

BOARD OF SELECTMEN
TUESDAY, MAY 3, 2011
WORK SESSION

Members Present: David Parker, William Rice, Francis Cavaco, Robert McLintock

Town Administrator: Michael J. Carroll

Chairman Parker called the meeting to order at 6:30 p.m. followed by the Pledge of Allegiance and moment of silence. He advised the meeting was taped via audio and video and asked if anybody in the audience was taping.

A motion was made by Mr. Cavaco, seconded by Mr. Rice, and it was unanimously

VOTED: To move to the Search Committee agenda item.

Town Administrator Search Committee

All five members of the Committee were in attendance: Dr. Harold Devine, Edith Krekorian, Paul Buckley, Peter Hoogerzeil, and Richard Perry.

Packets containing resumes were distributed to the members and information on the Open Meeting Law. There are 30 applicants. Mr. Carroll noted that the resumes are not for public viewing and some of the candidates may not want their current employers to know.

A meeting of the Search Committee was posted for Thursday, May 5, 2011, at 7 p.m. for the purpose of organization.

It was decided that the Committee should have recommendations to the Board of Selectmen by June 7, but not later than June 14, 2011.

There was discussion about salary. Mr. Carroll said \$90,000 is available. The By-laws say \$120,000. Any amount more than the \$90,000 would have to be negotiated. They could use the reserve fund.

Board members indicated what experience they would like to see in the next town administrator.

Chairman Parker ranked four items: 1. Knowledge of MGL, 2. Collective Bargaining, 3. Personnel Management, and 4. Financial.

Mr. Cavaco suggested there should be a meeting so that residents could meet and question candidates.

Chairman Parker said he is very pleased with this Committee and he looks forward to working with them.

FIRE DEPARTMENT

Rules and Regulations

Chairman Parker advised that this matter was tabled at a previous meeting. Chief Alan Jack is unable to attend due to a personal matter. Capt. Michael Healy is in attendance.

Mr. McLintock said he has a problem with Fire Department personnel interacting with the Board of Selectmen.

Capt. Healy said if members of the Board of Selectmen have issues they should not be talking to the rank and file. They might not be well informed.

Mr. McLintock felt that this document prevents them from free speech. He referred to the "Chain of Command" and said it omits the Board of Selectmen. He agreed that the Chief should be allowed to take as much personal time as he needs right now. He has questions and feels the Board should sit down with the Chief to talk about service to the Town.

Mr. McLintock has issues with manning the north and south ends of town.

Chairman Parker noted that is not part of the Rules of Conduct.

Mr. McLintock referred to #13 and said it sounds like "censoring."

Capt. Healy said there is a grievance process defined in the contract. The first step is the department head.

Chairman Parker asked Capt. Healy and firefighters in the audience by a show of hands if they felt their freedom of speech was violated.

Capt. Healy replied "absolutely not." He noted that the Rules and Regulations were prepared by the Chief at the request of the Board of Selectmen.

Mr. Cavaco said that he compared the old Rules and Regulations to the new ones and they are in proper format and more condensed. He noted that the Chief runs the department, not the Board of Selectmen. In the past, members of this Board constantly made comments about the Chief.

In response to Mr. Cavaco's comments, Mr. McLintock said the Board oversees the Fire Department. He has not seen goals and objectives, he is waiting for coverage in the north and south ends of town.

A motion was made by Mr. Cavaco, seconded by Mr. Rice, and it was

VOTED: 3 Ayes; 1 Nay; 1 Absent; To accept the Fire Department Rules and Regulations as amended on August 25, 2010 and March 24, 2011.

The vote: Mr. Cavaco ó Aye; Mr. Rice ó Aye; Chairman Parker ó Aye; Mr. McLintock ó Nay; Mr. Whelan ó Absent.

Staffing

Mr. Carroll advised that Chief Jack and he collaborated on a cost analysis to implement the Board's instructions to expand staffing of the Fire Department by one member for each group and offer the positions initially to any qualified call firefighter after completion of proper testing.

The total on the spread sheet if the department is funded the same as this year, including funding for call firefighters and overtime for career firefighters, is appropriated at \$1,850,000. Under the proposed plan, the amount would be \$1,911,000. Ambulance revenue would generate in excess of \$50,000. Therefore, in making the change, the amount for the first year would be about \$10,600. The following year the amount would be higher due to increase in steps; but, the overtime budget would be reduced.

Mr. McLintock questioned whether the Town is running a Fire Department or rescue department for profit. He had asked the Chief to produce documentation relating to runs in the Town but never received it.

Capt. Healy offered to go over that with Mr. McLintock.

Chairman Parker stated that any Board member who has a problem with a department head should notify the Town Administrator and discussion should be in executive session. It should not be done in front of a TV camera.

Mr. McLintock noted that he said transparency would prevail.

Capt. Healy had copies of a run analysis for the Board. He explained the number of resident versus non-resident calls. Out of 1,454 EMS runs, non-residents are 701 or 48.21% and 753 or 51.79% for residents. Out of 1,113 transports, non-residents are 494 or 44.38% and residents 619 or 55.61%.

Capt. Healy had tracking information throughout the year (incidents by time of day, apparatus breakdown, mutual aid, number of calls by district, etc.)

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Out of 2,426 responses, 108 were fire and the balance medical.

Mr. Carroll noted that this type of information is included in the Chief's monthly report.

Chairman Parker said they couldn't go forward until the call firefighters' contract is settled.

Mr. McLintock asked if the Town Administrator intends to re-appropriate money at Town Meeting from the call line item.

Mr. Carroll replied that he is recommending a single line item for Fire Department salaries.

Mr. McLintock felt that the ambulance fees paid by Blue cross rather than fire needs of the Town are behind this.

He referred back to when the Banna and County Street stations were manned with less personnel.

Capt. Healy replied that the difference in the amount of service now compared to then cannot be measured.

He said the Fire Department's concern is to protect the resident of this Town. The man who runs that department lives and breaths the Fire Department.

Capt. Healy said that micro-managing needs to stop, but he doesn't think that it will.

Chairman Parker noted that a year ago he was against a full time fire department. He has made inquiries. He is concerned about the financial aspect but he will do everything he can to make it happen. He added that the call system has served its purpose.

With respect to response time, Chairman Parker said he wasn't aware there was a problem or he heard one complaint a week from the same person.

On a personal note, Chairman Parker said that Chief Jack is in their prayers.

With regard to other matters, Mr. McLintock stated that the School Committee would like to meet with the Board. He asked about the Board of Health.

Chairman Parker advised that the Board of Health is an agenda item for the May 4, 2011 meeting.

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A motion was made by Mr. Cavaco, seconded by Mr. Rice, and, on a roll call, it was unanimously

VOTED: To dissolve at 8:11 p.m.

The vote: Mr. Cavaco ó Aye; Mr. Rice ó Aye; Mr. McLintock ó Aye; Chairman Parker ó Aye.

Respectfully submitted,

John Whelan, Clerk

Patricia Gamer, Secretary