

Town of Dudley

Board of Selectmen

November 2, 2020 @ 6:30pm
Dudley Municipal Complex
71 West Main Street, Dudley, MA
Room 321A

Approved 11/9/2020

Some matters have been taken out of agenda order but were typed up in agenda order for ease of locating information when necessary.

Chairman's Disclosure for Public Meetings:

Public Meetings:

Pursuant to Governor Baker's March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, §20, and the Governor's Executive Orders imposing strict limitations on the number of people that may gather in one place, although a quorum of the members of the Dudley Board of Selectmen will be physically present for this meeting, no in-person attendance of members of the public will be permitted. The meeting will be live broadcast on Dudley Cable Access Television, Channel 192, and members of the public can also access the rebroadcast of the meeting online via YouTube. In the event of an unanticipated interruption in this broadcast, we will post on the Town's website an audio or video recording, transcript, or other comprehensive record of proceedings as soon as possible after the meeting.

Members of the public who wish to appear before the Board of Selectmen must make an appointment to appear on an upcoming agenda, by contacting Michelle Jervis at selectmen@dudleyma.gov or by calling Michelle at (508) 949-8001. Placement on the agenda is not guaranteed however, and persons requesting to appear before the Board of Selectmen should not attend a meeting in person unless and until the appointment has been confirmed by the Board of Selectmen. Persons with matters appearing on a meeting agenda may request that they attend via virtual means, such as via conference call rather than in person attendance. Such request should be directed to Michelle Jervis at selectmen@dudleyma.gov or by calling Michelle at (508) 949-8001 no more than three business days hours in advance, so that appropriate arrangements can be made.

However, persons or representatives with matters appearing on the meeting notice/agenda who wish to be physically present at the meeting must observe the following requirements:

- 1. In accordance with existing requirements imposed by the Governor, meeting rooms will be limited in terms of the total number of persons that may be physically present at the same time, including Board/Committee members and staff. Satellite rooms will be available for overflow, and the meeting will be broadcast in real time in those satellite rooms.*
- 2. Persons who wish to participate in any particular matter on the meeting agenda will be asked to wait in a satellite room until that agenda item is reached, at which point attendees will be rotated between the main meeting room and the satellite room(s), as appropriate.*
- 3. Social distancing must be maintained in both the main meeting room and in satellite rooms. Face masks or coverings will be required in accordance with Governor Baker's May 1, 2020 COVID-19 Order No. 31, "Order Requiring Face Coverings in Public Places Where Social Distancing is Not Possible." A copy of that order can be found at <https://www.mass.gov/doc/may-1-2020-masks-and-face-coverings/download>*
- 4. Failure to comply with these requirements may lead to an attendee's removal from the meeting.*

1. Call to Order, Pledge of Allegiance:

The meeting was called to order at 6:32pm. In attendance were Kerry Cyganiewicz, Chairman, John Marsi, Vice-Chairman and Steven Sullivan. Also in attendance was Jonathan Ruda, Town Administrator and Michelle Jervis, Administrative Secretary. Paul Joseph was absent Jason Johnson requested to participate remotely under MGL Chapter 39§23D adopted 2/4/2013 and in accordance with 940 CMR 29.10(5). It was determined by the Chairman that the following factor made Mr. Johnson physical attendance unreasonable a- personal illness. **John Marsi motioned to allow Jason Johnson to attend the November 2, 2020 Board of Selectmen meeting remotely via conference call. Steven Sullivan seconded.**

Roll Call Vote:

Kerry Cyganiewicz, Aye

John Marsi, Aye
Steven Sullivan, Aye

1. Second Round of Interviews for Highway Superintendent

Jeffrey Murray –“JM”

1. On the first month of your job what would you do?

JM - I would lean on the Town Administrator to see what needs to be done, get insight on any ongoing projects or problems with the Board of Selectmen. I would introduce myself to all the department heads and staff.

2. Based on your resume, you are uniquely qualified in practical experience. What about municipal leadership experience skill set on the municipal side?

JM- I have been explained the process of grants and definitely capable of writing them. I also have experience in budgeting and governmental structure of the operations of a municipality such as negotiations, while sitting on the other side. I am familiar with personnel issues as well since I sat on the personnel review committee in Auburn before it was disbanded due to the Charter. As far as technical skills, if I have an assistant I'd be capable of handling things on my own like the budget. John Marsi stated that at this time he would not have a support staff.

3. Talk about Conflict Management?

JM- In my own business not everyone agrees on how things are handled. If there was an issue I would try to diffuse the situation and utilize tools, with dispute if necessary. There are ways to compromise and it might need intervention. I would ask the Town Administrator for support.

4. What would the first sixty days on the job look like for you?

JM- A lot of fact finding, introduce myself to everyone and get a better handle on things that need to be done. I would have a better understanding of my expectations and maybe put a different view on things with the approval of the Town Administrator and Board of Selectmen.

5. What is the difference between a leader and a manager?

JM-A leader trains, a manager delegates; one in the same at some point.

6. After a year on the job, what would you consider a success?

JM-Report financial stability and meeting my goals and objectives. Some would be met and others would not due to lack of funds and budget issues.

Russell Giglio –“RG”

1. On the first month of your job what would you do?

RG- I would introduce myself to town employees and vendors. Ask questions to the Town Administrator and support staff. I would like to get to know everyone on a first name basis. I feel it is very important to remember someone's name.

2. Based on your resume, you are uniquely qualified in practical experience. What about municipal leadership experience skill set on the municipal side?

RG – I would get to know everyone and let them know that I am in charge and if they have any questions they can ask me. If there is an issue with something being done I would ask the guys how they do it, i.e., rebuilding a culvert, and I might let them know that there is another way of doing it, an easier way.

Steven Sullivan asked how you would transition from being a superintendent from a foreman. Mr. Giglio stated that it is very important. I took over my current supervisor's job when he goes on vacation. Did everything he did. My objective in life it to move up and help the town. Willing to go out and help people. As far as the administrative side I do all the public relations. Can keep track of hours such as payroll. I have no experience in budgeting, but I could manage it.

3. Tell me your comfort level on learning new things?

RG – I am confident I can do it and it's always good to ask if you're not sure. John Marsi asked how he would advocate for a new piece of equipment. RG- I would check out the equipment myself and the price. There are different ways of doing things and looking at things and the cost to maintain the machine. Of course we would have to take it out for bid. Jonathan Ruda asked how would you advocate for this equipment when the public feels you don't need it.? RG_ I would try to come up with a solution. Try to explain in detail but there are always some residents who just like to complain. You have to be upfront and honest; it's for the safety of the residents I serve.

4. Talk about Conflict Management?

RG –Sometimes you need to be stern if the Town Administrator and the Board of Selectmen want it a certain way. Need to ask questions, get to know the person. My ears are always open and I never turn them off.

5. What are the difference between and leader and a manager?

A good leader takes on whatever comes their way. I would do the best job possible for the residents of Dudley; things have to be done in town. A manager delegates.

6. After a year on the job, what would you consider a success?

My priority list would need to be filled and addressed. My goals would be complete and the Town Administrator and Board of Selectmen are happy with my job and the department.

Stanley Golenski – “SG”

1. On the first month of your job what would you do?

SG- Vinny Polletta is getting everything ready before he retires. The salt and sand, new loader chapter money. I know the chain of command.

2. Being the internal candidate, everyone knows you. How would you continue on what you have accomplished, your skill set translating to your job?

SG - I know all the quirks, how to get together to plow and how many guys we need regarding a full paving operation. I know who can do the job without wasting money.

3. With no Administrative help how would you handle the technical aspect of the position?

SG – The Superintendent does not need a secretary. It can be tough to do sometimes because you have to do a lot such as driveway permits etc. You can fall behind but if you need to work late to do it I would. Regarding the budget, I am eager to learn. Vinny showed me a lot and managing the budget is important aspect of the position.

4. Talk about Conflict Management?

SG - The guys know there is room for change. I've been the acting foreman for two years and they know me. I would try to diffuse any situation.

5. What would be the hardest part of being Superintendent?

SG – Figuring out how to use Chapter 90 money. There are certain years you have to balance the money to do certain things. We have some money from last year since we didn't use much salt and sand.

6. What is the difference between a leader and a manager?

SG – A leader gets more things done than just the manager.

7. After a year on the job, what would you consider a success?

SG – Learning tricks to achieve goals. To have a highly maintained highway department, more help, making sure the recycling center is working well, working with building and grounds and the town hall. Having the guys happy, good grants for the town, Stormwater management are taken care of and accomplishing all the tasks to have the highway department run smoothly.

John Marsi motioned to adjourn at 8:10pm. Steven Sullivan seconded.

Roll call Vote:

Steven Sullivan, Aye

Kerry Cyganiewicz, Aye

John Marsi, Aye

Jason Johnson, Aye

Respectfully Submitted:

Michelle Jervis

Administrative Secretary