

**PRESIDENT**  
George C. Tyros

**COUNCILLORS AT LARGE**  
Calvin D. Brooks  
Craig R. Cormier  
Brad E. Heglin  
Elizabeth J. Kazinskas  
Judy A. Mack  
George C. Tyros

**WARD 1 COUNCILLOR**  
David Thibault-Muñoz

**WARD 2 COUNCILLOR**  
Dana M. Heath

**WARD 3 COUNCILLOR**  
Paul Tassone

**WARD 4 COUNCILLOR**  
Karen G. Hardern

**WARD 5 COUNCILLOR**  
Alek Dernalowicz, Esq.

**CITY OF GARDNER**  
**MASSACHUSETTS 01440-2630**

OFFICE OF THE  
CITY COUNCIL



**APPOINTMENTS COMMITTEE MEETING NOTICE**

**Date:** Wednesday, January 28, 2026  
**Time:** 5:00 PM  
**Location:** City Council Chambers, Room 219, City Hall

ANNOUNCEMENT OF OPEN MEETING RECORDINGS: Any person may make a video or audio recording of an open session of a meeting, or may transmit the meeting through any medium, subject to reasonable requirements of the chair as to the number, placement and operation of equipment used so as not to interfere with the conduct of the meeting. Any person intending to make such recording shall notify the Chair forthwith. All documents and exhibits used or referenced at the meeting must be submitted in duplicate to the City Clerk, as they become part of the Meeting Minutes. This information is also posted on the wall by the door for review.

- I. CALL TO ORDER
- II. READING OF MINUTES OF PRIOR MEETING(S)
- III. INTERVIEW OF THE FOLLOWING APPOINTEES
- IV. RESIGNATIONS
- V. DISCUSSION ON APPOINTEE(S)

**11628** - A Measure Confirming the Mayor's Appointment of Greg Dumas, to the position of Conservation Commission Member, for a term expiring August 21, 2028.

**11646** - A Measure Confirming the Mayor's Appointment of David Orwig, to the position of Conservation Commission Member, for a term expiring August 21, 2028.

**11654** - A Measure Confirming the Mayor's Appointment of Duncan Burns, to the position of Conservation Commission Member, for a term expiring August 21, 2028.

**11680** - A Measure Confirming the Mayor's Appointment of Jim Bilodeau, to the position of Zoning Board of Appeals Member, for a term expiring August 22, 2028.

- VI. COMMUNICATIONS FROM THE MAYOR

- VII. DISCUSSION ON APPOINTMENTS COMMITTEE RULES
- VIII. DISCUSSION ON APPOINTMENT DETAIL FORM
- IX. DISCUSSION ON THE CURRENT STATUS OF APPOINTMENTS
- X. ADJOURNMENT

*NOTICE: The listing of Agenda items are those reasonably anticipated by the Chairman which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.*

CITY COUNCIL OF GARDNER

*Dana M. Heath*

DANA M. HEATH

Chair, Appointments Committee

August 21, 2025

RECEIVED

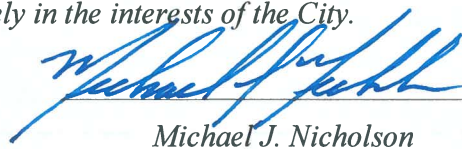
Commonwealth of Massachusetts

2025 AUG 21 P 2:14  
Worcester County  
CITY CLERK'S OFFICE  
GARDNER, MA

City of Gardner

CERTIFICATE OF APPOINTMENT

I appoint Greg Dumas to the position of Member, Conservation Commission and I certify that in my opinion he/she is a person specially fitted by education, training, or experience to perform the duties of said office, and that I make the appointment solely in the interests of the City.

 Mayor  
Michael J. Nicholson

Confirmed by City Council \_\_\_\_\_

\_\_\_\_\_  
Titi Siriphan  
City Clerk

Expires: August 21, 2028

Worcester, ss., \_\_\_\_\_

Then personally appeared the above named Greg Dumas and made oath that he/she would faithfully and impartially perform the duties of the office of Member, Conservation Commission according to law and the best of his/her abilities.

Before me,  
\_\_\_\_\_  
City Clerk

Chapter 303 Acts of 1975  
and  
Chapter 409 Acts of 1983

Received \_\_\_\_\_

## **SECTION 1: Position Details**

Position Title: Member

Department/Board/Commission: Conservation Commission

Term Length: 3 years

Compensation:

Paid/Stipend: Yes

Amount: \$1,000/yr (Chair Stipend)

Appointment Type: Reappointment

Gardner Residency Requirement: No

Reporting Structure: e.g., Reports to the Mayor and the Conservation Commission

Position Summary: Oversees conservation projects and the enforcement of the Wetlands Protection Act and Ordinance in accordance with the General Laws and City Code.

## **SECTION 2: Appointee Information**

Name of Appointee: Greg Dumas

Statement of Qualification:

Mr. Dumas currently serves as the Chair of the Conservation Commission and was originally appointed to the commission in September of 2010. During his time as Chair, Mr. Dumas has done an excellent job at making sure the commission thoroughly reviews all items that come before it, including undertaking professional development classes to make sure he and the commission are up to date on the latest rules and regulations regarding conservation in the Commonwealth. I have been very impressed with his work in this position and am happy to put forward his re-appointment.

## **SECTION 3: Administrative & Compliance Review**

HR and Policy Training

Initial HR training and orientation completed? Yes

Annual HR training completed? N/A

City Employee Handbook received and signed? N/A

Background check completed? Yes

Conflict of Interest

Any known conflicts under M.G.L. c. 268A? No

Open Meeting Law & Public Records Requirements

Training materials received? Yes

#### **SECTION 4: Signatures & Certification**

Mayor's Certification: I hereby certify that the information provided above is accurate to the best of my knowledge and that this appointment has been made in the best interest of the City of Gardner.

Signature:

A handwritten signature in blue ink, appearing to read "Michael J. Fichalson". The signature is written in a cursive style with a large initial "M".

11676 11646

August 21, 2025

**RECEIVED**  
**Commonwealth of Massachusetts**

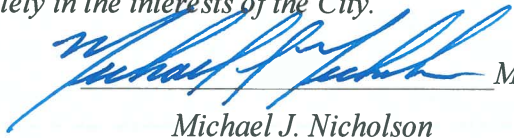
Worcester County 2025 AUG 21 P 2:15

City of Gardner

CITY CLERK'S OFFICE  
GARDNER, MA

**CERTIFICATE OF APPOINTMENT**

I appoint David Orwig to the position of Member, Conservation Commission and I certify that in my opinion he/she is a person specially fitted by education, training, or experience to perform the duties of said office, and that I make the appointment solely in the interests of the City.

  
Mayor  
Michael J. Nicholson

Confirmed by City Council \_\_\_\_\_

\_\_\_\_\_  
City Clerk  
Titi Siriphan

Expires: August 21, 2028

Worcester, ss., \_\_\_\_\_

Then personally appeared the above named David Orwig and made oath that he/she would faithfully and impartially perform the duties of the office of Member, Conservation Commission according to law and the best of his/her abilities.

Before me,  
\_\_\_\_\_  
City Clerk

Chapter 303 Acts of 1975  
and  
Chapter 409 Acts of 1983

Received \_\_\_\_\_

## SECTION 1: Position Details

Position Title: Member

Department/Board/Commission: Conservation Commission

Term Length: 3 years

Compensation:

Paid/Stipend: Yes

Amount: \$750/yr (member Stipend)

Appointment Type: Reappointment

Gardner Residency Requirement: No

Reporting Structure: e.g., Reports to the Mayor and the Conservation Commission

Position Summary: Oversees conservation projects and the enforcement of the Wetlands Protection Act and Ordinance in accordance with the General Laws and City Code.

## SECTION 2: Appointee Information

Name of Appointee: David Orwig

Statement of Qualification:

Dr. Orwig has been serving on the City's Conservation Commission since 2014 and has been an integral part of the commission's discussions.

Dr. Orwig currently works as Senior Ecologist at the Harvard Forest. His research interests encompass various aspects of forest ecology and ecosystem science, with particular emphasis on dendroecology and the role of land use history and disturbance on forest composition and structure. His doctoral dissertation focused on the responses of co-occurring tree species to various disturbances and included studies of radial growth, ecophysiology, canopy recruitment, and successional dynamics of oak-pine forests in Virginia. He has examined the composition, structure, and radial growth dynamics in many old-growth forests, including northwestern and southeastern Pennsylvania, the southern Appalachians, the Shawangunk Mountains of New York, and Wachusett Mountain in Massachusetts. More recently, Orwig has integrated stand, community, landscape, and ecosystem approaches in examining the ecological consequences of invasive insect pests in forests of southern New England.

He holds a Bachelor of Science in Biology from Rochester Institute of Technology, a Master of Science in Ecology from Pennsylvania State University, and a Doctor of Philosophy (PhD) in Ecology from Pennsylvania State University.

### **SECTION 3: Administrative & Compliance Review**

#### HR and Policy Training

Initial HR training and orientation completed? Yes

Annual HR training completed? N/A

City Employee Handbook received and signed? N/A

Background check completed? Yes

#### Conflict of Interest

Any known conflicts under M.G.L. c. 268A? No

#### Open Meeting Law & Public Records Requirements

Training materials received? Yes

### **SECTION 4: Signatures & Certification**

Mayor's Certification: I hereby certify that the information provided above is accurate to the best of my knowledge and that this appointment has been made in the best interest of the City of Gardner.

Signature:

A handwritten signature in blue ink, appearing to read "Michael J. Fichman". The signature is written in a cursive style with a large initial "M".

11654  
11654

August 21, 2025

RECEIVED

*Commonwealth of Massachusetts*

2025 AUG 21 P 2:12  
Worcester County

*City of Gardner*

CITY CLERK'S OFFICE  
GARDNER, MA

**CERTIFICATE OF APPOINTMENT**

I appoint Duncan Burns to the position of Member, Conservation Commission and I certify that in my opinion he/she is a person specially fitted by education, training, or experience to perform the duties of said office, and that I make the appointment solely in the interests of the City.

\_\_\_\_\_  
Mayor

*Michael J. Nicholson*

Confirmed by City Council \_\_\_\_\_

\_\_\_\_\_  
City Clerk

*Titi Siriphan*

Expires: August 21, 2028

*Worcester, ss.,* \_\_\_\_\_

Then personally appeared the above named Duncan Burns and made oath that he/she would faithfully and impartially perform the duties of the office of Member, Conservation Commission according to law and the best of his/her abilities.

*Before me,*

\_\_\_\_\_  
*City Clerk*

*Chapter 303 Acts of 1975  
and  
Chapter 409 Acts of 1983*

*Received* \_\_\_\_\_

## **SECTION 1: Position Details**

Position Title: Member

Department/Board/Commission: Conservation Commission

Term Length: 3 years

Compensation:

Paid/Stipend: Yes

Amount: \$750/yr (member Stipend)

Appointment Type: Reappointment

Gardner Residency Requirement: No

Reporting Structure: e.g., Reports to the Mayor and the Conservation Commission

Position Summary: Oversees conservation projects and the enforcement of the Wetlands Protection Act and Ordinance in accordance with the General Laws and City Code.

## **SECTION 2: Appointee Information**

Name of Appointee: Duncan Burns

Statement of Qualification:

Mr. Burns has been serving on the City's Conservation Commission for several years, and has been very involved in the hands-on portions of the job, particularly with site visits and continuing education for the position. He was a local business owner in Gardner for years, as the owner of Burns Locksmith Company and has remained active in his role on the Conservation Commission and in other parts of the City as well.

## **SECTION 3: Administrative & Compliance Review**

HR and Policy Training

Initial HR training and orientation completed? Yes

Annual HR training completed? N/A

City Employee Handbook received and signed? N/A

Background check completed? Yes

Conflict of Interest

Any known conflicts under M.G.L. c. 268A? No

Open Meeting Law & Public Records Requirements

Training materials received? Yes

**SECTION 4: Signatures & Certification**

Mayor's Certification: I hereby certify that the information provided above is accurate to the best of my knowledge and that this appointment has been made in the best interest of the City of Gardner.

Signature:

A handwritten signature in blue ink that reads "Michael J. Johnson". The signature is written in a cursive style with a large initial "M" and "J".

August 22, 2025

RECEIVED

Commonwealth of Massachusetts

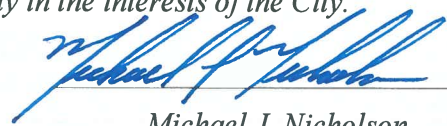
Worcester County

City of Gardner

2025 AUG 22 A 11:53  
CITY CLERK'S OFFICE  
GARDNER, MA

CERTIFICATE OF APPOINTMENT

I appoint Jim Bilodeau to the position of Member, Zoning Board of Appeals, and I certify that in my opinion he/she is a person specially fitted by education, training, or experience to perform the duties of said office, and that I make the appointment solely in the interests of the City.

 Mayor  
Michael J. Nicholson

Confirmed by City Council \_\_\_\_\_

\_\_\_\_\_  
Titi Siriphan  
City Clerk

Expires: August 22, 2028

Worcester, ss., \_\_\_\_\_

Then personally appeared the above named Jim Bilodeau and made oath that he/she would faithfully and impartially perform the duties of the office of Member, Zoning Board of Appeals according to law and the best of his/her abilities.

Before me,  
\_\_\_\_\_  
City Clerk

Chapter 303 Acts of 1975  
and  
Chapter 409 Acts of 1983

Received \_\_\_\_\_

## SECTION 1: Position Details

Position Title: Member

Department/Board/Commission: Zoning Board of Appeals

Term Length: 3 years

Compensation:

Paid/Stipend: Yes

Amount: \$750/yr (member Stipend)

Appointment Type: New appointment

Gardner Residency Requirement: No

Reporting Structure: e.g., Reports to the Mayor and the Chair of the ZBA

Position Summary: Oversees requests for variances and special permits relating to the City's zoning ordinance, in accordance with the General Laws of the Commonwealth and the City Code.

## SECTION 2: Appointee Information

Name of Appointee: James Bilodeau

Statement of Qualification:

Mr. Bilodeau has extensive years of corporate business experience with his work overseeing a regional McDonald's franchise prior to his retirement. During this work, he oversaw the construction and expansion of area restaurants and sat on the other side of the table dealing with zoning codes and business connections. I believe his experience will bring a great perspective to the ZBA as someone who has worked to put the current regulations into practice before and knows how they may be hindbersome to business.

## SECTION 3: Administrative & Compliance Review

HR and Policy Training

Initial HR training and orientation completed? Yes

Annual HR training completed? N/A

City Employee Handbook received and signed? N/A

Background check completed? Yes

Conflict of Interest

Any known conflicts under M.G.L. c. 268A? No

Open Meeting Law & Public Records Requirements

Training materials received? Yes

#### **SECTION 4: Signatures & Certification**

Mayor's Certification: I hereby certify that the information provided above is accurate to the best of my knowledge and that this appointment has been made in the best interest of the City of Gardner.

Signature:

A handwritten signature in blue ink, appearing to read "Michael J. Fichman". The signature is written in a cursive style with a large initial "M".

<b>License Commission</b>			
Kenneth Arsenault		1/4/2027	
Michael Fitzsimmons		1/4/2027	
Nancy Binder		1/4/2027	
<b>Municipal Grounds Commission</b>			
John Awdycki		8/21/2028	
Denise Merriam		8/21/2028	
Tammy Erdmann		1/9/2027	
Charles LaHaye		8/21/2028	
<b>Planning Board</b>			
Richard Roux		7/21/2028	Appointment Submitted and Pending
Robert J. Swartz, Vice Chair		1/4/2027	
Paul Cormier - Member		8/21/2028	
Stephen E. Cormier, Member		1/4/2027	
Eric Flint, Member		1/7/2028	
<b>Plumbing and Gas Inspector</b>			
Dennis Ashe		12/3/2028	Appointment Submitted and Pending
<b>Police Chief</b>			
Eric McAvene		1/16/2028	
<b>Deputy Chief</b>			
Nicholas Maroni		1/16/2028	
<b>Public Works Director</b>			
Dane Arnold		1/4/2027	
<b>Purchasing Director</b>			
Joshua Cormier		8/21/2028	
<b>Revelopment Authority (GRA)</b>			
	4 Members, Residents, 5 year term		
	VOLUNTEER POSITIONS		
Judy Mack		8/21/2030	
Jonathan Zlotnik		8/21/2030	
M. Paul Carlberg		8/21/2030	Appointment Submitted and Pending
Timothy J. Horrigan		1/8/2027	
STATE APPOINTED POSITON VACANT			
<b>Board of Election Registrars</b>			
	3 Members, =Democrat/Republican, City Clerk 4th Member		
Marcelle Cormier		1/8/2027	
Patricia Darby		1/9/2027	
Mario Guay		9/20/2028	
<b>Senior Citizen Director</b>			
Michael Ellis		1/4/2027	
<b>Veteran's Agent</b>			
Niqui Lavoilette	TEMPORARY APT		
<b>Sealer of Weights and Measures</b>			

Stephen Hiron		1/16/2028	
<b>Williams Rockwell Trustees</b>	9 Trustees, Mayor, Council President, Treasurer, Superintendent, School Committee Rep, 4 by Mayor confirmed by council		
	VOLUNTEER POSITIONS		
Mayor Michael J. Nicholson, Mayor	No Expiration		
George Tyros, Council President	No Expiration		
Jennifer Dymek, Treasurer	No Expiration		
James R. Abare, Representative of School Committee	No Expiration		
Mark Pellegrino, Superintendent	No Expiration		
Robert Rice, Esq.		1/4/2027	
Dr. James Faust		8/21/2028	
Carla Wojtukiewicz		1/4/2027	
Tina Sbrega		1/15/2028	
<b>Inspector of Wires</b>			
Darrell Sweeney		8/6/2023	
<b>Youth Commission</b>			
	Must be registered voters		
Philip Baczewski		8/21/2028	
Dana Health	Council Appointment		
Brandon Hughey		8/1/2027	
VACANT			
VACANT			
<b>Zoning Board of Appeals</b>			
Raymond LaFond		8/1/2027	
Richard Hanks		8/1/2027	
Melory Cornett		8/21/2028	Appointment Submitted and Pending
Laurie Wiita		1/22/2028	
James Bilodeau		8/22/2028	Appointment Submitted and Pending
VACANT Alternate			
Rober Rice, Alternate		8/21/2028	Appointment Submitted and Pending
<b>IT Director</b>			
Robert O'Keefe		8/22/2028	Appointment Submitted and Pending
<b>Airport Commission</b>			
James Morrissey		3/4/2025	
Philip Morrissey		3/4/2025	
Andrew Guertin		8/21/2028	
John Lavoie		3/4/2025	
David Urquhart		8/21/2028	
Alan Cosentino		8/21/2028	
James Woods		8/21/2028	
<b>Animal Control Officer</b>			

Autumn Brown		1/16/2028	
Cheryl Slack		1/16/2028	
Alana Meserve		1/16/2028	
<b>Board of Assessors</b>			
Paulette Burns		8/21/2028	Appointment Submitted and Pending
Charles LeBlanc		1/4/2027	
Christine Kumar, Assessor		1/16/2028	
<b>Cemetery Commission</b>			
John Awdycki		8/21/2028	
Chuck LaHaye		8/21/2028	
Denise Merriam		8/21/2028	
Brighton Cormier		8/22/2028	Appointment Submitted and Pending
Donald Robinson		8/22/2028	Appointment Submitted and Pending
<b>City Solicitor</b>			
Vinny Pusateri		1/5/2029	
<b>Assistant City Solicitor</b>		1 year appointment by Mayor, confirmed by council	
Christopher Batinsey		1/3/2027	Appointment Submitted and Pending
<b>Civil Defense Director</b>			
Paul Topolski		1/4/2027	
<b>Community Development &amp; Planning Director</b>			
Jason Stevens		1/17/2029	Appointment Submitted and Pending
<b>Conservation Commission</b>			
Duncan Burns		8/21/2028	Appointment Submitted and Pending
Greg Dumas		8/21/2028	Appointment Submitted and Pending
Brian Hall		3/6/2028	
David Orwig		8/21/2028	Appointment Submitted and Pending
Corinne Smith		2/1/2027	
Nicholas Summerhayes		2/13/2028	
<b>Constable</b>			
Kevin Arsenault		1/1/2027	
Alan Kirk		11/14/2028	
VACANT			
<b>Council on Aging</b>			
Ronald G. Darmetka		1/16/2028	
Paul Crowley		1/16/2028	
Kathy O'Brien		1/8/2027	
Terry Hillman		1/8/2027	
Paul Leone		1/16/2028	
Barbara LeBlanc		1/8/2027	
Adele Peterson		8/22/2028	Appointment Submitted and Pending
Stanley Luczko		8/22/2028	Appointment Submitted and Pending
Nancy Hebert		8/22/2028	Appointment Submitted and Pending

Daniel Kelley - Associate Member		8/22/2026	Appointment Submitted and Pending
Kristy Livingston- Associate Member		8/22/2026	Appointment Submitted and Pending
Cheryl Howes- Associate Member		8/22/2026	Appointment Submitted and Pending
Mary Schaffer- Associate Member		8/22/2026	Appointment Submitted and Pending
<b>Cultural Council</b>	No Less than 5 members, 3 year appointment by Mayor, confirmed by council; Limited to 2 consecutive terms		
	VOLUNTEER POSITIONS		
Marion Knoll		8/22/2028	Appointment Submitted and Pending
Brandon Hughey		8/22/2028	Appointment Submitted and Pending
Frances LeMieux		8/21/2028	
Kathleen Deal		8/21/2028	
Jason Stevens		5/11/2025	
Veronika Patty		8/22/2028	
<b>City Engineer</b>			
Robert Oliva		1/16/2028	
<b>Mayor's Executive Secretary</b>			
Rachel Roberts		1/1/2027	
<b>Human Resources Director</b>			
Amanda Morse		8/1/2027	
<b>Fire Chief</b>			
Gregory Lagoy		1/4/2027	
<b>Golf Commission</b>			
Michael Budwick		1/16/2028	
Jeffrey Gallant		8/21/2028	
Paul Cormier		1/22/2027	
Ann Twohig		1/4/2027	
Aleksander Dernalowicz		8/21/2028	Appointment Submitted and Pending
<b>Disability Commission</b>			
Amanda Morse	Runs with HR Director Appt		
Judy Cladaugh		7/6/2026	
Anne Hurst		1/16/2028	
Linda Dembek		3/4/2027	
Danielle Fournier		10/20/2026	
<b>Board of Health</b>			
Michele Parker		1/8/2027	
VACANT			
Geoffrey Tobia		1/8/2027	
Emma Chaitin		2/27/2028	
<b>Historical Commission</b>			
Scott Huntoon		8/22/2028	
Chris Pera		8/22/2028	
Charles LaHaye		9/13/2025	

Alan Agnelli		1/8/2027	
Paul Gaj		10/16/2027	
Linda Rice		12/11/2028	Appointment Submitted and Pending
Marcia White		12/11/2028	Appointment Submitted and Pending
Ottavio Canu		12/11/2028	Appointment Submitted and Pending
<b>Gardner Housing Authority</b>	4 members, 5 year appointment by Mayor, confirmed by council		
	1 appointment by Governor		
	VOLUNTEER POSITIONS		
Stephen Cormier		8/22/2028	
Stephen Hancock		3/30/2027	
George Ouellet		3/22/2027	
Leonette Roy		12/27/2027	
<b>Industrial Development Finance Authority</b>			
Judy Mack		8/22/2030	
M. Paul Carlberg		6/26/2024	
Ronald Cormier		7/21/2026	
Timothy Horrigan		8/22/2030	
Paul Tassone		8/22/2023	Appointment Submitted and Pending
Jonathan Zlotnik		8/22/2030	
<b>CAC Board of Directors</b>			
Terri Hillman		8/22/2026	
<b>Building Commissioner</b>			
Melissa MacDonald		1/13/2027	Appointment Submitted and Pending
<b>Local Inspector</b>			
Timothy Stott		1/13/2029	Appointment Submitted and Pending
Allen Diantonio	TEMPORARY APT		
<b>Golden Agers Club President</b>	Appointed by Mayor, Not confirmed by Council		
Paulette Burns		8/22/2026	
<b>Alternate Plumbing Inspector</b>			
Casey Bashaw		3/9/2025	
<b>Alternate Wire Inspector</b>			
VACANT			
<b>Bandstand Committee</b>			
Nancy Binder		8/22/2028	Appointment Submitted and Pending
Chris Caisse		6/25/2027	
Edward Vipond		8/22/2028	Appointment Submitted and Pending
Michael Zlotnik		8/22/2028	Appointment Submitted and Pending
Denise Merriam		8/22/2028	Appointment Submitted and Pending