

BOARD OF SELECTMEN  
EXECUTIVE SESSION  
MEETING MINUTES  
*March 6, 2017*  
*6:00 P.M.*  
*Groveland Town Hall*  
*183 Main St, Groveland, MA 01834*

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

Also Present: Finance Director, Denise Dembkoski

Chairman Dunn opened the meeting at 6:03 pm and asked Selectman Watson for a motion to enter executive session. Selectman Watson made a motion to enter executive session pursuant to M.G.L. c. 30A, §21 (a) (2) for the purpose of conducting contract negotiations with the Finance Director. Vote may be taken.

Selectman Wood seconded and the Board approved entering executive session after a roll call vote. Dunn – Yes, Watson – Yes, Wood – Yes, MacDonald – Yes, O'Neil – Yes

EXECUTIVE SESSION: The Board met with Finance Director Denise Dembkoski regarding her contract, which expires June 30, 2017.

Chair Dunn asked Ms. Dembkoski about her role as Finance Director versus a Town Administrator. Ms. Dembkoski stated that she is the Finance Director, and does not have the authority of a Town Administrator. However, the board which hired her, and the board which renegotiated her contract, both wanted her to act and function as much as a Town Administrator that they could legally get away with. Selectman Watson confirmed that he has read the minutes of the hiring and negotiations and stated that did appear to be the intent of the Boards at that time.

Selectman MacDonald was on the GAC and was opposed to the need for a Town Administrator. He feels that by adding those duties to the Finance Director, the Board was circumventing the process and what the legislature established.

Selectman Watson feels the Finance Director has too much work and would like to see some job functions split out. He recommended Human Resources. Ms. Dembkoski explained that most of what she handles are specialized functions and there is not anyone currently on staff that could handle those duties. She stated that Human Resources was lacking for many years here and the Town is finally making progress.

Selectman MacDonald asked how grievances are handled. Ms. Dembkoski explained that a true grievance must come before the Board. However, any grievance issues that have come forward have been handled internally by her and the respective department head, and have not needed to be escalated to the Board.

Given the time, Selectman Watson made a motion to end the Executive Session and adjourn this portion of the meeting. Seconded by Selectman O'Neil. Unanimously Approved on a roll call vote. Dunn – Yes, Watson – Yes, Wood – Yes, MacDonald – Yes, O'Neil – Yes

*True Attest:*



*Denise M. Dembkoski*  
Finance Director

\*\*\* Unanimously Approved on April 3, 2017 \*\*\*