

BOARD OF SELECTMEN  
EXECUTIVE SESSION  
MEETING MINUTES  
*Monday, July 9, 2018*  
*Groveland Town Hall*  
*183 Main St, Groveland, MA 01834*

Present: Chair Bill O’Neil, Vice Chair Lisa Dube-Carpenter, and Selectmen Bill Dunn and Ed Watson

Absent: Selectman Mike Wood

Also Present: Finance Director, Denise Dembkoski

Selectman Carpenter made a motion to roll call into Executive Session at 8:20pm, in accordance with M.G.L. c. 30A, s. 21 (a)(2), for the purpose of strategizing on negotiations with non-union personnel, to review and sign employment settlement agreement between the Town of Groveland and Amanda Muir; Chairman O’Neil stated the Board would not return to open session;

Selectman Dunn seconded and the Board approved the motion on a roll call vote. Watson - Yes, Dube-Carpenter – Yes, O’Neil – Yes, Dunn – Yes

Ms. Dembkoski informed the Board that this settlement agreement is for Amanda Muir, the reserve dispatcher, that back in January, took a picture of an internal police document and sent it to her boyfriend, Jeff Dalton, on the Fire Department. At the time, the Chief sent her home and informed her that between these actions and the fact that she was still training after 7 months, he would not be calling her to fill in any shifts.

She retained an attorney, who sent us a letter claiming discrimination for a protected class, because Ms. Muir has a learning disability and we did not make reasonable accommodations. We denied those allegations, asked Attorney Maser to review her personnel file, and he agreed with our position and responded to her attorney, that at no time did Ms. Muir identify any disability and therefore we deny any discrimination claims.

Ms. Muir’s attorney sent us a settlement request at \$35,000. We informed him that we only owed her \$2,500 for training hours that had not been paid, because she never completed the training. In addition to the money owed, we informed Ms. Muir if she wanted to return to her role, we would bring her back, and provide reasonable accommodations, but she will need to complete her training in a timely manner and fill in shifts. She refused, stating she has been told by an “inside source” that the police department and Chief would harass her until she resigned or failed.

We, obviously, denied those allegations, and stood firm that all she is owed is the \$2,500 for training. After two months, her attorney stated she would accept \$3,500 and her job back. To which we refused, and stated she has already made false accusations against the department, and we are no longer prepared to offer her job back to her. All we are prepared to offer her is the amount earned by training, and nothing more. She accepted the offer and attorney Maser drafted this settlement agreement to release the Town of any future claim or discrimination allegation by Ms. Muir.

The Board discussed the agreement. Selectman Carpenter asked that in the future, Ms. Dembkoski inform the board of any pending suits or legal matters when they arise. Ms. Dembkoski agreed to notify the Board.

After discussing the agreement, Selectman Carpenter made a motion to accept the Employment Settlement Agreement and Release of all Claims between the Town of Groveland and Ms. Amanda Muir effective July 5, 2018. Selectman Watson seconded the motion. Chairman O'Neil called for a roll call vote: Watson - Yes, Dube-Carpenter – Yes, Dunn – Yes, O'Neil – Yes

Selectman Carpenter made a motion to adjourn at 9:00pm. Seconded by Selectman Dunn. Affirmative by all on a roll call vote.

Respectfully Submitted by: Denise M. Dembkoski

\*\*\* Approved on August 6, 2018 with a vote of 4-0-1, with Selectmen Wood abstaining \*\*\*