

**Select Board Meeting
September 15, 2025, 7:00 PM
Sanford Hall, Town Hall
155 Village Street**

Present: Todd Alessandri, Chair; Dennis Crowley, Vice-Chair Maryjane White, Clerk; Frank Rossi, Member; Glenn Trindade, Member

Staff Present: Michael Boynton, Town Manager; Allison Potter, Assistant Town Manager; Peter Pelletier, Department of Public Works (DPW) Director; Nolan Lynch, Assistant DPW Director; Michael Fasolino, Fire Chief; Paul Molla, Deputy Fire Chief; Thomas Irwin, Deputy Fire Chief; William Kingsbury, Police Chief

Others Present: Mark Reich, Town Counsel

At 7:00PM, Mr. Alessandri called the meeting to order

Public Comments

Mr. Boynton reflected on a recent national tragedy, noting it was not only a loss of life but also a reminder of how fragile the core values of decency, civility, and respect have become in American society. He observed that, while national events once felt more distant from local government, in recent decades their impact has increasingly been felt at every level. He stressed that what occurred last week, as well as similar incidents in recent years, can never be considered acceptable under any circumstances, regardless of political beliefs. For Mr. Boynton, it is essential that Town representatives and employees uphold those three values in their work and interactions. He clarified that this does not mean conformity, as differences of opinion are central to the American identity and its long history of self-governance. Citing the recent commemoration of the 250th anniversary of the “shot heard around the world,” he emphasized that what makes the nation unique is its ability to resolve differences peacefully. With that in mind, he expressed both a request and an expectation: while everyone has the right to their own views, those serving the Town must carry themselves with decency, civility, and respect. He cautioned that without these values, effective governance at any level becomes increasingly difficult. To move forward, he called for a renewed commitment to respectful dialogue and cooperation across divides, underscoring that only through civility can communities and the nation continue to govern effectively.

Approval: Dharma Bhakti Corporation, dba Liquor World- Change of Officers/Directors/LLC Managers and Issuance/Transfer of Stock/New Stockholder

The Board reviewed the ABCC Application

Attorney Jon Aieta of McDermott, Quilty, Miller & Hanley, LLP, introduced himself as the representative of the applicant Dharma Bhakti Corporation, dba Liquor World, regarding a change of officer, director, manager, and the issuance and transfer of stock. Mr. Aieta explained that this request involved an internal

stock purchase in which existing shareholder Shivam Patel would acquire an additional 15% of stock from another shareholder, Nitant N. Raval. As part of the transaction, Shivam Patel would also replace the departing shareholder as Secretary and Director of the corporation. Mr. Aieta emphasized that there were no managerial changes being requested beyond this transfer. In discussion, Mr. Alessandri confirmed that the departing shareholder would no longer be involved once the shares were transferred, while Mr. Rossi sought clarification on whether the change would affect the manager of record. Mr. Aieta clarified that it would not, and that once approved locally, the matter would be submitted to the Alcoholic Beverages Control Commission.

Mr. Rossi moved that the Board approve the Dharma Bhakti Corporation, dba Liquor World, Change of Officers/Directors/LLC Managers and Issuance/Transfer of Stock/New Stockholder application for amendment as presented, seconded by Mr. Trindade. VOTE: 5-0-0

Update: Fire Department Operations

There were no associated back up materials.

Mr. Boynton introduced the Fire Department update, noting that this was Chief Michael Fasolino's first official public appearance outside of an emergency scene. Mr. Boynton began by referencing the significant structure fire that occurred earlier that very day on Main Street, which highlighted the department's ongoing staffing challenges. At the time of the fire, the Town's ambulance was already transporting a patient to the hospital, forcing reliance on mutual aid and underscoring the difficulties of meeting simultaneous emergencies with current staffing levels. Mr. Boynton emphasized that Medway has the best Fire Department, filled with highly skilled firefighter-paramedics and EMTs, but explained that the Town is not alone in facing hiring shortages. Departments across Eastern Massachusetts are competing for the same limited pool of candidates, many of whom require up to 18 months of additional training or certification before they can fully function as both paramedics and firefighters. He explained that retirements and turnover continually set back staffing levels, making it difficult to ensure consistent ambulance coverage and fire response. Mr. Boynton also framed the discussion around long-term solutions, including a per diem relief program and the likely need to add permanent personnel to meet the growing demands of both medical and fire calls.

Chief Fasolino then addressed the Board directly, beginning by commending his crews for their recent work at two separate structure fires, including the Main Street incident earlier that day. Despite short staffing, firefighters and command staff stepped in on the front lines and successfully contained the blaze, with strong support from mutual aid partners. Chief Fasolino explained that the department has been operating with fewer than the desired five-person shifts for over two years, primarily due to the time it takes to bring new hires up to full firefighter and paramedic certification. To help offset these gaps, the department implemented a per diem staffing model in August, which has proven to be an effective stopgap measure. Sixteen qualified firefighter-paramedics from outside the department were hired on a per diem basis to fill open shifts, reducing forced overtime and allowing Medway to achieve five-person staffing on approximately 80% of shifts. This improvement has enabled the department to staff both an engine and an ambulance consistently and, in some cases, deploy a second ambulance—capabilities that had been severely limited in prior years. While acknowledging that the per diem model is only a temporary fix, Chief Fasolino praised its impact on morale, staffing flexibility, and operational capacity. The Chief and his Deputies further described the increasing burden of simultaneous calls, which continue to strain resources. In 2024, Medway missed 235 ambulance calls and responded to more than 1,200 overlapping calls, forcing reliance on mutual aid towns. In many cases, Medway personnel could not cover all medical emergencies within Town, leaving residents waiting up to 15 minutes for out-of-town ambulances. Chief Fasolino stressed that this pattern is becoming more common, with ambulance demand rising 8% this fiscal year alone and projections showing over 3,200 calls by year's end. He reported that

since July, Medway has already had to request medical mutual aid 64 times, averaging 32 per month. Despite progress, the current four-person staffing model cannot meet demand. Chief Fasolino noted that even with new recruits completing training, the department faces constant turnover, making it difficult to reach full staffing strength. He concluded by reaffirming his commitment to the per diem model while also emphasizing the urgent need for four additional full-time firefighter-paramedics to stabilize operations.

The Board engaged in a detailed financial discussion about how to fund these additional hires. Mr. Crowley calculated that hiring four new firefighters would cost roughly \$400,000 annually. However, based on rising ambulance revenues and the potential to capture additional runs that are currently missed, Mr. Crowley argued that the new positions could largely pay for themselves. Using conservative estimates, he projected that improved coverage could bring in an additional \$160,000 in revenue, combined with \$200,000 above-budget collections already projected for FY26. Together, these figures would offset most of the cost. Mr. Boynton and Chief Fasolino both confirmed that the ambulance fund, which currently holds \$770,000 after allocations for two new ambulances, could provide a sustainable funding source without harming long-term equipment replacement schedules. While Mr. Alessandri expressed concern about the broader financial pressures of the future public safety building and competing municipal priorities, the consensus was that service demands and resident safety necessitate addressing the staffing shortfall sooner rather than later. The discussion closed with agreement that additional data and conservative revenue projections should be reviewed, but there was clear support for developing a plan to add four firefighter-paramedics while continuing to use per diem personnel as a vital supplement.

Approval: Social Equity Policy and Plan for Cannabis Establishment Applicants

The Board reviewed the Memo and Social Equity Policy

Mr. Boynton explained that under the new state cannabis regulations, any community with a cannabis-related facility is required to adopt such a policy, even if they do not permit recreational retail sales. Since Medway hosts a cultivation facility, the Town must have a policy on file with the Cannabis Control Commission (CCC). He noted that the draft policy had been reviewed by Town Counsel and emphasized that the requirement stems from a recent CCC audit, which revealed that only a handful of communities across the state had adopted compliant policies. Allison Potter clarified that because Medway does not allow retail cannabis sales, the policy is more of a technical requirement than a practical one. In discussion, Mr. Rossi asked whether this meant the Town would need to accommodate future applicants, to which Mr. Boynton responded that it would only apply if someone sought to establish a non-retail cannabis facility, such as cultivation or manufacturing and noted that the Town is currently down to just one cannabis cultivation facility operating under CCC oversight.

Mr. Trindade moved that the Board approve the Social Equity Policy and Plan for Cannabis Establishment Applicants as presented, Mr. Rossi seconded. VOTE: 5-0-0.

Contract Approval: TEC, Inc. for On-call Engineering and Technical Consulting Services, Three-Year Contract

The Board reviewed the Memo and TEC, Inc. Contract

Mr. Pelletier explained that the Town works frequently with TEC, particularly on Complete Streets projects, and noted that this agreement would also support other road and sidewalk projects. The contract is intended to streamline design work and expedite task force initiatives, while remaining open-ended and

used on an as-needed basis without a guaranteed amount of work. Mr. Rossi questioned the discrepancies in the hourly rates listed in the contract, questioning why some entry-level technicians were priced significantly higher than others. In response, Mr. Pelletier and Mr. Boynton explained that the differences were likely based on experience, licenses, and the need for senior staff to provide fieldwork oversight and review when issues arise.

Mr. Trindade move that the Board approve the contract with TEC, Inc. for on-call engineering and technical consulting services and authorize the Chair to execute it, seconded by Mr. Rossi. VOTE: 5-0-0.

Discussion: Village Street / Holliston Street Intersection Reconfiguration

The Board reviewed the DPW Memo, Tetra Tech Memo, and Plan

Mr. Boynton reported that the Town had reviewed feedback from prior public meetings and worked with TEC engineers and the Memorial Committee to address concerns. He clarified that while earlier comments suggested there were no accidents at the intersection, a two-car accident had actually occurred the morning after the prior meeting, reinforcing the safety concerns driving the project. Mr. Lynch added that engineering reviews consistently pointed back to the proposed reconfiguration as the most feasible and safest design, particularly considering fire apparatus access and turning radii. Mr. Rossi expressed support for the project, noting the benefits of improved visibility and green space, but asked about vehicles parking on sidewalks near the intersection. Chief Kingsbury explained that long-standing practices, dating back decades, had permitted vehicles to straddle sidewalks in certain areas due to the lack of curbing, though he acknowledged the practice created hazards and inconsistencies. Discussion followed on how future curbing and signage might resolve the issue, with Ms. White voicing concerns about visibility near the monument and suggesting stricter parking enforcement in that area. The Board also reviewed the design's impact on Church Street, Peach Street, and Matondi Square. Mr. Crowley questioned whether the revised plans properly reflected the expansion of Matondi Square and raised concerns about turning radii for tractor trailers and the placement of a telephone pole near Holliston Street. He also asked for clarity on the project budget, noting the \$500,000 state grant and the Town's \$300,000 share. Mr. Pelletier confirmed that additional requests from the Memorial Committee—such as relocating monuments—could increase costs, requiring further review. Mr. Alessandri raised additional questions about traffic flow on Peach Street, potential cut-through routes, and the project timeline, with Mr. Lynch estimating bid preparation in winter and construction likely in spring. Concerns were also noted about community engagement, as the first meeting drew many residents while the second meeting had little turnout. In closing, the Board recognized that this project was one of the Town's two major roadway priorities for the coming year, alongside Summer Street, and emphasized the importance of completing this final segment of Village Street.

Mr. Rossi moved that the Board approve Village Street / Holliston Street Intersection Reconfiguration as presented, seconded by Mr. Trindade. VOTE: 5-0-0.

Vote: Close November 10, 2025, Town Meeting Warrant and Refer the Zoning Articles to the Planning and Economic Development Board

The Board reviewed the Draft November 10, 2025 Town Meeting Warrant

Mr. Crowley raised several questions about leftover borrowing authorizations, specifically asking whether \$140,000 related to LED lights was unspent money and if it could be borrowed or reallocated. Mr. Boynton clarified that this action was simply rescinding unused borrowing authorization and explained

that the project had been paid for without borrowing. Mr. Crowley further asked how the project was funded and also inquired about a \$612,000 water and sewer authorization. Mr. Boynton confirmed that all such projects had come in under budget, so the borrowing was never necessary, and highlighted that this article would save taxpayer dollars. Mr. Crowley asked one final question regarding Article 8 and the proposed transfer of \$230,000 from water retained earnings, seeking confirmation that it did not involve prior borrowing. Mr. Alessandri confirmed, and the discussion was concluded.

Mr. Trindade moved that the Board close the November 10, 2025, Fall Town Meeting warrant and refer the zoning articles to the Planning and Economic Development Board seconded by Mr. Rossi. VOTE: 5-0-0.

Approval of Minutes: September 2, 2025

The Board reviewed the September 2, 2025 Minutes

There were no changes requested to the minutes.

Mr. Trindade moved to approve the minutes from September 2, 2025 as presented, seconded by Ms. White. VOTE 4-1-0 (Mr. Crowley abstained)

Action Items from Previous Meeting

The Board reviewed the August 11, 2025, Action Item List

It was requested to push number 7 to December to 2025 and remove number 3 from the Action Item List.

Town Manager's Report

There were no back up materials for the Board to review.

Mr. Boynton reminded the Board that he will be out of Town for 3 days next week.

This time is being reserved for topics that the Chair did not reasonably anticipate would be discussed.

There were no back up materials for the Board to review.

This agenda item was not discussed.

Select Board Reports

There were no back up materials for the Board to review.

Mr. Rossi noted that the weather looked favorable for upcoming events and will help with parking on the field for the car show. Ms. White announced that the car show would take place Saturday, September 20th from 10:00 a.m. to 3:00 p.m., with spectator parking available at the McGovern School and Middle School, along with shuttle service. When Mr. Trindade asked why McGovern wasn't open for all parking, Ms. White explained that it was limited to volunteers. Mr. Alessandri added reminders about PorchFest and the Town-Wide Yard Sale, along with Chief Jeff Lynch's Retirement Party on Saturday, September 27th. He also gave a shout out to the Fire Department for their response to multiples fires in Town and

urged residents to check facts before posting speculations on social media. Mr. Crowley reported attending the MHS football game and was impressed not only by the team who won 54-0, but also by the cheerleaders, whose halftime performance he compared to a flawless college-level routine. He congratulated them, and Mr. Rossi reminded him of the earlier recognition the Board had given when they became Regional Champions.

At 8:32pm Mr. Trindade motioned to adjourn, seconded by Ms. White. VOTE: 5-0-0.

Respectfully submitted,
Natalie Lennon
Executive Assistant
Town Manager's Office