

Board of Selectmen Meeting Minutes

December 29, 2014

Chair, Bette Gorski

Selectman, Joseph D'Amore

Selectman, William Dunn

Finance Director, Denise Dembkoski

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Call Meeting to order: 6:00 PM

Resident Public Comments:

Selectman D'Amore read out loud guidelines for public comments. No presenters.

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Approved Warrants:

PW # 15-27	\$120,994.39	Motion: D'Amore	Second: Dunn	D'Amore & Dunn For
		Abstain: Gorski		
DW# 15-25A	\$ 34,232.82	Motion : D'Amore	Second : Dunn	Vote : Unanimous
BW #15-27	\$625,188.14	Motion: D'Amore	Second: Dunn	Vote: Unanimous

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VOTES TAKEN

Acceptance of Map attached as Addendum to LWCF Grant of Mattingly property

Motion: D'Amore      Second : Dunn      Vote: Unanimous

Approval of License for the Town to use privately owned Dewhirst Street for water supply purposes

Motion: Dunn      Second: D'Amore      Vote: Unanimous

Approval of License to grant use of Bussing property to William Angelini, Jr. for earth removal handling

Motion: D'Amore      Second: Dunn      Vote: Unanimous

Approval of the Earth Removal Permit authorization between the Water and Sewer Commission and William Anglini, Jr. ( Signed by Chair: Gorski)

Motion: Dunn      Second : D'Amore      Vote: Unanimous

Approval of Angelini deed and acceptance and other relevant documents ( as presented, reviewed, signed by board members)

Motion: D'Amore Second: Dunn Vote: Unanimous

Accept Mattingly land- Parcel 33-9 - and deed

Motion: D'Amore Second: Dunn Vote: Unanimous

Accept Mattingly Land Purchase Settlement and Disbursement Authorization

Motion: D'Amore Second: Dunn Vote: Unanimous

Approve Meeting Minutes from November 24, 2014

Motion: D'Amore Second: Dunn Vote: Unanimous

Approve Meeting Minutes from December 12, 2014

Motion: D'Amore Second: Dunn Vote: Unanimous

Common Victualler License Renewals

Motion by D'Amore to approve all licenses Second: Dunn Vote: Unanimous

- Pentucket Regional School District, 253 Main Street
  - Conservation Commission, 201 Washington Street
  - Cedardale Swim and Tennis Club Groveland, Inc, 20 Bare Hill Road
  - Nichols Village, One Nichols Way
  - T&B Clifford, LLL, d/b/a Café 97, 921 Salem Street
  - Robert Arakelian, d/b/a Groveland Fairways, 156 Main Street
  - J&S Restaurant Corp, d/b/a Tea Garden Restaurant, 904 Salem Street
  - Pizza Grove, LLC, 990 Salem Street
  - LPM Holding Co., d/b/a Epicurean Feast at Chesterton, 860 Salem Street
  - Poth Pizza, LLC d/b/a DeLeo's Pizza, 180 Main Street
  - Michael H. Conley, d/b/a Groveland Diner, One Elm Park
  - Terry Clifford, T& B Clifford, d/b/a Pub 97, 935 Salem Street
  - F&M Co, LLC, d/b/a Your Place and Ours, 8 Elm Park
  - Jeff and Maria's Ice Cream & Food, 928 Salem Street
  - CLASS II USED CAR LICENSE RENTALS
    - South Salem St. Corp d/b/a Price-Rite Automotive
    - Greenwood Auto Body , Richard Alan Greenwood, 863 Salem Street
    - Groveland Auto Repair and Sales, Inc. 944 Salem Street
    - Auto Repairs Etc, 923 Salem Street
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## DISCUSSION/ AGENDA ITEMS

### Land Acquisition

Mike Dempsey – reviewed changes to LWCF Grant Map attached to application to assure that Federal grant source requirement to assure that public access to acquire open space is allocated.

Finance Director Dembkoski informed that closing on schedule for 31<sup>st</sup> of December. Also, late this afternoon Angelini's attorney advised on issues and matters that are material to approved items to be discussed in coming days and that if approved items are impacted, Town Counsel will advise steps for addressing them.

### Fire Chief Lay – presented FY 2016 items

- 230 hours Mass Call Fire Fighter's Academy for up to 4 fire fighters can be accommodated by existing training budget
  - 7 officers, Chief and 2 privates can avail themselves of Fire Officer One Training ( Sponsored by Groveland Fire Department ) at a cost of \$10,000. Monies cannot be accommodated by the Training portion of budget , but through savings from Fire Dept Clerk's position and wages this \$10,000 needed can be allocated to enable the fire fighters to engage in offered training.
  - Chief Lay asked for guidance on engaging in process to increase salary. He related details of job description and work load to substantiate an increase. He was questioned by Selectman Dunn on specifics of work load.
  - Chief Lay estimates that his job can be adequately fulfilled with 30 hours of engagement , versus the current 16
  - Selectman Gorski supported Chief Lay's assertion that salary should reflect current job description and that an increase is warranted
  - Selectman D'Amore read a statement (attached) that established a brief history of the town's assessment and phase –in of new Strong Chief Law and how the current salary structure was not adequate to support the Chief's job description . Selectman D'Amore concurred that salary increase is warranted and that the method to secure it is to negotiate a contract with Chief Lay. Chief Lay agreed that contact negotiations is appropriate to affect. Selectman D'Amore and Gorski directed Finance Director Dembkoski to pursue the year-end process for acquiring information from departments, boards and commissions as a the basis for engaging in negotiations to help shape a suitable salary increase structure.
  - Selectman Gorski responded to Selectman D'Amore's delivered- written statement with criticism
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## DISCUSSION/ AGENDA ITEMS CONTINUED

Response to Diane LaFrance's written report on violations at 441 Main Street

- Board inquired of Building Inspector Pat Schena, Chair , Zoning Board of Appeals Tom Wakefield, members of Planning Board, Conservation Commission Chair and Health Department on particulars on licensure, oversight, compliance and enforcement issues
- Selectman Gorski addressed all boards to engage in a professional and respectful manner for this and all planned, future proceedings and to address the concerns of all abutters
- Selectman Dunn questioned process used and asked for reforms
- Selectman D'Amore iterated that problems exist because aesthetic, code and permit issues were not adequately addressed because individual permitting process is flawed
- Rebuttal by Building Inspector : Permitting is adequate but enforcement is difficult due to multiple users of property ( ie. Individual business owners and workers)
- Planning Board members, Tom Wakefield , Health Agent/ Board member provided details on process and all suggested methods to be improved. Communication and sign off issues were raised. All agreed that a secondary process planned for all boards to review an amended version of application , firmly established in individual permits and "Site Review" and supported by Public Hearings could likely produce a condition of compliance and completion that will be acceptable to abutters
- Building Inspector Schena provided details on four current permits issued
  - \*\* Front/ Retail/ Office Building
  - \*\* Roof Permit
  - \*\* Demolition Permit
  - \*\* General Permit
- Larry Ogden, Georgetown and consultant to Eric Harper provided information about process of application and compliance difficulties. He provided constructive information about Georgetown's administration of permitting including a Town Planner . Responses from Planning Board members; Robert O'Hanley and James Freerer and Zoning Board Chair Wakefield in shaping policy for permitting in Groveland ensued

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Correspondence

Attached: Reviewed

Selectman D'Amore read aloud

- Letter of recommendation Geoff Geiger/ Eagle Scout
  - Pentucket Arts Grant Program - via Pentucket Educational Association
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## FINANCE DIRECTOR'S TIME

Finance Director Dembkoski proposed that financial reward for certain licenses, acquired/ held/ maintained by employees is necessary for effective retention, departmental stability and long term operational efficiencies and savings. At issue: Highway Department employee is contemplating departure from department. Finance Director will engage with Teamster Union representative to negotiate salary enhancement for all current and future employees and for increases to be approved by board in January. Finance Director stated it is essential we look at ways to retain qualified employees.

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## SELECTMAN'S TIME

Selectman D'Amore proposed and consensus established by board to engage in an Executive Session on January 5<sup>th</sup> with Finance Director to discuss expansion of job description and related salary / benefits impacts.

Selectman Gorski proposed and consensus established to assure Town Clerk Anne Brodie that potential discrepancies in placement and handling of files are not attributable to the Town Clerk. To ensure that security is enhanced, Selectman Gorski recommended locks be changed. Board concurred

Selectman Dunn asked for additional time to review future voting items. Selectman D'Amore suggested that "agenda packets" to be posted on line or delivered to homes of board members on the Friday prior to each meeting to support members to receive and have time to read, pertinent materials related to important votes. No decision.

**Prepared and Submitted by Selectman Joe D'Amore.**

**Minutes Unanimously Approved as amended with statement from Chair Gorski on  
February 3, 2015**

To: Members Groveland Board of Selectmen

From: Chair, Bette Gorski

Date: 2/4/2015

RE: Memo dated 12/30/2014 from Selectman Joe A'more

I am in receipt of your letter dated 12/30/14, and want to clarify any misconception regarding statements that I made. As I stated during the next meeting of the Board of Selectmen in early January, these statements are my opinion. If for some reason, I neglected to state that at the December 29<sup>th</sup> meeting, it was an oversight. To be clear, the statements made continue to be my opinion—and nowhere did I state that you were acting illegally. I would like the record to reflect that I take exception to your accusation that the process for appointing the Fire Chief was political and believe that statements of this nature undermine the effectiveness of our Board.

Bette Gorski, Chair  
Board of Selectmen