



TOWN OF CHESTER BOARD OF SELECTMEN  
WATER COMMISSIONERS & ZONING BOARD OF APPEALS  
15 MIDDLEFIELD RD  
CHESTER MA 01011

**Monday, December 30, 2019 at 6:00pm**

**Select Board members present:** John Baldasaro, Barbara Huntoon and James Higby

**Others in attendance:** Kathe Warden Town Administrator, Paul Hathaway, Carl Baldasaro, Jason Ellershaw, Duane Pease and Kathy Engwer

Selectmen recorded the meeting.

Opened meeting in Board of Selectmen's office. Signed meeting minutes and warrants

John opened the meeting at 6:00pm. He wanted to change the order of the meeting so that Cory Sparks, Highway Superintendent (who was running late) could be present for the interviews. John said he will not participate in the discussions or vote of the candidates due to his brother being one of them, but may ask questions.

**New Business**

**Discussion and possible vote to allow non-profits to be charged residential water rates. –**

John said a few years ago there was a discussion and decision made about reducing the water rates for qualifying nonprofits. There wasn't a record of that decision, so it needed to be redecided. Barbara said she was the one who brought it before the board on behalf of the Chester Foundation and because of this she would be recusing herself from the vote and discussion. John made a motion to allow all qualifying nonprofits to be charged residential rates. James seconded the vote. All voted aye with Barbara abstaining.

**Old Business**

**Continued discussion with Board of Health for a discussion of joining HRMC** - John said the Select Board has heard from all the Board of Health members that they don't want to join HRMC, but that none of them could attend tonight's meeting. John wants to continue this at the next Select Board meeting; all agreed.

**New Business continued**

John continued the discussion of the interviews and said again that he would not take place in the discussion or the vote of who would be chosen. There are two vacancies to be filled.

**#1 Highway Interviews**

- a. Paul Hathaway** – Paul has a CDL Class A. Barbara asked Paul why he stopped his own trucking company. Paul said Chester Mountain Spring Water was sold and he couldn't come to terms with the new owners on a hauling contract. He said he left Tom Engwer because after 8 years he was tired of working 14-16-hour days. Barbara asked why he was considering leaving Daley's, Paul said they have been sold and he has not had a good history of when



new companies take over. Barbara asked why he wants to work for the Town. Paul said he is tired of just driving, he would like to do different things during his day. He lives in Chester. Barbara asked if he was comfortable plowing for 14 hours and then going home to sleep and coming back in another 5 hours. Paul said he understood the job. Paul said he plowed for Dan Andrews for one winter as a subcontractor for a state route. He used a wing truck and plowed from Huntington DOT garage to Worthington. James said that the job is a tough one and requires good communication skills. Barbara asked him if he did his own mechanics. Paul said he has been working on trucks since he was a child, his dad taught him and when he had his own trucks, he needed to take care of them because of cost. Barbara asked him how he would feel if someone cut him off while plowing, Paul said you have to shrug it off. No one likes truck drivers and will do his best to let it go. He said it is not worth anyone's 5 minutes of anger ruin your day. Barbara asked him if he worked well with others, Paul said he likes to work well with others and prefers working with small family businesses. He doesn't like when others won't pitch in. He would like to put in a two week notice if he is offered the job. Barbara asked his long-term goal, Paul said he is getting older and looking toward building a retirement and having a position with benefits. He would enjoy working close to home. Barbara asked if he had any questions for the board and Paul said no. Barbara thanked him for coming in.

b. **Carl Baldasaro** – Barbara thanked Carl for all he had done over the past few weeks. Barbara asks why he wants to take a full-time job with the town, Carl said he likes helping the town and has been involved with the town for many years. He said since he is getting older, he feels it is time to look at benefits and retirement. Barbara asked if he was going to continue with his other businesses and he said he would continue them, but he subs out a lot of the work so it wouldn't interfere with the Town position. James asks him if he has a CDL and Carl says he doesn't but is willing to get one. He has had CDL permits before but never followed through getting his license. Barbara said it is something that the Select Board expects everyone to get. She said that in the last set of interviews people said they would get their CDL's and they haven't and that can't happen again. Barbara asked about his mechanical ability, Carl said he wasn't a mechanic but knew his way around vehicles. He knew that if he couldn't fix something, he wouldn't start it, so that no one would get hurt. Barbara said she was impressed by Carl's commitment helping with the town. Carl said this was a hard decision to make in applying because he is a fireman also and he wanted to make full disclosure that if a fire call comes in, he may have to leave depending on the type of call. Barbara asked Corey if he had anything to add, Corey said if he didn't have Carl over the last couple of storms there would be more issues then there was. Barbara asked if he was willing to get a 2a & 4g license. Carl said whatever the Select Board required he would get. Barbara asked when he could start, and Carl said immediately. Barbara asked if he any questions for the Board and Carl said no. Barbara thanked him for coming in.

c. **Jason Ellershaw** – Barbara asked why he wants a job with Chester. Jason said he wants a home and wants to come home; he grew up in Chester. He is looking for a secure place to work. Barbara asked why he left Performance Food and Jason said due to the work schedule, he would arrive and his truck wasn't ready to leave and he would have to sit and wait up to 4 hours before he could start his route, if effected his home life being away so much. Jason said he left



Westfield Electroplating due to being asked to sign off on work that wasn't to the standards it was supposed to be. Barbara asked about the long hours with plowing and going home to sleep for short hours. Barbara noted he has his CDL and his HAZMAT license. Jason said he has applied to get his Hoisting License. Jason said he lives in Montgomery and plans on staying there. Barbara asked how his mechanical skills were. Jason said he wasn't a mechanic but knew his way around trucks and cars. He said if he didn't know how to fix something, he would find someone who could show him how to do it. Barbara asked him what would he do if someone cut him off while plowing. Jason said you just readjust and cannot let it affect you. James asked if he had ever worked for a highway department before and Jason said he hadn't. Barbara asked if he had any questions for the Board and Jason said he didn't. Barbara asked if the job was offered when could he start, Jason said he would give his current employer a two-week notice. Jason asked if he joined the Montgomery fire dept how it would work out. Barbara said he would need to work it out with Corey and that Chester would need to be his priority. Barbara thanked him for coming in.

John said that the discussion would continue but he wouldn't participate in it. Barbara asked Corey his opinion of the hires. Corey said he would like to hire Carl Baldasaro and Paul Hathaway. Corey said he appreciated Carl stepping up over these last few weeks. Corey had made a call to his sister who works for Daley's (where Paul currently works) as office manager. She had told Corey that Paul always cleaned & maintained his truck, never called in and was always on time. She said Paul was a good employee. Corey said that Paul had experience wiring trucks and the Town could use that. Paul had also plowed before so that was an asset, particularly with wing plow experience. Corey wishes he could hire all three for it would make a good team but understands he can't. James made a motion to hire Paul Hathaway and Carl Baldasaro providing clean CORI, drug testing and physicals. Barbara seconded the motion, they both voted aye and John abstained.

### **Town Administrator update**

Kathe asked if for January, February, and March the Board could go back again to a 2<sup>nd</sup> and 4<sup>th</sup> Monday schedule for setting up future meetings. Barbara said normally during the winter that is what is done, and John agreed.

### **Dept. & Committee updates**

None

### **Public Comments and questions**

None

James made a motion to adjourn at 6:45pm, Barbara seconded the motion and all voted aye.

Respectfully Submitted

Katherine Warden



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John Baldasaro – Chair

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Barbara P. Huntoon - Vice

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James Higby -Clerk

There are 4 pages for December 30,2019 Select Board meeting minutes