

Norfolk Board of Selectmen's Open Session Meeting Minutes September 10, 2019

Present: Kevin Kalkut; CiCi Van Tine; Christopher Wider; Blythe Robinson, Town Administrator.

The meeting was held in Room 124, Town Hall. Chairman Kalkut called the meeting to order at 5:00 p.m. Chairman Kalkut announced this meeting is being both video and audio taped. All present recited the Pledge of Allegiance.

Chairman Kalkut began by stating the reason for this meeting is to conduct interviews of the three finalists for Fire Chief with the intention of making an appointment this evening.

He asked Ms. Robinson to explain background on the process to date.

Ms. Robinson stated that 29 applications were received. She, along with Human Resources Director Scott Bragdon and Interim Fire Chief Peter Petruchik, reviewed the applications and narrowed them down to eight candidates to interview. The interviews were conducted by herself, Mr. Bragdon and the Fire Chief from Foxboro. Interim Chief Petruchik observed the interviews.

They chose four candidates to go through an assessment center process. This process was conducted by an outside firm. Out of the four candidates, one scored very well, two scored well, and one scored a little less than the other three.

Ms. Robinson then met with the three highest scoring candidates individually. She and each candidate further discussed the position, working together, and the priorities of the Town.

She stated that after the Board has the opportunity to ask the candidates a few questions, she is prepared to make a recommendation for the appointment.

The following candidates were then interviewed individually by the Board:

Paul Barry - Mr. Barry currently serves as the Deputy Fire Chief for the Town of Walpole (Massachusetts) Fire Department.

David Healy – Mr. Healy currently serves on the Foxborough (Massachusetts) Fire Department as Senior Captain.

Erron Kinney – Mr. Kinney currently serves as the Fire Chief for the Town of Sherborn (Massachusetts).

Each candidate was asked to provide background information to the Board.

The each gave a brief summary of their career history, accomplishments and experience.

Each candidate was asked several questions by the Board including:

- What their thoughts are on call Firefighters (pros and cons);
- How would they consider diversity and inclusion within the department;
- What is their experience and approach to managing a departmental budget and to explain how they would handle the situation if growth in the budget becomes unsustainable in the future;
- What is their perspective on mutual aid;

- How would they attempt to retain the younger workforce serving the department;
- Why are they interested in the Town of Norfolk and where do they see themselves in 3 – 5 years;
- What are their thoughts on regional communications centers.

Each candidate provided answers to the Board's questions.

At the conclusion of the interviews, the Board discussed the candidates.

Chairman Kalkut pointed out that there was one common comment in all interviews; all had great things to say about reputation of the department. He thanked public safety for making the Town look so attractive.

He also thanked the search committee; Ms. Robinson, Human Resource Director Scott Bragdon, Deputy Chief Petrushik and the Foxboro fire chief for bringing forth three excellent candidates.

Ms. Robinson then stated that she recommends Candidate Erron Kinney. Mr. Kinney is the only candidate who has been a chief. She sees value in the fact that he has been to different places, seen different things and believes he will be able to draw on those experiences. He will be able to hit the ground running. His budget experience and his understanding of technology are also strong points. Mr. Kinney's references stated that he works well with town boards and has great command of the fire ground. Ms. Robinson believes he is the best fit for the Town.

Each Board member individually expressed that all three candidates were excellent and after a brief discussion, each agreed with the Town Administrator's recommendation.

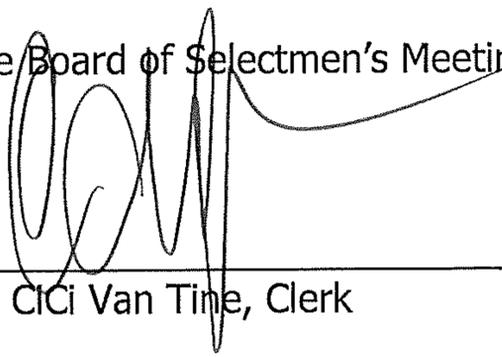
Chairman Kalkut made a motion that the Board ratify the Town Administrator's recommendation to appoint Erron Kinney as the Fire Chief for the Town of Norfolk. It was seconded by Ms. Van Tine, and so voted. All were in favor.

Chairman Kalkut announced the following: There will be Select Board office hours Wednesday, September 11th from 1:00 p.m. to 3:00 p.m. at Town Hall; on Thursday, September 12th there will be a community informational meeting on the proposed zoning changes at 7:00 p.m. at the Freeman Kennedy School; and the Autism 5k will be held this upcoming weekend.

At 6:40 p.m. a motion was made by Chairman Kalkut to adjourn the meeting. It was seconded by Ms. Van Tine, and so voted. All were in favor.

The next regular meeting will be held in Room 124, Town Hall, on Tuesday, September 17, 2019 at 7:00 p.m.

This is a true and accurate report of the Board of Selectmen's Meeting of September 10, 2019.



Cici Van Tine, Clerk