



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: **The Select Board**

Date and Time of Meeting: **Wednesday, January 14, 2026, at 5:30 PM**

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

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=bTBNWDZJYXRhOThOSE5jUGlCSTR3UT09>

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: +1312 626 6799 or +1929 205 6099 or +1301 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>

The meeting will be video recorded.

MEETING AGENDA FOLLOWS

AGENDA
MEETING OF THE SELECT BOARD
Eastham Town Hall, 2500 State Highway, Eastham, MA
Wednesday, January 14, 2026, 5:30 PM

Location: Eastham Town Hall – Earle Mountain Room

- 1. PUBLIC/SELECT BOARD INFORMATION**
- 2. ADMINISTRATIVE MATTERS**
 - Action/Discussion (discussion & vote may be taken)
 1. Approve Bond Anticipation Notes & Award to Bidder
 2. Town Manager Search – Interview with Richard Bienvenue (Internal Candidate)
- 3. NEW/UPCOMING AGENDA ITEMS & NEEDED FOLLOW-UP ON PREVIOUS ITEMS**
- 4. OTHER BUSINESS/CORRESPONDENCE**
- 5. ADJOURNMENT**

Upcoming Meetings

Monday, January 26, 2026	5:30pm	Regular Meeting
Monday, February 2, 2026	5:30pm	Regular Meeting
Tuesday, February 17, 2026	5:30pm	Regular Meeting
Monday, March 2, 2026	5:30pm	Regular Meeting

➤ *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 on the meeting.*

➤ *If you are deaf or hard of hearing or a person with a disability who requires accommodation, contact Rafal Kowalczyk, 774-801-3243*

Town of Eastham, Massachusetts

\$5,955,000 General Obligation Bond Anticipation Notes

Sale Date: 1/8/2026
Dated Date: 1/23/2026
Delivery Date: 1/23/2026
Due Date: 9/30/2026
Days Per Year: 360
Day Count: 247
Bank Qualified: Yes
Rating: None



Bidder	Underwriter	Principal	Coupon Rate	Premium	Interest	Net Interest	NIC	Prorata Premium	Prorata Interest	Award	Reoffering Yield
Truist Securities	•	\$5,955,000	3.50%	\$39,541.20	\$143,002.71	\$103,461.51	2.5322%	\$39,541.20	\$143,002.71	\$5,955,000	
Fidelity Capital Markets	•	\$5,955,000	3.50%	\$39,303.00	\$143,002.71	\$103,699.71	2.5381%				
Jefferies LLC	•	\$5,955,000	4.00%	\$54,250.05	\$163,431.67	\$109,181.62	2.6722%				
TD Financial Products LLC	•	\$5,955,000	4.00%	\$52,820.85	\$163,431.67	\$110,610.82	2.7072%				
Oppenheimer & Co.	•	\$5,955,000	3.50%	\$30,072.75	\$143,002.71	\$112,929.96	2.7640%				
Piper Sandler & Co.	•	\$5,955,000	3.50%	\$30,013.20	\$143,002.71	\$112,989.51	2.7654%				
Award Totals								\$39,541.20	\$143,002.71	\$5,955,000	

Weighted Average Net Interest Cost: 2.5322%

Charlene J. Doucette
Paralegal
D 617-239-0258
charlene.doucette@troutman.com

BY EMAIL

January 12, 2026

Cameron Scott, Treasurer/Collector
Town of Eastham
2500 State Highway
Eastham, Massachusetts 02642

Re: \$5,955,000 General Obligation Bond Anticipation Notes
Dated and Closing: January 23, 2026

Dear Cameron:

Enclosed are the signature pages to the Note (one copy) followed by two copies of each signature page to the other documents listed below. Please ensure that each of the enclosed signature pages are **printed single-sided, signed by hand and sealed** as follows:

1. **Note** – to be signed by you as the Treasurer and by the Select Board, and **sealed** with the Town seal.
2. **Vote of the Select Board** – to be passed at the January 14, 2026 meeting of the Select Board and each copy to be signed by the Clerk of the Select Board.
3. **Signature, No Litigation and Official Statement Certificate for the Note** – each copy to be signed by you as the Treasurer, by the Select Board and by the Town Clerk, and **sealed** with the Town seal.
4. **Tax Certificate** – each copy to be signed by you as the Treasurer and by the Select Board. Prior to execution, each person signing should review this certificate to confirm that it is factually correct. If it is incorrect or unclear, please call Michael Meidinger (617-239-0822) prior to the closing to discuss any changes that may need to be made. Please note that this certificate will be reviewed by one of our tax partners. In the event that any material changes are made, we will send you copies of the changes for your records.
5. **IRS Form 8038-G** – each copy to be signed by you as the Treasurer. (We will take care of filing this with the IRS on behalf of the Town.)

Cameron Scott, Treasurer/Collector
January 12, 2026
Page 2

6. **Significant Events Disclosure Certificate for the Note** – each copy to be signed by you as the Treasurer and by the Select Board.

Once executed, **please email a copy of these signature pages to Michael Meidinger and me.**

After you have done so, please mail all of the executed signature pages to me **via FedEx using the enclosed FedEx label by Thursday, January 15.**

If you have any questions, please let me know.

Best regards,

/s/ Charlene J. Doucette

Charlene J. Doucette

Enclosures

cc: Rich Bienvenue
Michael H. Meidinger, Esq.
Hilltop Securities Inc.

250682909v1

In connection with the offering of the notes the Town has executed a Significant Events Disclosure Certificate dated as of the date hereof (as it may be amended from time to time, the "Certificate"). The Town hereby covenants to comply with the provisions of the Certificate, and reference is made to the Certificate for a description of the nature and extent of the obligations of the Town and the rights of the owners of the notes under the Certificate. The Certificate is described in the Official Statement relating to the notes. A copy of the Certificate is available from the Town upon request.

TOWN OF EASTHAM,
MASSACHUSETTS

By: _____
Treasurer

Countersigned:

Select Board

(TOWN SEAL)

I further certify that the votes were taken at a meeting open to the public, that no vote was taken by secret ballot, that a notice stating the place, date, time and agenda for the meeting (which agenda included the adoption of the above votes) was filed with the Town Clerk and a copy thereof posted in a manner conspicuously visible to the public at all hours in or on the municipal building that the office of the Town Clerk is located or, if applicable, in accordance with an alternative method of notice prescribed or approved by the Attorney General as set forth in 940 CMR 29.03(2)(b), at least 48 hours, not including Saturdays, Sundays and legal holidays, prior to the time of the meeting and remained so posted at the time of the meeting, that no deliberations or decision in connection with the sale of the Notes were taken in executive session, all in accordance with G.L. c.30A, §§18-25, as amended.

Dated: January 14, 2026

Clerk of the Select Board

I further certify that the votes were taken at a meeting open to the public, that no vote was taken by secret ballot, that a notice stating the place, date, time and agenda for the meeting (which agenda included the adoption of the above votes) was filed with the Town Clerk and a copy thereof posted in a manner conspicuously visible to the public at all hours in or on the municipal building that the office of the Town Clerk is located or, if applicable, in accordance with an alternative method of notice prescribed or approved by the Attorney General as set forth in 940 CMR 29.03(2)(b), at least 48 hours, not including Saturdays, Sundays and legal holidays, prior to the time of the meeting and remained so posted at the time of the meeting, that no deliberations or decision in connection with the sale of the Notes were taken in executive session, all in accordance with G.L. c.30A, §§18-25, as amended.

Dated: January 14, 2026

Clerk of the Select Board

G. No Litigation; No Financial Interest. All of the undersigned certify that there has been no litigation affecting the validity of the Notes or bonds or the power of the Town to levy and collect taxes to pay them; that none is pending or to our knowledge threatened; that neither the corporate existence nor boundaries of the Town nor the title of any of us to our respective offices is being contested; and that none of us and, to the best of our knowledge, no other official of the Town has any direct or indirect financial interest in or relationship with the Purchaser.

Date: January 23, 2026
(Date of delivery of and
payment for the Notes)

Select Board

Treasurer

Town Clerk

(TOWN SEAL)

G. No Litigation; No Financial Interest. All of the undersigned certify that there has been no litigation affecting the validity of the Notes or bonds or the power of the Town to levy and collect taxes to pay them; that none is pending or to our knowledge threatened; that neither the corporate existence nor boundaries of the Town nor the title of any of us to our respective offices is being contested; and that none of us and, to the best of our knowledge, no other official of the Town has any direct or indirect financial interest in or relationship with the Purchaser.

Date: January 23, 2026
(Date of delivery of and
payment for the Notes)

Select Board

Treasurer

Town Clerk

(TOWN SEAL)

6.7 Survival of Payment or Defeasance. Notwithstanding any provision in this Tax Certificate or in any other agreement or instrument relating to the Issue to the contrary, the obligation to remit the Rebate Requirement, if any, to the United States Department of the Treasury and to comply with all other requirements contained in this Tax Certificate shall survive payment or defeasance of the Issue.

6.8 Execution of Counterparts and Delivery by Electronic Means. This Certificate, as well as any other certificates or documents relating to the Issue (collectively, the “Documents”), may be executed in several counterparts, each of which shall be regarded as an original and all of which shall constitute one and the same document. Delivery of an executed counterpart of a signature page to a Document by electronic mail in a “.pdf” file or by other electronic transmission shall be as effective as delivery of a manually executed counterpart signature page to such Document. Electronic signatures on any of the Documents shall be deemed original signatures for the purposes of the Documents and all matters relating thereto, having the same legal effect as original signatures.

Dated: January 23, 2026

TOWN OF EASTHAM, MASSACHUSETTS

By: _____
Treasurer

By: _____

Select Board

6.7 Survival of Payment or Defeasance. Notwithstanding any provision in this Tax Certificate or in any other agreement or instrument relating to the Issue to the contrary, the obligation to remit the Rebate Requirement, if any, to the United States Department of the Treasury and to comply with all other requirements contained in this Tax Certificate shall survive payment or defeasance of the Issue.

6.8 Execution of Counterparts and Delivery by Electronic Means. This Certificate, as well as any other certificates or documents relating to the Issue (collectively, the “Documents”), may be executed in several counterparts, each of which shall be regarded as an original and all of which shall constitute one and the same document. Delivery of an executed counterpart of a signature page to a Document by electronic mail in a “.pdf” file or by other electronic transmission shall be as effective as delivery of a manually executed counterpart signature page to such Document. Electronic signatures on any of the Documents shall be deemed original signatures for the purposes of the Documents and all matters relating thereto, having the same legal effect as original signatures.

Dated: January 23, 2026

TOWN OF EASTHAM, MASSACHUSETTS

By: _____
Treasurer

By: _____

Select Board

SECTION 8. Beneficiaries. This Disclosure Certificate shall inure solely to the benefit of the Owners of the Notes from time to time, and shall create no rights in any other person or entity.

Date: January 23, 2026

TOWN OF EASTHAM,
MASSACHUSETTS

By: _____
Treasurer

Select Board

SECTION 8. Beneficiaries. This Disclosure Certificate shall inure solely to the benefit of the Owners of the Notes from time to time, and shall create no rights in any other person or entity.

Date: January 23, 2026

TOWN OF EASTHAM,
MASSACHUSETTS

By: _____
Treasurer

Select Board

November 18, 2025

Town of Eastham
2500 State Highway
Eastham, MA 02642

Dear Members of the Select Board,

I am writing to express my interest in serving as Eastham's next Town Manager. Having had the privilege of serving Eastham as Assistant Town Manager and Finance Director for the past five years, I have partnered with our Town Manager and worked side-by-side with staff, the Select Board, and our residents to strengthen the Town's finances, modernize operations, and advance key community priorities. I am eager to bring this, and my 30 years of private and public sector knowledge, experience, and commitment forward to lead Eastham into its next chapter.

In my current role, I oversee finance, human resources, technology, procurement, and media operations. Together, we have built a structurally balanced budget, doubled reserves, and achieved a "Very Strong" rating from Standard & Poor's on financial management. We successfully secured funding for the \$170 million wastewater project, established Eastham as a Green Community with over \$400,000 in grant-funded energy improvements, and expanded housing opportunities through programs such as Lease to Locals. We've improved our operations, built capacity, stability, and resilience across the organization. These initiatives demonstrate both fiscal stewardship, organizational effectiveness and responsiveness to community needs.

While I value the continuity I can provide, I also bring a fresh vision for Eastham's future. I have worked to expand transparency and communication through new multimedia channels, led regional collaborations in dispatch, health, and IT, and championed initiatives that reflect Eastham's evolving priorities. My leadership approach emphasizes collaboration, innovation, and empowering staff to deliver the highest level of service to residents.

I also bring a strong regional reputation and network, cultivated through three decades of municipal service on Cape Cod and across Massachusetts. My peers in neighboring towns, regional organizations, and state agencies know me as a reliable partner and resource, which ensures Eastham has a strong voice and access to opportunities beyond our borders.

Eastham is at an important moment. The Town has a solid foundation of fiscal health and operational excellence, and now we must continue to deliver on housing, environmental resilience, and long-term sustainability. As we look to the future, my vision for Eastham is to build on this foundation by advancing community-centered initiatives that ensure long-term sustainability. I see Eastham leading in tackling the affordability and housing crisis with innovative solutions that preserve our character while meeting the needs of families, seniors, and our workforce. I envision continued investment in environmental resilience—protecting our coastlines, securing clean water, and preparing for the realities of climate change. And I am committed to deepening transparency and civic engagement, ensuring full-time and part-time residents feel heard and connected to Town government. My goal is to position Eastham as a model of forward-thinking governance, where collaboration, innovation, and equity drive decision making supporting the whole community.

I welcome the opportunity to discuss my candidacy further and share my vision for Eastham's future. Thank you for your consideration.

Respectfully,

Rich Bienvenue

Rich Bienvenue

MUNICIPAL EXECUTIVE | STRATEGIC PUBLIC FINANCE | GOVERNMENT OPERATIONS

Creative and dynamic executive with 30+ years of leadership in public administration, finance, operations, project management. Proven record of building teams to transform municipal services, drive fiscal sustainability, modernize operations, and lead large-scale public initiatives. Trusted advisor and collaborator across Massachusetts municipalities with deep expertise in government finance, strategic planning, project management, and public sector modernization.

CORE COMPETENCIES

- **Strategic Planning & Execution:** Visionary leadership in developing and implementing strategic plans for growth and efficiency.
- **Government Finance:** Expertise in operating and capital budgeting, financial planning & projection, and fiscal sustainability.
- **HR & Organizational Development:** Building high-performing teams, talent acquisition and retention, and fostering a modern work environment.
- **Public Policy Development & Implementation:** Leading policy initiatives, intergovernmental relations, and community engagement.
- **Public Procurement & Contract Management:** Establishing procurement functions and managing complex contracts.
- **Project & Operations Management:** Overseeing municipal project and optimizing operational efficiency.
- **IT Operations & Risk Management:** Modernizing IT infrastructure, enhancing cybersecurity, ensuring disaster recovery.
- **Municipal Law & Regulatory Compliance:** Deep understanding of municipal legal frameworks and regulatory adherence.
- **Communications:** Enhancing transparency, public relations, and constituent service through multi-media approaches.

PROFESSIONAL EXPERIENCE

ASSISTANT TOWN MANAGER & FINANCE DIRECTOR | Town of Eastham, Massachusetts | June 2020 to Present

Lead the administrative and financial operations of the Town as a member of the senior leadership team. Responsible for strategic finance, \$50m annual operating and \$5m annual capital budget, \$170m infrastructure project, operations, and key contributor and partner on town-wide strategic planning and policy development and implementation.

Oversee the three finance divisions, Human Resources, Technology Department, and Media Operations with 7 direct reports, 16 FTE positions, and numerous vendor relationships.

- **Established formal HR function:** developed and implemented a classification and position control system, hiring, onboarding, and evaluation systems, and remote/flex work policies to modernize the work environment and attract and retain employees.
- **Achieved Fiscal Excellence:** Developed and secured adoption of financial management policies and best practices; implemented structurally balanced and responsible budget plans instrumental in retaining a top-tier bond rating. Achieved a "Very Strong" rating from Standard & Poor's on financial management and fiscal performance, doubling financial reserves and implementing funding plans for capital projects and infrastructure.
- **Modernized Operations:** Created a formal purchasing and procurement function with standardized policies and contracts. Reorganized IT operations into a secure and stable environment with modernized infrastructure.
- **Championed Sustainability:** Created an energy management program, obtained Green Communities designation, completed over \$200,000 of grant funded energy efficiency projects, secured 2 grant funded electric vehicles, installed charging stations and received over \$100,000 of infrastructure improvements. Led solar initiatives, including developing RFP's and siting.
- **Fostered Regional Collaboration:** Championed several shared service initiatives, including regional dispatch, county-wide dispatch, shared finance and IT resources, public health programs and more.
- **Drove Community Priorities:** Proactive in policy and program development, including housing programs like the *Lease to Locals Program*. Steered local special legislation enabling the *Eastham Resident Taxpayer Assistance Fund* and driving the development of the *Eastham Community Fund*.
- **Secured Critical Funding:** Key Contributor to securing participation and funding through the *State SRF program* for the proposed \$170 million wastewater project. Strong advocate and member of our team approach to educating and informing the public within two months resulting in overwhelming support to approve the project at a Special Town Meeting and at the ballot box.
- **Enhanced Transparency:** Improving transparency and public engagement through information sharing and building a team-based, multi-media approach. Creating and improving communications channels including social media and upcoming podcast.

ASSISTANT TOWN ADMINISTRATOR (Acting) | Town of Yarmouth, Massachusetts | August 2019 to June 2020

DIRECTOR OF TECHNICAL SERVICES (Acting) | Town of Yarmouth, Massachusetts | June 2018 to August 2019

TOWN ACCOUNTANT | Town of Yarmouth, Massachusetts | December 2013 to June 2018

Held progressively responsible leadership roles in the areas of finance, operations, procurement, IT, administration and leadership.

- Provided leadership and support to all departments during a transition period in town leadership, and during the COVID era.
- Spearheaded the town's wastewater planning efforts and developed a funding plan to implement the plan without raising property taxes.
- Managed collective bargaining obligations and employee relations, supporting the newly created HR function.
- Revamped the Technology Services Department into a more stable, customer service model. Improving the operating environment, cyber security and disaster recovery.
- Developed and implemented financial management policies, streamlining finance operations, improving internal controls, reducing staff count, and a near-paperless accounting environment.

PARTNER | MLB, Certified Public Accountants & Advisors, LLP | Brewster & Norwell, MA | September 2003 to December 2013

Partner in a regional public accounting firm with expertise in municipal and non-profit auditing, finance, administration, and governance.

- Expanded firm revenue by over 470% from \$700k to over \$4 million, annually.
- Co-led a team of 25 professionals in a team-based approach to engagement management and client service delivery; Implemented a paperless engagement system.
- Led 65+ public sector engagements annually, including cities, towns, school districts, joint-purchase groups, fire, water, sewer, and transportation districts, pension systems, special purpose entities, and various public benefit organizations.

ACCOUNTING & AUDITING MANAGER | George L. Malone, CPA, PC | Brewster, MA | September 1994 to September 2003

- Managed private and public sector accounting, tax and consulting engagements.
- Supported transition of the client base upon the founder's retirement.

CALL FIREFIGHTER & EMERGENCY MEDICAL TECHNICIAN | Town of Wellfleet, Massachusetts | 1989 to 2002

- Lieutenant, responsible for the leadership of a squad of call members, served as a Training Officer.
- Earned Firefighter 1 & 2, Fire Instructor 1, and Emergency Medical Technician certifications.
- Attended the first MA Fire Academy open to call personnel, as well as the Barnstable County Fire Training Academy.
- Attended to many life-saving emergencies and incidents, including some of the biggest fire events in Cape Cod history.

FOUNDER & CONSULTANT | GovWorks, LLC (formerly Rich Bienvenue, CPA) | Orleans, Massachusetts | December 2013 to present

Advisor to public and non-public entities on finance, housing, and governance matters.

- Treasurer for the \$200M Cape Cod Municipal Health Group for nearly 30 years, overseeing financial management, reporting, cash, and investment management. Also serve as Treasurer for the West Suburban and the Southeastern Massachusetts Health Groups. Helped to start-up the new Mass Strategic Health Group and transitioned to a new Finance Director.
- Delivered financial services for affordable housing development on Cape Cod.
- Consulted with municipalities on finance matters, budget development, and Town Meeting issues.
- Authored and delivered training curriculum for the Massachusetts Municipal Auditors' & Accountants' Association. These materials serve as the basis of the Certified Governmental Accountant designation.

EDUCATION, TRAINING & CERTIFICATIONS

Massachusetts College of Liberal Arts – B.S., Business Administration

Suffolk University - Certificate in Local Government & coursework towards MPA

Cape Cod Community College – A.A., Liberal Arts

Continuing Education yearly in leadership, management, municipal law, procurement; governmental finance; technology and more.

Certified Public Accountant | Certified Government Accountant | MA Certified Purchasing Official | Series 7 and 66 Securities & Investment Advisor Licenses.

Professional References for Rich Bienvenue

With professional public and private sector experience spanning over 30 years across Massachusetts and southern New England, I have developed a professional network of dozens of Town Managers, Finance Directors, Police & Fire Chiefs, HR and planning personnel, consultants, and other municipal professionals – many who I have helped in their careers, worked with as a client, or provided advice and support. I have developed a reputation as a collaborator, trusted advisor, and supportive colleague. Below represents a sample of several local references who can attest to this history.

Jacqueline Beebe, Town Manager, Town of Eastham

Email: jbeebe@eastham-ma.gov [REDACTED]

Partnered with for 5.5 years in improving the finances, sustainability, capacity and effectiveness of municipal government. Assisted and supported in moving forward and implementing the strategic goals of the Town.

George “Bud” Dunham, Town Manager, Town of Sandwich

Email: gdunham@sandwichmass.org [REDACTED]

Professional colleague, Town of Sandwich was former client. Have assisted Bud on several municipal finance and administrative matters over the past 23 years.

Deborah Potter, Town Administrator, Town of Oak Bluffs

Email: dpotter@oakbluffsma.gov [REDACTED]

Former mentee, and professional colleague for approximately 12 years. Deb became employed by the Town during a period of transition, of which I supported and advised her and the Town as a client.

Jill Goldsmith, Town Manager, Town of Chatham

Email: jgoldsmith@chatham-ma.gov [REDACTED]

Professional colleague, Chatham was former client. Worked with Jill during her time on the Joint Labor-Management Committee during mediation/arbitration matters while with the Town of Yarmouth. I have known approximately 15 years.

Robert Whritenour, Town Administrator, Town of Yarmouth

Email: rwhritenour@yarmouth.ma.us [REDACTED]

I Have worked with Bob on the Cape Cod Municipal Health Group since 1994, consulted on various matters with him in his role as Town Manager in multiple communities and have been a close professional colleague for over 30 years.

Leslie Sandberg, Select Board Member, Town of Provincetown

Email: [REDACTED]

Have consulted with Leslie on municipal operations questions and public policy matters, particularly housing, for the last 3 years.

Mark Forest, Barnstable County Commissioner, Yarmouth Select Board

Email: [REDACTED]

Served several roles for the Town of Yarmouth while Mark was Chair of the Yarmouth Select Board and have consulted with each other from time to time on public policy matters affecting Barnstable County and local communities over the last 10 years. Advised Mark on budgetary development during his time as interim Town Administrator in Brewster.