

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 16, 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

On day two of the Town Administrator interviews, Mr. Petrin from Community Paradigm Associates, LLC appeared before the Board to present the last two finalists for their interview before the Board. Mr. Petrin reminded the Board of the procedure. 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. – Jonathan Beder

Mr. Beder was the Director of Public Works in Plymouth for over ten years. Prior to that position, Mr. Beder worked as a Project Manager in the private sector. Mr. Beder holds a Master of Public Administration from Bridgewater State University and a Bachelor of Science in Construction Management from Wentworth Institute of Technology. Mr. Beder has a Massachusetts Grade 3D full operator license, a Grade 2T full operator license, a Wastewater Grade 3 collection license, and a Class B with airbrakes license. Mr. Beder is an Executive Board Member on the Plymouth County Highway Association. He is also an Executive Board Member at the South Shore Recycling Center. As a resident of Stoughton, he lives locally and is familiar with the area. Mr. Beder stated that the key to being a good leader is by using a team approach. He likes to delegate work and provide support to the employees, referring to himself as a quarterback to the team. Mr. Beder stated that he intends to have a cohesive relationship with the Board of Selectmen. His goal would be to carry out the initiatives of the Board and see them come to fruition. Mr. Beder believes in the importance of uniform policies and procedures. Mr. Beder stated that the relationship between the town and the school needs to be seamless. Mr. Beder stated that he is a conservative concerning the budget and spending. However, if there is something the town needs and would benefit from, he would not hesitate. Mr. Beder would spend time with the Finance Team to learn more and get a good handle on the budget. Mr. Beder stated that he would have constant

would have constant communication with the Board of Selectmen. Should he be selected for the position, his first 90 days would consist of a lot of reading and learning about the town, getting to know people, and developing a plan of action.

7:15 p.m. – Chad Lovett

Mr. Lovett is currently the Director of Facilities and Capital Planning for the Town of Wrentham. He has held that position since 2019. Prior to entering municipal government, Mr. Lovett has over twenty years of experience in the private sector. Specifically, Mr. Lovett was the Director of Facilities and Maintenance for Trader Joes where he oversaw facility services for a diverse range of issues across 453 locations nationwide. Mr. Lovett served on the Finance Committee for the Town of Abington. Mr. Lovett holds a Bachelor of Science in Business Administration from Southern New Hampshire University. He is currently pursuing a Master of Public Administration from Suffolk University with an anticipated completion date of June 2024. Mr. Lovett is a Massachusetts Certified Public Purchasing Official. He is licensed as a Massachusetts Construction Supervisor and has a Hoisting Engineer 1C/2A license. Mr. Lovett is a resident of Middleboro. Mr. Lovett stated that his leadership style is a servant style where his goal is to serve the Board, the employees, and the residents of the town. Mr. Lovett stated that as a Town Administrator he would support his staff and provide training opportunities for the employees to grow and flourish. Mr. Lovett stated that he would first need to learn the Board's vision by meeting with the Board to discuss their goals before the implementation of those ideas. Mr. Lovett stated that financially the town appears to be in great shape. He would definitely reach out to the Avon Industrial Park Association and FX Messina to work on continued development in that area. Mr. Lovett would establish a good working relationship between the town and the school. Even if their ideas did not always match up, he would try to support the school. Mr. Lovett stated that the Board of Selectmen are the policy makers for the town. He would take his marching orders from the Board, let them set the vision, and he would then work on the implementation of those goals. Mr. Lovett stated that if he is hired for the Town Administrator position, he will immerse himself fully in everything going on in the town. He would be sure to meet with the finance team and the Department Heads to find out what big projects they are working on and will need assistance with. Mr. Lovett will work hard to earn trust and respect in the first few months on the job.

Adjournment

Mr. Petrin stated that concluded Day Two of Town Administrator interviews. At 7:42 p.m. m., Mr. Suzor made a motion to adjourn the Workshop Session and to convene in Executive Session to conduct strategy sessions in preparation for negotiations with non-union personnel (Town Administrator). 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 16, 2023 Meeting Agenda
2. Community Paradigm Town Administrator May 2023 Finalists Packet