

MINUTES
SHARON BOARD OF SELECTMEN
June 9, 2014

The meeting of the Sharon Board of Selectmen was called to order in the Selectmen's Meeting Room at Sharon Town Hall at 7:00pm with Chairman William A. Heitin, Clerk John J. McGrath and Selectman Walter B. Roach, Jr.

Executive Session

MOTION: To enter into executive session to conduct strategy sessions in preparation for negotiations with non-represented personnel as well as to discuss the reputation, character, physical condition or mental health of an individual and to reconvene in open session

(Heitin – McGrath) 3-0 **PASSES**

Roach: Aye

Heitin: Aye

McGrath: Aye

Town Administrator Appointment Discussion

Paul Pietal, David Fixler and Len Sacon, members of the Town Administrator Screening Committee, were present for the discussion.

Paul Pietal, chair of the Town Administrator Screening Committee, provided an overview of the process of their work and noted that 28 resumes were received, the list was culled down to 12 with the help of the Collins Center, six were interviewed and the final four were presented to the Board of Selectmen. Of the four, they feel strongly they gave the Board a diverse mix of individuals who could all do the job and would be a good fit for Sharon.

Chairman Heitin asked Mr. Pietal's personal preference of the finalists. Mr. Pietal liked all four. He was impressed with Mr. Miller's strength with personnel. He found Mr. King's comments about being a mentor to staff intriguing.

Chairman Heitin asked for Mr. Fixler's comments. He couldn't make last week's interviews so he would like to hear the Board's thought processes are before offering his preferences.

Mr. Sacon wanted to present finalists that he was comfortable with – they could do the job but would do it differently. Some of the finalists are going to be easier to manage than others. The decision is the Board's and must be done in the best interest of Sharon.

Chairman Heitin said that the Board has done a lot of work post-interviews on getting feedback and comments from others, including the finalist's references. He believes two candidates have bubbled up to the top – Mr. King and Mr. Turkington. Mr. King is the Assistant Town Administrator in Wellfleet and previously came from Maine. He has another job offer with the Town of Westport. Mr. Turkington is the former Town Administrator in Wayland. The reasons for his departure seem to be political in nature, but moving to Sharon may be an issue for him. Mr. McCue and Mr. Miller are the other two candidates.

Selectman McGrath thanked the Screening Committee for their hard work and for their willingness to keep in touch after their work has been completed. He likes Mr. King as well for various reasons, including his desire to be a mentor and not just a boss and his work with seniors. He liked Mr. Miller and he hit on a lot of interesting notes during his interview. He noted that the consensus from the Board appears to be that Mr. Turkington and Mr. King are the top two.

Chairman Heitin commented that this is a very hard and important decision.

Selectman Roach added that his top two are Mr. Turkington and Mr. King, not necessarily in that order. He noted that Mr. King appeared to be all business and very direct. He added that he heard good feedback about it. He feels that Mr. Turkington brings a lot to the table and the feedback has been good and not so good. He liked Mr. Miller, but added that he never worked in Massachusetts.

Mr. Fixler commented that the Screening Committee didn't want to rank the finalists for the Selectmen. His personal feeling is that all four finalists would do the job nicely but believes that Mr. Turkington is above the others – no learning curve needed and Wayland appears to be most similar to Sharon. He added that Mr. Turkington's departure from Wayland was political. Selectman McGrath asked Mr. Fixler for his second choice and Mr. Fixler replied that he doesn't have a second choice, but that Mr. Miller and Mr. King are above Mr. McCue.

Mr. Pietal said that it comes down to the Board's comfort level with the person for years to come. He have the highlights that he noted of Mr. Miller, Mr. Turkington and Mr. King.

Mr. Sacon noted that the four finalists are all different people with different personalities and that they are all good. He added that the Board needs to have a tremendous amount of trust in the person and needs to be able to get along with the person. He commented that they interviewed differently with the Board as opposed to the Screening Committee. He said that Mr. Turkington and Mr. King came through as the strongest candidates during the interviews with the Selectmen but Mr. McCue and Mr. Miller came through as the strongest during the Screening Committee interviews. He can't disagree with any of the Board's comments during this meeting and added that the Board needs to conduct a thorough background and reference check before a person is hired.

Chairman Heitin noted that Mr. King, Mr. Turkington and Mr. Miller seem to be the candidates to consider. He added that the Board needs to determine what they are looking for.

Selectman McGrath said that Mr. King actually asked that very same question. He is looking for someone with leadership, honesty, integrity, someone who will be on the job on a daily basis, it's important for them to be local or preferably in town, he wants someone who will work with him, not for him, management style is important, must have outstanding leadership skills and someone who will value everyone's opinions.

Selectman Roach is looking for someone who will reach out to boards/committee and bring consensus back to the Board. He added that everything here is a team effort and wants the person to be able to find a way to have everyone work together. He would like the new Town Administrator to bring something new to the table with respect to collective bargaining negotiations and lastly, he would like someone to be strong on budgeting.

Mr. Pietal commented that based on the personalities he saw during both rounds of interviews, Mr. Turkington comes in as more strong-willed than the others. Mr. Fixler added that while Mr. Miller doesn't have any Massachusetts experience, which may not be a bad thing – he could bring new and different ideas. He also added that Mr. Turkington's reference were positive.

Chairman Heitin commented that he already stated at last week's meeting what he thought were but reiterated that he is looking for a real, out-of-the-box leader and someone who can help Sharon with long-term planning. Living in Sharon or adjacent to the community is important too.

Chairman Heitin has asked for reference checks to be done, which the Board will do in the next 24 hours or longer. The Board continues to ask for feedback from the community and very much appreciates the Screening Committee's work and deliberation. The Board is taking this search very seriously; making a bad decision is detrimental to the community, as is evident from neighboring communities. Selectman Roach too thanked the Screening Committee for their hard work.

Chairman Heitin reminded residents of the Flag Day ceremony this Saturday, June 14 at 6:45pm at the beach and also wanted to inform residents of the mural unveiling at the beach on Monday, June 16 from 3:30-5:30pm.

Adjournment

MOTION: To adjourn at 8:30pm
(Heitin – Roach) 3-0 **PASSES**