

## **Select Board Meeting July 19, 2023 called to order by Chair Goldrick at 7pm**

### **In Attendance:**

Chair Goldrick  
Vice Chair Campanella participating by Zoom  
Clerk Patty Conway  
Associate David Reilly  
Associate William Watkins

Others in attendance: DPW Superintendent Nastasia, HRECC Chief Hooke, Deputy Chief Mielke, and Town Treasure/Collector Sheehan and 4 members of the public

The Chair Called the meeting to order at 7pm and asked for all to rise for the Pledge of Allegiance

### **\*Discuss/vote on agenda items 2: To accept 3 grants from the State**

The Chair requested that the HRECC Chief please review the Grant Awards with the Select Board. Chief Hooke reviewed each grant award and thanked Deputy Chief Mielke for her diligence and dedication in applying for the grants.

Clerk Conway motioned that the Select Board vote to accept the 3 grant awards from the State as presented by Chief Hooke. Associate Reilly seconded the motion. Chair Goldrick asked for a roll call vote. Conway – yes, Watkins - yes, Reilly – yes, Campanella – yes, and Goldrick – yes. Motion passed with a 5-0 vote

### **\*Agenda item 3: Discuss Water Abatements**

Chair Goldrick stated that there were applications for water abatements in our packets and asked the Select Board to review the applications and identify any questions or concerns that they would need answers from the DPW Superintendent prior to voting at the next meeting.

Chair Goldrick requested that the resident that did not have an actual application be notified that they would need to fill one out. Chair Goldrick asked for clarification on one of the abatement applications. DPW Superintendent Nastasia discussed the application in question and explained that it was the original meter from the 1950's and after testing, it was discovered that it was no longer keeping accurate recordings. DPW Superintendent stated a new meter was installed within two days. Although the owner had paid the bills in full and was not in arrears, they did want an abatement for the over metered charges. He also stated that he had asked the owner to wait until a year's worth or accurate readings were taken in order to determine more clearly the amount of variance in the readings with a new meter. Chair Goldrick asked for a two year back review comparison.

Associate member Watkins asked for the Superintendent to come back to the board with recommendations on each applicant as had been done in the past and proven to be an effective and efficient process

Associate member Reilly requested that the resident attend the hearing on their abatement applications.

Associate member Reilly also reminded the Superintendent that Select Board's stated policy was that only the Select Board was able to hear water abatement cases and to rule on the applications.

Vice Chair Campanella asked to correct a statement made by Associate member Reilly.

Chair Goldrick asked the Select Board to contact her if there were any other questions on the abatement applications and she would forward them to the Asst to the Town Administrator for the review of the Superintendent.

Clerk Conway requested that the water abatement process and application be added to the DPW website page for residents to easily locate.

**\*Agenda item 4: DPW Summer Hire discuss/vote**

Chair Goldrick informed the Select Board that there was an additional candidate for the DPW Summer Help posting. The candidate's application had been included in the last meeting packet. The Chair also reviewed with the DPW Superintendent and the Select Board that as the Personnel Board, the policy was for the Department Head to conduct the initial interview, but only the Select Board could vote to authorize the hiring of any candidate. The DPW Superintendent spoke on the candidate's history as a prior summer hire and requested the hiring be approved.

Associate Reilly disputed the Chair's statement that only the Select Board could make the decision on hiring Summer help. Chair Goldrick stated that in fact was the policy. Vice Chair Campanella also commented that the Select Board was the only hiring authority.

Associate member Reilly asked if the summer help has been properly trained on OSHA/given safety equipment. The DPW Superintendent stated that they had been given safety glasses, a HI Vis Yellow DPW shirt, had been taught how to safely operate the equipment, and that they were always under the supervision of the Parks Foreman or another senior staff member.

Vice Chair Campanella asked about supervision of the summer laborer staff. Supt Nastasia provided the answer to that question.

Mr. Watkins asked about the cage range of the summer laborer role. Additionally, he inquired how often the CORI/SORI checks were redone. The Superintendent informed the Board that the checks were not repeated after the initial hiring check. The Chair stated that the Board would discuss a policy on rescreening at a later date. Watkins suggested that we set a policy for re-hires for summer labor.

Clerk Conway requested the superintendent review with summer help all safety procedures and the importance of following the procedures to ensure their safety.

Clerk Conway motioned that the Board vote to hire Thomas McHugh as DPW Summer help laborer. Associate member Reilly seconded the motion. The Chair called for a roll call vote. Conway – yes, Watkins – yes, Reilly – yes, Campanella – yes, and Goldrick – yes. Motion passed with a roll call vote of 5-0

**\*Agenda item 8: Interim Town Administrator**

Chair Goldrick updated the board on the discussions that she had with potential recruitment firms and provided a general range in potential costs. She stated that RFP (Request for Proposals) would be needed to get official quotes on the services of each firm. Additionally, she asked the SB to review a potential job description to provide to the search firm chosen.

Associate Member Watkins requested to see the former job posting and job description for the Town Administrator to compare to the new posting/job description prior to a vote being scheduled. The Chair explained the minor changes made to the posting/job description which were: to make it gender neutral, to list the chosen recruitment firm, and their contact information, and a highlighting of the need to stay detached from political process in the daily managing of the town.

Associate Member Reilly asked to review other Towns' Town Administrator job descriptions.

Associate Member Reilly also asked the Select Board to consider not hiring a recruitment firm and to appoint a committee instead in order to save the taxpayer money and asked for a vote on the process. Chair Goldrick stated that at the prior meeting, when Mr. Reilly was absent, the remaining board members had already discussed the issue and that there was a clear preference for engaging an outside firm. Vice Chair Campanella explained why she supported that approach. Reilly followed with re-emphasizing the cost and the contract negotiations needing to be done that was better done by the SB itself.

Clerk Conway in support of a search firm being brought in for all of the reasons put forth by Ms. Campanella.

Chair Goldrick suggested that the SB focus on the hiring of a search firm as the majority of the board was in support of that step.

Associate Watkins asked for time to review all of the job descriptions, job postings, and deciding at the next meeting.

Chair Goldrick discussed the need for an Interim Town Administrator and asked for the SB to review a potential job description and job posting for such a position.

Associate Watkins asked the Chair to investigate the potential of the chosen search firm to also handle the search for an Interim. Chair Goldrick stated that she had already contacted MMA and other organizations for assistance.

Associate Member Reilly suggested that the Board vote to Appoint the assistant to the Town Administrator to serve as interim town administrator. The Chair stated that had been a topic of discussion the prior week and there was not a consensus of the Board to pursue that path. Associate Reilly advocated for the importance of giving internal candidates an opportunity for advancement. Vice Chair Campanella thought it was important that the posting be done and that all interested candidates, internal and external, be given the opportunity to apply for the position and that the interviewing /hiring process be done as normal which would allow the search firm RFPs to be done.

Chair asked for a motion on an Interim Town Administrator Job posting. Mr. Watkins asked for a vote to take place the following week in order to further review the Interim and the Permanent Town Administrator position.

Chair Goldrick agreed to move the decision to the next meeting and for all of the SB members to review all of the documents and return prepared to discuss and vote on the two positions.

#### **Agenda item: Committee appointments**

Chair Goldrick announced that there were proposed candidates for the DEI committee and the Landfill Reuse Committee.

Vice Chair Campanella had to leave the meeting at 7:58pm.

Associate Reilly asked if the DEI committee had been posted for interested candidates. Clerk Conway stated that it had been as had all committees in general and had been mentioned at several SB meetings in the past few months.

Associate Watkins brought up the question of the Select Board appointing one of their members to a board or committee under their own auspices.

Clerk Conway offered to be appointed as ex officio if no one else wanted to as she was in attendance already as a resident.

Associate Watkins challenged the legality of the appointment. Associate Reilly suggested that we get a legal opinion and move forward with the appointments of the other Committee members. He also requested that the SB again resist the importance of regular committee reports to the sb.

Chair Goldrick asked for a motion. Clerk Conway made a motion to re-appoint Amie Pierce, Priscilla Casna, Robert Thomas Duclersaint, Tracy O'Keefe, Trinidad Carney and Zachary Kontra as voting members to the DEI Committee. Associate Reilly seconded. Roll Call vote: Conway yes, Watkins yes, Reilly yes, Goldrick yes 4-0.

#### Holbrook Landfill Reuse and Repurpose Committee

Clerk Conway requested a listing of what the Committee had been originally formed to do before proceeding. Associate Reilly asked for an open call for interested residents on the Committee and for adequate notice of the re-establishment of the Committee. It was agreed to table the discussion until a future meeting.

#### **Citizens Comments**

Kevin Denver, 9 Leonard Lane, spoke regarding an issue with the trash pickup in his neighborhood and wanting to know what could be done to address the issue. Chair Goldrick informed the resident that she would contact the owner of the trash company to request that they return to the neighborhood and to take care of the issue. Associate Reilly commented on the issues that he has been made aware of by residents. Chair Goldrick asked if he had informed the DPW Superintendent. Associate Reilly stated that he had and shared other service issues. Chair Goldrick reviewed the process changes with the trash companies. Associate Reilly brought up abandoned bulky waste items and dumpsters on private properties and the lack of an ability for immediate requests for pickup as we had with the former company. Associate Watkins discussed the issues that he has seen and has been informed of by the residents. Chair Goldrick that the DPW was addressing the Grove neighborhood issues. Chair Goldrick confirmed with the resident that she would contact the DPW Supt and have him contact the trash company to immediate pickup the trash and that she would request that he attends SB meetings regularly to address the issues and what is being done to resolve them. Clerk Conway requested the resident email the SB directly if the trash is not picked up. Additionally, also mentioned that the Rose Way area barrels were being broken by the trash company and suggested that an email blast go out to inform residents how to get a replacement barrel.

Chat comment reviewed. Comment from Greg DeLuca on the trash situation and illegal dumping. Chair Goldrick asked HCAM to try to capture the chat comment and email it to the SB.

#### **Agenda item: Select Board Comments**

Ms. Conway asked for an update on the Town Square intersection no right on red and for the process of who to contact about guardrails on the Wright Rd/Plymouth St corner

Mr. Watkins asked for an update on the Sycamore St standpipe and an update on the Library repairs. He also asked about the Grove Lake clean up and the possibility of getting grants to upgrade the septic/sewer in the Grove.

Mr. Reilly mentioned that the HVAC in Town Hall wasn't working correctly and suggested that the Town should contract with an HVAC company. He asked Ms. Conway for an update on the current status of the library which she then provided. Associate Reilly brought up the Assessors Office HVAC. Associate Reilly questioned whether we should be paying clerical members at the higher rate if they are doing the

role of a higher position. Chair Goldrick asked Town Counsel to speak on the matter and he stated it was a matter to be discussed in the Executive Session.

Conway motioned that the Open Session be adjourned and to enter into Executive Session pursuant to MGL Chapter 30A, section 21 (a)(3) to discuss strategy with respect to collective bargaining or litigation if an open meeting may have detrimental effect on the collective bargaining or litigation position of the public body and the Chair so declares, International Union of Public Employees Local 151, Town Clerical Employees and not to return to Open Session.

Associate Reilly seconded the motion. Roll Call vote: Conway yes, Watkins yes, Reilly yes, Goldrick yes  
Motion passes 4-0

Meeting adjourned at 8:40pm