

*BOARD OF SELECTMEN  
EXECUTIVE SESSION MEETING MINUTES  
Tuesday, April 19, 2016  
5:00 P.M.  
Groveland Town Hall*

Attendance: Chair, Bill Dunn, Vice Chair, Ed Watson, Selectmen Joe D'Amore, Daniel MacDonald, and Mike Wood

Absent: None

Also Present: Finance Director, Denise Dembkoski

Chairman Dunn opened the meeting at 5:07 pm and Selectman Ed Watson read the formal executive session language: Pursuant to MGL Ch. 30A, Sec. 21 (a) (2) for the purpose of conducting contract negotiations/clarifying contract language with the Finance Director. (Vote may be taken)

Selectman Dunn made a motion to enter executive session. Selectman MacDonald seconded and the Board approved entering executive session after a roll call vote. Dunn – Yes, D'Amore – Yes, MacDonald – Yes, Watson – Yes, Wood – Yes

Selectman MacDonald asked for some background history on the negotiations with the Ms. Dembkoski, the Finance Director and if the changes made in March 2015 were to be permanent changes or temporary. Chair Dunn and Selectman D'Amore recalled their recollection of what transpired and why. Both Dunn and D'Amore stated the intent of the Board of Selectmen was to make these changes to the Finance Director's role permanent and not hire a full-time Administrative Assistant. The two major roles the Finance Director took on were handling Personnel, something that had been lacking in the Town, and overseeing Legal matters with town counsel.

The Board received copies of minutes from the Finance Director's initial hiring, as well as from the three renegotiations the board had with her on the topic of her amended duties and salary.

Selectman MacDonald feels the language in the renegotiated contract is ambiguous and didn't clearly articulate what was to happen after June 30, 2016. He said requesting this meeting was not personal towards Ms. Dembkoski, he just felt that clarification needed to be made and he was satisfied with the explanation.

Chair Dunn asked Board members what they wanted to do with the 2% in the budget for FY17. Selectman Watson stated it is pretty clear in the minutes that the intention of the third year of Ms. Dembkoski's contract was for a 2% increase. Chair Dunn feels the Finance Director position, by default, handles more things than the job description states and the intention of the board was for 2% in the third year.

The Board felt a vote was not needed, since they support what was previously negotiated in the minutes, and two of the original board members collaborated the minutes. They did ask Ms. Dembkoski to write up a Memorandum of Understanding stating that the Board understands 2% was negotiated with Ms. Dembkoski for FY17 so there are no questions on the matter later.

Selectman Watson made a motion to end the Executive Session, Seconded by Selectman D'Amore  
The Board unanimously approved the motion on a roll call vote.  
Dunn – Yes, D'Amore – Yes, MacDonald – Yes, Watson – Yes, Wood – Yes

5:34 P.M.

Adjournment: The Board unanimously approved a motion by Selectman Wood to adjourn, seconded by Selectman D'Amore.

*True Attest:*



*Denise M. Dembkoski  
Finance Director*

*\*\*\* Approved on a vote of 4-0-1, with Selectman O'Neil abstaining on May 16, 2016 \*\*\**