



**BOARD OF ROAD COMMISSIONERS
TOWN OF DUNSTABLE
TOWN HALL, 511 MAIN STREET
DUNSTABLE, MA 01827-1313
(978) 649-4514 X227
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MINUTES
OCTOBER 17, 2017

Commissioner Peter Gove called the meeting to order at 6:34 p.m. In attendance were Chairman Mike Martin, Commissioner Peter Gove, Superintendent David Tully and Secretary Terry Atwood. Also in attendance was the first candidate to interview for the open truck driver/laborer job.

The minutes of 6/7/2017, 7/19/2017, 9/1/2017 and 10/11/2017 were reviewed and accepted as written.

The board introduced themselves to the first candidate, John Flynn, and proceeded to interview him. The candidate does not have the required CDL license, although he has a permit and is working toward obtaining the license. It was suggested that he contact the town's veteran agent to inquire about compensation for the CDL class as the candidate is a veteran. The candidate also stated he does have a non-exempt medical card. He explained that he wanted to interview to show that he was serious about getting the license, he'll get into a class as soon as possible and talk to the veteran's agent as he is very interested in working for the town in the future. The board explained that the CDL license is necessary because the position requires the employee to begin driving the plow/sander as soon as the weather dictates.

The first candidate, John Flynn, left the meeting at 7:10 p.m.

The second candidate, Mark Cullen, entered the meeting at 7:15 p.m. The Board interviewed him and he met the CDL license requirement and he will test for the hoisting license in November. He meets all requirements and has advanced degrees along with practical experience. He is a town resident and is enthusiastic about working for the town. He has been involved with volunteering for the town in different capacities. Compensation was discussed. The board will need to meet with the personnel board to resolve the issue of the starting wage rate. The candidate will require a few (4) weeks to give notice to his current employer should he be offered the position. The board will keep his information confidential, as requested, until the wage rate issue is resolved and he has accepted, if offered, the position.

The second candidate left the meeting at 7:35 p.m.

The third candidate, Thomas Gannon, entered the meeting at 7:45 p.m. The candidate did not have a CDL license and also did not have a hoisting license. It was explained to the candidate



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that a CDL is a non-negotiable requirement as he would have to drive a plow/sander immediately as needed. The Board thanked the candidate for coming in to be interviewed.

The third candidate left the meeting at 7:50 p.m.

Board discussed the candidates. Mike made a motion to hire the second candidate contingent on the candidate resigning from his volunteer position with the town. Peter seconded. Voted unanimous.

Mike made a motion for the candidate to be hired at a starting rate of \$22.29/hour. Peter seconded, voted unanimous.

Board discussed necessary task of meeting with the personnel board to approve this starting wage rate as it is above the minimum starting wage rate stated on the personnel wage and classification chart; however, it is the same wage rate as the last employee in this position received. Board feels this is a fair starting wage rate and the job is not receiving qualified candidates because of the low wage rate. Two potential candidates withdrew their applications after inquiring about the starting pay wage.

Board asked Terry to set up a meeting with the personnel board and road commissioners.

The board discussed the offer letter to be sent upon anticipated starting wage rate approval from the personnel board. The offer letter will include a 6 month probationary period including the candidate securing a hoisting license within this 6 month period. The 6 month period could be extended at the Board's discretion.

The Board discussed backfilling the shoulders of the newly paved roads – Hollis and Fletcher Streets. They agreed that it is necessary.

The next meeting date is to be determined.

Respectfully submitted,

Terry Atwood
Highway Secretary