

Selectmen's Meeting

April 8, 2008

Ayer Town Hall, 1st Floor Meeting Room, Main Street, Ayer, MA

Meeting recorded by AYERPAC made part of meeting minutes-CD available for viewing by written request to Town Administrator or by purchase from AYERPAC directly.

Present

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|-----------------------------------|--------|
| Gary J. Luca, Chairman | absent |
| Carolyn McCreary, Vice-Chairman | X |
| Cornelius F. Sullivan, Clerk | X |
| Frank F. Maxant, Member | X |
| Pauline Conley, Member | X |
| Shaun Suhoski, Town Administrator | X |
| Janet Lewis, Secretary | X |

7:05p.m. **Public Input-** Acting Chairman McCreary opened the meeting by requesting if there was anyone present wishing to meet with the Board under Public Input. No one stepped forward.

Selectman Sullivan moved the Board move up Agenda Item #5 Minutes to Agenda Item #1. 2nd by Selectman Maxant, VOTE: 4-0 unanimous, so moved. Selectman Sullivan requested to further amend the agenda by swapping Agenda Items 2 & 3, 2nd by Selectman McCreary VOTE: Selectman Sullivan aye, Selectman McCreary aye, Selectman Maxant no Selectman Conley no 2-2 motion fails.

Acting Chairman McCreary called for a motion to approve the Agenda. Selectman Maxant moved the Board vote to approve the Agenda of 4-8-08 as amended, 2nd by Selectman Sullivan, VOTE: 4-0 unanimous, so moved.

Agenda Item #1. Executive Session Minutes: Selectman Conley requested the minutes of 1-29-08 be amended to reflect correct date of 1-15-08, and postpone minutes of 1-8-08 pass on the rest. Selectman Sullivan moved the Board vote to approve the Executive Session minutes with edits, 2nd by Selectman McCreary VOTE: unanimous, so moved.

Agenda Item #2. Reclassification Step and Effective Date –Facilities Director-Mr. Suhoski updated the Board on 1-8-08 the Board of Selectmen approved the reclassification of the Maintenance Technician's position to a Director of Facilities and referred the position to the Personnel Board for classification in the Town's Compensation Plan. The Personnel Board met on 2-5-08 and placed the position at Grade 11. Mr. Suhoski recommended to the Board to set the compensation for Mr. Sherman at Grade 11 Step 3 effective 7-1-08. (\$5,200 increase). Selectman Sullivan stated Mr. Sherman does a great job but with budget restraints/concerns moved the Board vote the step of grade 11 for the Facilities Director at Minimum (M) step (\$5,080.72) VOTE: Selectman Sullivan aye, Selectman Maxant aye,, Selectman Conley aye, Selectman McCreary aye 4-0 motion passes. Selectman Sullivan moved the Board make this reclassification effective 7-1-08, 2nd by Selectman Conley, VOTE: Selectman Sullivan aye, Selectman Conley aye, Selectman McCreary aye, Selectman Maxant not voting 3-0, motion passes.

Agenda Item #3. Fy-09 Non-Union COLA-Mr. Suhoski opened the discussion by presenting the Board the Fin-Com's recommendation for Non-Union COLA 1.5%, the Personnel Board's recommendation of 3% and his recommendation of 2%. Non-Union Employees were present for the discussion along with Fin-Com representatives and citizens. A very long and thorough discussion was held with various motions offered to offer fair and equitable COLA for the non-union employees. Selectman Conley agreeing with Fin-Com's recommendation which prompted a heated response from Karin Swanfeldt Council on Aging Director who spoke to seventeen people this effects, Selectman Sullivan stating Ms. Swanfeldt may be speaking for non-union employees but he was speaking for taxpayers of Ayer. Motion to table the Non-Union COLA after the Budget Discussion unanimous so moved. Motion made by Selectman Sullivan 2nd by Selectman Conley.

Agenda Item #3. Fy-09 Omnibus Article-Mr. Suhoski presented the Board his proposed Fy-09 Omnibus Budget affecting two workshops with Fin-Com and information derived from the Selectmen's Public Hearing held on

4-2-08 recommending the FY-09 Budget at \$22,091,880.00 which represented \$459,305.00 in reductions to department requests and reflecting a 2% COLA, Level fund Selectmen's Budget, consolidate the Building & Property, \$40K, fund school's truck, fund \$20K Information Technology, reduce general legal \$15K, retain Dept. of Plan & Dev.

The Board took the following action:

Dept. 100.

Selectmen's Budget-\$160,206 Selectman Sullivan moved to approve Fin-Com's current recommendation, 2nd Selectman Maxant, VOTE: Selectman Sullivan aye, Selectman McCreary aye, Selectman Maxant aye, Selectman Conley no 3-1 motion passes

Town Counsel-Selectman Sullivan moved the Board vote to \$5K from Town Administrator's budget \$90K, 2nd by Selectman Conley, VOTE unanimous so moved.

Public Bldgs. & Property Main.-Selectman Conley moved the Board vote to approve \$216,005, 2nd by Selectman Sullivan VOTE: unanimous, so moved.

Dept. 200-Finance

Selectman Sullivan moved to reduce the Town Accountant's budget by \$7,464.60, 2nd by Selectman McCreary, VOTE Selectman Sullivan aye, Selectman McCreary aye, Selectman Conley no, Selectman Maxant no, 2-2 motion fails. Selectman Conley moved the Board postpone Town Accountant's Budget line item 01 for full board vote, 2nd by Selectman Maxant, VOTE: Selectman Conley aye, Selectman Maxant aye, Selectman Sullivan no, Selectman McCreary no 2-2 motion fails.

* Mr. Gilles of the Fin-Com suggested offering CPI (consumer price index) re COLA compromise for non-union employees advising to 3.52% CPI for region.

Dept. 700 Management Support-

The Board after meeting with Dale Taylor, Chairman of the Zoning Board of Appeals earlier who advised the Board to ZBA wishing to break away from Planning & Development Budget line item requested their own separate line item. Selectman Conley moved the Board separate Line Item 01 Zoning Board of Appeals \$16,422 and Line item 03 \$17,616 from Planning & Development reducing budget from \$77,485 to \$43,447, 2nd by Selectman Maxant VOTE: Selectman Conley aye, Selectman Maxant aye, Selectman Sullivan aye, Selectman McCreary no 3-1 motion carries. Selectman Conley requesting the Board review salary of Chris Ryan and delete twenty (20) hours from UDAG. The Board moved to set FY-09 Omnibus Budget of \$22,082,182.00. Motion made by Selectman Conley 2nd by Selectman Sullivan VOTE: unanimous, so moved.

COLA The Board revisited the COLA -Selectman Conley offering Board's consideration to move a COLA of 1.5% for Grades 3-15 Steps 1-8 and those employees at Step 9 offer a COLA of 3.53%, 2nd by Selectman Maxant, VOTE: Selectman Conley aye, Selectman Maxant aye, Selectman Sullivan no, Selectman McCreary no 2-2 motion fails. Selectman McCreary offering the Board's consideration of Grades 3-9 offer a 1.5%, grades 10-15 offer a 1% and non-union employees maxed out at top step be offered 3%, 2nd by Selectman Maxant, VOTE: Selectman McCreary aye, Selectman Conley no, Selectman Sullivan no, Selectman Maxant no 3-1 motion fails. After two lengthy discussions failed involving the Finance Committee, Personnel Board the Board voted to table the 2009 Cost of Living adjustment to the next Selectmen's Meeting on 4-15-08 for a full Board's vote. Motion to defer made by Selectman Sullivan, 2nd by Selectman Conley, VOTE: unanimous, so moved.

Agenda Item #4. Draft 5-12-08 Spring Town Meeting Warrant-Mr. Suhoski presented and reviewed with the Board the draft Town Meeting Warrant advising the Board to a Special Town Meeting Warrant being called for re approval of prior years bills per the Town Accountant. Date of election edited from 4-23-08 to 4-28-08 in Article 1. Articles 5-8 to be completed by Town Accountant re funding. Mr. Suhoski advising the Board to approximately 31 articles being prepared for the Board's next meeting on the 15th.


Agenda Item #5 Selectmen's Questions/New Business-Mr. Suhoski updated the Board to Planning Board requesting to meet with the Selectmen re appointment of Glen Carlisle to fill seat of Board vacated by Patricia Walsh. Mr. Suhoski also advised the Board to his recent of email from Glen Garber also requesting to be appointed to Planning Board to fill vacant seat. The Board requesting open seat be advertised and scheduled for 1st meeting in May. (5-6-08). Motion to schedule for 5-6-08 made by Selectman Sullivan 2nd by Selectman McCreary

VOTE: Selectman Sullivan aye, Selectman McCreary aye, Selectman Maxant aye, Selectman Conley no
questioning why email did not go to Planning Board. 3-1 motion passes.

Town Administrator advising the Board to Executive Session items re Collective Bargaining (Firefighters), Draft
Financial Manager's Contract, and Dispatcher's Contract discussions .

10:00p.m. Selectman Sullivan moved the Board adjourn from Open Session to enter into Executive Session
pursuant to MGL chapter 39 Section 23B Exemption #3, to adjourn from Executive Session to re-enter into Open
Session for the sole purpose of adjourning the meeting, 2nd by Selectman Conley, VOTE: Selectman Sullivan aye,
Selectman Conley aye, Selectman McCreary aye, Selectman Maxant aye, unanimous, so moved.

10:00p.m. Open Session concluded.



Cornelius F. Sullivan, Clerk
AYER BOARD OF SELECTMEN

Date: 5-6-08