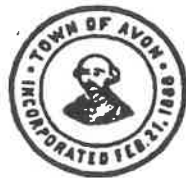


SELECT BOARD

Eric S. Beckerman, Chair
Jason L. Suzor, Sr., Clerk
Shannon M. Coffey, Associate

Jonathan L. Beder
TOWN ADMINISTRATOR

Town of Avon Massachusetts



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AVON TOWN CLERK
REC'D MAR 8 2024 AM 9:54

**SELECT BOARD MEETING
MARY MCDERMOTT MEETING ROOM
FEBRUARY 12, 2024 at 5:30 p.m.**

Members Present: Eric S. Beckerman, Chair (via videoconference)
Jason L. Suzor, Sr., Clerk
Shannon M. Coffey, Associate

Others Present: Jonathan L. Beder, Town Administrator
Shanna M. Faro, Executive Assistant
Interim Fire Chief Kevin Partridge

Mr. Beckerman called the meeting to order at 5:30 p.m. with all members present. He announced that this meeting of the Select Board is being conducted via a hybrid method. The public may attend these meetings in-person or may continue to participate via remote Zoom access.

FIRE CHIEF INTERVIEWS

David Charest

Mr. Charest introduced himself to the Board. As a 25-year veteran of the fire service, Mr. Charest has held the rank of Call Firefighter, Firefighter Paramedic, and Fire Captain. Mr. Charest is currently the District Fire Chief for the Attleboro Fire Department. Mr. Charest has held several leadership positions such as Captain, Shift Commander, and Chief of Fire Prevention. Mr. Charest is an instructor at the Massachusetts Fire Academy and a college educator teaching in the MPA program at Anna Maria College. Mr. Charest has a Bachelor of Science/Fire Science degree from Providence College and a Master of Public Administration from Anna Maria College. Mr. Charest is a coach for a local youth football team.

Mr. Charest describes himself as a leader with integrity. He relays his goals to his staff for transparency. He does not want to be too quick with decisions. Whenever possible, he likes to take a step back and assess the situation so that he can make better informed decisions. Mr. Charest favors the servant leadership style in which he takes care of the needs of his staff to increase morale and make them work harder for the team. Mr. Charest sees the biggest challenges in the Fire Department as recruitment and retention. He intends to reach out to the local schools for recruitment programs. If Mr. Charest is selected for the Fire Chief's position, he will spend the first six months on the job as a SWAT analysis assessment. He would meet with each member of the Fire Department. He will assess the Department's strengths, as well as review what might not be working as well to see what can be fixed. Mr. Charest thanked the Board for this opportunity before he departed.

Michael O'Brien

Mr. O'Brien introduced himself to the Board. Mr. O'Brien is currently the Fire Chief for the Lakeville Fire Department. Mr. O'Brien has eleven years of experience as a Chief Officer, with more than five years as Fire Chief. Mr. O'Brien was the Deputy State Fire Marshal for Rhode Island. He was also the Deputy Fire Chief for the Portsmouth Fire Department in Rhode Island. Mr. O'Brien served and is a veteran of the United States Air Force. Mr. O'Brien has an Associate of Fire Science and Technology from Bristol Community College. He has a Bachelor of Public Administration and a Master of Public Administration from Roger Williams University.

Mr. O'Brien informed the Board that he is able to change his leadership style based on situational needs. He finds mentoring and coaching firefighters an extremely satisfying form of leadership. Mr. O'Brien is the type of manager who is not afraid to delegate responsibility to his commanding officers. He feels that by training others, he is developing a succession plan. Mr. O'Brien stated that one of the biggest challenges facing the Avon Fire Department seems to be the concerns over the sustainability of the call firefighters. From his research, he is aware that the professional firefighters are currently in active collective bargaining for a new contract. There have also been some discussions about restructuring the department, which can be challenging. If Mr. O'Brien is selected for the Fire Chief's position, he would spend his first six months establishing relationships and rapport with the firefighters, department managers, and the Board. Mr. O'Brien informed the Board that what sets him apart from the other finalists for this position is that he is the only candidate who has been a Fire Chief before. He is familiar with creating budgets, personnel issues, and relationships that need to be developed for a successful union. Mr. O'Brien has the practical experience to be an effective Fire Chief. With no further questions from the Board, Mr. O'Brien departed from the meeting.

Timothy Vamosi

Mr. Vamosi introduced himself to the Board. Mr. Vamosi has 19 years of full-time experience in the professional fire service. Mr. Vamosi has 23 years of EMS experience, 10 years of hazardous materials responses experience, and 10 years of military service. Mr. Vamosi is currently a Captain/Paramedic for the Easton Fire Department. He is also currently a Hazardous Materials Technician for the Department of Fire Services – District 1. In addition, Mr. Vamosi serves as a Senior Instructor for Federal Resources and Hazard 3 Training. Mr. Vamosi was the Chief Infection Control Officer and Registered Nurse for the Surgical Center of New Bedford. Mr. Vamosi is a veteran of the United States Coast Guard. Mr. Vamosi has an associate degree in Fire Science from Massasoit Community College. Mr. Vamosi has a Bachelor of Science degree in nursing from the University of Massachusetts Boston. Mr. Vamosi has a Master of Nursing FNP from the University of Massachusetts Boston. Mr. Vamosi is also a member of the Finance Committee for the Town of Easton.

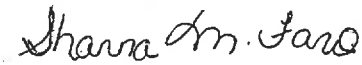
Mr. Vamosi informed the Board that he is the type of leader who serves from the front but also side to side with his fellow firefighters. He stated that he has a supportive leadership style. He leads with honesty and transparency to all. Mr. Vamosi stated that one of the most important aspects of being a manager is to establish relationships with staff, department managers, town officials, and other professional colleagues. Mr. Vamosi stated that teamwork is of utmost importance and firefighters must always remember that they are an important part of the community that they serve. Mr. Vamosi believes that one of the biggest obstacles in the fire service is the resistance to change. Many firefighters hold strong to their traditions and may be fearful of change. As Fire Chief, Mr. Vamosi would work to eliminate the fear and reluctance of change for the betterment of the Fire Department. Mr. Vamosi embraces technology and sees it as beneficial for improvement. If Mr. Vamosi is selected as the next Fire Chief, he will spend his first six months developing policies and procedures, training plans, and setting expectations for the team. With no further questions from the Board, Mr. Vamosi departed from the meeting.

Upon the conclusion of the three interviews, Mr. Beckerman stated that the Board will take this matter under advisement with the intent to appoint a new Fire Chief at the meeting of February 15, 2024.

Adjournment

At 6:40 p.m., Mr. Suzor made a motion to adjourn the meeting. Ms. Coffey seconded the motion. A roll call vote was taken. Ms. Coffey voted aye. Mr. Suzor voted aye. Chair Beckerman voted aye.

Respectfully submitted,



Shanna M. Faro
Executive Assistant

List of Documents

1. February 12, 2024 Meeting Agenda
2. Resume of David Charest
3. Resume of Michael O'Brien
4. Resume of Timothy Vamosi