

HUMAN RESOURCES

2015 Annual Report

~ Warm welcome to ~

Karen Blow, Human Resource Director, June 2015

New to the Town of Milford in June 2015, Karen brings both for-profit and non-profit experience to the role of Human Resource Director. Karen is diligent, detail oriented, empathetic, hardworking and brings with her a great sense of humor.

Karinne Brobst, Esq, Police Prosecutor, July 2015

Previously employed by Hillsborough County Attorney's Office, Karinne joined the Town of Milford in July 2015. Karinne worked at HCAO for 3.5 years prior to joining the Town. She graduated with honors from UNH school of Law (formerly Franklin Pierce Law Center) and is a Daniel Webster Scholar.

Lincoln Daley, Community Development Director, November 2015

We welcome back Lincoln Daley! Lincoln was one of the first Planning Assistant's with Town of Milford. Over the last thirteen years, Lincoln has gained experience in long-term comprehensive planning, master planning, community and economic development, and the direct management of municipal land use permitting. His prior experience includes, Planning Director/Town Planner for the Town of North Andover, MA, Town Planner for the town of New Castle, NY, and Town Planner for the Town of Stratham, NH. If you see him out and about, join us in wishing him a warm welcome!

~ Warm adieu to ~

Captain Chris Nervik – Retirement

Chris retired in June 2015, having served 22 years with the Town of Milford Police Department. Chris and his wife Johanna are planning to travel and do lots of much needed volunteer work when they relocate to Ecuador. May they enjoy their next adventures!

Bill Parker – Director of Community Development - Retirement

On November 30, 2015, Bill Parker retired from the Town of Milford as the Director of Community Development after 22 ½ years of dedicated service. What was once a two person department in 1993 grew several-fold over the years and Bill's responsibilities grew to include management of planning and land use development regulation; permitting, code compliance and enforcement; public health; economic development initiatives and programs; project management of special capital improvement and environmental projects; the stormwater management program; and management of the Town's GIS. His wisdom and guidance lead to the development of a fantastic Office of Community Development Team! We will miss Bill greatly, and wish him well as he enjoys his next stage of life.

Dana MacAllister, Building Inspector

Dana has accepted another position in Las Vegas, NV. Dana has worked in Community Development since 2008. His easy-going nature, excellent skills and professionalism will be greatly missed. We wish Dana and his family the best of luck with their relocation and new job!

Mike McCall, Police Prosecutor

Mike took another position in Pelham NH to be closer to home and family. Mike has worked for the Town of Milford for over 9 years and he will be greatly missed. We wish him the best of luck in his new job!

Steven Rougeau – Retirement

Hired on April 4, 1993 as a Truck Driver/Light Equipment Operator in the Public Works Department, Steve became Heavy Equipment Operator/Leadman on June 26, 2000 and, subsequently, was promoted to General Foreman - Highway on July 31, 2011. In April of 2005, Steve completed the requirements of the UNH Technology Center's program for becoming a Roads Scholar Two. We wish Steve and his family all the best!

~ Achievements ~

Water Utilities – Professional Certifications

Seth Darling –	Collection System Grade I Operator and Water Works Operator, Treatment Grade I
Kris Jensen –	Wastewater Laboratory Analyst I and Underground Storage Tank Class A & B Operator Training
Rob Nash –	Underground Storage Tank Class A & B Operator Training and Water Works Operator, Distribution Grade I
Paul Pirkey –	Underground Storage Tank Class A & B Operator Training
Al St. Pierre –	Wastewater Laboratory Analyst II
Jim Young –	Underground Storage Tank Class A & B Operator Training

Public Works Department – Professional Certifications

Chris Anton -	Aquatic Facility Operator
Joshua Bessette -	Certified Culvert Maintainer Pavement Preservation
George Beaudette -	Air Brake Foundations, Pavement Preservation, ASE Certified Maintenance and Light Repair Technician, Medium/Heavy Truck Technician, Motor Vehicle Safety Inspector
Matthew Hall -	Certified Culvert Maintainer, Road Scholar II
David Morrison -	Culvert Maintainer Recertification
Steven Paro -	Pavement Preservation
Rick Riendeau -	Best Practices and Reasonable Suspicions Training, Pavement Preservation, Managing Snow & Ice Control Operations, Certified for Labor Compliance
Keith Salisbury -	Airbrake Foundations
James Simons -	Senior Roads Scholar, Pavement Preservation
Jeff St. John: -	Airbrake Foundations, Pavement Preservation
Troy Swanick -	Aquatic Facility Operator

~ Years of Service ~

30 Years

John Kelly	Fire Chief	Milford Fire Department
Tammy Scott	Transfer Station Supervisor	Division of Public Works Dept.

25 Years

Mark Britton	Call Assistant Fire Chief	Milford Fire Department
Kenneth Flaherty	Fire Training Officer/Captain	Milford Fire Department

20 Years

Susan Amann	Librarian, part-time	Wadleigh Memorial Library
Dave Boucher	Water Utilities Director	Water Utilities Department
Brian Charest	Call Fire Captain	Milford Fire Department

15 Years

Darlene Bouffard	Admin Assistant I	Town Administration
Melissa Deschenes	Library Assistant, part-time	Wadleigh Memorial Library
Theresa McKillop	Library Tech, part-time	Wadleigh Memorial Library
James Simons	Equipment Op	Division of Public Works Dept.

10 Years

Vicki Blanchard	Paramedic, part-time	Milford Ambulance Service
Clare Callahan	Deputy Town Clerk	Town Clerk
Matthew Fiffield	Police Sergeant	Milford Police Department
Diane Franklin	Admin Assistant I, part-time	Wadleigh Memorial Library
Diana Leblanc	Librarian	Wadleigh Memorial Library
Lisa Peck	AMB EMT/A/P-Vol	Milford Ambulance Service
Christopher Rousseau	AMB EMT/A/P-Vol	Milford Ambulance Service
Michelle Sampson	Library Director	Wadleigh Memorial Library
James Soucy	Wastewater Op. Foreman	Water Utilities Department
Albert St. Pierre	WWTF Certified Operator	Water Utilities Department
Erik Vandermass	Paramedic, part-time	Milford Ambulance Service
Russell Works	General Foreman – Facilities	Division of Public Works Dept.

5 Years

Michael Adams	Call Firefighter II	Milford Fire Department
Ian Bragg	Call Firefighter II	Milford Fire Department
David Cutler	Transfer Station Laborer	Division of Public Works Dept.
Andrew Fowle	Police Detective Sergeant	Milford Police Department
Leonard Harten	Public Works Laborer	Division of Public Works Dept.
Aaron Jowders	Call Firefighter II	Milford Fire Department
Nicholas McCarthy	AMB EMT/A/P-Vol	Milford Ambulance Service
Michael McInerney	Community Media Director	Community Media
Joseph McKenna	Police Patrol 2 nd	Milford Police Department
Arthur Provencher	Public Works Equipment Op	Division of Public Works Dept.
Olivia Siekman	Police Sergeant	Milford Police Department
Gary Williams	Call Fire Lieutenant	Milford Fire Department

It is the mission of the Human Resources Department (HRD) to provide support and assistance with all Town of Milford benefits and personnel services to all full and part-time Town employees, volunteers and retirees, and to ensure compliance with established policies and procedures. At present the Human Resource Department is managing multiple projects to include: review and update of the Town's HR processes and/or policies; working on Union negotiations; upgrading an HR intranet for municipality employees; and reviewing and updating job descriptions. In an effort to realize cost savings for the municipality, the Human Resource Department put the Town's health and ancillary insurances out to bid in 2015. These practices will continue in 2016 as HR explores cost-saving measures and efficiencies like implementing a wellness program and initiating the resumption of the Personnel Committee.

It is a pleasure working with both Town employees and community members. Thank you for the opportunity.

Respectfully Submitted,

Karen Blow,
Director of Human Resources