

BOARD OF SELECTMEN
SPECIAL MEETING MINUTES
Thursday, December 10, 2020
Groveland Fire Station Meeting Room
181 Main St, Groveland, MA 01834

TOWN OF GROVELAND
2021 JAN 26 PM 1:00

TOWN CLERK

Pursuant to Governor Baker's March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, §18, and the Governor's March 15, 2020 Order imposing strict limitation on the number of people that may gather in one place. This meeting of the Board of Selectmen will take place without any public present, but we will make every effort to ensure the public can adequately access the proceedings in real time.

This meeting was broadcast live on Groveland Public Access, Channel 9, as well as through Zoom. To join the Zoom Meeting, visit: <https://us02web.zoom.us/j/9231328711>

Members of the public are asked to send written comments to kworden@grovelandma.com or submit questions through the Zoom chat window.

PRESENT: Chair Michael Wood, Selectmen Bill O'Neil, Ed Watson, Jason Naves, Kathleen Kastrinelis

ALSO PRESENT: Kevin Paicos, Interim Finance Director

CALL SPECIAL MEETING TO ORDER: Chair Wood called the meeting to order at 4:37 pm. Chair Wood noted that the agenda incorrectly listed the date of the meeting as Monday, December 10, 2020 when the correct date is Thursday, December 10, 2020.

PUBLIC HEARING

4:30 P.M. – FY2021 Tax Classification Hearing - The Board of Assessors and Board of Selectmen will hold a classification hearing at 4:30 pm on Thursday, December 10th. The Board of Selectmen, upon hearing data relevant to the fiscal effects of the available alternatives and upon recommendations made by the Assessors, will decide whether the town will continue with one tax rate for all classes of property or adopt multiple tax rates. The public is welcome to attend and give comments.

Chair Wood read the Public Hearing notice and was made aware that there was one person on Zoom.

Kevin Paicos reported the recommendation as himself on behalf of the Board of Assessors. There is currently a minimum residential factor of one. Mr. Paicos noted that there are so few businesses in town, and we want to keep them here. The recommendation from the Board of Assessors is to continue to adopt a residential factor of one. The Tax Recap is being finalized so the tax rate can be set, and bills will be prepared to mail out at the end of the month.

A motion was moved by Selectman O'Neil and seconded by Selectman Kastrinelis to continue with one tax rate for all classes of property in Groveland. Voted: 5-0-0.

DISCUSSION & POSSIBLE VOTE:

- Clarification of duties for the Interim Finance Director/Personnel Director
Selectman Naves stated that Mr. Paicos is dedicated and professional. Selectman Naves noted however, that Mr. Paicos was sometimes offensive, harsh, and intimidating. Selectman Naves agreed that the Board should enact liaisons to act as a buffer in some cases; this would give the Board more interaction

with boards, committees and employees and help smooth over this transition. Mr. Paicos apologized if he was too harsh, he noted he has been accused before for being very direct. He was trying to say that the Board needs to be careful assuming they can do work that they are not trained for. Town Administrators go through a lot of training and that is supposed to mean that they are qualified in their profession. Selectman Watson noted that in the past employees were directed to go to the Finance Director, he felt liaisons could work and thought that Kevin was doing a great job. Selectman Kastrinelis has supported liaisons since the beginning of her time on this Board and does not expect that liaisons will handle personnel issues but rather that it gives the Board members an opportunity to get to see how the departments run and it is a good idea during this time of transition and that this would be highly effective. Selectman O'Neil wonders if the disconnect is coming from the wording in the contract. He did not intend to have the Interim Finance Director/Personnel Director take over all of the former Directors responsibilities. Chair Wood likes the idea of liaisons and thinks this will help a lot of things. Chair Wood talked to Chief Gillen and he is willing to take on the HR piece to help. The Board will start to look at what pieces they are interested in taking. Selectman O'Neil will help out wherever needed. Chair Wood has a relationship with Police and Fire. Selectman Watson felt employees needed someone at Town Hall to get answers to questions. Selectman Kastrinelis felt the liaisons would be for departments not individual employees. The Board will submit their requests for liaison assignment requests to Chair Wood and things will be divided up. The Board will also share the list with Mr. Paicos so he can share with the Department Heads.

ADJOURNMENT:

A motion was moved by Selectman O'Neil and seconded by Selectman Watson to adjourn the meeting at 5:29 pm. Voted: 5-0-0.

The next regularly scheduled meeting of the Board of Selectmen will be Monday, December 21, 2020.

Respectfully submitted,

Katherine T. Ingram