

TOWN MANAGER SCREENING COMMITTEE

MINUTES July 31, 2024

Bilotta Room and By Zoom

Attendees Tim Murphy, Moderator/Chair; Tom Alonzo Selectboard, Matthew Brenner Planning Board, Peter Beardmore School Committee

The meeting convened at 6pm ... Peter Beardmore acting as the host for zoom purposes

There were no minutes to review.

Each member gave a follow-up since the last meeting.

Alonzo reported that the selectboard has hired an interim town manager

Murphy reported that the selectboard authorized up to 15k to potentially hire a recruitment firm.

Murphy reported that Ms. Lemieux has stated the process of securing a recruitment firm would need to go through the procurement process. He reported that he spoke to Asst, Town manager Beliveau (procurement officer). She was unable to send out the bids before her vacation, but will do so upon her return on August 5th.

Brenner reported that he spoke to former Land Use director Burney who had positive feedback about the recruiting firm Community Paradigm.

The committee heard from one citizen during public comment. She questioned spending up to 15k on a recruitment firm.

The committee then interviewed Ms. Lemieux, after thanking her for attending an evening meeting the evening before her last day of employment.

Ms. Lemieux suggested we seek someone with a strong financial background, especially with some large future expenses. eg. building projects, tc passios bldg. She opines we are in sound financial position even though our financial director is still new

She suggests the town needs someone who can build consensus. She suggested that the next Town Manger will need to deal with a divided board. She further stated there are two related areas of concern going forward: retaining staff and competitive wages.

In response to a question from Brenner she agreed that we are no longer a small town. That we are losing our "rural" status and that the next Town Manager will need to be a long term thinker.

After Lemieux the Committee met with Community Paradigm Assoc, to learn what a recruitment firm could offer. Murphy stated that our last two successful hires came from Ads in MMA, and as our citizen had stated earlier, why engage a firm?

Bernie Lynch and John Petrin outlined their significant experience. Since 2016 they have done 110 municipal management searches. They spoke of their network of town manager/administrators, as

well as a program they run with Suffolk University that prepares municipal employees to enter the upper management ranks.

Petrin analogized the process as the difference between a hunter and a gatherer. Advertising in MMA is akin to a gatherer, waiting, collecting resumes. Their firm characterizes themselves as hunters, seeking out candidates, many who they've worked with in the Mass Municipal marketplace. Recruiting those who are ready for the next step in their career.

They offer to create the profile, place the Ads, recruit candidates, do background checks, and everything necessary right up to the selectboard making a decision and negotiating a contract. They opine the process takes 14-16 weeks, and can't be shortened by much.

Having concluded the agenda, a motion was made and seconded to adjourn at 7:29pm.

Respectfully submitted

Tim Murphy

SEP 03 2024

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