

**BOARD OF SELECTMEN**  
Steven P. Rose, Chairman  
Eric S. Beckerman, Clerk  
Jason L. Suzor, Associate

Gregory S. Enos  
**TOWN ADMINISTRATOR**

# Town of Avon Massachusetts



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TOWN OF AVON  
2022 MAR -4 A 10:28  
TOWN CLERK

**BOARD OF SELECTMEN**  
**THURSDAY, FEBRUARY 17, 2022**  
**6:30 P.M.**

**Members Present:** Steven P. Rose, Chairman  
Eric S. Beckerman, Clerk  
Jason L. Suzor, Associate

**Others Present:** Gregory S. Enos, Town Administrator  
Shanna M. Faro, Executive Assistant  
Joseph S. Lalli, Esq., Town Counsel  
Fire Chief Robert Spurr  
Kathleen Waldron, Health Agent  
Captain Kevin J. Foster  
Firefighter Christopher Sullivan  
Firefighter Tyrese Stroud  
Senator Walter Timilty  
Senator Michael Brady  
Colonel White, National Guard

Chairman Rose called the meeting to order at 6:30 p.m. He announced that this meeting of the Board of Selectmen is being conducted via a hybrid method. The public may attend the Selectmen meetings in-person or may continue to participate via remote Zoom access. Until further notice, in-person attendees, who are not vaccinated, will be recommended to wear a mask. Chairman Rose reminded the viewing audience that people who would like to view this meeting while in progress may do so by watching local cable on Channel 9 or joining the Zoom link for the videoconference. Links to watch the recorded meeting will be available on the Avon Cable Access website [www.avontv.org](http://www.avontv.org).

Captain Kevin J. Foster led the meeting in the Pledge of Allegiance.

**Public Participation**

None

**APPOINTMENTS**

**Fire Department**

Chief Spurr announced that Tyrese Stroud has been promoted from Call Firefighter to Full-Time Firefighter. Mr. Stroud was given a Citation from Senator Timilty and Senator Brady on behalf of the Massachusetts Senators in the State House.

Chief Spurr announced that Firefighter Christopher Sullivan has been promoted to the position of Captain. Captain Sullivan was pinned by his wife. Captain Sullivan was given a Citation from Senator Timilty and Senator Brady on behalf of the Massachusetts Senators in the State House.

Chief Spurr announced the retirement of Captain Kevin J. Foster after 45 years of service with the Avon Fire Department. Chief Spurr stated that Captain Foster began his career on July 11, 1977 and he will retire on February 19, 2022. He thanked Captain Foster for his many years of dedicated service. Mr. Suzor gave Captain Foster a Proclamation on behalf of the Board of Selectmen expressing their gratitude for his service and declaring Saturday, February 19, 2022 as Captain Kevin J. Foster Day in the Town of Avon. Senator Timilty issued Captain Foster a Citation on behalf of the Senate. Senator Brady issued Captain Foster a Citation on behalf of Representative William Galvin and the House of Representatives. Chief Spurr gave Captain Foster a refurbished fire alarm system as a commemorative gift. Captain Foster thanked everyone for their kind words and stated that it was an honor and privilege to work at the Avon Fire Department for the last four and a half decades.

### **National Guard – Cybersecurity**

Senator Timilty, Senator Brady, and Colonel White appeared before the Board to discuss forming a partnership between the Town of Avon and the National Guard for cybersecurity protection. Colonel White stated that it is the mission of the National Guard to support and protect the citizens of the Commonwealth, including municipalities.

Colonel White stated that should the Town of Avon partner with the National Guard, the first step would be the formation of a Municipal Cyber Security Assessment Team. The team would review factors such as the town's computer equipment, specifically looking for old or outdated devices, password security such as static passwords or sharing passwords between employees, network security and linked systems, physical security of the IT systems, and employee training. Colonel White informed the Board that ransomware is a huge concern and towns should not leave themselves vulnerable to such an attack. Colonel White stated that should the Town of Avon partner with the National Guard, a Memorandum of Understanding would be drafted and would include the scope of services the National Guard will include regarding cybersecurity protection. Senator Timilty stated that this program offered by the National Guard is free and at no cost to the town.

Mr. Enos informed the Board that this program would work well in conjunction with the state grant the town received regarding MassIT Cyber Security Awareness Training for employees. Mr. Enos stated that he would request the National Guard focus on the vulnerability factor. Chairman Rose informed Senator Timilty and Colonel White that the Board accepts the National Guard's offer on cybersecurity protection. Chairman Rose requested that Colonel White work with the Town Administrator on the commencement of this program.

### **Meeting Minutes**

Mr. Beckerman made a motion to approve the January 27, 2022 (Regular Session) meeting minutes as written. Mr. Suzor seconded the motion. The motion carried.

Mr. Beckerman made a motion to approve the February 3, 2022 (Regular Session) meeting minutes as written. Mr. Suzor seconded the motion. The motion carried.

Mr. Beckerman made a motion to approve the February 5, 2022 (Workshop Session) meeting minutes as written. Mr. Suzor seconded the motion. The motion carried.

Mr. Beckerman made a motion to approve the February 10, 2022 (Workshop Session) meeting minutes as written. Mr. Suzor seconded the motion. The motion carried.

Mr. Beckerman made a motion to approve the February 12, 2022 (Workshop Session) meeting minutes as written. Mr. Suzor seconded the motion. The motion carried.

## **UNFINISHED BUSINESS**

### **COVID-19 Updates**

Ms. Waldron informed the Board that number of positive coronavirus cases continues to decline. She informed the Board that as of February 28, 2022 the Department of Elementary and Secondary Education will remove the indoor mask mandate for schools. Masks will still be required on the school bus.

## **NEW BUSINESS**

### **Budget Update**

Mr. Enos reviewed the latest revisions in the proposed budget for Fiscal Year 2023 with the Board. He stated that the Fire Department salary budget has been reduced from the initial proposal of the Fire Chief for four new full-time firefighters. The Board has requested that Chief Spurr secure the SAFER grant before increasing the salary line item. Mr. Enos stated that the Board has requested the School Department reduce their budget from a 6% increase to 4.5% increase. Mr. Enos stated that the Blue Hills Regional Technical School line has been lowered based on a reduction of student enrollment. Mr. Enos stated that the salary reserve line item has been increased for COLA adjustments for the staff. Mr. Enos informed the Board that state aid has also increased significantly. Mr. Enos informed the Board that with these changes, he was able to reduce the overall increase of the Town's proposed Operating Budget for Fiscal Year 2023 from 3.7% to 2.3%. He requested permission from the Board to forward the draft budget to the Finance Committee. Mr. Beckerman made a motion to authorize the Town Administrator to forward the draft budget to the Finance Committee. Mr. Suzor seconded the motion. The motion carried.

### **Personnel Action Forms**

Mr. Beckerman made a motion to approve the following Personnel Action Forms:

1. Kathleen Waldron, Health Agent, classification change to Grade 14, Step 4, effective July 1, 2021.
2. Kathleen Waldron, Health Agent, step increase to Grade 14, Step 5, effective July 1, 2021.
3. William Fitzgerald, DPW Director, classification change to Grade 19, Step 1, effective July 1, 2021.
4. William Fitzgerald, DPW Director, step increase to Grade 19, Step 2, effective July 1, 2021.
5. Gregory Enos, Town Administrator, stipend, effective February 17, 2022.
6. Jane Carthas, COA Director, rate change, effective January 1, 2022.

Mr. Suzor seconded the motion. The motion carried.

### **Gift Acceptance Forms**

Mr. Beckerman made a motion to accept the following gift donation forms to the Council on Aging:

1. A \$100 donation from Tom Geiss for the lunch program or any event that benefits the seniors.

2. A \$100 donation from Ann Doran for any program or event that benefits the seniors.
3. A \$100 donation from Peter & Linda Green for any program or event that benefits the seniors in memory of Richard McLane.
4. A \$25 donation from Teresa Gough for any program or event that benefits the seniors in memory of Richard McLane.
5. A \$100 donation from Paul & Priscilla Whittall for any program or event that benefits the seniors in memory of Richard McLane.
6. A \$500 donation from Marian McLane for any program or event that benefits the seniors in memory of Richard McLane.
7. A \$100 donation from Gregory Redd for any program or event that benefits the seniors in memory of Richard McLane.

Mr. Suzor seconded the motion. The motion carried.

### **Reappointment**

Mr. Beckerman made a motion to reappoint Jean Inman as a member of the Board of Registrars. Mr. Suzor seconded the motion. The motion carried.

### **Snow and Ice Deficit**

Mr. Enos informed the Board that the Snow and Ice Control budget is close to being in deficit. He requested permission from the Board to deficit spend as we are only in February and there may be future winter storms coming before spring. Mr. Beckerman made a motion to allow deficit spending for Snow & Ice Control. Mr. Suzor seconded the motion. The motion carried.

### **Announcements**

Chairman Rose announced that the March meetings of the Board will be March 3, 2022 and March 17, 2022.

### **Town Administrator's Report**

Mr. Enos thanked the Treasurer/Collector Deb Morin, the Town Accountant Erin Barry, and all Department Heads for their hard work and efforts preparing the proposed Operating Budget for Fiscal Year 2023.

Mr. Enos gave his condolences and expressed his sympathy to the family of Richard McLane.

### **Adjournment**

At 7:40 p.m., Mr. Beckerman made a motion to adjourn the regular session and to convene in Executive Session for the review and approval of executive session minutes to comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements – and more specifically the Open Meeting Law, G.L. Chapter 30A, Sections 22(f) and (g), and to discuss strategy with respect to collective bargaining (AFSCME, Police, Fire, Call Firefighters) or litigation as an open meeting may have a detrimental effect on the government's bargaining or litigating position. Mr. Suzor seconded the motion. A roll call vote was taken. Mr. Beckerman voted aye. Mr. Suzor voted aye. Chairman Rose voted aye. The motion carried.

Respectfully submitted,



Shanna M. Faro  
Executive Assistant to the Town Administrator

**LIST OF DOCUMENTS**

1. February 17, 2022 Meeting Agenda
2. January 27, 2022 Meeting Minutes
3. February 3, 2022 Meeting Minutes
4. February 5, 2022 Meeting Minutes
5. February 10, 2022 Meeting Minutes
6. February 12, 2022 Meeting Minutes
7. Personnel Action Forms for Health Agent, DPW Director, and Town Administrator
8. Gift Acceptance Form for the Council on Aging
9. Request for Reappointment Letter by Jean Inman