

**BOARD OF SELECTMEN**  
Steven P. Rose, Chairman  
Robert F. Brady, Jr., Clerk  
Eric S. Beckerman, Associate

Gregory S. Enos  
**TOWN ADMINISTRATOR**

# Town of Avon Massachusetts



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TOWN OF AVON

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TOWN CLERK

**BOARD OF SELECTMEN MEETING  
SATURDAY, FEBRUARY 22, 2020  
8:00 A.M.  
BUDGET WORKSHOP MEETING**

**Members present:** Steven P. Rose, Chairman  
Eric S. Beckerman, Associate

**Others present:** Gregory S. Enos, Town Administrator  
Shanna M. Faro, Executive Assistant to the Town Administrator  
William Fitzgerald, DPW Director  
Brian Martin, Assistant DPW Director  
Police Chief Jeffrey Bukunt  
Kathleen Waldron, Health Agent  
Gerald Picardi, Board of Health Chairman  
Ann Fogg, Library Director  
Julie Murray, Library Trustee  
Judith Leggett  
Derek Staffier  
Kathleen Sheehan  
Dan Norian  
Shannon Coffey  
Carl Walker  
Matthew Doucet

Chairman Rose called the Budget Workshop meeting to order at 8:00 a.m. Selectmen Brady was absent from the meeting. As an introduction to the workshop session, Mr. Enos provided an overview to the Board and audience members of the proposed Operating Budget for Fiscal Year 2021 with the estimated revenue, overall budget and potential deficit. Mr. Enos stated that he has already made some deductions in the IT budget.

## Department of Public Works

Mr. Fitzgerald and Mr. Martin approached the Board to discuss the proposed budget for the Department of Public Works. After reviewing the Snow & Ice and Street Lighting budget, the Board reviewed the main budget for the DPW. As this department has one of the largest budgets in Town, Chairman Rose suggested a reasonable deduction of \$20,000 in expenses for the Department of Public Works to be reduced at the discretion of the DPW Director regarding which line items will be lowered. Mr. Beckerman agreed with Chairman Rose's suggestion. Mr. Fitzgerald was agreeable to the recommendation and will lower his budget expenses by \$20,000. Ms. Sheehan asked Mr. Fitzgerald as to the status of ongoing articles such as the Central Street Water Tower Tank, the Industrial Park entrance,

Wells Trout Brook and cross-connection articles to which Mr. Fitzgerald stated that the articles in question are still valid and ongoing projects. With no further questions from the Board, Mr. Fitzgerald and Mr. Martin departed.

### **Police Department**

Chief Bukunt appeared before the Board to discuss the proposed budget for the Police Department. Chief Bukunt informed the Board that most of the expense budget which has increased is related to the new, larger Police Station facility. Chief Bukunt stated that the police station has significant electricity costs as the building and systems run constantly and need power 24 hours per day, seven days per week. Chief Bukunt stated that the new HVAC system is electrical. Chief Bukunt stated that the custodial fees are budgeted at \$15,000 per year for Apple Cleaning to clean the building three times per week.

Mr. Enos informed the Board that Chief Bukunt is looking to recruit an additional Police Officer in Fiscal Year 2021. Chief Bukunt stated that the budget is on the new collective bargaining agreement which will be ratified at the Special Town Meeting of February 24, 2020. The budget also includes the full funding for two new police officers who should be graduating from the academy this year. Chief Bukunt stated that overtime is still high based on officers out on injury. Chief Bukunt informed the Board that he is seeking to create a new position called a Special Projects Coordinator. This would be an administrative position different from the current part-time Administrative Assistant whose duties include mainly payroll and billing. The Special Projects Coordinator would help the Chief with higher end administrative tasks such as discovery requests, report preparation, internal affairs and other projects as directed by the Chief. Chief Bukunt stated that due to the confidential nature of this position, it would be a non-union position. With no further questions from the Board, Chief Bukunt departed.

### **Board of Health**

Ms. Waldron and Mr. Picardi approached the Board to discuss the proposed budget for the Health Department. Ms. Waldron discussed the budget for Waste Collection and Disposal first. Ms. Waldron stated that she increased the collection fee due to the improper disposal of items in the rubbish by residents which Waste Management will in return charge the Town. Ms. Waldron notified the Board that Waste Management is opting to use the fuel surcharge line item as outlined in the contract. Chairman Rose and Selectmen Beckerman requested that the fuel surcharge line item be reduced from \$20,000 to \$15,000 to which Mr. Picardi agreed to the request.

Ms. Waldron discussed the budget for Health Services second. Ms. Waldron informed the Board that she is looking to expand the hours of the health care nurse from six hours a month to four hours per week through a regionalized cost-sharing agreement with the Towns of Randolph and Abington. Through this agreement, Avon would pay a percentage of the regionalized health care nurse's salary to receive four hours of the nurse's time per week. Ms. Leggett read a copy of the proposed contract which was posted on ClearGov and had some concerns regarding the terms of the contract, opt out options, if any, and if the time allotted per week included travel time. Ms. Waldron stated she would inquire to the Towns of Randolph and Abington to find answers to Ms. Leggett's questions.

Finally, Ms. Waldron discussed the budget for the Board of Health. Ms. Waldron stated that she would like to increase the operational hours of the Compost Site. As the Compost Site is currently closed seasonally from December through April, she was hoping to open the site one day a week for five hours during those eighteen weeks of winter. Chairman Rose stated that due to the budget being in deficit, he was hesitant about adding a benefit that does not currently exist and therefore increasing the Compost Site Attendant's salary. Chairman Rose suggested that if the Board of Health is adding a service, a plan should be devised to pay for those services. Ms. Waldron will research a way of recouping the money

needed to keep the Compost Site running year-round. With no further questions from the Board, she and Mr. Picardi departed.

### **Avon Public Library**

Ms. Fogg and Ms. Murray approached the Board to discuss the proposed operational budget for the library.

Ms. Fogg informed the Board that she was asking for an increase to her salary based on a review of comparable towns and the number of hours Ms. Fogg works. Ms. Fogg stated that her current contract expires June 30, 2020. Mr. Beckerman requested that the Department Head salary line item be level funded for now as funding for new contract negotiations can be taken out of the Salary Reserve line item when necessary.

Ms. Fogg informed the Board that she was requesting to add a new position to the Library for a Young Adult Library Assistant. Ms. Murray stated this new employee would seek to engage students from the sixth grade through high school. Ms. Murray stated that the goal of this position would be to hold programs for that age group primarily right after school is dismissed for the day. Ms. Fogg stated that they have previously partnered with the Park & Recreation Commission in the past to engage children in this age group and it was successful. Mr. Beckerman informed Ms. Fogg and Ms. Murray that due to the deficit, the Board was not currently funding new positions this year. Mr. Beckerman suggested that the Library Director continue to partner with the Park & Recreation Commission Youth Program Director regarding programs for this age group to see if it continues to be successful and the Board will review this request next budget season. With no further questions from the Board, Ms. Fogg and Ms. Murray departed from the meeting.

### **Appointment of Lead Water Systems Operator**

Mr. Beckerman made a motion to approve the Personnel Action Form and promote Stephen Smith to Lead Water Systems Operator for a Grade PW-5, Step 1 at the rate of \$31.83 per hour effective February 24, 2020. Chairman Rose seconded the motion. The motion carried.

### **Adjournment**

At 11:30 a.m., Mr. Beckerman made a motion to adjourn the Workshop Session. Chairman Rose seconded the motion. The motion carried.

A roll call vote was taken.

Mr. Beckerman voted aye.  
Chairman Rose voted aye.

Respectfully submitted,



Shanna M. Faro  
Executive Assistant to the Town Administrator