



CITY OF NEWBURYPORT  
OFFICE OF THE MAYOR  
SEAN R. REARDON, MAYOR

60 PLEASANT STREET - P.O. Box 550  
NEWBURYPORT, MA 01950  
978-465-4413 PHONE  
MAYOR@CITYOFNEWBURYPORT.COM

RECEIVED  
CITY CLERK'S OFFICE  
NEWBURYPORT, MA  
2023 AUG 14 A 9:42

To: President and Members  
of the City Council

From: Sean R. Reardon, Mayor

Date: August 28, 2023

Subject: Appointment

---

I hereby appoint, subject to your approval, the following named individual as Tree Warden for Newburyport. This term will expire on October 1, 2026.

Michael P. Hennessey  
P.O. Box 1636  
Hampton, NH 03843



## Michael Hennessey

(978) 992-8093

hennalands1966@gmail.com

Hampton, NH 03842

### SUMMARY

Hardworking and motivated Parks Manager with 32+ years of experience and record of success in the Landscaping/Parks industry, demonstrating high level of ownership and initiative. Possessing an exceptional work ethic and desire to go above and beyond to exceed expectations. Offering a knack for building productive working relationships. Successful in fast-paced, deadline-driven environments to manage goals and team development. Decisive leader with good planning and organizational skills.

### SKILLS

- Project Planning/Management
- Budget/Fiscal Management
- Capital Improvement Planning
- Managing Operations and Efficiency
- Inter-Department Collaboration
- Work Planning and Prioritization
- Team Leadership
- Hiring and Training
- Staff Development
- Employee Coaching and Motivation
- Problem Resolution
- Calm Under Pressure

### EDUCATION AND TRAINING

#### Bachelor of Science: Business Administration and Management

University of Lowell May 1989

Lowell, MA

### CERTIFICATIONS

- Certified Playground Safety Inspector (CPSI) - [2022]
- Certified ISA Arborist - NE-7487A [2020]
- Mass. Hoisting Engineer Class 2A - [2014]
- NOFA Organic Landcare Professional - [2004]
- Mass. Certified Landscape Professional (MCLP#1012) - [1997]
- Mass. Pesticide License #18406 - [1989]
- CDL Class B – [1989]

### EXPERIENCE

#### Parks Manager, Newburyport, MA

City of Newburyport/ Jun 2016 to Current

- Manage and maintain 26 municipal parks throughout the city.
- Extensive Tree Healthcare and Planning for the Parks Urban Forest
- Adept at Tree Hazard Identification and High Hazard Tree removal in emergency situations.
- Established and implemented an invasive species plan for City Parks and Rail Trails.
- Work with Tree Commission and Parks Commission on tree & plant selection. Purchase, receive and maintain trees for Tree Commission contractor planting
- Hire and supervise all subcontractors and tradesman.
- Maintained adequate staffing to meet objectives within budget.
- Enhanced team member performance through use of strategic and tactical approaches, motivational coaching and training.
- Exercised good judgment and decision-making in escalating concerns and resolving resident issues.
- Entered time and attendance logs in preparation for payroll.
- Maintain GIS Parks Tree Inventory program and information for tree removals as well as new trees

- Established and managed yearly budget of up to \$500,000
- Accomplished financial objectives by forecasting requirements, scheduling expenditures and preparing budgets.
- Leveraged leadership skills to identify deficiencies and opportunities to improve policies, procedures and controls.

**President/Business Owner/Operator, Plaistow, NH**

Hennessey Landscape Services, Inc./ Mar 1991 to Jun 2016

- Made financial and logistics decisions in best interest of company.
- Consulted with potential clients to determine how company could best meet needs.
- Developed estimates for Landscape Design and Arborist services based on in-depth knowledge of labor and material expenses.
- Determined pricing for products or services based on costs and competition.
- Managed operations budgeting, accounts payable and accounts receivable and payroll.
- Interviewed, trained and supervised employees.
- Improved company's quality and productivity by streamlining systems and processes.
- Established favorable relationships with vendors and contractors, facilitating contract negotiation.
- Developed business from ground up and prepared records and operations for smooth handover to new owners.

RECEIVED  
CITY CLERK'S OFFICE  
NEWBURYPORT, MA

MEMORANDUM

2023 AUG 23 P 1: 16

**TO:** City Council President and Councillors

**FROM:** Mayor Sean Reardon

**RE:** Tree Warden Appointment

**DATE:** August 22, 2023

---

Most recently, the position of tree warden has been filled by the Deputy Director of Public Services. This arrangement has allowed a high-ranking DPS employee with overall understanding of City projects to have final decision authority on trees, while also consulting with City arborists in order to make these decisions.

When on-boarding Wayne Amaral as Director of Public Services, the Administration discussed alternative structures to the Tree Warden position that would better align the duties of the position to the capacity of the Department. The City's Code of Ordinances, Section 12-173 under Article VI, Protection of Public Trees, defines the tree warden as follows:

*Tree warden:* A mayor-appointed official with the qualifications of a certified arborist, or with relevant training and/or experience. If a certified arborist cannot be employed in the position of tree warden, the city may retain the services of a certified arborist as a consultant available to provide expert supervision as needed.

The City's Code of Ordinances states that the tree warden is the City's authorized agent to enforce all regulations related to public trees, and has responsibilities that are laid out in other sections of the Code. The position also has responsibilities under Massachusetts General Law as described in Chapter 87 on Shade Trees. MGL specifies that the tree warden, in communities that provide by ordinance that the tree warden shall be appointed, is appointed by the Mayor with the approval of the City Council, and that the term shall be three years.

The Mayor and Director Amaral decided to create a part time position for a current employee with duties that would take place outside of work hours and that the position would be compensated through a stipend. The City will request additional funding for this position in its supplemental budget request, with the total compensation for this position expected to be no more than \$12,288 annually. We believe this compensation is fair based on the extra 8-10 hours a week, the responsibility of working with the Tree Commission in their meetings, and other duties that will occur.

This job description was posted internally on July 14<sup>th</sup> and we had one applicant, Parks Manager Mike Hennessey. He was interviewed in early August, and the Mayor is happy to appoint him to the tree warden position now. Mr. Hennessey is a licensed arborist with years of experience both in Newburyport and through his previous work running his own landscaping company. We received a number of letters of recommendation from relevant board and commission members in support of Mr. Hennessey's appointment. We look forward to him officially taking on the position of tree warden in the coming weeks.