

IN BOARD OF SELECTMEN
TUESDAY, OCTOBER 14, 1975

Present: Chairman John E. Taft, William F. Toomey, and John C. Powers

The statutory requirements as to notice having been fulfilled, the meeting was called to order at 7:30 p.m. by Chairman John E. Taft.

Election of Highway Commissioner

Present: Highway Commissioners Anthony Galeota, Frederick Welch, Ronald Griffin, and Martha Coe; Highway Superintendent Edward J. Blaine; and Operations Assistant Robert Noyes; Robert Stocking, Daniel Bizer, Robert Phelps, and Sydney Self, candidates; Donald Bishop of the Finance Committee

Chairman Taft stated that tonight's joint meeting of the Board of Selectmen and the Highway Commission was being held in accordance with Chapter 41 of the General Laws and was concerned with the filling of the vacancy on the Highway Commission created by the recent resignation of John C. Hare.

Chairman Taft referenced the letter dated September 18, 1975, of Mrs. Martha Coe, Clerk of the Commission, who requested an election of a new member, the Executive Secretary's September 29, 1975 letter which set forth the Selectmen's September 22, 1975 vote to have the Executive Secretary arrange a mutually acceptable date for the election, Mr. Anthony Galeota's October 1, 1975, response which requested the date of October 14, and the Board's confirmation dated October 2, 1975, of the election for 7:30 p.m., October 14.

On motion by Mr. Welch, it was by both boards unanimously

VOTED: To appoint Richard E. Thompson, Executive Secretary, to serve as Clerk for the Board of Selectmen and the Highway Commission for the purpose of the election.

The following nominations were made and seconded:

Sydney B. Self, Jr., 74 Hickory Road, nominated by Mrs. Coe and seconded by Mr. Welch;

Robert Phelps, 55 Victoria Road, nominated by Mr. Griffin, seconded by Mr. Welch;

Daniel Bizer, 47 Brewster Road, nominated by Mr. Griffin, seconded by Messrs. Welch and Galeota; and

Robert Stocking, 232 Mossman Road, nominated by Chairman Taft, seconded by Mr. Welch and Mrs. Coe.

On motion by Mr. Welch, seconded by Messrs. Griffin and Galeota, it was unanimously

VOTED: To close nominations.

Each of the candidates was interviewed as to his background and managerial experience, qualifications for, and particular interest in serving on the Highway Commission.

Mr. Self, a fifteen-year resident of Sudbury, stated that he has been a regular attendant at town meetings and cited his past experience on the Committee on Town Administration (three years) and the Finance Committee (two years). He stated that he was familiar with the financial and accounting procedures of the Town and could bring that knowledge to the Highway Commission.

Mr. Phelps, a forty-two-year resident of Sudbury, stated that he had been in business in Sudbury for twenty years and would like to take an active interest in Town affairs.

Dr. Bizer, a three-and-one-half year resident of Sudbury, stated that he had had intended to run for election as Highway Commissioner in March and had then noticed the upcoming election in the newspaper. He expressed his interest in the town meeting form of government and stated that he would like to be a part of the decision and policy making procedures.

Mr. Stocking, a six-year resident of Sudbury, stated that he is now serving in his third year as a trustee of the Goodnow Library and would like to serve on the Highway Commission and to be instrumental in bringing about increased cooperation and communication among boards.

In response to Chairman Taft's question as to whether any of the candidates has any connection with relatives or friends of members of the Highway Department, Mr. Stocking stated that he is a close friend of one member of the Highway Superintendent's family -- Mr. Blaine's daughter.

Chairman Taft commented that tonight's election would choose one man to serve until the March 1976 election, at which time, due to term expirations, there would be three openings on the Commission. Chairman Taft questioned each candidate as to whether, if elected tonight, he would again run in March and, if not elected tonight, would he run in March.

Messrs. Self and Phelps and Dr. Bizer answered in the affirmative; Mr. Stocking stated that he would expect to run, but could not guarantee he would, if he found that, if elected tonight, he could not effectively contribute to the Commission.

In response to Chairman Taft's question concerning the major problems confronting the Highway Commission at this time, the following statements were made:

Mr. Stocking stated that there was a lack of good communication.

Dr. Bizer stated that he has no preconceived ideas of the Commission's problems, but is concerned with their budget, which is the second largest in the Town. Dr. Bizer stated that he would try to keep the budget within control and deal with priorities.

Mr. Phelps stated that the Commission's present problem would seem to be a lack of communication. He also stated that he would like to see a common refuse facility instead of the existing separate landfill operations of Sudbury and Wayland.

Mr. Self stated that, in his opinion, the Commission's biggest problem is the morale of the Highway Department employees. He stated that the Town needs confidence in the accounting procedures used by the Highway Commission and that when a budget is presented before the Town, the Town should be given the implication of additions and deletions as well as the consequences of either action.

Mr. Galeota explained the time requirements of the Commission with meetings scheduled for every other Tuesday and more often at times and asked the candidates if they were prepared to spend those evenings plus time on weekend inspections which the Commissioners perform from time to time.

The candidates all answered in the affirmative.

Selectman Powers expressed concern about the role of the Commissioners in dealing with the professionals within the Highway Department and asked the candidates what steps each would take to monitor the performance and integrity of the professionals.

Mr. Self stated that he would define the jobs of the professionals and establish specific objectives for specific times, monitoring their performances towards those goals at monthly or other specified intervals.

Mr. Phelps stated that he would make sure the professionals had the confidence of the workers under them.

Dr. Bizer stated that the monitoring of professionals would insure correct procedures.

Mr. Stocking stated that he would define a good working procedure within the job descriptions.

Selectman Powers asked for each candidate's opinion as to whether the Highway Superintendent or anyone else without a vote of the Commission, should pay a bill by means other than a check drawn by the Treasurer of the Town.

Mr. Self responded that this should be done only under very unusual circumstances.

Mr. Phelps replied in the negative.

Dr. Bizer and Mr. Stocking stated that this should not be done except in the instances of a petty cash account or if this were accepted practice.

Selectman Powers asked the candidates if they believed that all policy directives to the Department should be written and appear as records of the Department.

Mr. Phelps answered in the affirmative.

Mr. Stocking answered in the affirmative as to policy decisions, but stated that he was unsure that all directives should appear in the written records.

Mr. Self stated that it would depend upon the individual issue.

Selectman Powers asked for their opinion as to whether any one Commissioner without a vote of the other Commissioners, should direct changes in standing policy.

Messrs. Phelps and Stocking replied in the negative,

Dr. Bizer and Mr. Self responded in the negative, but stated that it would depend on the policy.

Selectman Powers asked the candidates for their opinion as to whether the Highway Superintendent or the Commission should determine whether or not an item should be put out to public bid.

Messrs. Stocking and Phelps and Dr. Bizer stated that it should be done through the Commission.

Mr. Self stated that the procedure should be in accordance with the State statute.

Selectman Powers asked what the relationship should be between the Highway Superintendent and the other departmental employees.

Dr. Bizer and Mr. Phelps stated that there should be mutual respect.

Mr. Stocking stated that the Highway Superintendent should act in a supervisory capacity.

Mr. Self stated that the Highway Superintendent should effectively change the employees in a manner to get the job done.

Selectman Powers asked the candidates for their opinion of what the relationship should be between the Superintendent and the union.

Mr. Stocking responded that the Superintendents relations should be the same toward both the union and non-union employees.

Mr. Self stated that the Superintendent and the union must communicate with one another as friendly adversaries.

Mr. Phelps stated that the Superintendent should deal with the union through the Commission.

Dr. Bizer stated that the Superintendent should treat the union in a stern though friendly manner.

Selectman Powers asked each candidate for his opinion as to whether an employee should be told that he is terminated or suspended by the Superintendent before receiving the approval of the Commission.

Mr. Stocking stated that he should do so only under extraordinary circumstances; otherwise, no.

Mr. Self stated that he could not interpret the relationship between the superintendent and the commissioners in the State statute, that if permission is delegated, yes; otherwise, no, except in extraordinary circumstances.

Mr. Phelps stated that the Highway Superintendent should suspend the employee and then discuss the circumstances with the Commission.

Dr. Bizer stated that it should be made a policy procedure.

Selectman Powers asked what personal standards of conduct should be exercised by professional employees both on and off the job.

All candidates replied that professional employees should live up to the standard code of behavior.

Selectman Powers asked for the candidates' opinions as to whether public funds should be spent for departmental Christmas parties or coffee or whether those expenses should be paid by the Commissioners.

Mr. Self responded that the funds should come from the Commissioners unless other previous policy had been established.

Messrs. Stocking and Phelps and Dr. Bizer stated that the money should come from the participants and not the Town.

Selectman Toomey stated that as a member of the Board of Selectmen for the past five years he was very pleased that the Board had interviewed four such outstanding candidates as those present tonight, and he expressed his hope that they would all run for the Commission in the March Town election.

The interviews were concluded and on the first roll call ballot, Robert Phelps was elected by a majority of the joint session (4-3) to fill the existing vacancy on the Highway Commission.

Mr. Phelps was sworn in as Highway Commissioner for a term to expire in 1976 by Town Counsel.

Chairman Taft stated that the transcript of the two larceny trials of Highway Superintendent Edward Blaine are now available in the office of the Executive Secretary for the Highway Commissioners' review and that the Board would send to the new Commissioner a copy of the Haskins & Sells audit report and copies of Town Counsel's letter dated July 10, 1974 and the Highway Commission's letter dated July 7, 1975, both of which relate to the audit report.

Selectman Powers asked that the Highway Commission look with great care to the question of the superintendency.

Chairman Taft thanked the candidates for their appearance tonight and again invited them to participate in the March Town election.

Public Shade Trees - Rules and Regulations

Present: Highway Commissioners Anthony Galeota, Frederick Welch, Ronald Griffin, Martha Coe, and Robert Phelps

The Board reviewed with the Highway Commissioners their rules and regulations for public shade trees. Minor changes were discussed and made.

Selectman Powers questioned the Commission as to whether they were going to enforce the regulation relating to garage sale signs, and Mr. Galeota responded that if the rules are approved by the Selectmen, they would become bylaws of the Town and would be enforced by the Police Department.

Chairman Taft commented that a regulation pertaining to placing signs on Town trees is already incorporated in the Sudbury Bylaws under Article V, Section 4, and that the proposed regulation under discussion would be a reinforcement of the same.

The Selectmen requested that the Commission submit their rules and regulations to them in final form and stated that they would approve the same as required by statute.

Tax Possession Parcels #121 and 163

Present: Highway Commissioners Anthony Galeota, Frederick Welch, Ronald Griffin, and Robert Phelps; Edward Blaine, Highway Superintendent, and Robert Noyes, Operations Assistant

The Board received a letter dated October 6, 1975, from the Highway Superintendent which set forth the Highway Commission's request that Tax Possession Parcels #121 and 163 be removed from the list of Tax Possession properties to be sold at public auction on October 18, 1975, due to a proposed taking by the County for alterations to the layout of Hudson Road.

Mr. Welch described the proposal to the Board and Selectman Powers requested that the Commission again confirm the proposed taking with the County engineers.

After discussion, it was on motion unanimously

VOTED: To authorize Town Counsel, in conducting the sale of Tax Possession Properties, to accomplish the request of the Highway Commission as set forth in the above-referenced letter and shown on a plan attached thereto.

Wayland's Request to Traverse Sudbury Streets

Present: William E. Hearne, Chairman of the Wayland Local Transportation Committee

Mr. Hearne met with the Board relative to his letter of October 7, 1975, regarding the Wayland Local Transportation Committee's request that their bus system traverse Pelham Island Road and a portion of Landham Road for purposes of completing an intra-town route to supply service to residents of Wayland only.

Mr. Hearne reported that Wayland has received the approval of the MBTA and the DPU and that a contract between Wayland and the MBTA is being prepared which grants Wayland the power to act as the MBTA's agent in controlling routes and schedules.

Mr. Hearne stated that the route is the same as that on which their Wayland school busses now operate and that recommendations of the State Police, the DPU, and the Wayland police had recommended against a particularly hazardous turn which would keep the route solely within the town of Wayland.

In response to the Board's question, Mr. Hearne stated that the busses which will provide the Town service are those used as their public school busses and, therefore, would not conflict with the schedules of either Town's school busses.

Chairman Taft asked that Mr. Hearne's committee share its data from their bus service with the Sudbury Bus Transportation Committee, and Mr. Hearne responded in the affirmative. Mr. Hearne also stated that if any changes are made in the present route, he will contact the Sudbury Board of Selectmen.

Highway Department - Memorandum of Agreement

The Executive Secretary announced that a Memorandum of Agreement dated October 8, 1975 has been signed with the Sudbury Highway Public Employees Local #1156. Mr. Thompson briefly outlined the following benefits: an 8.5% increase to all Highway employees with the exception of heavy laborers who will receive a 10% increase and light laborers who will receive a 20% increase, Martin Luther King Day as an additional holiday, and an increase in longevity benefits and meal allowances.

Mr. Potell of the Finance Committee requested an estimate of the total dollar cost to the Town for these increased benefits and the Executive Secretary responded that these figures would be available through his office at 9:30 a.m. on October 15.

Parcel #161 - Town Tax Possession Parcel

Town Counsel reported that it had been learned that Tax Possession Parcel #161, which is scheduled for sale at public auction on October 18, had been previously sold as land of low value for the sum of \$2550.

Mr. Turner stated that because of too general a description this parcel had been listed at two separate locations, and he submitted to the Board the Treasurer's deed for the property, which had been recorded on August 17, 1973.

The Board requested Town Counsel to delete parcel #161 during the course of the October 18 auction.

Special Speed Regulations #241-A - Department of Public Works

Present: Highway Commissioners Anthony Galeota, Frederick Welch, Ronald Griffin, Martha Coe, and Robert Phelps

The Executive Secretary reported that the Special Speed Regulation No. 241-A survey had been done by the Department of Public Works at the request of Police Chief Lombardi and the Safety Officer. Mr. Thompson further reported that the Board, at its September 15 consideration of the matter, had been concerned that the survey had not included information on Route 117 and tabled the matter. Mr. Thompson stated that the Selectmen had since learned that the regulations will be adopted in two separate submissions.

After discussion, it was agreed to table the matter until October 20 in order to receive input from the Highway Commissioners, who were given a copy for this purpose.

Council on Aging - Receipt of Gift from Town Crier, Inc.

Chairman Taft read a letter dated October 8, 1975, from the Town Accountant to the Executive Secretary which noted that Col. Paul Leahy, Chairman of the Council on Aging, had received a check from Town Crier, Inc.; in the amount of \$165.50 for the purchase of medical alert bracelets for elderly citizens.

On the recommendation of the Executive Secretary, it was on motion by Selectman Powers unanimously

VOTED: To accept the gift from Town Crier, Inc., in the amount of \$165.50 and to thank them for their concern and interest in the elderly citizens of the Town of Sudbury.

Town Fathers' Forum, Industry Night - Tuesday, October 28, 1975

Chairman Taft reported that the Board had received a response to its invitation to Howard N. Smith, Secretary to the Office of Economic Affairs, that he be guest speaker at the Industry Night program scheduled for the October Town Fathers' Forum. Chairman Taft reported that Mr. Smith was unable to be present on Monday evening, October 27, but was available on Tuesday, October 28, and it was on motion unanimously

VOTED: To reschedule the Board's regular October 27 meeting to Tuesday, October 28, at 8:00 p.m. in the Lower Town Hall.

Chairman Taft stated that representatives from all Sudbury industries will be invited to attend.

Massachusetts Bicentennial Commission - Round V. Grants

Selectman Powers announced that Friday, October 17, is the last date for notification of funding during Round V of the Bicentennial Community Grants Program. Selectman Powers suggested that if no additional grants are received by that date that the Town make one more application for Heritage Park during Round V. As reason for his suggestion, Selectman Powers stated that the Massachusetts Bicentennial Commission received \$2.5 million for distribution, from which the Town has received only \$5,000.

The Executive Secretary requested that the Board authorize him to file an application on behalf of the Board with the understanding that it be withheld until October 17, and it was on motion unanimously

VOTED: To authorize the Executive Secretary to sign and submit the above-referenced application request to the Massachusetts Bicentennial Commission for matching funds for the Heritage Park project in the amount of \$5,000.

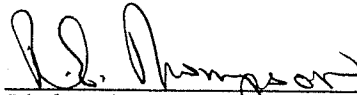
Sudbury's Revaluation Suit

Town Counsel reported that he would meet on October 15, 1975, with Deborah Ecker, Chief of the Bureau of Local Affairs, and officers of the Lincoln Institute to discuss implementation of Sudbury's revaluation suit.

There being no further business to come before the Board, it was on motion unanimously

VOTED: To adjourn the meeting at 9:45 p.m.

Attest:


Richard E. Thompson
Executive Secretary