

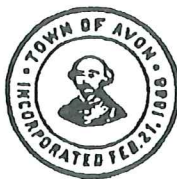
**BOARD OF SELECTMEN**

Steven P. Rose, Chairman  
Eric S. Beckerman, Clerk  
Robert F. Brady, Jr., Associate

James P. Purcell  
**INTERIM TOWN ADMINISTRATOR**

# Town of Avon Massachusetts

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**BOARD OF SELECTMEN MEETING  
THURSDAY, APRIL 26, 2018  
7:00 P.M.**

**JOINT WORKSHOP MEETING WITH THE FINANCE COMMITTEE**

**Members present:**

Steven P. Rose, Chairman  
Eric S. Beckerman, Clerk  
Robert F. Brady, Jr., Associate

**Others present:**

James P. Purcell, Interim Town Administrator  
Shanna M. Faro, Executive Assistant to the Town Administrator  
Joseph S. Lalli, Town Counsel  
Kimberly C. Brown, Town Accountant  
Patricia C. Bessette, Town Clerk  
William Fitzgerald, DPW Director  
Geno Gingras, IT Director  
Charles Comeau, Planning Board

**Finance Committee:**

Jarrett Beeley, Chairman  
Daniel Norian, Member  
Michael Wilson, Member  
Gary Martin, Member  
Kathleen Sheehan, Member

Mr. Rose called the meeting to order at 7:00 p.m. with all parties present. Mr. Rose informed the audience that the purpose of the Joint Workshop Meeting was to discuss the Proposed Operating Budget for Fiscal Year 2019 and Articles on the Annual Town Meeting Warrant. Mr. Rose stated that the Board will adhere strictly to the topics as stated on the agenda.

Town Counsel Joseph Lalli led the meeting in the Pledge of Allegiance.

Mr. Rose informed the Finance Committee that the purpose of the meeting was for both Boards to either come up with a compromise or a resolution regarding their positions on the proposed Budget and Articles on the Warrant. After the Town Accountant provided the Boards with the status of update of the local revenue, Mr. Rose stated that he would read the Proposed Budget line by line of the Proposed Budget. He requested that the Finance Committee state "pass" on any items or amounts in which they did not agree with the Selectmen's recommendations.

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TOWN CLERK  
TOWN OF AVON

## **Proposed Operating Budget for Fiscal Year 2019**

Mr. Wilson spoke on behalf of the Finance Committee for all budgetary differences between the Finance Committee and the Board of Selectmen.

**129 Town Administrator Salary** – Mr. Wilson passed on the Town Administrator's Salary line item stating that the Finance Committee has researched the state average for this position which seems to be in the range of \$100,000 to \$105,000. Mr. Wilson stated that the Finance Committee did not feel as if a small town such as Avon should warrant a salary of \$140,000 for a Town Administrator. Mr. Purcell informed Mr. Wilson that the Board of Selectmen have conducted their own comparable salary analysis for Town Administrators which is higher than that of the Finance Committee's recommendations. In addition, Mr. Purcell informed the Finance Committee that the Town of Avon has already advertised for this position based on the higher salary and decreasing this line item could significantly impact the quality of candidates for this position.

**135 Town Accountant Salary** – Mr. Wilson passed on this line item as the Board is requesting a 16% increase. Mr. Rose informed the Finance Committee that the increase is due to a contractual increase as well as additional staff for that Department.

**141 Assessors Expenses** – Mr. Wilson passed on this line item as the Board is requesting a 34% increase. Mr. Rose informed the Finance Committee that the increase was \$7,000 for file maintenance.

**145 Treasurer/Collector Salary** – Mr. Wilson passed on this line item the Board is requesting a 13% increase. Mr. Beckerman and Mr. Rose informed the Finance Committee that this Department will be restructured based on the retirement of the Assistant Tax Collector.

**220 Fire Department Salary** – Mr. Wilson passed on this line item as the Board is requesting a 25% increase to add more full-time Firefighters to the Department. Mr. Wilson stated that the Finance Committee is aware that Chief Spurr has applied for the SAFER grant to assist with the cost of recruiting eight additional full-time firefighters. However, Mr. Wilson stated that the SAFER grant does not take into consideration the added expenses of health insurance for each new employee. Mr. Wilson stated that it is the position of the Finance Committee that Chief Spurr should focus on the recruitment of additional Call Firefighters. Mr. Wilson stated that the Finance Committee has several concerns regarding the Town taking on the cost of the additional Firefighters at the end of the terms for the SAFER grant. Mr. Brady agreed with Mr. Wilson that the Town should not rely solely on the SAFER grant. However, Mr. Brady stated that the Board has requested more than once that Chief Spurr promote the recruitment of more Call Firefighters to Department to no avail. Mr. Doucet asked the Board if they have considered the recommendations of the 2014 Study of the Avon Fire Department by James Tobin. Mr. Rose informed Mr. Doucet that the Board commissioned that study and will continue to ensure that the recommendations in that report are analyzed for the continued improvement of the Avon Fire Department. Mr. Beckerman requested a copy of the Tobin report.

**390 Blue Hills Reg. Schools Operating Expenses** – Mr. Wilson passed on this line item for more information regarding the Blue Hills School Renovation Project. Mr. Beckerman asked the Town Accountant why there was no increase in this line item as a representative from Blue Hills School attended the Finance Committee meeting and stated that the Town would have to begin paying a portion of their allocation of the Blue Hills School Renovation Project in Fiscal Year 2019. The Finance Committee requested that Ms. Brown contact the Financial Advisor for Blue Hills for clarification and adjustments to the budget if necessary.

**650 Park & Recreation Salary** – Mr. Wilson passed on this line item as the Board is requesting a 65% increase. Mr. Rose stated that the increase is for a year-round, part-time counselor to run programs and activities for the Park & Recreation Commission.

**911 Pensions – OPEB** – Mr. Wilson passed on this line item for discussion. Mr. Wilson stated the Finance Committee wanted clarification on how the Board arrived at the figure for the OPEB line item. Mr. Rose stated that the number is based on a percentage of payroll on an annual basis. The Board decided to pay a bit more now to help with future liabilities.



**945 Insurance – Liability** – Mr. Wilson passed on this line item for discussion. Mr. Wilson stated the Finance Committee wanted clarification as to why this line item was decreased. Mr. Purcell informed the Boards that the premium is based on a three-year loss ratio and the figures vary annually based on the loss ratio. Mr. Rose informed Mr. Wilson that the figures for the insurance line items came from the Town's insurance agent.

After reviewing the Proposed Operating Budget, Mr. Rose declared the budget to be balanced, even if the Fire Department Salary line item is left as recommended by the Board of Selectmen.

### **Annual Town Meeting Date**

After a brief discussion, both Boards determined that the date of the Annual Town Meeting should be changed to allow for the proper preparations. Mr. Brady made a motion to convene the Annual Town Meeting on May 1, 2018 and to immediately recess to June 4, 2018. Mr. Beckerman seconded the motion for discussion. Mr. Beckerman requested that the time of the meeting be changed from 7:30 p.m. to 7:00 p.m.

Mr. Beckerman made an amended motion to convene the Annual Town Meeting on May 1, 2018 and to recess immediately to June 4, 2018 at 7:00 p.m. at the Avon Middle-High School. Mr. Brady seconded the motion. A roll call vote was taken. Board of Selectmen: Mr. Beckerman voted aye. Mr. Rose voted aye. Mr. Brady voted aye. Finance Committee: Mr. Norian voted aye. Mr. Wilson voted aye. Mr. Beeley voted aye. Mr. Martin voted aye. Ms. Sheehan voted aye. The motion carried.

### **Articles on the Annual Town Meeting Warrant**

Mr. Rose stated that he would read all the Articles on the Annual Town Meeting Warrant. Mr. Wilson stated that he would speak on behalf of the Finance Committee regarding any concerns or questions on the Articles as written on the Warrant.

**Article 6 – Marijuana Zoning Bylaws** – Mr. Wilson questioned as to why this issue needs to be an Article on the Warrant as this matter was on the Annual Town Election and it was supported by the voters. Mr. Rose stated that placing this item as an Article on the Warrant is part of the procedural process once the voters supported this ballot question. Mr. Rose stated that the Planning Board will also be holding Public Hearings on this matter to change the Zoning Bylaws.

**Article 11 – Park & Recreation Revolving Fund** – Mr. Wilson questioned this Article as the Finance Committee was informed that salaries could not be funded through a revolving fund. Mr. Purcell informed Mr. Wilson that this Article is a Citizens Petition. He stated that the Treasurer/Collector has researched this Article and stated that part-time employees can be paid through the revolving fund, and not full-time workers. Mr. Purcell stated that the Park & Recreation Commission intends to pay Seasonal Workers such as the Summer Program employees through this revolving fund as well as field trips, supplies and materials. Mr. Purcell stated that the Board of Selectmen intend to request to amend this Article on Town Meeting floor requesting to devise policies and procedures to ensure that the revolving fund is used appropriately and in compliance with the law.

**Article 12 – Disaster Recovery Solution for the Town Servers** – Mr. Wilson stated that the Finance Committee has spoken with IT Director Geno Gingras who has clarified to them the need for a back-up system.

**Article 13 – Public Safety Software Suite** – Mr. Wilson stated that the Finance Committee has spoken with the IT Director Geno Gingras who has clarified that the software system is needed for the Public Safety Department, whether it be at the existing location or the new location.

**Article 14 – Page Street Water Tank** – Mr. Wilson stated that the Finance Committee did not agree with placing money for the rehabilitation and reconstruction of the Page Street Water Tank in the Stabilization Account. Mr. Wilson stated that it is the position of the Finance Committee to repair the tank as soon as

possible if the condition is deteriorating. The Finance Committee suggested using the MBTE funds for this matter. Mr. Fitzgerald opposed this idea stating that the MBTE fund should be saved for truly contaminated and polluted water.

**Article 15 – Town Hall Repairs** – Mr. Wilson stated that the Finance Committee requests that the Board of Selectmen provide more specific information as to the items that need to be repaired at Town Hall. Mr. Rose stated that the Board would like to finish the Town Hall Renovation Project, as the West Wing of the building has not been renovated yet. Mr. Purcell informed the Finance Committee that he would provide a detail list of repairs that are needed at Town Hall.

**Article 19 – DPW Vehicles/Equipment Purchase** – Mr. Wilson stated that the Finance Committee was requesting clarification from Mr. Fitzgerald regarding the sidewalk plow/brush cutter. The Finance Committee was also requesting information about the Salt Shed. Mr. Fitzgerald stated that he would provide more detail to the Finance Committee regarding these items.

**Article 21 – Town Hall Parking Lot** – Mr. Wilson stated that it was the position of the Finance Committee that this item was not a priority. Mr. Rose stated that the uneven payment and potholes make it very difficult for the maneuver of pedestrians and seniors who frequent the Council on Aging. A brief discussion was held about the reconstruction of the Town Hall Parking Lot and potentially tying in with the septic system of the Avon Middle-High School. Mr. Wilson stated that the Finance Committee recommend the Board of Selectmen withdraw this Article on Town Meeting to allot for more funding to replace the Page Street Water Tank which seems more crucial currently and to allow Mr. Fitzgerald and all parties involved more time to research this issue.

**Article 23 – Network Connectivity** – Mr. Wilson stated that the Finance Committee has spoken to Mr. Gingras who will withdraw this Article on the floor of Town Meeting.

**Article 24 – Crescent Ridge Lane** – Mr. Wilson stated that the Finance Committee was seeking clarification for this Article. Mr. Comeau informed the Finance Committee that the residents of this street were asking for a street light on the telephone pole as the street is very dark. Mr. Comeau stated that this street is a private way and normally this is done by the developer but the developer has gone bankrupt and will not be able to activate the street light. The Planning Board is sponsoring this article on behalf of the residents of this street.

**Article 25 – Butler School Parking Lot** – Mr. Purcell stated that he will ask the Treasurer/Collector to amend this Article on the floor of Town Meeting to include the interest accumulated on the funds for the Butler School Parking Lot.

After the review of the Articles on the Warrant, Mr. Beeley stated that Finance Committee will take all matters under consideration for discussion at their next scheduled meeting.

The meeting was adjourned at 9:20 p.m.

Respectfully submitted,



Shanna M. Faro  
Executive Assistant to the Town Administrator