

**BOARD OF SELECTMEN
SPECIAL MEETING MINUTES
TUESDAY
MAY 27, 2014**

Members Present: Antone C. Vieira Jr., Chairman
Richard M. Spirlet, Vice Chairman
Steven J. Ouellette
Craig J. Dutra
R. Michael Sullivan, Clerk
Also Present: Stephen J. Lombard, Business Manager

Chairman Vieira called the Board of Selectmen meeting to order at 5:02 P.M. in the Westport Town Hall, 816 Main Road, Westport, MA with the reciting of the Pledge of Allegiance by all present.

Interviews for Highway Surveyor Positions - Christopher Gonsalves and Glenn Mauk

Mr. Spirlet reviewed the process used by the Search Committee. The Search Committee consisted of Steve Lombard, Paul Joncas, Jim Hartnett and Richard Spirlet. There were six applicants for the position, of which five were interviewed; one applicant did not show up for their interview. The Search Committee took a unanimous vote to recommend Christopher Gonsalves and Glenn Mauk for final interview by the Board of Selectmen. At this time, the Board interviewed the finalists.

Christopher Gonsalves: Mr. Gonsalves gave the Board a history of his background and experience. Mr. Gonsalves stated for the last 18 months, he has been Interim Highway Surveyor and prior to that, for four years, he was the Foreman in the Highway Department. Mr. Gonsalves stated he knows all the aspects of job; he may not have a degree but he has experience. Mr. Ouellette asked what the game plan would be. Mr. Gonsalves stated he would continue with a road maintenance plan and he would like to get more new equipment for the Department. Mr. Gonsalves stated that he works with the employees and he can run a backhoe. The Department spent \$217,000. on Snow & Ice removal last year, which is a savings from past years but he did have a shortage of salt this year. Mr. Gonsalves stated he made smarter use of outside contractors and he has cut the list in half. Mr. Gonsalves stated that he works with other departments in Town on certain issues. Due to his lack of an engineering degree, Mr. Gonsalves said that he uses Tibbetts' Engineering mostly for Chapter 90 work. Mr. Gonsalves stated that he finds it difficult to have so many bosses and would prefer to answer to just one. Mr. Gonsalves felt the Department needed more personnel because the Town has a lot of water problems and one of the biggest problems is trying to handle it all with the number of people he has in the Department. The Board thanked Mr. Gonsalves.

Glenn Mauk: Mr. Mauk stated he had a BA Degree in Civil Engineering and a Law Degree. Mr. Mauk felt it was time the Town had someone who has the qualifications needed to run the Highway Department. Mr. Mauk said currently, he is the Director of the DPW in Tisbury and went on to explain his various duties which included buildings, ground maintenance, wastewater treatment, trash pick-up, parks and recreation and the coordination of the lifeguards. Mr. Mauk is responsible for 23 personnel in the DPW and oversees a \$2.3 million budget. Mr. Mauk stated he also takes care of the cemetery. Mr. Mauk talked about the problems at the Highway Department and why he left the Department, stating politics played a big part in his decision to leave. Mr. Mauk would like to see an audit of the FY'14 expenditures and a comparison with the FY '15 Budget; he would like to review the Union Contract and meet with the employees to go over their qualifications. Mr. Mauk felt that drainage

problems were most important and his experience and knowledge could help the Town in this area. Mr. Mauk stated there are many benefits to having a licensed engineer as an employee and pointed out several things he would do for all departments. The Board thanked Mr. Mauk.

Discussion ensued by the Board. Mr. Dutra stated the Board could decide next week on one of the candidates or if needed, to go on tonight. Mr. Spirlet stated that nothing is going to change; the Board can make a decision tonight. Mr. Vieira stated he would like to see the Board move it along and encouraged the members to move forward with a recommendation. Thom Shaughnessy, Personnel Board asked if the Board had looked at other area towns to see how they approached things such as qualifications and experience. Mr. Vieira stated yes, we had looked into this and the model that worked for the Town of Westport is one that has evolved over many years. Mr. Dutra stated that he was looking at Mr. Gonsalves not having as big a tool kit as Mr. Mauk and we would be taking risks hiring Mr. Mauk but in the same, we would not be losing Mr. Gonsalves by choosing Mr. Mauk. Mr. Dutra stated he was leaning toward Mr. Mauk and having a good solid Foreman. Mr. Spirlet stated both men brought items to the table; Mr. Gonsalves came in during a troubled time, is always working and we have had no complaints. Mr. Spirlet stated he was leaning toward Mr. Gonsalves; he has history of what he has done already and we have seen what he can do.

Motion made by Mr. Spirlet to appoint Christopher Gonsalves. Second by Mr. Vieira for discussion. Discussion: Mr. Vieira stated that whenever possible, he would like to promote from within the organization; clearly for the past 18 months we have had someone in this position as Highway Surveyor and no reason to not recognize his success. Mr. Vieira stated he wished we could have both. Mr. Sullivan stated both are qualified, both are Town residents and both are known to us in some way, Mr. Gonsalves has grown in the position and so has the position and I would not want to give up on that. Mr. Sullivan stated he was leaning towards keeping Mr. Gonsalves in the position. Mr. Ouellette stated he was also leaning towards Mr. Gonsalves but he was a little disappointed in not having a better game plan laid out, whereas Mr. Mauk mentioned several things but knowing the background of Mr. Gonsalves, I have faith in him. Mr. Jon Alden spoke in favor of Christopher Gonsalves. Mr. Dutra stated he would vote with the majority. The Board voted unanimously in favor.

Interview for Town Administrator - Timothy King

Mr. Vieira stated there were fifty candidates and that has been narrowed down to seven candidates and the Board of Selectmen felt they would like to talk to Mr. King again. Mr. King stated he is the Assistant Town Administrator for Wellfleet; he has 27-years of senior management experience, most of which was in local government. Mr. King stated he has submitted an application to the State to be certified for purchasing. Mr. King stated he sees three red flags in Westport, the most recent audit not on the website, no Reserve Fund for OPEB and the Capital Improvement Program is funded by existing funds. Mr. King asked if the Board of Selectmen were ready to make tough decisions. Mr. King stated that it is the Administrator's role to make it easier for the Board to make those tough decisions; it is a supporting role. Mr. King stated he was impressed with this Town, it is a beautiful Town. In regards to the salary range, it is amenable to him and something can be worked out. Mr. King stated he is familiar with the Veterans services program; he has no problem working with the Agent, especially on his budget. Mr. King stated that an Administrator does not get the fullness of a community until he has been there at least three years. Mr. King stated he likes to immerse himself in the community and learn what the needs are. Mr. King stated he does not need an assistant and has never had an assistant in any community he has been in, he is a "Work Horse". Mr. King stated he always tells the truth and if he says he is going to do something, he does, his word is golden. Mr. King said the important thing is to develop a strong relationship with the Board of Selectmen, especially the Chairman because communication is important.

Motion made by Mr. Spirlet to offer Timothy King the job as Town Administrator pending contract negotiations. Second by Mr. Sullivan. The Board voted unanimous in favor.

Department of Revenue Town Finances update - Town Administrator Jack Healey and Business Manager Stephen Lombard

Mr. Vieira stated the issues are short-term and how to handle the Treasurer's and Collector's Offices; the Management Letter will be reviewed at the next meeting.

Motion made by Mr. Spirlet to send a letter to the DOR. Second by Mr. Sullivan. The Board voted unanimous in favor.

Update on East Beach Road

Mr. Vieira reviewed the schedule for the reconstruction of East Beach Road. The bids went out on May 28th, there will be a pre-construction meeting on June 12th and the bid opening is scheduled for June 19th.

Other Business

1. Chairman Vieira recognized Veterans' Agent Jerry Leboeuf and Lino Rego. Mr. Leboeuf stated he wanted to thank the Board of Selectmen for their support of the Veterans and all those (see attached list) who helped with the Memorial Day ceremony. Mr. Rego stated on behalf of the American Legion, he would like to thank the whole Town for their support. Mr. Rego also invited the Board of Selectmen to the Flag Retirement Ceremony on June 14, 2014 at 6:00 PM at the American Legion Hall.
2. Mr. Lombard stated he has received an insurance proposal and will be binding the insurance tomorrow.
3. Mr. Ouellette mentioned for residents to be aware summer time is here and so is the traffic.

Executive Session – 6:50 PM

Motion made by Mr. Ouellette to enter into Executive Session pursuant to MGL Chapter 30A, Section 21 to discuss strategy with respect to negotiations and collective bargaining. Second by Mr. Dutra. The Board voted unanimously in favor.

Roll Call Vote: Mr. Ouellette-aye. Mr. Dutra-aye. Mr. Spirlet-aye. Mr. Sullivan-aye. Mr. Vieira-aye.

Mr. Vieira announced the Board would return to Open Session in order to adjourn.

Open Session – 7:30 PM

Motion made by Mr. Ouellette to adjourn the Board of Selectmen Meeting. Second by Mr. Dutra. The Board voted unanimously in favor.

Adjournment.

Respectfully submitted,

Denise Bouchard, Secretary to the Board of Selectmen

APPROVED: _____
R. Michael Sullivan, Clerk