

**Commonwealth Of Massachusetts
County Of Dukes County, S.S.
MARTHA'S VINEYARD AIRPORT COMMISSION MEETING**

September 14, 2005 7:00PM

Martha's Vineyard Airport

Notice of Such Meeting having been Posted as Required by Law.

Present:

Airport Commissioners: Chair Jesse B. (Jack) Law, Vice Chair John Alley, Frank Daly,
T.J. Hegarty, Leslie Leland, William (Bill) Mill, Norman Perry,
Dukes County: E. Winn Davis- County Manager
Others: Marni Lipke – Recorder; Ted Stanley Direct Flight;
Jim Rogers – Distinctive Structures; Dick Bennett – Bennett Yargar.
Press: Christine Rose – MVTV; Jim Kinsela – Vineyard Gazette
* Late arrival or early departure (see * in text)

The meeting was called to order at 7:03PM.

1. Update Airport Manager Selection – Dick Bennett

Mr. Dick Bennett Dick of Bennett Yarger outlined the hiring schedule. He was hoping to put the profile and announcement out by end of next week, September 23rd; the application deadline would then be 30 days from publication around October 21st; Mr. Bennett would recommend candidates by mid-November and interviews could be held after Thanksgiving and in early December. The new manager could be expected to start work within 35 to 40 days of the decision which would be about mid-February. There was some technical trouble receiving emails both from and to Mr. Bennett. The advertisement would be sent out electronically, posted on the Airport website and printed for distribution.

The Martha's Vineyard Airport Commission (MVAC) discussed the background material and job description at some length.

- Mr. Daly felt the material was a rambling narrative lacking in critical details at the level needed and suggested;
 - including the Navy/County transfer mechanism in the history of the Airport,
 - including the management of the Business Park,
 - including the nature of the grant assurances,
 - including water / wastewater issues,
 - including the recent court decision,
 - defining the level of aviation field experience,
 - defining high level supervisory experience,
 - defining high administrative experience,
 - requiring that the candidate be a United States citizen and speak English,
 - and including requiring residence on the Island.

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Mr. T. J. Hegarty expressed his impatience with Mr. Daly's comments.

The MVAC / Dukes County hiring authority controversy was again argued. Dukes County Manager Mr. Winn Davis maintained that the pay scale was considered and set by the Dukes County Personnel Board and he cited Mr. Bill Mill's motion (see 6/1/05 Minutes p.3 #8) that the MVAC could propose a salary scale which the Personnel Board would consider. Mr. Mill insisted that this motion was intended set the final authority of the MVAC to hire and set salary which would then be passed through the Personnel Board so that the County scale could be adjusted to fit the new salary. It was noted that the recent expensive lawsuit had decided that the MVAC had the final authority to hire and set salary. On being asked Mr. Davis explained that the County had 30 days to appeal the decision beginning with the date that the Judge handed down his decision on the triple damages appeal.

The MVAC went through the draft page by page (see documents on file).

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- There was a discussion on the wording of higher education requirements as to whether a college degree would be required or preferred. It was generally agreed that it would be best to assemble a broad spectrum of candidates and not to narrow the field with too stringent requirements; some of the best candidates might be weak in one area or another.
- Chair Jack Law would consult with Mr. Bennett and supply him with various Airport information such as enplanement statistics; some information could be found on the Mass Aeronautics Commission (MAC) website

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- The wording would be changed to say 'flights to all over the world'.
- Chair Law would give Mr. Bennett further statistics on the number of operations, hangars, West Tisbury taxes, etc.
- The Business Park was in Edgartown
- Delete "stabilize".
- The sentence on who implements Airport policy needed clarification.

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- Challenges for the new manager should include drawing in or increasing competitive air service.
- State that the Wastewater Plant has its own operator.

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- Delete the sentence on "politically deft handling".
- Capital projects were ongoing – not pending.
- The Airport budget was currently \$2.6 million – not \$2.7 million

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- There was a discussion on years of experience as compared with military service. Mr. Bennett maintained that the 6 year experience in the field of aviation with 4 years of management experience was the absolute rock bottom requirement for a position like this and that it was likely to attract people in their 40's and up.
- Chair Law will look up the Airport classification and change the wording accordingly – i. e. "a commercial service Airport".
- Change to knowledge of a "small airport facility".

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- There was a lengthy discussion on salary.
- The current Dukes County grade was for \$81,000 to \$91,000, however Chair Jack Law suggested the position be advertised at \$86,000 to \$96,000.
- Mr. Bennett explained that the purpose of the range was very important; the MVAC should be comfortable and the candidate should understand this was what it would be. The MVAC should be prepared for the fact that candidates would look to earn 10-15% more than they were already earning and to this should be added the economics of residency and housing on Martha's Vineyard. He emphasized that the issue of housing prices on the Island could not be avoided.
- The MVAC noted that as a County employee the salary would be enhanced by medical insurance, pension, and a car. Mr. Bennett pointed out that these considerations were standard in the industry and that unless the car was for personal rather than business use it was not likely to be a draw.
- All agreed that a moving allowance would also likely be included.
- Mr. Stanley emphasized the importance of paying well to attract excellent candidates and that in the past some very attractive candidates had turned down the position as not paying enough. In addition he reminded the MVAC that a better candidate was likely to generate income as well as saving expenses through better management.
- **MR. ALLEY MOVED TO SET THE SALARY RANGE AT \$81,000 - \$91,000, MR. HEGARTY SECONDED.**

Mr. Bennett proposed the range be set from \$80,000 to \$95,000.

MR. ALLEY WITHDREW HIS MOTION BUT MR. HEGARTY DID NOT WITHDRAW HIS SECOND; THE MOTION WAS CALLED; MOTION FAILED, 1 AYE – MR. HEGARTY; 6 NAYS, 0 ABSTENTIONS.

MR. ALLEY MOVED TO SET THE SALARY RANGE AT \$80,000 - \$95,000, MR. LELAND SECONDED; MOTION PASSED UNANIMOUSLY: 7 AYES, 0 NAYS, 0 ABSTENTIONS.

- “Residency is not required at date of hire but is required within 6 months”.
- Add “The nature of the position dictates that permanent residency is required, “ or some other wording that would preclude someone flying home weekends.
- Delete the final sentence re: recognition of housing.

MR. JOHN ALLEY MOVED TO APPROVE THE ENTIRE BACKGROUND AND JOB PACKAGE AS AMENDED; MR. HEGARTY SECONDED; MOTION PASSED UNANIMOUSLY: 7 AYES, 0 NAYS, 0 ABSTENTIONS.

Mr. Bennett will also modify job announcement in regards to the discussion and amendments and send a draft of the job announcement and the final profile to Chair Law for approval.

3. Adjournment

MR. ALLEY MOVED TO ADJOURN AT 8:45PM; MR. HEGARTY SECONDED; MOTION PASSED UNANIMOUSLY.

Documents on file:

Agenda 9/14/05

Martha's Vineyard Airport - Airport Manager draft package 9/10/05