

The meeting was called to order at 7:00 p.m. by Chairman, Al Holman. Also in attendance were; Member, Richard Robinson; Member, Richard Desjardins; Asst. Public Health Supervisor, Diane Tiernan, and Personnel Board member, Debbie Amorelli.

Tonight's meeting was being held to interview three applicants for the position of animal control officer.

7:10 p.m. , Kevin Sullivan arrived and was asked the following questions and responded as indicated.

1. **Why do you want the job?** I already work as an animal control officer in Blackstone and know how to do the job.
2. **Our Police Chief wants a 30 minute response, can you offer that?** I believe so, it took about 18 minutes to get here tonight. Most of my other calls in Blackstone are follow up dog bites, restraints, etc. Not normally priority calls that will tie me up.
3. **Do you have a kennel license?** No, I have a kennel in Millville but not at my own house.
4. **Do you have a trapping license?** Not currently, but it's free and I've taken the courses, it's just a matter of paperwork.
5. **What is your background?** I have worked at pet smart as a dog trainer/pet service coordinator. Currently I work for the town of Blackstone as the ACO, Security for EMC, laborer at the Ladywoods Game Preserve and I drive a bus at the Blackstone Senior Center.
6. **Are your ACOAM certified?** Yes I am. I also hold a certificate through the Dept. of Agriculture for Emergency Response and Homeland Security for domestic terrorism.
7. **What led you to working with animals?** I always had animals, worked on a farm, and a game preserve in Douglas.
8. **Do you have computer skills?** Yes, I work 3<sup>rd</sup> shift for EMC monitoring alarms and often use office and powerpoint.
9. **What happens if at 3 am you get an emergency call?** The police can usually handle it, but if not I can call another town to assist.
10. **How do you handle complaints about a barking dog?** I work with the police dept., process a noise complaint. After the 3<sup>rd</sup> call the dog must be muzzled. I noticed that the town of Upton has not adopted most of the state laws. In Blackstone I work for the Police Chief not the Selectmen.
11. **How do you deal with irate citizens?** I have been certified yearly through MOAB and EMC as well. The training teaches you how to deal with irrational people.
12. **Monthly reports are required to be submitted to the BOH. Will this be a problem? Do you have a computer?** Yes I have a computer and no, it will not be a problem at all.
13. **Are you familiar with barn inspections required by the state of MA?** Yes, it looks like Upton has approximately 33 barns. That will not be a problem. I am familiar with all the regulations as well as new ones that were implemented when 911 occurred.
14. **Have you ever been fired?** No.

The Board asked Kevin if he had any questions for them. Kevin asked about dog bite reporting and how many calls come in typically per month. Board explained that the position also required him to be the dog officer under the Selectmen's jurisdiction. Kevin said this would not be a problem. Board thanked Kevin for coming.

7:28 p.m., Kevin left.

7:30 p.m., Mike Moran arrived and was asked the following questions and responded as indicated.

1. **Why do you want the job?** I have always loved animals. I've raised dogs and grew up around animals on a farm. I wanted to be a game warden.
2. **Do you have a trappers license or the required ACOAM Certification?** I used to be a trapper and have signed up for the next ACOAM course.
3. **What is your availability?** Being on call is not a problem, the police department know how to get ahold of me already, I have no small children, I can be available 24/7. I have a working history with the chief.
4. **What is your experience with dealing with the public?** I have a lot of experience. I own my own business and deal with the public all the time. I am president of the New England Motor cross Association and at times I have to deal with 600 kids and parents. Things flare up some times and I have to calm people down.
5. **As part of your requirements, you may encounter a rabid animal. Are you okay with that?** yes, I understand I am not allowed to shoot it, but must rely upon the police department, but I am okay with it.
6. **Are you aware that preventative rabies vaccine is required for the job?** Yes, that's fine.
7. **Have you had any experience working with barn animals?** Yes, the only animal I will have a problem working with is skunks.
8. **You will be required to perform barn inspections. Do you know what to look for?**  
I have never performed a barn inspection but I know what the needs of a barn animal are – clean water, no rodents, no manure piles, clean paddock etc.
9. **Do you have any computer experience?**  
Some, I can type but I'm slow.
10. **You will be required to do a monthly report. Is this a problem, do you own a computer?** A log is not a problem. I have a computer at home.
11. **It may be necessary for you to go a hearing in a court. Is this a problem?** No, it wouldn't bother me at all.
12. **Have you ever been fired?** No.
13. **Your references show companies but no names, can you offer individual names for references?**  
Yes, Chief Bradley, Aaron Goodale and John Johnson.

Board asked Mike if he had any questions. Mike stated he did not. Board thanked Mike for coming.

7:42 p.m. Mike left.

7:43 p.m., Robin Elizabeth Sherwin arrived and was asked the following questions and responded as indicated.

1. ***What is your background with animals?*** I have always had animals. I studied at UMass Amherst for a degree in Veterinary and Animal Science. I worked with large animals at UMass, worked with dolphins and sea lions in San Diego doing an intership, have worked as a groomer, and am currently working for a veterinary facility. I have done lots of hands on as well as studying.
2. ***Are you familiar with the MA laws and regulations pertaining to animals and rabies?*** I am familiar with them but not 100%.
3. ***A big part of this job is being on call 24/7. Are you available during the day?*** I do have a job currently but it depends upon the hours that I am needed. If I can get enough hours, I could make this position my sole job.
4. ***The position is about 8 hours per week, sometimes more sometimes less. Would you be available to answer a call at 10:00 a.m.?*** Depending. My shift is rotating.
5. ***Would you have a problem dealing with a potential rabid animal?*** No.
6. ***You would be expected to receive a preventative rabies vaccine. Do you currently have one?*** No, but that is not a problem.
7. ***Do you have computer skills and do you own a computer?*** Yes, and I do own my own computer.
8. ***Are you currently ACOAM Certified?*** No, but I am willing to sign up for the course.
9. ***Do you possess a trappers license?*** No, but I am willing to get one.
10. ***Do you have a problem trapping animals?*** No, for the right reason.
11. ***You may have to deal with neighbors in conflict. How are you with dealing with disputes?*** I have gained a lot of experience with pet owners. I find its best to kill them with kindness. I feel I am good at solving disputes with people.
12. ***Why did you leave California?*** My husband was in the military. We love it here in Upton, everyone is very nice and there are lots of farms and animals.
13. ***Do you have any experience with barn inspections?*** Not on paper but lots of hands on.
14. ***The dog officer is also part of this position, which falls under the jurisdiction of the Selectmen. You may at times have to appear in court. Do you have any experience appearing in court?*** Just a traffic violation, but I am comfortable doing so.
15. ***Have you ever been fired?*** No.

Board asked Robin if she had any questions. Robin asked if this position was 24/7 but paid per incident, how long might a typical call last? Al stated it's usually short, but could last about an hour or two. Board also discussed barn inspections with Robin. Board thanked Robin for coming.

7:57 p.m., Robin left.

Board and Debbie discussed all three applicants. Al stated the first applicant had the most experience and would be perfect for the job, except he already works a 40 hour per week job. He will not be available during his 3<sup>rd</sup> shift to respond to any calls.

The second applicant lives in town, is available to respond quickly, has impeccable references but no experience.

The third applicant also has a great background but is not available during her working hours.

Richard R., Richard D. and Debbie agreed.

Debbie asked about the ACOAM course, some don't have the certification. Richard R. stated they could register for the course if they don't have it yet. As long as they sign up for the next availability, they will meet the criteria.

Al stated the last two officers we hired had no experience as an ACO either but they did a great job.

Al stated that Mike Moran is his choice or we can re-advertise the position and hope for more applicants.

Debbie stated Kevin would be the most qualified choice, but Mike becomes more attractive if you say that the past two ACO's had no experience.

Al asked for the recommendation from the Personnel Board. Debbie stated she feels we should have a second interview with Blythe and both Kevin and Mike. Lets give Kevin the opportunity to address the 40 hour problem. Board agreed.

Richard R made a motion to hold a second interview with Kevin Sullivan and Mike Moran. Richard D. seconded the motion and Al made the motion unanimous.

Al will attend the interview with Blythe. Richard D. and Richard R. authorized Al to make the final decision for the BOH.

8:24 p.m., Richard R. made a motion to adjourn and Richard D. seconded the motion. Al made the motion unanimous. Meeting was adjourned.