

Town of Fairhaven

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Finance Committee

2019 MAR 11 A 11:11

Minutes of the meeting for <October 18, 2018> at the Jeffery W. Osuch BPW Administration Building, 5 Arsene St., Fairhaven, MA

FAIRHAVEN,
MASS.

Members in attendance:

Padraic Elliott, Robert A. Furtado, Lisa Plante (in @ 7:34 PM), Kathi Carter, Tracey A. Diggins, Jessica Dwelly

Members absent:

Bernard F. Roderick, Thomas Alden

Town of Fairhaven:

Mark Rees- Town Administrator

Wendy Graves- Collector/Treasurer/Finance Director

Timothy Francis- Fire Chief

Anne O'Brien- Human Resources Director

Vincent Furtado- BPW Superintendent

Meeting was covered by government access television.

Chairman Pat called the meeting to order at 7:02 PM. Announced that the meeting was being recorded by government access TV. Chairman has to be notified if anyone else present is recording the meeting by video or audio.

Motion made by Jessica to accept the minutes from October 11, 2018. Seconded by Tracey.
Vote: Unanimous

- Chairman states we will run through the Articles.
We will hear from the BPW, Fire, HR, and Historical will be represented by Mr. Rees.
- Mr. Furtado is up first to speak on Article E
 - Mr. Furtado shows the committee one of the meter reading units that needs to be replaced.
 - Mr. Furtado explains that the software is outdated and now they have to use a go-between unit to make the senders communicate with the readers.

- Mr. Furtado states they had many problems reading meters on the last round, and many had to be reread which was time consuming.
- Mr. Furtado states he has been putting off the purchase because he wants to institute an automatic meter reading system in the future, but has reached a point that he needs the units until that system is put in place.
- \$75,000 would cover the purchase of 5 units.
- Mr. Rees states there is currently \$1,287,000 in Water retained earnings.
- Fire Chief Tim Francis is present to discuss Article N- Repair of the Fire/Police Station Sewer Pipe
 - Chief Francis states 4 years ago there was a sewer back-up on the Police side of the building.
2 Years ago there was a sewer back-up on the Fire side of the building.
Chief Francis states there have been 3 sewer back-ups on the Fire side of the building in the past several months.
 - Chief Francis states Mr. Furtado had his engineer look at the problem and the engineer is recommending replacing the sewer line that serves both the Police Dept. and Fire Dept. and runs to Bryant Lane.
 - The cost to do the work is estimated at \$147,000.
 - Bob asks is this will be contracted out or will the Town workers do it.
Mr. Furtado states it will have to be bid out because the Town can't perform the work because of the depth of the pipe.
- Ms. O'Brien is present to discuss the Wage Reclassification.
 - Mr. Rees states he has held a public hearing and will review the input and make a recommendation to the Selectmen.
 - Ms. O'Brien states the only change since last seeing this is the seasonal positions of Tree Laborer and Part Time Shellfish Warden have been added.
 - Ms. O'Brien runs through the report and explains the process the consultant uses in classifying the positions.
 - Ms. O'Brien uses the recent hiring of a Building Commissioner as an example of how reclassifying a position with an increase in salary leads to more interest from qualified candidates.
 - Discussion of internal equity in pay and the MA Equal Pay Act.
 - Ms. O'Brien states the salaries were determined using FY18 data.
 - There are 2 more levels in the plan and 4 more steps than we have now.
 - Ms. O'Brien states there are 2 options for implementing the plan.

Option 1- includes no consideration for longevity in initially reclassifying the positions, at a cost of \$65,236.77

Option 2- includes an addition for longevity at a total cost of \$116,627.66

- Mr. Rees and Ms. O'Brien are recommending option 2.
- Jessica asks if the 1 step for every 5 years would apply to new hires also.
Ms. O'Brien states this would only be used to initial place existing employees.
- Kathy asks how job performance evaluations are done now.
Mr. Rees states they are not being done.
Mr. Rees states they will now be done for all employees.
- Jessica asks if training will take place so that all reviews will be done the same.
Ms. O'Brien states yes and envisions the HR dept. sitting in on the reviews.
- Discussion of the step increase process.
- Chairman questions the process of implementing the new pay schedule.

Lisa in @ 7:34 PM.

- Discussion of how the Article will be worded.
 - Mr. Rees states the Article will list every salary category line by line; because that is the way they were originally voted.
 - Lisa asks if the department heads have changed the plan.
Mr. Rees states no. Mr. Rees states he held a public hearing to receive input on the plan and will review that and make a recommendation to the Selectmen.
 - Chairman asks how this plan compares to the unions.
Mr. Rees states negotiating with the unions has changed from past practices. Last time negotiating, salaries were compared to similar communities.
 - Mr. Furtado states people in his departments have been about 8% below union positions.
 - Bob asks for clarification of the step increases.
Mr. Rees states the steps would be annually after a favorable performance review.
 - Mr. Rees states he and Ms. O'Brien will be back at next week's meeting with the Selectmen's comments.
- Committee runs thru the Warrant.
 - Article A- Zoning Bylaw Amendment: Consolidated Marijuana Zoning
 - Discussion on whether Fin Com will make a recommendation.
 - Consensus is that it is zoning, and we will not.
 - Lisa motions to Yield to Petitioner. Seconded by Jessica. Vote: Unanimous

- Article B thru G- we will wait for Selectmen's vote
- Article H- Street Acceptance: Doane Court
 - Kathi motions to Yield to Petitioner. Seconded by Lisa. Vote: Unanimous
- Article I- Street Acceptance: Reynolds Drive
 - Lisa motions to Yield to Petitioner. Seconded by Tracey. Vote: Unanimous
- Article K- Authorization to Settle Claim Against the Town- Robert D. Hobson
- Discussion of the letter from Tom Crotty and looking for a law that would allow his claim of payment.
- Mr. Rees states Mr. Crotty has stated that the Selectmen can only authorize a claim of \$250 without Town Meeting approval.
- Lisa asks if the Selectmen are recommending this just to make it go away.
Mr. Rees states he does not know the Selectmen's view at this point.
- Article K- Temporary Moratorium on Sale and Distribution of Adult Use Marijuana
- Mr. Rees states a citizen group is compiling a petition of 100 signatures by tomorrow and is also asking the Selectmen to place this on the Warrant.
- Article M- Petition the State Legislature to Change the Package Store/All Alcohol License Issued to Total Confections, LLC, 115 Huttleston Avenue.
 - Lisa motions to Yield to Petitioner. Seconded by Jessica. Vote: Unanimous
- Articles C & D- concerning the Rogers School
- Chairman states someone from the Rogers School Committee was supposed to be present, but it is apparent that they are not going to make it here.
- We will wait for next week.
- Chairman asks Mr. Rees if he is able to explain further the Free Cash amount.
 - Mr. Rees states he cannot today, but will go into it at the next meeting.
- Chairman states next week we will hear the Selectmen's recommendations and vote on anything that is left.
- Mr. Rees advises committee members to contact him if there are any questions.
- Lisa asks if there is something in the works for the Rogers School.
 - Mr. Rees states there is a proposal from an interested party, and the neighborhood seems supportive.
 - Tracey asks if the Oxford School project is moving forward.

Mr. Rees states it is.

- Jessica asks when the parking lot at Lisevey Park is going to be constructed.
 - Mr. Rees states that question should be referred to Vinnie Furtado.

8:19 PM. Lisa motions to adjourn. Seconded by Jessica. Vote: Unanimous

Respectfully submitted by:

Robert A. Furtado

Finance Committee Secretary

accepted 10/25/2018

Robert A. Furtado

