

**BOARD OF SELECTMEN
MEETING MINUTES
Monday, October 19, 2020
Groveland Fire Station Meeting Room
183 Main St, Groveland, MA 01834**

TOWN OF GROVELAND
2021 FEB -8 AM 10:49
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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.

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, Selectman Kathleen Kastrinelis, Ed Watson, Jason Naves and Bill O'Neil.

CALL MEETING TO ORDER: Chair Wood called the meeting to order at 5:00 pm.

DISCUSSION & POSSIBLE VOTE:

- Interim Finance Director Discussion
Kevin E. Paicos was present and addressed the Board.

Chair Wood welcomed Kevin Paicos to the meeting and introduced him to the BOS members. Chair Wood explained that he has already met and talked to Mr. Paicos and this meeting is for the other members of the BOS to meet him and ask questions.

Selectman Watson asked how many hours Mr. Paicos was available, and Mr. Paicos responded two to three days a week, he is retired and holds another part-time position, and is not interested in working full – time and made it clear that if that is what this Board needs then he is not the person for the job; this is not his first time being an Interim and due to his years of experience he felt he could complete tasks quickly and efficiently. Asked about financial experience, Mr. Paicos explained that he taught municipal finance for over a decade at a college level.

Chair Wood briefly explained temporary measures the Board has already made and felt a part – time position could provide the structure the Town needs going into the budget season and Town Meeting and the Board could keep some of the temporary measures in place since it is working. Chair Wood explained that the town is currently investigating a move towards having either a Town Manager or Town Administrator and changing the Charter to do so; Mr. Paicos was interested in using his experience to help work with this goal.

Selectman Naves felt that Mr. Paicos' municipal teaching experience could be a benefit for the employees.

Selectman Kastrinelis felt an interim part-time position would be ideal.

When asked, Mr. Paicos stated he is able to be bonded. Mr. Paicos asked about the budget process and was given a brief overview; he is comfortable creating a budget and would enjoy teaching staff how to prepare a budget. Mr. Paicos is flexible and if hired he plans to attend Monday night meetings and is willing to adjust his schedule to meet the needs of the Town; he is available to start as soon as possible. In order to expedite things, Mr. Paicos recommended having KP Law draw up a contract for him to sign if the BOS wishes moving forward with him in this process.

Selectman O'Neil felt Mr. Paicos' municipal finance teaching experience would be very favorable to the employees and noted that the BOS needs someone to be the "sounding board" and keep the BOS on the right path and asked if Mr. Paicos was that person. Mr. Paicos stated his philosophy is that he is here to serve the Board and is here to advise the Board and help them not make a mistake and let them make their own decision but he has one expectation and that would be that the Board would ask his opinion before the BOS does things so he can advise them. Mr. Paicos respects deeply that the BOS is the elected representatives of the Town. Mr. Paicos saw no issues with letting the Board know if he is unable to get the work done in two – three days; he strongly felt Groveland needs a full-time permanent administrator in the future, but the part-time interim can get them through until that time.

Mr. Paicos left the meeting at 6:30 pm.

The Board then discussed what personnel duties should be included for a part-time Interim Finance Director. The Board felt that he should have oversight and be involved with significant personnel issues while supervisors continue to handle day to day personnel issues. The Board discussed continuing with some of the additional duties that have been distributed to other personnel.

Selectman O'Neil felt this was the perfect stop-gap answer. Selectman Kastrinelis felt Mr. Paicos was very transparent and the Board agreed to offer employment. The Board touched briefly on salary but were reminded by Selectman Watson salary should be discussed in Executive Session so Chair Wood will work on scheduling an Executive Session meeting to discuss contract negotiations with Mr. Paicos.

A motion was moved by Selectman O'Neil and seconded by Selectman Kastrinelis to extend Mr. Paicos an offer of temporary employment for a span of a maximum of 18 months. Voted: 5-0-0.

ADJOURNMENT:

A motion was moved by Selectman Kastrinelis and seconded by Selectman O'Neil to adjourn the meeting at 6:44 pm.

The next regularly scheduled meeting of the Board of Selectmen will be Monday, October 26, 2020.

Respectfully submitted,

Katherine T. Ingram