

HOLLISTON BOARD OF SELECTMEN

August 13, 2014

3:00 p.m.

DPW Interviews

Selectmen's Meeting Room

Town Hall

Present Kevin Conley, Chairman; Jay Marsden, Vice Chairman; Jay Leary, Clerk and Paul Le Beau, Town Administrator.

J.T. Gaucher was interviewed. Mr. Conley thanked him for coming to the meeting. Mr. Conley said that Mr. Gaucher was one of two finalists. Mr. Conley asked if Mr. Gaucher had a tour of the Highway Department and the Foundry and Well #4. He said yes. He said that Mr. Le Beau took him on a tour. He said that he looked at the Scada system at the well. He said that he asked about water complaints. He was told that there have been a few complaints today about rusty water. He said that they were working on it at that time. Mr. Gaucher said that the gentleman from WhiteWater was at the well and was explaining to him what he was doing. He said that Mr. Le Beau took him by one of the projects that was going on. He said that it was a re-paving project. Mr. Gaucher said that the roads are in ok shape, some better than others. He said that after the road trip Mr. Le Beau took him to the Highway garage. He said that it looked like your typical garage. He said that he got a chance to talk to Ms. Kellogg about the permitting system and work orders. Ms. Kellogg gave him a sample of a work order for the day. He said that Storm Water Management was done by the Planning Board. There was a brief discussion about it with the Town Administrator. He said that he can assist in Storm Water management if needed. He said that the Highway does not have a state of the art facility for repairs. There is room for more space. Mr. Gaucher asked if the Highway Mechanic worked on police cars and fire trucks? Mr. Le Beau said no. The Highway mechanic only works on highway trucks and small engines. Mr. Gaucher said that he learned a lot about Holliston on the tour. Mr. Conley asked if Mr. Gaucher got a chance to see the Foundry. Mr. Gaucher said no not this time. Mr. Conley said now you know what the town is like. He said that it is not unlike other places he has worked. He said that while he was in Hopkinton, his office was in a construction trailer.

Mr. Conley said that our DPW Director has to be an expert. Mr. Conley said that he believes that Mr. Gaucher has those qualifications. Mr. Conley asked where do you see Holliston once the DPW Director has been hired? He said that he would review the needs and directions of the Town. He said that he would figure out where the priorities are after talking to the Selectmen and the Town Administrator. He said that water complaints would be handled right away. He said that he would sit down with the staff and WhiteWater and see what the problems are. He said that the flushing program is lacking. He also said that an up-date on the Scada system would be helpful. Mr. Conley said that we have gates, valves and hydrants. How important are they? Mr. Gaucher said that they all are very important. He said that once you start a program, you now have a base line. He said that you will know what gate opens and which gates will not. He said that you can correct it. He said that you can also look for water leaks near the gates. Mr. Gaucher said that if a hydrant does not work, it could be devastating. He said that he likes to keep the public safe. Mr. Conley said that Mr. Gaucher is looking for the weakness in the pipes before it becomes a problem. Mr. Conley said that water is very important. How would you handle putting in new pipes? He asked if the State would be involved with special funds for pipe replacement. Mr. Gaucher said we could apply for a 2% loan and pay it back over 20 years. He said that

there could be grants available to apply for. He said that Hopkinton is applying for one that will improve the downtown water supply. There will also be some housing sites involved in this downtown area.

Mr. Conley asked how would you use the water and highway staff as efficiently as possible? He said that he would look at cross training staff. He said that there are opportunities for water staff to plow snow in the winter. He also said that the water staff could mow lawns. He said that they could also help on a paving crew if needed.

Mr. Leary said that he would like to get the right person for the DPW Directors position and let them run with it. Mr. Leary said that we need an overview of where we are today. Mr. Leary said that you said something about roads and the ranking of them. Mr. Gaucher said that he ranked the roads at 60 out of 100 he said that it was a short ride around town and did not see all the roads. He said that he is sure most of the roads are in better shape. He said that in Hopkinton, the ranking was at 72 when he left. He said that it was a high ranking. He said that Directors like to have the best roads in the area.

Mr. Leary asked about team building. Mr. Leary asked how would assess the two different departments?

He said he would learn what their capabilities are, he would try and improve on it. He said that way you get the best out of them. He said that they will need praise when a job has been completed well. And, he said that he would correct them if they did something wrong. Mr. Gaucher said that he has an open door policy. If there is a problem just come in and talk to him. He said that it is a two way street. He said that he gains respect from the staff. He earns it. Mr. Leary asked if we hired a Water Superintendent and a Water Forman how long do you think it would take to get someone in those positions? Mr. Gaucher said about 60 days, there is a process to follow. He said that in the meantime, he would keep WhiteWater until those positions have been filled. He said that they have to submit a staffing plan to the DEP. He said that not all the staff will have water licenses, but WhiteWater staff does. Mr. Gaucher said that he has negotiated hours of operation with water plants with the DEP to cut down on the number of hours that the plant is manned. He said that if he was appointed the DPW Director, he would go to various committee meetings to introduce himself. First he would start with the Police Chief and the Fire Chief. Then, he would walk around Town Hall and introduce himself to all the staff members. Mr. Leary asked why did Mr. Gaucher change his positions over the years. He said that he lived in RI and he had the opportunity to join a private company and after 12 years there he tried something else. He said that in Hopkinton they went through six Town Managers over four years. It was difficult to deal with. Then when they hired the new Town Manager they did not get along so they parted company. He said that the new Town Manager was not going to re-appoint him again. Mr. Gaucher said that in Webster, the Town Administrator was looking for an Engineer/Planner, eliminating the DPW Directors position. He said that when he was working for Lynn and he knew that it was just going to be on a short term basis. Mr. Leary asked what, was Mr. Gaucher most proud project. He said that he likes the DPW work, and the DPW Community. He said that he likes public service. Mr. Gaucher said that the staff that is out in the field always gets complaints from residents. He said that if they tell him what is going on, he will address the issue with the resident. Mr. Gaucher said that he understands why sometimes we get colored water. He said that some of the services are much older and when you flush the hydrant sometimes you get colored water. He said that he has the knowledge to explain why this is happening so he can explain it to the resident.

Mr. Marsden said that Mr. Gaucher has an impressive resume. Mr. Marsden said that Mr. Gaucher is very excited about a DPW. Mr. Marsden said that it is appealing that Mr. Gaucher has merged departments to make a DPW. Mr. Marsden asked how, are you going to do this? Mr. Marsden said that people do not like change. Mr. Gaucher said that now that they have joined a union, they are brothers. He said that they would do things one step at a time. He said that they already work together. He said that they have to keep the line of communications open. Mr. Gaucher said that in conversation with Mr. Le Beau he did not indicate that there were any problems between the departments. Mr. Marsden said what do you want us to look back on in one year? He said some of the programs that he wants to set up and see the results of them. He said that he hopes that the complaints will be less. He said that he wants to set up an e-mail in box to receive complaints that can be addressed and they will be tracked. He also said keeping the DEP happy. He said that is a huge accomplishment.

Mr. Le Beau said that he had the opportunity to drive Mr. Gaucher around town. He said that they were not able to get to the foundry, but they were able to go to the Highway garage and the Hopping Brook Plant. He said that he showed Mr. Gaucher the schools and the golf course. Mr. Le Beau said that he took Mr. Gaucher on a few of the busy roads and a few of the scenic ones.

Mr. Gaucher thanked the Board for their time and consideration.

Sean Reese was next to be interviewed.

Mr. Conley said that Mr. Reese impressed the Board. Mr. Conley said that Mr. Reese had a tour of the town. Mr. Reese said that the tour was great and very beneficial to him. He said that it gave him more confidence that he could be the new DPW Director. He said that he saw the treatment plants are in good shape. He said that he met a few of the operators and they seemed energetic. He said that Highway garage was your typical facility. He said that the salt shed is old. Mr. Le Beau had said that they will be getting new gas pumps. He said that the equipment that he saw was in good condition. He said that the plows and sidewalk plows looked good. He said that the only Highway personnel that he met was Ms. Kellogg. He said that he drove around town and saw a few of the road crews doing paving. He said that the wells have been worked on and they have increased their capacity. He said that it was a positive tour. He said that he and Mr. Le Beau got a chance to talk and you need communication open because they will be having a working relationship if he was hired. Mr. Reese said that at the same time you are interviewing him, he is interviewing the Board. He said that it has to be the right fit for him as well. Mr. Conley said that the Board would like to put the correct person in charge of the DPW. Mr. Conley said that if he was asked to take over the position, he would be the go to person. Mr. Conley said that he would be the expert. Mr. Conley asked what do you see if you got the position? Mr. Reese said that he would love to be the expert and he is up to that challenge. He said that he could run the Water Department, he knows the issues. Mr. Reese said that Holliston has the opportunity to go in any direction it wants. He said that this is a new department. He said that if he were running the DPW, he would want the Board's input as well. Mr. Reese said that right now, the Highway Department can run the way it has been. He said that he has asked around and has heard nothing but good things about Mr. Smith. He said that he is a good leader and knows what he is doing. He said that he wants to be involved in everything but in time. Mr. Reese said that there are a lot of recordkeeping issues that need to be addressed on the water side. He also said that there are a few reports that are missing. He said that all the water samples should be coming back to the department electronically. He said that the

lab will still send a hard copy. He said that the Water Department should have an Annual Statistic Report (ASR). Mr. Reese said that it is a big component of the function of the Water Department. He said that Annual Statistic Report (ASR) report was due March 31st and the previous Director should have taken care of it. Mr. Reese said that he was reading some of the minutes from a Water meeting and it said that the report would be done and filed by June 1st. But it does not look like that is going to happen with the former Superintendent gone. He said that in that report, all the numbers that should be recorded by the operators on a daily basis. Mr. Reese said that they were never trained well. He said that we do not have any testers. He said that we need a plan in place. He said that we can train the staff to do it in-house and capture those funds. Mr. Reese said that the chemicals that are used, the staff did not know why some of them were being used. Mr. Reese said that they did not have the proper training. Mr. Reese said that if the State called looking for the records of the results from last month, the staff does not know where those records are kept. He said that the slip-up is on the Administrators, not the Operators. They just have not been trained well. Mr. Reese said that we are having a problem with a booster station. Mr. Reese said that should have been recorded and fixed. Mr. Reese said that there are 4 operators and that should be enough on an operator level to run the town. Mr. Reese said that we could bring in a maintenance division to work under the Water Department. He said then they would have a bigger staff. He said that the Operators can operate and the maintenance crew can fix the things that need fixing. He said that they can service the pumps and they may be able to help out and cut the grass. He said that this could be a cost savings. Mr. Reese said that he is licensed and he can act as an operator if needed. He said that he can act as the Superintendent as well. Mr. Conley said that there are gates, hydrants and valves. How would you look at it? Mr. Reese said that he wants to know what is in the ground now. He wants to know what kind of pipes we have underground.

He said that some of it may have to be addressed because of the age of the pipes. He said that the replacing of pipes would fall under a capital plan. He said that if you remove an air compressor, you can save thousands of dollars in energy costs. He said that you need to know where gates and hydrants are. He said that you may not be able to open all the gates, but you need to know where they are. He said that he read that we were having trouble opening hydrants. Mr. Reese said that is a public safety concern and needs to be addressed ASAP. Mr. Reese said that Holliston gets a lot of rusty water calls. He said that there is too much iron in the water due to a lack of flushing. Mr. Reese said that hydrants should be flushed at least twice per year, once in the spring and then the fall. He said that the first time that you flush, it could create a problem because we do not know what hydrants work and which ones do not. He said that we will have to make sure that they can get to the gate, just in case the hydrant will not shut off after it has been open. He said that this flushing, should take place at night because it will create dirty water. He said that it is a requirement that the residents be notified of the flushing. Mr. Reese said that the firefighters could help with the flushing but he prefers to use DPW staff. He said that there would be two people flushing for safety reasons. He said that they would have to be aware of how much water was being flushed. We do not want to drain the tanks. Mr. Reese said that you need to track all the water that was flushed. He said in order to flush, you need to open the hydrant all the way that way you are scraping the sides of the pipe to get the rusty water out. He also said that we could tag hydrants or give them ID numbers so that you can know when they were serviced. Mr. Conley

said that the cost of water is going up and we need the best water we can get. How do you see replacing pipes in the future, is there State funds available? Mr. Reese said water conservation is very important. He said that the Governor just signed an bill of ten million dollars for water. He said that Ms. Dykema has been a wonderful help to Holliston with getting funds. Mr. Leary asked Mr. Reese what he thought the issues were in Holliston? Mr. Reese said first would be record keeping. He said that we need a water sampling schedule. He said that we have to make sure that we have the correct staff and that they are properly trained. He also said that we should be maximizing our wells. Mr. Leary said that Mr. Reese thought the highway was serviceable and that they had good leadership. How do you see co-mingling the two departments? Mr. Reese said that it all goes back to the existing personnel that we have now. He said that the Highway is part of the Water Department because of the roads. He said that we should be able to repair everything in-house. He said the Highway could be using the backhoe and the water could be getting ready to lay new pipe. They are working together already. He said that the staff should all plow in the winter. Mr. Leary asked Mr. Reese how does the DPW work in Hudson? He said that it is a DPW, but the water side was separate. He said that there was no involvement from the highway side. The water staff did everything unless there was a water main break, then they would have some help from highway. He said that the highway would also do the road repair work. He said that they are all under the DPW but they are separate. Mr. Leary asked how, was he going to work with the Highway Superintendent? Mr. Reese said for example, Mr. Smith knows what he is doing. But he would like to talk about snow removal, how often do the plows go down the streets and what time was the crew called in? Mr. Reese said that he would be assisting Mr. Smith in any way he could. Mr. Leary asked if Mr. Reese ordered sand and salt now? Mr. Reese said that he oversees the water side so he does not order sand and salt. He orders chemicals for the treatment plants. Mr. Leary asked if he oversees the sewer division? Mr. Reese said no, that is a different department. Mr. Leary said that if we were to hire Mr. Reese, what would we see in 60 days? Mr. Reese said he hoped we would be in compliance with the State, that all the water recording are correct. Mr. Reese said that is something that he would take care of. He said that he would talk to WhiteWater and gather their reports and submit them all together. Mr. Leary asked why should we offer Mr. Reese the position? He said because he wants it. He said that he knows that it would be a challenge, but he said that he could do it. He said that he wants to here for the long term. He said that it would be a good fit for him. He said that he is excited to get to the final interview process. He said that anything that he does not have experience in he will get it. He said that he has the expertise and technical skills. He said that he has the ability to turn around the Water Department. Mr. Leary said that this position is new and it will take time to get adjusted. Mr. Reese said that he can do this and do it well. Mr. Marsden asked if Mr. Reese intended to hire a Water Superintendent or a Chief Operator. He said right now, he does not need to hire. He said that he would be more comfortable doing it himself to see how it works. He said that maybe in a year or so if it is needed. He said that he wants to know how everything works. He said that if things in the Water side that need to be corrected, he can make the change. Mr. Marsden said that if we do not offer you the position of DPW Director what are you going to do? Mr. Reese said that in six months when the position of Water Superintendent is posted he will apply because he is the best person for this job. He said that he wants to better himself, he wants to

move up the ladder. Mr. Reese said that he does not have all the experience for the position but he can do the job and do it well. He said that he would never take a job that he could not do.

Mr. Le Beau said that he took Mr. Reese on a tour of the Town. He said that he took him on a few of the roads. He showed him the Highway Garage, the treatment plants, the Golf Course and the Foundry. Mr. Reese said that he want this job and he knows that he would do a good job. Mr. Reese said that he wants to get to know everyone on both sides. He said that he would work with all staff to find out what they like to do. He said we can get more out of them if they are doing something that they like. Mr. Reese said that he gives an honest review when he reviews the staff. He said that his door would always be open and if anyone had a question or just wanted to talk he would make himself available to them. The Board thanked Mr. Reese for coming to the meeting.

Mr. Reese thanked the Board for their time and consideration.

AT 5:00 P.M., MR. LEARY MOVED TO ADJOURN. THE MOTION WAS SECONDED BY MR. MARSDEN. ALL IN FAVOR.

Respectfully submitted,

Donna A. Muzzy

approved_____

SELECTMEN'S MEETING MINUTES

August 13, 2014
7:30 P.M.

Selectmen's Meeting Room
Town Hall

Present Kevin Conley, Chairman; Jay Marsden, Vice Chairman; Jay Leary, Clerk and Paul Le Beau, Town Administrator.

MR. LEARY MOVED TO APPROVE THE FOLLOWING WARRANT

15-07	GENERAL WARRANT	\$ 76,114.78
	VOIDS	\$ (1,131.00)
	GIFT ACCOUNTS POLICE LAW ENF (245)	\$ 99.99
	EXPENDABLE TRUST (722) HOUSING TRUST	\$ 250.00
	AGENCY (890) VETERANS DISTRICT	\$ 176.52
	HIGHWAY CH 90 (330)	\$ 2,400.00
	AGENCY (890) VETERANS DISTRICT PAYROLL	\$ 1,096.39
	GENERAL PAYROLL WARRANT	\$639,419.17
	TOWN PAYROLL	\$640,515.56
	TOTAL PAID WARRANT	\$718,425.85

ACCOUNTANT'S NOTE:

ACCRUED DEDUCTION LIABILITIES NOT PAID	\$105,547.89
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TREASURER'S NOTE:

WIRE TO HEALTH INSURANCE TRUST	\$ 79,749.89
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THE MOTION WAS SECONDED BY MR. MARSDEN. ALL IN FAVOR.

COMMENTS FROM THE BOARD

Mr. Leary said that there will be road construction on Travis Road on August 18, 2014.

He said that on Tuesday August 19, 2014, through August 22, 2014, Short Street, Little Street, Francine Drive, Dixon Circle, Carl Road, Roy Avenue, Westfield Drive, to Travis are scheduled to be paved. He said that they will be working from 7:00 a.m. to 4:00 p.m., Monday through Friday.

Mr. Conley said that the Mudville Baseball team will be playing at Stoddard Park on Saturday, August 16th. He said that they are playing teams from Denver, Michigan and Maine. He said that the first game starts at 1:00 p.m. He said that on Sunday, August 17th, the teams will go to George's Island for another game.

There were no comments from the audience

7:30 P.M. MR. LEARY OPENED THE HEARING

PUBLIC HEARING – COUNTRY LIQUORS – CHANGE OF LOCATION AND NAME

Mr. Conley said that Mr. Corrado is moving his location from 12 Concord Street to 461 Washington Street. Mr. Conley said that a notice was sent to abutters and a legal notice was published. Mr. Conley that there have not been any violations at Country Liquors.

Mr. Corrado was present to say that this will be a bigger store and the lease on the current location will be up in a few years and he has been told by the property owner that the lease will not be renewed. He said that the property at 461 Washington Street became available and he is interested in it. He also said that he is also changing the name from Country Liquors to Cliff's Liquors. Mr. Corrado said that Mr. Le Beau and Ms. Minihan have been very helpful getting the process going.

MR. LEARY MOVED TO APPROVE APPLICATION FOR A CHANGE OF LOCATION AND NAME FROM COUNTRY LIQUORS TO CLIFF'S LIQUORS AND FROM THE LOCATION AT 12 CONCORD STREET TO 461 WASHINGTON STREET. THE MOTION WAS SECONDED BY MR. MARSDEN. ALL IN FAVOR.

CHANGE OF MANAGER – BERTICCI'S

Mr. Conley said that Berticci's has a new manager, Sharon Logiudice. Mr. Conley said that the police have done a background check and there are no issues. Mr. Conley said that there have not been any violations at Bertucci's. Ms. Logiudice said that she has been working at Bertucci's for the past seven years. She said that this will be great she will be closer to home. Mr. Marsden said that Ms. Logiudice has a lot of experience and has a great background.

MR. LEARY MOVED TO APPROVE THE CHANGE OF MANAGERS FOR BERTUCCI'S TO SHARON LOGIUDICE. THE MOTION WAS SECONDED BY MR. MARSDEN. ALL IN FAVOR.

ENDANGERED HISTORIC RESOURCE PROGRAM – MARY GREENDALE

Mr. Conley said that Mary Greendale was present to talk about the eight arch bridge on Woodland Street. Ms. Greendale said that the official name is the Bogastow Brook Viaduct. She said that is the correct name of the bridge that is recorded in the library of Congress. She said that there have been several names, but Bogastow Brook Viaduct is the recorded name. She said this bridge is historic. She said that we can apply for historic status for this bridge. She said that this would be the first one to be named historic. All the tunnels, could be applied for as historic. She said that if we can get on the historic list, we get visibility. Then she can look into getting historic designation and look for historic funds to repair and protect all those structures. She said that this is in conjunction with the Rail Trail. She is waiting from a letter from the Rail Trail and the Historical Commission giving her permission to move forward on this project. She said that she is looking for the support of the Selectmen. She said that we are not go get any funding now, but we have a historic resource that we are concerned with. Mr. Conley said that the bridge is aging. Ms. Greendale said that structurally the bridge is sound. She said that an engineer was in to look at it just to make sure. She said that the cost to repair the structure would be \$230,000. She said that is for the bridge only, not the tunnel. She said that the engineer said that we have a few years before we have something serious. Ms. Greendale said that Paul Saulnier, a Civil Engineer, donated his time to go and take pictures and they found two places where the bridge has shifted. She said that there appears to be some damage but not a lot. She said that they see that lime is leaching out of the bridge. Ms. Greendale said that the white marks is the lime. Ms. Greendale said that the brush and ivy that is growing on the bridge is not a good thing. She said that the roots dig into the cement and cause air pockets that rain can get into. Ms. Greendale said that after the roots and vines have been taken off the bridge, it should be sprayed so that nothing grown back. She said that the problem is that this bridge is over water so there are local and state laws that have to be followed. Ms. Greendale said that CSX still owns the bridge. Mr. Marsden asked if we start accessing the bridge for

the trail, because the bridge is historic can we put up a railing? Ms. Greendale said yes you can put up a railing on the sides for public safety.

MR. LEARY MOVED TO WRITE A LETTER OF SUPPORT FOR THE EIGHT ARCH BRIDGE IN THE RECORD BOOKS AS THE BOGASTOW BROOK VIADUCT. THE MOTION WAS SECONDED BY MR. MARSDEN. ALL IN FAVOR.

BOARD BUSINESS

MINUTES OF JULY 9, 2014, JULY 16, 2014.

MR. LEARY MOVED TO APPROVE THE MEETING MINUTES OF JULY 9, 2014, AS WRITTEN. THE MOTION WAS SECONDED BY MR. MARSDEN. ALL IN FAVOR.

MR. LEARY MOVED TO APPROVE THE MEETING MINUTES OF JULY 16, 2014, AS WRITTEN. THE MOTION WAS SECONDED BY MR. MARSDEN. ALL IN FAVOR.

LIQUOR LICENSE – THE BEER ENTHUSIAST

Mr. Le Beau said that the Board has already approved the license, it only needs to be signed.

ONE DAY LICENSES – JASPER HILL CAFÉ AND BISTRO AND BARTENDING SERVICES OF NEW ENGLAND

MR. LEARY MOVED TO APPROVE A ONE DAY ALL ALCOHOLIC BEVERAGE LICENSE FOR JASPER HILL CAFÉ AND BISTRO FOR AUGUST 14TH, 15TH, 16TH, 21ST, 22ND, 23RD, 25TH, 28TH, 29TH AND 30TH, 2014. THE MOTION WAS SECONDED BY MR. MARSDEN. ALL IN FAVOR.

MR. LEARY MOVED TO APPROVE A ONE DAY ALL ALCOHOLIC BEVERAGE LICENSE FOR BARTENDING SERVICES OF NEW ENGLAND FOR A WEDDING AT THE HISTORICAL SOCIETY BARN ON AUGUST 30, 2014, FROM 6:00 P.M. TO 11:00 P.M. THE MOTION WAS SECONDED BY MR. MARSDEN. ALL IN FAVOR.

MAPC APPOINTMENT

Mr. Conley said that Mr. Marsden has volunteered to serve on the MAPC. Mr. Marsden said that he is doing a lot of work at the Metrowest Regional Collaborative and he said that the work that is going on there revolves around what Holliston is doing. He said that he wants to be involved.

Mr. Conley said that it is appreciated that Mr. Marsden is doing this for the town.

MR. LEARY MOVED TO APPOINT JAY MARSDEN AS THE TOWNS REPRESENTATIVE TO THE MAPC. THE MOTION WAS SECONDED BY MR. CONLEY. TWO IN FAVOR. MR. MARSDEN ABSTAINED.

OPEB TRUST DISCUSSION

Mr. Conley said that they have invited the OPEB Trust Fund members for this discussion on September 8, 2014. He said that there is one vacancy on this Board and it needs to be a citizen at large. If anyone is interested please contact the Selectmen's Office. Mr. Le Beau said that this is a five member Board.

BRANDON LANE – DEED AND PLAN

Mr. Conley said that this road was accepted at the Annual Town Meeting in May 2014. He said that the plan and the deed need to be signed by the Board.

MR. MARSDEN MOVED TO SIGN THE DEED FOR BRANDON LANE. THE MOTION WAS SECONDED BY MR. LEARY. ALL IN FAVOR.

AMERICAN LEGION MEDAL OF MERRITT AWARD CEREMONY

Mr. Conley said that the Board has been invited to the American Legion Merritt Award Ceremony on September 7, 2014, at 10:00 a.m. at the Central Fire Station.

Mr. Conley said that the gas pumps will be replaced at the Highway Department next week. He said that any Town vehicles that need gas can go to Holliston Oil or to a local gas station.

HOLLISTON HOUSING TRUST

Mr. Conley said that the Housing Trust is looking for a letter of support that the Chairman be able to sign documents. He said that this will show our support for the program.

MR. MARSDEN MOVED TO AUTHORIZE THE CHAIRMAN TO SIGN A LETTER OF SUPPORT FOR THE HOUSING TRUST. THE MOTION WAS SECONDED BY MR. LEARY. ALL IN FAVOR.

POLICE OFFICER INTERVIEWS

Mr. Conley said that the Board has six applications to be interviewed for the Police Officer position. Mr. Leary said that Wednesday works well for him. Mr. Marsden said that they could do it over two days and have three interviews each day. Mr. Conley asked if they should ask the Police Chief for his top two candidates. Mr. Le Beau said that you could. These six were pulled from a larger group of applicants. Mr. Marsden said that the Police have done their internal ranking already. Mr. Le Beau said that each interview could be 45 minutes. Mr. Marsden said that after school starts would be good. Mr. Le Beau will set it up for Monday, September 8th and Wednesday, September 10th starting at 3:00 p.m.

Mr. Conley said that there has been water discoloration in the Dalton Road area but it has cleared up. Mr. Leary thanked the Water Department because he had discolored water at his house. Mr. Leary said that Ms. Napolitano did a great job getting people out to his house to correct the problem by flushing three hydrants in the area.

Mr. Conley said that Ms. Napolitano and Ms. Mann of the Water Department do a great job.

SOCIAL MEDIA

Mr. Conley said that Social Media is getting so big. He said that there is Face Book, Google Reviews, and Google Places. Mr. Leary said that out of the Social Media discussion, they

decided to change the Web-site. Mr. Conley said that there is information all over Town, but it may not be the Boards information. He said that sometimes the whole story is not presented. He said that he would like to clear up some of the confusion and statements that have been made. He said that some people leave comments on articles in newspapers and they do not have to leave their name. Mr. Conley said that if they do not know who is making the comment, we can't answer them back.

Mr. Leary said that he is not into Facebook. He does have a Facebook page but he never uses it. He said that he would like more information. Mr. Leary said that it is nice to get both sides of the story before they see an article in print. Mr. Leary said that this Board is reachable and all you have to do is call and they will talk to you. They are available at Selectmen's Meetings, also one Saturday a month for coffee, or send an e-mail to Paul Le Beau and he will forward it to them.

Mr. Le Beau said that if the Board did have a Facebook page, whatever was said would have to have a disclaimer attached to it because it would be one Selectmen who put out that information, not the entire Board. Mr. Marsden said that people want all the information that they can get, but they do not want out dated information.

Mr. Conley said that they would discuss this later.

DPW DIRECTOR DISCUSSION

Mr. Conley said that this has been a long process. He said in review, they received fifteen applicants and then the list was cut to nine applicants. He said that all nine were invited to be interviewed, but only six were interviewed. Mr. Conley said that after the six were interviewed they were ranked by the Board. Then it was cut to two applicants. Mr. Conley said that they did those interviews earlier in the day, J.T. Gaucher and Sean Reese. Mr. Conley said that Mr. Gaucher could be a turn-key Director. He could walk in tomorrow and do the job. Mr. Conley said that he knows that Mr. Gaucher would do a great job. Mr. Conley said that Mr. Reese has great enthusiasm and spirit. Mr. Conley said that Mr. Reese does not have the experience that Mr. Gaucher has, but he thinks he could be excellent. Mr. Conley said that Mr. Reese has a lot of water experience. He has all the licenses that are needed. Mr. Conley said that he is not as turn-key as Mr. Gaucher but the water side needs the attention now, the Highway can coast by for now.

Mr. Leary said that he would like to get feed-back from Mr. Le Beau, because he drove both gentleman around town.

Mr. Le Beau said that there are clearly two different approaches. He said from the first interview with Mr. Reese, he was intrigued by his style and his enthusiasm. Mr. Le Beau said that Mr. Reese has a lot of energy. Mr. Le Beau said that Mr. Smith who has been running the Highway Department for several years has done a great job. He said that Department can run on its own.

Mr. Le Beau said that Mr. Reese's strength is on water. He said that the he could rebuild the water side. Mr. Le Beau said that Mr. Gaucher has the qualifications and experience and he has done this before. Mr. Le Beau said that if they hired Mr. Gaucher, he would have to hire a Water Superintendent or we

would have to extend our contract with WhiteWater. Mr. Le Beau said that Mr. Reese has the advantage of all the Water Licenses. Mr. Le Beau said that Mr. Reese thinks that this is an excellent fit for himself. Mr. Le Beau said that both Candidates were able to talk to Water Operators that were in the field. He said that they both had great question about the Town. Mr. Marsden said that they are both great candidates. But, if they go with Mr. Gaucher the water side is weak. If they go with Mr. Reese, he has the water experience and the Highway is doing well under Mr. Smith's direction, Mr. Reese is the way to go. Mr. Marsden said that WhiteWater has helped and fixed a lot of things that needed fixing. Mr. Reese commented that the Highway equipment is well maintained and it looks good. Mr. Marsden said that Mr. Smith knows what he is doing. Mr. Marsden said that if something needs to get done the Highway does it. He said that they are cleaning out the canals and move furniture, they do everything. Mr. Marsden said that he looks forward to working with Mr. Reese. Mr. Leary said that he feels the same way. He thinks that Mr. Reese would be a huge asset. Mr. Leary also said that he has a lot of water experience and all the licenses. He said that he is lacking on the Highway side, but that department is running well. Mr. Leary said that he is concerned about the merging of the two departments, Mr. Reese has never done that. He said that it may take a backseat in the beginning, because there are a few things in the Water Department that need fixing sooner than later. Mr. Leary said that Mr. Reese is very enthusiastic. Mr. Leary said that Mr. Gaucher is very experienced and most of his experience is on the Highway side. He does not have the water licenses but he can run a treatment plant and has for a long time. If we hired Mr. Gaucher, we would have to hire a Water Superintendent, with Mr. Reese we get both. Mr. Leary said that Mr. Gaucher is very enthusiastic about the challenge of the merger. He said that he was impressed while talking to Mr. Gaucher about the communication for the departments. Mr. Leary said that Mr. Gaucher would be great but he is leaning towards Mr. Reese. He said that we could have Mr. Gaucher start tomorrow but we would have to wait for Mr. Reese.

MR. LEARY MOVED TO OFFER THE POSITION OF DPW DIRECTOR TO SEAN REESE. THE MOTION WAS SECONDED BY MR. MARSDEN. ALL IN FAVOR. PENDING CONTRACT NEGOTIATING.

AT 8:40 P.M., MR. LEARY MOVED TO ENTER INTO EXECUTIVE SESSION TO DISCUSS COLLECTIVE BARGAINING STRATEGY WITH THE LABORERS' COUNCIL. MR. LEARY SAID THAT EXECUTIVE SESSION WOULD LAST ABOUT 30 MINUTES. THE MOTION WAS SECONDED BY MR. MARSDEN. ALL IN FAVOR. A ROLL CALL VOTE WAS TAKEN.

	AYE	NAY
MR. CONLEY	X	
MR. MARSDEN	X	
MR. LEARY	X	

AT 9:05 P.M., THE BOARD EMERGED FROM EXECUTIVE SESSION AND MOVED TO ADJOURN. ALL IN FAVOR.

Respectfully submitted,

Donna A. Muzzy

approved_____

