

Pursuant to proper notice, a public meeting of the County Commissioners of the County of Norfolk was held via Zoom Teleconference on June 9, 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 1:01 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."

Chairman Shea announced the need for an Executive Session, in accordance with M.G.L. c.30A, §21(a)(2) and 21(a)(3) to discuss strategy with respect to collective bargaining and to conduct strategy sessions in preparation for negotiations with nonunion personnel concerning request for COVID-19 Employee Pandemic Pay for all County employees.

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

VOTED: To enter into Executive Session.

The Commissioners returned to Open Session at 1:17pm.

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

VOTED: To approve the Minutes of the Redrafted Open Session Meeting of May 26, 2021 as submitted

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

VOTED: To approve the Minutes of the Open Session Meeting of June 2, 2021 as submitted

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

VOTED: To approve the Minutes of the Executive Session Meeting of June 2, 2021 as submitted, and to hold their release until the matter is resolved.

Chairman Shea asked for public comment.

Register O'Donnell asked to address the Commissioners in Public Comment.

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Chairman Shea, said he had no objection of hearing from the Register.

Register O'Donnell said a Registry Personnel Paper was properly prepared and not included on today's agenda and he wished to know why.

Chairman Shea said that on the June 2nd meeting, after a lengthy discussion, the board voted a hiring freeze for all non-essential employees, excluding seasonal employees, until July 1st, 2021. That was last Wednesday, and I believe your request came on Friday morning. I find it a little ambitious to bring in within 24 hours of a meeting talking about a hiring freeze, and granted; it's only a three-week hiring freeze according to the date we had on it; we should wait for July to look at it where it came from. I received other requests before June 2nd from NCAHS and did not feel it was good to entertain one or the other. Chairman Shea asked what good it was to take that vote and then open it up the next day. He said he did not see the harm in a three or four-week wait. He also indicated the Commissioners have a record of approving these blue papers above 99%, and I thought that record stands for itself.

Register O'Donnell said he could appreciate that if you are saying there's time, and this will be approved on the Wednesday after July 1<sup>st</sup> then that's fine.

Chairman Shea, reiterated he did not wish to be held to a date certain.

Register O'Donnell said the registry determined this was an essential person, the Commissioners voted and we appreciate your vote on May 26<sup>th</sup> unfortunately the person who accepted the position declined. If there was a need on May 26<sup>th</sup> which you people recognized, we need this person today. We sent the paper over with a person who is willing to show up on June 14<sup>th</sup>. If you need time fine, but I think when a paper goes over then we could have these discussions. I got an email that said everything except essential and seasonal positions will be put on hold but I got a letter from the interim director which said that the freeze would end at the end of the fiscal year which he took to me June 30<sup>th</sup> of 2022.

Commissioner Staiti raised a point of order, he agreed with Register O'Donnell, and indicated the concern was brought to him by a number of department heads, and said it looks as if the freeze was for a whole year. I think Billy made good point but the same argument could be made by many other departments. Commissioner Staiti expressed his hope that we look at all of these things in July. He said good discussions have been had with the Finance Committee and this effort just puts the breaks on slightly.

Register O'Donnell said he appreciated that but based on the communication that's why he put this on public comment. He went on to say we have posted this position a long time ago, we were just substituting in a person. These people are essential employees, these people have been working very hard through COVID and I determine who is essential as Register of Deeds. This person is willing to work on June 14<sup>th</sup>. I appreciate that you are going to wait, but I am not going to wait for it not to be voted on.

Chairman Shea said he did not wish to compare this to hiring the County Director. He also does not want to be tricked into saying who is essential and who is not. He explained he is trying to treat everyone the same, and knows everyone works hard.

Commissioner Staiti asked that in an effort to find a compromise would it make sense to vote and make the appointment effective July 1?

Chairman Shea said he would not be supportive and wished to deal with the matter in July.

Register O'Donnell said Commissioner Staiti's motion is a reasonable approach.

A motion was made by Commissioner Staiti

To approve the appointment of Registry employee with a hiring date of July 1<sup>st</sup> 2021.

The motion failed for lack of a 2<sup>nd</sup>.

Peg Kolmer commented on behalf of Leah McGaughey, who was writing on behalf of the registry and Maintenance employees to share a response to Joe Reardon's Letter to the Commissioners. The biggest concern working with the Abrahams's group is the possibility of job cuts. Feedback from the employees should be heard, and the hiring freeze should not be considered. She noted the New County Director was slated to receive a 6% salary increase over his predecessor. Hiring additional workers would help Norfolk County's economy and be an excellent opportunity for our citizens. A hiring freeze should not be considered. She also said the pandemic pay of \$2000 does not come out of County Funds or Departments but from the Registry of Deeds. She understands the need to be reviewed from County Council but thinks it's a small token for the work which is undertaken by the staff.

John McGowan, Superintendent of Buildings, presented the Facilities Maintenance Capital Improvement Report & Coronavirus Update. Mr. McGowan stated there were no COVID-19 issues. He reported he was told Governor Baker will be in Quincy Court Monday.

Chairman Shea said he had no information or notification of that visit.

Commissioner Staiti asked about Stoughton District Court air handlers.

McGowan said the Structural Engineer was slated to be onsite on the 17<sup>th</sup> of this month and not during working hours.

Chairman Shea said as of this morning it's next Thursday at 4pm.

Chairman Shea announced there are no appointments.

Chairman Shea announced there is no old business to discuss.

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

VOTED: To execute personnel matters as follows:

Norfolk County Agricultural High School

Notice of Contingent Appointment for Deegan L. Atkinson of Millis, MA02054 as CEC Student Worker JG: FR \$13.50/hr. effective 7/5/21.

Notice of Contingent Appointment for Lydia M. Sturge of Avon, MA02322 as CEC Student Worker JG: FR \$13.50/hr. effective 7/5/21.

Notice of Contingent Appointment for Anna M. Baizano of Boston, MA02131 as Student Worker Summer Camp JG: FR \$15.75/hr. effective 7/5/21.

Notice of Contingent Appointment for Mackenzie C. Wright of West Bridgewater, MA02379 as Student Worker – Summer Camp JG: FR \$15.75/hr. effective 7/5/21.

Notice of Contingent Appointment for Matthew R. O'Brien of Milton, MA02186 as Student Worker – Summer Camp JG: FR \$15.75/hr. effective 7/5/21.

Notice of Contingent Appointment for Joshua M. Souza of Franklin, MA02038 as Student Worker-Summer Camp JG: FR \$15.75/hr. effective 7/5/21.

Notice of Contingent Appointment for Amanda M. Rotigliano of Bellingham, MA 02019 as Student Worker-Summer Camp JG: FR \$15.75/hr. effective 7/5/21.

Notice of Contingent Appointment for Emily e. Bassett of Brockton, MA02302 as Student Worker-Summer Camp JG: FR \$15.00/hr. effective 7/5/21.

Notice of Contingent Appointment for Amelia J. Germain of Uxbridge, MA01569 as Student Worker-Summer Camp JG: FR \$15.00/hr. effective 7/5/21.

Notice of Contingent Appointment for Nicole A. Doucette of Framingham, MA01701 as Student Worker-Summer Camp JG: FR \$15.75/hr. effective 7/5/21.

Notice of Contingent Appointment for Aria L. Anderson of Foxborough, MA02035 as CEC Student Worker JG: FR \$13.50/hr. effective 7/5/21.

Notice of Contingent Appointment for Madelyn G. Germain of Uxbridge, MA01569 as CEC Student Worker JG: FR \$13.50/hr. effective 7/5/21.

Notice of Contingent Appointment for Barbara L. Desai of Medford, MA012155 as CEC Student Worker JG: FR \$13.50/hr. effective 7/5/21.

Notice of Contingent Appointment for Avery E. Freitas of Sharon, MA02067 as CEC Student Worker JG: FR \$13.50/hr. effective 7/5/21.

Notice of Contingent Appointment for Samantha R. Keady of Boston, MA02124 as CEC Student Worker JG: FR \$13.50/hr. effective 7/5/21.

Notice of Contingent Appointment for Maggie T. Mannlon of Milton, MA02186 as CEC Student Worker JG: FR \$13.50/hr. effective 7/5/21.

Notice of Contingent Appointment for Austin J. Vazbek of Canton, MA02021 as CEC Student Worker JG: FR \$13.50/hr. effective 7/5/21.

Notice of Contingent Appointment for Connor Z. Lane of Braintree, MA02184 as CEC Student Worker JG: FR \$13.50/hr. effective 7/5/21.

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

VOTED: To execute personnel matters as follows:

Norfolk County Agricultural High School

Notice of Contingent Appointment for Colleen R. Grady of Franklin, MA 02038 as Camp Horse Instructor JG: FR \$38.70/hr. effective 7/5/21.

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

VOTED: To execute personnel matters as follows:

Norfolk County Agricultural High School

Wollaston Recreational Facility

Notice of Change of Address for Barbara L. Desai of Medford, MA02155 effective 6/19/21.

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

VOTED: To execute personnel matters as follows:

Maintenance

Notice of Resignation for William F. Kelley of Dedham, MA02026 as Roving Utility Worker JG: 13-8 @ \$57,106.80/yr. effective 6/11/21.

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

VOTED: To execute payroll warrants as follows:

21-49	Payroll – County	134,982.61
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A motion was made by Commissioner Staiti, seconded by Commissioner Collins and

VOTED: To execute expense warrants as follows:

06-02-21	Expense – County	33,134.15
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Chairman Shea announced there are bid openings at 1:30 pm as detailed in Exhibit A.

Chairman Shea announced contract awards as detailed in Exhibit B

Chairman Shea said the bids were opened on May 26<sup>th</sup> and considered with all due diligence. He then asked for motions for each bid.

It was moved by Commissioner Collins, seconded by Commissioner Staiti and unanimously:

**VOTED:** to award the following contract(s)

ELECTRICAL WORK AS NEEDED FOR THE NORFOLK COUNTY AGRICULTURAL HIGH SCHOOL FOR A PERIOD OF THREE (3) YEARS

Steele Lightbody

as per bid submitted

1. contract # 9-6-21-720

CARPENTRY WORK AS NEEDED FOR THE NORFOLK COUNTY AGRICULTURAL HIGH SCHOOL FOR A PERIOD OF THREE (3) YEARS

A-Jem Construction Inc.

as per bid submitted

2. contract # 9-6-21-721

SERVICING OF BURNERS AND BURNER CONTROLS FOR THE NORFOLK COUNTY AGRICULTURAL HIGH SCHOOL FOR A PERIOD OF THREE (3) YEARS

Industrial Burner Systems

as per bid submitted

3. contract # 9-6-21-722

SCHOOL BUS TRANSPORTATION FOR THE NORFOLK COUNTY AGRICULTURAL HIGH SCHOOL FOR A PERIOD OF THREE (3) YEARS

W.T. Holmes

as per bid submitted

4. contract # 9-6-21-723

Chairman Shea indicated how anxious he was to begin the repair of the Superior Court Dome and indicated the award this afternoon would be a great step forward in that project.

Commissioner Collins asked Nancy Rockwell if the bidder was a good one.

Ms. Rockwell said that the bidder had extensive experience and that one of their references was the Architect of the Capitol Building of the United States of America. The bidder has done four major projects to the dome of that building over the past fifteen years.

Commissioner Collins asked if Ms. Rockwell was ok with the price.

Ms. Rockwell said she was fine with the price.

Commissioner Staiti asked how it compared to previous bids.

Ms. Rockwell indicated that the bid was slightly higher.

Commissioner Staiti asked if this would be reimbursable from the State.

Ms. Rockwell indicated that it would be, eventually through the Court Rental Process.

It was moved by Commissioner Collins, seconded by Commissioner Staiti and unanimously:

**VOTED:** to award the following contract(s)

REPAIR OF NORFOLK COUNTY SUPERIOR COURTDOME AND APPLICATION OF AN ELASTROMETAL COATING (REBID) FOR THE COUNTY OF NORFOLK

The Aulson Company, Inc.

as per bid submitted

It was moved by Commissioner Collins, seconded by Commissioner Staiti and unanimously:

**VOTED:** to allow work on the Superior Courthouse to begin, and authorize the Aulson Company to proceed.

Bill Buckley, Assistant County Director, discussed the American Rescue Plan Act (ARPA) of 2021. Mr. Buckley stated he is receiving good feedback from the towns to the letter produced the previous week. He also indicated that he was closely monitoring the State Legislatures bill to require appropriation for part of the ARPA funds.

Commissioner Staiti commended Commissioner Collins and Mr. Buckley for his work on the ARPA matter but expressed his desire to begin to make decisions on how to administer and take possession of the Federal Funds.

Chairman Shea explained it was necessary for the Commissioners to approve the FY22 Capital Planning Program as previously presented, in the amount of \$1,109,895.00

Commissioner Staiti asked if this plan was consistent with the Abrahams Group report and if the plan indicates where the funds for each project would be coming from.

Chairman Shea said they were.

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

**VOTED:** To approve the FY22 Capital Planning Program as previously presented, in the amount of \$1,109,895.00

Chairman Shea indicated the next order of business was the request for a supplemental budget appropriation from Register O'Donnell relative to Pandemic pay for employees.

Commissioner Staiti said that Counsel indicated, through a prior opinion that the funds that were being suggested by register O'Donnell could only be spent for Registry of Deeds.

Chairman Shea referenced a June 2020 memo from Scott Lopez which corroborated that opinion.

Commissioner Staiti said this would hamper the Register's desire to address other employment groups. He said he could not see a way at present out of our budget to take care of our other

hardworking employees. He said he believed the Register is within his rights to do that but don't see where we can get other money to take care of maintenance and other people.

Commissioner Collins said it comes down to the issue of fairness, if we can only use the money in the Registry account for Registry Employees he could not support it.

Commissioner Staiti said it was sad that there would be no way to pay for other employee groups other than the Registry workers with the Registrar's proposal and asked if a motion to support the Registrar's Supplemental Request would be in order.

Commissioner Collins said he would not support such a motion.

Chairman Shea indicated that the proposal would be subject to collective bargaining.

A motion was made by Commissioner Staiti

To go into impact bargaining with the respective unions for the sake of dealing with the issue raised by the Register concerning supplemental pay.

The motion failed for lack of a second.

Commissioner Collins said he did not second the motion because although laudable, the County does not have the funds to support this proposal across the board, he believed it is pitting County Employees against County Employees and County Unions against County Unions, and that was not the intent of the proposal.

Commissioner Staiti said he felt this decision of Council boxes us in as a County.

Chairman Shea indicated that this matter would not go forward to the Advisory Board Meeting that evening.

Commissioner Staiti withdrew his motion with the hopes it could be tabled to another time if funding became available.

Ms. Labadini presented the Report of the County Director. She said she was grateful to give her last Interim Director's Report and thanked everyone for their support and help. Infinite Visions is doing trainings for all staff, as part of the Best Practices Review. Unfortunately the Registry of Deeds has been unable to attend this training.

Ms. Labadini said that the need for a supplemental appropriation to cover insurance costs was due to a number of factors. When employees are out on workmen's comp the County pays the entirety of their insurance. Employees who retire don't receive their first pension check for a few months and then employees who enroll in our health plans are expected to pay a month in advance and there can be a delay in the reimbursement. Employees who retire may decide to enroll their family in the health plan prior to retiring. All these are contributory factors.

Ms. Labadini said that she has received the retirement notice of Mr. Dale Kurtz the County Veteran's advocate effective August of this year.

Chairman Shea said the Commissioners would hold a proper recognition of Mr. Kurtz in the month of July.

Ms. Labadini gave a reminder that the State of Emergency ends next Tuesday before the next Commissioners Meeting and meetings going forward would have to be posted as in person going forward.

Commissioner Collins indicated he would like to post the meeting as a live meeting, unless otherwise indicated by the State that the Commissioners can meet remotely.

It was moved by Commissioner Collins, seconded by Commissioner Staiti and unanimously:

**VOTED:** to hold the next Commissioners meeting in person unless otherwise notified by the State that zoom meetings were still permissible.

Commissioner Staiti said he was fine with going live but wanted to see if a remote participation option for some members in the event they could not be physically present could be explored.

Chairman Shea said he had an emergency item the Chair did not anticipate. At 11:20am he received an email concerning Kearsarge Energy LLC's appeal to the Walpole Zoning Board of Appeals. The

It was moved by Commissioner Collins, seconded by Commissioner Staiti and unanimously:

**VOTED:** to direct the Chair to sign the appeal to the Walpole ZBA

Commissioner Staiti said that the denial letter from the Walpole Building Inspector was troubling and hoped to schedule an Executive Session soon with County Council to discuss the matter.

Chairman Shea mentioned that Mr. Robert Meehan, 75 of Milton passed away last week and was many times President of the Men's Association of the Golf Club. He was a painter by trade and a fixture at our Golf Course. He passed away June 2<sup>nd</sup> and was buried

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 2:23 pm.

ATTEST:

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Recording Secretary

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Clerk

**EXHIBIT A**

**BID OPENINGS**

**JUNE 9, 2021**

Sealed bids were publicly opened at 1:30 PM, via ZOOM in the presence of Nancy R. Rockwell, Chief Procurement Officer and Joseph P. Shea, Chairman, Norfolk County commissioners, pursuant, to Chapter 149, S 44J (4) of the MGL's.

No bids were opened.

**EXHIBIT B**

**AWARDING OF CONTRACTS**

**JUNE 9, 2021**

ELECTRICAL WORK AS NEEDED FOR THE NORFOLK COUNTY AGRICULTURAL HIGH SCHOOOL FOR A PERIOD OF THREE (3) YEARS

Steele Lightbody as per bid submitted  
1. contract # 9-6-21-720

CARPENTRY WORK AS NEEDED FOR THE NORFOLK COUNTY AGRICULTURAL HIGH SCHOOOL FOR A PERIOD OF THREE (3) YEARS

A-Jem Construction Inc. as per bid submitted  
2. contract # 9-6-21-721

SERVICING OF BURNERS AND BURNER CONTROLS FOR THE NORFOLK COUNTY AGRICULTURAL HIGH SCHOOOL FOR A PERIOD OF THREE (3) YEARS

Industrial Burner Systems as per bid submitted  
3. contract # 9-6-21-722

SCHOOL BUS TRANSPORTATION FOR THE NORFOLK COUNTY AGRICULTURAL HIGH SCHOOOL FOR A PERIOD OF THREE (3) YEARS

W.T. Holmes as per bid submitted  
4. contract # 9-6-21-723

REPAIR OF NORFOLK COUNTY SUPERIOR COURTDOME AND APPLICATION OF AN ELASTROMETAL COATING  
(REBID) FOR THE COUNTY OF NORFOLK

The Aulson Cmpany, Inc. as per bid submitted  
5. contract # 3-6-21-724  
in th amount of \$1,097,800 add  
Alternate 1 \$288,358.00 for a total  
Contract price of \$1,378,158.00

**BID OPENING (S) OF JUNE 16, 2021**

No bids to be opened.