

**TOWN OF BROOKFIELD
BOARD OF HEALTH**

**RICHARD HOPE, CHAIRMAN
DAVID CARON, MEMBER
RONALD NICOLL, MEMBER
SANDRA GUYETTE, CLERK**

* Members present: Richard Hope, David Caron, Ronald Nicoll and Sandra Guyette.

The meeting was held at the Town Hall on Thursday, November 10, 1994 at 7:00 p.m.

First on the Agenda, Richard Hope called the meeting to Order. All mail was reviewed and bills were paid at that time.

Second on the Agenda, Ed Juda appeared before the Board. Richard Hope presented Mr. Juda with a copy of a job description for his position as Landfill/Recycling Monitor, which Mr. Juda reviewed and signed. At that time, David Caron indicated to Mr. Juda and the other members of the Board that he had visited the landfill and noticed there were cans lined up all along the fence line, that the fence was broken and that there were approximately 25 to 40 lawn mowers on site. David Caron also indicated that Mr. Juda had been spoken to about this issue before. He further stated that the area in question was a "landfill" and not a "dump" and that the Town was put in charge of making sure it was neat and orderly. David Caron then indicated that he would go to the landfill on Saturday with Mr. Juda so that Mr. Juda could get a general idea of what was expected of him and what the landfill should look like. Ed Juda indicated that the lawn mowers were put off to the side so that individuals could pick parts off same. David Caron then indicated to Mr. Juda that he should not allow people to pick parts off the lawn mowers and that such action was a direct reflection on him. Ed Juda then indicated that the lawn mowers had only been there for approximately two weeks and that the trailer was empty. David Caron indicated the landfill was in a disarray and looked like a dump. Mr. Juda then indicated that the lawn mowers would be gone by Saturday and that he was doing what he could with respect to the plastic. Mr. Juda also indicated that there was a theft problem and that the landfill was not completely self-contained. David Caron responded that the issue was that the place looked like a "dump" and not a "landfill". He further stated, "We want to make certain that you know your job description and the job that has to be done"; Mr. Juda agreed. Ronald Nicoll then commented that he felt the same as Mr. Caron except for the issue of plastic. Mr. Nicoll indicated that the plastic had to be picked up and that the trailer needed to be cleaned up as well; Mr. Juda agreed. Richard Hope then indicated that the landfill looked like a dump, at which time Mr. Juda presented the Board with several letters from citizens in Town stating their satisfaction with the service they receive from Mr. Juda. Mr. Juda then inquired as to where the letters concerning his warning, job description, etc., were drawn up. Richard Hope indicated the following: (1) that the letters in question were discussed with all members prior to being sent to Mr. Juda; (2) that no decisions were made without a meeting and (3) that the purpose for inviting Mr. Juda to this meeting was to

discuss Mr. Juda's job performance with the other members of the Board and Mr. Juda so that a determination as to whether or not further action was necessary could be appropriately Voted and acted upon. Mr. Juda then indicated that he had a problem with the Chairman, Richard Hope, because the first letter indicated wrongdoings with hours at the landfill. David Caron responded by stating to Mr. Juda that someone else worked for Mr. Juda at the landfill and that Mr. Juda confirmed that fact. Mr. Juda then indicated that the Board only knew part of the story and that he would like to bring his brother-in-law Kenny in to present the other side. Ken Smith then appeared before the Board. Mr. Juda indicated that he and Richard Hope made an agreement that Ken could cover for him. Richard Hope indicated that the agreement was for one day. Mr. Smith acknowledged that Richard Hope said he could cover for Mr. Juda during his appointment and that reference was not made to other occasions. Mr. Juda's wife then stepped in, at which time David Caron requested both Joyce Juda and Ken Smith to step out of the room. Ed Juda then indicated that within the last six weeks he had received three letters from the Board of Health and that he considered same "harassment". He then stated, "What am I going to get in two weeks? What's next? The IRS was mentioned at one meeting." Mr. Juda then indicated that he had been informed that the Board of Health was the most powerful Board and that they could condemn his house and that he considered such comments a threat. David Caron then asked Mr. Juda if he could do his job under the present Board of Health, to which Mr. Juda responded "Yes". David Caron then indicated that the Board was going to assume that Mr. Juda knew his job, that he was going to perform same accordingly, and that if he could not do the job that they (The Board) would have to retain someone else. Mr. Juda then inquired as to who he would be dealing with, to which David Caron responded "This Board, if that's okay. End of story." David Caron then indicated that there was no personal animosity among the Board and Mr. Juda and that if Ken Smith did the work then the hours should be resubmitted under Mr. Smith's name. Richard Hope then indicated that the Selectmen had advised him that there was to be no more "picking" at the land fill. Mr. Juda indicated that the Board should post a sign reflecting same. Richard Hope responded by stating that it was not the Board's job and that he had personally been spending too much time at the land fill cleaning, raking, etc., and that it was not his job. Mr. Juda responded that Mr. Hope was correct in that it was not Mr. Hope's job. Richard Hope then indicated that the trailer needed to be cleaned. Mr. Hope then indicated that with respect to Mr. Juda's request for a pay raise that he could not vote in favor of same as part-time employees must work two years in a position before being considered for a pay raise. At that point, Mr. Nicoll indicated that he had gone to other towns (W. Brookfield and North Brookfield) to see what the monitors in those towns made. Ed Juda then indicated that there were two people working at the same time in those towns. David Caron then asked Mr. Juda if he needed more time within which to do the job properly. Mr. Juda indicated that Saturday was the only day he had to do the job. Richard Hope then indicated that before Ed Juda was retained to perform the job, Phil Richardson's son did the job and the job got done. Mr. Juda responded by stating that he was not there all day long. Richard Hope then indicated that he would go to the landfill on Saturday to see if could perform Mr. Juda's job. David Caron then indicated that if

Mr. Hope was unable to do the job that the hours would be extended if need be. Ed Juda then indicated in the past he was at the landfill all day Tuesday and that Tuesday was generally a slow day. He also indicated that he could probably have everything done if he did not help people. Ronald Nicoll suggested that the landfill be opened for extended hours on Tuesdays. Richard Hope then stated that there was a \$4,000 deficit in the budget and that a meeting was set for the 21st of the month with the Advisory Board. David Caron then indicated that he wanted to ascertain that Mr. Juda had appropriate time to do his job. Mr. Juda indicated that the deficit was not the fault of the present Board of Health and the Board should have asked for more money. Richard Hope responded by stating that was why a request to purchase a plastic machine was made. Mr. Juda then indicated that there was a discrepancy with the last hours he turned in. Ronald Nicoll indicated that it had something to do with Sunday. Richard Hope indicated that the Selectmen didn't pull that and that if Mr. Juda was going to go anywhere during work hours that he wanted to know first. Mr. Juda indicated that was understandable and that he hoped that this was the last meeting of this type that he would have to attend. David Caron then asked Mr. Juda if he was happy with the end result of this meeting to which Mr. Juda responded, "for now". Mr. Juda also indicated that he hoped the problems were dead and buried and that he had never bad mouthed Mr. Hope and that he gave Mr. Hope credit for all he has done for the landfill, etc. Richard Hope responded by stating that he had a job to do for the Town of Brookfield and that he had to do what was in the best interest of the Town. He also indicated that there was no budget and that Mr. Juda was currently being paid out of the Landfill Salary Account. David Caron inquired as to whether or not everyone was satisfied. Mr. Juda responded, "Yes". Ronald Nicoll then inquired as to who Mr. Juda received his direction from. David Caron responded by stating that Mr. Juda get his directions from the Board.

David Caron then made a Motion to adjourn the meeting, which was SECONDED by Ronald Nicoll and it was UNANIMOUSLY VOTED to adjourn the meeting at 8:15 p.m.

Minutes prepared by Sandra Guyette, Clerk.

Minutes Approved:

Date: December 30, 1994

Richard Hope
Richard Hope, Chairman

David J. Caron
David Caron

Sandra Guyette
Sandra Guyette, Clerk

Ronald Nicoll
Ronald Nicoll