

DPW Superintendent Search Committee Meeting
171 Worcester Rd
Sterling, MA

Present: Blaine Bershad, Chief David Hurlbut, Jack Chandler, Terry Heinold and Susan Genereux
Via Zoom: Arden Sonnenberg, Kellie Hebert, David Favreau, Travis Thibault (Paxton DPW Superintendent),
Mike Coveney (West Boylston Water District Superintendent)

Meeting called to order at 07:10 pm

It was decided that everyone would play an equal part. No need for a chairman. Susan Genereux will take minutes and type up Agenda. Kellie Hebert (Sterling Town Administrator) stated it would be best if she take an advisory position and will offer assistance.

Meetings will be scheduled on Tuesdays at 4:30 PM.

After much discussion it was decided that the Job Description needs to be revised by the DPW Board before moving forward. Blaine Bershad (DPW Board Member) suggested that the DPW work towards the following structure:

DPW Superintendent

DPW Forman

Storm Water

Water Forman

Mr. Bershad also stated that this format will help address heavy regulation of the water department. Ms. Hebert suggest to make this position Contractual. This would allow Town Meeting more flexibility to set salary and benefits. Ms. Hebert stated she was working with Selectman for deadlines for the budget warrants, which will be sometime in April. The discussion whether we should use Community Paradigm Associate was also discussed. David Favreau (BOH) commented a study was completed 5 years ago, but Ms. Hebert stated that new regulations, water mandates, workloads and pay scales have changed. All in attendance agreed that the salary range for this position needed to be raised. Chief Hurlbut made a motion to recommend Job Description and Organization structure be determined by Paradigm. All in favor 10-0.
Mr. Bershad asked to add the results of this discussion from the Search Committee to the DPW Board Meeting Agenda on Tuesday, March 23rd at 7:00 PM.

Next posted meeting date TBD
Motion to adjourn at 8:40

DPW Superintendent Search Committee