

**CITY OF WOBURN
TUESDAY, OCTOBER 10, 2023 – 6:00 P.M.
WOBURN CITY COUNCIL
PERSONNEL COMMITTEE
AS A COMMITTEE OF THE WHOLE
COMMITTEE ROOM
WOBURN CITY HALL**

Voting Members present: Chair Joanne Campbell, Councilor Joseph Demers, and Councilor Jeffrey Dillon, President Michael Concannon, Councilor Lou DiMambro, Councilor Robert Ferullo, Councilor Richard Gately and Councilor Darlene Mercer-Bruen. Absent: Councilor Charles Viola

Also present: Director of Human Resources Shawna Healey

Interviews with candidates for Electrical Inspector (Inspector of Wires): Chair Campbell said there are two candidates to be interviewed by the committee - Richard Bagni Jr. and Chad Garvey. She said she will pass out questions that Director Healey put together. President Concannon said it may be helpful if Chair Campbell explained the process thus far. Chair Campbell said the process started in July with the solicitation of resumes by the Human Resources Dept. She said there were initially six candidates. Director Healey said she and Building Commissioner Thomas Quinn reduced the field of six applicants to three who were interviewed. She said following the interviews two candidates were brought forward to the Personnel Committee last month. She said the Personnel Committee voted to recommend the two finalists who will be interviewed by the committee of the whole tonight. Chair Campbell said the same questions will be asked of both candidates. She said Director Healey drafted the questions. She said after she asks the list of questions any councilor can ask supplemental questions of the candidates. Mr. Bagni was the first candidate to be interviewed. Chair Campbell asked, "Please tell us about your experience and how you think it has prepared you for this position as the city of Woburn's Electrical Inspector." Mr. Bagni said he graduated from a vocational school in Billerica and underwent a program at night school for licensing. He said he went to school for his Master Electrician license and then does mandatory 15-hour review courses every three years. Chair Campbell asked, "Why do you want to be the Electrical Inspector for the City of Woburn?" Mr. Bagni said it is something he has always wanted to do in his career. He said he started as an apprentice and then ran his own business. He said working as an inspector would be a nice way to end his career. Chair Campbell asked, "What are the most important things to check when inspecting a building for electrical safety?" Mr. Bagni said it is important to inspect the entire building to make sure it is safe. He said that is what the job entails, making sure the building is safe and meets all the code requirements. Chair Campbell asked "Tell us about a mistake you made on a job and what you did to fix it. What did you learn from the experience?" Mr. Bagni said everyone makes mistakes. He said the best thing you can do if you make a mistake is to learn from it and move on. He said the best way to avoid mistakes is to try to be thorough. Chair Campbell asked "How do you communicate findings to electricians and if necessary property owners? How do you handle situations where they disagree with you and become upset because it prolongs their project completion?" Mr. Bagni said no one wants to be

talked down to, and if he finds an error he tries to explain what the correction should be in a calm manner. He said he also likes to show the correction to them and make sure they understand it. He said he does not want anyone to feel lousy when he leaves an inspection. He said there is nothing worse than having an inspector bark at you. Chair Campbell asked, "What do you consider to be your strengths, and what would you consider to be your weaknesses?" Mr. Bagni said one of his strengths is his ability to focus on communication. He said a weakness is he really wants everything to be perfect. He said he has to be willing to understand the notion that a job meets an acceptable standard and it is safe. Chair Campbell asked "The city of Woburn is very busy and this position requires you to be in the field for inspections and in the office for documentation. Tell us how you would handle the two different environments and electricians that may call demanding you to visit for an inspection that day." Mr. Bagni said most electricians are not demanding. He said that does not go over well. He said he has been filling in for the Building Dept. for the past 24 years. He said he has been working in the Building Dept. since former Electrical Inspector Dennis Stone had surgery. He said same day inspections are not uncommon. He said the Building Dept. tries to expedite inspections. He said while he has been in private practice he doesn't think he ever had to wait more than 2-3 days for Mr. Stone to conduct an inspection. He said he tries to keep everyone on a close time frame. Chair Campbell asked if any other members of the committee wished to question Mr. Bagni. Councilor Dillon said Mr. Bagni has worked for the city as a temporary inspector for a long time. He asked if Mr. Bagni feels comfortable and confident that he can transition to a full-time role. Mr. Bagni replied he will feel comfortable assuming a full-time role in the Building Dept. Councilor DiMambro said there are going to be changes to the electrical code forthcoming, and one of the changes will involve charging stations. He said if there is an influx of charging stations, will Mr. Bagni feel overwhelmed. Mr. Bagni said the influx of car charging stations is already here and he has seen a huge increase in the number of car charging stations. He said he does not foresee any problems and he does not expect he will be overwhelmed. He said he conducted 52 inspections at one project in particular and he was very thorough. He said there is an expectation of 10-15 inspections per day is common and he is achieving that now. He said the Building Dept. has a new system for permitting and it gets accomplished every day. Councilor Gately said he knows Mr. Bagni and his family very well. He said Mr. Bagni has been an electrician for a long time. He said Mr. Bagni does great work. He said he knows Mr. Bagni has experience working in Woburn. He asked how Mr. Bagni gets along with Mr. Stone. Mr. Bagni said he and Mr. Stone get along very well. Councilor Gately said he is happy to see Mr. Bagni interviewing for the Electrical Inspector's job. He said he hopes it works out. President Concannon asked what will happen to Mr. Bagni's private company if he is appointed Electrical Inspector. Mr. Bagni said he will phase out of his role in his private practice and transition it to one of his brothers. Councilor Ferullo arrived at 6:17 p.m. Mr. Bagni said he will have to keep his company to accommodate the pay scale of the city job. President Concannon asked if Mr. Bagni would ever inspect his own work. Mr. Bagni said he can't inspect his own work. He said inspections of his company's work would have to be performed by an alternate. He said Mr. Garvey is one of the alternates. Chair Campbell asked if Mr. Bagni has anything else to add. Mr. Bagni said becoming an Electrical Inspector is something he has always wanted to do. He said he thinks it is something he can accomplish. Mr. Bagni was excused from the interview. **Chad Garvey** – Chair Campbell asked, "Please tell us about your education and experience and how you think it has prepared you for this position as the city of Woburn's electrical inspector." Mr. Garvey said he was educated in the field, starting as a 19-year-old. He said he has been a foreman. He said he has dealt with

customers first hand. He said he has dealt with inspectors and has knowledge of the code. He said he continued his education at Northeast Metro Tech in Wakefield when he was 27 or 28. He said he attained Master Electrician status in his early 30s, and he has run his own business. Chair Campbell asked, "Why do you want to be the Electrical Inspector for the city of Woburn?" Mr. Garvey said he would be the next step in the natural course of his career. He said he has filled in as a temporary inspector in the past. He said the final stage of his career would be as an inspector. Chair Campbell asked, "What are the most important things to check when inspecting a building for electrical safety?" Mr. Garvey said grounding is most important. He said it is important that the size of the wires is sufficient to handle the current. He said the code is pretty clear. Chair Campbell asked "Tell us about a mistake you made on the job and what you did to fix it. What did you learn from the experience?" Mr. Garvey said he once ran service with 800 amps and he cut the wrong wire and it was too short. He said he was able to change the wire. Chair Campbell asked "How do you communicate findings to electricians and if necessary property owners? How do you handle situations where they disagree with you and become upset because it prolongs their project completion?" Mr. Garvey said any issues are usually identified during the walk-through. He said an inspector has to be willing to point out what the violation is. He said safety is always the first priority. He said the code has to be met. Chair Campbell asked "What do you consider to be your strengths? And what would you describe as your weaknesses?" Mr. Garvey said his strength is being a team player. He said he grew up in a small family business. He said he is able to work with other people. He said his weakness is technology. He said he has a learning curve with computers. Chair Campbell asked "The city of Woburn is very busy and this position requires you to be in the field for inspections and in the office for documentation. Tell us how you would handle the two different environments and electricians that may call demanding you to visit for an inspection that day." Mr. Garvey said the process would be very similar to what he undertakes every day running his own business. He said he would start with reading email and then going out into the field. He said it would be very similar. He said his job entails pleasing everyone as best he can. He said that is something that can't be accomplished 100 percent of the time. Councilor DiMambro asked Mr. Garvey how he handles hot heads. Mr. Garvey said he would talk to them in a calm manner. He said part of the job is making electricians understand they have to comply with the code. President Concannon asked what will happen to Mr. Garvey's private business if he is appointed. Mr. Garvey said he would transition the business to his brother, who will assume a larger role. President Concannon said Mr. Garvey cannot inspect his own company's work. Mr. Garvey agreed and said a fill-in or an inspector from another community would have to conduct those inspections. Councilor Gately said he knows Mr. Garvey's family. He said he sees Mr. Garvey has been involved in the installation of underground utilities. Mr. Garvey said he just finished a condominium project. He said he sets the pipes and National Grid pulls the wires through. He said this is happening in Chelmsford. Councilor Gately said Mr. Garvey runs a good outfit. He said he will give Mr. Garvey's candidacy consideration. He said he likes people who get their hands dirty. Councilor Dillon asked Mr. Garvey if he has filled in as an inspector in Woburn. Mr. Garvey said he has filled in for Dennis Stone. Councilor Dillon asked Mr. Garvey if he has conducted inspections in any other community. Mr. Garvey said he has not. Chair Campbell asked if Mr. Garvey has anything else to add. Mr. Garvey said he grew up in Burlington. Mr. Garvey said he has worked in the electrical business his entire life. He said he enjoys the business. Mr. Garvey was excused from the interview. Chair Campbell asked if there is any discussion among members of the committee as a whole about the candidates. She said the committee has two great candidates

from which to choose. Councilor Demers said this is a tough decision. He said both candidates are very well-qualified. He said he is going back to an earlier discussion with Building Commissioner Quinn who told the committee he wants someone with extensive experience with inspections as well as municipal experience. He said based on Commissioner Quinn's preference he would be leaning toward Mr. Bagni. He said Mr. Bagni could be ready on day one. He said Mr. Bagni's municipal experience elevates him above the other candidate. Councilor Dillon said he agrees with Councilor Demers. He said both candidates are excellent but he is likewise leaning toward Mr. Bagni. He said Commissioner Quinn has been shorthanded and is finding it difficult to accommodate the amount of work his department is required to perform. He said he thinks Mr. Bagni has the edge. He said he likes Mr. Garvey's qualifications and he wishes they had two positions available. He said the council needs to give Commissioner Quinn the proper people with whom to work. Councilor Gately said he knows the families of both candidates. He said he has worked with both candidates. He said he has seen the type of work they do. He said you can eat off the floors of Mr. Garvey's trucks because they are so clean. He said Mr. Bagni has been working in a temporary and fill-in role for a long time. He said this is a tough decision. He said his heart keeps telling him the better person for the job is Mr. Bagni. He said Mr. Bagni knows a lot of stuff. President Concannon said he agrees this is a tough decision. He said both candidates are well-suited for the job. He said he understands the department head has expressed a preference. Director Healey said Commissioner Quinn would prefer Mr. Bagni because of his experience with the city. Councilor DiMambro said what he liked about Mr. Bagni is he is efficient, articulate and organized. He said there are two strong candidates. He said he wishes the city could hire both. He said his only concern about Mr. Bagni is his statement that he would keep his private business active. He said it is a slight concern. He said his vote would be with Mr. Bagni. President Concannon asked if Commissioner Quinn has any concerns about Mr. Bagni continuing with his own company. Director Healey said both candidates have their own business. She said they would be able to maintain those businesses but they will need someone to fill in when their company requires an inspection. She said Mr. Bagni knows that. She said Mr. Bagni has been working in both roles. She said this was discussed with all the candidates. Councilor Campbell said the expectation is a city employee cannot do any work for a private company while he or she is working for the city. Motion made by Councilor Demers and seconded by Councilor Dillon that the committee forward the name of Richard Bagni Jr. to the City Council for consideration as Electrical Inspector (Inspector of Wires); approved, 7-0-1, with Councilor Ferullo abstaining.

Motion made by Councilor Demers and seconded by Councilor Dillon to adjourn; all in favor, 8-0. Chair Campbell adjourned the meeting at 6:38 p.m.

A TRUE RECORD ATTEST

Gordon Vincent
Clerk of Committees