

Sunderland Selectmen Minutes
Tuesday, April 16, 2019
Town Office Building

Attending: Thomas Fydenkevez, Scott Bergeron, David Pierce, Sherry Patch, Town Administrator
Others present: M. Wissemann, R. Lopatka, M. Wozniakewicz, L. Starr, K. Hand, C. Bennett, P. Gagarin,
Finance Committee Members: E. Crowe, F. Mozea, A. Kajstura

Meeting called to order at 6:34PM. Meeting is being televised and recorded by FCAT.

PERSONNEL COMMITTEE FY20 RECOMMENDATIONS

Mr. Lopatka spoke of the process the Personnel Committee used for COLA and salary increase recommendations for Town employees. The committee is trying to develop a programmatic approach for yearly considerations. For FY20 an employee 2% COLA would cost \$10,410.39 and if salary adjustments were considered, the cost would be \$35,728. Mr. Wozniakewicz reported the wage study was completed by the UMASS Collins Center. The Market Study notes what would align salaries with the current market and can be used for employee hire guidelines. The study demonstrates the minimal adjustment that would bring employees to the low end of the study baseline but does not include longevity compensation. The Personnel Committee would like the Board to take all of this in consideration as it is a good beginning for a longer-term plan. Ms. Kajstura asked if the 2% COLA and adjustment would bring employees to the base minimum. Mr. Crowe expressed it would be disingenuous if all the effort was put into a study, etc. to not implement at least the base recommendations. Mr. Fydenkevez asked if the committee considered how long some employees were in positions and how did some salaries remain so low. Ms. Hand added that there were long-time library employees who were started at a very low rate 20 years ago and while the salaries haven't grown much, the jobs have over the years.

MINUTES

Mr. Pierce Motion to accept Minutes of 04/08/19, Mr. Bergeron Second, Vote 3-0.

Mr. Crowe, Chair of the Finance Committee noted they were not ready to make a recommendation on the salary adjustments presented. Ms. Kajstura asked if adjustments would correct FY09 reductions that were suffered.

ATM WARRANT REVIEW

Ms. Patch informed the Board that all of the figures have been updated on the draft warrant. Review of remaining Motions which are funding articles reminding that some cannot be voted on. Articles 1 and 2 have already been discussed. The Board never makes a recommendation Article 2 which is salaries for elected members. Clarification that the Warrant has been reviewed and completed with no financial information. Motions review have not been completed.

- Article 4 – Mr. Bergeron Motion for discussion, Mr. Pierce Second. Discussion involved addressing the budget, Mr. Bergeron withdraws the Motion. After further discussion and review of budget, Vote 0-3

- Article 5 – Mr. Bergeron Motion to include total of \$87,027 from Free Cash which supports the Capital Committee recommendation; Mr. Pierce Second, Vote 3-0.
- Article 6 – Capital Budget; Mr. Bergeron Motion to recommend, Mr. Pierce Second, Vote 3-0.
- Articles 7-10 have already been recommended.
- Article 11 – \$8,420.14 in free Cash to fund FY19 Snow and Ice debt. Mr. Pierce Motion, Second Mr. Bergeron, Vote 3-0.
- Article 12 previously recommended
- Article 13 – Mr. Bergeron article just received which allows town meeting to participate to allow Frontier Regional School Committee to incur debt, an authorization to borrow. Statute was reviewed. No number values recommended at this time. Regional School district is coming with capital assessment through the regional agreement. Some towns are recommending it only be allowed with debt exclusion and the vote would need to be unanimous within the district towns because it is debt. Mr. Bergeron recommend the town does not include the debt exclusion component. Mr. Fydenkevez agreed as this is the same as recent action with Franklin Tech. Mr. Pierce Motion to include the article without the language, Mr. Bergeron Second, Vote 3-0. Mr. Bergeron Motion to recommend, Mr. Pierce Second, Vote 3-0.
- Article 14, 15, 17, 18, 19, 20 with remainder being consent articles – not money articles, previously voted to include.
- Article 3 – Budget Discussion revisited: Personnel recommendation is trying to bring employees to minimum of comp towns. If override fails, where do the funds come from? It was also noted that the school budget did not increase significantly but is a debt shift from other funds to the town budget. The Board would like to see better communication between the town and the school committee and superintendent. Mr. Pierce Motion to include additional salary adjustments of \$35,728. Mr. Bergeron Second, Vote 3-0. If the override passes, a reduction of \$269,277 will still be necessary. Mr. Bergeron Motion to move forward total budget of \$8,565,363, Mr. Pierce Second, Vote 3-0. Free Cash balance would be \$244,398.

CAPITAL PLANNING COMMITTEE

Mr. Bergeron presented the unanimous Capital Planning Committee recommendations for FY20 totaling, \$200,168.48.

SELECTMEN UPDATES

- Mr. Bergeron noted Frontier union negotiations status: written exchanges for money bargaining with both units.
- Mr. Pierce noted their negotiator was on leave due to family matters.

Recommendation from the Board of Assessors for recommendation of Roy Bishop for assessing services which will include a savings over the previous contract with Patriots. Mr. Bergeron Motion to approve Roy Bishop, Mr. Pierce Second, Vote 3-0.

Mr. Bergeron Motion to adjourn at 8:16PM, Mr. Pierce Second, Vote 3-0.

Respectfully submitted,

