

MINUTES  
SPECIAL MEETING  
BOARD OF SELECTMEN  
MARCH 3, 2014

Special meeting of the Board of Selectmen was called to order at 5:05 P.M.

**Present** Selectmen Elizabeth Gorski, Joseph D'Amore, and Chairman Donald Greaney. Also present were Selectmen's Administrative Assistant, Nancy Lewandowski, and Denise Dembkoski, applicant for the vacant position of Finance Director.

Chairman Greaney had telephoned Ms. Dembkoski and offered her the position of Finance Director for the town, subject to negotiating terms of a contract. Dembkoski was present for negotiations. Moved D'Amore, seconded Gorski, and it was

**VOTED:** To enter Executive Session pursuant to MGL, Chapter 30A, Section 21(a) (2) for the purpose of negotiating a three-year employment contract with Denise Dembkoski, of North Billerica, MA.  
GORSKI, D'AMORE, GREANEY – "AYE" 3-0

Executive Session was entered at 5:15 P.M. and closed at 5:50 P.M. The Minutes of the Executive Session are on file in a separate binder in the Administrative Assistant's Office. Chairman Greaney announced the Board will return to Open Session for the purpose of announcing and voting the results of the contract negotiations, followed by adjournment of the Open Session.

**5:51 PM – Finance Director Contract**

The Selectmen returned to Open Session at 5:51 P.M. Moved Gorski, seconded D'Amore, and it was

**VOTED:** To approve the following contract terms for the Finance Director position and appoint Denise M. Dembkoski, of North Billerica, MA as Finance Director for the Town of Groveland effective March 28, 2014 through June 30, 2017. Parties agreed to the following terms:  
37 hours per week, some night meetings, \$90,000 salary year one of contract, with a 2% increase in years 2 and 3; 4 weeks paid vacation first year, 5 weeks paid vacation years two and three; 3 Personal Days; 1.25 sick days earned monthly, accrued to 180 days maximum, mileage reimbursement for travel to out of town meetings, school, conferences; that the town will provide a iPad and cell phone and pay the monthly phone bills; choice of health insurance plan paid 75% by town, 25% by employee, and fees/charges for annual municipal schooling and conferences. 3-0

Chairman Greaney announced that the Board had interviewed six candidates and Ms. Dembkoski was the Board's unanimous choice; that her 14 years of experience in Swampscott, professionalism, and her IT knowledge and experience helped her to fast become the number one choice over several other very fine candidates. Greaney stated the Board is very pleased to have Ms. Dembkoski join the team of town employees and looks forward to her starting.

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

**VOTED:** To adjourn.

Adjourned at 6:00 P.M.

Respectfully submitted,

Nancy Lewandowski  
Administrative Assistant