

Selectmen's Meeting - Wednesday, August 12, 2009  
Shellfish Warden Interviews

Present: Brian Bowcock, Charles Murphy, Michael Silvia, David Darmofal and Jeffrey Osuch.

Dr. Bowcock called the meeting to order at 6:00 p.m.

Board members discussed the interview process. Tonight's meeting will be to review the candidates for Shellfish Warden and to select 2 or 3 finalists to be interviewed on Friday, August 14th at 12:00 p.m.

Mr. Murphy motioned to go into executive session and to not reconvene in open session. Mr. Silvia seconded. Vote was unanimous. Roll call vote, Dr. Bowcock in favor, Mr. Murphy in favor, Mr. Silvia in favor.

All candidates for Shellfish Warden filled out CORI forms.

6:00 p.m. – Phillip Stanley filled out CORI form.

(Mr. Murphy asked questions first)

- Mr. Stanley is a Merchant Marine.
- Took courses at Northeast Maritime.
- Spent 9 years as a commercial fisherman.
- Stated he knows the waters of Fairhaven.
- Mr. Stanley has computer skills, was a science teacher at N.B. Voke, Old Colony and Wareham.
- Involved with raising fish.
- Mr. Stanley said he could handle stress.

(Mr. Silvia asked questions)

Mr. Stanley stated he grew up in Fairhaven. Has lived here 44 years. He taught aquaculture type courses at Voke. Mr. Stanley has no law enforcement experience.

(Dr. Bowcock asked question)

- Mr. Stanley stated he wanted the job to protect the Natural Resources of the Town.
- Has a true love of the Town.
- Has knowledge of the upweller.
- Served on association/committee when the upweller was functioning in Fairhaven.
- Knows how to operate an upweller.
- Mr. Stanley will accept a salary within the range for the position.
- Mr. Stanley stated he has management skills.
- Knows how to work with people from his teaching experience.

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- Mr. Stanley can put a budget together.
- Mr. Stanley stated he is available to start anytime.
- Is a workaholic.
- 1 week notice to employer.
- Mr. Stanley stated he has no criminal record.
- Married 10 years with 9 year old son. Wants to spend time with his son and not be at sea as much. Mr. Stanley did not know about American Indian Rights.

(Mr. Darmofal asked questions)

- Mr. Stanley stated he can do spread sheets.
- Knows how to maintain a boat.
- Mr. Stanley does not own a boat.

(Mr. Osuch asked questions)

- Mr. Stanley stated he can do transplants. Carry 80 lb. bags with no problems.
- Mr. Stanley stated he can handle conflicts and would call for Police backups.
- Mr. Stanley had no questions of the Town.
- Mr. Stanley left at 6:20 p.m.

6:22 p.m. – Mr. Cox filled out CORI Form.

(Mr. Murphy asked questions)

- Mr. Cox stated he has knowledge of the Town waters.
- Has been Assistant Shellfish Warden for 3 years.
- Works with Harbormaster.
- Does safety boat checks, boat pump outs, etc.
- Mr. Cox lived in Fairhaven his whole life.
- Boats, races sail boats.
- Mr. Cox stated he has computer experience. Can do spread sheets.
- Experience as Manager at Cox's Candy.
- Stress not a problem.

(Mr. Silvia asked questions)

- Mr. Cox has law enforcement experience from 3 years as Assistant. Would have no problem enforcing the rules and regulations of the Town.
- Mr. Cox has boating experience. Races 30' boat Catalina to Martha's Vineyard and Nantucket.
- Mr. Cox wants job to work out doors.

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(Dr. Bowcock asked questions)

- Mr. Cox knows about the upweller project. Has no experience. Would like to start it up again and use UMASS Dartmouth, N.B. Voke, Fairhaven High students.
- Mr. Cox understood the American Indians By-Law, no limit on shellfish.
- Mr. Cox stated salary is adequate. Can start within a couple of days.
- Mr. Cox has no criminal history.
- Mr. Cox stated he can work with people. His experience at Cox's Candy customer service.

(Mr. Darmofal asked questions)

- Mr. Cox stated he understood the paperwork and spread sheets that need to be done from working with David Darmofal.

(Mr. Osuch asked questions)

- Mr. Cox has done transplants. Can carry 80 lb. bags of shellfish. Has no problem working nights, weekends.
- Mr. Cox stated he can handle a conflict, or angry person. Need to stay calm.

Mr. Cox had no questions. Left at 6:40 p.m.

6:40 p.m. – Lori Takakjian filled out CORI form.

(Mr. Murphy asked questions)

- Ms. Takakjian stated she knows Fairhaven waters. Is a boat captain. Owns a research vessel with her husband.
- Spent 2 years in Coast Guard. (Moved from California to Massachusetts)
- Is a diver. Runs a dive boat for up to 12 people.
- Ms. Takakjian has computer skills from her business.
- Stated she was more interested in Harbormaster position than Shellfish Warden.
- Ms. Takakjian stated that she holds stress in and that you have to deal with it and make decisions as you go.

(Mr. Silvia asked questions)

- Ms. Takakjian stated that she wants a full time job, as her business was not doing well with the economy and government grants. She has people that she can hire to captain the boat and it won't interfere with the Shellfish Warden Job.
- Ms. Takakjian has law enforcement experience from her years in the Coast Guard.

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(Dr. Bowcock asked questions)

- Ms. Takakjian stated she did not have any upweller experience. She did not know anything about American Indian and shellfishing.
- Ms. Takakjian stated the salary was ok and could start any time.
- Ms. Takakjian stated she has no criminal history.

(Mr. Darmofal asked questions)

- She runs a business.
- Ms. Takakjian stated she can use a computer and do spread sheets.
- Ms. Takakjian has no problem working weekends, different hours. She does want a full time job.

(Mr. Osuch asked questions)

- Ms. Takakjian has not done transplants. Would have no problem with 80 lb. bags of shellfish. Her dive tanks are much heavier.
- Ms. Takakjian stated she could handle conflicts and get the job done. She would inform those shellfishing about the rules and limits.

Ms. Takakjian left at 6:55 p.m. Board waiting for next candidate.

Dr. Bowcock read a letter from M. L. Baron about his \$543.34 ambulance bill sent to Tim Francis. Board discussed and wants Chief Francis to take to Small Claims Court.

7:05 p.m. – Thomas Smith filled out CORI form.

(Mr. Murphy asked questions)

- Mr. Smith grew up on the water of Fairhaven. Knows Sconticut Neck area.
- Worked in Chilmark, seeding shellfish. Did lobstering.
- Has operated an auto repair business in Rhode Island for more than 30 years.
- Understands and has handled stress for 35 years running a business.
- Mr. Smith stated he has limited computer skills.

(Mr. Silvia asked questions)

- Mr. Smith clarified that he owns 4 Jerusalem Road and lives in Rhode Island.
- He spends time in Fairhaven and wants to phase out the auto repair business and has reduced his staff from 3 to just himself and would live full time in Fairhaven. His daughter to buy his house.
- Mr. Smith has no law enforcement experience. Would enforce the rules and regulations.

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- Mr. Smith stated he wants job. Looking toward the future, health insurance, likes the outdoors.

(Dr. Bowcock asked questions)

- Mr. Smith has no experience with upweller. He knew about American Indian rights to take shellfish.
- Mr. Smith stated the salary was acceptable.
- He has no criminal history.

(Mr. Darmofal asked questions)

- Mr. Smith understood that there would be administrative work to do. He ran a business for 35 years.
- Mr. Smith had no issue working weekends.

(Mr. Osuch asked questions)

- Mr. Smith stated he had no issue with lifting 80 lb. bags of shellfish and transplants.
- Mr. Smith stated he would have to check licenses and would remain calm in a conflict if it arose.
- No problem with weekends.
- Mr. Smith asked questions about the Town's benefits, which were explained.

Mr. Smith left at 7:20 p.m.

7:30 p.m. – William Nelson filled out CORI form.

(Mr. Murphy asked questions)

- Mr. Nelson is from Virginia. Has been on the water since 9 years old. Worked with his father clamming, scalloping and fishing. He is 3<sup>rd</sup> generation fisherman.
- Mr. Nelson works on a scalloper in the area for the last 2 years. Has captain's license.
- Mr. Nelson stated he has basic skills using a computer.
- Mr. Nelson stated he can handle stress. Fishing on a scalloper is very stressful.

(Mr. Silvia asked questions)

- Mr. Nelson stated he has no law enforcement experience, but would enforce the rules and regulations.
- Mr. Nelson has years of boating experience. Has brought his boat up to Fairhaven from Virginia.
- Mr. Nelson wants this job to work in the field he loves and to be outdoors.

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(Dr. Bowcock asked questions)

- Mr. Nelson had no experience with the upweller.
- Mr. Nelson did not have knowledge of the American Indian and shellfishing.
- Mr. Nelson available to start immediately, as he will be collecting after his last scallop trip till next March.
- Mr. Nelson stated he has no criminal record.
- Mr. Nelson stated the salary is acceptable. He indicated that he made about \$50,000. in 3 months on a scallop boat.

(Mr. Darmofal asked questions)

- Mr. Nelson understood that there was administrative work. He wanted to be on the water 75% of the time.

(Mr. Osuch asked questions)

- Mr. Nelson would have no problem with 80 lb. bags and transplant program.
- Mr. Nelson stated he could handle a conflict and enforce the rules.
- Mr. Nelson had no problem working weekends or nights. He is used to it on a boat. No special hours.
- Mr. Nelson does own 120+ acres in Virginia waters where he raises shellfish. He explained the process.
- Mr. Nelson did ask questions about the Town's benefits, which were explained.

7:55 p.m. – Matthew Loo filled out CORI form.

(Mr. Murphy asked question)

- Mr. Loo raised in Fairhaven. Boated in area. Likes to fish. Currently working in Natural Resource Department in Barnstable.
- Mr. Loo has computer skills. Graduated from URI. Wants his life work to be in the area of aquaculture, etc.
- Mr. Loo stated he can handle stress on the job. He explained his work experience in Barnstable as an Assistant Shellfish Specialist.

(Mr. Silvia asked question)

- Mr. Loo stated he lived with his girl friend in Mattapoisett. Has no law enforcement experience, but understands what needs to be done to enforce the rules and regulations.
- Mr. Loo can handle a boat, goes fishing all the time in Mattapoisett and Fairhaven waters.
- Mr. Loo wants to work in the field of aquaculture and this job would be ideal.

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(Dr. Bowcock asked questions)

- Mr. Loo understood what an upweller was and the science of raising shellfish. He explained his experience at URI and working in western Massachusetts with aquaculture.
- Mr. Loo wants to build up the shellfish stock in Fairhaven and explained ideas to do it.
- Mr. Loo stated the salary was acceptable and he had no criminal history.
- Mr. Loo would have to give 2 weeks notice to his current employer.

(Mr. Darmofal asked questions.)

- Mr. Loo can and has done administrative work, spread sheets and supervised other employees.

(Mr. Osuch asked questions)

- Mr. Loo stated he had transplanted 3,000 bags of shellfish this year in Barnstable. No problem with 80 lb. bags.
- Mr. Loo had no problem working nights, weekends, etc.
- Mr. Loo felt he could handle a conflict by remaining calm.
- Mr. Loo asked questions about the Town's benefits.
- Mr. Loo left at 8:20 p.m.

General discussion followed on each of the candidates that were interviewed.

Mr. Darmofal stated that his top two were Tim Cox and Matthew Loo.

Mr. Murphy reviewed each candidate and his top two were Tim Cox and Matthew Loo.

Mr. Silvia stated his top two were Tim Cox and Matthew Loo.

Selectmen decided to interview Tim Cox and Matthew Loo as the finalists for the Shellfish Warden position on Friday, August 14<sup>th</sup> at 12:15 p.m. (Matthew Loo) and 12:30 p.m. (Tim Cox).

Mr. Silvia motioned to adjourn at 8:55 p.m., Mr. Murphy seconded. Vote unanimous.

Jeffrey W. Osuch  
Executive Secretary