

Dighton Water District

**192 Williams St.
No. Dighton, MA 02764**

**Sue Medeiros
Patrick Menges
Gregory Olsen**

COMMISSIONERS

Carol A. Stevens
TREASURER

August 1, 2013

The Board of Commissioners of the Dighton Water District met at 4:00 P.M. in the conference room of District Headquarters, on Thursday, 1 August 2013. Clerk of the Board of Commissioners, Patrick Menges called the meeting to order at 4:12 P.M. Chairman Susana Medeiros and Commissioner Greg Olsen were in attendance.

Pledge of Allegiance

Superintendent's Report

Patrick Menges explained that over a week ago the Superintendent approached him with a concern about the impact that the personnel shortage would have on District operations. Patrick asked the Superintendent at that time to be present at the August 1st meeting to present his concerns of the personnel shortage. The record shows that the Superintendent was not present.

Chairman Sue Medeiros asked that the records show that Assistant Clerk/Treasurer be on the agenda for the August 13th meeting to discuss the shortage in the Clerk/Accountants office.

The board members discussed briefly whether to postpone the Superintendent personnel shortage impact report till the August 13th meeting or to continue the discussion now without the Superintendent present. Patrick asked that the record show that we are in order of their absence from the scene minus Kevin Carpenter in Distribution, Clerk/Treasurer Carol Stevens and Working Forman Bob Thibeault in Distribution/Treatment all because of health disabilities. Patrick

added that in addition to the three persons presently absent there are two senior personnel that will be retiring within the next two years.

Chairman Sue Medeiros discussed the need for employees planning to retire to give ample notice in writing to the Board so replacements can be hired and properly trained.

Clerk Patrick Menges motioned that the Board request that the Superintendent and the Plant Operator indicate to the Board as soon as it is reasonable, a date on which they will be eligible to retire. Greg Olsen seconded, all were in favor.

Human Resources Reallocation

Patrick discussed the present personnel situation. First Patrick recommended that the position of Working Forman be abolished. Second that the Board redefines the Superintendents duties as follows: Superintendent Cestodio needs to be involved in non personnel and non field operations administration of the District, especially during the absence of the Clerk/Treasurer. He also needs to mentor, advise, encourage and train a Deputy Superintendent and he should consider those things his primary responsibilities. The Superintendent should also be a bonded employee. Patrick then recommended that the Board vote to create a non union position of Deputy Superintendent to be paid out of the unpaid salaries of our absent workers at the rate of Kevin Carpenters wages. Duties as follows, oversight of all personnel and field operations, joint procurement authority to accomplish field missions with the Superintendent. He will answer as a non union management person directly to the Board of Commissioners. Patrick recommended that appointment of the Deputy Superintendent occur at the October 8th meeting. The Superintendent will function as he has in the past, the effective date that the Superintendents duties change will be October 8th when we fill the Deputy Superintendent. Patrick said that he has called on Commissioner Olsen to resign his position on this Board in time to give sufficient notice to his current intention to serve as the Deputy Superintendent. Massachusetts General Laws require that Commissioner Olsen vacate his position 30 days or more prior to assuming an appointment under this Board.

Patrick continued that Commissioner Olsen would not be submitting his resignation tonight. We want to insure that when we appoint Commissioner Olsen as Deputy Superintendent that we give him 14 days from the date of appointment so that he does not have to give his notice to the Street Department until he has his appointment in his hand.

Commissioner Menges also said to our employees, union member and union officials, especial for Mr. Saletniks benefit. For the record no adverse actions are being taken in this personnel reallocation against anyone. This is not an attempt to cast dispersions upon the performance of the Superintendent, it is not a slight, it

is reallocating his activity to where it is need in this office now because of the absence of our Clerk Treasurer. No one's position is being altered, we are not reducing anyone's compensation, reducing benefits or putting anyone out to pasture.

Finally, Patrick said that at the August meeting that we should issue a one year notification to Superintendent Cestodio that we intend not to reappoint him as Superintendent in June of 2014. But he will be appointed as Superintendent Emeritus, which he will hold for his last year. In that position he will be the floating Senior Manager, he will have the freedom to act in a senior capacity as the advisor and mentor to our new personnel, our new District Superintendent and our new junior personnel. His salary and benefits will not change.

Chairman Susana Medeiros concurred with Commissioner Menges with regards to Greg. Chairman Medeiros also agreed with abolishing the Forman position but that it is tabled till the August Meeting and that a letter be sent to Mr. Thibeault. Patrick Menges said that he would call Mr. Thibeault.

Patrick Menges made a Motion that Commissioners Olsen and Menges be appointed as a subcommittee to approach Forman Thibeault concerning the future of his position as working Forman. Motion was second. All were in favor and motion carried.

Commissioner Olsen stated that he was removing himself from all voting today.

Commissioner Menges moved that the Superintendents duties be redefined as non personnel and non field operations administration and mentoring, advising, encouraging, warning and training the Deputy Superintendent effective October 9th, 2013. And to accommodate his duties effective October 9th the Superintendent be bonded. Chairman Medeiros stepped down and second the motion. All were in favor and motion carried.

Commissioner Menges made a motion that a letter be sent to the union containing a copy of the agenda and the minutes of this meeting. An explanatory letter from the Commissioners to the Superintendent with the substance of the vote we just took redefining the Superintendents duties. Chairman Medeiros stepped down and second the motion. All were in favor and motion carried.

Commissioner Menges made a motion that the Board vote to create and leave unfilled tonight until future meeting, the non union management position of Deputy Superintendent to be paid for the time being at the rate of pay formally paid to our presently absent laborer Kevin Carpenter. With duties as, in charge of district personnel and treatment and field operations, with the power of procurement jointly with the Superintendent. The Deputy Superintendent

will be directly responsible and answerable to the Board of Commissioners. Chairman Medeiros stepped down and second the motion. All were in favor and motion carried.

Commissioner Menges made a motion that the Board sends a friendly letter to Superintendent Cestodio informing him that in June of 2014 he will be appointed Superintendent Emeritus and will cease to be Superintendent of the District. With no change in pay or benefits and that a copy of that letter be furnished to the union. Patrick amended the motion to add Superintendent Emeritus for a term of not more than one year. Chairman Medeiros stepped down and second the amended motion. All were in favor and motion carried.

Chairman Medeiros recommended skipping to end of agenda and returning to executive session after public input.

Announcements

Patrick announced that the next regular meeting of the Board of Commissioners will be August 13th at 7:00 PM.

Acknowledgments

Public Input

The Board took a five minute recess and then went straight into executive session. The Board will not be going out of executive session and back into open session.

Respectfully Submitted,

Tina Bragga
Assistant Clerk/Treasurer

Thos in Attendance:

Patrick Menges
Sue Medeiros
Greg Olsen
Tina Bragga
Glen Jefferson
