

BOARD OF SELECTMEN
Eric S. Beckerman, Chairman
Jason L. Suzor, Sr., Clerk
Shannon M. Coffey, Associate

James P. Purcell
INTERIM TOWN ADMINISTRATOR

Town of Avon Massachusetts



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TOWN OF AVON
2023 JUN -5 A 8:47
TOWN CLERK

BOARD OF SELECTMEN WORKSHOP MEETING May 15, 2023 at 6:00 p.m.

Members Present: Eric S. Beckerman, Chairman
Jason L. Suzor, Sr., Clerk
Shannon M. Coffey, Associate

Others Present: John Petrin, Community Paradigm Associates, LLC
Shanna Faro, Executive Assistant/Human Resources Coordinator
Joseph S. Lalli, Esq., Town Counsel

Chairman Beckerman called the meeting to order at 6:00 p.m. with all members present.

Town Administrator Interviews

Mr. Petrin from Community Paradigm Associates, LLC appeared before the Board to present the finalists for the Town Administrator position. Mr. Petrin stated that his company has received many applications for this position. Community Paradigm Associates narrowed the search to eight semi-finalists. After careful consideration of the candidate's skills, experience, and background, the screening committee at Community Paradigm was pleased to present four finalists to the Board of Selectmen. Two candidates will be interviewed tonight, with the final two to be presented tomorrow evening. Mr. Petrin stated that he has prepared a list of questions to ask each candidate. Each candidate will be given approximately one hour to interview and respond to the questions. Mr. Petrin stated that each Board member will be given a chance to ask additional questions of the candidate. Finally, the candidates will be given time for a closing statement.

6:15 p.m. – Thomas Guerino

Mr. Guerino is currently serving as the Director of the Greenfield Housing Authority and Greenfield Housing Associates, Inc. He also currently assists the Town of Wareham in a consulting capacity to the Town Administrator. Mr. Guerino was the Town Administrator in Bourne for 14 years. Mr. Guerino has a Bachelor of Arts from the University of Southern Maine. He is currently a Select Board member in the Town of Vernon, Vermont. Mr. Guerino is a member of the Community Preservation Committee in the City of Greenfield. Although he is a resident of Vernon, Vermont, Mr. Greenfield stated that he would be available to the Town of Avon whenever needed and that he would relocate during the week to fulfill his duties as Town Administrator. Mr. Guerino stated that he would be a visible leader to the town by getting around the community and introducing himself and providing support where is needed. Mr. Guerino stated that he would use the same tactic for the town's employees. Mr. Guerino would establish a good relationship between the town and the schools as well. Mr. Guerino offered to hold one extra meeting per month for the first three months at a minimum for the Board of Selectmen to establish goals,

implementation of these goals, measurement, and evaluation of these goals. Mr. Guerino stated that the key to a good relationship with the Board is transparency. He would make sure each member of the Board received information at the same time. Mr. Guerino stated that if he did not agree with the Board, he would tell them if it was something he believed strongly in, but ultimately, he is a subordinate to them. Mr. Guerino stated that if he were selected for this position, within the first 90 days he would learn as much as he can about the day-to-day operations. He would also hold meetings for the Board not on the regular schedule to discuss goals. He would also meet frequently with the Department Heads as he gets acclimated to Avon.

7:15 p.m. – Michael McCue

Mr. McCue is currently working in the private sector for a renewable energy company. Prior to that, Mr. McCue had over 20 years of experience in municipal government. Most recently, he was the Town Administrator in Hanson for three years. He has also served as the Town Administrator in Rochester for two years and in Avon for seven years. He was the Administrative Assistant to the Board of Selectmen for the Town of Mendon. He served as the Economic Development and Grants Officer for the Town of Walpole. He was a Selectman in Mansfield for six years. Mr. McCue holds a Master of Public Administration from Bridgewater State College. Mr. McCue is a Massachusetts Certified Public Purchasing Official (MCPPO). He is the former president of the Massachusetts Selectmen's Association (MSA). Mr. McCue informed the Board that it is his sincere wish to return to Avon as the Town Administrator. Mr. McCue stated that he recognized many familiar faces and with his prior experience with Avon, he did not think it would take him long to get reacquainted to the town. As the leader of the town, Mr. McCue stated that he would reach out to the businesses such as the members of the Avon Industrial Park Association (AIPA) and Jordan's Furniture to reestablish those relationships. Mr. McCue stated that he would have a close relationship with the School Superintendent as well. Mr. McCue stated that he would play a big part, along with the Treasurer/Collector and Town Accountant on the budget process as he had in the past. Mr. McCue stated that he would hold regular Department Head meetings to make sure goals were being accomplished. Mr. McCue stated that he would adhere to the direction of the Board of Selectmen. He said he's always had a good relationship with each member of the Board. If he strongly opposed something from the Board, he would tell them or request an Executive Session to discuss further. Mr. McCue closed his interview by stating he would love the opportunity to return to the Town of Avon.

Adjournment

Mr. Petrin stated that concluded Day One of Town Administrator interviews. At 8:20 p.m. m., Mr. Suzor made a motion to adjourn the Workshop Session. Ms. Coffey seconded the motion. A roll call vote was taken. Ms. Coffey voted aye. Mr. Suzor voted aye. Chairman Beckerman voted aye.

Respectfully submitted,



Shanna M. Faro
Executive Assistant

List of Documents

1. May 15, 2023 Meeting Agenda
2. Community Paradigm Town Administrator May 2023 Finalists Packet