



Millbury
Massachusetts

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2023 DEC -8 AM 8:27
MILLBURY, MASS.

TOWN MANAGER SCREENING COMMITTEE Minutes

November 30, 2023 @ 6:30 PM

SMALL CONFERENCE ROOM

MEMBERS: Charles Cooper, Donald Desorcy, Katie McKenna, Jonathan Cammuso, Jennifer O'Connell (Zoom), Anna Samara (Zoom), Ron Stead, John Mullen

The meeting was called to order at 6:30 PM and the committee began with the Pledge of Allegiance.

- Approve Minutes of 11/16/23 Meeting
 - Motioned by Jon Cammuso, seconded by Don Desorcy. All voted in favor.
- General updates
 - As a follow-up to a question asked at the last meeting, there are no extensions to the 150-day deadline given in the Town Charter. We must present candidate names to the Board of Selectmen by January 26th.
 - Jessica's replacement should be discussed at the December 13th School Committee Meeting.
- Survey Discussion (survey results attached)
 - Some of the most important qualities/topics for Town residents are:
 - Infrastructure/Roads
 - Town Finances
 - Economic Development
 - Housing
 - These answers should help develop interview questions.
- Community Paradigm (CP) updates (presented by chairman)
 - CP has reached out to the Board of Selectmen members and department heads
 - The updated position statement will be emailed to us on Saturday (Dec 2nd)
 - 12/1 position is to be posted with a submission deadline of 12/27
 - We will receive/review first round of resumes on 12/22
 - Receive/review final batch on 12/27
 - Committee to meet 12/28 to select semi-finalists to interview

Meeting adjourned at 7:21 – motion by Jon Cammuso, seconded by John Mullen, all voted in favor.

Respectfully Submitted:

Katie McKenna, Clerk

Millbury Town Manager Search Feedback Survey

178

Responses


05:10

Average time to complete

Active






Status

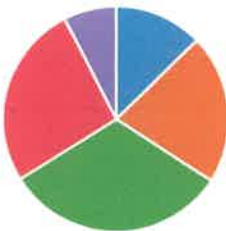
View results

 Open in Excel ...

1. What do you believe are the most pressing issues and challenges facing our town that the new Town Manager should address?

[More Details](#)

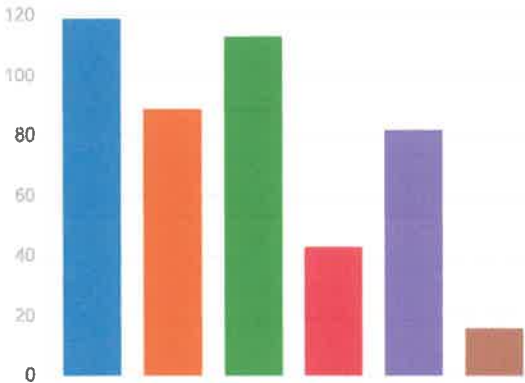
 Housing	42
 Economic Development	71
 Infrastructure (roads, etc)	106
 Town Finances (taxes)	87
 Other	25



2. Are there any other qualities or characteristics you believe are essential for the new Town Manager to have?

[More Details](#)

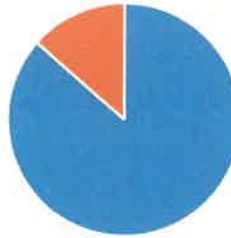
 Municipal experience	119
 Business background	89
 Finance experience	113
 Recreation experience	43
 Legal, contract, and bargaining ...	82
 Other	16



4. Do you feel it is important for the next town manager to live in town or a neighboring town?

[More Details](#)

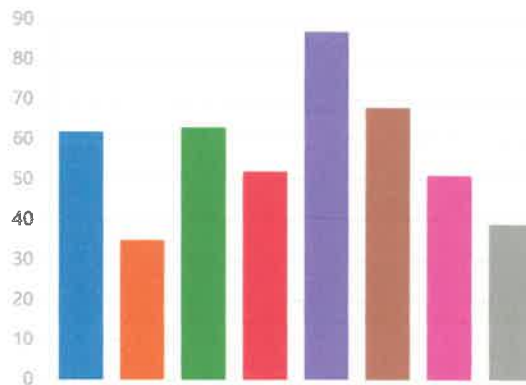
Yes	154
No	24



5. Are there any particular new initiatives or projects you would like to see the new Town Manager prioritize during their tenure?

[More Details](#)

Carnival/festivals/parades	62
Fundraising partnerships/empowerment	35
Splash pad/pool/skate park/etc	63
Maintain and expand senior services	52
Create youth services	87
Evaluate town hall services	68
Improve and expand technology	51
Other	39



6. In a few short words, please share your opinion on what you believe should be the top priorities for a new town manager or anything you think we may have overlooked.

Residents of Millbury, Massachusetts, have expressed a variety of desires for their new town manager. Here is a summary of their key priorities and concerns:

1. Community Development:

- Encourage programs and initiatives for a vibrant, pedestrian-friendly community.
- Support affordable permanent housing.

2. Team Building and Leadership:

- Prioritize building a strong team and reducing turnover among department heads.
- Ensure information continuity when key employees leave.

3. Infrastructure and Roads:

- Repair badly damaged roads.
- Consider a sound barrier along the highway to raise property values and enhance bike-friendliness.
- Address specific road intersections and sidewalks for safety and accessibility.

4. Education and Recreation:

- Prioritize updating middle/high schools and improving school ratings.
- Enhance recreational areas and revive community events like the carnival.

5. Financial Management:

- Lower taxes.
- Monitor spending, especially concerning the part-time fire department versus schools.
- Evaluate where funds are allocated and finish ongoing projects before starting new ones.

6. Local and Experienced Leadership:

- Hire someone with ties to the town, not an outsider.
- Prioritize a committed interest in Millbury.
- Emphasize experience in municipal infrastructure management and finance.

7. Population Growth and Zoning:

- Address concerns about overpopulation, apartment buildings, and undesirable businesses.
- Manage growth effectively and maintain the small-town feel.

8. Communication and Accessibility:

- Improve communication with residents on the outskirts of town.
- Establish an open-door policy for citizen concerns.
- Attend town functions and engage with the community.

9. Financial Responsibility and Fiscal Planning:

- Focus on fiscal responsibility and efficient use of resources.
- Ensure tax relief for the elderly.
- Evaluate the impact of state or federal funding on the town.

10. Youth Engagement:

- Empower and engage the town's youth in meaningful ways.

11. Environmental Considerations:

- Address concerns about chemical dumps and environmental impacts.

12. Ethical Leadership and Community Values:

- Prioritize ethical leadership and avoid favoritism.
- Uphold conservative family values.
- Consider the impact of decisions on senior housing and disabled populations.

13. Maintaining Small Town Values:

- Keep Millbury small and avoid massive developments.

14. Community Events and Recreation:

- Bring back community events like the carnival.
- Improve and invest in recreational areas.

15. Transparency and Resident Involvement:

- Be transparent with the community.
- Act in the best interests of the town residents.

16. Long-term Planning:

- Develop a short-term and long-term roadmap for the town's goals.
- Consider future opportunities and be flexible and creative in town approaches.

17. Quality Education:

- Focus on sustaining and continually improving the school system.

18. Senior-Citizen Considerations:

- Afford tax abatements for senior citizens.

Residents are looking for a town manager who is experienced, connected to the community, financially savvy, communicative, and dedicated to preserving Millbury's unique character and values.



Millbury
Massachusetts

TOWN MANAGER SCREENING COMMITTEE

DATE OF MEETING: 11/30/23

Charles Cooper, Chair:

Charles Cooper

Donald Desorcy, Vice Chair:

Donald Desorcy

Katie McKenna, Clerk:

Katie McKenna

Jennifer O'Connell:

Jennifer O'Connell

Jonathan Cammuso:

Jonathan Cammuso

Ron Stead:

Ron Stead

Anna Samara:

John Mullen:

John Mullen