

Ira Brezinsky, Chair  
Andrea Miles, Vice-Chair  
Jeff Cyr, Clerk  
Sarah Etelman,  
Bruce Forcier

Michael J. Sullivan  
Town Administrator

May 11, 2018

Honorable Selectboard Members:

Please accept this report as an abridged accounting of activities I and the hardworking town employees have been addressing in South Hadley Town Hall and beyond. There is a lot happening. I hope this report will frame some of the more contemporary and demanding tasks at hand.

As always, thank you for the support, direction and leadership you provide!

**ATM/STM**, The effort of the SB, Appropriations, Capital, the Moderator, Clerk and staff puts forward to make Town Meeting a consensus success is colossal. A debt a gratitude is deserving - thank you to Kristin Maher, Anne Capra for pitching in assisting the Clerk, Jennifer Wolowicz for helping out with set up and facilitating the Town Members with special requests beyond candy. Thank you to DPW staff Matt O'Connor and Mark Schmitter for set up and breakdown assistance.

However I would be remiss not to comment on the effort from Dan Pease and Bob Smith from the Cable Access Department. These two individuals are tireless in ensuring that quality programming is delivered to residents. Their pride and professionalism is demonstrable in the product they produce and the diligence they display. Thank you both!

Of course South Hadley Town Meeting Members continue to be the stars of the show. Members come prepared to ask questions or present well thought out amendments to motions. I notice Town Meeting Members are coming with amendments already drafted out on paper ...this has a positive effect on the process of Town Meeting overall.

It was very interesting when the "Water Testing" article came up and there was no discussion, after a significant number of debates prior. I believe it was not for those forums the debate would have been long and there would have been not nearly the level of positive accomplishment.

However the \$10K to fund it drew a healthy discussion, about it being too little, too much, whether it would be added to a grant or supplement the grant or supplant the

grant for testing appliances in schools. Interestingly the accurate and fair answer to all these questions is we are not sure, but this is start and we will do our best to get the most out of the appropriation. I heard "baseline" mentioned more times than I can count. The redundancy underscored the fact people we listening and understood we are trying to build data which will insure the water is as good as we suspect!

**PBE's:** I am in full swing for the end of year PBE for department heads and direct reports. These in-person reviews are very time consuming.

Previously I felt that the "P" in PBE stood for "performance", but I have come to believe that it "P" should be for "progress". Each year I am more impressed by the individual progress made as opposed to a singular performance. Having the employees gain understanding of their service to the public and the organization is inspirational.

Overtime I have witnessed a significant shift in how managers see their role in the municipal organization. I feel there is a far greater willingness to pitch in on projects, to learn new techniques and a commitment to fellow employees. It is not to say we are devoid of any challenges, but we continue to work on our deficiencies.

The PBE process has really assist me in my role as Town Administrator. Each year meeting with managers and direct reports no less than twice and in most cases well over a dozen times to discuss the PBE or other matters I learn tremendous amounts from my colleagues, it is one of the "bonuses" in this job.

**Comcast**, The Cable Committee met recently with Atty. Eileen Brady from Comcast it was a productive meeting. Jaime Doolittle, Bob Smith and I were in attendance. I believe we are close to making a recommendation to the SB.

As we have discussed prior it is a short list of things we can change via a contract. Programing, internet, phone, channel line-up, and rates, some of the areas we would like to make changes are not part of the deal, according to FCC rules. We can negotiate the length of term, the surcharge amount and the origination grant.

**River, Roll and Stroll**, it was a little rainy, but there were still people drawn to the event. I cannot thank the volunteers and sponsors for their involvement. It would not happen without those parties.



As is in so many events there are key people making it happen. I can say Superintendent Reidy is a stalwart! He was involved in this event and without him and others at DPW it would not have happened without their dedication.

**New VSO**, Paul Siefert has started and is already settling in with Veteran community. Paul is in the office every day in the afternoon and is also accepting scheduled appointments. I am confident Paul will fit in to the South Hadley veteran community rather nicely.

Thank you as always!

Respectfully submitted

Michael J. Sullivan  
Town Administrator, South Hadley