

NORTH SAGAMORE WATER DISTRICT
MEETING MINUTES OCTOBER 12, 2022

The North Sagamore Water District Board of Water Commissioners held a meeting on Wednesday, October 12, 2022 at 4:15 pm at the North Sagamore Water District office, 14 Squanto Road, Sagamore Beach, MA.

Those in attendance at the start of the meeting were Commissioner Mark Melchionda, Commissioner Mark Bergeron, Superintendent Matt Sawicki and Treasurer Maureen Fruci. Commissioner George Sala joined the meeting remotely.

Chairperson Mark Melchionda called the meeting to order at 4:15 pm with a roll call attendance: Commissioner Bergeron - yes, Commissioner Sala - yes, Commissioner Melchionda - yes.

DISCUSSION & POSSIBLE VOTE ON FILLING VACANT ASSISTANT SUPERINTENDENT POSITION

Superintendent Sawicki updated the Board on the three candidates he interviewed for the position of Assistant Superintendent. He explained that of the three, Manny Pacheco was his number one choice. The Board reviewed Mr. Pacheco's qualifications. The Superintendent said Mr. Pacheco is very well qualified and has experience with Scada and green sand filter plants. In addition, he has all of the necessary licenses and thinks he will get along well with the other employees. Commissioner Melchionda asked if the Superintendent would like to offer Mr. Pacheco the job tonight. The Superintendent said yes, if the Board agrees, he would like to offer him the job. The Board reviewed the salary information provided by Superintendent Sawicki and after some discussion decided the starting salary should be \$72,000 and use of the District truck will be given within 6 months.

Mr. Pacheco met with the Board of Water Commissioners. Commissioner Melchionda said Superintendent Sawicki gave the Board a very positive recommendation for him and they respect his opinion. Commissioner Melchionda said they are very impressed with his experience and all of his licenses. Commissioner Bergeron asked Mr. Pacheco what he hoped to gain by working at NSWD. Mr. Pacheco said he has worked in the field in many different capacities and he likes to be hands on and work as a team. Commissioner Bergeron asked why he left some of the other positions he has had in the past. Mr. Pacheco said he began working in the water field in Wayland. He said he moved to Foxboro to be closer to Rhode Island, where he is originally from. At that time he worked for Foxboro DPW water & sewer department. When their children were grown they decided to move to the cape cod area where he worked for Plymouth DPW water division and most recently worked for Falmouth DPW water division. Commissioner Melchionda asked why he wants to leave Falmouth. Mr. Pacheco said in Falmouth he is an operator and he doesn't have as much input on anything and he misses that. Commissioner Melchionda said NSWD gets extremely busy in the summer. Mr. Pacheco said Falmouth also has a huge increase in the summer, pumping 10 million gallons of water a day. Superintendent Sawicki said NSWD can pump 1 million gallons a day in the summer. He said the percentages are close but on a smaller scale. Commissioner Sala asked why he is leaving Falmouth after such a short period of time. Mr. Pacheco said he wasn't planning on it. He said he likes working there but he said he likes to do a variety of things. Commissioner Melchionda asked if he is okay with being on call. Mr. Pacheco said he is fine with being on call and has been doing on call rotations for years. Commissioner Melchionda asked Mr. Pacheco to explain how he may respond in a few emergency scenarios.

Commissioner Melchionda said the District employs a great group of people including the former Assistant Superintendent, Geoff Ray, who now works part time for the District. Mr. Pacheco said he would be a great resource. Commissioner Melchionda said Field Supervisor, Jon Devine has also worked for the District for years and has a lot of knowledge of the District. He said most importantly, Superintendent Sawicki has been a real asset to the District and they rely on him for a lot of things. He explained this past summer was especially challenging for the Superintendent covering on call rotations for most of the summer.

Commissioner Sala asked Mr. Pacheco if he would be willing to obtain a hydraulic license. Mr. Pacheco said he had a 2B for 10 years but didn't renew it because he wasn't really using it. He said he would be willing get the hydraulic license.

Commissioner Melchionda said they would like to offer Mr. Pacheco the position of Assistant Superintendent at a starting salary of \$72,000 with health insurance and use of a District truck within a six month probationary period. The Board asked Mr. Pacheco when he can start. He said he would like to be respectful of his current employer and because they currently do not have a Superintendent, he would like to give them 4-5 weeks. Commissioner Melchionda said he understands, however, sooner would be better if possible. Superintendent Sawicki said he respects that and asked the Board if they are okay with that as well. The Board agreed. Commissioner Melchionda said attendance at the monthly Board meetings is voluntary unless there is an issue that directly relates to the Assistant Superintendent. The Board likes all employees to attend the Annual District Meeting in the spring.

COMMISSIONERS COMMENTS

Commissioner Sala said he has never had an employee give a 4-week notice before. Superintendent Sawicki said he respects the fact that he feels he needs to give that much time. Commissioner Sala asked the Superintendent if that will give him enough time to train Mr. Pacheco before he leaves on his vacation in December. The Superintendent said yes and added that Jon and Geoff will be there as support as well. Commissioner Sala said he would like Mr. Pacheco to get his hydraulics license.

ADJOURN

Commissioner Bergeron made a motion to adjourn the meeting at 5:13 pm. Commissioner Sala seconded the motion. All Board members were in favor. Roll call vote: Commissioner Bergeron - yes, Commissioner Sala - yes, Commissioner Melchionda - yes.

Respectfully submitted,

Maureen Fruci
District Clerk