

TOWN OF BOLTON
SPECIAL MEETING -PERSONNEL SUBCOMMITTEE
TUESDAY, MARCH 7, 2023 – 6:30 P.M.
MINUTES

The Board of Selectmen Personnel subcommittee held a special meeting on March 7, 2023 with First Selectman Pam Sawyer presiding. Also, in attendance were selectmen subcommittee members Adam Teller and Robert DePietro. Town Administrator Jim Rupert, Highway Supervisor Lance Dimock and Town Facilities Director John Butrymovich.

Additional Selectmen present included Robert Morra and Mike Eremita.

1. Call to Order.

P. Sawyer called the meeting to order at 6:30 p.m.

2. Discussion on Highway Supervisor Vacancy.

J. Rupert thanked L. Dimock for his over 47 years of service to the town.

Discussion points for this evening:

1. Filling the current highway supervisor position with another supervisor to take over that dept.
2. Creating a new position with working foreman in both the buildings and grounds and highway department
3. Taking the two job descriptions and having the two departments work together in a collaborative relationship with crews from highway, buildings and grounds and the school helping each other out. Sharing equipment and staff when needed and John and the new person covering each other when one is out.

L. Dimock stated he thinks the current system works good. Currently there is a crew leader that takes over the highway dept. if he is out. To get a supervisor in each dept. is an added expense and he doesn't feel that one person should be over these departments.

J. Butrymovich says he can't see adding another level of management. He is currently doing two full-time jobs right now (buildings and grounds and schools). He's not sure he can do more than what he's doing now. He is currently working 12 hours/day.

R. Morra said he feels we are better sharing equipment between departments now then we ever have been. Feels we need an SOP as to major equipment purchases and need greater work between departments to keep costs down.

M. Eremita said the plan that has been discussed over the last 8-10 years is to have working foremen for the building/grounds, highway and schools with one Supervisor overseeing them all. Staff in these three departments would overlap and fill-in when needed. This is the master plan that has been on the table and this is what we should be doing. The Supervisor/Director should not be running around doing errands. He would oversee 1-3 foremen who would help to run each department. This has been the plan since R. Boyd retired.

J. Butrymovich and L. Dimock said that this is not what was discussed. The original discussion was about overseeing building and grounds and highway. R. Boyd then retired and that is when the schools were added to the mix.

R. DePietro said he thought M. Eremita's description was correct and now we have the opportunity to go in this direction.

A. Teller said he was having trouble seeing the savings and asked J. Butrymovich how many people he oversee now.

Town Buildings and grounds – 4 daytime personnel and one evening

BCS – 2 daytime and 3 evening personnel

BHS – 2 daytime and 2 evening personnel

And Jeff overseeing things.

3. Adjournment.

P. Sawyer adjourned the meeting at 6:58 p.m.

Respectfully submitted,

Kathy McCavanagh

Please see minutes of subsequent meetings for corrections to these minutes and any corrections hereto.