

Selectboard Meeting

October 24, 2025 . 2:54 PM . ID: 233643381

Transcript

00:01 - 00:04

[speaker unknown]

This conference will now be recorded.

00:05 - 00:05

Selectboard Office

Okay.

00:06 - 00:08

Selectboard Office

So just the one item on the agenda.

00:09 - 00:15

Selectboard Office

I think I would entertain a motion to appoint members to the hiring committee.

00:15 - 00:17

Selectboard Office

I move that we appoint.

00:20 - 00:21

Selectboard Office

Good luck.

00:21 - 00:22

Selectboard Office

Yeah, good luck.

00:22 - 00:31

Selectboard Office

That we appoint Kirsten Henshaw, Kevin O 'Connor, Devin Wolf and JP Welch.

00:31 - 00:32

Selectboard Office

Is that it?

00:32 - 00:44

Selectboard Office

And, of course, the town government member is Deb Rock that we appoint them to the screening committee for our new highway superintendent.

00:45 - 00:50

Selectboard Office

So I would second that just with the amendment that we ask Deb to chair.

00:50 - 00:51

Selectboard Office

Yes.

00:51 - 00:51

Selectboard Office

Okay.

00:52 - 00:52

Selectboard Office

Yes.

00:53 - 00:53

Selectboard Office

Okay.

00:53 - 00:54

Selectboard Office

I would accept that amendment.

00:56 - 00:57

Selectboard Office

Discussion?

00:57 - 00:58

Selectboard Office

I guess a no.

00:58 - 00:59

Selectboard Office

All in favor?

00:59 - 00:59

Selectboard Office

Aye.

01:01 - 01:05

Selectboard Office

All right, so that's done, so let's just talk about the process.

01:07 - 01:10

Selectboard Office

I didn't think to ask Peggy if maybe we'd actually received any applications.

01:12 - 01:13

Selectboard Office

You're not aware of any, are you?

01:13 - 01:14

Selectboard Office

No, I'm not aware of any.

01:14 - 01:16

Selectboard Office

Yeah, I know.

01:16 - 01:17

Selectboard Office

I don't think so.

01:17 - 01:18

Selectboard Office

I think she would have said something.

01:18 - 01:18

Selectboard Office

We spoke.

01:18 - 01:21

Selectboard Office

It's been out for, what, a week, ish?

01:22 - 01:23

Selectboard Office

Ish, yeah.

01:23 - 01:32

Selectboard Office

I posted, I'm not sure how much, do you want to read any of the ads have hit,
Actually, I posted it on Facebook a week or so ago.

01:32 - 01:36

Selectboard Office

And I did put it on What's Up in the Hill Times, as well as within 1 to 10.

01:36 - 01:38

Selectboard Office

And of course, on the town website, too.

01:39 - 01:41

Selectboard Office

And it's, I think I did.

01:41 - 01:43

Selectboard Office

Can we work backwards for you?

01:43 - 01:47

Selectboard Office

So when are you anticipating your leaving?

01:47 - 01:48

Selectboard Office

Last day is December 18.

01:49 - 01:50

Selectboard Office

December 18.

01:52 - 01:54

Selectboard Office

That's my father's birthday, if anybody cares.

01:56 - 01:57

Selectboard Office

Is he around here?

01:58 - 01:59

Selectboard Office

He's in Connecticut.

01:59 - 02:00

Selectboard Office

Thanks.

02:02 - 02:13

Selectboard Office

And ideally we would love somebody to kind of shadow you, walk around with you, and the more time we can have that happen, the better.

02:14 - 02:21

Selectboard Office

So if we could get somebody on board by mid-November, that would be awesome, but that's probably not going to happen.

02:21 - 02:21

Selectboard Office

No, that's not going to happen.

02:22 - 02:24

Selectboard Office

And Thanksgiving's late this year too.

02:25 - 02:29

Selectboard Office

I'd say we'll be doing good for December 1st.

02:29 - 02:41

Selectboard Office

I mean do the best you can and so this process is because so this is different than I've ever done it that there's no closing date.

02:42 - 02:42

Selectboard Office

There is not.

02:43 - 02:50

Selectboard Office

And so you there's just rolling applications and we can review and interview people as they come in.

02:51 - 02:54

Selectboard Office

Yes so I don't know if put anything on that?

02:54 - 02:56

Selectboard Office

Let me see what the web post says.

02:56 - 03:01

Selectboard Office

I don't think it talks about any sort of and I.

03:04 - 03:08

Selectboard Office

Do need to move it so it's more at the top of the home page.

03:09 - 03:09

Selectboard Office

And.

03:20 - 03:42

Selectboard Office

So the whole procedure with the minutes is because they're executives because this would be my eye doctor but they can talk to me later because it would be held in the executive session, those minutes would be generally they're withheld until the matter is completed.

03:43 - 03:52

Selectboard Office

So once a decision has been made and you decide okay we're hiring this person and they've agreed to it, at that point the minutes can be released but you generally don't release it before then.

03:53 - 03:59

Selectboard Office

Well the only part that these meetings take your session is if you're discussing a specific person who doesn't want to be public.

04:00 - 04:03

Selectboard Office

Right, he had suggested that all of those meetings take place in executive session.

04:03 - 04:04

Selectboard Office

And you can do that?

04:04 - 04:05

Selectboard Office

Yeah.

04:05 - 04:06

Selectboard Office

Yeah, he gave the reason.

04:06 - 04:07

Selectboard Office

He gave the justification.

04:07 - 04:12

Selectboard Office

I think it would be weird to talk about people who applied for the job and have that be open session.

04:12 - 04:16

Selectboard Office

If you don't name their name, the individual one, and two, and three, and so forth.

04:18 - 04:19

Selectboard Office

Seems like there's a way to do it.

04:19 - 04:21

Selectboard Office

But if that's what the lawyer says, fine.

04:21 - 04:23

Selectboard Office

Yeah, no, they said do it in executive.

04:23 - 04:27

Selectboard Office

It seems cleaner to me to do it in an executive session, make the decision, and then

make a decision.

04:27 - 04:29

Selectboard Office

I'm surprised that's allowed.

04:29 - 04:31

Selectboard Office

Oh, there was, yeah, it gave the reason.

04:31 - 04:44

Selectboard Office

Which you have to open it by saying we just appointed you we just appointed you to the to the uh screening committee oh okay the reason you're here yes okay just so you know.

04:49 - 05:01

Selectboard Office

So we're gonna shoot so uh we'll see we don't know if there are any uh any applicants yeah but We'll check in regularly with PEG.

05:01 - 05:05

Selectboard Office

I can keep everybody apprised.

05:06 - 05:09

Selectboard Office

And unless we get inundated, I would say.

05:10 - 05:19

Selectboard Office

So unless somebody, unless I applied for the job and was clearly unqualified, we would not interview somebody.

05:20 - 05:21

Selectboard Office

I talked to you, you know.

05:21 - 05:22

Selectboard Office

Yeah, OK.

05:22 - 05:24

Selectboard Office

You're not obligated to interview anyone.

05:24 - 05:25

Selectboard Office

Ok, great.

05:25 - 05:27

Selectboard Office

So if the recruiter is not qualified, don't waste your time.

05:27 - 05:36

Selectboard Office

Okay, and if you have way too many that which I doubt Then you know, I'm sure Elimination.

05:36 - 05:39

Selectboard Office

Yeah, we were just a lot someone left.

05:39 - 05:45

Selectboard Office

Yeah, we just have I think so two people Yeah, who didn't meet the qualification right?

05:45 - 05:53

Selectboard Office

Yeah, because it just we were so tight for time We just felt to hold interviews with people who just didn't meet the qualifications.

05:53 - 05:56

Selectboard Office

It wouldn't be we wouldn't do it.

05:56 - 06:04

Selectboard Office

Um, I'll double-check with Peggy about end date for the posting, whether there was anything in the ads, and where we're at with the ads.

06:06 - 06:09

Selectboard Office

And then I can certainly add something to what's on our list.

06:13 - 06:26

Selectboard Office

I have a list of questions from the last time, so everybody can have a copy and review them and amend them or edit them or add to them.

06:26 - 06:27

Selectboard Office

Do you have it as an email?

06:28 - 06:28

Selectboard Office

I do.

06:28 - 06:29

Selectboard Office

I can send it.

06:29 - 06:30

Selectboard Office

Great.

06:32 - 06:35

Selectboard Office

Do you have somebody in Middlefield we can think about coaching?

06:35 - 06:36

Selectboard Office

Unfortunately, not.

06:37 - 06:43

Selectboard Office

We were looking for somebody up there, and we're actually hiring somebody that doesn't have a CDL to send them to school.

06:43 - 06:44

Selectboard Office

To be your superintendent?

06:45 - 06:45

Selectboard Office

No.

06:45 - 06:46

Selectboard Office

Just as an employee.

06:47 - 06:49

Selectboard Office

All that Chesterfield's hiring, everybody's hiring.

06:50 - 06:52

Selectboard Office

They can't find people that want the jobs.

06:53 - 06:53

Selectboard Office

Strange.

06:54 - 06:55

Selectboard Office

Yes.

06:55 - 06:55

Selectboard Office

Yeah.

06:55 - 07:00

Selectboard Office

Well, I doubt Matt's going to apply again after.

07:01 - 07:02

Selectboard Office

I don't know.

07:03 - 07:05

Selectboard Office

Well, he kind of used it as a tactic.

07:07 - 07:09

Selectboard Office

So if he did it again, then they found out.

07:09 - 07:10

Selectboard Office

I think they'd be pretty *****.

07:11 - 07:11

Selectboard Office

Yeah.

07:12 - 07:13

Selectboard Office

Well, they were ***** anyway.

07:14 - 07:16

Selectboard Office

Well, the town is, but Roger was the one who did the deal.

07:18 - 07:19

Selectboard Office

But it's a sneak attack.

07:21 - 07:22

Selectboard Office

Roger Fuller, do you know him?

07:22 - 07:23

Selectboard Office

I know of him.

07:23 - 07:25

Selectboard Office

Yeah, yeah.

07:27 - 07:45

Selectboard Office

So the thing from Tim's and had said that Screening interviews may be held in executive session pursuant to mass general law C 30a section 21 a 8 I didn't look up the law but what about discussion?

07:46 - 07:55

Selectboard Office

Screening interviews are one thing but discussion of who you're going to talk to and what So forth, I mean you don't have to name names when you're doing that?

07:56 - 07:59

Selectboard Office

No, you could say candidate one, candidate two.

07:59 - 08:02

Selectboard Office

You could say candidate one and candidate two if you want to hold an open session.

08:03 - 08:04

Selectboard Office

So what's the advice on that?

08:04 - 08:04

Selectboard Office

It's really my question.

08:04 - 08:06

Selectboard Office

He didn't give advice on that.

08:06 - 08:07

Selectboard Office

So maybe we could.

08:07 - 08:07

Selectboard Office

Ask.

08:08 - 08:11

Selectboard Office

Well, I would think that if you want to use names, you could do it in the executive session.

08:11 - 08:14

Selectboard Office

I don't think it would make that big of a difference.

08:14 - 08:14

Selectboard Office

You know what I mean?

08:15 - 08:17

Selectboard Office

You're going to discuss it and decide.

08:18 - 08:22

Selectboard Office

It's not a question of whether I prefer one or the other or one's any better than the

other.

08:22 - 08:27

Selectboard Office

It's a question of whether we're doing anything illegal by not doing anything in public.

08:28 - 08:28

Selectboard Office

Yeah.

08:29 - 08:35

Selectboard Office

If you have to take minutes and everything, it just seems like you shouldn't be going into executive session unless you have to.

08:37 - 08:39

Selectboard Office

I mean, we did interviews.

08:40 - 08:40

J.P. Welch

And.

08:40 - 08:42

Selectboard Office

We discussed them afterwards, did we not?

08:42 - 08:46

Selectboard Office

In the same session, we did hold another session to discuss it.

08:46 - 08:48

Selectboard Office

So you're already in executive session.

08:48 - 08:54

Selectboard Office

And if you really, I mean, Tim's really, I asked him a question this week, got right back.

08:56 - 08:58

Selectboard Office

I would double check with them that we don't.

09:02 - 09:08

Selectboard Office

You seem to be saying is we can do the whole process in executive session, which is fine as with me.

09:08 - 09:10

Selectboard Office

I just don't want to get caught up on this.

09:11 - 09:15

Selectboard Office

You know, Mark is paying really close attention to the work he did last time.

09:15 - 09:17

Selectboard Office

Well, yes, for a specific reason.

09:18 - 09:21

Selectboard Office

Yeah, but it was all about whether Open Meeting Law was followed.

09:21 - 09:22

Selectboard Office

What's this concern?

09:23 - 09:23

Selectboard Office

Sorry.

09:23 - 09:25

Selectboard Office

It's always the one in every town.

09:26 - 09:26

Selectboard Office

Yeah.

09:27 - 09:32

Selectboard Office

But we know this is an issue that's particularly interested in, so I think we should try to make sure we do it right.

09:33 - 09:33

Selectboard Office

Go ahead, JP.

09:34 - 09:42

J.P. Welch

Yeah, I'm sorry, I put my hand up before you got into the legal part of things, but my question is really directed towards Devin.

09:42 - 09:47

J.P. Welch

Is there anybody in-house that you feel is competent and is interested in the position?

09:50 - 09:50

Selectboard Office

Possibly.

09:52 - 09:53

Selectboard Office

Have you talked to him?

09:53 - 09:54

Selectboard Office

Yes.

09:54 - 09:55

Selectboard Office

He hasn't decided?

09:56 - 09:58

Selectboard Office

I don't know if he put the application in yet.

09:58 - 10:04

Selectboard Office

No, it just seems like if he did last time, you think he'd do it again.

10:06 - 10:39

Selectboard Office

But whether he does or not, can you kind of have him ready to step in if we haven't been able to hire someone at least as to serve temporarily yeah okay he seems like that would be his choice yeah well I mean you know even Travis is good you know the eternal you know that's excellent yeah that's really he cares about the job although I got the impression when I hired Travis that he's not looking to run the show no not right now okay.

10:41 - 10:48

Selectboard Office

Know, we're going to get the right but anybody talked about in Peru, how he was in a position where he didn't want to be.

10:48 - 10:49

Selectboard Office

That's right.

10:49 - 10:51

Selectboard Office

I guess that was a little different.

10:53 - 10:54

Selectboard Office

Very knowledgeable.

10:54 - 10:54

Selectboard Office

Yeah.

10:57 - 11:00

Selectboard Office

And everyone's getting along with Ted.

11:00 - 11:00

Selectboard Office

Yeah.

11:01 - 11:04

Selectboard Office

It's got some good examples to follow now.

11:04 - 11:05

Selectboard Office

Travis and Ted work very well together.

11:06 - 11:06

Selectboard Office

Alright, we're good.

11:07 - 11:09

Selectboard Office

They speak the same language, probably.

11:12 - 11:13

Selectboard Office

They're both local guys.

11:13 - 11:13

Selectboard Office

It works.

11:14 - 11:15

Selectboard Office

Totally opposites, but it works.

11:21 - 11:24

Selectboard Office

We'll wait on applications to come in.

11:24 - 11:26

Selectboard Office

Yes, and I'll keep you all posted.

11:26 - 11:30

Selectboard Office

Like even if there's no applications by the end of next week, I'll let you know.

11:31 - 11:39

Selectboard Office

And I will let everybody know as soon as I talk to Peggy what the status is on whether or not we have any A and B when the ads got placed.

11:41 - 11:47

Selectboard Office

So she did talk about getting in the bizet and a CJ, so I'm not sure if those have actually hit you.

11:49 - 11:51

Selectboard Office

Jp, is your hand up again, or?

11:51 - 11:52

J.P. Welch

Yeah, yeah, I did.

11:52 - 11:54

J.P. Welch

And again, Devin, this is a question for you.

11:56 - 12:00

J.P. Welch

Is Christine, will she stay on the job, which she's currently doing right now?

12:01 - 12:01

J.P. Welch

Yes.

12:02 - 12:03

J.P. Welch

Yeah.

12:03 - 12:03

Selectboard Office

I think.

12:03 - 12:06

J.P. Welch

That'll be an asset to whoever takes the position.

12:07 - 12:08

Selectboard Office

Absolutely, yeah.

12:09 - 12:23

Selectboard Office

Yeah, and she was wondering if she could, you know, if she should be on the screening committee Well, it occurred to me It's gonna be your boss Yeah, yeah Good point.

12:24 - 12:25

Selectboard Office

Yeah And she's she's still pretty new.

12:26 - 12:35

Selectboard Office

Yeah, she has questions that you know She should submit The questions to write them down and you guys could ask those questions.

12:35 - 12:36

Selectboard Office

Yeah.

12:36 - 12:41

Selectboard Office

Yeah, that's a great idea Yeah, right because she works very closely with you.

12:41 - 12:42

Selectboard Office

Yeah, you know with the superintendent.

12:43 - 12:44

Selectboard Office

So Yeah, that would be good.

12:44 - 12:46

Selectboard Office

Yeah, she's currently a really thoughtful person.

12:46 - 13:24

Selectboard Office

Oh, yeah Well one thing that we used to do Is that it was it was not it was called a meet-and-greet Not an interview and we have folks that were not on the selection committee I think that we're in the office meet the candidate for whom Whatever the position was I mean we might be I mean that would be a question for Tim if we can you know if we have if We have two good candidates if we could do a meet-and-greet with the crew And just get over all impressions and it's not I mean.

13:24 - 13:28

Selectboard Office

It's something that we could take into a consideration That's a good thought.

13:31 - 13:40

Selectboard Office

Introduction yeah Yeah, I've been in a situation where a new manager was being hired and I got to sit in and have a discussion.

13:40 - 13:41

Selectboard Office

So yeah, that's how I got in.

13:46 - 13:49

Selectboard Office

And the guy I advocated for ultimately fired me.

13:51 - 13:52

Selectboard Office

It worked out really well.

14:00 - 14:01

Selectboard Office

Different story.

14:04 - 14:04

Selectboard Office

Yeah.

14:07 - 14:07

Selectboard Office

Laid me off.

14:08 - 14:10

Selectboard Office

Maybe that would be a better way to put it.

14:11 - 14:12

Selectboard Office

All right.

14:12 - 14:15

Selectboard Office

Well, definitely it would be great if you can like beat the booties and ask people to apply.

14:16 - 14:16

Selectboard Office

Really what?

14:17 - 14:17

Selectboard Office

You know.

14:18 - 14:18

Selectboard Office

I mean.

14:18 - 14:19

Selectboard Office

This isn't.

14:19 - 14:21

Selectboard Office

Yeah, I tried one guy from Windsor.

14:22 - 14:23

Selectboard Office

Oh, really?

14:23 - 14:24

Selectboard Office

Yeah.

14:24 - 14:25

Selectboard Office

He said no.

14:25 - 14:25

Selectboard Office

No.

14:25 - 14:26

Selectboard Office

He's happy over there.

14:26 - 14:26

Selectboard Office

Right.

14:27 - 14:27

Selectboard Office

Yeah.

14:28 - 14:28

Selectboard Office

He doesn't want to.

14:28 - 14:29

Selectboard Office

He's a good worker.

14:29 - 14:30

Selectboard Office

Yep.

14:30 - 14:30

Selectboard Office

Yes.

14:32 - 14:34

Selectboard Office

I mean, we would definitely reach out to Matt.

14:36 - 14:37

Selectboard Office

Obviously, he was interested once.

14:38 - 14:40

Selectboard Office

He may just have the person.

14:40 - 14:42

Selectboard Office

He maybe just hasn't applied yet.

14:42 - 14:42

Selectboard Office

Yeah.

14:46 - 14:46

Selectboard Office

Okay.

14:47 - 14:48

Selectboard Office

Anybody have anything else?

14:50 - 14:50

Selectboard Office

All right.

14:50 - 14:50

Selectboard Office

Cool.

14:51 - 14:52

Selectboard Office

Have a nice weekend.

14:52 - 14:54

Selectboard Office

Thanks, everybody, for coming in.