

DEPARTMENT OF PUBLIC WORKS  
171 Worcester Rd  
Sterling, MA

Present: Gregg Aubin, Deane Day, Blaine Bershad and Susan Genereux  
Via Zoom: Arden Sonnenberg, Kellie Hebert, Fred Aponte, Maureen Cranson, Bernard Lynch and John Petrin

Meeting called to order at 04:05 pm

Gregg Aubin, Deane Day, Blaine Bershad present

Kellie Hebert, Town Administrator, introduced Bernard Lynch and John Petrin of Community Paradigm Associates, Inc. Paradigm provides recruitment services, consulting and organizational reviews for Municipal departments throughout the Commonwealth. Mr. Lynch and Mr. Petrin together have over 40 years of experience to offer. Community Paradigm Associates, Inc. have worked with the town of Millis and Needham on DPW Organizational Study and DPW Structural Evaluation.

Gregg Aubin stated the immediate need is to hire a Water Superintendent.  
Gregg Aubin also questioned how quickly Paradigm can complete their analysis.  
Blaine Bershad stated his concerns of the cost associated with using an outside company and the description listed for the Water Superintendent position.  
Bernard Lynch stated today’s meeting was to collect information and access the needs of the DPW Board which will help to determine the cost of their services.  
Gregg Aubin responed to Maureen Cranson comment on the procedure to make changes, stated the problem of obtaining qualified individuals is due to the pay scale.  
Arden Sonnenberg, said the consulting firm will be able to give guidance, organization and salary ranges. All Board members agreed that a full study, which will take up to four months to complete is not needed.  
Kellie Hebert, Town Administrator, said the salary can be addressed at the June 14<sup>th</sup> Town Meeting. Kellie Hebert also requested the agenda for the March 9, 2021 DPW Board Meeting be adjusted to include a discussion of Community Paradigm Associates. Gregg Aubin also requested to add a discussion to form a search committee for the DPW Superindentent.

Next posted meeting date TBD  
Motion to adjourn at 5:00

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Gregg Aubin, Chairman  
Department of Public Works Board