

CENTRAL MASSACHUSETTS MOSQUITO CONTROL PROJECT

MINUTES OF THE COMMISSIONER'S MEETING

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Date: June 10, 2004
Time: 11:00 AM
Place: CMMCP Headquarters, 111 Otis Street, Northborough, Massachusetts 01532
Present: Richard Day, Pablo Noguera, George Smith, Tim Deschamps & Tim McGlinchy – Lawrence McCormick (DAR), Mary Beth Burnand (DAR), Scott Cobat & Attorney Bruce Ledoux

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1. The minutes of the May 13, 2004 CMMCP Commissioner's minutes were unanimously approved.

2. The following payrolls were approved unanimously:

May 15, 2004	\$18,200.38	May 22, 2004	\$15,706.36
May 29, 2004	\$16,194.53	Jun. 5, 2004	\$15,854.24

3. Submitted invoices for June 10, 2004 totaling \$156,732.66 were unanimously approved.

4. **Work Schedule:** The excavator has been idle the past month awaiting further investigation in several restoration project areas. Tim & Tim met with Nicole to go over her work status thus far, and what she anticipates will happen over the next few weeks. Tim D. reports to the Commission that Nicole is doing an outstanding job and has become a great asset to the CMMCP team. Crews have begun answering service requests, and the phone has been very busy to date, the most calls received to this point since record keeping began in 1998. The new staff is being trained by various personnel. Tim D. worked nights the first week training and helping to make up the backlog, and Tim M. work an evening also. Tim M. commented that Ed Storonsky, who has been on a split shift for 2 weeks, has worked very hard and deserves mention for his hard work. Ed has also been fixing various breakdowns.

5. **Old Business:** No further information was available on the fish kill incident in Chelmsford.

Tim D. reports the security system is up and running, Tim handed a key card to Commissioner Day. Minor adjustments will need to be made over the next few weeks.

6. **New Business:** Tim D. reports that Leif Longtine, an employee hired this past January has tendered his resignation. There are no immediate plans to hire a replacement.

2004 Meeting Schedule:

January 8, ~~February 19~~, March 18, April 8, May 13, June 10, July 8, August 12, September 9, October 14, November 18, December 9

After a lengthy delay, the next agenda item was an appearance before the Commission by Scott Cobat to discuss his termination as of April 23, 2004. Present for this meeting were 3 CMMCP Commissioners, Mr. Day, Mr. Noguera and Mr. Smith. CMMCP Executive Director Tim Deschamps and Director of Operations were also present. From the Dept. of Agricultural Resources was General Counsel Lawrence McCormick and Mary Beth Burnand, head of Human Resources. Along with Mr. Cobat was his attorney Bruce Ledoux.

Mr. McCormick opened the meeting with an outline of what was going to happen that afternoon. Mr. Deschamps would speak about all disciplinary actions against Mr. Cobat, and speak about the incident which resulted in the termination of Mr. Cobat. Mr. Ledoux would have a chance to speak on behalf of his client. Mr. Deschamps outlined the following incidents:

- An incident in January 1997 which resulted in a 3 day suspension for Mr. Cobat.
- An incident in January 1999 which resulted in a verbal warning for Mr. Cobat.
- An incident in November 2002 which resulted in a written warning for Mr. Cobat.
- An incident in February 2004 which resulted in a 5 day suspension for Mr. Cobat and the requirement to attend anger management counseling.
- An incident in April 2004 which resulted in the termination of Mr. Cobat's employment at CMMCP.

Mr. Ledoux outlined the various training session Mr. Cobat has attended, and also spoke to an award and a grant that Mr. Cobat received in the past. Mr. McCormick stated that the qualifications of Mr. Cobat as a mechanic were not in question; it was his actions against another employee at CMMCP. Mr. Ledoux asked for a 10 minute consultation with his client which was granted. After a short time the meeting resumed, and Mr. Ledoux asked some specific questions about each of the incident which were answered by Mr. Deschamps. After the questioning ended the Commissioners took the situation under advisement. Mr. Ledoux and Mr. Cobat left the Project building, and Mr. McCormick and Ms. Burnand also departed.

After lengthy discussion the Commission voted unanimously to support the decision of Mr. Deschamps to terminate the employment of Mr. Cobat as of April 23, 2004. A letter with this decision will be sent via registered mail, return receipt requested to Mr. Cobat, with a cc to Mr. Ledoux and Mr. McCormick. A tape recording of this meeting is available upon request.

The meeting adjourned at 1:25 PM.

Approved: Richard J. Day
Richard Day, Chairman, CMMCP

Date: July 8, 2004

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