

Pursuant to proper notice, a public meeting of the County Commissioners of the County of Norfolk was held via Zoom Teleconference on May 26, 2021, notice of said meeting having been posted as required by law.

Commissioners present were:

Chairman Joseph P. Shea (via teleconference)
Commissioner Peter H. Collins (via teleconference)
Commissioner Richard R. Staiti (via teleconference)

Chairman Shea called the meeting to order at 1:04 pm.

Chairman Shea stated today's meeting is conducted under remote participation as detailed in Governor Baker's Order of March 12, 2020.

Chairman Shea called the roll and Commissioner Staiti, Commissioner Collins and Chairman Shea responded "present."

A motion was made by Commissioner Collins, seconded by Commissioner Staiti and

VOTED: To approve the Minutes of the Open Session Meeting of May 19, 2021
as submitted

Chairman Shea asked for public comment. Leah McGaughey, speaking through an ASL Interpreter, stated she is a 9 year Registry of Deeds employee and serves the AFSCME Local 2417 Board. Ms. McGaughey stated she is thankful for Register O'Donnell's proposal for pandemic pay. Ms. McGaughey encouraged the Commissioners to vote on and approve the Register's proposal today.

Linda Austin, Registry of Deeds employee, stated the Register's proposal would create good will for employees. Ms. Austin stated the Register's message is to include those employees who intersect with the Registry of Deeds.

Ms. McGaughey stated there are many Registry of Deeds employees with her in support of the Register's proposal.

Chairman Shea stated he will entertain Commissioners' comments later in the meeting.

John McGowan, Superintendent of Buildings, presented the Facilities Maintenance Capital Improvement Report & Coronavirus Update. Mr. McGowan stated there were no COVID-19 issues. He stated Facilities Maintenance continues with its regular spraying and disinfecting schedule. Mr. McGowan stated IBS is testing boilers throughout County buildings. He stated several pipes failed testing on a Registry of Deeds boiler. Mr. McGowan stated IBS will provide a replacement estimate and will perform the work.

Commissioner Staiti asked about Stoughton District Court air handlers. Mr. McGowan stated the original units were installed incorrectly and the new air handlers will not line up properly with existing duct work. He stated the mechanical engineer requested that a structural engineer

ensure the roof can hold the weight of the new units. Mr. McGowan stated this preparation work must be complete before installation of new air handlers.

Chairman Shea announced there are no appointments.

Chairman Shea announced there is no old business to discuss.

A motion was made by Commissioner Staiti, seconded by Commissioner Collins and

VOTED: To execute personnel matters as follows:

Wollaston Recreational Facility

Notice of Contingent Employment for Liam F. Donovan of Milton, MA as Seasonal Grounds Crew JG: Flat \$14.00/hr. effective 5/26/21.

Notice of Contingent Employment for Joseph Larosa of Walpole, MA 02081 as Seasonal Grounds Crew JG: Flat \$14.00/hr. effective 5/26/21.

A motion was made by Commissioner Staiti, seconded by Commissioner Collins and

VOTED: To execute personnel matters as follows:

Wollaston Recreational Facility

Notice of Resignation for George J. Sullivan of Milton, MA as Assistant Superintendent JG: 15-8 \$61,808.72 yr. effective 5/26/21.

A motion was made by Commissioner Staiti, seconded by Commissioner Collins and

VOTED: To execute personnel matters as follows:

Registry of Deeds

Notice of Appointment for Kelly Connors of Weymouth, MA 02189 as Senior Clerk (replacing Sharon Snape) JG: 9-3, \$39,150.00/yr. effective 6/14/21.

Notice of Appointment for Susan M. Brobst of Dedham, MA 02026 as Senior Clerk (replacing Karen Bennett) JG: 9-3, \$39,150.00/yr. effective 6/14/21.

A motion was made by Commissioner Staiti, seconded by Commissioner Collins and

VOTED: To execute personnel matters as follows:

Engineering Department

Notice of Appointment for Patrick Higgins of West Newbury, MA 01985 as Land Surveyor/Interim Engineering Director (replacing Joseph McNichols) JG: Flat, \$112,500.00/yr. effective 6/21/21.

Commissioner Staiti asked why NCAHS appointments are not brought to the Commissioners as members of the NCAHS Board of Trustees. Commissioners Staiti stated he is concerned about making appointments when there are budget concerns at NCAHS. Commissioner Collins stated the wage increases are minimum wage increases. He stated the NCAHS Board of Trustees

does not have the ability to hire or fire employees. Ms. Labadini stated CEC employees are paid through a grant.

A motion was made by Commissioner Staiti, seconded by Commissioner Collins and

VOTED: To execute personnel matters as follows:

Agricultural High School

Notice of Appointment for Charles G. Holton of Cumberland, RI 02864 as Substitute Custodian (replacing Francis Fisher) JG: Flat \$18.00/hr. effective 6/3/21.

Notice of Minimum Wage Increase for Katerina J. Schiavo of Norwood, MA 02062 as CEC Student Worker –JG: Flat \$13.50/hr. effective 7/1/21.

Notice of Minimum Wage Increase for Rowan Wilson of Framingham, MA 02062 as CEC Student Worker –JG: Flat \$13.50/hr. effective 7/1/21.

Notice of Minimum Wage Increase for Aiden P. McDonagh of Braintree, MA 02184 as CEC Student Worker –JG: Flat \$13.50/hr. effective 7/1/21.

Notice of Minimum Wage Increase for Isahell R. Ingemi of Dedham, MA 02026 as CEC Student Worker –JG: Flat \$13.50/hr. effective 7/1/21.

Notice of Resignation for John A Greene of Stoughton, MA 02062 as CEC Student Worker – JG: Flat \$12.00/hr. effective 5/21/21.

Notice of Resignation for Matthew D. Mackenzie of East Bridgewater, MA 02333 as CEC Student Worker –JG: Flat \$12.00/hr. effective 5/21/21.

Notice of Resignation for Meilin C. Goldman of Bellingham, MA 02019 as CEC Student Worker –JG: Flat \$12.00/hr. effective 5/21/21.

Notice of Resignation for Milena K. Delgado of Norwood, MA 02062 as CEC Student Worker – JG: Flat \$12.00/hr. effective 5/21/21.

Notice of Resignation for Tanner C. Matstall of Blackstone, MA 01504 as CEC Student Worker –JG: Flat \$12.00/hr. effective 5/21/21.

Notice of Resignation for Alexandra R. Flannagan of Norwood, MA 02062 as CEC Student Worker –JG: Flat \$12.00/hr. effective 5/21/21.

Notice of Resignation for Hailee P. Earnest of Bellingham, MA 02019 as CEC Student Worker – JG: Flat \$12.00/hr. effective 5/21/21.

Notice of Resignation for Courtney R. Imbaro of Plainville, MA 02762 as CEC Student Worker – JG: Flat \$12.00/hr. effective 5/21/21.

Notice of Resignation for Paige S. Marsh of Medway, MA 02053 as CEC Student Worker –JG: Flat \$12.00/hr. effective 5/21/21.

Notice of Resignation for Faith M. Proctor of Franklin, MA 02038 as CEC Student Worker –JG: Flat \$12.00/hr. effective 5/21/21.

Notice of Resignation for Nicholas C. Rinlo of Bellingham, MA 02019 as CEC Student Worker – JG: Flat \$12.00/hr. effective 5/21/21.

Notice of Resignation for Cora A. Walsh of Upton, MA 01568 as CEC Student Worker –JG: Flat \$12.00/hr. effective 5/21/21.

Notice of Resignation for Rebecca N. White of Franklin, MA 02038 as CEC Student Worker – JG: Flat \$12.00/hr. effective 5/21/21.

Notice of Resignation for John A Greene of Stoughton, MA 02062 as CEC Student Worker – JG: Flat \$12.00/hr. effective 5/21/21.

A motion was made by Commissioner Staiti, seconded by Commissioner Collins and

VOTED: To execute payroll warrants as follows:

21-47	Payroll – County	137,647.61
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A motion was made by Commissioner Staiti, seconded by Commissioner Collins and

VOTED: To execute payroll warrants as follows:

5-20-21	WRF – Sales Tax	2,306.43
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A motion was made by Commissioner Staiti, seconded by Commissioner Collins and

VOTED: To execute expense warrants as follows:

05-04-21	Expense – County	553,551.98
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A motion was made by Commissioner Staiti, seconded by Commissioner Collins and

VOTED: To execute expense warrants as follows:

21-11A	Expense – School	24,467.21
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Chairman Shea announced there are bid openings at 1:30 pm as detailed in Exhibit A.

Chairman Shea announced there are no contract awards.

Chairman Shea discussed Mass DOT Takings in Bellingham and Sharon. He stated Michael Jardin, Norfolk County Engineering Department, provided an email detailing the takings. Chairman Shea stated the MassDot Taking on Mechanic Street, in Bellingham, dated February 3, 2021 has been received by the County Commissioners and the certification of receipt will be signed and dated by the Chairman and returned to MassDot. He stated the MassDot Alteration Layout No. 8780 on Maskwonicut Street in Sharon, dated April 7, 2021 has been received by the County Commissioners and the certification of receipt will be signed and dated by the Chairman and returned to MassDot.

A motion was made by Commissioner Staiti, seconded by Commissioner Collins and

VOTED: To endorse the MassDot taking in Bellingham dated February 3, 2021 with a correction of the name of the Chair of the County Commissioners and to endorse the MassDot taking in Sharon dated April 7, 2021

Carl Miner, Superintendent, Wollaston Recreational Facility (WRF), stated the WRF Assistant Superintendent has accepted a position at DW Field Golf Course and will be leaving WRF. Mr. Miner stated he would like to post the Assistant Superintendent position with the Golf Course Superintendent's Associations of New England and Cape Cod. Mr. Miner stated he would like to post the position as a 15-9 and \$64,747.14. He stated the position should require an associate's or bachelor's degree, knowledge of pesticides, turf, and knowledge of the game. Mr. Miner stated Woodland Country Club posted a similar position at a similar salary and received 1 application. Mr. Miner stated the new Assistant Superintendent would likely replace him in 2028.

Commissioner Staiti stated the position is funded in the budget and he is in favor of moving forward.

Ms. Labadini stated a new Assistant Superintendent may be hired at a flat rate.

Commissioner Staiti asked if WRF could hire 2 part time employees to fill the position. Mr. Miner stated the position must be a full time employee.

Bill Buckley, Assistant County Director, discussed the American Rescue Plan Act (ARPA) of 2021. Mr. Buckley stated he revised the ARPA Letter to towns with Commissioner Collins. He stated there is an upcoming webinar with County staffs. Mr. Buckley stated there is no drop dead date to apply for funds. He stated there is a possibility that ARPA Funds may be used for HVAC throughout the County. Mr. Buckley stated there is a chance for HVAC work at NCAHS through CARES Act. He stated due statute because Registry of Deeds revenues are high, the County does not qualify to use ARPA Funds for lost revenues.

Commissioner Staiti commended Commissioner Collins and Mr. Buckley on their ARPA Letter. He suggested an edit to direct correspondence to the Commissioners' Office.

Ms. Labadini presented the Report of the County Director. She stated Governor Baker filed legislation to extend the remote participation of public meetings order until September 1, 2021. She stated that June 19 is an official state holiday. Ms. Labadini stated the County Director candidate has accepted the position and will begin on June 14. Chairman Shea stated the Commissioners will discuss the Open Meeting Law.

Chairman Shea discussed the pandemic pay proposal. Chairman Shea stated he spoke to labor counsel. He stated hours, wages, and working conditions are subjected to collective bargaining. Chairman Shea stated the matter should be taken under advisement.

Commissioner Staiti stated Register O'Donnell's proposal is a great proposal and the funding is from Registry funds. Commissioner Staiti stated the Chair of the Advisory Board may have authority to execute an emergency supplemental appropriation. He stated the Finance Committee may have similar authority. Commissioner Staiti stated he would like to include other departments not in the Register's proposal.

Commissioner Collins stated the Commissioners have an Executive Session with Counsel on June 9. He stated the Finance Committee wants to offer their insights. Commissioner Collins stated to single out certain departments when all departments also exposed themselves during the pandemic is not fair. Chairman Shea stated the Advisory Board will meet on June 9. He stated a letter from Finance Committee Chairman Reardon will be on next week's agenda. Commissioner Collins stated if pandemic pay is not addressed on June 9 the matter may be addressed at a later meeting.

Register O'Donnell stated if other departments are to be included in the pandemic pay proposal, the decision is for the County Commissioners. He stated the matter could be impact bargained quickly. Register O'Donnell asked what pay raise non-union staff received at NCAHS. Commissioner Collins stated he would obtain the information for Register O'Donnell. Register O'Donnell stated his recollection is those employees received a 3.25% increase. He asked where the equity is. Commissioner Collins stated Register O'Donnell is discussing union negotiations. Commissioner Collins believed this forum was inappropriate for discussing the

merits of previously negotiated union contracts. Commissioner Collins indicated further discussion of this topic was inappropriate.

There being no further business to come before the Board, a motion was made by Commissioner Staiti, seconded by Commissioner Collins and unanimously

VOTED: to adjourn the meeting

Meeting adjourned at 2:33 pm.

ATTEST:

Recording Secretary

Clerk