

**Wellfleet Board of Selectmen
Minutes of the Meeting of November 5, 2012
Wellfleet Town Hall, 6:00 p.m.**

Present: Berta Bruinooge, John Morrissey, Dennis Murphy, Jerry Houk, Paul Pilcher; Interim Town Administrator Tim King.

Chair Berta Bruinooge called the meeting to order at 6:00 p.m.

Announcements, Open Session and Public Comment:

Paul Pilcher told his fellow Selectmen that the schedule for the upcoming meetings on November 9 and 10, 2102 were in the packets distributed at the meeting.

Selection of New Fire Chief

Chair Berta Bruinooge instructed her fellow Selectmen to rank their selection for the new Fire Chief to ascertain if there is a consensus among the Board.

The Board of Selectmen's 1, 2, and 3 ranking for the new Fire Chief was stated as follows:

Bruinooge, Houk and Pilcher:

1. Richard Pauley
2. David Arnold
3. Brian Rhoades

Morrissey and Murphy:

1. Richard Pauley
2. Brian Rhoades
3. David Arnold

Bruinooge explained her reasons for choosing Pauley as the top candidate: Pauley is already a Fire Chief and he is from Massachusetts and is familiar with MA State Law; he is an EMT, has written and received grant funds, knows budgeting and is serious about relocating to Cape Cod. Further, Pauley has experience dealing with large summer populations, has excellent ideas for recruiting new call members and is open-minded about regionalization issues.

Murphy agreed with Bruinooge's assessment. Pauley's gave thorough responses and did not hesitate when answering questions. Further, it was clear to Murphy that Pauley had reviewed the Fire Department budgets, was comfortable in the public eye, and had a positive interaction with Mark Vincent, DPW Director, about maintenance issues.

Morrissey agreed with Bruinooge and Murphy and was comfortable selecting someone who has previously held the position of Fire Chief. He was also comfortable that Pauley was not on the job 'circuit' and seeking other positions.

Houk agreed with the assessment of the other Selectmen. He placed Arnold in the number two position because of his budgeting experience. Rhoades did not have the required budgeting experience nor had he ever run a department.

Pilcher agreed with Houk's assessment of Rhoades and was impressed that Pauley had done homework on the regionalization issue and was familiar with what Wellfleet had done.

Bruinooge stated that the Selectmen were now ready to make a conditional offer of employment and asked the Selectmen for a motion.

Motion 12-0361: Houk moved to make a conditional offer of employment as Wellfleet's Fire Chief to Richard Pauley with the following conditions:

1. Passing a medical examination, including a stress test
2. Passing a drug test
3. Passing a background investigation to include financial, Criminal Offender Record Index (CORI) and check of references and employment
4. Reaching a successful agreement on an employment contract
5. Residency: To make every effort to live within the Town of Wellfleet or within pager rage, and establish residency within 6 months of the execution of the contract unless otherwise approved by the Board of Selectmen.

Murphy seconded the motion and it passed 5-0.

The Selectmen agreed to add an Executive Session to the November 13, 2012 agenda to discuss Fire Chief contract terms. From the audience, Fire Chief Dan Silverman confirmed that he would be retiring on February 28, 2013 said he would be available for the bulk of the month to work with Pauley if he could start the job in early February. Interim Town Administrator Tim King said he would notify the Fire Chief candidates of the Selectmen's decision after the meeting adjourns.

Adjournment

Motion 12-0362: Houk moved to adjourn the meeting. Murphy seconded the motion and it passed 5-0. The meeting was adjourned at 6:30 p.m.

Respectfully submitted,

Amy Voll, Executive Assistant