

**Town of Fairhaven
Board of Public Works Meeting
April 23, 2012**

Present

G. Steven Riley, Commissioner
Robert Hobson, Commissioner
Kathleen Sturtevant, Commissioner
Geoffrey Haworth, Commissioner
Daniel Freitas, Commissioner
Vincent Furtado, BPW Superintendent
Kathy Tripp, Administrative Assistant
Edward Fortin, Water Superintendent
Linda Schick, Sewer Superintendent
Jorge Silva, Highway Department
Jeffrey Furtado, Sewer Department
Karl Fleurent, Water Department
William Farrell, Water Department
Jeffrey Costa, Water Department



I. Call to Order

Mr. Riley called the meeting to order at 6:30 p.m.

II. Routine Matters

A. Signing of Departmental Bills

III. Approval of Minutes

A. April 9, 2012

Ms. Sturtevant motioned to approve the minutes of the April 9, 2012 meeting. Mr. Hobson seconded. Vote unanimous.

IV. Appointments

A. Interview for Working Foreman Water System Maintenance Craftsman

1. Jorge Silva

Mr. Silva – I currently work in the Highway Department as a Working Foreman. I have a lot of experience in the field. I'd like to change departments.

Mr. Hobson – You come highly recommended by Mr. Charbonneau. You do a good job. This job requires a water license in so many months. Can you get the license in six months?

Mr. Silva – Yes, I'll try my hardest.

Mr. Hobson – You have experience with the backhoe?

Mr. Silva – Yes.

Ms. Sturtevant – Why should we choose you over the other two candidates?

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Mr. Silva – I've worked with the department and I have a lot of experience. I run crews. I'd like to take that to a different department.

Mr. Haworth – You've been the Working Foreman for the Highway Department for five or six years?

Mr. Silva – Eight.

Mr. Haworth – What have you done in your current position as Working Foreman that makes you stand out?

Mr. Silva – I really don't work with the other foreman. It's usually my own department. It's hard to compare my own to the next.

Mr. Haworth – Why would you stand out?

Mr. Silva – I would give 100% to the best of my ability.

Mr. Haworth – If we poled your co-workers what would they say about you?

Mr. Silva – They don't mind working with me.

Mr. Freitas – How many times have you worked with the Water Department?

Mr. Silva – I've worked on about five or six breaks quite a few times. I've done this for twenty some odd years with Westcott Construction.

Mr. Freitas – No problem getting the license?

Mr. Silva – In a reasonable amount of time.

Mr. Riley – We would give the employee a transition time of six months to obtain the license with possibly an extension. Why would you want to leave your Highway position?

Mr. Silva – Working with some of the guys; every other time there are new operators and truck drivers. There's a certain way I do things. I don't always have the same crew. The Water Department is a much smaller department.

Mr. Fortin – I spoke with Jorge earlier. He has a lot of background. I never have to explain anything to him. He has a lot of experience with water. The only thing needed to check on is the license. It takes progress, courses. Two months of training classes. Each grade is done separately. You have to take 1, 2 and then 3. It could be long term, not a six month thing.

Mr. Freitas – If you take Grade 1, you may have to wait a full year to take Grade 2. Someone mentioned that to me.

Mr. Fortin – Any license you get is in training.

Mr. Hobson – What grade does it require?

Mr. Fortin – Distribution 3 and 1 Treatment.

Mr. Furtado – Jorge would work well with the Water Department crew. He would be effective. He is a valuable asset to the Highway Department.

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2. Jeffrey Furtado

Mr. J. Furtado – I have the opportunity to have some advancement on water so I applied for the foreman's position. I had worked in a water department for ten years; five years in Swansea and five years in Rhode Island. I hold an inactive Grade 2 Treatment license in Massachusetts and a D-3 in Rhode Island. I also have taken many courses in wastewater. I have worked with residents and engineers on construction jobs. It would be a lateral move for me.

Ms. Sturtevant – Why would you want to transfer from sewer to water?

Mr. J. Furtado – There is no advancement in wastewater and it could happen in the Water Department. There is an opportunity for future advancement in the Water Department.

Ms. Sturtevant – What makes you more qualified than the other two candidates?

Mr. J. Furtado – I have been the foreman in the wastewater for the last ten years. I think I do a pretty good job. I could do the same in the water as well.

Ms. Sturtevant – Have you ever had issues working with others?

Mr. J. Furtado – As a foreman, there are always issues. You have to work them out. Keep the personal stuff out of it.

Mr. Haworth – What makes you stand out in the Sewer Department?

Mr. J. Furtado – I have a lot more responsibility than the previous foreman. I attend preconstruction meetings; work with engineers in the field, installed pipe on our own. My superintendent had faith in me to install pipe to grade and install manholes.

Mr. Haworth – Your license is inactive. What would it take to bring it back to active?

Mr. J. Furtado – I have to look into that. I have a D-3 in Rhode Island. Hopefully I can switch it over. I'm not quite sure. T-2 in Massachusetts, I'll have to make a phone call to see how to activate it.

Mr. Haworth – In Massachusetts you could probably restore it pretty quickly.

Mr. Freitas – In the Sewer Department, we did install mains before you got there. I know you've done that. If we go back and talk to people under you, what would you say your management style is?

Mr. J. Furtado – I don't know what you mean.

Mr. Freitas – How would you approach a problem with an employee?

Mr. J. Furtado – I would take them aside and find out what the problem is and sit and talk it over.

Mr. Freitas – What would you bring to the job? Out of the 10-12 years have you stayed current? Since 2001 things have changed.

Mr. J. Furtado – I had done it for ten years. There have been changes, I agree with that. I'd have to stay one notch above them. Always think ahead, anticipate issues. I possess that.

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Mr. Hobson – I know you've been in sewer for quite a few years and have a lot of experience. In the Water Department they have a lot of breaks. Do you have a problem with doing this type of work in the winter?

Mr. J. Furtado – I've helped Ed out numerous times.

Mr. Hobson – It's a lot smaller department. Do you have a Class II and backhoe license?

Mr. J. Furtado – Yes.

Mr. Riley – Why did you let your license expire?

Mr. J. Furtado – At the time there was no need for me to keep it active. I didn't want to pay a yearly fee. It's currently inactive. I just pay the dues.

Mr. Fortin – He has the license, just not in Massachusetts. He has thorough knowledge of piping and repairs. He is familiar with environmental issues.

Mr. Furtado – I concur. If Jeff was the choice it would be a loss in the Sewer Department.

3. Karl Fleurent

Mr. Fleurent – I have been here for twenty years, pretty much in the same department. I am certified in all the licenses and meet all the requirements. It's a way to improve myself. I can be more efficient that it's been going. I feel I know the guys pretty well. There's nothing I can't really fix. I've been doing the foreman's position for the most part of the last ten years since George has been out. I would like to upgrade my position permanently.

Mr. Haworth – You've been doing the job temporary since January 11th give or take.

Mr. Fleurent – We've been short two guys a long time. It's harder to get extra work done. It's hard to keep up.

Mr. Haworth – It's no secret the Board wasn't too happy with you in the past. What can you bring to the table?

Mr. Fleurent – I would try to do a more efficient job for the department. We need extra guys.

Mr. Haworth – The situation you were in two years ago was a bad mistake.

Mr. Freitas – That's unfair what was just said. Since that time we've put him in the foreman's position and given him a raise. We've been short handed with Karl, Bill and Jeff. I can't see how we expect great things. No one is perfect. Is the department perfect? No. What would be your style of management?

Mr. Fleurent – I would be more aggressive. Get the work done with the best I can.

Mr. Freitas – How would you rate yourself on knowing the system?

Mr. Fleurent – I know my stuff in the water.

Mr. Freitas – Has anything changed in the past ten years?

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Mr. Fleurent – I know how to repair stuff; gates, fittings. I think I know the system pretty well. I've been here twenty years.

Mr. Hobson – Do you have a Class II license and backhoe?

Mr. Fleurent – Yes.

Mr. Hobson – This is for a permanent position. There is a lot more responsibilities. You need to show a little more strength, more discipline. You have to make sure people are where they're supposed to be.

Mr. Fleurent – I hear you.

Ms. Sturtevant – How is your rapport with the employees now?

Mr. Fleurent – It's fair. I could improve myself.

Mr. Riley – The department has been short handed. My concern is whoever gets this position has to work with Vinnie and Ed and make the most out of the department. That person every day has to raise the bar a little higher. You need to get the most out of the crew that particular day and every day. Vinnie and Ed being the leaders we can get there.

Mr. Fortin – Karl knows the distribution system. Productivity has been an issue. Since the last time he was here productivity has improved to a certain degree. It could be better. I'm competent that Karl can handle it.

Mr. Furtado – Karl has the knowledge and he can be productive. We have to change the foreman's position and take it out of the union. They share a brothering being in the union. I sat with Karl. He is certainly capable but it's not going to be business as usual. They need to be more efficient. I have no problem with Karl.

Mr. Fleurent – If I am granted the position I will do the best I can to shape the department up a little.

Mr. Freitas – Some of his co-workers are here. Do you have anything to say?

Mr. Hobson – I have an issue with that. It wasn't offered to the other two interviews. Get the sewer and highway department workers in here to speak on the other guys. It's not right.

Mr. Gadomski – I am here as an observer. As a co-worker I would be happy to answer any questions you may have.

Mr. Riley – We are doing interviews in open session. If there are any comments pro or con they have a right to speak, especially a co-worker.

Mr. Costa – All three guys are good workers. I am a truck driver in the Water Department. I have more certifications than them and work experience. All are good workers. Nobody's perfect.

Mr. Farrell – Karl does a good job and he knows what he's doing.

Mr. Haworth – We have three qualified candidates. Mr. Silva has been a foreman since the day he was hired. He has a pretty good file. He does not have the license. Mr. Furtado's license is inactive but he has worked in other towns. Karl, you need to make good decisions. We know what you did left a bad taste with us. The union rules, our hands are tied. We are left to put Mr. Fleurent into the position.

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Mr. Freitas – Again, you mentioned what happened two years, six months ago. There have been issues with other foreman. Ms. Schick can tell you that a couple of years ago something happened when Bob Carey was here. The contract says the senior most qualified in the department. Our hands are tied. Six months probation. If you go with someone else you are probably going to lose if there is a grievance.

Mr. Hobson – I think the best man for the job is the one who should get the job. You have to do the job to the highest level.

Ms. Sturtevant – I agree. You have to be a leader and teach and guide the people underneath you. However, tow the road for six months. Everybody has to work together.

Mr. Riley – All these comments are good advice for all the candidates. It's clear that Jorge, Jeff and Karl know that there needs to be a new way of thinking for this position. Your plate will be full. It has to be at a higher standard.

Ms. Sturtevant motioned to promote Karl Fleurent to the Working Foreman Water System Maintenance Craftsman position. Mr. Freitas seconded.

Mr. Hobson motioned to appoint Jeffrey Furtado to the Working Foreman Water System Maintenance Craftsman position. Mr. Haworth seconded.

On the first motion: Mr. Riley, Ms. Sturtevant, and Mr. Freitas in favor. Mr. Hobson and Mr. Haworth opposed. Motion passes 3-2 in favor of Karl Fleurent.

Mr. Riley – I strongly suggest that you sit with Mr. Fortin and Mr. Furtado and come up with a strategy plan on how to be a leader.

Mr. Freitas – I suggest helping out Karl and being the best you can.

B. Edward Fortin, Water Supt. – Re: Outdoor Water Use Restriction

Mr. Riley – The State has put out that they may issue a water use restriction because there is a drought.

Mr. Fortin – The State is looking into that. They will meet again in the beginning of May to discuss the situation. They will advise the communities. Marion always puts in restrictions the beginning of summer.

Mr. Haworth – It's important that we practice good water conservation but let's try to avoid any restrictions. We need to sell as much water as we can. Restrictions are very costly.

Mr. Riley – Two years ago we had a water restriction. That hurt the revenue. The longer we can push this off the better.

Mr. Fortin – We have been supplying water to Pope's Island in New Bedford for a week. It will probably last about one month.

Mr. Freitas – 10 Diamond Street?

Mr. Furtado – Tom Crotty was on vacation a couple weeks ago. I sent him a Right of Access form for the property and repair form and it meets the criteria. He wants us to make sure that the intent to lien the property is on the form.

Mr. Fortin – We charge for time and materials; no profit.

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V. Items for Action

A. Rockwood Corp. – Change Order / Final Pay Requisition

Mr. Riley – This is being passed over.

B. Brown and Caldwell – Pay Requisitions

Mr. Riley – You have three invoices in your packet. I asked Ms. Schick to attend the meeting because I had some questions.

Discussion followed on Brown and Caldwell's invoices in reference to labor rates and miscellaneous items on the invoices.

Mr. Freitas – Can we have them come to the next meeting to explain.

Mr. Freitas motioned to have Brown and Caldwell attend the next Board of Public Works meeting to discuss the three invoices. Mr. Hobson seconded. Vote unanimous.

Mr. Furtado – There is one other invoice that Linda is holding.

C. Town Accountant – Re: Authorized Signatures for BPW Invoices

Mr. Haworth motioned to sign the Town Accountant's request for who should be signing BPW invoices. Ms. Sturtevant seconded. Vote unanimous.

D. Livesey Park Storage Building

Mr. Riley – At the last two Board meetings we spoke about the Livesey Field and demolishing the red building. We have a plan for a new facility with bathrooms and a storage facility on the same footprint.

Mr. Haworth – For the record I want to officially say that I am not affiliated with the Fairhaven Youth Football League. I am just a liaison. They are proposing a field house at Livesey Park. It's being used to store equipment. It would be at no cost to the Town. They want to remove the old building and replace. I told them I would bring this to the full Board to see if they would support it or no. This is just in the preliminary stages, probably looking at a year or two away. There will be no concession. They currently use a trailer on the side for storage.

Mr. Freitas – For starters, I am in full support of the Fairhaven Youth Football. The building is impressive. Need to make sure if they start it they finish it. There are common areas and an office. I just want to make sure this doesn't become a clubhouse. We could run into some problems. This would be a Town owned building. I don't want anyone bringing in beer; no alcoholic beverages. Maybe this should go before Town Meeting since they are having a problem with Verizon and the other stuff at Cushman. They are trying to do a good thing.

Ms. Sturtevant – I think it's a great idea. My concern is it going to be just for the Fairhaven Youth Football or can others use it too?

Mr. Haworth – We could put it into a lease to them.

Mr. Riley – This is a great youth program in Town. We need to make sure we know the rules of the road. Make sure they pay in a timely fashion. This isn't the same footprint. You need to check with the Building Department. They would be responsible for the utilities.

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Mr. Furtado – We have to follow 30B. That's my only concern.

Mr. Riley – Possibly meet with the Board to iron out some details.

Mr. Haworth – I'll make some notes on the plans and tell them before we go forward they physically need to come in.

E. Request from Recreation – Big Truck Day, May 12th

Mr. Furtado – Warren will be having a grand re-opening for the gym. He asked for the Board's permission if we would have the Big Truck Day as we've done in the past. It will involve a little overtime for the guys.

Mr. Hobson – I'm okay with it.

Ms. Sturtevant – That's fine.

Mr. Haworth – In the past we didn't have any big concerns. Maybe split up the overtime to three departments, one guy in each department.

Mr. Freitas – The Highway guys had no snow overtime this year. Put out the grader and dump truck.

Mr. Riley – I concur, whatever fits for budgetary reasons.

Mr. Hobson motioned to support the Recreation Department and hold Big Truck Day by supplying personnel and equipment. Ms. Sturtevant seconded. Vote unanimous.

F. GCG Associates – Southcoast Hospital Ambulatory Care Agreement

The item was passed over.

VI. Board Members, Superintendent – Old Business / New Business

Mr. Freitas – I have nothing.

Mr. Haworth – I like Mr. Furtado's new bulletin. The new street sweeper; are there any other Towns getting one?

Mr. Furtado – The last I knew it was two. They sent me an email today. It's imperative that another town commits. Without this we're looking at another \$30,000.

Mr. Haworth – In the packet we received information about Courtlyn Way and 65 Oliver Street.

Mr. Riley – That will be on the next agenda.

Mr. Haworth – Has anyone evaluated it?

Mr. Furtado – I went there.

Ms. Sturtevant – The Little Bay Bike Path; there is still graffiti there. It's not on the building.

Mr. Hobson – We need to have someone certified to spray the stone walls in Town. It would save us a lot of money.

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The Board meetings are still not posted in the Standard Times.

Ms. Tripp – My meeting notice has to be posted on Thursday by 4:30 with the Town Clerk. I've been told that the Standard Times will call for the information before noon on Thursdays. Sometimes my agenda is not done by noon. I do post it on the Town's website.

Mr. Riley – I'd like to thank P.J. Keating for the 200 ton of stone dust they donated.

Also we received a thank you from the Bicentennial Committee for the lighting at Cushman Park for the Vietnam Wall.

At the last meeting in error I meant to thank Mr. Haworth for serving for three years as chairman. You did a lot of hard work. It's a lot for a person.

VII. Set Date for the Next Meeting

Town Meeting is May 5th at 9:00. We need to meet at 8:30.

Mr. Haworth motioned to hold the next meeting on May 5, 2012 at 8:30 a.m. at the Middle School. Mr. Freitas seconded. Vote unanimous.

Mr. Riley motioned to hold the following meeting on May 7, 2012 at 6:30 p.m. Ms. Sturtevant seconded. Vote unanimous.

VI. Board Members, Superintendent – Old Business / New Business (Cont.)

Mr. Furtado – Brandon Phaneuf is doing the Frye restoration. He also has another client with another order of conditions. He was at the conservation meeting tonight.

Mr. Haworth – He is not on the tonight's agenda so he will have to be at our next meeting.

VIII. Adjourn and Executive Session

Mr. Riley motioned to adjourn the open session at 8:18 p.m. and enter into executive session to discuss the digester and union negotiations and not to reconvene in open session. Ms. Sturtevant seconded. Vote unanimous.

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

Respectfully submitted,

Kathy A. Tripp
Administrative Assistant