

Selectmen's minutes of meeting Nov. 26, 2018

Members present: Mark Newman, Brian O'Rourke, George Riley, Fred Ventresco
Dolores Harasyko, Admin. Asst.

Called to order at 10:03 a.m. to interview Richard LaRose and Kyle Pettibone

Mark opened the meeting with introductions.

Brian presented a list of questions and scenarios.

Richard responded that he is currently with the highway department in Egremont.

He will be available for Monday night Selectmen meetings.

Discussed communications and procedures he would use.

Brian explained that we have a union shop but that it does not include the road superintendent as he would be management.

Richard stated that his biggest accomplishment has been being a single father.

Mark reviewed the dpw fire, discussed the various elevations of our town, discussed the need for having an inventory of all equipment and the need for a capital improvement plan.

Discussed the various elevations of our town.

Richard stated that he is not a mechanic but is willing to learn.

He is a strong proponent of employee morale.

Discussed the various jobs outside of highway work such as odd jobs that need to be done at town buildings.

Richard presented copies of certificates he has earned.

Richard asked how the town feels about attending classes, Mark responded that they are big on continuing education during appropriate times of the year.

Richard is in favor of safety classes such as Chain Saw Safety.

Richard asked about a learning curve for Chapter 90, he has not had experience in this area.

Mark responded that there will be help available and also there will be a secretary hired for the DPW to assist with paperwork.

Discussed salt and sand ratios. Mark responded that the new trucks will be computerized and can be calibrated. The current policy is to pretreat with straight salt down the middle of the road. Richard stated that he implemented the use of bevi chip mix for dirt roads, Mark responded that's exactly what we do also.

Richard asked what the protocol is for determining the conditions of the roads. Brian responded that it would be the superintendent's job to keep up on conditions and determine when to call in staff.

Discussed good record keeping.

Discussed employee safety.

Richard would be available to start if chosen after he has given his current employer a 2 week notice. He is also OSHA 10 certified. When asked why he wants to work here he responded that it is closer to his home, he feels Sandisfield is a good town to work for and he is looking forward to furthering his career in this field.

Richard's interview concluded at 11:00 a.m.

At 11:20 a.m. the interview for Kyle Pettibone started.

Mark opened the interview with introductions.

Brian proceeded with the list of questions and scenario's.

Kyle responded that he is indeed very young, dedicated and likes the highway department field. He has the residents and taxpayers bester interest. He currently lives in Lee.

Discussed how to handle certain situations with communications.

He would listen and hear out the employees and get it to where it needs to be.

Discussed the union shop, he is not currently in a union.

Asked how he would handle having all employees older than him that may have a difference of opinion.

He responded that he would respect their opinions and discuss working as a team, a well oiled machine.

He would take into consideration the employees experience and opinions.

Mark reviewed the dpw fire and the various elevations of our town, discussed the need for having an inventory of all equipment and the need for a capital improvement plan.

Kyle had no questions for the selectmen. George reviewed paperwork that will have to be done such as grants, chapter 90 bids. Kyle responded that he is willing to learn and is good on the computer. He is up for the challenge and has resources he could tap into. He considers his current boss a mentor.

Brian asked if he would be available for Monday night meetings, they would like to see weekly written plans. He will be available for meetings and will supply written plans.

Brian asked about relocation, Kyle responded not at this time.

Mark discussed that he would be responsible for keeping an eye on the roads before calling in staff.

Kyle responded that he would constantly watch the radar and weather reports and would also contact Mass DOT.

Discussed complete inventories and budget work, capital improvement plan. Discussed odd jobs that are not necessarily highway dept. related such as odd jobs at town buildings. Discussed time off only during appropriate times of the year, not during the winter season.

Asked when he could start, he responded that he would give his current employer a 2 week notice and then start right away.

Brain reviewed that he would like a maintenance plan, Mark reviewed what we currently use.

Asked why Sandisfield, Kyle responded that he wants to grow with Sandisfield, his ultimate goal is to become a road superintendent.

Interview completed at 12:00 p.m.

Selectmen reviewed all the interviews and will make a decision within the next week.

Meeting adjourned at 12:30 p.m.

Mark Newman

Brian O'Rourke

George Riley