

South County EMS
Board of Oversight Meeting
June 4th, 2015

- Meeting called to order, 1800 –
 - In attendance Board Members: Tom Fydenkevez, Gary Stone, Randy Sibly, Dave Wolfram, Mark Gilmore.
 - Also present Director Zachary Smith and Greenfield Recorder Reporter Tom Relihan
- Discussion regarding Deerfield FinCom requests, and how to best present our information and data to them so answer their questions. Concerned was voiced that the FinCom has requested to meet but has yet to provide what questions they still have. Discussed that we should put something in narrative format (Mark Gilmore and Zach Smith) to get ahead of potential FinCom concerns at Special Town Meeting (Deerfield)
- Motion made by Mark Gilmore to approve Matt Russo's recommendation of a salary increase for Zachary Smith to \$65,000 annually, give or take, at the level closest to that amount on the Deerfield Compensation chart. (Note: This would be Grade VI, Step 4 - \$31.25/hourly rate) Seconded and motion made to vote. Motion passed unanimously at 1839.
- Motion made by Mark Gilmore to approve \$2,000 bonus for Zachary Smith for services and performance for FY15. Mark Gilmore pointed out that bonuses have been paid to other Deerfield employees (Police Chief, Highway Super, Town Clerk). Mark also pointed out that Zach's compensation was initially "low balled" when he was hired and was below that the BoO was prepared to offer the other candidate for Director. Mark Gilmore stated that he felt it was appropriate to make amends for the work level provided in hindsight. Tom voiced concern that Sunderland doesn't do bonuses for performance and thinks it's not appropriate for public office (apposed to private). Zach mentioned that he had negotiated performance and salary reviews at 3, 6, and 12 month intervals and had not received any of those. Motion made for the vote, which passed 4-1 at 1900, Tom being the dissenting voted. Mark Gilmore stated that he appreciated how difficult it was for Tom and appreciated his opinion.
- Discussion moved to WMRLS Building and the most recent drafts from HAI architects. Gary Stone attended the most recent meeting in Whately regarding in the Building (SoCEMS "Building Committee" members: Gary Stone, Mark Gilmore, Zachary Smith, Bob Ahearn.) Discussion followed to make sure that SCEMS is involved in the discussion process and that we make sure we are not "shoe horned" into space that will be too small for us in the future. Mention was made to discuss having initial space built out with unfinished space available for future use. Mark Gilmore stated that it would seem appropriate to "swing" the SCEMS space along the rear wall of the building, and thought that there may be potential for temporary office space attached to the outside of the building along the garage wall.

- Discussion moved to selection of new FT employees from the most recent posting. Zach stated that he has selected two finalists who he wished to put forward for appointment to FT positions. Zach asked if the BoO would like to review the specific candidates first. Tom stated that he believes the Director (Zach) should be allowed to select and hire whomever he wants and it's up to "a manager" to make the right selections. Mark stated that he wants to make sure the correct people are hired and we are selecting people who can be brought into the culture of the department and don't bring their own "bad habits." Mark stated that the conversation between Zach and Bob Ahearn is "paramount" as Ahearn can act as the "litmus test" to make sure decisions are being made well. The BoO stated that Zach should just present his finalists to the Deerfield Select Board for hire.
- Having no other business to conduct the motion was made to adjourn the meeting, seconded and voted unanimously at 1937.