



TOWN OF KINGSTON
BOARD OF SELECTMEN
OPEN SESSION MINUTES
TOWN HOUSE-26 EVERGREEN ST. ROOM 200 & VIA ZOOM
NOVEMBER 25, 2025

5:30 p.m. – CALL TO ORDER – ROOM 200

Chairman Eric Crone called to order the meeting with a roll call vote of the Board of Selectmen at 5:30 p.m.—selectmen in attendance: Kimberley Emberg, Melissa Bateman, Donald Alcombright (virtual) and Carl Pike.

The Board began the meetings with a roll call vote.

Staff Present: Patricia Tucker, Assistant to Town Administrator and Board of Selectmen.

ANNOUNCEMENTS:

1. This meeting is being recorded by the Local Seen. Anyone who intends to make an audio or video recording of this meeting should notify us at this time.
2. Financial Assistance Applications are available on the town's website or by calling the Selectmen's Office.
3. There are several Boards and Commissions with vacancies. To see a complete list of the openings, please visit our website at kingstonma.gov. If you are interested in serving, please contact the Selectmen's Office at 781 585-0501.
4. Please check our website for any additional events or notices www.kingstonma.gov
5. Town House Hours this week: Closed Thursday and Friday for Thanksgiving.
6. Finance Committee there are three open seats and encouraged residents to volunteer.

OPEN FORUM:

Will Cushan of 273 Main Street wanted to wish everyone a Happy Thanksgiving!

APPOINTMENTS:

Appoint Town Administrator – Scott Lambiase

Mr. Crone began with good evening, everyone, as Chair of the Board of Selectmen, I'm pleased to introduce Mr. Scott Lambiase as the Search Committee's recommended candidate for Kingston's next Town Administrator.

The Search Committee conducted a comprehensive and deliberate process — reviewing applications, interviewing multiple qualified candidates, and assessing leadership experience, communication skills, and alignment with Kingston's priorities. After careful evaluation, the committee voted to recommend Mr. Lambiase as their unanimous choice for appointment.

Mr. Lambiase currently serves as the Town Manager of Abington, where he has successfully led a balanced budgeting process, strengthened labor relations, enhanced digital communication and transparency, and revitalized key community committees. Prior to that, he served as Director of Municipal Services in Duxbury for nearly 15 years. He has also served on the Whitman Board of Selectmen and the Massachusetts Municipal Association Policy Committee on Personnel and Labor Relations.

Mr. Lambiase brings over 18 years of municipal management experience, a collaborative leadership style, and a strong record of ethical governance and community engagement.

At this time, I'd like to welcome Mr. Lambiase to make a brief statement to the Board and the public

Mr. Lambiase began by saying he is honored to have gotten to this point. Some of what Mr. Lambiase touched on was:

- Consistent challenges across municipalities

- Commitment to supporting town goals, Board priorities, and department head needs
- Importance of communication from Town Hall and public engagement
- Value of volunteer involvement in local government

Mr. Crone opened it up to the Board for questions.

Some of the questions and answers brought forth to Mr. Lambiase were:

Ms. Emberg asked how you will handle the transition from Town Manager to Town Administrator.

Mr. Lambiase stated the transition would not be an issue. He understands the difference in roles, communicates heavily with his current board, and focuses on carrying out the Select Board's goals regardless of title.

Ms. Bateman asked about department spotlights that were discussed in his interviews.

Mr. Lambiase discussed this as it relates to community engagement and described his initiative to spotlight department heads that gives residents better insight into town operations:

- Quarterly newsletter
- Website and social media videos
- Employee/department features

Mr. Pike asked why he was interested in Kingston, which is smaller than Abington:

Mr. Lambiase expressed preference for coastal communities and noted long-standing ties to the Plymouth County region.

Mr. Pike discussed that he focuses on finance and budget and asked about his budget experience.

Mr. Lambiase touched upon the following as it relates to the budget:

- Works closely with Finance Director/Town Accountant
- Develop budget book jointly
- Hands-on with department reviews and Finance Committee
- Presents budget at Town Meeting
- Emphasizes transparency on use of one-time funds
- Noted Abington used \$1.8M in free cash last year as a temporary measure to avoid personnel cuts
- Strong, collaborative relationship with Superintendent and Business Manager
- Regular meetings throughout budget season
- Looks for creative solutions such as separating capital items from operating requests

Mr. Alcombright asked about Technology & Efficiency

Mr. Lambiase stated he supports:

- Online permitting
- Appropriate use of AI as a routing/help tool—not staff replacement
- Improving efficiency for staff and public access

Ms. Emberg asked a resident question about the Town is working to recover Silver Lake and where Silver Lake is a water supply for other towns. Is this an initiative that he could help with:

Mr. Lambiase discussed:

- Work on regional water supply initiatives
- Involvement in committees to reduce stress on Silver Lake
- Support for preserving Jones River and related coastal ecosystems

It was asked what the biggest challenge in this transition would be:

Mr. Lambiase said the initial challenge will be:

- Building relationships
- Learning Kingston's priorities
- Gaining community and department head trust

The Board emphasized the value of a Town Administrator who is willing to:

- Provide professional guidance
- Challenge the Board when necessary
- Maintain open communication

Motion by Ms. Emberg, seconded by Mr. Pike, and a 5-0-0 vote, by roll call

VOTE: I move the Board of Selectmen vote to appoint Scott Lambiase as Town Administrator, contingent upon successful completion of contract negotiations, a satisfactory background check, and reference checks.

Motion by Mr. Crone by Ms. Emberg Bateman a 5-0-0 vote, by roll call

VOTE: I move to recess to Executive Session, to not return to open session for the purpose of:
To conduct strategy sessions in preparation for negotiations with non-union personnel or to
conduct collective bargaining sessions or contract negotiations with non-union personnel – Town
Administrator.

The meeting was adjourned at 6:02 pm

Respectfully submitted,

Patricia Tucker

Assistant to the Town Administrator and Board of Selectmen

Documents used at the meeting:

Agenda