

	<b>Lizzie Alwan</b> Average Score	<b>Dillon Maxfield</b> Average Score
3. Please rate your impression of their knowledge related to core Town Coordinator areas: Municipal Policy, Procurement Regulations, Procedure Implementation.	3.80	3.40
4. Do you think they will be a strong communicator and able to work with residents, committees, the Selectboard and town staff?	4.90	3.78
5. Please rank the candidate's fit for the Warwick Town Coordinator job.	4.68	3.15

Average Score Overall

**Lizzie**

**Dillon**

3. Please rate your impression of their knowledge related to core Town Coordinator areas: Municipal Policy, Procurement Regulations, Procedure Implementation.

4

3

4. Do you think they will be a strong communicator and able to work with residents, committees, the Selectboard and town staff?

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5. Please rank the candidate's fit for the Warwick Town Coordinator job.

5

3

1. What are their strengths for the Town Coordinator Role?

She has some municipal knowledge, she understands how to communicate her weaknesses and gives the impression that she knows how to reach out when help is needed, she wants to immerse herself in the many aspects of the town devoting time to learning everything, she has great communication skills

He has good communication skills, and he knows parts of municipalit procedures for towns, he is willing to immerse himself in all aspects to learn

2. What they need to learn to be successful?

I think that it is great she is willing to devote all her time no matter how many hours, but I think it will be very important for her to set boundaries when it comes to giving away too much of her own time to avoid burning out.

I think he will need to learn the financials of a small town (which he mentioned in his interview), I fee like he will need to learn the comparision of big town to small town differences, making sure to set boundaries for hours to avoid burnout

## Lizzie

3. Please rate your impression of their knowledge related to core Town Coordinator areas: Municipal Policy, Procurement Regulations, Procedure Implementation.

Municipal Policy - 5; Procedure Implementation - 5;  
4 Procurement - 4 - some experience, willing to learn more

4. Do you think they will be a strong communicator and able to work with residents, committees, the Selectboard and town staff?

5 Yes, very well. Very personable, respectful, easy to talk to, good listener

5. Please rank the candidate's fit for the Warwick Town Coordinator job.

Master of Public Policy & Admin degree; very impressed with her personality & enthusiasim & expressing herself well. Has much technology experience. She can do the job and will work until the job is done.

1. What are their strengths for the Town Coordinator Role?

manages many things at once - communication/negotiation skills/writing & "Leverett Connects" social media experience (set it up,, increased public comm. 5000%) - varied work experiences will be useful for Town Coordinator - Does her research for what needs to be done

2. What they need to learn to be successful?

Budgeting - Internal and External (highway) communication will be big issues to deal with, but I am confident she can handle it

## Dillon

4 Very procedure oriented - good at problem solving and

5 Yes - absolutely. Much experience resolving issues; w

Has very good technology & collaboration skills.

5 Good skills working with people & resolving issues & managing personalities. Budget #1.

Proactive list of things to do to get started. Very willing to meet residents/townpeople - positive communication skills. MMA training in varied coordinator roles will be very useful. Good time management skills; knows how to prioritize. Always "on call" on this job & Dillon is willing to do that.

Budgeting - because he sees that as a key part of Coordinator job. Learning what needs to come to BOS & what he can sort out himself.

**Lizzie**

**Dillon**

3. Please rate your impression of their knowledge related to core Town Coordinator areas: Municipal Policy, Procurement Regulations, Procedure Implementation.

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4

4. Do you think they will be a strong communicator and able to work with residents, committees, the Selectboard and town staff?

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4

5. Please rank the candidate’s fit for the Warwick Town Coordinator job.

5

4

1. What are their strengths for the Town Coordinator Role?

Friendly; Communications - heavy; Willing to learn; Federal experience

MMA connections; May be better using organizing tools - online calendars etc than the other candidate; Knows he has to work more than 30 hours.

2. What they need to learn to be successful?

Procurement; Town Budgeting; Being tough with different departments

Doesn't have as much communication experience - writing skills?; Procurement laws-very little experience; Budgeting

**Lizzie**

**Dillon**

3. Please rate your impression of their knowledge related to core Town Coordinator areas: Municipal Policy, Procurement Regulations, Procedure Implementation.

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4. Do you think they will be a strong communicator and able to work with residents, committees, the Selectboard and town staff?

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2

5. Please rank the candidate’s fit for the Warwick Town Coordinator job.

5

I'd like to throw my hat in for Lizzie, for whatever it's worth.

2

1. What are their strengths for the Town Coordinator Role?

I think her greatest strength may be accountability. She seems to have a very clear handle on her responsibilities and is making proactive moves to get ahead of potential problems.

I think Dillon would not shake anything up in town, which is admittedly a strength. He seems quite good at making as few folks upset as possible, though I see that as mostly passing the buck.

2. What they need to learn to be successful?

I suspect boundaries and time management will be her biggest obstacles. I suspect she'll find those quick enough.

I think Dillon needs to have a clearer idea of what he wants to achieve as Town Coordinator. He would be perfectly fine as a middle manager, delegating to boards & Selectboard and carrying out instructions, though in a town with as small as ours with a high amount of volunteerism, we need someone on the clock to have opinions and convictions, that I'm not convinced he has.

## Lizzie

3. Please rate your impression of their knowledge related to core Town Coordinator areas: Municipal Policy, Procurement Regulations, Procedure Implementation.

4 She understands that MGL needs to be reviewed when helping the Selectboard and our various department heads make decisions. Has experience with procurement at Leverett BOH. She stated that she is very excited to learn more about the budget process and to work with FinCom and Assistant Town Coordinator in creating town budget. She is currently the Treasurer for a non-profit organization, Chair and member of Leverett Board of Health, and has experience with federal agency funding and grant process, has grant writing experience, and experience with \$500,000 budget at UMass Neural Vitality Lab. I think she has useful ideas about town hall rental and seemed to have experience with similar issues in Amherst and with non-profit position. I think her education, experience, and skills will translate quite easily to the Town Coordinator role.

## Dillon

2 I did not get the impression that he had much experience with general Municipal Policy (his municipal experience seemed quite specific to Planning, Zoning, and Licensing in a city atmosphere). I don't recall his discussing any experience with Procurement Procedures. He did mention Procedure Implementation in reference to his time as Chair of the Amherst Board of License Commissioners and his resume stated he has good knowledge of Massachusetts Open Meeting Law.

## Lizzie

4. Do you think they will be a strong communicator and able to work with residents, committees, the Selectboard and town staff?

I think she communicated very well during her 5 interview and seems quite personable and likeable. I believe she will be quite good in this role.

5. Please rank the candidate's fit for the Warwick Town Coordinator job.

I think we would be very fortunate to have someone as well-educated, competent, dedicated, and enthusiastic as Lizzie in our Town Coordinator role. I 5 hope the Selectboard will make the right decision to hire her and I look forward to working with her and getting to know her better.

## Dillon

In most of his answers to the Selectboards questions, I felt he was "winging it". I did not get the sense that he was really excited about getting to know our town and residents. His story about being a college bar bouncer, while amusing, did not reassure me that he would be a good communicator before or at Town Meeting. (Hopefully, we never get to the point where we need a TM 2 bouncer!) He did not have any novel ideas about getting to know us or mention our listserv (the L). During another anecdote about his time on the Licensing Board in Amherst, he mentioned a situation with a Turkish vendor with poor English language skills, and it made me cringe a bit. I think the story could have been better told without pointing out someone's ethnicity, or simply not told at all.

Dillon could potentially be a good Town Coordinator someday/somewhere, but not today/here in Warwick. I did not get the impression that he is well rooted in our area or has strong ties (or any ties) to Franklin County, and I hypothesize that he would be using this position to move 1 upward and onward in this world. While, of course, that is not a bad thing for a young person to do (actually it's a wonderful and expected thing for a young person to do), I do not believe hiring him would be a good move for our town, nor that he is currently the best choice for our Town Coordinator.

## Lizzie

Extremely strong education and work experience and a very strong desire to serve in small town government evidenced by her education, employment, and volunteer positions. She has strong ties to the area and as a farmer she is likely settled in our area for the long term. She understands the use of our listserve (the L) and other forms of social media in communicating with townspeople. She had good ideas about meeting and getting to know our residents through office hours at town hall and at other sites around town, such as time spent at WCS getting to know parents. She made it clear that she will work until the work is done regardless of extra hours spent doing so. Her Master's thesis created a program that has been implemented by FRCOG to assist elder residents living in rural areas – a very important need, especially in our town of aging residents – also an issue brought up many times by our current town coordinator, David Young. It also appears through her brief conversation with Andrea Woods during the interview that she has ties to people at FRCOG already.

She will need to become familiar with the day to day working of our town hall and will need to get to know our town better, but I feel she made it clear that she is fully capable of doing so and has a very strong desire to do so.

## Dillon

While Dillon has a reasonably impressive resume with experience in the cities of Easthampton and Amherst, I was not impressed with how his skills would truly benefit our rural town of Warwick. I also was not “wowed” by his education the way I was with our other candidate's Master of Public Policy and Administration. His experience as a Land Use Planner is quite short (two months) and I assume his time as an Associate Planner should show “December 2023 – March 2026”, not “March 2023” as shown on his resume. I am curious as to why he is leaving this more senior position after only two months and worry about how this translates to his commitment to our town. (I do not believe that the Selectboard made note of this important fact. I don't want to see our town going through this hiring process again in two years, never mind in two months. In addition, I don't know if Land Planning is one of our most important issues as a town going forward (it could be) but I do know that we currently and historically have a very strong Planning Board. Also, his lack of experience working with budgets and procurement is worrisome. All of that being said, he did seem like a nice guy.

Perhaps more formal education in Public Policy and Administration would be helpful and/or experience in a small-town municipal atmosphere, especially experience with administration of a municipal budget.

1. What are their strengths for the Town Coordinator Role?

2. What they need to learn to be successful?

**Lizzie**

**Dillon**

3. Please rate your impression of their knowledge related to core Town Coordinator areas: Municipal Policy, Procurement Regulations, Procedure Implementation.

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4

4. Do you think they will be a strong communicator and able to work with residents, committees, the Selectboard and town staff?

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5. Please rank the candidate’s fit for the Warwick Town Coordinator job.

5

3

1. What are their strengths for the Town Coordinator Role?

Experience managing projects and handling budgets.  
Handling diverse workloads. Familiar with community outreach.  
Hands on with developing and maintaining websites.

Has a strong background with land use through his work with a Planning Board And ZBA

2. What they need to learn to be successful?

Importance of being involved with all aspects of town government

Warwick is a small town where most Board Members and the Coordinator wear many hats. How to work with smaller, more varied projects.

**Lizzie**

**Dillon**

3. Please rate your impression of their knowledge related to core Town Coordinator areas: Municipal Policy, Procurement Regulations, Procedure Implementation.

3

3

4. Do you think they will be a strong communicator and able to work with residents, committees, the Selectboard and town staff?

4

3.75

5. Please rank the candidate's fit for the Warwick Town Coordinator job.

3.75

3.5

1. What are their strengths for the Town Coordinator Role?

Experience/education in Public Administration  
General familiarity with town government  
Committee Chair experience

General familiarity with town government  
Committee Chair experience  
Planning experience

2. What they need to learn to be successful?

Municipal Budgeting; Procurement

Municipal Budgeting; Procurement

**Lizzie**

**Dillon**

3. Please rate your impression of their knowledge related to core Town Coordinator areas: Municipal Policy, Procurement Regulations, Procedure Implementation.

4

3

4. Do you think they will be a strong communicator and able to work with residents, committees, the Selectboard and town staff?

5

4

5. Please rank the candidate's fit for the Warwick Town Coordinator job.

4

3

1. What are their strengths for the Town Coordinator Role?

enthusiasm, experience, goals-driven

Eager to learn, likeable personality

2. What they need to learn to be successful?

the interworkings of the residents - who's who and what committees/events/groups are active

a lot of dedication to learn the areas he isn't strong

**Lizzie**

**Dillon**

3. Please rate your impression of their knowledge related to core Town Coordinator areas: Municipal Policy, Procurement Regulations, Procedure Implementation.

3 I think she has an overall concept but no details

4 his classes give him more detail on these areas

4. Do you think they will be a strong communicator and able to work with residents, committees, the Selectboard and town staff?

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5

5. Please rank the candidate's fit for the Warwick Town Coordinator job.

4

I think on paper he is the best candidate but I think the community will struggle with the vast difference between him and David - not sure they are ready for that big a change

1. What are their strengths for the Town Coordinator Role?

her leadership role as BOH Chair in Leverett

his MMA classes and training and networking with other Tas

2. What they need to learn to be successful?

more in-depth knowledge on ALL town departments

will need to loosen up and not be such a stuffed shirt