

TOWN OF GILL

M A S S A C H U S E T T S



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SELECTBOARD MEETING MINUTES

August 23, 2018

Called to Order: The meeting was called to order at 6:15 PM.

Members Present: John Ward, Greg Snedeker Members Absent: Randy Crochier
Others Present: Ray Purington, Administrative Assistant; Mick LaClaire, Highway Superintendent

Randy Crochier did not attend the meeting due to his recusal from the process to fill the vacancy in the Highway Department. Alex Urgiel, one of the finalists for the position, is Randy's brother-in-law.

Alex Urgiel joined the meeting at 6:15 PM and was interviewed for the open position in the Highway Department. Urgiel left the meeting at 6:42 PM. Brandon Ovitt joined the meeting at 6:45 PM and was interviewed for the open position in the Highway Department. Ovitt left the meeting at 7:35 PM.

The Selectboard discussed both candidates qualifications, experience, and answers to the interview questions.

Urgiel has a Class B CDL, and has worked for the same company for 20+ years driving big trucks. He does not have direct experience in road construction or maintenance, but has a farming background which would have some similar experiences. He indicated a willingness to learn. He is seeking a starting salary of \$20/hour to keep in line with his current position.

Ovitt has a Class B CDL that is restricted to automatic transmission vehicles. He has worked in a position similar to ours for the Winchester NH Highway Department since December 2014, worked for Nortrax Equipment for 2.5 years, and has an Associate's degree from the Nashville Auto Diesel College. The Selectboard commented on the knowledge and depth displayed in his answers to the skills-based and situational questions. Ovitt is also seeking a starting salary of \$20/hour to keep in line with his current position.

On the Town's wage scale the advertised Truck Driver/Laborer position has an hourly rate ranging from \$17.45 - \$21.22. It isn't until the fifth step of the scale that the rate exceeds \$20, at \$20.40/hour. The Selectboard expressed concern about starting someone at the next to last step, as the person would quickly "max out" and only receive cost of living increases or, more likely, leave for another position elsewhere.

The hourly rate for the Mechanic/Operator position ranges from \$20.24 - \$24.61. The Selectboard concluded that it is in the best interest of the Town to hire someone who is qualified as a Mechanic/Operator, and that the Highway's FY19 labor budget includes adequate funds for this decision. Ray noted the Preliminary Screening Committee did not identify any qualified candidates who would have been willing to start at the low end (\$17.45) of the range for Truck Driver/Laborer.

John made a motion, seconded by Greg, to offer Brandon Ovitt a position in the Highway Department as a Mechanic/Operator starting at \$20.24/hour, contingent upon acceptable results from a medical examination, CORI background check, driving record check, and removal of the CDL automatic transmission restriction prior to starting employment. The vote on the motion was 2 in favor, 0 opposed. Ray will communicate the offer to Ovitt.

The meeting adjourned at 8:43 PM.

Minutes respectfully submitted by Ray Purington, Administrative Assistant.

Signed copy on file. Approved on 09/05/2018

John Ward, Selectboard Clerk