



TOWN OF HADLEY  
SELECT BOARD  
August 7, 2013  
Meeting Minutes

Meeting convened at 7:00 pm, Room 203, Hadley Town Hall

**Present:** Chair Daniel Dudkiewicz, Joyce Chunglo, Guilford Mooring, John Waskiewicz, Brian West

**Absent:**

**Also in Attendance:** David Nixon (Town Administrator); Peg Jekanowski, (Admin. Assistant); Richard Trueswell, (TV-5); Mike Klimoski, Gary Girouard (DPW); Tom Fydenkevez, Scott Bergeron, Tom Pierce (Sunderland Select Board); Tom Relihan (Daily Hampshire Gazette); Michael Spanknebel, (Hadley Fire); Fred Laurenitis (Sunderland Water Department); Paul Lawler, Cyd Champoux, Michael Sniadach, Mary Jane Sniadach, Dennis Hukowicz (Police Chief); Steven Kennedy; Vitaliy Tsvor

**Approval of Warrants #8 & 8S: Payroll #11:**

***Motion: Chunglo Second: West Vote 5-0-0***

**Special Announcement:** Chair Dudkiewicz read an announcement from the Massachusetts Executive Office of Health and Human Services regarding a second case of EEE in Belchertown, stating that the risk level in Hadley has been raised to moderate.

**Appointments:**

**7:05 pm: Todd Ford: H-Cog Annual Report (Discussion):** Mr. Ford gave a brief report on the Hampshire Council of Governments and service to the Town. Among the services Hadley uses is the electricity program and will be looking at Hampshire Solar Net Metering which will provide a 30% discount. Also participating in Hampshire IT and in a pilot program for a "cloud" that will offer cost saving with hardware upgrade and provide back up to data. Hadley also participates with group insurance trust which had offered a flat rate for the past 4 years. HCog is also working on aggregating utility cost which will result in lower rates. Mr. Dudkiewicz asked about what the Town might save with the net metering program. Mr. Ford advised the Town look at the annual load and allocate 85% of that toward solar net metering energy credits; essentially there will be a 30% discount. They are also working on the price fluctuation with Hampshire Power to make it more stable and guarantee savings. Mr. Klimoski asked about going out to bid for tree services, Mr. Ford said they could look into this.

**7:10 pm: Mass Works Grant Application - Shattuck Road (Public Hearing):**

Chair Dudkiewicz opened the public hearing and read the rules for public hearing, including the fact that written comment will be accepted by the Board until August 14, 2013. A description of the project from the grant application is as follows:



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The Town of Hadley proposes to pave an 800-foot section of Shattuck Road immediately south of the Hadley-Sunderland town border, and the Town proposes to extend water service 800 feet to the Hadley-Sunderland border. Currently, the project area consists of a gravel road without water service. Four residences and four undeveloped lots are situated in the project area, and the residences receive water from private wells, which frequently run dry in summer months.

The road paving will enhance public transportation safety of Shattuck Road by improving the road surface for all-weather travel, as well as providing for a viable detour route to allow closure of Route 47, a north-south corridor, during the replacement of the Dwyer's Bridge culvert (project expected to occur in summer 2014). Route 47 is classified as a state-designed urban minor arterial, and it supports traffic that includes oversized agricultural equipment. The proposed project on Shattuck Road would provide a safe and effective detour during closures of Route 47.

The road work will consist of a survey, tree cutting, and widening within the public layout, and paving to meet existing pavement north and south of the project area. The cost is expected to be \$61,815 to be covered by the MassWorks Infrastructure Program grant.

Chair Dudkiewicz recognized members of the Sunderland Select Board that were present for the hearing: Tom Fydenkevez, Scott Bergeron and David Pierce. Mr. Fydenkevez stated that Sunderland's biggest concern is the traffic and the duration of the project in regard to the detour when Route 47 is under repair. The Board discussed possibilities for mitigating traffic concerns during the repair of the Route 47 culvert. Mr. Nixon stated that this is a grant program for a project that will address the condition of the road and water issues. The Massworks grant program likes to see small projects, combination municipal and state funding, road safety component, and cooperation between towns. Hadley will pay approximately \$60,400.00 out of water reserves for a water line. This line will end at a fire hydrant at the Hadley/Sunderland town line, which with some work could be an emergency water supply. Mr. Mooring stated that any connection would need to follow all DEP protocol. Discussion ensued that it is advantageous for the two municipalities to work together. Residents of Shattuck Road were present and thanked the Board for pursuing this grant. The grant will be submitted in September. All responses regarding the project were positive. The hearing will remain open until August 14, 2013 in order for any written comment to be submitted.

**7:20 pm: Sunderland Select Board: S & J Land Preservation:** Mr. Nixon explained that property on Route 47 that straddles both Sunderland and Hadley was up for sale, and the Towns worked together to pursue protecting the open space. Sunderland Select Board member Fydenkevez stated that when they originally spoke to the landowner, the APR process was "dead." However, once the landowners saw that the two Boards showed serious commitment to make it happen, the process moved forward. Sunderland Select Board stated they appreciated the fact that members of the Hadley Select Board attended their meeting regarding this project, and hoped the communities will continue to work together. Discussion ensued as how the towns can continue to work together, including project such as regional EMS.

**7:30 pm: Shelburne Falls Coffee Roaster, 322 Russell Street, Hadley Application for On Premise Wine and Malt with cordial license (Hearing Continued from June 19, 2013)**

Mr. Nixon stated that Shelburne Falls has asked for another continuance until September 18<sup>th</sup>, 2013. Electrical issues and building code issues have been addressed; there are still some fire issues that need to be addressed.

***Motion to continue the hearing until September 18, 2013: Mooring Second: Chunglo Vote: 5-0-0.***

**7:40 pm: Candidate for Fire Chief:** Chair Dudkiewicz read a memo from Dennis Hukowicz, Chair of the Fire Chief Search Committee, recommending two potential candidates for Fire Chief: Michael Spanknebel and Steven Kennedy. Chair Dudkiewicz thanked the search committee for their service. He remarked that each candidate had strong resumes. The Select Board interviewed each candidate.

**Michael Spanknebel (Interview):**

Mr. Spanknebel thanked the Select Board for opportunity to apply for the position of Fire Chief.

Q. How would you delegate some of responsibilities for running a Fire Department.?



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A. Create a management team, as was recommended in the Fire Department study. It is critical to have strong officers under a chief. Look to younger membership, have them take courses and help nourish them and (help them) mature as fire fighters. Build leadership.

Q. A department runs on training, morale, and discipline. What steps would you take to improve these functions?  
A. Creating standard operating procedures in writing is a priority. These must be functional and up to date, so fire fighters know what to do.

Q. How would you improve or expand communication to the Select Board?  
A. Critical to bring in reports to update Select Board. A strong chief is not to separate from but actually closer to the Select Board, and the Fire Department handles many different types of emergencies, the Chief needs the ability to deal with everything (that comes at him.)

Q. What is the vision for the department?  
A. Establish leadership, creating standard operating procedures, preparing for growth, work with budget constraints, continue hiring, continue fire education, preplanning for disaster preparedness, establish command structure.

Q. What personal changes need to happen to make this transition?  
A. Once you become the chief you don't have friends, other chiefs are friends. The biggest challenge will be taking friendship out of it, firefighting is a business of saving people and that is how decisions will have to be made.

Q. How do we progress in keeping up the volunteer force?  
A. Different programs have been developed at the high school level including a fire science course. Also, seek grants to help with recruitment. Also, a program with Senior Citizens was developed to be prepared in the event of a fire or other disaster.

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**Steven Kennedy (Interview):**

Mr. Kennedy thanked the Board for the opportunity and remarked that he was impressed by the process and thoroughness of the search committee.

Q. How would you delegate some of responsibilities for running a Fire Department.?

A. Delegation is a great leadership tool, look for places where people can use their strengths. Needs to be clear and concise job description.

Q. A department runs on training, morale, and discipline. What steps would you take to improve these functions?  
A. Morale is a byproduct of discipline and training. Discipline policy must be clear so everyone knows what the rules are. Training is always on going and there are many resources to work with.

Q. What would be the first step in moving the Fire Department forward, in that this is a small town force with big town problems?  
A. Watch, see what the strengths of the department are, take a look at response policies. Set goals with time tables.

Q. As a captain for the Easthampton Fire Department, what kind of programs have you implemented/developed?  
A. We had a safe program but funding was cut, was a member of state hazardous material response team, look at what other Towns are doing and how it would work in Hadley.

Q. What is the vision for the department?  
A. Move towards better protection for the Town, more recruitment, utilize resources and tools for recruitment and retention.



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Q. What personal changes need to happen to make this transition?

A. I may not have as difficult time as my counterpart as I don't have personal relationships, but I would develop professional relationships. Clear communication.

Q. How do we progress in keeping up the volunteer force?

A. Incentives, recruitment drives, offer CPR classes, offer fire safe training, fire extinguisher courses.

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**Deliberations:** The Board discussed the qualifications of both candidates. Chair Dudkiewicz stated that one letter of recommendation for Mr. Spanknebel that he found remarkable is that "Mr. Spanknebel says what he is going to do and does what he says." Mr. West stated that he was very impressed with the quality of the applicants and thanked both for applying. Mr. Mooring, a member of the Search Committee, stated that it was a very difficult task due to the quality of both applicants and that he was impressed. He stated that both candidates had obstacles to overcome in that one was "the local guy" and one "not the local guy." He stated that the town would do well to have either candidate as chief. Ms. Chunglo stated their expertise would enhance service. She stated that in her history with the town, if she has someone within a department who is willing to step up to the plate and do a job, she would like to give them the opportunity. She stated that Mr. Spanknebel has done the job of a chief for some time, but has not had the authority. The current department needs a leader to move it forward. Mr. Spanknebel has an edge in knowing the buildings, and has done much preplanning for the Town. **Motion to offer the job of Full Time Fire Chief for the Town of Hadley to Michael Spanknebel: Chunglo Second: Mooring Vote: 4-0-1 (Waskiewicz abstaining)**

Mr. Spanknebel thanked the Board and accepted the offer. Contract negotiations will still need to move forward.

**Old Business #1 Water Update:** DPW Director Gary Girouard updated the Board as to the current status of Hadley water. DEP has received the Town's letter regarding steps to resolve problems, exterior cleaning of the tanks started, and Mr. Girouard would like three permanent water sampling stations. This will cost money depending and the Town will need to get bids. DEP will talk to the Town about getting off chlorination once all components are in place. Discussion ensued and David Nixon will proceed with getting bids for work, contingent on funding (approx. \$60,000.00) at Fall Town Meeting. The Board thanked Mr. Girouard for the communication on the ongoing process and asked him to continue with the practice.

**Old Business #2 Senior Center Drainage:** The Board reviewed a problem with drainage at the Senior Center that was identified as it was discovered that the storm drain is tied in to the town's wastewater collection system and needs to be connected to storm water system. Discussion ensued as to how to best accomplish this, and how a different roof might or might not impact this. The Board decided to take this under advisement, pull together all of the drainage specs, check elevation, and make a decision about how to move forward. This will be discussed at the September 4, 2013 meeting.

**New Business #7 Application for Use of Town Common: Vitaliy Tsvor Wedding:** The Board reviewed an application to use the Town Common near the Esselon Café for a wedding, the date of the event is September 22, 2013, the time is 4:00 pm until approximately 9:30 pm. Esselon Café is catering the event and will provide parking in their lot as they are closing for the afternoon. A small jazz band will play in the garden at Esselon. Chief Hukowicz has met with the organizer and approved the application. The tent will be erected before the event. **Motion to approve application to use the Town Common for Vitaliy Tsvor wedding: West Second: Chunglo Vote 5-0-0.**

**Old Business #3 Update on Sewer Pumps 1&4:** The Board discussed pricing for upgrades to sewer pumps 1 & 4, pricing has gone up to an amount of \$986,000 for the project, a cost difference of \$296,100.00. Part of the price increase is inflation, but another reason is the need for a tri-pumping system design cost and construction, and the need to reconfigure the building. Discussion turned to funding, it will be funded by borrowing; paid through sewer receipts. It will go to Fall Town Meeting for approval. Currently there is no debt in waste water.





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**Old Business #4 Legal Article release of funds to General Fund:** *Motion to release \$24,384.22 in legal funds left from dike litigation to General Fund. Chunglo Second: West Vote: 5-0-0*

**Old Business #5 Bike Rack placement:** The Board discussed installing bike racks along the Connecticut River Byway, as a grant has been received through Mass Dot via Franklin COG. Mr. Nixon suggested placing one on the Alexander Dawson Conservation area, and reaching out to area businesses on Route 47 to see if they would like a bike rack installed. *Motion to ask for three traditional styled bicycle racks: West Second: Chunglo Vote: 5-0-0.*

**New Business #1 Surplus Vehicle and Equipment disposal:** *Motion to declare list of old furniture and discarded material as stated in email dated 8/6/2013 from Suzanne Travisano, Sr. Service Director, as surplus and to be removed from the Hadley Senior Center: West Second: Dudkiewicz Vote: 4-0-1 (Waskiewicz abstaining)*

**New Business #2 Town Administrator Evaluation:** Mr. Dudkiewicz asked Board Members to have evaluations to him for coordinating by October 2, 2013. Evaluation will be done at the October 16, 2013 meeting.

**New Business #3 DPW Director Evaluation:** Mr. Dudkiewicz asked Board Members to have evaluations to him for coordinating by October 2, 2013. Evaluation will be done at the October 16, 2013 meeting.

**New Business #4 Application for Sewer Abatement: Bridgestone Retail Operations, 336 Russell Street:** The Board reviewed the above referenced application. Abatement requested as an error occurred in account ID's. Abatement requested in the amount of \$2,433.52. *Motion to abate \$2,433.52 to Bridgestone Retail Operations: West Second: Chunglo Vote: 4-0-1 (Waskiewicz abstaining).*

**New Business #5 Hadley Fire Department : Resignation – Michael Bielunis:** *Motion to regretfully accept the resignation of Michael Bielunis from the Hadley Fire Department: Chunglo Second: West Vote: 4-0-1 (Waskiewicz abstaining).* The Board asked a letter of thanks be sent to Mr. Bielunis for his years of service.

**New Business #6 Hadley Historical Commission: Resignation – John Silvestro** *Motion to accept the resignation of Michael Bielunis from the Hadley Fire Department: Chunglo Second: West Vote: 4-0-1 (Waskiewicz abstaining).* The Board asked a letter of thanks be sent to Mr. Bielunis for his years of service.

**Announcements**

The Board offered condolences to the family of John Fradema and Mrs. John Mish who have recently passed away.

The Board thanked Kelly O'Donnell Martula and everyone who helped with the recent "Softball for Small Fries" event held at the Hadley Young Men's Club. A good time was had by all and raised money for a good cause. Thank you to all the volunteers and participants.

The Board thanked Joan Zuzgo and Zach Jekanowski for taking care of all of the Town Hall plants and flowers.

**Executive Session:**

**8:50 pm:** *Move to Executive Session for the purpose of labor negotiation / contract negotiations and not to reconvene in open session: Mooring Second: West* Chair Dudkiewicz stated "As Chair of the Hadley Select Board, I state that the Board has moved and seconded to enter into executive session, and I state that discussing the matter in open session will have an adverse effect on the Town of Hadley. **Roll Call Vote:** *Waskiewicz – Yes: Mooring – Yes: Dudkiewicz – Yes: Chunglo – Yes: West – yes*

A discussion was held regarding a DPW Contract. A motion was made and seconded and roll call vote taken: *Waskiewicz – Abstain: Mooring – Yes: Dudkiewicz – Yes: Chunglo – Yes: West – yes*



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A discussion was held regarding Police Contract negotiations. A motion was made and seconded and roll call vote taken: **Waskiewicz – Yes: Mooring – Yes: Dudkiewicz – Yes: Chunglo – Yes: West – yes**

**Adjournment**

**9:15 pm Motion to adjourn: Dudkiewicz Second: West Roll Call Vote: Waskiewicz – Yes: Mooring – Yes: Dudkiewicz – Yes: Chunglo – Yes: West – yes**

Meeting adjourned at 9:15 pm.

Respectfully submitted,

Margaret J. Jekanowski, Administrative Assistant

Approved 08.14.2013