

Board of Water Sewer Commissioner's Executive Session Meeting November 6, 2019

Present: Scott Zajkowski, Tom Fournier, Bob Sullivan, and George Patrinos

Executive Session was opened at 6:45pm by Scott Zajkowski. Scott and Personnel Board Chairman Peter Fox held an interview with the only candidate, George Patrinos for the position of Water/Sewer Superintendent on Tuesday November 5, 2019. After the interview concluded, the Personnel Board recommend George Patrinos for the position of the Water/Sewer Superintendent and it is now up Board of Water Sewer Commissioners.

Some questions were raised by Tom:

How long until you retire?

George: Minimum of two years, possibly three years, there are many projects going on and he would like to stay on and try to complete some.

Been doing a great job as interim superintendent, my only concern is it seems like you are letting Mike run the Sewer Department is that the case?

George: I meet with Mike every Monday and go over what will be done for the week and discuss the projects and needs of the department. I feel he has a good relationship with Mike and it has been a good coordination and cooperation of the departments. I also feel I have a good working relationship with Tim too.

Do you know where the guys are everyday?

George: Yes, I know what they are doing every day. There is a lot of routine to these jobs and every morning they check in and see what needs to be done along with the routine items.

In George taking the job, you will see the other side and you will need to be firm with the guys, can you do that?

George: Yes, I can discipline and reprimand when needed.

I will never question how you discipline and will back what ever you feel is necessary.

George stated that he a few bullet points that he would like to present to board for consideration when negotiating salary:

- Only had a %15 pay increase to take over as Interim Superintendent
- Scada system in place which is helping with the overtime going down
- New camera system for Sewer Department
- Grant Money obtained
- New integrated read meters
- Phases I & II Study- appropriated and borrowed
- Personnel in Water Department fully certified and Asbestos training
- OSHA classes taken and guidelines for the department created, creating trench box
- Non-compliances that were left are now up to standards
- Station 3 will be on line by winter

- New generator projects
- Working with departments, selectmen, attending other meetings and grants
- Normal maintenance and care of the stations.

All of this has been done in the past year.

Bob stated when he came onto the Water/Sewer Board he had some concerns, but once he went out to the stations and saw the staff and the workings of everything, he thinks that George is doing a great job. All members were in agreement that they want to hire George for the position.

Salary discussion:

George stated that he would like to be around \$87,000.00 or even \$86,000.00. Scott states that he was thinking about \$85,000.00. Tom stated that he was thinking about \$85,000.00 but then maybe to give him a raise in June or so. His fear is that if we go from what John was making to George making more what would occur. Bob stated he is more apt to go the higher side because it is hard to find a Superintendent like George has been doing. In the end he will be saving the board money with eliminating overtime to workers and other ways too. Bob stated he would go with \$86,000.00. Discussion occurred and it was negotiated for \$86,000.00 and George accepted the position for \$86,000.00.

Executive session adjourned to go back into open meeting.

Respectfully

Jennifer Cournoyer , Administrative Assistant