

**BOARD OF SELECTMEN
MINUTES OF SEPTEMBER 16, 2014
SHEPARD MUNICIPAL BUILDING**

PRESENT: Mr. David A. Delanski, Chairman, Mr. Robert E. Lavash, Sr. Vice-Chairman and Mr. Dario F. Nardi, Clerk
ATTENDEES: See list (attached)

Chairman Delanski called the meeting to order at 6:30 p.m. and led the Pledge of Allegiance in the Selectmen's Meeting Room in the Shepard Municipal Building.

Chairman Delanski announced that tonight's meeting was being both video and audio taped and requested anyone in the audience to disclose if they are recording tonight's meeting.

Mr. Delanski announced that tonight's meeting was a one item Agenda, to vote on the candidates for the Senior Center Director's position that had been tabled due to the absence of a Board member.

SENIOR CENTER DIRECTOR POSITION –

Mr. Delanski turned the meeting over to his colleagues to speak on their respective selection and offer their statements in support of their selection.

Mr. Nardi stated he had discussions with both residents and COA board members regarding this appointment. He took into account qualifications; prior experience and individual attributes that would benefit the Senior Center. This is a tough decision; Dennis (Mr. Morel) brings a lot to the table but Sharon (Ms. Meli) would be his selection for the position.

Mr. Lavash announced he would recommend Mr. Morel to the position. Dennis has been a COA Board member for the last 6 years and Chair for the last 2. He works closely with Armand doing computer work. He has attended numerous meetings and is deserving of the job. He has but the time in and this would be the opportunity he is looking for.

Mr. Delanski stated that both candidates were excellent candidates; both are from Warren; both have passed the requirements for the position. He has talked to people around Town about this, more than other appointments. Mr. Delanski feels both candidates are worthy of the position; he recommends Ms. Meli. He opened up the discussion to members of the audience.

Mr. Stanley Soltys asked the Board if they considered candidates outside of Warren. Mr. Delanski stated that the advertisement for the position did not specifically call for applicants from Warren; as such of the 7 received, 2 were from Warren the remaining 5 were from out of town. It just happens that the two candidates brought before the Board were residents. Mr. Soltys advocates promoting from within; however there are times you stay within and you shouldn't. He wanted clarification others had been considered. Mr. Lavash added that the COA had screened the applicants, 1 of the initial three selected for interviews declined due to compensation; that candidate was from Barre. Following interviews, another candidate called and declined consideration again due to compensation – that applicant was also from out of town. Mr. Soltys responded that this would be an indicator that there is a problem with the compensation of this position. Mr. Delanski responded that the Town is very aware that most employees are underpaid and cited the Town Treasurer as an example. The Board is aware that something needs to be done. Mr. Richard Gelinis added that Warren ranks well in terms of the Director's position given the hours and benefits package provided. As a COA board member he feels that all candidates were very qualified and with some distance was a factor taken into account. The COA had a hard decision as both candidates were very qualified. Ultimately, they did recommend Mr. Morel.

Mr. Delanski stated that he had approached Mr. Dimo and asked him to stay beyond his initial September 30th departure date; until mid or late October and Mr. Dimo was agreeable. He asked his colleagues for suggestions on how best to approach the transition phase. Mr. Nardi suggested the possibility of Mr. Dimo acting as a hired consultant to assist in the transition. It was the consensus of the Board that the new appointment be for a probationary period of 90 days.

Mr. Delanski commented again the difficulty in the decision; adding that in his opinion the deciding factor was one candidate did appreciably better at their interview with the Board. With no further discussion a motion to appoint Ms. Sharon Meli to the Senior Center Director position for a probationary period of 90 days was made by Mr. Nardi; Second: Mr. Delanski – Mr. Lavash opposed. Ms. Prokop was asked to follow up with both Mr. Dimo and Ms. Meli as to the Board's decision.

OTHER BUSINESS –

Mr. Delanski announced that the Special Town Meeting would be held on Thursday, November 13, 2014 at 7:00 PM in the QRHS Auditorium.

Ms. Prokop asked the Chair for person to address Mr. Gelinas and request that as a COA Board member; that letters be sent to non-selected candidates and advise them the process was closed. Mr. Gelinas agreed to do so.

Motion to Adjourn made by Mr. Lavash; second: Mr. Delanski – unanimous at 6:50 PM.

Respectfully submitted,

Lorena Prokop
Administrative Secretary

Dario F. Nardi, Clerk