Space Committee

Court Appointed Special Advocate Volunteer 2018 – 2022
CASA of Mesa County, Colorado

- Court advocate for the best interest of the child in over 20 dependency and neglect child welfare cases
- Mentored first time CASA volunteers through first case assignments
- Participated as a CASA of Mesa County and Colorado CASA Board member

Human Resource Advisor 2020-2021
Riverside Educational Center of Grand Junction, CO

- Assisted with all aspects of human resources supporting a high growth non-profit providing after-school tutoring and enrichment support for under-resourced youth in a K-12 Colorado school district

Crisis Line Volunteer 2015-2018
Safehouse Progressive Alliance of Boulder, CO

- Answer the crisis line and handle crisis interventions for victims of domestic violence
- Perform volunteer duties in the confidential shelter for victims of domestic violence

Girl Scout Leader 2007-2010
Girl Scouts of America Boulder, CO

- Let a troop of young girls between the ages of 6 and 10

Welfare to Work Advocate 1999-2001
Workforce Boulder County

- Assisted with resume and interview support for clients returning to work after time away

OTHER WORK EXPERIENCE

BOARD EXPERIENCE

State of Colorado CASA- Denver, CO	2023-2024
CASA of Mesa County – Grand Junction, CO	2021-2023
ProPetro Holding Corporation – Midland, TX	2020-Present
Boingo Wireless Inc. – Los Angeles, CA	2019-2021
Callidus Cloud Inc. – San Jose, CA	2005-2017

WORK HISTORY

STORED ENERGY SYSTEMS – Longmont, CO 2024-Present
Senior Consultant/Vice President, Human Resources

HIGHPOINT RESOURCES - Denver, CO 2010-2019
Vice President, Human Resources

Responsible for the end-to-end leadership of the human resource function in a high growth business. Led the implementation of an HRIS, pay/benefit/stock/retirement/performance programs and structures, policies/procedures, workforce plans, and payroll process improvements. Responsible for hiring at all levels, including all workforce actions relating to acquisition and divestiture support. Manage all aspects of compensation committee board governance.

LEVEL 3 COMMUNICATIONS, INC. - Broomfield, CO 2006-2010
Group Vice President, Human Resources

Responsible for the enterprise-wide human resource function delivering workforce planning, organizational design, integration, talent management, reward and leadership development solutions that help deliver economic value to shareholders and customers. Managed a budget of \$10 million and staff of 80.

MVP HUMAN CAPITAL CONSULTING - Boulder, CO 2005-2006
Principal Consultant/ Executive Coach

Global client engagements include executive coaching, organizational effectiveness, leadership development, compensation benefits consulting, merger and acquisition support.

SUN MICROSYSTEMS - Broomfield, CO 1999-2005
Vice President, Human Resources

Responsible for staff of over 200 designing and delivering all HR products and services to an organization of 30,000 employees; compensation/ executive, sales, all other, benefits, recognition, performance management, organizational development, training, HRIS, staffing, executive development, library services, global inclusion and diversity, mergers and acquisition support, sigma and process excellence. Budget of over \$23 million; plus \$30 million fully recovered training function.

STORAGETEK - Director, Global Rewards and Employee Services

CENTROBE, INC. an EDS Company - Director, Compensation and Benefits

INFORMATION AND GRAPHICS SYSTEMS, INC - Vice President, Human Resources

JP MORGAN - Vice President, Human Resources/ Global Mobility

LANGUAGE/INTERNATIONAL EXPERIENCE

Strong language capability in Mandarin and Italian. Overseas living and working experiences include China, Taiwan, Hong Kong, Singapore, Japan, United Kingdom, France, and Italy.

MINUTES - SELECT BOARD MEETING

Meeting: Monday, March 24, 2025, 5:30 PM

Location: Eastham Town Hall – Earle Mountain Room

Present: Aimée Eckman, Chair, Jerry Cerasale, Jamie Demetri, Suzanne Bryan, Bob Bruns, Jacqui Beebe, Town Manager; Richard Bienvenue, Assistant Town Manager/Finance Director

Aimée Eckman called the Select Board meeting to order at 5:30 PM.

Public Comment – Aimee Eckman reminded the public about the Library Survey that will be going until April 4th. There were multiple public comments by non-residents in opposition to the RTE implementation.

RTE Application Process - Colleen Mercurio, Director of Assessing, was present to discuss how the Assessing Office will be implementing the application process. A full recording of this presentation can be found here <https://eastham-ma.gov/653/On-Demand-Video-of-Meetings-Special-Prog>

Budget Presentation – FY26 Operating Budget and Five-Year Capital Improvement Plan
Mary Shaw called the Finance Committee meeting to order at 6:05 PM.

Richard Bienvenue, Assistant Town Manager/ Finance Director, presented the final FY26 Operating Budget, and Capital Improvement Plan to the Select Board and Finance Committee. A full recording of this presentation can be found here <https://eastham-ma.gov/653/On-Demand-Video-of-Meetings-Special-Prog>

Mary Shaw called the Finance Committee meeting to close at 6:50 PM.

Administrative Matters

Warrant Article Recommendation Votes

ARTICLE	<u>TITLE</u>	MOTION/VOTE
1	AUTHORIZATION & SPENDING LIMITS FOR REVOLVING ACCOUNTS	Aimee Eckman made a motion to recommend Article 1. Second by Jerry Cerasale. Vote: 5-0
2A	GENERAL FUND OPERATING BUDGET	Aimee Eckman made a motion to recommend Article 2A. Second by Jamie Demetri. Vote: 5-0
2B	WATER ENTERPRISE FUND OPERATING BUDGET	Aimee Eckman made a motion to recommend Article 2B. Second by Jamie Demetri. Vote: 5-0
3A	5 YEAR CAPITAL IMPROVEMENT PLAN	Aimee Eckman made a motion to recommend Article 3A. Second by Jamie Demetri. Vote: 5-0
3B	CAPITAL BUDGET	Aimee Eckman made a motion to accept Article 3B. Second by Jamie Demetri

		Vote: 5-0
4A	OTHER BUDGET APPROPRIATIONS	Aimee Eckman made a motion to accept Article 4A. Second by Jamie Demetri. Vote: 5-0
4B	PRUDENT INVESTMENT RULE ADOPTION	Aimee Eckman made a motion to accept Article 4B. Second by Jerry Cerasale. Vote: 5-0
4C	ADOPT WASTEWATER ENTERPRISE FUND	Aimee Eckman made a motion to accept Article 4C. Second by Suzanne Bryan. Vote: 5-0
4D	ACQUISITION OF 2845 AND 2825 STATE HIGHWAY FOR HOUSING, WASTEWATER PUMP STATION AND STORM WATER REMEDIATION	Aimee Eckman made a motion to accept Article 4D. Second by Jerry Cerasale. Vote: 5-0
4E	TRANSFER OF 2835 and 2815 STATE HIGHWAY	Aimee Eckman made a motion to accept Article 4E. Second by Jerry Cerasale. Vote: 5-0
5A	SEASONAL COMMUNITIES' DESIGNATION ACCEPTANCE	Aimee Eckman made a motion to accept Article 5A. Second by Jamie Demetri. Vote: 5-0
6A	REAL ESTATE TRANSFER FEE	Suzanne Bryan made a motion to amend the fee to up to 3% in Article 6A. Second by Jamie Demetri. Vote: 5-0 Aimee Eckman made a motion to accept Article 6A. Second by Jerry Cerasale. Vote: 5-0
7A	EASTHAM CORRIDOR SPECIAL DISTRICT	Aimee Eckman made a motion to accept Article 7A. Second by Jamie Demetri. Vote: 5-0
7B	ACCESSORY DWELLING UNIT (ADU) BYLAW	Aimee Eckman made a motion to accept Article 7B. Second by Jerry Cerasale. Vote: 5-0
8A	CPA – RESERVATIONS OF FY 26 ESTIMATED ANNUAL REVENUES	Aimee Eckman made a motion to accept Article 8A-8H. Second by Jerry Cerasale. Vote: 5-0
8B	580 MASSASOIT ROAD (COMMUNITY HOUSING)	Aimee Eckman made a motion to accept Article 8A-8H. Second by Jerry Cerasale. Vote: 5-0
8C	CAPE HOUSING INSTITUTE	Aimee Eckman made a motion to accept Article 8A-8H. Second by Jerry Cerasale. Vote: 5-0
8D	EASTHAM ELEMENTARY SCHOOL PLAYGROUND	Aimee Eckman made a motion to accept Article 8A-8H. Second by Jerry Cerasale.

	UPGRADES	Vote: 5-0
8E	WILEY PARK TRAILHEAD KIOSKS	Aimee Eckman made a motion to accept Article 8A-8H. Second by Jerry Cerasale. Vote: 5-0
8F	HISTORIC PROPERTY SURVEYS	Aimee Eckman made a motion to accept Article 8A-8H. Second by Jerry Cerasale. Vote: 5-0
8G	OPEN SPACE LAND PURCHASE: 20 DEACON PAINE	Aimee Eckman made a motion to accept Article 8A-8H. Second by Jerry Cerasale. Vote: 5-0
8H	FRIENDS OR RELATIVES WITH AUTISM AND RELATED DISABILITIES	Aimee Eckman made a motion to accept Article 8A-8H. Second by Jerry Cerasale. Vote: 5-0
9A	INDEPENDENT TAX STRATEGY AUDIT AND ASSESSMENT	Aimee Eckman made a motion to accept Article 9A. Second by Jamie Demetri Vote: 0-4-1

Select Board Policy – Remote Meetings – The Board will be updating and removing outdated content in the remote meeting policy. The changes will be

Aimee Eckman made a motion to amend the remote meeting policy from 2017 and approve of changes. Seconded by Jamie Demetri.
Vote: 5-0

Driving Access to Aquaculture Grant – Jacqui Beebe explained we have one grant holder that is accessing his grant from South Sunken Meadow. He asked for special permission to get his product on and off his grant. The Conservation Committee said they would allow with Town Manager and Select Board approval. A future route is being looked at by Natural Resources and Conservation.

Aimee Eckman made a motion to approve driving access to an aquaculture grant to Russ Sandblom on 650 Sunken Meadow Rd. Seconded by Suzanne Bryan.
Vote: 5-0

Sanctuary for Gender Diversity – The Board discussed making an official policy for gender diversity in the community. Jacqui Beebe will draft a policy and bring back to the Board to discuss.

Minutes

February 24, 2025 , March 3, 2025 , March 7, 2025

Aimee Eckman made a motion to accept the minutes with changes February 24, 2025. Second, by Bob Bruns.

Vote: 5-0

Aimee Eckman made a motion to accept the minutes with changes March 3, 2025. Second, by Bob Bruns.

Vote: 5-0

Aimee Eckman made a motion to accept the minutes with changes March 17, 2025. Second, by Jerry Cerasale.

Vote: 5-0

Adjournment @ 8:00 pm

Jerry Cerasale made a motion to adjourn. Seconded by Jamie Demetri.

Vote: 5-0