TOWN OF HOLLISTON
D.P.W. STUDY COMMITTEE

July 15, 2010 Town Hall
6:30 P.M. Selectmen's Meeting Room

Present: Charlie Roberts, Dennis Ferreira, Mary Greendale, Tom Chipman and Liaison William McColl. Tom Dumas, Carl Damigella and Kevin Conley were absent.

Mr. Roberts said that the main goal tonight is to look at the organizational chart. Mr. Roberts said that it is not up to the departments or this Board whether a D.P.W. is formed. It will be voted by the residents of the town. He said that their job is show the town a way that a D.P.W. can be good for the town. He said that they will have to back-up all the information at Town Meeting. They need to show that a D.P.W. can work in Holliston. Mr. Chipman asked where are the funds coming from to pay for the new D.P.W. Director. Mr. Roberts said there is the potential for a few jobs to be cut in order to be level funded. Mr. Ferreira said that they were going to ask the Finance Committee for funds to set up the position for 6 months. Ms. Greendale said that when everything is in place and the new Director has been hired, and the Director says that the Town of Holliston does not need a D.P.W. what happens next? Mr. McColl said that in the 6 months that the new Director is in place, the additional funds will pay for that, but then after that the Director will have to make staff cuts to cover his/her salary. Ms. Greendale asked what will happen if the new Director does not make the cuts. Mr. Ferreira said he may even cut more than they think. Ms. Greendale asked what if the Selectmen do not like what the new Director is doing. Then what will happen? Ms. Greendale suggested that they hire someone to come and study the departments to see if there really is a need for a D.P.W. Mr. Ferreira said that could be asked at Town Meeting. Mr. Roberts said the staff in the Water office will cross over to help in the Highway, or the Highway office staff could help the Water Department if needed. Mr. Ferreira said that the staffing could be union if the Town wanted. Mr. Ferreira said that Medway has a union and they do not have any problems. Mr. Chipman said that it is hard to fire a union person. Mr. Chipman also said that every duty would have to be put into the job description. Ms. Greendale said that the union may have their own job description and they could present it to the Town. Ms. Greendale said that in order to hire a Director, it would be an expense for the Town. She said that at Town Meeting there will be several people who will ask detailed questions about this position. If the Committee can't answer the questions, it will not be good. Mr. Ferreira said that Henry Dellicker was on the committee that recommended that we go forward on this. He said that he must have had some in sight on a D.P.W. being formed. Mr. Roberts said that Mr. Conley was on that board as well. Mr. Chipman asked if there was to be a D.P.W., will the Board of Water Commissioners just go away? Mr. Roberts said yes. The D.P.W. will fall under the Selectmen. Mr. Roberts said that the trash and recycling will fall under the D.P.W. Director. Mr. Ferreira said that the Water Department can plow snow in the winter, that way we will not have to hire private contractors. He also said that they can change a schedule or hire someone so that they work Tuesday through Saturday so there will not be a lot of overtime. Mr. Roberts said that the Water Department and the Highway Department have two separate budgets.

They will be combined. He also said an enterprise fund will be set-up. Mr. Ferreira said that the Highway Department needed to cut someone so the Water Department hired that person. Mr. Ferreira said it helps the Town do more things if the staff is cross-trained. Mr. Ferreira said that Mr. McColl spoke with Mr. Weise about the patching of streets after the Water Department has dug them up. Mr. Smith said that the Water Department does not know how to patch the street properly. Mr. Ferreira said that would end if a D.P.W. were in place. Everyone would know how to do all jobs. Mr. Chipman asked why the Water Department even patches up the holes? It should be left for the Highway Department to do. Ms. Greendale asked if both departments have sat down to discuss this. Mr. Ferreira said yes. Ms. Greendale asked if the Water Commissioners have sat down with the Selectmen to discuss this. Mr. Ferreira said yes they had a big meeting about it. Mr. Ferreira said that it turned out to be a finger pointing meeting.
Ms. Greendale said that it did not have to be this way. Mr. Ferreira said that it is a personality issue. Ms. Greendale said that when this goes to Town Meeting the residents do not know if this is going to be a revenue neutral position. No one can guarantee that. Ms. Greendale said that the Committee needs to be credible. Ms. Greendale said that there are a few people who said that they would volunteer to help write a grant if only they were asked. Mr. Ferreira said not only will the Director be in charge of Water and Highway, he/she will also oversee the Park Department. Mr. Nemet said that there are four town vehicles that contractors come in and use. The Water staff could use them. Ms. Greendale said we still have to pay in the long run. Mr. Ferreira said that when the organizational chart is complete, he will bring it to the Water Commissioners. Mr. Chipman will take a copy to the Park Department. Mr. Ferreira said that the Water Commissioners will not like the organizational chart, because their positions will be gone. Mr. Roberts said that he expects that kind of feedback and as a commission they can voice their opinion. Mr. Roberts said that he wants a written formal statement from the departments. Mr. Chipman asked if the mechanic could work on other town vehicles. Mr. Ferreira said that the town could save money if they hire a mechanic and work on all town vehicles. It could be a good savings. Mr. Ferreira said that is something that the D.P.W. Director can do. Mr. Nemet said that they would need a bigger garage. Mr. Ferreira said it is going to happen.
He said that it would make more sense if the Water people were in the same location. Ms. Theiler said that she remembers that at Town Meeting they were told that no positions were going to be eliminated, all the positions were going to remain. Mr. Roberts and Mr. Ferreira said they did not say that. Ms. Greendale found section 5 of the Warrant Article. It read: "Each regular full-time or part time-employee of any boards, commission or office abolished or modified by this act shall be transferred to and become an employee of, the department. No such employee shall forfeit rate of compensation, grade, step, or time of service solely on account of the establishment of the department. All collective bargaining agreements or employment contracts in force on the effective date of this act shall not be affected by this act." Ms. Greendale said "now it looks like you are backing away by the following:" Nothing is this section shall be construed as limiting the towns rights including but not limited to the right to determine the level of services, to reorganize, to create and abolish positions, to Public Works, or to negotiate

and agree to amendments, modifications or revisions to any collective bargaining agreement or employment contract or to amend or modify any By-law of the town in accordance with law." She said that these two sections are mutually exclusive. Mr. Roberts said that Town Counsel has not had a chance to look at this. Mr. Nemet asked whether Water Department money by-law, has to stay in the Water Department. Mr. Ferreira said that if people do services for the Water Department from the D.P.W., they can transfer funds. Ms. Greendale asked the audience what they thought about a D.P.W. Mr. Blais said that it is not feasible. You will be creating a new position including health insurance, and a vehicle he said that it could cost around two hundred thousand dollars. Mr. Roberts asked what would Mr. Blais do. Mr. Blais said that it is cheaper to have an outside contractor come in to do the equipment work. There is no pension money, no worker's comp, no repairs on equipment. Ms. Greendale said that the outside contractor is available 24/7. Mr. Blais said on snow removal, there are always vehicles breaking down. Ms. Theiler asked if the Town Administrator can oversee the Water Department? Mr. Ferreira said no. He has no authority over the Water Department. They have an elected Board. Mr. McColl had a meeting with Mr. Weise about having more open communication between the Water Department and the Highway Department. Mr. Ferreira asked Mr. Sharpin when was the last time he did a review of his office staff? Mr. Ferreira said that Mr. Sharpin never got back to him. Mr. Ferreira said that it has taken over a year and half to get rid of an employee. Ms. Greendale said that we should get a representative from Mass Office of Dispute Resolution to come in and facilitate the whole thing. She said just do it and iron out all the issues. Mr. Ferreira said that they can't work together. Mr. Nemet said that he was a Park Commissioner for eighteen years and the Parks and Highway have never worked so well together. Ms. Greendale said that Maureen Korson is a very pleasing person. Mr. Nemet said that he is on the phone with Kristen Hedrick up to eight times a day. He said that they are a very busy department. Mr. Ferreira said that it is upper management that does not do the work. Mr. Ferreira said that if there is a D.P.W. there will have to be a new facility. Mr. McColl said that the Highway facility will not last forever. Mr. Nemet said the same about the foundry. Mr. Roberts said that if this committee needs to be put on hold while they explore other avenues, that is ok. We will bring it up at a later date if needed. He said that everyone who has been working on this had put in a lot of time. Ms. Greendale said there is no guarantee that this D.P.W. will save money. Mr. Roberts asked if there should be two votes: one that a D.P.W. be formed and a second vote for a salary. Mr. McColl said that this should be brought up at the fall Town Meeting and then voted at the May Town Meeting. He said that this will form and start on July 1, 2011. He said that after the vote if it passes, they could be looking at a Director.

AT 8:15 P.M., MR. FERREIRA MOVED TO ADJOURN. THE MOTION WAS SECONDED BY MR. CHIPMAN. FOUR IN FAVOR. MR. CONLEY AND MR. DAMIGELLA AND MR. DUMAS WERE ABSENT.

Donna A. Muzzy Approved_____