

## **Town of Adams Massachusetts 01220-2087**

### **BOARD OF SELECTMEN**

TOWN HALL BUILDING  
8 PARK STREET

**Tuesday, December 3, 2019, 6:00 p.m.**  
**1<sup>st</sup> Floor, Board of Selectmen Meeting Room**  
**MEETING MINUTES**

**CALL TO ORDER:** The meeting was called to order by Chairman Hoyt at 6:05 p.m. Present were Vice Chairman Bush, Members Blanchard, Duval, and Nowak. Town Administrator Green was also in attendance.

### **NEW BUSINESS**

**Deliberation on DPW Director Candidates:** Chairman Hoyt reviewed the interviews that took place last Tuesday with three candidates. Town Administrator Green was asked to do reference checks, and he advised he assembled six questions that may be asked by Board Members if they desired. He reported that a positive reference was received for Candidate Salem, that he had a small crew, was not confrontational, takes direction and does not have sewer experience. A second reference has not yet called back. Candidate Tober had provided four references, and one went to a fax machine. The others are still awaiting responses. Candidate Markland had two positive references that indicate he is a DPW professional, has follow-through, and is effective on project management details. Over the last few weeks unsolicited references were received for him as well. Water Superintendent Barrett gave a positive reference regarding a past work experience with him, and DPW Operations Supervisor Cota gave some input and concerns. Board Members discussed who the DPW choice would be, and it was clarified that when asked for a perspective on a personality standpoint it was noted that Candidate Markland was the choice as he is known and has a working relationship with the Adams DPW. From another perspective, one candidate answered technical questions well, but had a very corporate answer and this is not a corporation. He worked with big budgets and referenced his background with a more robust budget than Adams has. One is familiar with municipal budgets and is used to being limited with staff. One worked with a \$6 Million budget, and there is concern whether they can shrink down. It was noted that the DPW is currently getting the job done, and what would they do differently? It was explained that the DPW is in reactive mode and have not had the capacity to get ahead or look forward on issues. They have done well with the fleet but the HVAC, building maintenance and other projects need someone able to look at facility management to take them from reactive to more proactive. The resumes were reviewed, and it was noted that all three candidates are equally able to perform duties, and some are better at some things and some are better at others. Going from a multi-million-dollar budget to what Adams has could be a challenge. *Candidate Markland* was noted as knowing small town politics, knows both towns and is able to make decisions with his experience in this area. It was also pointed out that he was one-dimensional and limited in grant writing experience, has a paper filing system and tunnel vision. He was seen as having a reactionary type of response. It was discussed that day to day he gets the job done, and has proven so by working many years in North Adams. His relationship with individuals in the community was a note of concern and could be negative. It was further pointed out that his computer skills were very low. It was pointed out that *Candidate Tober* had a view from the outside, and would not be a buddy coming in from the local community. He was noted as having a good heard as he volunteers and has good hands on and life experience. He was believed to have an even demeanor and good life experience. He

was viewed as having the right answers and mentioned he would move to Adams. He was noted as having a lot of experience and a Master Degree, and more input and verification from people in his community were warranted. It was pointed out that he was consistent with both interviews, and said he wanted to be out with the crew and not always in the office. He noted he was hands on with the Caterpillar Tractor, but we already have that and need someone to be behind the desk, researching and reporting to the Town Administrator and Board of Selectmen. Hands-on experience was expressed as not being needed as we already have that.

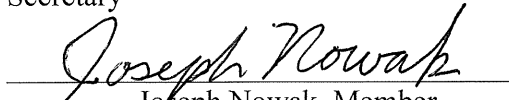
*Candidate Salem* was noted as lacking conversational skills, but cares about the community. His grant writing experience was viewed as showing potential and he avoids disparaging remarks about the community. It was pointed out that he did not provide specifics and generalized his answers. It was stated that there is nothing in the job description about providing the Board with metrics. The question was raised about what skill set and balance the Board was looking for in this position, and what level of experience. There was prior discussion about using technology and providing metrics, creating efficiency by having information in the system to provide metrics. An inquiry was made about how to keep a hands-on candidate from bothering the mechanics. It was noted that perhaps the hands-on experience would be helpful rather than a bother, especially if the candidate has a Masters Degree in Business Administration and knows mechanics. It was brought up that a combination of all of the candidates would be the best possible fit. The desire to have someone in the position for longevity rather than jumping around was noted. Wastewater Treatment Plant knowledge was noted as important as the Town knows there will be upgrades. Facility Management was pointed out as being that missing piece currently with the Town and only one candidate had that experience. The other two candidates had more housing and not facilities. Project management was something pointed out to be nice to have. A suggestion was made to interview again. Cold calling for reference information was noted as a possibility to inform the Board further for the next level of interviews. One candidate expressed having done too much administrative work and was not challenged. The reasons the candidates left their prior employment was reviewed by the Board. The willingness to take classes and learn systems was noted in one candidate. Weekend responsibilities were touched on, and it was noted that the DPW Operations Supervisor takes most of the regular responsibilities but outside of that it is expected the DPW Director would be available. It was pointed out that one candidate would likely operate the DPW as it has operated for the last 30 years, and it was noted that the point was to alleviate the Town Administrator from the responsibilities for some of the Stormwater, Berkshire Regional Planning Commission and Chapter 90 duties. It was noted that Candidate Tober has the skills and experience to move the Town forward and make things happen. He appeared to be able to work on his own and not just run the DPW but move the Town forward and work with MassDOT and other communities. His experience in Holliston working on projects with MassDOT was noted. It was pointed out that if Candidate Salem was selected he would need to be in the area and not driving home on weekends. It was clarified that he had expressed he would move to the community. It was noted that two candidates had similar situations, one near Millville, MA and responsible for the northeast and the other resides in Ashburnham, MA and both stated they would move to the area. Being a voice for Adams was noted as important, and one candidate was not able to sell himself. An offer was made to bring back candidates for another interview and take more time to check references. ***Motion made by Member Blanchard to hold a second round of Interviews with Candidates Markland and Tober, the Board will deliberate and make a decision the same night, and Town Administrator Green will provide additional references, second by Vice Chairman Bush. Voted in opposition was Member Nowak. Voted in favor were Chairman Hoyt, Vice Chairman Bush, Members Duval and Blanchard. Motion passed.***

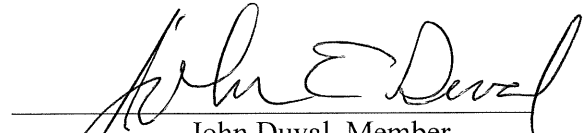
**ANNOUNCEMENTS AND GOOD OF THE ORDER:** Scheduling discussion took place about when and where to hold the next meeting. It was noted that the Highway Department did a good job with the storm. It was pointed out that at 11:00 p.m. the DPW came in last night and left at 3:00 p.m. today. The

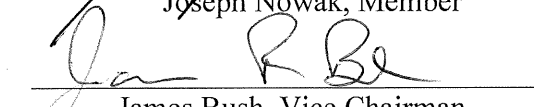
school delay was not caused by the DPW and the roads. Brief discussion took place on the license status which is to be provided to the Board Members prior to tomorrow's meeting.

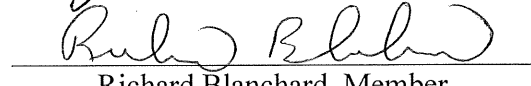
**ADJOURNMENT:** *Motion made by Member Nowak to adjourn the meeting, second by Member Blanchard. Vote: Unanimous. Meeting adjourned at 7:16p.m.*

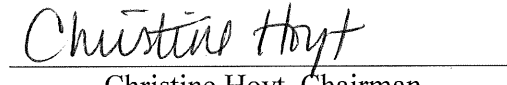
Respectfully Submitted by Deborah J. Dunlap,  
Recording Secretary

  
Joseph Nowak, Member

  
John Duval, Member

  
James Bush, Vice Chairman

  
Richard Blanchard, Member

  
Christine Hoyt, Chairman