

HOLLISTON BOARD OF SELECTMEN

December 5, 2012
7:30 P.M.

Selectmen's Meeting Room
Town Hall

Present: Jay Marsden, Chairman; Jay Leary, Vice Chairman; Kevin Conley, Clerk and Paul Le Beau, Town Administrator. Andrea Minihan, Administrative Assistant was absent.

MR. CONLEY MOVED TO APPROVE THE FOLLOWING WARRANT

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| 13-24 GENERAL WARRANT | \$ 294,868.51 |
| STUDENT ACTIVITY (8103) HIGH SCHOOL | \$ 10,402.12 |
| CAPITAL PROJECTS FIRE TRUCK (3900) | \$ 450.08 |
| AGENCY (890) VETERANS DISTRICT | \$ 359.92 |
| NEW POLICE STATION BOND (340) | \$ 25,059.50 |
| AGENCY (890) VETERANS DISTRICT PAYROLL | \$ 1,021.08 |
| GENERAL PAYROLL WARRANT | \$1,089,095.82 |
| TOWN PAYROLL | \$1,090,116.90 |
| TOTAL PAID WARRANT | \$1,421,257.03 |

ACCOUNTANT'S NOTE:

ACCRUED DEDUCTION LIABILITIES NOT PAID

\$ 151,665.23

TREASURER'S NOTE:

WIRE TO HEALTH INSURANCE TRUST

\$ 118,006.61

THE MOTION WAS SECONDED BY MR. LEARY. ALL IN FAVOR.

COMMENTS FROM THE BOARD

There were no comments from the Board

COMMENTS FROM THE AUDIENCE

Carl Damigella, 448 Underwood Street, member of the MWRTA said that the MWRTA is going to run another program showing seniors how to use a Charlie Card. He said that it would take place at Mission Springs on December 6th at 10:00 a.m. He said that last time they had this demonstration they had over 100 seniors that participated.

Mr. Marsden said that the Veterans' are looking for space at Blair Square for a Veterans' Memorial. Peter Hill, 63 Concord Street, said that there has been a committee formed called the Veterans' Memorial Committee. He said that they are looking into a spot of land around Blair Square to build a Veterans' Memorial. Mr. Hill said that they will go in and clean the underbrush and put in park benches. He said that they would like to call it Veterans' Memorial Park. He said that there is a Memorial in front of Town Hall and there have been a few wars since it was built. He said that they may even put pavers along the rail trail to make it a useful addition to Blair Square. Mr. Hill said that he will ask GLM Engineers to look at it. Mr. Hill said that he has spoken with Robert Weidknecht from the Trails Committee and he likes the idea.

Stephen Napolitano said that they are looking for a spot of land between Railroad Street and Front Street. He said that they walked it with the Mr. Weidknecht about 300 feet beyond the gazebo and he said that there is an open area of land. Mr. Napolitano said that they need a site plan in order to get started. Mr. Napolitano invited the Board to take the walk along the trail. Mr. Marsden asked if they thought that it would be crowded. He said that he just does not know where it would go. Mr. Hill said that they are just seeking approval to look into this. Mr. Marsden said that it would be ok. Mr. Napolitano said that they did look into the monument in front of Town Hall but there is no more room for names.

COMMUNITY CENTER

Mr. Conley said that a community center has been thought about for many years. He said that the Capital request from the Senior Center was so much money, and he believes that the Senior Center is not big enough. He said that now is a good time to look into a Community Center. Mr. Conley said that the Recreation Department does not have enough room as well. Mr. Conley said that they would like to put together a Community Center Task Force, to look at that this as a problem to be solved. Mr. Conley said that he would like to see this as a plan for departments that can share space in a new location or just keep what we have now and put the funds into it to bring it up to date. Mr. Conley said that this Task Force will explore the need for the seniors and the children in the community. Mr. Conley said that if there were to be a new facility it could be used as an emergency shelter or a rental hall. Mr. Conley said that seven members is a workable number of members, but nine could work as well. Mr. Conley said that the term will be four to six months. He did say that it could be open ended. Mr. Conley said that the meeting will be open to the public and the meetings should take place in the evening. Mr. Conley said that members should come from the Council on Aging, the Recreation Department, and School Department, Youth and Family Services and the balance of members from the community. Mr. Conley said that there will be a liaison from the Selectmen's Office and one from the Finance Committee. He said that the liaisons will keep the boards up to date. Mr. Conley said that this could be a multi-year process. He said that this will be a large project.

Mr. Leary asked Mr. Conley why do you want to break the committee one for looking into the need for a new facility and the second committee for the feasibility. Mr. Leary said that this should be all tied into one committee. Mr. Conley said that the biggest item would be the proposal to the Town and having Town Meeting accept this. Mr. Conley said that there is a lot of ground work to be done ahead of time. He said that he does not want to burn out this Committee with a three year term. Mr. Conley said the first committee will look into the ideas of a community center, then the second committee will look around for property and find a location for the center, then the third committee will look for the financing. Mr. Conley said that he would like the first step presented at Town Meeting in the spring. He said that he wants to think ahead so that they can be ready to go forward. Mr. Leary said that he does see the need for this but it looks like window shopping, just looking. Mr. Leary said you will have to have the whole proposal together for a vote.

Mark Ahronian said that we are talking about a structure committee and some of the people who are on the first committee should be on the second one, he said because of the amount of information that the first committee will get and it will have to be passed along to the second one. Mr. Ahronian said that he would not have the first Committee stare this project and then just go away, he said that you will be losing something. Mr. Marsden said that this sounds like a needs analysis. Mr. Marsden said that some of the problems to be looked at are growing population and transportation challenges at current location. Mr. Marsden said that you will have to sell this at Town Meeting, to build a new facility or buy one. Mr. Conley said that in the first stage of the committee they will look into the Senior Center to see if the building is adequate for the number of people who use it. Someone from the audience said that the first Community Center Committee said that a needs assessment was done and a site evaluation and they got it ready for Town Meeting in one year. Mr. Conley said that they will have to poll the residents in Town to see if this is something that they want, that way they will have the public support. Mr. Marsden said that he wants to make sure that the people who are looking to be appointed to this Committee understand that this project may not even get off the ground. Mr. Conley said that this committee will be looking at other towns to see how they were able to build Centers. Kristen Hedrick, Park & Recreation, asked if this committee finds that the cost is too much then what are we going to do. She said that she would hate to see them put all this time and work into this project and work on it for years and then go before Town Meeting and they say that it costs too much. Mr. Marsden said that is one of the things that he was thinking about as well. Mr. Marsden said that if that is the case and the cost is too much they will have to fix up the space that they have now and just deal with it.

Someone that was on the last Community Center Committee said that they went through two proposals and they were turned down twice. She said that no-one was discouraged. Mr. Marsden said that he wants to be respectful of people's time.

Carl Damigella, 448 Underwood Street said that he would like to see the Task force set up differently, he said that he would like to see an assessment program of all Town buildings because we have not taken inventory on what we have. Mr. Damigella said that we need to find out if there is something wrong on any Town building and fix it because an existing building that is in need of repair should come before a new building.

Mr. Leary said that they could get feedback on Town buildings from the people who run them. Mr. Damigella said that the Highway Department is in need of a new facility. Mr. Damigella asked if there is a new community center built on another location, would the Senior Center be a good location to house the Highway Department. Mr. Conley said that is one of the things that this committee will be looking at.

Mr. Damigella said that this space could be used for many departments he said that the school could use it as well. Mr. Conley said that the Veterans' Services has said that they would like space, also Youth and Family Services, Park & Recreation, and the Senior Center. Mr. Conley said that they may have a function room to do banquets. He said that there could also be a basketball court to rent out. Mr. Conley said that would be a good way to recoup some of our expenses. Mr. Damigella said that it would be good to get some income back.

MR. CONLEY MOVED TO APPOINT MARK AHRONIAN, KEITH BUDAY, CARL DAMIGELLA, CAROL SCOTT DOOLING, HEIDI GIBSON, MICHELE GOLDBERG, KRISTEN HEDRICK, K. ROBERT MALONE, ROBERT NEMET AND THOMAS O'LEARY TO THE COMMUNITY CENTER TASK FORCE. THE MOTION WAS SECONDED BY MR. LEARY. ALL IN FAVOR.

TAX CLASSIFICATION HEARING (CONTINUED)

Postponed until December 10, 2012, at 7:30 p.m. in the Selectmen's Meeting Room.

BOARD OF WATER COMMISSIONERS

Present; Jared Adams, Jeffrey Weise, Brian Antonioli, Ron Sharpin, Doug Valovcin and Carl Damigella.

Mr. Marsden said that the Selectmen are waiting for a copy of Mr. Sharpin's job description. Mr. Adams said that the problem is that it takes time. Mr. Adams said that resumes to fill the position of Mr. Sharpin should reach the Board of Water Commissioners by January 15, 2013. He said that the Commissioners will go through them and put them in some kind of order. He said then they would start interviewing candidates. Mr. Adams said that the final candidate would be in April. Mr. Marsden asked if the job was posted? Mr. Adams said that yes it was. Mr. Marsden asked how long has the job been posted? Mr. Adams said that he did not have the date. He said that they put the posting in various Water Works magazines. Mr. Adams said that they put a description and a list of duties and they summarized the size of the department. Mr. Marsden said that one of the things that they have talked about in the past is the possibility of a D.P.W. He said that he hoped to talk about the personnel changes that are going to happen could put the two departments together. Mr. Marsden said that this would be the time to pull the two departments together. Mr. Adams said that they just had an excellent example of cooperation between the two departments. Mr. Adams said that the Water Department had three pipes break on Appleyard Lane. He said that the first two were easy to fix but the third was very dangerous. Mr. Adams said that they asked for help from the Highway Department and they provided two trucks and two drivers so that they were able to work 24 hours. Mr. Adams said that the Water Department does not have the kind of equipment to move the heavy stuff. Mr. Adams said that the Highway Department drivers worked long and hard for them. Mr. Adams said that he sent letters of thanks to all the individuals that helped with the water main break. He also sent a letter to the Highway Superintendent thanking him for the extra hands and equipment. Mr. Marsden said that everyone should be working under one roof together all the time so that kind of cooperation would go hand in hand. Mr. Adams said that they work in different ways. Mr. Adams said that it is very important to get Dig Safe involved every time they dig. He said that they do not know how deep the hole is going to be. He said that usually they are down six feet. Mr. Marsden said that he is sure that Mr. Smith is as big as an advocate for Dig Safe as you are. Mr. Adams said that there are different points of view. Mr. Adams said that every year they have asked the Highway Department how much they will charge them per hour to provide an excavator. Mr. Adams said that they matched the independent

contractor rate. But what they will not do is guarantee that they will have an operator and a machine at any time 24 hours per day. He said that the independent contractor does. Mr. Marsden said that if you are all part of one department then you would not be talking two different languages. Mr. Adams said that they judge the men differently in assigning the positions and working out the wages; he said that it is important because they are required by the D.E.P. He said that they have special education in the water field. He said to supervise the wells you have to have a grade 4 license. Mr. Adams said that Mr. Sharpin could give you more detail. Mr. Marsden said that any town that has a DPW, the licensing will not change. Mr. Adams said that the main problem will be this year or next year with labor negotiations because the men have applied to form a union. Mr. Le Beau said that the Water Operators and the Highway Operators have jointly filed a petition. Mr. Leary said that Mr. Adams has come up with lots of reasons not to form a D.P.W. but what the Selectmen are saying is it looks like the right opportunity to look at the formation of a D.P.W. Mr. Leary said that the Water Department does not have trucks. Mr. Leary said that the Highway Department has trucks. Mr. Leary said that they would have 24 hour coverage. Mr. Leary said that it would be all their own equipment. Mr. Leary said that they would be operating under the same group. Mr. Adams asked how could there be 24 hour coverage when every time the Water Department has asked for equipment it is not available.

Mr. Weise said that this comes up all the time and it is always the use of the backhoe. He said that if the Water Department owns their own backhoe it does not get used a lot. That is why the contractor is always available. He said that if the Highway Department does not use their backhoe, they should get rid of it and use the contractor that the Water Department uses. Mr. Weise said that if the Water Department had access to the backhoe from the Highway Department they would not need it all the time. Mr. Weise said that there is no justification for merging the two departments together. Mr. Marsden said that they have reached the management justification, with Mr. Sharpin's departure there is a natural opportunity to restructure from a management prospective. Mr. Weise said that when we did the management structure for the Water Department Mr. Sharpin's position was justified. Mr. Weise also said that when we talked about the D.P.W. that person was going to take half of Mr. Sharpin's work and half of Mr. Smith's work. He said that we would be adding cost. Mr. Weise said that we don't gain anything out of this. Other than they would report to the Board of Selectmen instead of the Board of Water Commissioners. Mr. Weise said that with the department head meetings once a month that has helped with communication. Mr. Weise said that he does not think that there needs to be a superior manager. Mr. Marsden said that Mr. Adams can't get the equipment that they need when they need it. Mr. Marsden said that if there is one person in charge, they will make the call about equipment being ready for use. Mr. Weise said that will not solve the problem. Mr. Weise asked what if the Highway Department needs the backhoe at the same time the Water Department does. Mr. Marsden asked what are the chances of that happening at the exact time that it would be needed at two different sights. Mr. Weise said that they are planning on replacing pipe and it is going to cost a

lot per mile. Mr. Adams said that there are 90 miles of pipe. Mr. Marsden said that there is only 67 miles of pipe. Mr. Marsden said that he got that number out of the report that the Water Department handed out. Mr. Marsden said that this would be 30 million dollar difference in the cost. Mr. Marsden said that with Mr. Sharpin leaving this is the perfect time to bring in a person to run both departments so that they all could work together. Mr. Conley said that he was on both of the DPW Committees. He said that the second Committee did not even talk about the backhoe. Mr. Conley said that the second Committee came up with the finding that they believed a DPW may not save the Town money it could cost the Town a few dollars more. He did say that if both departments work together we can get more out of everyone. Mr. Weise said that the people who work for the Highway Department at this time do not have the licensing and the skills and the techniques to run the treatment plant or to work on the pipes other than dig them up. Mr. Weise said that there is no one in the Water Department that has the licensing to run the trucks or the backhoe. He said that the employees could go for their license but there will always be the need for trucks or backhoe. Mr. Marsden said that the staff could be cross trained. Mr. Weise said that if you don't use it you loose it kind of thing. He said that both departments are working well. Mr. Leary said that he has sat on many boards and you do not work with other departments. Mr. Leary said that with the departure of Mr. Sharpin this is the time to get the two departments together to run the shared needs under one roof. Mr. Leary said that this would create a better service for the Town. Mr. Weise said that they are going to have a vacancy in 6 months, what are we going to do wait for another study committee to come up with a plan. Mr. Marsden asked if the Board of Water Commissioners agrees that this would be a good time to form a DPW. Mr. Weise said yes it is. Mr. Marsden asked if they would change the job description that you put out in the trade books. Mr. Weise said that he would need to know what the DPW Director would be doing. Mr. Marsden asked if they need a superintendent to run the day-to-day operations. Mr. Weise and Mr. Adams said yes. Mr. Weise said that while they try to replace Mr. Sharpin they have 6 months. Mr. Wiese said that having spent 3 years studying the DPW he can't think of a solid reason why we should do it. Mr. Leary asked if Mr. Sharpin was the only one who could fill out a D.E.P. form. Mr. Sharpin said no, he said that Doug Valovcin can as well. Mr. Weise said that Mr. Valovcin has a full time job, who is going to do it when he is gone. Mr. Conley said that the DPW Study Committee said that the person that would be hired would have water and highway experience. Mr. Conley said that would be a requirement. Mr. Marsden asked if Mr. Adams was willing to accept that this is the time to form a DPW. Mr. Adams said that he would be willing to ask the candidates if they would be willing to work with a DPW. Mr. Marsden said to work within a DPW as the Director. Mr. Adams said that he will not support it because we do not need it. Mr. Leary asked Mr. Adams why don't we need a DPW? Mr. Adams said that we will just be adding on another expense. Mr. Leary asked what the added expense would be? Mr. Adams said a third man. Mr. Adams said that you can't have someone run the Water Department and act as a DPW Commissioner. He said that he can't see the Highway Department becoming the Commissioner of the Water Department and the Highway Department. He said that it looks like there would be a third man hired. Mr. Leary said that he understands what

you are saying. Mr. Leary said that you do not have to have to hire someone like Mr. Sharpin now; Mr. Valovcin has the ability to do those functions now. Mr. Leary said that we should hire someone like Silvio Baruzzi who could run both departments. Mr. Adams said that Mr. Baruzzi was hired to run the Water Department but started running the Highway Department and never went back to the Water Department. Mr. Adams said that was before his time on the Board of Commissioners. Mr. Leary said that Mr. Baruzzi was committed to the National Guard and he was deployed. Mr. Weise asked if this third party is contributing something greater than disciplining and policing through the departments. Mr. Conley said that it would be a coordination of services. Mr. Marsden said that every time that both Board sit down to talk he feels some disconnect and we are trying to pull together our resources. Mr. Weise asked Mr. Le Beau if he sees a lot of disconnect between the two departments. Mr. Le Beau said it is not squabbling it is frustration. Mr. Adams said that he see more attempt to coordinate schedules so that the Water Department does not go in and rip up a new road to put down water pipe. Mr. Le Beau said that is the most common problem. Mr. Adams said that the Highway Department put a binder on High Street a few years ago and later that same day they came back with a top coat, he said that the Water Department never had a chance to get in to work on the pipes. Mr. Le Beau said that it is interesting and he does not know where you get your information, he said that there is a significant amount of frustration with the ability of various Town Departments to interact successfully with the Water Department on a day-to-day basis. He said that it is not necessarily to say that the people who work in the Water Department on a day-to-day basis are at fault. He said that there is that frustration; there is no question about it. Mr. Le Beau said that the statements that you have been making tonight are not constructive. Mr. Le Beau said that it seems to him that we are at a point where you do not have a valid job advertisement because Mr. Adams felt that we could by-pass the open meeting law rules. Mr. Le Beau said that Mr. Adams went as far as to seek legal advice regarding a plain, obvious provision in the open meeting law. Mr. Le Beau said that Mr. Adams ran up a legal bill for something that the Town Clerk and other Town officials told you was clear and plain. Mr. Le Beau said that in the process a meeting was conducted that was not in conformance with the open meeting law. Mr. Le Beau said that the Town Clerk informed you of it. Mr. Le Beau said that the first true meeting that conformed to the open meeting law of this sub committee took place last night December 4th, 2012. Mr. Le Beau asked if they approved a job description and an advertisement letter? Mr. Adams said yes. Mr. Le Beau asked if they have re-posted it? Mr. Le Beau asked if you submitted it to the Town Clerk to be posted? Mr. Le Beau asked if you have submitted it to journals and other organizations for advertising? Mr. Adams said yes. Mr. Le Beau asked if it was based on last night's vote? Mr. Adams said that it was the exact same motion. Mr. Le Beau said that the advertisement that was placed prior to last night's meeting was invalid. Mr. Le Beau said that any action that was taken and any meeting prior to last night were invalid. Mr. Le Beau said that the Town Clerk has written to you and advised you of that situation. Mr. Le Beau said that is the kind of thing that creates a sense of frustration. Mr. Le Beau said that this is an example. Mr. Adams said that they have complied with everything that the Town Clerk wanted done and it was done. Mr. Adams said everyone

also went to the Town Clerk to be sworn in again. Mr. Le Beau said that you did it kicking and screaming and going to Town Counsel and running up legal bills to interpret the plain language of the open meeting law that has been effect for 30 years.

Mr. Le Beau said it clearly states that if an appointed official is the hiring authority, the appointed official can get guidance from a consulting committee. Mr. Le Beau said that you are an elected official; you are a member of the Board of Water Commissioners the Board of Water Commissioners makes the hiring decisions, not an appointed official.

Mr. Le Beau said that it is plain as day. Mr. Le Beau said that this is an example of why several Town Departments are frustrated with the Water Department.

Mr. Weise said that is the problem of the Water Commissioners not a problem with the department. Mr. Antonoli said that in Hudson where he works there is someone who runs the water side and someone who runs the highway side. Mr. Antonioli said that it can work. Mr. Leary asked if Hudson did any cross training? Mr. Antonioli said no cross training but they can help out. Mr. Antonioli said that Hudson has a repair crew. He said that Hudson is much bigger than Holliston. He said that the repair crew repair the sewer and water. He said that on occasion a machine is digging a basin in the middle of the road and a water main will break it will have to wait, he said that it takes a long time to fix a water main but a basin can be fixed in no time at all. Mr. Antonioli said that in Hudson they have 3 machines. Mr. Antonioli said that now is the perfect time to look into a DPW. Mr. Antonioli said that it may not be the answer. Mr. Leary said that we are not looking for someone with the experience of Mr. Sharpin now because we will need someone different for a DPW Director. Mr. Weise asked if the Selectmen were going to give the Water Commissioners some input on the description for the interview process. Mr. Leary said that you should amend the posting because you will be looking for a different type of person. He said that the Town would be looking for a DPW Director. Mr. Marsden asked if there was a potential candidate in house. Mr. Marsden asked if Mr. Sharpin's departure is set in stone. Mr. Sharpin said that he would be leaving at the end of the fiscal year but they do have two projects going on he would be willing to stay to see them finished. Mr. Sharpin said that he is flexible. Mr. Marsden said that would give them more time. Mr. Marsden said that this is the natural time to merge the two together. Mr. Antonioli said that he thinks it would be easy to restructure the job posting if they knew what it would envision. Mr. Conley said that he thinks the job description would have to be done over. Mr. Leary said that it should include DPW Director experience. He said that qualifications should include water/highway knowledge. Mr. Weise said that they should also investigate the thought of an enterprise fund. He said that the Water Department is self supporting. And if they are going to start sharing resources and finances then they have another consideration and how that is going to work. Carl Damigella asked if the Water Commissioners looked into the possibility of a selection committee and then bring the finalists back to the Selectmen and the Board of Water Commissioners for the DPW Director because Mr. Sharpin will stay until the projects that he has started are finished. Mr. Conley said that Tom Holder who is a Holliston resident and is the DPW Director in Medway has offered to be on a selection committee. Mr. Valovcin said there is a difference between a DPW Director and a Water Superintendent position. Mr. Valovcin said the Highway Department needs a

Superintendent with a DPW Director or someone to oversee both departments. Mr. Valovcin said that the job listing that went out is for a Water Superintendent how would that change. Mr. Valovcin said that a DPW Director position is completely different than what is happening now. He said that you are looking at a different job description that will not affect the present Water Superintendent description. Mr. Leary said that they want to look for a DPW Director who would oversee the Water Department; he said that it would be the same on the Highway side.

Mr. Valovcin said that he has worked on a few DPWs and the Director over sees the Water, the Highway, and the Parks. He said that each department does have their own scope of work, they each have their own department superintendents or managers. They are still responsible for the running of the whole department and they report to the DPW Director. Mr. Valovcin said that the DPW Director spends most of his/her time in meetings. Mr. Valovcin said that the DPW Director is not going to focus more on one department. He is going to oversee the day-to-day operations.

Mr. Leary said that the Director would hire staff to oversee the day-to-day operations.

Mr. Leary said that Mr. Valovcin runs oversees the Water Department in conjunction with Mr. Sharpin doing his side of that. Mr. Leary said that there could be a different hire than someone with Mr. Sharpin's expertise. Mr. Valovcin said that Tom Holder is the DPW Director in Medway and there is still a Water Superintendent and a Highway Superintendent and they both report to Mr. Holder. Mr. Valovcin said that the Director will always be in tune on what is going on but may or may not have a hand in it.

Mr. Valovcin said that if we replace pipe and we have 60 miles of it, and we replace one mile per year the DPW Director will look for low interest loans and will coordinate the project. He said that the Water Superintendent and the Highway Superintendent will take care of the little stuff. Mr. Valovcin said that you are asking to hold up a position that is needed. Because every town that has a DPW will also have a Water Superintendent and a Highway Superintendent. Mr. Leary asked Mr. Valovcin if he had the qualifications to be a Water Superintendent. Mr. Valovcin said yes he ran much larger towns. Mr.

Valovcin said that he does not have the same education as Mr. Sharpin but he has the qualifications to run the Department. Mr. Adams said that he does not have a specific picture of what he wants for a Superintendent. Mr. Adams said that he has knowledge of the scope of the work that Mr. Sharpin does. Mr. Adams said that he knows what he wants the Superintendent to be able to do. He said that there may be some things that he wants to be done differently. Mr. Marsden said that it would not be what the applicant wants to do it would be what you want them to do. Mr. Marsden asked if they wanted to replicate Mr. Sharpin, or someone with the back ground of Mr. Valovcin's. Mr. Adams said that Mr. Sharpin has many good features but there are a few features that he does not agree with. Mr. Marsden said that is not what he is talking about. Mr. Marsden asked who do you want running the show. He asked what skill set are you looking for. Mr. Adams said someone who knows the rules, who can work with the DEP (he said that is important to us). Mr. Adams said that the DEP is the one who says what he can and can't do. Mr. Adams said that Mr. Sharpin is very well known to the DEP and the Superintendent should be known. Mr. Adams said that Mr. Sharpin has many connections at the DEP and that would be hard to replace. Mr. Adams said that those are

the important features that they want. Mr. Adams said that the Superintendent would be important in determining the certain types of professionals that we hire either through a bidding process or in some cases you are allowed to use experts without going to bid. Mr. Adams said that Mr. Sharpin has a group of very good experts that we use. Mr. Adams said that he does not expect the Superintendent to run a time clock on people working in a hole. He said that would not be his job, his job would be to set the big picture, in the scope of what the DEP wants so that we can get it done. Mr. Conley asked if that could be done by a director. Mr. Adams said that person may not have the contracts at the DEP. Mr. Conley said that someone could do that project and that would be called the DPW Director. Mr. Conley asked if Mr. Adams would have a problem with that. Mr. Weise said you just can't split the job. He said that a DPW Director would have responsibilities for the Highway Department. Mr. Weise asked if one person could do it, probably, but he would not have 16 hours a day to do it. Mr. Leary said delegate. Mr. Weise said yes they can work with a DPW Director. Should they work with a DPW considering the studies that have taken place he does not see a savings. Mr. Weise said to go ahead and hire a DPW Director, that is not a problem. The issue that Mr. Sharpin or more specifically Mr. Adams has is how do they replace Mr. Sharpin. Mr. Weise said that if a DPW Director comes in and hires a Water Superintendent that is one thing, but if you want the Water Department to hire a Water Superintendent because of the time factor and then go and hire a DPW Director after the fact that is something else. Mr. Conley asked if Mr. Valovcin could do that job. Mr. Weise said that is not the issue. Mr. Valovcin said that he has a full time job now. Mr. Weise said that if Mr. Valovcin replaces Mr. Sharpin, then someone would have to replace him. Mr. Leary said that there are different ways of doing that. Mr. Leary said that if Mr. Valovcin is capable of taking over the Superintendent's position then you have just taken care of the position. Now you are looking to replace Mr. Valovcin, and possibly move someone up the ladder or hire someone. Mr. Weise said that he would not comment at a public meeting. Mr. Leary said that is how they have promoted within the Police Department and it has worked out wonderfully. Mr. Weise said that he is not arguing about promotion within. He said that going to the outside you get to see new people with new abilities. Mr. Conley said that he is in favor of looking for a Director with strong water experience. Mr. Conley said that Mr. Valovcin could step in as Superintendent and once the Director is in place let him do an analysis of the personnel. Mr. Weise said that if Mr. Valovcin steps into Mr. Sharpin's position who's going to replace Mr. Valovcin. Mr. Conley said that the DPW Director could decide that. Mr. Weise said that they do not have the staff with all the licenses to step into Mr. Valovcin's shoes. Mr. Weise said that two people have been running the Water Department and if you think only one can do it then that would be another discussion. Mr. Weise said that Mr. Valovcin is the best Lieutenant that he has ever met from the standpoint that he controls his people in the field. Mr. Weise said that it is not fair to ask him without him giving any thought to this but would he want to sit in an office all day. Mr. Conley said the new Director could take $\frac{3}{4}$ of Mr. Sharpin's position and Mr. Valovcin could take the remaining $\frac{1}{4}$ of the position. Mr. Weise said that would be reallocating the personnel time. Mr. Weise said that if you think a DPW Director is going to be the coordinator and is going to be liaison and the

power that makes these two things work better, he said that we should be looking for a different person, not a Water Superintendent. Mr. Marsden said that we are splitting the difference, someone with Mr. Valovcins experience and Mr. Sharpin's technical knowledge. Mr. Marsden said that a DPW Commissioner that handles the office duties and the DEP issues and not in the field overseeing what is going on. Mr. Marsden said that a field supervisor could make sure that everything is done and follow under a DPW Director. He said that the Highway Department would follow the same as the Water Department. Mr. Conley said going forward the Selectmen would like to see a Director. Mr. Conley said that he thinks that Mr. Le Beau should hire the Director. Mr. Leary said that the Water Commissioners should go back and look at what the needs really are for operating under a DPW. Mr. Adams said that there are some rather specific qualifications required for the person in charge of the Water Department. Mr. Leary said that there are two people in this room that have two different experiences both would be capable of being Superintendent in a Water Department and they come at it from two different angles. Mr. Marsden said that we do have some time because Mr. Sharpin said that he would stay to finish the two projects that he has started. Mr. Weise said that they only picked up 6 weeks. Mr. Weise asked when this is completed and there may be a DPW Director, where would the Board of Water Commissioners fit in or would they be dissolved. Mr. Marsden said that the DPW Director would report to the Board of Selectmen. Mr. Conley said that they could also establish a Board of Commissioners for the DPW. He said that would be an elected position. Mr. Conley said it would just depend on how they set it up. Mr. Leary asked Mr. Antonioli how does it work in Hudson. Mr. Antonioli said that Hudson has five Selectmen and the DPW is under the direction of the Selectmen. Mr. Leary asked Mr. Conley how does it work in Medway. Mr. Conley said that Medway has five Selectmen and the DPW is under the Selectmen's direction.

ENERGY AGGREGATION PROGRAM

MR. LEARY MOVED TO VOTE AND SIGN THE CONTRACT WITH GLOBAL INTERNATIONAL. THE MOTION WAS SECONDED BY MR. CONLEY. ALL IN FAVOR.

AT 9:40, P.M., MR. LEARY MOVED TO ADJOURN. THE MOTION WAS SECONDED BY MR. CONLEY. ALL IN FAVOR.

Respectfully submitted,

Donna A. Muzzy

approved_____