

BOARD OF SELECTMEN
SELECTMEN MEETING
TUESDAY, JULY 8, 2014 - 6:30 P.M.
SELECTMEN MEETING ROOM

Meeting came to order at 6:30 p.m. with Selectmen Michael J. Schleiff, Kim R. Roy and Troy E. Garron present.

The Chair announced that the meeting is being taped.

The following business was discussed:

PLEDGE OF ALLEGIANCE

The Board as well as those attending tonight's meeting stood to recite the Pledge of Allegiance.

AGENDA

The Agenda for Tuesday, July 8th was unanimously approved without revision.

SCHEDULED APPOINTMENTS

Bradley Weber – Fire Chief Interview

The questions below in italics were asked by Selectmen Schleiff followed by Mr. Webber's responses.

Tell us about yourself and why you want to be the Fire Chief in Halifax?

My father and grandfather were firefighters. I was a boy scout; married out of high school; became a CMT; worked with a great fire chief; worked a lot of fires in Missouri; started looking across the country; applied in Rutland, Massachusetts where I have held many positions and have made it to being a chief. I have a desire to be close to the ocean. I have attended all Finance Committee Meetings and Executive Board; have talked with the Halifax personnel and they seem like a great group.

Are you aware of any issue that would prevent you from being available 24/7?

Not at all.

We have events throughout the year such as Fourth of July, Holidays in Halifax etc. What do you think as the Fire Chief about you being there and being available?

I just got a 2½ override and think working within the community and being part of the community helped with that.

How far do you live from Halifax?

I live on a month-to-month basis but if I got the position would move within thirty days of getting the job.

The emergency management group in the past consists of the Fire Chief, Police Chief, Water Superintendent and Board of Health. They meet from time to time as a group and discuss common issues. Do you have any experience in working both jointly and collaboratively with this kind of group?

I am currently the Director in Rutland, which I enjoy.

The past Fire Chiefs for many years have been Deputy Director or Director of Emergency Management. Would you as the Fire Chief in Halifax be agreeable to continuing in that position?

Yes.

We were fortunate in the last chief to have a person who had the ability finding and receiving alternative funding sources for equipment, etc. and was creative at doing that. Do you have any thoughts or experience on that?

I have written grants and will continue to do so.

What is your experience with working with call firefighters, what would you do to recruit and train call firefighters, and how would you integrate the call with the full-timers.

I have worked with call firefighters and you need to make sure that both call and fulltime firefighters are equal. I enjoy working with the two and there are challenges.

We want people to look at Halifax as a place they want to be. What would you do to make others wanting to live here?

Make yourself visible to the community, offer programs for all and serve the citizens of the town.

We get a lot of firefighters who start out just as firefighters and then develop an interest in the medical. How would you train the ones already there and new people that might come in and how does that all work together?

I have taught EMT programs in the past and think education is important. I would be a support person for them and be there to help them.

The position you are being considered for is the chief executive of the Fire Department which is the largest employer in Town next to the school. What are your hiring philosophy and experience and also your philosophy and experience in discipline since, as the Fire Chief, you would be responsible for both of those?

Rutland has a strong chief and I have had to terminate employees and it is not a nice thing to have to do. Love to hire; love to ask “where do you see yourself in five years” – love to hear that they want to advance themselves.

Have you spent time here and meet some of the guys?

Yes I have not a lot but spent some time in the fire station Matt has given me tour and have talked on several occasions and following you all on Facebook.

The questions below in italics were asked by Selectmen Roy followed by Mr. Webber's responses.

You mentioned earlier that your report to five people wanted to clarify that our Town Administrator is not a strong town administrator and he would be reporting to the Board of Selectmen, which is a three person Board. You have only been in Rutland for a year. You have been in Rutland for a year why are you moving on?

I was hired from out of State and replaced a fire chief of thirty-five years. They had an internal candidate in mind he was looked over and they hired me. The internal candidate is still there and there is some tension. Does not feel like a team to him. He is not here to talk bad of the department. I saw this opening, liked the area and again, love the ocean. Looked like the right town same size where I'm at. Rutland also has some financial problems.

Even though the override was passed?

Yes. Every year we are cutting our budgets. Lots of buildings were built without a debt exclusion in the past and we are paying for it now.

Who calculated the override?

I did.

Are you fearful that the town will cut your budget down?

We cut our budget every year. I attend a lot of the finance meeting because there isn't enough money in the original budget to pay bills so we have to go in and do reserve fund transfers.

When was the override passed?

This past June.

Curious why you are fearful of it being cut already?

I'm not. It is the rest of the budgets.

You are seeking other employment is because you do not feel that there is team atmosphere there?

Yes.

And you feel that there is hope in turning that around?

I would not say that. I have not applied over the State just applied here because this looked like a good opportunity for me. If this does not pan out for me I will stay where I am. My wife and I are just trying to decide where we are going to settle down so before buying a house wanted to know where I was going to be.

Is this the first budget you developed?

No. I have done this as a deputy chief.

Don't know how town government works in Missouri.

We have a city council Mayor. In Rutland we have a regional school district they can raise and appropriate and then it comes out of the town's budget in Missouri the school can raise and appropriate all they want and it does not affect the town's budget. It has been more challenging here.

What would your favorite and least favorite employee say about you?

My favorite employee, the union president, would say I'm fair, have a lot of patience and remain calm in tough situations. My least favorite employee ...

Are you tough?

No, I am fair even middle-of-the-road guy. My goal is to raise someone up not put them down when one is being disciplined. Even when I am getting attacked I separate the personality for that.

What is your goal in five years?

To find a home and stay there until I retire. If this does not pan out here in Halifax I plan on settling in Rutland and stay there until we are ready to retire.

Yes I did notice from your resume you were at your last job for a long period of time that is why I asked why leaving Rutland. Who was your favorite fire chief and why?

Kirk Smith. He was a fire chief in Lexington Missouri. He is cancer survivor on the job and still on the job. At the age of fifty he adopted two little girls from China. He gives one hundred percent of himself to his family and job. Although he has some physical problems he is always out there for everybody and is one of the most respected men in my eyes. The challenges that he has worked through to continue to do the job he is doing is amazing and is inspiring.

Do you think you are a good communicator?

I think that I have some challenges at times. I am very open with people and some people fault me for that. I don't keep a lot of secrets from people.

The questions below in italics were asked by Selectmen Garron followed by Mr. Webber's responses.

Moving from the Midwest to New England was a transition for me how was it for you?

The town people have really enjoyed me being out there in the public. The past fire chief was a townie and everyone one knew him but he was not like me and the current chief we have is not like me as most of the people have never met him as he kind of stays in his office. We got a 2½ override passed and one had not been done since the 80's, which they are happy about it because they needed it. Yes there is a difference in the people from the Midwest then New England. It takes a little while getting use to.

What techniques did you use to win them over?

Some of them I have not own over and I am not going to lie and say I have. I am the guy from down south and not the guy they wanted. Despite that I have treated them fairly and equally as anyone else on my department. Mt technique is to kill them with kindness. I have a select board member who is not my fan but fight for my department and people whether they are fighting for me and will continue to do so even if they are not on my side.

What it is about Halifax that you feel would be a good fit for you?

The fire department is the perfect size you're running double the call I'm running. The call volume is at a good pace something to keep me and the guys busy and well trained. Like the fact that there is some industry in town and is not sitting still.

Do you have any questions for the Board?

Wondering the timeline for the board making their decision and do you have an idea of what the salary would be.

Schleiff: Past contracts have been tailored towards the individual.

Roy:

The Board appreciates your patience and understands that you have had to wait a fair amount of time. We want to pick a chief who is a right fit for our community. I would like to take a couple of days on it and we understand you have waited.

Mr. Weber:

I have only been in Massachusetts for two years but of the eighteen months I have had a crash course on the laws, rules, grants, finances, debt exclusion and overrides so if I was to come into the job the learning curve coming will be very small for me.

Jason Viveiros – Fire Chief Interview

The questions below in italics were asked by Selectmen Schleiff followed by Mr. Viveiros' responses.

Tell us about yourself and why you want to be the Fire Chief in Halifax?

I started at the age of eighteen as a volunteer firefighter in the Town of Swansea. I became an EMT then worked my way up to be a paramedic. As my career developed I worked as a paramedic at the Fall River fire Department. There was no opportunity to move forward so in 2001 I became a fulltime firefighter/paramedic in the Town of Sandwich. When an opportunity arose for an administrative position I took advantage of that as EMS officer for four years. In the position I oversaw EMS functions and had a budget to operate out of. In 2007 I became a Lieutenant and at that point knew that my ultimate career goal was to become a fire chief. I have been Acting Captain for a several years as there has not been a captain opening. I have Associates in EMS from Cape Cod Community College and Bachelors degree in fire science then from then went on to Anna Maria College. I have attended multiples classes from both Mass and National Fire Academy. Why in Halifax ... at the time when Chief Benjamino became chief here I had looked at it but knew I did not have enough experience to become chief at that time and when Chief Carrico became chief I again looked at it but felt that I did not have the degree of experience that was needed. And during that I have obtained that professional development and feel that I am now that that point that I would do good in the role of the chief here in Halifax and like that I still will be an active member of the department. I loved the aspect of being hands on everyday and would miss that if I went to a different department. This would bring me closer to family and is a good time for me to make this move.

What are your thoughts about being on 24/7?

I think that the fire chief needs to be an active member of the community especially in a small town. If I was to become fire chief we are fully committed to live in Halifax and as a chief of a small department you need to be available 24/7. My family is aware of me being called out and understands there are times I have to leave.

Any issues of you not being available 24/7

I am not of any issues to prevent from that.

We have events throughout the year such as Fourth of July, Holidays in Halifax etc. What do you think as the Fire Chief about you being there and being available?

I think the chief needs to be a part of the community. My family loves being active in our community now and they would be to be one here also. I agree the chief should be at those events and accessible to the public.

Where do you live now?

I live in Sandwich. It takes about thirty minutes to get here. I have met with realtors and am all ready to move here to Halifax if I was to get the job.

The emergency management group in the past consists of the Fire Chief, Police Chief, Water Superintendent and Board of Health. They meet from time to time as a group and discuss common issues. Do you have any experience in working both jointly and collaboratively with this kind of group?

As the EMS officer for Sandwich I was involved in the emergency dumping sites where the State wanted us to develop a plan for flu epidemics and how we would administer medications. I was chairman of that committee and the plan we developed had become the model plan. Other committees I have been on are the MCI committee the training and operations committee for EMS.

In the past you have been Director of Emergency, would you continue?

Yes. My opinion is that the fire chief should be either Director or Deputy as we just don't deal with fire or EMS comes across hazardous situations, dive incidents not just fires.

Can you give us an idea of the type of grants you have researched and obtained?

I have worked with agencies to get money and have worked with the Kiwanis to get grants from them to fund our pediatric advance life support equipment. I think it is important that the fire chief pursue all grant opportunities. I have never personally written an AFG Grant but have been involved in developing it and participated in writing the SAFE grant. I see the opportunity is there and as chief of the department I would pursue all of them

What is your experience with working with call firefighters, what would you do to recruit and train call firefighters, and how would you integrate the call with the full-timers.

I started as a call firefighter and pretty much have come through all the levels and understand what the motivations are. I will support those wanting to become fulltime and will hold them to the same expectations as far as training as the full timers. Important to hold your call force to that same standards as you hold your full time force and thinks that helps in retention of the call force.

We want people to look at Halifax as a place they want to be. What do you do as Fire Chief to advance that cause?

Be out in the community and understand what the citizens expect of their fire department. I am all about customer service. There is some down time where you can go out and maybe help the elderly put in air conditioners or do a small pass around homes or see if there are any medical needs or anything hazardous in the home. This does not tie up the firemen but provides a service to the community.

How would you train those wanting to be in the medical?

Love to be a mentor. I spent several years involved with a youth exploring program where I helped kids who wanted to become firefighters and taught them the way. It was very rewarding for me and educational for them.

What is your hiring process and discipline?

I look for the employee who meets all the qualifications and is a good fit. Discipline is important. The fire chief is to set a standard and needs to be consistent enough to curb the behavior.

Have you met with department heads?

I met with Cunningham and Cuozzo and their enthusiasm is wonderful and both have done a wonderful job down there.

The questions below in italics were asked by Selectmen Roy followed by Mr. Viveiros' responses.

In a small community we need to do a shelter. Were you involved in the regional shelter?

I had some involvement when I was an EMS Officer. We set up shelters in town. The regional shelters works well but have some problems during one of the major storms last year such a getting the people to the regional shelter. I have tried to use CERT for other events such as traffic control because if not utilized they forget they are a member. The police and fire department both run a citizen's police academy and a lot of the CERT members attend both. Sandwich has a CERT group that has been around for a long time and they are very active.

Have you been involved in recruiting CERT?

No I have not recruited anyone for CERT but have been involved in some of the trainings.

Are you familiar with grant writing?

I have worked with deputy chief in some of the grant process so I am a little familiar with it and have tried to absorb as much information over the years.

Have you been involved with the development of the budget?

I have worked on a five-year plan to meet the EMS of the fire department.

Are you member of the dive team?

I have been a diver since I was twenty years old and the assistant coordinator of the dive team in sandwich. I am not a certified trainer.

Resume is impressive and you have been in the town for a very long time which is nice to see. In five years where do you see yourself?

I know there has been a turnover of chiefs here in Halifax and their desires to leave are different from mine. I am at a point in my career where I see I have fifteen years left before retirement and want to spend it in one community. Everything I know about the Town of Halifax and the fire department is a good fit for me and this is where I want to finish my career.

You're in charge of the shifts?

As the Lieutenant it I am in charge of a outlining the station we have two or three who will be at outline station. I have eight full time employees reporting directly to me and I also oversee dispatch.

Who handles the audits on a monthly basis for the calls?

When I was the EMS officer I handled that but they have changed it so now the deputy chief and the EMS officer handle it now. I am 911 certified. I was a police officer when I was much younger but did police dispatching as part of being a reserve officer. Full time firefighters do dispatching when someone is out.

What would your favorite and least favorite employee say about you?

Most of the guys have said that I am so driven. Least favorite employee ...

Are you demanding?

I do have high expectations but I think that they are reasonable not demanding though.

You scored very high on the assessment. Who is your favorite fire chief?

Chief Dennis Newman, he hired me in Sandwich. His personality made him my favorite fire chief. I knew he cared about being a fire chief and he knew everything about each one of his employees. Their names, families and they loved him. If they had a problem they knew he would help them. He had an open door policy. He retired ten years ago and I still think of him as my role model. He helped me in this process a little bit and I would like to be that type of chief.

The questions below in italics were asked by Selectmen Garron followed by Mr. Viveiros' responses.

Very impressive résumé – why is Sandwich letting you go?

The Town Manager is very supportive and I have kept him and Chief Carrico in the loop about this. I felt that hiring Chief Carrico in Sandwich was the right decision. We had internal candidates for many years and I actually told the

Town Manager that it was time for an outside candidate to be our new fire chief as we needed new blood. Both the Town Manager and Human Resource Manager have been very supportive of me and was told that anyone who would hire me would be fortunate.

Did they consider you for the position in Sandwich?

I withdrew from the process.

Schleiff: Any questions for the Board?

Mr. Viveiros: What are the Board's expectations for the new fire chief?

Roy:

Challengers making the department feel that the recruitment of new Call Firefighters is needed. Need team-building, rebuilding of CERT. Seeking of grants is huge. We have an issue retaining great firefighters and need to work on that. It is important that the chief be visible to the community not just Holidays in Halifax or Halifax in Lights.

Garron:

My major concern is that I do not want the Chief to be just in the office and would like him to be fair, firm and consistent. Skills can be learned but dealing with people is a plus.

Beautification Committee – Island Sponsorship

Beautification members Amy Troup and John Kessinger along with Mike Duffy of Duffy Lawncare came in to talk about Mr. Duffy sponsoring the island at Route 58 & 106.

Mr. Duffy said he would like to pull out the overgrown stuff, keep the Japanese Maple, do basic clean up, add some color, cover with brown mulch as it has wood chips now and the mulch will help hold water. Schleiff asked about the snow being blow in the island in the winter and he said it should be fine as they are perennials and will come back in the spring.

Mr. Kessinger asked how many signs and what size and he said thinking of one sign on the Rt. 106 side and it would be 12' x 24'. He then asked if he would take it out in the winter and he said no.

Mr. Duffy asked if the Board of Selectmen had any guidelines and Roy said this is the first one that has come before them but suggested making up a sample sign, place in the island, take a picture and bring back to them. She thought that it should be black and white to be consistent. Garron thought Roy's idea was good. Ms. Troup made a suggestion to take some pictures of the ones in Hanson and bring them back to the BOS. Garron thanked Mr. Duffy for wanting to beautify the town.

Ava Grimason – Appointment to Library Board of Trustees

Schleiff asked Ms. Grimason why she wanted to be appointed to the Library Board of Trustees and she stated that she just retired as a reading specialist in Plympton, really into reading and would like to give back to the town as it was one of her goals after retiring. She continued to say that she loves the Halifax Library and the Town. Roy thanked her for stepping up and asked if she has attended Town Meeting and Ms. Grimason said years ago she did and has

watched on cable. Roy encouraged her to attend one as it is a great way to see how town government is run and it give residents the opportunity to exercise their right to vote. Seelig will get in touch with the Library Trustees so that they can meet with the Board.

AFFIRMED WARRANTS AND BILLS

Moved by Garron and seconded by Roy, the Board unanimously affirmed approval for the payment of the following warrants and bills with the exception of Schleiff abstaining from the Police Department payroll in warrant #105:

FY14 Payroll Warrant	#105	\$ 217,523.14
FY14 Vendor Warrant	#106	\$ 120,283.07
FY14 Withholding Warrant	#107	\$ 72,506.05
FY15 Vendor Warrant	# 1	\$ 1,032,622.47
FY14 Selectmen Bills dated		July 1, 2014

APPROVED COMMITMENTS AND WARRANTS

Moved by Garron and seconded by Roy, the Board unanimously approved payment of the following warrants and commitments:

FY14 Vendor Warrant	# 109	\$ 30,171.29
FY15 Vendor Warrant	# 2	\$ 127,692.74
Ambulance Commitment	# 6C	\$ 19,341.00
Mobile Home Park Fee	# 07	\$ 5,160.00

Moved by Garron and seconded by Roy, the Board unanimously approved payment of the following Selectmen bills for FY14 & FY15:

Mass. Municipal Assoc. (annual dues FY2015)	\$ 940.00
Attny. Lawrence Mayo (legal services/June)	\$ 362.50
Virtual Town Hall (annual website renewal FY2015)	\$ 2,750.00
W.B. Mason (paper)	\$ 299.50
CNA Surety (bond - P. Adduci - Asst. Tax collector)	\$ 100.00
MEGA Property & Casualty Group (policy yrs. July 04,05,06)	\$ 5,085.10
MIIA Property & Casualty (renewal FY2015)	\$ 73,496.08
Boston Mutual life Ins. Co. (accidental death policy)	\$ 4,603.71

The Board acknowledged payment of the Selectmen Office Payroll for the period ending June 28, 2014, in the amount of \$6,034.11.

The Board acknowledged payment of the Selectmen Office Payroll for the period ending June 30, 2014, in the amount of \$603.74.

The Board acknowledged payment to the Treasurer for the following turnover:

<u>TURNOVER</u>	<u>AMOUNT</u>
2014-78	\$ 5.00

MINUTES

Moved by Garron and seconded by Roy, the Board unanimously approved the following Selectmen Minutes:

Regular Session – January 28, 2014

GENERAL MAIL / DISCUSSIONS

Dog Incident – 57 Brandeis Circle

The owner surprised the dog while he was sleeping resulting in the owner getting bit on wrist. A report has been submitted from the Animal Inspector submitted a report and the dog is up to date on rabies and licensed. The ACO recommends no further action. Roy stated that typically when someone is bit we bring in the dog owner and she did not think the Board should stray from that procedure. Schleiff asked Garron what his take was on this and he said he understands where Roy is coming from but unless there was something on record felt that if the ACO recommends no action he is comfortable with that. Schleiff thought let this incident go but if there is another issue with this dog that owners should be brought in.

Moved by Roy and seconded by Garron, the Board unanimously voted that no action be taken at this time at the recommendation of the Animal Control Officer.

Dog Incident - 25 Hickory Road

Two dog in the household one older dog and the other a puppy. The older dog nipped puppy when the puppy went into the older dog's food bowl. The Animal Control Officer does not believe a hearing is necessary.

Moved by Roy and seconded by Garron, the Board unanimously voted that no action be taken at this time at the recommendation of the Animal Control Officer.

Dog Incident – 17 Musterfield Lane

The owner was bitten on the right hand as she was trying to separate her two dogs when they got in a scuffle over food. Both dogs are up to date on rabies and licensed. ACO recommends no further action. Roy said that she does not like a dog biting it's owner because if it gets upset with the owner what would happen if the dog was off the property and this was to happen? The board is tabling this until they get more information on the history of the dog.

Dog Incident - 7 Plymouth Street

A complaint has been reported by neighbors about dogs barking. The owner has been notified by the ACO about keeping the dogs quiet. The Police Chief and ACO are not recommending any further action at this time.

Moved by Roy and seconded by Garron, the Board unanimously agreed to send a letter to owner about what was previously agreed upon.

SCHEDULED APPOINTMENTS (CONTINUED)

Kenneth McCormick – Fire Chief Interview

The questions below in italics were asked by Selectmen Schleiff followed by Mr. McCormick's responses.

Tell us about yourself and why you want to be the Fire Chief in Halifax?

I have been in Fire Service twenty five + years of which seven years as a captain. We all strive to get to the point where we want to become a senior officer and I am ready to be a chief and Halifax seems like a great town to start.

What are your thoughts on being on 24/7?

Agree that as the leader you need to be accessible to your men and community and you should make yourself available as much as you can.

Any issue preventing you from being available 24/7?

No.

We have events throughout the year such as Fourth of July, Holidays in Halifax etc. What do you think as the Fire Chief about you being there and being available?

Yes, you need to be there that is the community portion of the job. I am a strong community guy. Extremely important that the community sees there fire and police chiefs and Town Administrators at functions to make yourself available for questions the community may have.

Where do you live?

Live on the Halifax/Hanson line.

The emergency management group in the past consists of the Fire Chief, Police Chief, Water Superintendent and Board of Health. They meet from time to time as a group and discuss common issues. Do you have any experience in working both jointly and collaboratively with this kind of group?

Not as the EOC. The community I am in right now our Deputy is in charge of that but I have been a part of helping.

The past Fire Chiefs for many years have been Deputy Director or Director of Emergency Management. Would you as the Fire Chief in Halifax be agreeable to continuing in that position?

No problem taking on Emergency Director.

We were fortunate in the last Chief to have a person who had the ability finding and receiving alternative funding sources for equipment, etc. and was creative at doing that. Do you have any thoughts or experience on that?

I have no experience on writing grants but have been on committees that have received grants had I have taken part on purchasing the equipment. It would be a challenge that I am willing to accept.

What is your experience with working with call firefighters, what would you do to recruit and train call firefighters, and how would you integrate the call with the full-timers?

In the community I serve now currently have an integrated call permanent department, which we work very well with. Our call department is sent to rigorous training and I would continue or implement that that here. There is no animosity between the call and full timers where I work now. Everyone knows their job and everything works smoothly.

We want people to look at Halifax as a place they want to be. What do you do as Fire Chief to advance that cause?

As fire chief do community base, schedule open house, schedule tours and have an open-door policy. Use social media to let them know what you do.

We get a lot of firefighters who start out just as firefighters and then develop an interest in the medical. How would you train the ones already there and new people that might come in and how does that all work together?

Hopefully the calls they go on will be of some of the training. I am willing to take on medical side and would set up a class for training, make it available. I would do anything to promote paramedic program because in the end goal we need an ALS service.

The position you are being considered for is the chief executive of the Fire Department which is the largest employer in Town next to the school. What is your hiring philosophy and experience and also your philosophy and experience in discipline since, as the Fire Chief, you would be responsible for both of those?

For the hiring process I would have to look at the guidelines that Halifax has. I would choose the best candidate we can get. Everyone comes in on the same level. On the discipline side I am direct as everyone come in as an honest person but if discipline is needed then we'll take care of the and not let it fester. I am fair and compassionate, if need be.

The questions below in italics were asked by Selectmen Roy followed by Mr. McCormick's responses.

What do you mean when you referenced everyone has a role pertaining to the call firefighters?

The permanent guys who do it 24/7 should be able to train the call as they do it day in and day out. It is not that the full timers are above the call it is just everyone has a role and the chain of command has to be that way.

Have you ever done any EMS coordination?

I have not.

Have you ever developed a budget or been in charge of budget?

No, not in fire services but I did own my own company many years ago and had a payroll and budget but not within the fire service.

Past chiefs have been available at senior luncheons and school open house. What is your vision of that participation?

Anything community orientated or based I would be happy to be at if I could make because there are sometime that you can't. I am a community person so I know the importance of being there. It is a great avenue for the public could reach out to you.

Were you involved in shelter during last year's storm?

Yes. Helped transport people from their homes to the shelter. I did not set up the shelter but helped.

Your best strength as a leader?

Good communicator, which I strive each day to make better. I am committed, good decision maker and fair.

Administratively strong or in the field strong?

Stronger in the field because I have not been an administrator but could excel in that if given the opportunity.

Would you rather go on a medical or fire run?

It does not matter as we are there to help.

A weakness that you feel you would have to work on?

I have a personal and a skilled oriented weakness. Personal one is that I have a little less patience then I use to have but I have come up with some techniques to help me out. It is working but it is work in progress. The other one is specific to this community is that the mutual aid communities surrounding Halifax rely on drafting which is where you get a water supply from some else besides a municipal hydrant supply. We do not do that in the community that I am in we are all hydranted. I can do it but I definitely am not as skilled as the guys who work here and the communities around here. I would need to do a self assessment on to become more efficient.

Your biggest challenge to being a new chief?

Administrative portion not easy there will be a learning curve but I would excel at it once I learnt it.

Your office is it organized chaos or organized?

Too organized

Who is your favorite fire chief and why?

I only worked for one, Chief Neenan. First started he was my shift commander for about six month then he became acting chief then chief. We grew to a great relationship and he has taught me a lot. He gives lots of quotes and is a great role model.

Where do you see yourself in five or ten years?

I see myself here as once you have become a fire chief there is nowhere else for you to go and watch my staff grow.

Do you have an idea for recruitment of call firefighters?

I would look at Carver as a role model as they do quite a bit with their call department because basically they just have a call department. For the recruiting portion of it I would have to look elsewhere other than Mass fire academy or recruit training program.

The questions below in italics were asked by Selectmen Garron followed by Mr. McCormick's responses.

Have you visited Halifax?

I did prior to Assessment Center. I talked with Chief Cuzzo, familiar with Chief Carrico, Chief Heath and Chief Benjamino.

Where do you see the Department in five years?

Try to bring in some call firefighters that want to be here and make them want to stay. It bothers me that you would do all the work to keep someone and then they leave.

What would you do to keep them?

You have to sell what you believe in. If they want to leave, then bring in your call men. If they are moving for more money you cannot keep them. I have worked the next town over. I am very aware and know the town and have listened to the scanner and know what goes on.

Schleiff: Any questions?

Mr. McCormick: Where do you see the Department in five years?

Roy:

We have been fortunate who have made it a well-oiled machine. We are under financial constraints – maybe look at ways to retain the men. We look at our chief to run after grants as we are a small town and don't have the big funds and need to know our fire chief is going to respond to all calls.

Troy: Would like to see a department that is competent as well as a chief who is.

Roy:

I just want to mention that you would report to the Board of Selectmen not the Town Administrator.

Schleiff:

We probably won't be making a decision this evening. Thank you for coming in.

Thomas LaBelle – Fire Chief Interview

The questions below in italics were asked by Selectmen Schleiff followed by Mr. LaBelle's responses.

Tell us about yourself and why you want to be the Fire Chief in Halifax?

I have been on Randolph Fire Department for twenty four years and I want to move on into a more challenging position. Currently the officer ranks a filled by younger officers. I believe that this is a natural progression for me.

Something in Halifax that attracted you here?

Yes, I actually knew the former fire chief, and he told me nothing but positive thing about the Town of Halifax. As I've stopped by and talked with the members I found that there is a great deal on energy and professionalism. When I fest started researching I looked at the mission statement and I found it very interesting and they are great standards to go by and strive for. I believe I can bring the department in a forward direction.

What are your thoughts on duty 24/7?

In the case of the Town of Halifax it is expected to be on duty 24/7 as you run a two man shift and the chief is a working fire chief so you need to be accessible and close by. I believe that it is important that the chief should live in the community for the response time especially at night. When I started this process I had a conversation with my family to see how they felt about moving to Halifax and they had no objections. This town is a diamond in the rough.

Any issues being available 24/7?

No.

We have events throughout the year such as Fourth of July, Holidays in Halifax etc. What do you think as the Fire Chief about you being there and being available?

You need to be there during community events to be visible as it is expected to be part of the position. In addition you want to make sure things are run properly during such events.

How far do you live from Halifax?

I currently live approximately twenty five miles. Moving into the community would be in our future.

The emergency management group in the past consists of the Fire Chief, Police Chief, Water Superintendent and Board of Health. They meet from time to time as a group and discuss common issues. Do you have any experience in working both jointly and collaboratively with this kind of group?

I have worked with TRIAD and the elderly groups and with the juvenile fire program. I have been a part of HAZMAT. Working with groups is not a problem. I have taken emergency management courses to help supplement my knowledge in that. I believe I have enough experience to handle it.

Would you continue as Emergency Management?

Yes, not a problem.

What are your thoughts on grants?

I wrote one of the original SAFE grants and at the time got one of the highest amounts. I have written up to \$90,000 in grants throughout my career and would continue to do them.

What is your experience with working with call firefighters, what would you do to recruit and train call firefighters, and how would you integrate the call with the full-timers.

My experience with working with call fire fighters have been with surrounding communities as Randolph is a fulltime department. We work with Avon which is a call fire department on a regular basis. As far a recruiting and retaining I believe involvement is the key. In recruiting you may be able to take look at different areas of fire service as there is suppression, prevention, inspection. If you utilize someone in one of those areas it may acclimate them enough to move on. You need to keep in mind that it might take a bit because these people have day jobs so it might take a bit for the training to bring them up to level you want them at. Need to work with them on it. Key thing is to keep them involved.

We want people to look at Halifax as a place they want to be. What do you do as Fire Chief to advance that cause?

Community involvement; developing programs for business schools and different group in the town; meeting the expectations whether it be medical or fire services at the highest level; want your members to be professional on and off the job; be innovated; most would public relations and how you communicate in and outside of town.

How would you train the ones already in the department and new people that might come in and how does that all work together?

That comes with training as I said before. There are different levels of EMS and there are refresher courses. If you have ones at EMT levels you want to provide programs for them to attend to help with ALS. Somebody who is hesitant in dealing with medical aspect may need to be further educated to get to that comfort level.

What is your hiring philosophy and experience and also your philosophy and experience in discipline?

I owned a business and have hired people. I try and hire people who are right for the position. I think cultivating people from the call department is a good idea as you will know what their strength and weaknesses are and would be beneficial.

Tell us about your discipline style.

I do have some experience with this depending on the situation I would give the individual the opportunity to explain and correct the situation but if it does not happen then you have to go to the next step. More serious issue such as drinking on the job you need to ask is this a continuous problem. This is something I would not take lightly because if inebriated and you are trying to help someone you are of no use and could result in bad things happening. If you listen, you will be able to figure out the problem.

The questions below in italics were asked by Selectmen Roy followed by Mr. LaBelle's responses.

Have you ever terminated someone?

No I have never been the position to terminate someone as far as the fire service goes.

What is your experience with emergency management and have you ever been a part of an emergency shelter?

Usually before major storm we discuss what is going to happen and I have been a part of that.

Are you NIMS certified?

Yes I am

Involved in setting up shelters or ordering supplies for emergency management?

No. I believe it is an organizational skill and on a preparing basis.

Our fire and police chiefs usually fill this roll whoever is the director at the time.

I would want to be a part of it and at the beginning I would want to defer to the police chief and work together with him.

In what ways does Randolph use CERT?

They would prepare for the storms. The head of the CERT team is the head of a hospice and is a full time nurse she organizes with the fire department when an emergency does occur. Our CERT team is a well organized group of people.

Have you been involved with the administration part of grants?

Yes, I was the administrator for the SAFE grants.

Have you ever been an EMS Coordinator?

We have group leaders which I have been on that part of it.

Have you been involved in the fire department budget?

I formulated a budget to get computers for the fire department in the 1990's and have streamlined a spreadsheet for the chief for his budget.

Have you been involved in capital planning?

The purchase of computers (over \$40,000).

What do you think about the call EMS for those who do not want to become firefighters?

I would like to research it to give a more educated answer but I would not rule it out. Need more time to look at the pros and con's to see if it would work.

Do you have a negative attribute that you would like to work on?

Public speaking. It is work in progress. I am working on it.

You are a good communicator?

Yes. Believe I am very detailed at times.

Are you patient?

Yes and am very understanding and be sensitive to the other person. Disagreements are good because it promotes discussion and helps promote better ideas.

What is your most positive attribute?

The fact that care. I like a lot of energy and I found that there is a lot of energy and they are motivated at the station.

Your biggest challenge would be walking in to the position?

Acclimating myself to the multiple positions. Don't think it will take long just something to get use to. There is always a change over from what you were doing before to something new.

What is more challenging administrative or in the field?

Administrative

What would be more challenging learning the budget or personnel?

The budget process might take me a little bit. Engaging with personnel is going to happen no matter what. I would do a general assessment of the department then would want to meet with every member as you can find out the positives and negatives within the department.

Who is your favorite fire chief and why?

Chief Benjamino he is a great mentor and a leader, very intelligent, motivational, very detailed, straight forward and he cares about the public. If I could be half the chief he is I would be doing very well. We both have a lot of the same beliefs. He looks out for what is best for the community.

Your office is it organized chaos or organized?

Going to see organization but depends on what is going on. I start off messy but it cleaned up at the end of the day.

The questions below in italics were asked by Selectmen Garron followed by Mr. LaBelle's responses.

How do you deal with unexpected occurrences?

If unexpected and a proiprity is needs to be dealt with immediately. If it can be put off for a little bit great giving you so you can spend the necessary time on it. If someone comes in with a complaint that would be dealt with immediately as customers come first. Deal with it on prioritized manner.

Are you a cool-headed individual?

Yes. I try and stay relaxed during an emergency. If someone was to come in and is angry or has a difficult situation I would take a deep breath. Cooler heads usually prevail.

How do you deal with management?

My first question I would to ask is what the Board's vision for the fire department is. My job is to make you job easier.

The vision that I see is having a department that is competent in leadership and that the public feel they are competent. People qualified to do the job. Skills can be learned and education is good but I know a lot of people who have education but no common sense. Important that whoever comes into the position that they understand that there are changes and everyday it is a new challenge.

Being able to adapt to new challenges is something that I look forward to because it keeps you motivated and energized. Cannot be afraid of challenge it is the way you approach them. I try and approach in a positive manner. Confidence comes with skills, education, and experience. Believes you challenge people to bring them to the highest level they can be.

Do you have any questions for the Board?

Roy:

Do you have a civilian dispatch center in Randolph?

Originally the department received the 911 calls but now it comes through the police to the fire and we have a firefighter who sits in the watch.

Roy: Are you EMD certified

I'm not. The police are EMD certified and then they forward the calls to us

Roy: Have you answered the calls?

Yes we answer calls on a regular basis.

Schleiff:

Think you are always going to hear that there is a great group down there.

I have meet Chief Cuozzo, matt Cunningham and a few other guys down there. They are very enthusiastic and they have a lot of energy and should be commended for the job they are doing. Chief Cuozzo has done a great job.

Schleiff: I don't believe we will be making any decisions this evening.

Roy: Any Questions?

No I think you covered everything. Thank you for the opportunity.

Garron thought that all four were great candidates. Roy stated that one or two have the experience that Halifax needs but was willing to wait on it. She thanked Chief Cuozzo for all his help in the process and apologized that hiring a chief has taken longer than anticipated.

GENERAL MAIL / DISCUSSIONS (CONTINUED)

Dog Incident - 96 Annawon Drive

Resident at the above address stated that his neighbor's dog (Doberman) came onto his property and became aggressive with his dog. There was minor injury to his dog but did not require medical attention. Two Dobermans are housed at 98 Annawon and the Town Clerk confirmed that owner is in the process of licensing (one dog has a medical exemption; the other is vaccinated). Police Chief wrote that the ACO was unable to confirm details therefore did not make a recommendation.

Moved by Roy and seconded by Garron, the Board unanimously voted to hold a hearing regarding this incident.

Dog Incident - 20 Third Avenue

Dog bit a 3-year-old girl. Incident happened possibly due to bone that the dog was chewing on. Dog is up to date on rabies and license and is in the midst of the ten day quarantine.

Moved by Roy and seconded by Garron, the Board unanimously voted to hold a hearing regarding this incident.

Chapter 40B

Mass housing has provided a time period for comments to the new proposed Blackledge project. A site visit has been scheduled for July 10th. Schleiff stated that he has been out there and believes it is the same. Seelig will invite the departments in on July 22nd for comments.

Sandwich Signs

Letters have been sent to a number of business owners from the Building Inspector stressing the need to follow the sign By-lay concerning sandwich signs.

Fuel Storage Permits

Mr. Nessralla is paid up for the fuel storage fees but not on taxes. Seelig recommends that the Board continue the Fuel Storage Hearing till July 22nd.

Moved by Garron and seconded by Roy, the Board unanimously voted to send a second letter to Mr. Nessralla.

Halifax Country Club

Taxes are all paid up for the HCC.

Municipal Energy Aggregations

GoodEnergy has sent a letter asking if the Town was interested in setting up an energy aggregation program for residents. Seelig is not interested but if the Board is he can get more information on it. Garron stated that he has no interest either.

Cable TV/Halifax-Carver Merger

Roy suggested that the School Committee meetings be added to the list of covered events and meeting for public access TV.

Line Item Transfers

Moved by Garron and seconded by Roy, the Board unanimously approved the following line item transfers:

FROM	TO	AMOUNT
Water Insurance #65-455-5745	Water Retirement #65-454-5638	\$ 1,462.50
Insurance #01-193	Town Hall Electricity #01-124-5210	\$ 2.12

Moved by Roy and seconded by Garron, the Board unanimously approved the following line item transfers:

FROM	TO	AMOUNT
Special Needs Transportation #01-312-5325	Voc. Ed. – SL Voc. Trans. #01-321-5328	\$ 918.49
Special Needs Transportation #01-312-5325	Special Needs Tuition #01-311-5324	\$ 14,551.53
Special Needs Transportation #01-312-5325	Elementary School – HES Exp. #01-313-5510	\$ 28,122.45

Selectmen’s Meeting/June 24th/Letters of Complaint & Apology

Garron stated that he sees no reason to go further.

Visiting Nurses Association Contract

Moved by Garron and seconded by Roy, the Board unanimously voted that the Chair, Michael J. Schleiff sign the contract agreement between Norwell Visiting Nurses Association and Hospice and the Board of Health.

Use of Town Green & Live Entertainment – COA Annual Cookout

Moved by Garron seconded by Roy, the Board granted a request from the Council on Aging to use the Town Green on Wednesday August 20th, for the annual senior cook-out and approved Permit #2015-05 issued to Barbara Benton for live entertainment at the Senior Annual Cookout on August 20th. In addition the fee for the permit was unanimously waived.

Council on Aging/Vacancy/Appointment

Lee Mulready does not want to be reappointed to the COA. The office has received a talent bank form from Ellen Murphy expressing interest to serve on the COA. Seelig will check the talent bank forms in the office to see if there is anyone else who has shown interest to serve on the COA. The Board may then be able to interview someone at their meeting on July 22^{ns} or August 12th.

Lycott Environmental/Algae Monitoring

The monitoring for the effect that aluminum sulfate treatment has on endangered species has been completed and Lycott is waiting for the results. Once received Lycott will need to produce a report and send it to DEP for review. If DEP approves second treatment could be done next spring.

Lycott Environmental/Invasive Species

Lycott issued their report this spring of the types and species found in East Monponsett Pond. The next step is to find out what DEP will require if the Town wants to treat the water with Sonar. Once that is known Lycott should be able to provide a timetable and cost but the first step will be probably be creating another monitoring program dealing with endangered species (mussels).

Evaluation Status

Schleiff looked at Matthew Tucker's evaluation and is fine with it and so isn't Garron. Garron stated that he will complete Chief Broderick's review.

Moved by Garron and seconded by Roy, the Board voted to accept Matthew Tucker's Evaluation as presented.

Tom Calter/Central Plymouth County Water District Commission

Seelig reported to the Board that funding in the amount of \$50,000 has been secured for the Central Plymouth Water District Commission. This money will help in the town's continued efforts to clean up Monponsett Pond.

Surplus Items

The COA has a 2008 HP fax machine that is in poor running condition and the Board of Assessor's office has a time clock where the year plate cannot be updated. Seelig will notify the department to see if anyone is interested.

Road Cut – 13 Twelfth Avenue

Moved by Garron and seconded by Roy, the Board unanimously approved Permit #2015-02 issued to Columbia Gas of Massachusetts for a 3' x 5' road cut to relocate gas service at 13 Twelfth Avenue.

Garron stated that he received a plaque for serving twenty years on Old Colony Planning Council.

Seelig commented on the great job that Halifax in Lights did. Roy added that we are fortunate that we had new people come forward and put it together and Roy thanked those who purchased lemonade as \$2,500 was raised to help construct the new HOPS playground.

MEETING ADJOURNED

There being no further business, moved by Roy and seconded by Garron, the Board unanimously voted to adjourn the meeting at 11:15 p.m.

Troy E. Garron
Clerk

/pjm