



Chelmsford Water District

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CHELMSFORD WATER DISTRICT

Work Session

September 13, 2023

PRESENT:

Commissioners

Ronald W. Wetmore

John G. Harrington

Richard Romano

Superintendent

Andy Reid

Business Director/Treasurer

Lisa Quatrale

Due to regular commission meeting running late and confirmed no additional people attending work session scheduled for 3:00 p.m., it was unanimously decided to extend the start time of work session to the conclusion of the regular commission meeting.

Commissioner Wetmore opened the work session at 4:00 pm with all reciting the Pledge of Allegiance.

The Superintendent reviewed discussion involving staff and timing raises as they pertain to licenses and certifications.

A lively conversation ensued involving concise communication both verbal and written with personnel as it pertains to expectations of work responsibilities and increased pay scale, in addition to team communication, loss of trust, empathy, and contempt.

Relations between team members can and have become contentious due to a lack or misinterpretation of facts between employees, managers, and commissioners.

The Board of Water Commissioners asked that for one particular instance that the Superintendent escalated to the Board of Water Commissioners that Superintendent, Andy Reid and the HR Manager, Lisa Quatrale meet with one particular employee to have an open discussion regarding expectations. Mr. Reid and Ms. Quatrale agreed to hold meeting and report back any concerns.

No conclusion to these issues as a whole were resolved.

The meeting was closed at 4:30 p.m.

Ronald W. Wetmore

Chairman, Board of Water Commissioners