

BOARD OF SELECTMEN
EXECUTIVE SESSION MEETING MINUTES
Tuesday, February 26, 2019
Groveland Town Hall
183 Main Street
Groveland, MA 01834

Attendance: Chair Bill O'Neil and Selectmen Bill Dunn, Ed Watson, and Michael Wood

Also Present: Finance Director, Denise Dembkoski

The meeting was called to order at 6:32 p.m.

Selectman Wood made a Motion to enter Executive Session Pursuant to M.G.L. c. 30A, §21 (a) (2) for the purpose of conducting employment negotiations with Renny Carroll, for the position of Highway Superintendent. Seconded by Selectman Watson

The motion was unanimously approved on a roll call vote. Watson – Yes, Wood – Yes, Dunn – Yes, O'Neil - Yes

The Board met with Mr. Renny Carroll to discuss the position of Highway Superintendent and the salary, potential start date, benefits, etc. Mr. Carroll expressed he would be interested in possibly starting on March 18, 2019. Mr. Carroll wanted to be up front and inform the Board that he has a vacation planned for April 11th through April 20th. Selectmen Wood stated he has no issue with that, and we've all been in that situation. The rest of the Board agreed.

Mr. Carroll provided the Board with his proposal for his terms of employment. He is requesting a salary of \$95,000 to begin with a 2% annual increase and a three year term. In addition, he is requesting three weeks vacation, effective immediately.

The Board reviewed the proposal in comparison to the existing Personnel Manual. The Board decided to focus on compensation and vacation time. The sick and personal time will mirror the existing personnel manual, as will the health, dental, and life insurance benefits.

The Board discussed the salary for the position. Mr. Carroll is proposing \$95,000, but board members don't feel it should be at the high end of the range. Selectmen Dunn and Wood recommended \$88,000. Selectman Dunn recommended starting at one salary, then meeting at 6 months for a review and increasing the salary. Selectman Wood doesn't necessarily agree with that approach. Selectman Watson thinks Selectman Dunn's proposal is fine.

Selectman Dunn amended his proposal to be three weeks vacation and a starting salary of \$90,000. Mr. Carroll wants to be closer to \$95,000. He's very confident that he'll "put out the wow-factor" but given what he feels he can bring to the table, he will accept the \$90,000. He's not here for the money, he's more here for the challenge. He believes he can do a lot for the town. Chairman O'Neil wanted to make sure that Mr. Carroll is not settling and he is comfortable with the salary and the proposed terms. Mr. Carroll stated he is comfortable and is looking forward to coming to the Town of Groveland.

Selectman Dunn made a motion to hire Renny S. Carroll to be the Highway Superintendent, at a starting annual salary of \$90,000, with three weeks vacation up-front, all other benefits to mirror the Personnel Procedures Manual, effective March 18, 2019 through June 30, 2020. This position will be up for reappointment on July 1, 2020, then will be annually appointed. Seconded by Selectman Wood. Chair O'Neil called for a roll call vote. Watson – Yes, Wood – Yes, Dunn – Yes, O'Neil - Yes

Selectman Wood made a motion to end Executive Session at 7:20p.m., Seconded by Selectman Watson. The motion was unanimously approved on a roll call vote.

The Board returned to open session.

Selectman Wood made a motion to appoint of Renny Carroll, of Methuen to the position of Highway Superintendent effective March 1, 2019 with a start date of March 18, 2019 through June 30, 2020. Seconded by Selectman Dunn. Unanimously approved.

Selectman Wood made a motion to ratify terms of employment for Renny Carroll:

A starting salary of \$90,000/year with full benefits

- Three weeks of Vacation Time, effective immediately through June 30, 2020;
- A cell phone and service will be covered through the Highway Expense budget;
- A vehicle will be provided on site, for day-to-day business.

As the Highway Superintendent, Mr. Carroll will be eligible for all other fringe benefits available to the Town's non-contractual employees per the Town Personnel Manual.

Motion seconded by Selectman Dunn. Unanimously approved.

Chair O'Neil invited Mr. Carroll to attend the March 4, 2019 Selectmen's Meeting to be introduced to the town.

The Board discussed the department and upcoming projects with Mr. Carroll.

Selectman Wood made a motion to adjourn at 7:40 p.m., seconded by Selectman Dunn. Unanimously approved.

Respectfully Submitted by: Denise M. Dembkoski

*** Unanimously Approved on March 18, 2019 ***