Select Board Meeting

September 24, 2019

Interviews

4:35 pm meeting called to order.

Select Board members present: Neil Oleson, Ericka Oleson, and Mike Bedini.

Select board members absent: None

Others present: Christine Dobbert, and Melanie Medon arrived at 6:20.

4:30 Interview for highway supervisor - Jim White:

Jim has all licenses required.

The board asked what would make you a good supervisor.

Jim stated he has been here for 14 years and during the past month he has stepped in and has been getting done what needs to be done.

The board asked if he would be comfortable planning and executing jobs.

Jim stated yes, he thinks he can do it.

The board asked Jim what is one skill he could improve on.

Jim stated he will keep the town moving forward.

The board asked if there were any changes he would make to make things more efficient.
Jim stated it would be to do it right the first time.

The board asked how he would handle conflicts among the guys.

Jim stated he just wants 8 hours of work from them.

The board asked what he can do to improve teamwork.

Jim stated to work together to get things done. There is no “i” in team. He then stated he feels he is doing a great job. He was asked to step up and he did.

The board asked for three words that describe his perfect work environment.

Jim stated keep active and make the best of it.

The board stated that this is a yearly appointed position and asked if Jim had any questions.

Jim stated that if he did get the position he would like a raise to $25.00/hour. He has about 10 years before retirement.

5:00pm Interview for both positions – Xavier Valentine:

Holds Class A Hazmat, Hoisting license and is a long haul trucker.

The board stated he would need additional licenses.

The board asked if he had any plowing experience.

Xavier stated he does not.

The board asked if he has any supervisor experience.

He stated he supervises himself. He has had no accidents and has hauled chemicals with no issues.

The board asked if he had any experience dealing with people who were upset. He stated he has some experience with customers and is able to keep cool.

The board asked why he is looking to work for the town.

Xavier stated he wants to spend more time with his kids so he is looking for something else. Right now he is driving for a buddy but hasn’t worked for 3 weeks.

The board asked if he is looking for long term.

He stated yes but would leave for Berkshire Gas.

The board asked him how long it took him to get here.

Xavier stated it took half an hour.

The board asked for three words that would describe his ideal work environment.

Xavier stated safe, courteous, and team.

The board asked if he had any questions. He did not.

The board will send an interview questionnaire to Jon Oleson for the highway supervisor position seeing he is out of the area.

5:30pm Interview for Utility Position – Bryan Ellsworth

No show.

6:00pm Interview for Utility Position – Josh Pettit

The board asked why he interested in this position.

Josh stated that he wants to stay in the area and is looking for a career. Working for the town will allow him to get different licenses. He would like to make a career working for a town.

The board asked if he had experience with plow trucks.

Josh stated he does not have experience with large plow trucks but has run a Ford truck with a plow. He then stated he likes a challenge and he wants to better himself.

The board asked what his biggest weakness is.

Josh stated it is going too fast. He is working on slowing down to not make mistakes.

The board asked if he has any experience in repairing vehicles or with vehicle maintenance.

Josh stated he graduated from automotive at McCann.

The board asked how long it took to get here.

He stated it took about half an hour.

The board asked how he does working with others.

Josh stated he is good working with others. He has a good temperament and doesn’t let others get to him.

The board asked Josh to give three words that describe his ideal work environment.

Josh stated busy and respectful.

The board asked if he would be willing to take a first responder course.

He stated he is already a first responder.

The board asked if he had any questions. He did not.

6:30pm Interview Utility Position – Erik Vasquez

The board asked why he would like to work for the town.

Erik stated he has been here his whole life and it fits him. He also stated his dad has been with North Adams for 38 years and he would like to follow in his footsteps. He is working as a seasonal employee and will be done in about 2 weeks.

The board asked if he felt comfortable getting licenses such as CDL or excavator.

Erik stated I will do whatever you feel I need to do.

The board asked what type of equipment he had used.

Erik stated he has mostly been plowing the cemetery, he has run the Bobcat and plowed driveways.

The board asked if he had any vehicle repair or maintenance experience.

Erik stated before he worked for the city he worked fixing dirt bikes, and four wheelers. Also stated he can do basic repairs on trucks but cannot do engine work.

The board asked how he would benefit the town.

He stated because I have been here my whole life I would do my best to make it better because I love the place.

The board asked how he works with others.

Erik stated that is no problem. If they are nice to him, he is nice to them. Always respect them.

The board asked if he is looking for long-term.

He stated yes, I plan on dying here.

The board stated it could be late hours, nights, and weekends with some long shifts.

He stated that is not a problem.

The board asked how he would be wit townspeople at the compactor if they were upset with him.

Erik stated he would stay calm himself and listen to them. If they continued he would refer them to his supervisor.

The board asked how long it take shim to get here.

He stated 5 minutes.

The board asked what three words he would use to describe his ideal work environment.

Erik stated clean, cooperative, and fun.

The board asked Erik if he had any questions for them. He did not.

7:00pm Interview Utility Position – Chad Columbus:

The board asked Chad why he wants to work for the town.

Chad stated he has always been attracted to equipment and feels it would be a good opportunity to learn more. He feels he is limited at the transfer station. He stated he has his 2A hoisting license and he is looking to acquire a CDL but it is hard with his current work schedule. Chad stated he is willing to get any license needed.

The board asked what equipment he has used.

Chad stated he is currently driving tractor trailer roll-off and a loader on city property at the transfer station. He has also used mowers, loader, and excavator.

The board stated it can be late nights, weekends, and holidays.

Chad stated he understands that. His dad just retired from the city. He has also been called in to plow parking lots with a pay loader and is a volunteer firefighter so he is used to that. Chad stated before the city he mowed for Green Fields and Countryside Landscaping and with the city has mowed at the cemetery.

The board asked if he had any experience with vehicle repair or maintenance.

Chad stated he can do brakes, oil and basic maintenance and repairs.

The board asked how he is working with others.

Chad stated he feels he works well with others and he likes working with others.

The board how he would handle townspeople if they were upset with him at the compactor.

Chad stated he deals with that every day. He then stated I explain to them what the rules are and try to handle the situation. If they continue I refer them to my supervisor. The board followed up asking what if the same person gave you a hard time. Chad stated if that happens in North Adams they take their plate number and sticker number and report it to their supervisor.

The board asked what three words he would use to describe his ideal work environment.

Chad stated get along with the guys, feel satisfied at the end of the day, and fun.

The board asked how long it took him to get here.

He stated he left at 6:20 and arrived at 6:37.

The board stated pay is dependent upon licenses. They are not sure of that at this point.

Chad stated he is OSHA 10 certified, and is AED and first responder certified.

The board asked Chad if he had any questions for them. He did not.

7:30pm Interview Utility Position – Jeffrey Sullivan:

The board asked Jeffrey why he would like to work for the town.

He stated he loved working for Greenfield but he was hurt and lost his licenses because he could not pass the DOT physical. He had held Class B.

The board asked him what equipment he had used.

Jeffrey stated he ran all equipment except the roadside mower and the boom on the backhoe.

The board asked if he had any plowing experience.

He stated he plowed with a six wheel dump truck and he misses plowing.

The board asked if he had any experience with vehicle repair and maintenance.

Jeffrey stated he had some they would fix hydraulics and change their own wipers in Greenfield but had separate crew for repairs.

The board stated there could be long hours, weekends, and on-call.

Jefffrey stated that would be fine. He did that in Greenfield with the vac truck.

The board asked how long it took for him to get here.

He stated 12 minutes.

The board asked if he is looking for a long term job.

He stated he would like to have a job he could retire from. The job he currently has he is burned often.

The board asked if he had had any safety training.

He stated he has but it has been a while so he would need a refresher.

The board asked how he is working with others.

He stated he is easy to get along with.

The board asked how he would handle a situation if he was at the compactor and someone was arguing with him.

He stated he would tell them that it is the rule and not up to him. Then he would refer them to his supervisor.

The board asked what him three words he would use to describe his ideal work environment.

Jeffrey stated long-term, family oriented, and can progress. He then added he can’t move at his current position.

Chris stated in a municipality there is not much room for change.

Jeffrey stated that it is different every day in a job like this.

The board asked Jeffrey if he had any questions. He asked why the interview was at 7:30pm. Chris explained that the board members have other jobs during the day. He had no other questions.

All members felt that two candidates stood above the others for the utility position.

Mike stated he feels Jim should be the highway supervisor. Neil stated that he feels Jon could use more experience and he also feels Jim should be the highway supervisor. Ericka abstained from the discussion.

Mike made a motion to appoint James White as highway supervisor. Neil seconded. Ericka abstained.

With a new position open once Jim becomes supervisor, the board would like to offer Erik Vasquez and Chad Columbus both a position as utility worker starting at $16/hour.

Ericka made a motion to offer Erik Vasquez and Chad Columbus a position of utility person at $26/hour. Mike seconded. Unanimous.

If Jim accepts the position it will be effective September 30th.

Mike suggested the new utility workers should come to the next meeting and meet Jim if possible. Chris will ask them when she speaks with them.

7:54 pm Mike made a motion to adjourn. Ericka seconded. Unanimous.