



January 31, 2024

Dear Neighbors:

As you may be aware, we just completed a thoughtful and thorough search for a new Town Manager. It was a deliberate process that included many steps, including the following:

- We solicited input from citizens and stakeholders on the qualities we wanted in our next Town Manager. We conducted surveys, focus groups and meetings with interested individuals.
- We used the input received to develop a profile that was used to advertise the position nationally, through multiple resources. The position was posted for 30 days.
- Thirty-five resumes were received, of which 15 were from Connecticut. Our search consultant recommended fourteen candidates to be further considered. Eight candidates were selected from that pool to participate in a one-hour Zoom interview with the members of the Board of Selectmen, acting as the search committee.
- We identified three finalists based on those interviews.
- Each of the finalists was then scheduled for one-hour interviews with three different panels. The first panel included the Superintendent of Schools and the chairs of the Board of Finance, Board of Education and the Planning & Zoning Commission. Six department heads sat on the second panel. The members of the Board of Selectmen and a representative from the Town Manager's office made up the third panel.

All of the candidates, including the finalists had impressive qualifications, however, the consensus of all the panelists was that none were the right fit. Accordingly, we have decided to continue our search. It wasn't an easy decision, but we are confident it was the right one. Granby is a great town and we take seriously our responsibility to be super-selective in choosing our next manager.

In the coming weeks, we expect to announce a revised schedule to continue the search. In the meantime, rest assured that we will continue to work together to ensure that we provide quality municipal services in a cost-effective manner.

Thank you for your continued support and patience during this process. If you have any questions, please contact me.

A handwritten signature in black ink. The signature reads "Mark Fiorentino" followed by a stylized "JF".

Mark Fiorentino  
First Selectman