

BOARD OF SELECTMEN'S MEETING WEDNESDAY, OCTOBER 28, 2020

In attendance: Daniel Lee, Joshua Reilly, Lindsay Vayda, Pamela Campanella, Richard McGaughey, James O'Mara, Town Administrator, Emily R. Martin, Assistant to the Town Administrator

This meeting was held live on Zoom, and available to the public via a Zoom link and log in information posted on the agenda. The Zoom meeting was recorded and broadcast on the Community Access Channels, and available on the Holbrook Community Access and Media (HCAM) website.

1. Chairman Daniel Lee convened the meeting at 7:11 p.m. in the King Conference Room at the Town Hall of Holbrook.
2. Interim Town Administrator James O'Mara reported to the Board on the Town's supplemental COVID budget, noting \$20,000 is designated to the Town, and \$150,000 for the Schools to assist with technology and distance learning. He also noted an event by the Holbrook Rotary, "Meadow Muffins" happening on November 28, 2020, and advised that, despite reports to the contrary, the Council on Aging would not be delivering meals on Thanksgiving.
3. A public hearing by the Board of Selectmen, acting as the Personnel Board, commenced at 7:14 p.m., Chairman Lee read the notice of the hearing printed in the Journal & Sun into record, and provided the Zoom link information for any interested parties to speak on the matter. Richard McGaughey moved, Lindsay Vayda seconded, and the Board voted unanimously, with Lindsay Vayda voting yes, Richard McGaughey voting yes, Joshua Reilly voting yes, and Pamela Campanella voting yes, for the Board of Selectmen, acting as the Personnel Board, to open a public hearing for the purpose of considering amendments to the Town of Holbrook By-Laws, Section 10 – Salary Administration Plan.

Chairman Lee provided the background that the employees listed under the Wage and Salary Schedule are non-union and non-contracted positions, which historically follows the collective bargaining agreements to give a 2% hourly rate increase, and invited discussion on the positions and rates presented. Communications Director Hooke requested that Public Safety Dispatchers be increased to a minimum \$22 per hour in order to stay competitive with other Towns and private industries.

Lindsay Vayda moved, Joshua Reilly seconded, and the Board voted unanimously, with Lindsay Vayda voting yes, Richard McGaughey voting yes, Daniel Lee voting yes, Joshua Reilly voting yes, and Pamela Campanella voting yes, to increase the minimum hourly rate of the Public Safety Dispatchers to a flat \$22 per hour.

Board of Health Chair Katie Goldrick addressed the Board regarding a request she had submitted to raise the minimum hourly rate for the Health Agent from its current \$32 per hour to \$36 per hour. Ms. Goldrick noted that currently the Health Agent is underpaid versus other towns.

Lindsay Vayda moved, Joshua Reilly seconded, and the Board voted unanimously, with Lindsay Vayda voting yes, Richard McGaughey voting yes, Daniel Lee voting yes, Joshua Reilly voting yes, and Pamela Campanella voting yes, to change the hourly increase of the Holbrook Health Agent to a minimum rate of \$36 per hour. Vice Chairman Reilly disclosed he has a family member who sits on the Board of Health.

The Board discussed positions listed that had become salaried, or have remained vacant for years. It was determined to leave those positions on the schedule, in case of changes to the structure of an office, or previously approved positions are finally filled. There was also a question regarding the election workers through the Town Clerk's office, it was determined to continue the hearing in order to get better information on the questions raised by the Board.

Lindsay Vayda moved, Joshua Reilly seconded, and the Board voted unanimously, with Lindsay Vayda voting yes, Richard McGaughey voting yes, Daniel Lee voting yes, Joshua Reilly voting yes, and Pamela Campanella voting yes, to continue the public hearing until the Board's November 4, 2020 meeting.

4. The Board discussed the Public works Motor Equipment Repairer Position, which had been posted but unfilled for a year. There had been some part-time fill in employees, but the Board wanted a permanent employee to be appointed to the position.

Lindsay Vayda moved, Richard McGaughey seconded, and the Board voted unanimously, with Lindsay Vayda voting yes, Richard McGaughey voting yes, Daniel Lee voting yes, Joshua Reilly voting yes, and Pamela Campanella voting yes, to appoint David Grennan to the Motor Vehicle Equipment Repairer position, Grade V, Step 1 in the Public Works Department, at a rate of \$27.45 per hour, 40 hours per week.

5. The Board discussed the proposed FY2021 Snow Removal Rates to be paid for contracted snow removal. Chairman Lee noted that the public sector has been losing drivers and their equipment to private companies, and that this increase is enough for the Town to remain competitive when seeking snow removal contractors.

Lindsay Vayda moved, Richard McGaughey seconded, and the Board voted unanimously, with Lindsay Vayda voting yes, Richard McGaughey voting yes, Daniel Lee voting yes, Joshua Reilly voting yes, and Pamela Campanella voting yes, to approve the following Contractor Snow Removal Rates for FY2021:

Loader with 12' power angle plow	\$165.00
Loader backhoe with power angle plow	\$150.00
10-Wheel Dump Truck	\$110.00
6-Wheel Dump Truck	\$100.00
Class 3 1-Ton Truck	\$ 90.00
Class 4 1-Ton Truck	\$ 93.00
3/4 – Ton Pickup Truck	\$ 90.00
Compound Loader/Shred Steer	\$125.00

6. The Board revisited its discussion on the location for the November 18, 2020 Special Town Meeting. There were opposing opinions of Board members who wished to hold the meeting in person versus those who thought it should be held remotely to lessen any chances of it becoming a super-spreader event. Town Moderator James Curran attended the meeting via Zoom to give his recommendation, noting that he recommended a virtual model, but it was still up to the body of town Meeting to vote to approve a remote meeting. If that vote did not pass, a physical location would need to be reserved with a socially distanced and safe model. Per the discussions Mr. Curran had had with HCAM Director Zack Gorman and Assistant to the town Administrator Emily R. Martin, it had been determined that the backup plan to a virtual meeting would be a “drive-in” model, based upon Cohasset’s Annual Town Meeting over the summer. He also advised the Board that the current warrant may be too lengthy to attempt during a first try at a new format, and requested any items that could be postponed to a potential winter Special Town Meeting be pulled.

Pamela Campanella moved, Lindsay Vayda seconded, and the Board voted 2-1-2, with Lindsay Vayda voting yes, Richard McGaughey abstaining, Daniel Lee voting no, Joshua Reilly abstaining, and Pamela Campanella voting yes, to hold the November 18, 2020 Special Town Meeting as a virtual meeting, and if voted down by the body, to hold the meeting in cars using a drive-in model on Saturday, November 21, 2020.

7. The Board discussed the articles submitted for inclusion in the November 18, 2020 Special Town meeting warrant, including a Noise Ordinance, borrowing for improvements at the Public Safety Building, the Field committee’s report, and a land swap proposal.

Daniel Lee moved, Richard McGaughey seconded, and the Board voted 4-1-0, with Lindsay Vayda voting yes, Richard McGaughey voting yes, Daniel Lee voting yes, Joshua Reilly voting yes, and Pamela Campanella voting no, to approve Articles 1-25 for inclusion in the November 2020 Special Town Meeting warrant. Vice Chairman Joshua Reilly abstained from voting on articles 15 and 19, making the vote 3-1-1 for inclusion of those two articles.

8. Lindsay Vayda moved, Joshua Reilly seconded, and the Board voted unanimously, with Lindsay Vayda voting yes, Richard McGaughey voting yes, Joshua Reilly voting yes, and Pamela Campanella voting yes, to adjourn at 8:44 p.m.