

TOWN OF LAKEVILLE
Board of Selectmen
Meeting Minutes
December 9, 2020 – 7:00 PM
REMOTE LOCATION

On December 9, 2020, the Board of Selectmen held a meeting at 7:00 PM remotely from various locations. The meeting was called to order at 7:00 PM by Chairman LaCamera. Selectmen present were: Chairman LaCamera, Selectman Fabian and Selectman Day. Also present was Tracie Craig-McGee, Executive Assistant. LakeCAM was recording the meeting for broadcast.

In accordance with the Governor's Order Suspending Certain Provisions of the Open Meeting Law, G.L. c.30A, §20, relating to the 2020 novel Coronavirus outbreak emergency, the December 9, 2020 public meeting of the **Board of Selectmen** shall be physically closed to the public to avoid group congregation. **However, to view this meeting in progress, please go to [facebook.com/lakecam](https://www.facebook.com/lakecam) (you do not need a Facebook account to view the meeting). This meeting will be recorded and available to be viewed at a later date at <http://www.lakecam.tv/>**

Chairman LaCamera then read an introduction regarding the need for a remote meeting and how a remote meeting will be conducted.

Selectmen Announcements (if needed)

Chairman LaCamera spoke about the number of COVID cases and asked residents to continue to wear their masks.

Meet with Municipal Resources Inc. to discuss the hiring of a new Town Administrator

Robert Mercier and Buzz Stapczynski from Municipal Resources, Inc. were present for the discussion. Chairman LaCamera said, according to Town Counsel, the Board of Selectmen cannot meet in Executive Session to do the preliminary search. Town Counsel has recommended that the initial interviews with the Search Committee be done in Executive Session. Once we discuss candidates' resumes in open session, they become public documents and that is not fair to candidates. He proposes that one (1) member of the Selectmen be on the Search Committee and the other members receive the resumes and review them with comments to be brought back to the Search Committee. Comments would go to Municipal Resources. Selectman Fabian said she would like to be on the Search Committee. Selectman Day asked if the two (2) members of the Board of Selectmen should be replaced. Chairman LaCamera asked about replacement recommendations. Selectman Fabian suggested Police and Fire Chiefs. Selectman Day said he would be fine with the two (2) Chiefs. Other suggestions were the Superintendent of Schools, the Library Director or DPW Director. Mr. Mercier said some Towns try to involve the business community. Chairman LaCamera spoke of the advantages in bringing the Chiefs aboard. The Board revisit and reappoint the Search Committee on the 14th.

Mr. Mercier said they would like to get the job advertisement sent out, so we need to decide the response date and salary range. They did a survey of Towns around Lakeville, including the three (3) that are in direct competition. They suggested a salary range of \$140,000 - \$145,000. Chairman LaCamera said the last salary was \$139,500. Selectman Day suggested the \$160,000's range to get someone with experience. Mr. Stapczynski suggested the \$150,000 to \$155,000 range. Do you want

to be a training ground with a lower salary? Mr. Mercier said Mallory Aronstein went over to Swansea from Dighton for an increase in pay and she had just taken the job in Dighton. Putting a higher range gets you're a better group. Chairman LaCamera said \$160,000 is too high for a community our size, but he would do \$150,000+. Selectman Day said \$160,000 was the top of the range for him. How do you compare these other Towns other than salary? Mr. Mercier said it is always listed as salary and other benefits. Candidates know what these are. Most people don't want vehicle reimbursement; they prefer it in their salaries. Selectman Fabian said she doesn't want too much of a range and get hung up in negotiations. Mr. Stapczynski said they interview the candidates and ask if they know about the salary range. Discussion occurred regarding benefits. Mr. Mercier said candidates will want more money than the previous person. Selectman Fabian said she would like a smaller salary range. Mr. Mercier said suggested a range of \$140,000 to \$150,000. Mr. Stapczynski said or the ad can have the maximum salary. Mr. Mercier said the higher salary number gets you into the mix of surrounding communities. Selectman Day said that puts us towards the median for that size budget. He is okay with a range of \$155,000 to \$160,000 and roll the car allowance into the salary. Chairman LaCamera said he is at \$145,000 to \$155,000. Selectman Fabian said \$145,000 is a good place to start up to \$155,000. It was decided to set the range at \$145,000 to \$155,000.

Chairman LaCamera asked if there were any questions on the advertisement. Selectman Fabian pointed out that the second sentence may be a bit misleading in regards to world-class medical in regards to Boston. Selectman Day suggested adding in short commuter rail ride to Boston. Ms. Dunphy said there are 85 full time employees, not 75. Mr. Mercier asked for the response date. Chairman LaCamera said 30 days from the advertisement and to change the time of submission to 4:00 PM or 5:00 PM. The deadline will be January 11, 2021. Mr. Mercier said they will be posted in the usual places and the Town's website. He reviewed the places the ad will be in. Mr. Mercier said they we need to have a primary point of contact for correspondence. Chairman LaCamera said that will be Ms. Dunphy. Chairman LaCamera said the Selectmen divided the Department Heads and contacted them regarding what they were looking for in a Town Administrators. We have some notes that we can forward to you. If you would like to speak to Department Heads, we can arrange it. Mr. Mercier said they may want to speak to some of them regarding various issues. Chairman LaCamera recommended speaking to the Superintendent of Schools. Mr. Mercier said they will create an email address so that people from the community can write to us anonymously with their thoughts about what is needed for a Town Administrator. Selectman Fabian said she would like to hear what resident would like to say. Mr. Stapczynski said they can summarize the comments to let you know what the hot issues are.

Mr. Mercier said during the 30-day posting, they will do assessments of candidates. We are already reaching out to candidates that may be involved in other searches. Once they speak to the Selectmen regarding the profile, they will draft it and send the profile out directly to candidates that may be interested. They will develop three (3) or four (4) questions for the essay round. After January 11th, they anticipated losing half of the candidates for non-consideration, sending out the essay questions to the remaining candidates. They will then call the individuals and review their essays. Some people may get disqualified at that stage. They hope to forward six (6) to seven (7) candidates to the Screening Committee, who will do interviews for the semifinalists. The Search Committee will recommend them to the Board for final interviews in public sessions. Mr. Mercier said we are on a fast track, but whoever you get is most likely employed and will need to notify their employer. There is typically contract language notice of separation. It will be at least four (4) weeks' notice. Mr. Stapczynski said they do not ask the Screening Committee to rank the semifinalists. We do ask the Board of Selectmen to act quickly on deciding on the candidate for the job. The vote can be

pending contract negotiations and background checks. Mr. Mercier said they do an intense background check on the finalist candidates that you have selected. Mr. Mercier said whoever comes in is also going through the Covid thing with their current community. Discussion occurred about the Town's Department Heads.

New Business

Selectman Fabian said there was another good meeting for the APC Management Team. She encouraged residents to email her with questions on the APC. Selectman Fabian said the plan they are working on is supposed to work until 2050 and be fluid. Chairman LaCamera said the stormwater management on Route 18 needs to be addressed; that is the State's responsibility. Selectman Fabian said DOT has already responded to invitations to meet.

Old Business: Discuss Revised Plans for 149 Bedford Street

Chairman LaCamera said this is the third plan submitted for 149 Bedford Street. They did move the sign up away from Route 79, but he still has concerns about the setback requirements at the intersection. Currently they are at 19 feet at the corner and 25' on Bedford Street and 17' on Rhode Island Road. The Fire Chief has requested the road be put in for emergency access. He would still like to see the building shifted away from the two (2) streets. Selectman Fabian said she is still concerned about the Route 79 reconstruction. She spoke to Mr. Moniz and he felt it should be okay. Chairman LaCamera said there would need to be waivers on the sign. Selectman Fabian said she has concerns on the sign. Selectman Day said it appears that the new building is an improvement over the current building, but he is afraid of the emergency access road becoming a cut through. Chairman LaCamera said the Board should insist on a peer review for this project. It is a complicated system and we need to worry about run off.

Adjournment

Upon a motion made by Selectman Fabian and seconded by Selectman Day, it was:

VOTED: To adjourn the Board of Selectmen's Meeting at 8:21 PM.

Polled vote: Selectman Fabian – aye; Selectman Day – aye and Chairman LaCamera – aye.

List of documents provided at the Board of Selectmen Meeting of December 9, 2020

1. Agenda Page
2. Agenda Page; draft legal ad; recruitment topics list; salary surveys
3. Agenda Page;
4. Agenda Page; revised plans