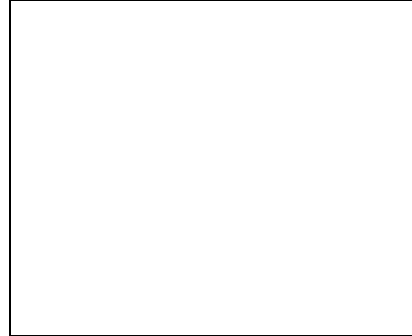


**Town of Fairhaven
Board of Public Works Meeting
July 5, 2011**

Present

Geoffrey Haworth, Commissioner
Robert Hobson, Commissioner
Kathleen Sturtevant, Commissioner
G. Steven Riley, Commissioner
Daniel Freitas, Commissioner
Kathy Tripp, Administrative Assistant
Vincent Furtado



I. Call to Order

Mr. Haworth called the meeting to order at 5:00 p.m.

II. Routine Matters

A. Signing of Departmental Bills

III. Interview for BPW Superintendent

A. Vincent Furtado

Mr. Haworth – We are interviewing Mr. Furtado tonight because he will be going on vacation. We will be doing this in open session because he is a finalist and this is his second interview.

Mr. Hobson – Are you up to do the job? There are forty-seven employees, four departments, Water, Sewer Highway and Park. This includes a lot of people.

Mr. Furtado – I appreciate that.

Mr. Hobson – Are you looking for longer than a two year contract?

Mr. Furtado – That would be the intent. Primarily I work with the wastewater guys. I am familiar with AFSCME. My main focus is they are there to work for the Town.

Mr. Hobson – Snowstorms?

Mr. Furtado – I can't remember the last time I didn't respond.

Mr. Hobson – There are a lot of projects that need to be finished. That would be one of your responsibilities. We need people who are going to finish those projects.

Mr. Furtado – I would want to go in the field and be with the guys; work alongside them.

Ms. Sturtevant – If you were offered the position, would you go back to New Bedford if they offered you more pay?

Mr. Furtado – The only way that could happen is if I was promoted. There are seven steps and I am at the top.

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Ms. Sturtevant – What could you bring to the Town of Fairhaven?

Mr. Furtado – I have twenty years experience in municipal government.

Mr. Riley – What are you envisioning in sitting down with your subordinates good or bad in forming guidelines?

Mr. Furtado – Meeting with the other Superintendents so each other knows what's going on. Christmas, Employee Appreciation Day, meet as often as necessary.

Mr. Riley – There are three Superintendents; give me an example without knowing them, some goals you would set in the first month?

Mr. Furtado – I know how often it takes to accomplish things. Set goals could be accomplished to see where they are.

Mr. Riley – Existing schedule, what's expected?

Mr. Furtado – Yes, we would meet every day.

Mr. Riley – Did you walk into what's already in place?

Mr. Furtado – No, that was twenty years ago.

Mr. Riley – Assume in a situation, that meetings do not take place, how would you implement that?

Mr. Furtado – I would ask the Superintendents to come to a meeting.

Mr. Riley – Assume they do exist, how would you enhance them?

Mr. Furtado – I'd have to see what happens, get informed.

Mr. Riley – Dealing with engineers on a scale of 1-10; 1 horrible and 10 super?

Mr. Furtado – Good and bad in anything. We've dealt with CDM. We are very happy with them.

Mr. Riley - How do you evaluate being proactive with equipment?

Mr. Furtado – Other Superintendents do that. We have a Garage Superintendent that does the inventory of the vehicles.

Mr. Riley – Town politics; beside the Board of Selectmen, the executive secretary who was formally the head of the public works who is an engineer and the Finance Committee being control freaks. Those three have strong ties and obstacles; do you dance around them or possibly interfere?

Mr. Furtado – However I have to do it. If hired I would do my best for the Town of Fairhaven. I would do my best to listen. There may be good varying opinions and I would welcome them.

Mr. Freitas – There are the big three; Police, Fire and Schools. BPW is beyond that. Town Meeting; we ask for things and get shot down. We've had a lack of leadership here. I don't think you can do it in a year or two. The Finance Committee shoots us down. Be a leader in this department. Ten years ago the Water Department was in rough shape, the collection system is in rough shape. The place needs a

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leader. Engineers talk to you on work to do at the treatment plant, 1 million worth, do you take their word for it or do you talk to the people who work up there every day? What do you do at that point?

Mr. Furtado – Probably try the cheapest way once. You need fiscal responsibility.

Mr. Haworth – How many people do you supervise directly?

Mr. Furtado – 35-40.

Mr. Haworth – How many did you hire directly?

Mr. Furtado – Except the people that were there before, I am involved with every interview process. We've gone thru a lot of folks.

Mr. Haworth – What's the turnaround rate?

Mr. Furtado – Do you have Civil Service?

Mr. Haworth – Yes.

Mr. Furtado – Probably 50-70 people let go.

Mr. Hobson – How did you start?

Mr. Furtado – In the lab. I have a degree in Biochemistry.

Mr. Haworth – Define what your role would be?

Mr. Furtado – Fiscal responsibility; money to try to get everyone on the same page.

Mr. Haworth – In New Bedford, how many sick days have you used since July 1st?

Mr. Furtado – Zero, never used any since I started.

Mr. Haworth – Vacation?

Mr. Furtado – I have 27 days.

Mr. Haworth – Do you receive comp time?

Mr. Furtado – No.

Mr. Haworth – Are you still on furlough?

Mr. Furtado – The last 40 are back in place.

Mr. Haworth – What would you be doing in New Bedford to prepare yourself to leave?

Mr. Furtado – Daily, monthly; I have a list together. I would have to give 2-3 weeks' notice. I would tell my boss if I leave and something wasn't covered, I would be a phone call away.

Mr. Haworth – Have you told your boss that you have applied at other places?

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Mr. Furtado – Not here. In May I told him that I be pursuing other pastures. I am sick of the furlough.

Mr. Haworth – If we choose you, would you really take the job?

Mr. Furtado – Absolutely.

Mr. Haworth – What would you expect for benefits?

Mr. Furtado – Something like I have now. I have 27 days vacation, my sick time is maxed out at 180 days, 5 personal days.

Mr. Haworth – Health insurance?

Mr. Furtado – The city pays 75%.

Mr. Hobson – The Town pays 60%.

Mr. Haworth – Salary, in general?

Mr. Furtado – Depends on the length of the contract; \$87,500.

Mr. Haworth – We are leaning towards a two year contract, maybe three. What do you have for us?

Mr. Furtado – Retirement is the same. Is there a Town vehicle?

Mr. Freitas – Snow removal is split 50/50 with the Highway Superintendent.

IV. Board Members / Administrative Assistant – New Business / Old Business

Mr. Hobson – The wells at West Island were not take care of? Is the driveway at the Pasta House taken care of?

Mr. Haworth – It was in the original design on the 25% plan. When the State switched engineers from Beta to BSC the curb was 30' into the Pasta House and then it went to 22'. The owner wasn't happy. Everything worked out and he is now happy. There was no cost to the Town.

The Town looks great. The brush at the Hurricane Dike is all cut. All the trash was picked up after the 4th of July. Thank you to Mr. Charbonneau.

V. Executive Session and Adjourn

Mr. Haworth motioned to enter into executive session at 6:05 p.m. to discuss union issues with the Recycle Center and not to reconvene in open session. Ms. Sturtevant seconded. Vote unanimous.

Roll call taken: Mr. Haworth, Mr. Hobson, Ms. Sturtevant, Mr. Riley and Mr. Freitas in favor.

Respectfully submitted,

Kathy A. Tripp
Administrative Assistant