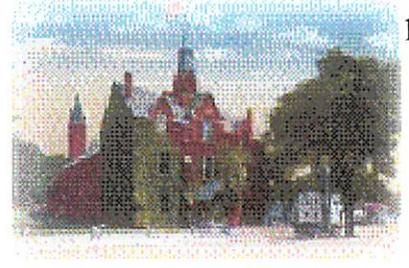


**Town of Ayer**  
**Board of Selectmen**  
**Town Hall, First Floor Meeting Room**  
**Ayer Massachusetts, 01432**  
**Friday, October 29, 2010**



Richard D. Gilles Chairman (Chairman Gilles)	X	Carolyn McCreary, Member (Selectman McCreary)	X
James M. Fay, Vice-Chairman (Selectman Fay)	A	Gary J. Luca, Member- (Selectman Luca)	X
Frank F. Maxant, Clerk (Selectman Maxant)	A	Robert Pontbriand, Town Administrator	X
Janet Lewis, Secretary (Mrs. Lewis)	X		

3:00p.m. Open Session

Chairman Gilles opened the meeting and read the Agenda for 10-29-10 into the record.

Selectman Luca moved to approve the Agenda as stated, 2<sup>nd</sup> by Selectman McCreary, VOTE: unanimous, so moved.

The Board met with Supt. Daniel Nason who stated he was before the Board to recommend filling the vacated Transfer Station Foreman's position as well as another position in the DPW Highway so that operations can run effectively and at no overtime costs to the Town. Supt. Nason advising to the Transfer Station Foreman's position being posted internally- there were two applicants and both candidates were interviewed earlier this week; the candidates were evaluated based upon experience, goals, expectations and ability to perform as Foreman.

Supt. Nason invited Andrew Jackson to join him at the table. Supt. Nason advising the Board to Andrew currently the Departments Utility/Laborer in the Highway Div. and an Ayer resident was selected to fill the Foreman's position at the Transfer Station based up his qualifications, past experience, and strong work ethic. Mr. Jackson holds a Commercial Driver's License (Class B) and Hoisting License (Class 2A). Supt. Nason recommended the Board appoint Andrew Jackson to the permanent, full-time position of Foreman at the Transfer Station contingent upon Mr. Jackson obtaining a MA CDL Class A Driver's License with airbrake endorsement and subject to a six (6) month trial basis conditional upon Andrews's successful obtainment of CDL Class A Driver's License.

Selectman Luca moved the Board vote to approve Supt. Nason's recommendation and appoint Andrew Jackson to the Transfer Station Foreman's position effective Saturday, October 30, 2010 with contingencies stated in Memo to the Board dated 10-26-10 from Supt. Nason, 2<sup>nd</sup> by Selectman McCreary, VOTE: unanimous, so moved. The Board congratulated Mr. Jackson upon his appointment.

Supt. Nason introduced Aaron Chase to the Board. Supt. Nason recommending the appointment of Mr. Chase to fill the Utility/Laborer position vacated by Andrew Jackson in the Highway Division. Supt. Nason advised the Board to interviewing Mr. Chase prior to this vacancy for another position in the department. Mr. Chase's qualifications and professionalism warranted calling him back to interview for this open position. Mr. Chase demonstrates ability to successfully operate and maintain heavy equipment, process paperwork, maintain data, deliver and install concrete, holds a Commercial Driver's License (CDL), Class B required for position, and MA Hoisting/Engineer's License 2A/4E. Mr. Chase's appointment contingent upon a twelve (12) month probationary period, successfully completing a physical examination, drug/alcohol screening, CORI background check. Mr. Chase's 1<sup>st</sup> day of employment would be Monday, November 8, 2010.

10-29-10

Selectman Luca stating his concern with position opening just a few minutes ago and candidate very well qualified, but feels position should be posted, sets precedent for other departments feels it needs to be posted. Selectman Luca stated he understands cost/administrative time. Supt. Nason stated M. Chase a very good fit if position advertised he would pick him again. Town Administrator Robert Pontbriand stated he fully understands Selectman Luca's position to follow procedures but circumstances in this particular case puts this as the best course of action due to budgetary constraints and this not to become the norm. Selectman McCreary stated she was very impressed with Mr. Chase's work record having worked for same company for eleven years speaks volumes to his work ethics and commitment. Selectman McCreary moved to appoint Mr. Aaron Chase to the full-time Highway Division Utility/Laborer position contingent upon a twelve month probationary period and successful completion of CORI, physical examination and drug screening, 2<sup>nd</sup> by Selectman Luca for discussion, requesting if position involves working weekends and advised by Supt. Nason to this position being a better fit for Mr. Chase whereas he has small children and would not have to work weekends normally only if called in. Chairman Gilles called for a vote: Selectman McCreary aye, Selectman Luca no, Chairman Gilles aye, 2-1 motion passes. Again Selectman Luca stating his vote reflects his concern re position not posted only.

3:20p.m. Selectman McCreary moved to adjourn the meeting, 2<sup>nd</sup> by Selectman Luca, VOTE: unanimous, so moved.

3:20p.m. Meeting adjourned.

DATE: \_\_\_\_\_

10-29-10