

Town of Colrain  
Select Board/MLP Board Meeting  
Colrain Highway Garage  
9 Jacksonville Rd  
4:30 PM

**MINUTES OF SELECT BOARD  
September 27, 2022**

**Present** Mike Slowinski, Chair; Thom Griffin; Ben Eastman

**Others Present** Timothy Daniels; Steven Daby; Roger Williams; Jonathan Lagreze; Emily Thurber; Jane Johnson; Doug MacLeay; Russell Coombs, Jr.; Derek Giard; Jim Ryan; Derek Worden; Kevin A. Worden I; Michael Shuipis; Nate Gilbert; Lee Wheeler; Chris Rowland; Bella Levavi, Greenfield Recorder; Ellen Weeks, Personnel Committee; Betsy Shuipis, Administrative Assistant; Kevin Fox, Town Administrator

Chair Michael Slowinski called the meeting to order at 4:30 pm.

**Appointments:**

**Final Interviews with Highway Superintendent Candidates**

On September 22, the first set of interviews were conducted with Personnel Committee members Ellen Weeks and Lynn DiTullio, Select Board member Thom Griffin and Kevin Fox, Town Administrator in attendance. The same questions were asked of each applicant and each interview was one hour in length. Thom Griffin stated the list of questions asked of each applicant. Discussion on the current employee discipline policy. The following were questions asked of the applicants by Mike Slowinski, Ben Eastman and residents:

**Timothy Daniels:**

- What would you use if there was no money in the budget for salt? Mr. Daniels would get the plows out on the roads more often to stay on top of the icing and snow and use sand. Safety is paramount.
- What equipment can you operate? Mr. Daniels answered yes to an excavator, loader, and chainsaw, but no to a motor grader. Mr. Daniels answered that he goes by the book with handling disciplinary issues, and he is familiar with progressive discipline and open to taking courses on training.
- Any computer experience? Mr. Daniels stated he has little computer expertise and, specifically, no knowledge of Excel.
- How would you deal with tension in the department? Mr. Daniels is hopeful he could have a fresh start with the staff, keep busy working, and said he would not be bullied into anything.
- Supervision experience? Mr. Daniels does not have experience with remote crew supervision. How would you handle remote crews? He would spend time with one crew, spend time with the other crew and do a drive-by at the end of the day and follow-up the next day
- Experience working with gravel roads? No, he does not and not enough to count with Geogrid and filter fabric.
- Experience with budgeting? No experience, but looking forward to working with the Finance Committee and learning
- Mr. Daniels has experience working at the Greenfield Transfer Station so is familiar with how one works

**Steven Daby:**

- Mr. Daby operates a motor grader, backhoe, loader, chain saw, and an over-the-rail mower. He is familiar with Excel and Microsoft Word.
- Why does your application look like it was filled out by our own town employee? Mr. Daby answered that he completed the application at home. Mr. Eastman continued; it was sent to you (the application) in an email? Mr. Daby replied that the application was downloaded from the town website.
- Experience with gravel roads? Buckland has minimal gravel roads, however, he rebuilt all of them over two years.
- Currently receive salary and stipends? Yes, as the Highway Superintendent I was salaried and any work over 40 hours would receive overtime as a stipend at the end of June.
- What class licenses do you have? Mr. Daby has a CDL-B and 2A for excavators, backhoes, but not a 4C for over-the-rail mower. How much heavy equipment/large truck snow plowing have you done? Mr. Daby has been snow plowing since he was 17 years old in 10-wheelers. In his job with Buckland, he became familiar with wings and found that they helped reduce the plowing time.
- How familiar are you with the paperwork? It's not my favorite part of the job, however, understand it needs to be done and familiar with the process.
- What caused the change from Highway Superintendent to the Groundskeeping/Building Maintenance position? He met with the Chair of the Select Board and Town Administrator, and they presented the position because the Highway Superintendent position was going to no longer be in existence.
- Familiar with Progressive discipline? Yes, Mr. Daby described how he dealt with an employee improperly using equipment where Mr. Daby first had verbal discussions which were documented, as needed, then a written warning was sent, and eventually the problem was sent to the Select Board.
- What should your crew do if while out on a job they find additional work; should they take care of it? Mr. Daby would like to be notified before the crew changes the day's plan.
- Where do you live? In Buckland.
- Currently the Highway Department helps with maintenance on the fire trucks, will this continue? Mike Slowinski answered that will be figured out in the future but doesn't anticipate any change.
- How do you plan to stay updated on weather conditions across town? He will communicate with the police department and Shelburne Control as well as driving the roads and learning about the different areas.

Mike Slowinski stated that the Interview Committee voted unanimously, with one abstention by Kevin Fox, in favor of Mr. Daby. The Interview Committee consisted of Ellen Weeks, Lynn DiTullio, Doug MacLeay, Kevin Fox and Thom Griffin.

**MOVED:** Thom Griffin moved to hire Mr. Daby.

Mike Slowinski seconded. Ben Eastman abstained because he does not have confidence in either candidate and he hopes he is wrong for the benefit of the Town.

**Discussion:**

Ellen Weeks and Lynn DiTullio are working on the reference checks on both candidates and Kevin Fox will do a CORI check on Mr. Daby.

Russell Coombs and Lee Wheeler agreed with Ben Eastman's statement. Ellen Weeks stated that the Interview Committee was very impressed by Mr. Daby and the 20-minute interview wasn't a good representation of his capabilities. She further stated that he seems like a straight shooter and says what he thinks. Ben expressed his concerns about hiring Steve Daby. Discussion on condition of the roads in Buckland between residents and the Board.

**Approved unanimously.**

**New Business:**

**Arthur A. Smith Covered Bridge Ooky Spooky Halloween Usage Request**

**MOVED:** Ben Eastman moved to approve the Arther A. Smith covered bridge usage for Halloween for October 30<sup>th</sup> and 31<sup>st</sup>.

Thom Griffin seconded. **Approved unanimously**

**Old Business:**

**None**

**Unanticipated:**

**Charlemont Road Closure**

Kevin Fox has notified the Town of Charlemont regarding the closure of Charlemont Road and will alert the Fire Department, Police Department and Ambulance. Discussion regarding the condition of the bridge and use of jersey barriers.

**Town Administrator Updates:**

**Results of the Dog Hearing**

Kevin will be preparing a letter to formalize the conditions that were set at the last meeting.

**Solar Planning Committee Update**

Mike Slowinski updated the Board that the Planning Board voted for creating the committee. Marybeth Chichester and David Greenberg expressed interest in being on the committee.

**Transfer Station Mattress Recycling Program**

A large container was delivered for the mattress recycling program which is supposed to start in three weeks. Outreach and training will be provided by the Franklin County Solid Waste District. The price to recycle a mattress will remain at \$35. More information to follow.

**102 Main Rd –Vehicles**

All but two cars have been removed and the two remaining that were purchased will be out in about two weeks.

**House at 341 Adamsville Rd**

The Building Inspector contacted the Board of Health, which is now in charge of the house at 341 Adamsville Road.

**Broadband Update**

The Town is currently paying \$29.47 for each customer to Whip City. Whip City would like the Town to consider a long-term contract. Westfield is proposing a 5-, 7-, or 10-year extension. A 5 year would be locked in at \$28, 7 years locked in at \$27.25, and 10 years locked in at \$26. At \$26, we'd be saving \$26,000 annually and savings on the remaining term would be \$39,000. Kevin will find out from Town Counsel if there is a restriction on more than a 3-year contract.

**MOVED:** Thom Griffin moved to dissolve the meeting at 6:07 pm.  
Ben Eastman seconded. **Approved unanimously.**

Respectfully submitted,

Betsy Shuipis  
Administrative Assistant

Accepted by the Select Board

Mike Slowinski - Chair

  
Thom Griffin

Ben Eastman

Minutes originally taken by Betsy Shuipis and typed by Marjorie Smith for approval by the current Select Board members. The current Board members accept the minutes as written on 11/9/2024, for the purpose of putting the minutes on record, as they were not accepted around the time of the original meeting.

Respectfully submitted,

Marjorie Smith  
Administrative Assistant

Accepted by the Select Board

  
Benjamin Eastman - Chair

W. Thomas Griffin

  
Emily Thurber

**Documents Distributed to the Select Board Before the Meeting in a Packet or at the Meeting:**

Select Board Meeting Notes

Application for Employment for Highway Superintendent dated 9/7/2022 – Timothy Daniels

Application for Employment for Highway Superintendent dated 8/31/2022 – Steven Daby

Resume for Steven Daby

Email dated 9/22/2022 from Sue Booth-Daniels to Kevin Fox re: Ookie Spooky Bridge

Arthur A. Smith Covered Bridge Policy

Letter to Chief Christopher Lannon from Kevin Fox dated 9/27/2022 re: Acknowledgement of Job Well Done

Thank You Letter to Chief Lannon, Officer Sonn and Officer Dempsey from Resident Beth Kimball dated 9/15/2022