



TOWN OF GROVELAND
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Town of

Groveland

Groveland, Massachusetts
Town Hall
183 Main Street
Groveland, MA 01834

Town Government Study Committee

Meeting Minutes March 8, 2021

Present: J Osborne, M Dempsey, J D'Amore (Chair), B Gorski, A Cox, J Christopher (all remotely)

1. *Open meeting* at 5:37 pm, motion by D'Amore second by Dempsey. Unanimous.
2. *Comments by Chair D'Amore* - Reviewed agenda and read portions of Memo of Final Recommendations, Reviewed second items ; termed "actionable" steps by Board of Selectmen, Reviewed items of modifications to draft in response to concerns regarding addressing concerns regarding conflicts between proposed Bylaw and Finance Bylaw, Focused discussion and dialogue regarding difficult labor market to produce qualified candidates across all disciplines that affect our town regardless of whether or not Town Administrator position is implemented or not.
3. *Guests* - Welcomed Selectmen Kathy Kastrinelis and Bill O'Neil, Welcomed Ruth Rivard, Finance Board Chair and Welcomed Kevin Paicos, Interim Finance Director.
4. *Discussion-* on costs to fill position, difficult labor market, on preparing financial study or information in another format at Town Meeting(s) to highlight need of towns and how those needs are to be filled by re-organization of government (town accountant / treasure-collector).
5. *Memo and latest draft bylaw* - Discussion of items in draft, review of memo and review of changes by Osbourne, Christopher, D'Amore and Kastrinelis. Concerns focused on town in need of full time positions filled and costs. Some small changes were made to the document.
6. *Votes* – Motion by Christopher to approve the memo to send to the Selectmen, second by Osborne. Passed 5-0-1 (D'Amore abstained.)
Motion by Christopher to approve the bylaw as amended this evening, second by Gorsky. Passed 5-0-1 (D'Amore abstained.)
7. *Comments by Paicos-* discussion and presentation on technical deficiencies of bylaw and presumed conflict with existing Finance bylaw 2-36A. Suggestions for Special Act to rescind Finance bylaw 2-36A. Implementation of Town Administrator defaulting to state law (MGL 39-41) will allow BOS to implement Town Administrator during interim period to eliminate bylaw 2-36A and also allow for re-organization with Treasurer /Collector. Suggestion is to implement bylaw as written as guide for new Town Administrator during interim period while Attorney General's office reviews and approves it. Warning provided that suggested TA bylaw will conflict with Finance bylaw

and create unintended consequences of shift of inordinate control of finance department to Town Administrator. Also, it may be difficult or impossible to fill position as role as suggested by TA bylaw is of a scope that cannot be filled by anyone because the roles are too varied and the qualifications to fulfill are too expansive. He offered to continue support our efforts and will provide " side-by-side" financial comparison on positions and costs of existing positions supported by existing bylaw and special act (i.e. Finance Director) and implementation of re-organization.

8. *Comments by Rivard* - Focused discussion on budget concerns, recommendation of Groveland Study Committee, Paicos comments, and BOS in filling positions. Expressed concerns and dialogue ensued regarding town employees requesting significant raises based on surrounding town positions. It will be a tough year for the budget.
9. *Comments by O'Neil* - Regarding concerns on current arrangement with temporary financial managed measures with appointment of Interim Director and agency to operate town finances at an unsustainable cost. Discussion on the Selectmen to accept recommendations and direct our draft and memo of final recommendations to Town Counsel and Auditor to verify technical and legal effectiveness.
10. *Final Comments* – Cox and Dempsey both requested the Selectmen support our plan and look to the future to provide needed services to our growing town while controlling costs.
11. *Next Meeting* – The next meeting will be held on Monday March 22, 2021 at 5:30 pm remotely. The chair will have the agenda posted along with a link for the meeting.
12. *Meeting End* – A motion was made to end the meeting at 7:08 pm by D'Amore seconded by Dempsey. Unanimous.

Submitted by M Dempsey

Approved on 4/8/21 J D'Amore signed