

## **DEDHAM PARKS&RECREATION DEPARTMENT COMMISSION MEETING**

**April 5 2010**

Motion to start the meeting made by Jim Maher. Seconded by John Maida. So Voted  
Meeting called to order at 7:00 p.m. by Chairman Sal Ledda. All Commissioners in attendance. Motion to accept minutes of last month meeting made by Jim Maher. Seconded by John Maida. So Voted.

Assistant Directors Reports:

Bob Stanley told the Board he received a phone call today regarding the cell towers Article 23. It appears as of this afternoon the Planning Board will vote to indefinitely postpone the Article. The main concern is the one hundred twenty five foot height. The Planning Board is not comfortable with the height. The Planning Board thought the one hundred twenty five feet was for Park land only. The way the bylaw is set up the change from fifty feet to one hundred twenty five covers the entire Town. The Planning Board is not comfortable with that. The other option would be to say one hundred twenty five feet only at Parks. That would be considered spot zoning and that is illegal. Bob met with Bill Keegan and Town Council. Bob told the Board after much though we have two warrant Article going in. One is to change the bylaw the other is to transfer land to the Town. Bob suggested instead of pulling both Articles we pull the Park bylaw. The reason being if it goes to Town Meeting and gets shot down we cannot go back for another two years. We can indefinitely postpone it. The Article for transferring land will take us close to nine months and maybe by that time we will have the bylaw change in November and by January we will have both Articles ready to go. Bob told the Board Commissioner Maher has done research with D.C.R. and we may not need to do a transfer of land. We may just need a change of use. The benefit of this would be we would not have to turn the land over to the Town it would still remain under us. Bob spoke with Town Council and we will need to reword the second Article and let us know if it falls within the scope of the original Article.

April 3<sup>rd</sup> marked the one year anniversary of the new on-line management system. Last year we predicted we would do one hundred thousand, we actually did one hundred and

twenty two thousand one line. Bob informed the Board he had a meeting with Joe Flanagan, Ju Ju and the Parks Department on the schedule for the shed. The Parks Department is too busy getting fields ready. The Chairman asked if the shed could be up in three weeks. The Directors said it depends on how the fields are but that he would try to get it done. Motion to accept Assistant Directors report made by John Maida Seconded by Kevin Flaherty. So Voted.

Directors Report:

Ju Ju gave a field report Memorial Park Heaphy Field is now open Sullivan Field is open Davis Field still has water in the outfield. Fairbanks all three fields are dry but they all need infield work. Capen Fields one and two are dry and needing infield work, Oakdale one and two dry need infield work, Paul Park Condon Park Riverdale and Green lodge are dry and all need infield work. Lowen Field is fine. Churchill Park still has water it is going to take a lot of work to get Churchill ready for the opening in two weeks. The Sugrue Field at the Dolan Center still has water. Registration has started on March 28<sup>th</sup> for all summer programs. The All Day Program registration is very slow and if we do not get twenty five people we will not run this program. The Director told the Board Signet Alarm Systems inspected the building and everything is in order. The fire department suggested putting another MP in the dance studio. The contractors were in the building last week looking at both bathrooms. Last week's rain cause a massive leak in the waiting room we also had a leak in the dance room and this is all from the balcony's the middle balcony is in need of repair. The dedication at Churchill Park for Maida Field will be on Sunday April 17<sup>th</sup>. Lowen Field dedication will be held Sunday April 25<sup>th</sup>. The Fields at the Dolan Center will be dedicated on May 16<sup>th</sup>. The wind storm has cause the Paul Howard flag pole to come down. The cost to repair it will be \$3,500. The Director told the Board he went to Dedham Saving and in that account was \$268.00 in that account. The Director spoke with Nancy Baker and she will speak to the insurance company they may be a large deductable but we cannot afford \$3,500 for repairs. Ju Ju stated a flag pole will be put in at the Dolan Center which will be paid for by the Bradbury Family.

The Gymnastic Show was last weekend it was a great success. Ju Ju thanked Commissioner Maher and his wrestlers for all their help. The dance recital will be held on April 30<sup>th</sup> at the High School. Commissioner John Maida asked when a decision would be made about the All Day Program. Ju Ju explained May 1<sup>st</sup> will be the date all the early bird discounts will end. John asked about the Flag Day Parade the Director stated he will start fund raising this week. We have to raise fifteen thousand dollars. Ju Ju explained it will be totally a community fund raiser asking for donations. We did this last year but we had a lot of help from Legacy Place. The Parade will cost thirty thousand dollars.

Commissioner Flaherty questioned how we came up with the decision to close the fields on Thursday up until the following Monday. He asked if there was a site visit on every field, was this a blanket decision and if so why. The Director told Kevin only three fields were close because they had water on them. Bob sent an e-mail out of Friday. Kevin felt it was premature to close all field until Monday. Commissioner Maher said the e-mail is sent out to the league presidents not coaches. Commissioner Don Reisner wanted to know what was being done about the leaks at the Dolan Center. Ju Ju had Mr. Willard look at the problem and he stated it will coast fifteen thousand to repair the leaking and redo the balconies. The Chairman will contact Mr. Keegan about this situation. Motion to accept the Directors report made by Jim Maher Seconded by John Maida. So Voted.

Chairman Sal Ledda spoke about the Dolan Center. He stated he visited the Center with Donny Reisner, Ju Ju, Bob Stanley and Pat. They wanted to go over the project and see what need to be done. Basically there were three items Number one was the fencing along the top of the field number two the asphalt in the driveway has not been completed according to specifications and the third was the railings on the staircase. These were the three major concerns. The upper field needs to be regarded and hydro seeded .April 15<sup>th</sup> was the suggested date for the asphalt that does not mean the asphalt will be done that means when the asphalt will be available. The Chairman concern is the May date that we can use this field may not happen. He suggested we could speed things up by using temporary fencing we could put temporary handi-cap parking lines and signs up and we could use the field as soon as that was done. Sal asked Pat about liability and he said because the project substannully complete we wound not be libel. Pat had no problem opening the field if these things were taken care of as long as the Kenny Cimino from the Planning Department was okay with it. Sal spoke with Kenny and he is fine with it Sal then spoke with Mr. Keegan and he also had no problem with it. Mr. Keegan suggests the Chairman speak to the Planning Board before we open. Sal spoke with Mr. Bethoney of the Planning Board he suggests we sent a letter telling the Planning Board about this plan and he thinks there would not be a problem.

Commissioner Reisner asked if the bids had come in for the handi-cap bathrooms. The Director said he had no idea because the bids go to Audrey or to Gene Negrone. The next item on the agenda is the new Director. Commissioners Reisner and Maher met in February to discuss the new Directors position. There were questions that needed clarification from Town Council. One of the first questions sent to Mr. Keegan was can an internal candidate be promoted into the Directors position without doing an external search.

The first and third questions both ask, in essence, whether an external search must be conducted for a replacement Director. My opinion is that the answer is no. An internal candidate may be promoted into the Director's position without an external search process. Other than for civil service positions, State law does not mandate a competitive hiring process. In hiring department heads or other key positions, we typically suggest that the better practice is to conduct an external search. This helps to insure that the best available candidate is hired for the position and that there is nonappearance or reality or undue favoritism. Nonetheless, this is a recommended rather than a mandatory practice.

Second question is there a process in place to promote within a Town Department.

Question number three will the hiring of a new Director require an external process.

Mr. Keegan forwarded the questions to Town Council. Town Council response

The second question posed was whether or not there is a process in place for promotions within a Town Department. Once again, there is no process mandated by State law in this instance. Further, I am unaware of any full process mandated by Town by-law. In addition to whatever guidance your internal past practices may provide, the only procedural guidance or requirement I was able to glean from your personnel by-law was the requirement in Chapter Fourteen, Part 11, Section 3 that the Town Administrator be notified of the vacancy and provided the information required by this section. The Town Administrator and Affirmative Action Officer then". may make any recommendation pertinent to the vacancy request to the responsible appointing authority".

Although I was not asked this question, it should be noted here that the “responsible appointing authority” for the Director is the Parks and Recreation Commission pursuant to Section 3-11© of the Dedham Home Rule Charter.

Commissioner Maher stated the Board could do whatever they wanted external or internal hiring. Mr. Maher then asked the Board what they would like to do. Did they want to do a nationwide external search or to look at the internal process. Commissioners Maida and Maher and Reisner wanted this tabled until the next meeting Commissioner Kevin Flaherty asked why we would consider not going outside to find the best candidate. Commissioner Reisner asked when we hire a new Director will there still be an Assistant Director. Don also wanted to know who hires the Assistant. The new Director will hire the Assistant Director. The Chairman would like Bob to be prepared to take Ju Ju’s place until a new Director is appointed.

Warrants:

Commissioner Maher made a motion to vote Article 43 as part of Article 97 protection changes. Seconded by John Maida. So Voted. Motion to submit Article 22 for by-law change for cell tower heights associated with the work that has been done by Bob Stanley, the Planning Board on behalf of Recreation made by Jim Maher. Seconded by Kevin Flaherty. So Voted.

Article 37 to revise the by-laws for the Tow on sign code. The Board would like to have three roof signs one at Memorial Field, Rustcraft field and Condon Park. On top of the concession stand. The size would be limited to forty square feet and only one sign at each location. Motion made by Commissioner John Maida to submit Article 37 to revise the Town Charter on sign codes. Motion Seconded by Commissioner Kevin Flaherty. So Voted.

Permits:

Alex Mc Kinney of Physical Therapy and sports medicine appeared before the Board. He requested to have a strength and fitness camp for High School Athletes. Chairman Ledda suggested Alex talk to the High School. There is a fee for using the Parks and Recreation Fields this would save you money. Speak with the High School A.D. if it does not work out come back to the May Parks & Recreation meeting.

Commissioners Kevin Flaherty felt that it is unfair to do summer permits before the May meeting. Summer permits were tabled until the May meeting.

Mr. Charlie Kruger came before the Board to discuss Churchill and Condon playgrounds. He presented the Board with a price list for Condon Park playground for thirty six thousand six hundred and ninety two dollar and a price for Churchill playground for twenty three thousand one hundred eleven dollars. Ultiplay Parks & Playgrounds, Inc. is the company that Mr. Kruger has been working with. Mr. Kruger stated this would be a community build. He stated that the forty five thousand the Board request from mitigation was for Churchill only, both playgrounds could be done for less than sixty thousand. The Chairman explained the reason it was Churchill Park only was it had to be tied in with Legacy Place The Chairman will contact the mitigation committee.

Commissioner Maher will also speak with Mitigation.

Old Business?

Chairman Ledda spoke about the Field maintained plan. His concern was he wanted this maintained plan to be implemented as soon as possible. The Director stated it would be the first of July. Ju Ju recommended buying an aerator in May and paying for it in July.

Kevin Flaherty congratulated the 7<sup>th</sup> grade girls for winning the Metro West coached by John Maida.

New Business:

Commissioner Maher asked if the parents and children were allowed in the upstairs hallway to watch their children in the gym at the Dolan Center.

The Director said it was not allowed it was a safety issue.

Chairman Sal Ledda thanked the Board for the past year He thanked them for all their cooperation during the last year.

Commissioner John Maida thanked the Chairman for all his hard work. The Director also thanked the Chairman for the good job he had done this year.

Motion to adjourn Made by Jim Maher Seconded by John Maida. So Voted

THIS IS TO CERTIFY THAT THE ABOVE IS A TRUE AND ACCURATE RECORD  
OF THE MEETING HELD ON APRIL 5, 2010.  
BY THE PARKS AND RECREATION COMMISSION WHICH MINUTES ARE  
APPROVED AND SET BY THE BOARD ON.....