



TOWN OF GROVELAND

2013 MAY 21 AM 11:43

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MEETING NOTICE

(MGL Chapter 30A, Sections 18-25)

**COMMITTEE OR
CONVENING BODY:**

Board of Selectmen

MEETING PLACE:

Selectmen's Conference Room
Town Hall – 183 Main Street, Groveland, MA

**DATE & TIME OF
MEETING:**

Thursday, May 23, 2013 @ 7:00 p.m.

AGENDA ITEMS:

Chairman calls meeting to order

Review paperwork received from Fire Chief Clement
i.e., job descriptions for Fire Chief and Fire
Department Clerk, make revisions, if needed – vote(s)
may be taken

Develop job posting for Fire Chief – vote(s) may be taken

Decision on length of posting time – vote(s) may be taken

Discuss interview process - vote(s) may be taken
and all other matters that may relate to the process of
selecting and hiring a new Fire Chief

Adjournment

Signed: _____

Nancy Szundowski

Date: May 21, 2013

*All meeting notices must be time stamped and filed in the Town Clerk's Office and posted
48 hours prior to the meeting (excluding Saturdays, Sundays and all Holidays).*

MINUTES

BOARD OF SELECTMEN

May 23, 2013

Meeting called to order at 7:09 P.M.

Present Selectmen Elizabeth A. Gorski, Selectman Joseph D'Amore and Chairman Donald N. Greaney Fire Chief John Clement, Deputy Chiefs Robert Lay and Michael Kastrielis, Captain Brian Greaney, Captain Kurt Ruchala, former Engineer Kermit Cross and resident Kathleen Kastrielis.

Chairman Greaney opened the meeting by saying the meeting was to follow up on discussion from last Monday's meeting, i.e., a posting for the Fire Chief position and a job description. Greaney stated that after talking with a few people he is kind of concerned that there is a division growing and suggested the following idea might work for everyone to come together; that they'll work a job description out and come up with a posting for the job. Greaney stated he thought it might be best if Mike, Brian, Bobby and Kurt would get together as the committee, review what are important things to the town as far as the fire department, as well as maybe work together and come back with who they think will be the best choice for Chief. The men said they would be happy to help.

Chairman Greaney stated that it seemed like they were pushing to come up with an interim position and maybe they are pushing too fast, too hard; that they have two Deputies and John said he is still going to stay and help them as far as keeping everything in order such as the payroll; that Mike already does the inspections; that he thinks they have all the aspects covered because they already have two Captains, two Deputies and he thinks they can hold it together while they come up with a smooth plan and eliminate what he thinks is happening, some bantering that he would rather not see happen. Greaney stated that he was a member of the Fire Department and worked with all of them; that he doesn't think they had any problems; that everyone gets along, everyone is friends, and suggested they try and work it out and maybe the candidate is within the fire department; that if not, the men come back to the Board and tell them what they think is needed in the job description; that they know what the funding for the position is. Greaney told the men that Chief Clement and the Fire Engineers gave them a reasonable cost fire department and that is what he is looking for; that he can't speak for Selectman Gorski or Selectman D'Amore but that's his feeling and asked that they let him know what they think.

Selectman D'Amore asked the men how they feel about Chairman Greaney's suggestions; that they all care about the department and want to see a harmony and a productive process. D'Amore asked the men if they can work together in a meeting and was told that they can. Selectmen D'Amore suggested they would need to come up with viable solutions because at the end of the day, the biggest problem the Board has is although they have the authority, they do not have the expertise. D'Amore told the men that they don't want to Mickey Mouse this operation; that they need to get some good advice from the people that know.

Deputy Kastrielis asked if the Board was still thinking of having a panel of Fire Chiefs to review the applications and make a recommendation. Chairman Greaney said he didn't know if that would be needed unless the town received an over abundance of applications. Greaney told the men that he feels they could has it out and come back and tell the Board that they feel is good for the department and what should be posted or even recommend one of their own for the position.

Selectman Gorski told me men that she had no idea Chairman Greaney was going to make his suggestion; that everybody that is going to sit in on this group wants to be the Chief and that she doesn't see how that can work; that she doesn't see that working at all. Gorski said she knows the men are all sensible and educated, but stated concern that they would be lobbying the other guys for support because they want the job and she could see nothing but trouble. Selectman Gorski said that she had been thinking about surrounding areas and Chiefs who might come in here, stating who better than Fire Chiefs to know what the community needs. Selectman Gorski stated it would not be a cast of thousands

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seeking the job for 14 or 16 hours a week; that it has worked in the past and asked to hear from Chief Clement.

Chief Clement told those present that he agrees with Selectman Gorski. Clement said he thinks it would be quite unfair to have four people thrown into a ring to see who comes out alive. John said it wouldn't be productive and would be just the opposite of what you are hoping for; that there would be a division; that there could be rallying, possibly abuse of one's connections within the department influencing favorable action on the part of some of the men and he doesn't think it's a good way to go. Nice thought, good suggestion, but not the way to go.

Chief Clement remarked about advertising the position saying he would personally like to see someone within the department get the position; that there are capable personnel within the department; that it may take some time, like any new Chief to get up to speed. Clement told the Board they should try to go with the best talent, make the right choice, and feels that the choice has to be made by someone other than the four or more candidates. Chairman Greaney responded that the committee members wouldn't be making the choice, they would be coming back and suggesting whether one of them would be the right candidate. Clement responded that it would be one of them (the four committee members); that they would be negotiating amongst themselves and he has never heard of that type of interview process ever. Clement told the Board they can streamline the process and said who is ultimately going to make the appointment and Chairman Greaney responded that the Selectmen would be. Clement responded that the Board needs to stand up and make the appointment, do it yourself and live by it, it's the Board's choice. Clement told the Selectmen that he can recommend, or they (the firemen) can recommend, but ultimately the Board has to pick one, but don't put them in an arena to be battling amongst themselves. Clement told the Board to look at what each candidate's background consists of, their experience, education, all the pluses and minuses a party brings and make a valued judgment.

Clement told the Board that he will help them with the selection in the most honest way that he can. He told the Board that they would be surprised the way he looks at all four candidates right now; that it's not all one way or the other; that he is very open-minded. Chief Clement told the Board that he wants to see what's best for the community; that that is the way he always operated and wants to see it continue that way. Clement said he believes that a Fire Chief in this type of situation, with that type of military structure, has got to do it for some reason other than his own benefit; that he has to give himself to the town and when he looks at that he puts a very high rating for that aspect whether the person is an EMT or not, or the most talented person on paper or not, he has to dedicate his life to this town and that's the way it has always been. Clement noted that it may change in the future, if you have a full time Chief, a salaried person, making some serious dollars, the sacrifice is a little bit different. John told the Board that most of the Fire Chiefs around here are six figures; that we don't compare ourselves to that; that we do it as a small, call/volunteer Chief. Chief Clement told the Selectmen he would like to see the department's budget maintained as it has been; that he is proud of that, proud of the fact that they have done such a good job with so little money; that it's got to be a model for a lot of other communities and to think that we would like to rush into changing this, asking why you would want to change something that isn't broken. Clement told the Board he is looking for that to continue; that there are plenty of ideas that we can do this better or that better but he pointed out, it costs money. Clement said we can have a department like all the others, just throw some money into it; that we have always managed to get by on a bare bone minimum; that that was what he thought his job was to maintain that so he doesn't want to see it go the other way, hire someone from the outside with all these brilliant ideas that we need a different truck or an ambulance; that you know where that's going and it's not needed for this town. Clement told the Board that what is needed is to continue working with volunteers that want to serve on the department; that if they stop wanting to do this, then you have no choice and the department will change. John told the Board that the decision they make will have to be one to help preserve what we have; that it will be a tough choice, a tough decision.

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Chief Clement told the Board that his other concern is that as of midnight on May 31st the town will not have a Fire Chief; that the Board really does need to establish that continuity with an Interim Chief position by June 1st. Clement stated he doesn't believe the Board has fully addressed that yet and asked if the Board was talking about making a permanent appointment by June 1st. Selectman Gorski responded saying she doesn't see that happening and agreed with Clement that the Board needs to do something on an interim basis. Clement asked that they get someone in the interim position to work with him for a couple of months; that that will allow the board the time to decide who they want in that position on a permanent basis.

Selectman Gorski said they don't want to rush into the next step; that if they have an interim; they have people willing to work with whoever that may be and she believes everyone there is there for the right reasons. Chief Clement told the Selectmen that the thing he would have a little problem with is if you bring in another entity as Interim and then starts to initiate a lot of changes; that that would be very disruptive. Selectman Gorski responded that the Board would have to be clear that the Interim is not allowed to make changes, just steady the ship until we get the right person, and to keep the morale up and the firefighters focused on why they want to serve on the department. Clement agreed.

Deputy Lay asked to speak and told the Board that the men are all there because they care about the town and the fire department; that if he understood Chairman Greaney's suggestion, it was for the four of them to work together and the four of them are all reasonable people and already work together, for them to better define the role of Fire Chief; that he doesn't think the suggestion was for them to be involved in the selection process. Deputy Lay said they have been talking about selecting, posting, and all these things that are well ahead of clearly defining the role which hasn't been done yet and he thinks that is the work that needs to be done. Lay said he doesn't think you should rush into defining the role; that if you have an Interim Chief you'll have time to figure it out and create a job description that makes sense to the department and to the Board of Selectmen. Lay said that it's not a budget issue or about changing anything, it's about tomorrow what you want the Fire Chief to be responsible for. Lay said he would expect the Selectmen to supervise the Fire Chief closely so they have to have some closely defined duties so that the Board can evaluate. Lay told the Board that he thinks the four of them can create the document needed for the position; that there's a lot of advice out there, a lot of it is boiler plate but a lot of what's needed is community specific. Lay said he thinks this deserves due diligence and that they can make it happen; that the hard work will be to customize it to the Town of Groveland. Chairman Greaney said he thinks whoever is interested in the job needs to know what they need to do and that there may be more people that are interested in it than just the four present tonight.

Captain Ruchala commented to characterize them as going into a room and having a fight when they are there for the good of the department and the town is bothersome to him; that they are there and want to be involved. Selectman D'Amore said the Board is not afraid to make a decision, they need to make the right one. D'Amore told Chief Clement that he is in charge of the department and should exercise his leadership and guide the Board; that they are looking for a job description for the Fire Chief position and that the need for an Interim Chief should be chosen by Clement. Chief Clement responded that he is not opposed to having his staff sit down and decide what duties should be included in the job description. He also told the board that the smoothest transition would be to appoint Deputy Michael Kastrinelis as Interim Fire Chief; that he already does the inspections and it makes the most sense; that they don't want to change the department at this time and he is confident Mike wouldn't do that. Clement told the Board this would be the least disruptive appointment. Selectman D'Amore asked Clement if he feels he has the authority to appoint the Interim Chief and Clement responded that he does not. D'Amore then asked Deputy Kastrinelis if he would accept the Interim position and Kastrinelis said he would.

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Moved D'Amore, seconded Gorski, and it was

VOTED: To accept the recommendation of Chief John Clement and appoint
Deputy Michael Kastrinelis as Interim Chief, said appointment effective
June 1, 2013. 3-0

The parties all agreed that three or four meetings may be needed to complete the job description and
Selectman Gorski asked Chief Clement to facilitate the meetings. Clement agreed to do so.

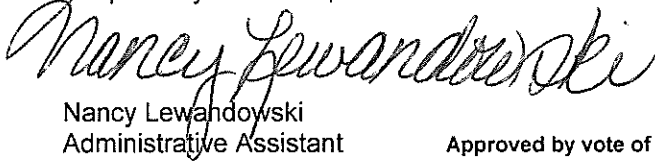
Adjournment

There being no further business to come before the Board, moved Gorski, seconded
D'Amore, and it was

VOTED: To adjourn. 3-0

Adjourned at 8:37 P.M.

Respectfully submitted,



Nancy Lewandowski
Administrative Assistant

Approved by vote of Board-6/17/13