

**Advisory Committee**  
**March 8, 2014**  
**Wellesley Police Station**

Marjorie Freiman called the meeting of the Wellesley Advisory Committee to order at 8:00 a.m. Those present included Robert Capozzi, Mary Crown, Thomas Engels, Becky Epstein, Tom Frisardi, Ann Marie Gross, John Hartnett, John Hussey, Lucy Kapples, Andy Patten, Ann Rappaport, Deb Robi, Mason Smith and Scott Tarbox.

Citizen Speak

No one wished to speak.

Article 5 – Salary Plans

Four motions are being presented by the Human Resources Board regarding salary plans. Motion 1 and 2 request changes to salary and wage schedules for Series 40 and 50/6 employees, respectively. Motion 2 requests a 2% increase over FY14 ranges at midpoint for Series 50/60 employees. Motion 3 seeks approval for an appropriation of \$150,000 to fund a \$135,000 Merit Pay Plan for Series 50 and 60 employees and a \$15,000 reserve for mid-year adjustments.

Motion 4 seeks approval to make changes to salary and wage schedules as defined in the collective bargaining agreement reached with the Wellesley Police Dispatchers Association. Rates of pay will increase by 2% in each of the three years of the contract and employees who are assigned to a second or third shift (the night shifts) will be paid a premium of 2% of their regular hourly rate for the first year and a 2.25% premium in years 2 and 3. The Personal Services component of the Police Department budget is \$4,963,989, which represents an increase of 3.7% from FY14. This increase also includes the hiring of a new traffic officer whose position is non-tax impact. The new traffic officer will be paid 50% from Traffic and Parking and 50% from the Police Detail account.

An in-depth discussion about salaries and cost of living adjustments was held. It was noted that many people receive a 4-6% increase in salary for doing the same job the next year. For example, with step increases included, DPW workers will get an estimated 5-7% increase in total compensation. The impact of steps and lanes and how the percentage increases effect our personnel budgets was debated.

Lucy Kapples made a motion that the Advisory Committee recommend favorable action on Article 5, Motion 1, to amend the pay schedules for the Series 40 employees. Ann Rappaport seconded the motion.

**Disposition:**

Favorable action was recommended on Article 5, Motion 1 by a show of hands, 12 to 0.

Lucy Kapples made a motion that the Advisory Committee recommend favorable action on Article 5, Motion 2, to amend pay schedules for the Series 50/60 employees. Ann Rappaport seconded the motion.

**Disposition:**

Favorable action was recommended on Article 5, Motion 2 by a show of hands, 12 to 0.

Lucy Kapples made a motion that the Advisory Committee recommend favorable action on Article 5, Motion 3, to fund a \$135,000 Merit Pay Plan for Series 50 and 60 employees and a \$15,000 reserve for mid-year adjustments. Ann Rappaport seconded the motion.

**Disposition:**

Favorable action was recommended on Article 5, Motion 3 by a show of hands, 12 to 0.

Lucy Kapples made a motion that the Advisory Committee recommend favorable action on Article 5, Motion 4 to approve the Wellesley Police Dispatchers salary plan. Ann Rappaport seconded the motion.

**Disposition:**

Favorable action was recommended on Article 5, Motion 4 by a show of hands, 12 to 0.

Article 7 – Further action on FY14 Budget

Motion 1 requests a supplemental FY14 appropriation of \$500,000 to the Board of Public Works (BPW) for winter maintenance. The winter maintenance budget includes the cost of equipment maintenance and fuel, sand and salt, personal services and, potentially, some use of private contractors.

Lucy Kapples made a motion that the Advisory Committee recommend favorable action on Article 7, Motion 1. Ann Rappaport seconded the motion.

**Disposition:**

Favorable action was recommended on Article 7, Motion 1 by a show of hands, 12 to 0.

Motion 2 requests the transfer of \$252,031 to the Municipal Light Plant (MLP) from the Permanent Building Committee (PBC). These funds were taken from the MLP's budget for the design and construction of the MLP Administration Building. With the construction completed, the PBC is requesting authorization to transfer these unspent funds back to the MLP.

Lucy Kapples made a motion that the Advisory Committee recommend favorable action on Article 7, Motion 2. Ann Rappaport seconded the motion.

**Disposition:**

Favorable action was recommended on Article 7, Motion 2 by a show of hands, 12 to 0.

Article 15 – Revote

The Fuller Brook Park Coordinating Committee increased the total project cost by \$10,000 to include an additional half-year of benefits cost in the salary for the Project Manager. Originally, this temporary position in the DPW was planned for 2.5 years to ensure that all post-construction work could be completed, and that was the basis for Advisory's original vote on the accompanying benefits (\$50,000). However, it was determined that the contract would actually extend a full three years, and the benefits cost would actually total \$60,000. The new amount is \$303,000 for salary and insurance costs for the Senior Civil Engineer Project Manager position for three years. The total project cost is now \$5,470,205 with an appropriation of \$4,500,000 from Community Preservation Act (CPA) Funds, and the balance of \$970,205 to be raised by borrowing inside the levy.

Lucy Kapples made a motion that the Advisory Committee rescind its previous vote on Article 15, Motion 1. Ann Rappaport seconded the motion.

**Disposition:**

Previous vote on Article 15, Motion 1 was rescinded by a show of hands, 12 to 0.

Lucy Kapples made a motion that the Advisory Committee recommend favorable action on Article 15, Motion 1. Ann Rappaport seconded the motion.

**Disposition:**

Favorable action was recommended on Article 15, Motion 1 by a show of hands, 12 to 0.

Discussion of Article 2 – Town Wide Financial Plan

Hans Larsen, Executive Director, and Terri Tsagaris, Chair of the Board of Selectmen, presented the TWFP and took questions from Advisory regarding Article 8, the Omnibus Budget. Updates and changes in certain budget line items have led to a lower estimate of funds needed to cover the deficit by \$155,000. Discussion about risk management and insurance claim history and premiums was held. The new override estimate is \$3,345,000. The BOS will finalize the override request soon. A question was raised about why the special-purpose municipal stabilization fund (for on-duty injuries of policemen and firemen approved at the 2013 STM) is not counted in our Town reserves. The answer given was the fact that this fund is a specific reserve and not available for general use. Fire department leadership, training and incorporation of new health care rules and regulations involving emergency transportation were addressed.

Discussion of Article 8 – Omnibus Budget (No Vote)

Discussion about the determination of this year's 1.75% budget guideline and the need to be financially disciplined was held. Wellesley's decentralized system of government and budget preparation is not the norm. Hans Larsen pointed out that most towns calculate a hard revenue allocation from the start and give their individual town departments the allocation dollar amount from which to build their budget. More metrics and information from certain departments would be helpful to explain and measure work quality and efficiency. Many members expressed concerns about the budget process, in general, and also about certain individual budgets. A member who will not be present to vote at next week's meeting expressed strong reservations about Article 8 and would not vote in favor of it. Several departments exceeded the budget guideline and have produced "Gap Lists" to eliminate expenses should the override vote fail. Items listed on these Gap Lists were reviewed.

STM – Article 2 – 494 Washington Street

No discussion due to pending negotiations.

Advisory Report Progress

Votes are still outstanding for Articles 2, 8, 16, 24, and STM Article 2 and Article 3. The Chair requested members to read the draft of the Chair's Letter for the Advisory Book send their comments. This newsletter will be sent to all Town residents to inform them of the important issues to be addressed in 2014 ATM and STM.

### Liaison Reports

The Chair asked for liaison reports and various members of the Advisory Committee provided their reports.

### Old Business/New Business

There was none presented at this time.

### Announcements

The next meeting of Advisory Committee is scheduled for Wednesday, March 12, 2014, at 7:30 p.m. in the Juliani Room of Town Hall.

The meeting was adjourned at 11:09 a.m.