Call To Order: 6:15PM  - The meeting was called to order by Tom at 6:15pm.

The Board reviewed the Payroll & Expenses warrants with the Town Accountant.

The Board noted that the “History of West Brookfield” book was now available for $39.95.

Accept Minutes:
David motioned to accept the minutes of September 2, 2009 (Regular Session), September 2, 2009 (Executive Session), September 22, 2009 (Regular Session), September 22, 2009 (Executive Session), October 6, 2009 (Regular Session), October 27, 2009 (Regular Session) and October 27, 2009 (Executive Session). Second Barry. The Board voted unanimously.

Re-Organization of Fire Department:
Barry motioned to approve the following re-organization of the Fire Department:
Paul Lupacchino, Fire Chief
Robert Benson, Deputy Fire Chief
Daniel Santos, Assistant Fire Chief
Wesley Cassavant, Fire Captain
Joseph Landry, Fire Lieutenant
Scott Anderson, Fire Training Lieutenant

Second David. The Board voted unanimously.

Alix McNitt – Performance Evaluations & Personnel Oversight:
Ms. McNitt reminded the Board that the Town had voted to eliminate the Highway Superintendents cost of living increase in 2008 and entertained a motioned to completely eliminate the Superintendents salary at the Annual Meeting in 2009. This should have sent a clear signal to the Board about the townspeople dissatisfaction with the Superintendents job performance. She stated that the Board had assured town residents at that time that they had put provisions in place to manage the Superintendents position. Ms. McNitt stated that she felt that he was not being managed appropriately and further stated that the Superintendent had put in for compensatory time nearly every single pay period since the beginning of the fiscal year; even putting in for three (3) hours of comp time for a two (2) hour meeting. Ms. McNitt stated that this appeared to be a disturbing trend; noting that the Superintendent had only worked 80% of the previous year – while earning an additional $15,000. Ms. McNitt asked what was being done to manage this abusive behavior? Ms. McNitt inquired if any performance complaints had been filed into the Superintendent’s personnel file. Ms. McNitt suggested the Board start utilizing progressive discipline methods to gain control of their employee. Ms. McNitt asked the Board to consider creating a Personnel Board that would have more time to manage problem employees. The Board took the request under advisement. Ms. McNitt asked what the townspeople could reasonably expect from the Board in the way of discipline management of the Highway Superintendent. The Board took Ms. McNitt’s comments under advisement and invited her back in a month for further discussion.

Resignations/Appointments:
Barry motioned to accept Nicole Vongratsamy’s resignation from the Advisory Board, with regret. Second David. The Board voted unanimously.

Barry motioned to appoint Cynthia Laub, 33 Birch Hill, to the Cultural Council. Second David. The Board voted unanimously.

The Board agreed to send Barry to the CMMPO’s Information and Member Selection Meeting on November 18th.

Dept. of Natural Resources Conservation UMass – Thank You:
The Department sent a thank you note to the Town for use of the Lower Level Conference Meeting Room.

Special Use Permits:
Barry motioned to approve the following Special Use Permits: Wickaboag Sportmens’s Club for 1-24-10 and 2-27-10, South Middlesex Bass Anglers for 4-24-10, Greater Lowell Fly Fishers for 6-5-10 and Chicopee Bass’n Association for 6-26-10. Second David. The Board voted unanimously.
**Town Hall Painting Quotes:**
The Board had received a quote from Bernard Bouvier on September 15, 2009 but agreed to obtain at least two (2) additional quotes – to comply with MGL 30B. The Executive Secretary noted that there were no responses to inquiries sent to O'Sullivan Painting, Superior House Painting and Campanale Painting. After some discussion, the Board agreed to wait until the Spring to paint the front of the Town Hall. The Board agreed to look into power washing the front of the building.

**New Accounts:**
David motioned to create the following new account: “350th Quaboag Plantation Anniversary Committee Donations Account”. Second Tom. David and Tom – yes; Barry – abstain.

David motioned to create the following new account: “History of West Brookfield Book Account”. Second Barry. The Board voted unanimously.

The Board adjourned at approximately 7:30pm.

Respectfully submitted,

_________________________________  _________________________  __________________________
Chairman     Vice Chairman    Clerk