

Select Board
Meeting Minutes
Town Hall - Select Board's Conference Room
Saturday, April 6, 2024 @ 9:00 a.m.
All meetings of the Select Board are recorded

Roll Call Attendance:

ATTENDANCE: Chairman, Doug Moglin – In person
Vice-Chairman, Jason Perron – In person
Clerk, Diane Gale – In person
Acting Chief Administrative Officer, Robert D. Landis – In person
Chief Administrative Officer Assistant, Nadine Cignoni –In person
Select Board Secretary, Lisa A. Anderson- In person

Marcus Phelps led the Pledge of Allegiance.

Public Comment: None.

10:04 a.m. First Applicant Interview with Nicole M. Parker. Please see the zoom link for the complete interview with the Select Board, Acting C.A.O. and Assistant C.A.O.

11:04 a.m. Applicant Interview with DPW Director Randy Brown. Please see the zoom link for the complete interview with the Select Board, Acting C.A.O. and Assistant C.A.O.

Mr. Moglin personally thanked the Chief Administrative Officer Search Committee for all their hard work in selecting three candidates to bring forward. Mr. Moglin also thanked the Select Board for allowing him to sit on this committee. Mr. Moglin thanked Bob Mercier and Buzz from MRI for pooling candidates to bring forward for the Committee, Nadine for all the work she did to assist Bob Mercier and Buzz and Jim and Lisa for their assistance.

Mr. Moglin opened the floor for discussion.

Diane Gale: Diane stated that both candidates are unique. With 35 years of consistency, I feel the after an outside refresh is the right thing at this time. Ms. Gale feels Nicole was stronger in a lot of areas and very confident but not boastful. Ms. Gale feels bringing in fresh contacts, different ideas from other communities that she is dealing with surrounding communities, her involvement in others says a lot. Ms. Gale stated that she is interested in what other people are doing, not so much in the shell of Southwick. Ms. Gale finds those strong benefits.

Jason Perron: Well Mr. Perron concurs with Diane Gale on some of this and Mr. Perron stated that he is really starting to dislike this part of this position. Somebody's always going to be disappointed. Mr. Perron thinks this one is a difficult choice. Mrs. Parker had a lot of great ideas and there was so much that she already has accomplished, the connections with the local and state legislators. Mr. Perron stated then there is Mr. Brown, who's been dedicated to this town for all these years and lives here, and obviously Mrs. Parker said how this would matter to her for the town you know she wants to be able to attend just about everything, she might want to rethink that. We are already so familiar with Mr. Brown, it almost to me makes it even harder. You've got that personal connection in that case, and I've seen his body of work already. Like Diane Gale said they're both uniquely qualified from both different areas.

Diane Gale: Mr. Brown expressed one thing he'd like to see change or improve the speed of getting things done. Diane Gale feels like Nicole could help Mr. Brown get more things in bigger ways and satisfy all of that not just DPW and those big infrastructure projects.

Jason Perron: It's obvious she's got some serious tenacity to lose what was a \$30Million dollar grant and turn around and get it back was impressive.

Doug Moglin: Mr. Moglin thinks that he had a little bit of an advantage in that he sat through the first round of interviews with the Committee and got to see all the candidates that came in front of the Search Committee and then again today. That's kind of why when we set up our questions Mr. Moglin included a little asterisk if you don't include any of my questions it would be fine because he already had seen some of this movie. Mr. Moglin really wanted to have both Mr. Perron and Ms. Gale have the opportunity to get all of their questions in front of the applicant today.

Mr. Moglin stated we had two really great candidates and very dichotomy is was hard to reconcile for Mr. Moglin. Mr. Moglin could see both of the candidates excelling in this position. Mr. Moglin could see what came out of the preliminary and from the interview today I didn't see much difference. Mr. Moglin had the opportunity to work with Mr. Brown on a lot of different projects and Mr. Moglin has worked with Mr. Brown and talked to him or had him consult with Mr. Moglin on whether its economic development projects or planning and zoning stuff. Mr. Moglin had tipped my hand a little bit on some of the questions around that because coming from where Mr. Brown comes out of the engineering side and through his experience out east and then at Tighe & Bond and then as our DPW Director, how have you prepared yourself to be more of a complete picture that C.A.O. role encompasses so much more than what you have in as the DPW Director. Mr. Moglin had to poke at it twice, I believe Mr. Brown is there or close to being there to take on that role. Mr. Moglin can also appreciate very much, that Mr. Brown used the word all-in. Mr. Brown lives here in Southwick, Mr. Brown works here, Mr. Brown has kids in the school system here, this is kind a where Mr. Brown set up shop. With that being said there was a certain energy to Mrs. Parker and how she presented things.

Mr. Moglin wants to be honest that he thinks Mrs. Parker interviewed better. At the end of the day to Mr. Moglin the interview piece is but one part. Mr. Moglin asked how are they going to do in this role as the C.A.O. of the Town of Southwick. Mr. Moglin stated he thinks Mrs. Parker can do a good job and it will be a different place and Mr. Moglin feels Mrs. Parker has the experience in the TA role but maybe not so much of the experience on some of the other things the Mr. Brown has. Mr. Moglin stated that if he were to rate them Mr. Moglin would have Mr. Brown first and Mrs. Parker second, and that is by a nose.

Diane Gale stated that Mrs. Parkers experience coming here that experience can flourish, for Mrs. Parkers benefit and for the Town's.

Jason Perron: Stated that he was leaning toward Mrs. Parker. Mr. Perron thinks Mrs. Parker interviewed a little bit better. Mr. Perron said that both candidates are coming from different complete points. What Mrs. Gale said about a fresh point of view, somebody coming in here with a fresh set of eyes that appeals to Mr. Perron. Some of the things that Mrs. Parker has accomplished and where she is now are very impressive. Mr. Brown has also accomplished a ton of things.

Vice Chair, Jason Perron read the motion.

Move to authorize Municipal resources Incorporated to make a conditional offer of employment to Nicole Parker for the position of Chief Administrative Officer. This offer is condition upon the Satisfactory background review investigation conducted by Municipal Resources Incorporated Physical Exam and the successful negotiation of the terms of appointment by the Select Board.

MOTION made by Jason Perron and **Seconded** by Diane Gale.

Roll Call Vote: Doug Moglin – Yes, Jason Perron – Yes, Diane Gale - Yes

Bob Mercier stated that the next step would be for MRI to send the conditional offer to the candidate and for sign off that includes paperwork for them to do the extensive confidential background investigation. This would take about 2 / 2.5 weeks to complete. This is available to the Town. Once the candidate says yes, the Select Board can commence the terms of conditions of employment, and start the successful negotiations on a potential contract pending the physical examination, CORI check done through the Town.

- **A MOTION** was made by Jason Perron. **Seconded** by Diane Gale (Vote-Unanimously) to go into executive session and to not reconvene into open session at 12:19 p.m.

Roll Call Vote: Doug Moglin – Yes, Jason Perron – Yes, Diane Gale – Yes.

Respectfully submitted,

Lisa A. Anderson