

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

December 7, 2005 5:00PM
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,
Airport Staff: Sean Flynn* - Acting Manager,
Dukes County: E. Winn Davis- County Manager;
Others: Ted Stanley - Direct Flight Inc.; Marni Lipke - Recorder
Press: Jim Kinsella - Vineyard Gazette, Ezra Blair - M. V. Times
Larry Kiely – MVTV

* Late arrival or early departure (see * in text)

The meeting was called to order at 5:00PM.

1. Approval of Meeting Minutes of November 5, 2005.

Minutes were tabled until the next meeting.

2. Assignment of Lease Interest of Hertz Corp. (See documents on file.)

Mr. Hegarty asked why there had been a delay since the letter was dated in September. Acting Airport Manager Mr. Sean Flynn responded that he had told the Hertz Corporation that the matter would not be considered until all accounts were reconciled.

MR. BILL MILL MOVED TO AUTHORIZE THE CHANGE OF OWNERSHIP ON THE LEASE AS REQUESTED BY THE HERTZ CORPORATION; MR. JOHN ALLEY SECONDED; MOTION PASSED UNANIMOUSLY: 7 AYES, 0 NAYS, 0 ABSTENTIONS.

3. Airport Manager's Update

- SE Ramp & Taxiway "A"

Paving had been suspended due to the weather but other components of the project were proceeding: the oil/water separator, trench drain, valves, grading, etc. The entire project would shortly shut down for the winter and work would resume in the spring.

- MALS Replacement Project

This project had begun and light towers were being replaced and spaced differently. One runway or another was occasionally closed and currently there were only non-precision approaches.

- 360 JR update

The National Transportation Safety Board was coming to the Airport this week and had requested the video of the flights and crash.

4. Old Business.

Mr. Hegarty asked for the status of Mr. Fitzpatrick's eviction. (See 7/19/05 Minutes p. 3 #7). Mr. Fitzpatrick was declared to be in compliance having had the sprinkler system tested. Mr. Hegarty argued that the eviction should be carried out nonetheless. Mr. Flynn will report on the matter at the next meeting.

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5. New Business

County Manager Winn Davis presented Mr. Flynn with the opportunity for the Airport to join an employee assistance program (see documents on file). The program would cost the County only \$4,000 and would cover employees and their families for such services as stress management, finances, retirement, substance abuse, legal advice, etc. **MR. ALLEY MOVED TO APPROVE THE PROPOSED EMPLOYEE ASSISTANCE PROGRAM; MR. FRANK DALY SECONDED; MOTION PASSED UNANIMOUSLY: 7 AYES, 0 NAYS, 0 ABSTENTIONS.**

6. Airport Manager's Selection

*Mr. Sean Flynn left the meeting at 5:13PM.

MR. T. J. HEGARTY MOVED TO ENTER EXECUTIVE SESSION UNDER MASS. GENERAL LAW CHAPTER 39 SECTION 23B) FOR THE PURPOSE OF DISCUSSING THE REPUTATION, CHARACTER AND PROFESSIONAL COMPETENCE OF MR. SEAN FLYNN; MR. NORMAN PERRY SECONDED TO CLEAR THE AIR; MOTION PASSED: MR. MILL NAY, MR. DALY AYE, MR. ALLEY AYE, MR. HEGARTY AYE, MR. PERRY AYE, MR. LELAND NAY, MR. LAW AYE.

*Mr. Sean Flynn entered the meeting briefly to state that he had not received written notification within the required time frame. THE SESSION WAS THEREFORE DECLARED VOID and Mr. Flynn left the meeting.

Mr. Perry then spoke of the importance of the rewarding process of choosing a new Airport Manager. He related what he was looking for in a manager and his process in making two lists of one of inside and one of outside candidates.

- Mr. Robert Nichols was capable and had a good history but was not a good match for the Airport.
- Ken Whittaker had great potential.
- Sean Flynn had walked in Mr. Bill Weibrecht's skilled and capable footsteps.
- Chris Whillanberg was not likely to stay on the Island for the long run.
- Tim Bradshaw was his first choice for Manager as rating a 10 out of 10.

Mr. Hegarty referred to Mr. Bennett's advice to invite back two or three of the candidates for more comprehensive interviews. He questioned whether the MV Airport Master Plan had been distributed. He concurred with Mr. Perry that there were three standout candidates.

- Chris Wallenberg might not be happy being County employee.
- Tim Bradshaw brought up some interesting programs that only one other candidate knew about.

Mr. Alley had read the material and asked the questions.

- His first choice was Tim Bradshaw who he felt was head and shoulders above the rest in professionalism, education and experience.

Mr. Daly expressed his pleasure at interviewing five such capable people and emphasized the importance of matching the manager to the Airport. He also spoke about what he valued in a manger as well as the disadvantages of the candidates.

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- Robert Nichols had very good financial skills but was not a hands-on manager.
- Ken Whittaker was impressive but was used to a big airport.
- He had doubts about why Chris Whillanberg would choose MV Airport when he had the challenge of getting a fleet of F15's at his current airport.
- Tim Bradshaw was leaving Kentucky because the town's economic base was dwindling.
- Sean Flynn was best for the Airport based on fact that he met most of the requirements and was in process of performing all the jobs in an adequate manner. In addition, Mr. Daly put strong emphasis on the "Island factor" i.e. dealing with the political climate, the ferry, housing, staying power, etc.

Mr. Mill agreed with everything Mr. Daly had said in particular agreeing that

- Tim Bradshaw was the top outside candidate, but that
- Mr. Flynn had demonstrated that he was a competent manager, and knew the Island.

Mr. Mill also spoke about the unknown wife and family compatibility factor in relocating to the Vineyard.

Mr. Leland followed a similar process to Mr. Perry's. However, he noted a lack of experience in the outside candidates in the fields of Fixed Base Operators (FBO), business parks and fuel sales. He asked what the other candidates could do differently from the current acting manager. He also noted the housing issue and the "Island factor."

- Sean Flynn had grown and matured into the position and had experience with the Master plan, the Business Park, the environment, the noise problems, the agencies and had surprisingly good employee relations.

Mr. Hegarty then intervened saying that in the Sean Flynn love-fest the Commissioners seemed to have forgotten the Mr. Flynn had overcharged tenants a large amount of money and that a gag order had been placed on the employees. Chair Law stated such remarks were inappropriate and unprofessional and that Mr. Hegarty's dislike of Mr. Flynn was evident. There was a heated exchange and the Chair moved the discussion forward.

Mr. Law echoed what others had said and stated that he had maintained all along that the Martha's Vineyard Airport Commission (MVAC) should be looking for a new assistant manager rather than a new manager. He noted that Mr. Bennett had suggested an extra \$15,000 in salary for any outside candidate and that adjustment to Island life was difficult. He also felt it was a shame that more Island grown talent were not appointed to top jobs.

Mr. Alley pointed out that it was the job of the Assistant Manager to run the Business Park and therefore experience in this field was not emphasized in the Airport Manager's job description. The matter was further discussed including

- a general agreement on Mr. Bennett's excellent informational packets,
- how the job description was tailored,
- the importance of the Island factor and
- comparative experience of the candidates and past managers.

Mr. Hegarty stated that the fact the Commissioners were talking about Mr. Flynn was an insult to the other candidates, as Mr. Flynn had neither the educational credentials, nor the work experience required.

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He stressed that the MVAC had hired an independent consultant to get passed the "Island factor" and to present candidates in a non-biased manner. This consultant had made a point of not recommending Mr. Flynn nor guaranteeing his performance. Chair Law stated everyone at the table was aware of these factors.

Chair Law then stated that everyone had good reasons for their opinions and called for a vote.

MR. DALY MOVED TO TAKE A ROLL CALL VOTE FOR THE NEXT AIRPORT MANAGER; MR. LELAND SECONDED:

MR. MILL – SEAN FLYNN,

MR. DALY – SEAN FLYNN,

MR. ALLEY – MR. BRADSHAW

MR. HEGARTY – MR. BRADSHAW

MR. PERRY – MR. BRADSHAW

MR. LELAND – MR. FLYNN

MR. LAW – MR. FLYNN.

MR. PERRY MOVED TO HAVE THE CHAIR CAST A UNANIMOUS VOTE FOR THE AIRPORT MANAGER:

- Mr. Hegarty declared the proceedings a shameful farce, and refused to be a part of such deception and fraud. He left the meeting at 6:54PM.

MR. DALY SECONDED: MOTION PASSED UNANIMOUSLY: 6 AYES, 0 NAYS, 0 ABSTENTIONS.

Chair Law, Mr. Alley, and Mr. Perry were appointed to negotiate a salary. Mr. Davis declined to sit in on the grounds that it would be inappropriate.

It was agreed that the search for an assistant manager would begin as soon as possible and might be conducted without a consultant. In addition it was noted that the process of filling the Administrative Assistant's (Senior Financial Clerk) position was moving forward (see 8/24/05 Minutes p1-2 #2).

Adjournment

MR. MILL MOVED TO ADJOURN AT 6:06PM; MR. LELAND SECONDED; MOTION PASSED UNANIMOUSLY.

Documents on file:

Agenda 12/7/05

Sign-in Sheet 12/7/05

Hertz Corp. letter re: The Hertz Corporation Change of Ownership (2 p.) 9/29/05

New Release (3 p.) 9/12/05

The Hertz Acquisition (2 p.)

In the Competitive Business World, Your business is Only as Strong as Your Employees (6 p.)