



The County of Presidents

CLERK:
WALTER F. TIMILTY

COMMONWEALTH OF MASSACHUSETTS
COUNTY OF NORFOLK
COUNTY COMMISSIONERS

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PETER H. COLLINS, MILTON
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TRUSTEES OF
NORFOLK COUNTY AGRICULTURAL SCHOOL

October 15, 2021

Dear Norfolk County Stakeholder,

Over the past few months, you have received multiple notices from the Norfolk County Register of Deeds, William P. O'Donnell, regarding the status of the Chief Information Officer assigned to the Register of Deeds.

Today, we offer a brief but important message for you. As elected officials vested with the authority to administer the functions of county government, you should know that we have acted in a good faith deliberate and thoughtful manner to manage all resources assigned to the County.

In September 2020, the County contracted with the *Abrahams Group* to complete a comprehensive review of financial, operational, staffing, and regional service areas of our organization. This thorough review will provide the Commissioners with the opportunity to assess all our resources and plan for a vibrant and effective service model for years to come. On October 6th, the Commissioners received the final elements of this 200-page report and intend to study its recommendations, and take votes over the course of this next fiscal year to implement the elements that will ultimately impact FY23. This report and all associated details may be viewed on our website at <https://www.norfolkcounty.org/news>.

It is expected all aspects of our current operations including technology and facility management will receive close scrutiny based on the recommendations that have been provided by the *Abrahams Group*. We would like you to be aware that as we anticipated this report, we took steps to allow for flexibility in staffing by hiring staff into “temporary full-time staff” roles. This approach allows for positions to be filled but alerts the incumbent of potential status change once/if any changes are made.

As such on July 21, 2021 the Commission voted unanimously to hire the Register's chosen candidate as a “temporary full-time employee” at the Registers requested rate of pay of \$129,067 per year. The CIO candidate fully understood the benefits he was being offered as they were explained to him by the County's Human Resource Officer. On August 9, 2021, the Register's chosen candidate began working full-time in the Registry of Deeds.

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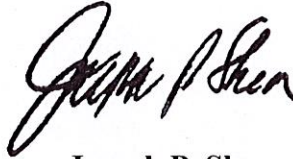
Going forward the Commissioners will continue to manage the County in a sound and thoughtful manner and proceed with plans to seek efficiencies, adopt best practices, and model our organization to deliver the best services possible to the twenty-eight cities and towns of this great County. It is our hope that this brief, but necessary message, explains our good faith, deliberate and thoughtful approach to managing the County.

Please continue to share any additional thoughts or concerns to us. We stand ready to represent your interests and the progressive path ahead for a vibrant and efficient County government!

Yours in public service,



Peter H. Collins
County Commissioner



Joseph P. Shea
Chairman



Richard R. Staiti
County Commissioner