

Personnel issues

Continued from page 1

police chief, and fire chief, I negotiated landmark contracts with all three bargaining units," he wrote. "These contracts eliminated sick-leave buy-back, and created the opportunity to increase health insurance co-pays. The savings to the town will be in the 10s of thousands over the next few years."

The self-evaluation covered the rating period of July 1, 2005 to June 30, 2006 and denotes 21 specific projects or issues that Paicos has dealt with during his first year.

"During the fiscal year, I was very pleased to conduct several extensive personnel recruitment processes for a new police chief (assisted by an outstanding committee), police sgt., COA director, a new FF/EMT, and two new police officers," he wrote. "I believe we now have in place a truly outstanding management team that will make the town a model of local government in Western Massachusetts."

The work Paicos did with a group of employees to create the non-union personnel bylaw that was adopted at town meeting in May is also addressed as is the settlement of the resolution of the grievance hearings with Police Sgt. Robert Brennan.

The town's financial status was the underlying issue for many of the project's he listed in his self-evaluation. He addressed the reorganization of the financial management team, to the water/sewer financing issues with its pending rate study and the new revenue/expense forecasting method.

"Many other, smaller projects were also worked-on this past year, but brevity requires that this report simply present these highlights."

Some of the projects listed continue to be ongoing such as the public safety building and the town hall renovation projections. In these sections he lists his participation on such things as attending meetings and providing technical advice, to writing bid requests and hiring the town hall architect and project manager.

He also outlined the amount of time and the number of steps for projects such as the Route 12 water line, the Page's Beach water line, as well as the development and implementation of a five-year information technology plan that modernized the town's Web site, established town e-mail

addresses and installation of town intranet.

Another project that Paicos lists as having "consumed hundreds of hours of (his) time as well as town counsel," is the Nextel cell tower negotiations. At this point in time the draft contract is nearly finished and the filing for a special permit from the Zoning Board of Appeals in "imminent."

The selectmen are preparing to complete their portion of the review over the next few weeks. They agreed to use the Massachusetts Municipal Association's standard evaluation for town administrator and to create a specific evaluation for Ashburnham during the upcoming year.

The selectmen will be able to answer each of the 44 questions on the evaluation with a score between one - unsatisfactory - to five - outstanding. The sections evaluation covers are the town administrator's relationship with the board, fiscal management, community and public relations, personnel administration and professional skills and abilities.

They agreed that each of them would complete an individual evaluation, which will then be averaged together by Board Chairman Jonathan Dennehy. Paicos will receive the individual evaluations but only the aggregated one would be discussed and released to the public.

"I don't mind having my review done in public," Paicos said. "In fact I like it done in public."

The public review he said is important because of his position in town as well as the role of the selectmen - an elected body - as his employers. He admits it is awkward, but that he takes the information as an opportunity to improve himself.

Paicos said he would create a list of goals and projects for this upcoming review, but that it would probably take him until the middle of September to finish it. The selectmen agreed to grant him that time.

Dennehy made two requests for the list. He wants it to include goal completion dates and to have the annual times separate from one time items.

Paicos said he had no problem designing it in such a manner to provide that information.

Caitlyn Kelleher can be reached at (978) 827-3386, ext. 15, or e-mail: caitlynkelleher@aol.com

Expanded business

Continued from page 1

port the proposal, if the Nichols Street opening served as only an entrance. They also said they wanted to see results from the traffic study that was done.

Normandin's plan calls for adding a curb cut onto Main Street, and sidewalks along both streets. It would also add an entrance from Nichols Street into the parking lot. Normandin said this would be an entrance only, primarily for the bank drive-through, and would not also serve as an exit.

In Normandin's proposal, which has been submitted to the Planning Board, he outlines constructing a 15,500 square-foot building. The building would be the new home to Wine & Roses and Head to Toe Salon. He would also like to put a bank with a drive-through window in the building, as well as office space.

The building where Head to Toe is currently located, 79 Main St., would stay in place, to be used for office space.

Normandin envisions constructing the building in sections, building part of it,

moving Wine and Roses in, and then demolishing the store's old building, leaving room for the rest of his new complex.

Town Planner Alicia Altieri said the new building would be an improvement.

"It would be a nice, new building," said Altieri. "It would also improve the traffic situation, because the parking will be more organized."

According to Altieri, there are no defined lanes or entrances in and out of the current Wine & Roses parking lot.

"It would be a nice, new building," said Altieri. "It would also improve the traffic situation, because the parking will be more organized."

- ALICIA ALTIERI, TOWN PLANNER

This was one of the first projects to be reviewed using the new process that was adopted at Town Meeting in 2004. Altieri said it's a more formal process, and is not discretionary.

There are certain guidelines they want Normandin to follow if he constructs the new building.

These new regulations include rules on parking, traffic circulation and site design. From what Altieri has seen so far, she thinks the proposal meets these guidelines.

Other boards in town had until Monday, Aug. 28, to give their opinion on the proposal.

Westminster board hires new health agent

The Board of Health hired a health agent on Wednesday, Aug. 16 after more than year long search to replace Mathew Moran.

Elizabeth Swedberg, from Orange, will start on Monday, Sept. 11. Her start will start to bring the health department to a full staffing.

Moran resigned his position in June 2005 to take a position with the State Police.

Andrea Crete, who filled in as health agent since Moran left, left at the end of March.

The health agent is responsible for monitoring and testing septic systems, the town landfill, as well as enforcing public health and sanitary codes.

The agent also conducts inspections of local restaurants, hotels and other areas of public health. The agent works as a representative of the Board of Health.

Please recycle!



Hawington Farm

Breathtaking Views

A Breathtaking Dining Experience

Beautiful Sprawling Lawns and Views

"Featured on Channel 5's Chronicle"



Five star rating in Worcester Magazine's dining review.

"For the very best dining experience"

Reservations Suggested

Thursday, Friday, Saturday 5:00 pm - 8:30 pm

Sunday 5:00 pm - 7:30 pm

178 Westminster Road • Princeton, MA 01541

978-464-5600 x 12

Advertisement for Allan Wight, Realtor. Includes photo of Allan Wight, contact information (Office: (978) 345-6511 ext. 272, E-Mail: al@foster-healey.com), and address (300 Main Street, Fitchburg, MA 01420). Logo for Foster-Healey is also present.

Advertisement for General Contractor Joseph B. Daigle ~ Ashburnham. Lists services: SEPTIC SYSTEMS, SITE WORK • CARPENTRY, CERTIFIED LUMBER, SAND • LOAM, FIREWOOD, COMPOSTED MANURE, HAY • SHAVINGS. Includes a photo of a construction site with an excavator. Contact: CARE TAKER CONSTRUCTION, 978-827-5097.

Advertisement for Meineke Car Care Center. Logo for Meineke is prominent. Text: "is open for your convenience". Lists services: Air Conditioning Service, Exhaust Service, Brake Service, Shock & Strut Service, CV Joint & Boot Service, Universal Joint Service, Coil Spring Service, Front End Repair & Alignment, Wheel Balancing • Tires, Exide Battery • Fan Belts, Fuel Injection Cleaning, Coolant System Flush, Alternators & Starters, Custom Bending, Catalytic Converters Installed.

Advertisement for American & Foreign Cars Warranty. Text: "Honored at Over 900 Stores Nationwide". Includes a box: "Ask About 90 Days Same As Cash". Offers: "\$25.00 OFF services over \$150.00" and "\$15.00 OFF services over \$100.00". Includes logos for American Express, Discover, Visa, and MasterCard. Hours: 8 am - 6 pm MON - FRI • 8 am - 2 pm ON SAT. Address: 7 Donlan Street, Gardner • 978-630-2600.