



CITY OF NEW BEDFORD

JONATHAN F. MITCHELL, MAYOR

September 15, 2016

City Council President Linda M. Morad and
Honorable Members of the City Council
133 William Street
New Bedford, MA 02740

Dear Council President Morad and Honorable Members of the City Council:

I respectfully resubmit for your consideration the enclosed letter from Paul Barton, Chairperson of the New Bedford Airport Commission pertaining to the appointment of Scot Servis as Assistant Airport Manager.

As the Council approved a one-year residency waiver for Mr. Servis at the September 8th Council meeting, for which the Commission and I are very grateful, Mr. Barton is no longer requesting a permanent waiver. However, he is asking you to reconsider Mr. Servis's salary at the top step of the Unit C salary schedule for Assistant Airport Manager which is \$69,609.

Both Paul Barton and Scot Servis will be available at the City Council meeting to answer any questions you may have.

I support their recommendation and appreciate your reconsideration in this matter.

Sincerely,


Jonathan F. Mitchell
Mayor

JFM/dlr

Attachments

cc: Paul Barton
Scot Servis

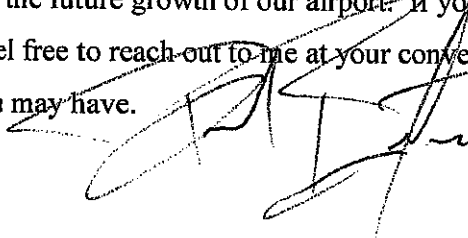
MEMORANDUM

TO: Mayor Mitchell
CC: Sandra Vezina, Personnel Director
FROM: Paul L. Barton, NBRA Commission Chairman
DATE: August 25, 2016
RE: Scot Servis – Assistant Airport Manager Recommendation

As you know Erick D'Leon and I have been working to fill the position of Assistant Airport Manager since October of 2015 without success. During that time we have advertised in nine different locations and received over forty applications. Early in the process we found a New Bedford resident who was qualified but declined the offer due to salary and benefits when offered the position. The other candidates did not meet the full requirements of the position

Recently, we received an application from a candidate for the Assistant Airport Manager position that immediately drew our attention. This candidate, Mr. Scot Servis, was selected for interview and at the conclusion of both his first and second interview it was unanimously agreed upon that Mr. Servis was the right person to fill this role. Scot Servis has his BS in Aviation Management from Bridgewater State College and has been working in aviation related roles since 1993. He has spent the past nine years working in support of operations at Boston Logan International Airport. Both Erick and I feel that his valuable operational knowledge and lengthy record of aviation experience make him a well qualified candidate for this role. In addition, we feel that this candidate's qualifications would allow him to fulfill the role of Airport Manager in an acting capacity, if needed, to ensure the continuity of the airport's vision as it continues to expand and succeed. Based on these factors and because Mr. Servis is currently making \$83,000 in his current position we respectfully request that he be brought to the top step of the Assistant Airport Manager position which is currently M-9, St. 8, \$69,609.

Furthermore we understand that Scot and his wife have invested a considerable amount of time and money establishing a home in Lakeville, MA. His commitment to his home life and prioritization of residence near family ensure us that he is committed to serving the aviation needs of the New England Region for many years to come. However, his vested interest in his existing home also tells us that in order to successfully recruit this very well qualified candidate he will require a permanent residency waiver in order to accept the position. At this time our only alternate option given the impending departure of our existing manager would be to again hire an outside consulting firm to oversee the daily operations of the airport. The expected cost for these services is estimated to be twelve thousand dollars per month and would be detrimental to the airport budget as we work to develop additional commercial services. Therefore, we would also respectfully request a permanent residency waiver as we attempt to recruit Mr. Scot Servis and ensure the future growth of our airport. If you would like to further discuss this request, please feel free to reach out to me at your convenience and I will be happy to answer any questions that you may have.

A handwritten signature in black ink, appearing to be "J. J. Servis", is written over the end of the letter. The signature is stylized with a large, sweeping initial "J" and a long horizontal stroke.