

Advisory Committee Meeting – March 4, 2020

Todd Cook, Bill Maynard, Julie Bryan, Betsy Roberti, Deed McCollum, Lina Musayev, Ralph Tortorella, Paul Merry, Patti Quigley, Neal Goins, Jennifer Fallon, Mary Scanlon, Mary Gard, Rusty Kellogg.

Todd Cook called the meeting to order at 7:00pm

Citizen speak

Several citizens spoke in favor of Article 44.

HR Policies

HR Board presentation on policy changes

Description and explanation of former policies and changes to the policies.

Advisory Question: Does the policy cover transgender persons as a protected class?

- Yes; all gender identity issues are considered protected under Massachusetts law and therefore are included in our policies as well.

Advisory Question: Is the parental leave policy gender neutral?
Yes

Advisory Question: Under FMLA, do they have to use vacation time first?

That is allowed under the FMLA, but it is up to the Town to decide how they want to use vacation time in conjunction with FMLA.

Advisory Question: Does the HR Board make sure that the posting requirements are met?
Yes

Advisory Question: One of the issues under FMLA often is extensions. Does the new policy provide guidelines for granting of extension of FMLA benefits?

After 12 weeks of unpaid FMLA leave, then the employee needs to go through the ADA accommodation process.

Advisory Question: With respect to disability, does the policy provide any guidance on how to determine what essential functions of the job?

The essential functions of any job are included in the job descriptions.

We have job descriptions that include a description of job functions and provide guidance on reasonable accommodations.

Advisory Question: Is this pretty much just providing policies to comply with the existing laws?

Yes. This is a necessary step to get our policies in line with existing laws.

CPC

Community Preservation Committee provided background on the committee

6 Motions under Article 17

CPC only moves to appropriate money we already have as of the end of the prior fiscal year. So the appropriations are based on money already in the CPC funds as of June 30, 2019.

Motion 1 seeks administrative funds and seeks to appropriate \$410,000 to go 50/50 into historic resources fund and community housing fund

Advisory Question: Are you required to keep a certain level of reserves?

We are required to spend the money; we are required to appropriate 10% of the revenue every year to the categories in the statute. We could spend every penny if it fits into a proper spending category.

Advisory Question: Would any of the current appropriations fall outside the new guidelines that are coming?

No. There were some projects that might have fallen out of them

Presentation update on Article 44 – GHG

Update after changing language of the Motion and discussions with MLP and other Boards

New motion proposes the VREP program be implemented with a 7% increase to customer bills

Advisory Question: Was there any discussion about whether the 7% number would increase or decrease over time?

The MLP, should it choose to implement it, they may change the amount and change the customers' percentage of participation in either renewable energy or other sources.

MLP presented its discussion on this article

Advisory Question: Would the additional funds help the MLP fund renewable sources of energy?

The program would allow MLP to look at different programs to enter into.

Discussion and vote on Warrant Articles

Julie Bryan and Lina Musayev seconded a motion for favorable action on Article 16.

Vote: 14 yes, 0 no, 0 abstentions.

Julie Bryan moved and Mary Scanlon seconded a motion for favorable action on Article 17, Motion 1.

- No discussion

Vote: 14 yes, 0 no, 0 abstentions.

Julie Bryan moved and Paul Merry seconded a motion for favorable action on Article 44.

- Concern over the implementation of a program; implementation of the opt out program
- Concern about being able to properly educate and inform residents to understand how RECs work and how the opt out program works, and the burden of the 7% fee on many households
- Noted that it is an important statement by the community.
- Concern over who the policemen would be to determine whether the funds are being spent in accordance with the directive of the petition.

Vote: 14 yes, 0 no, 0 abstention

Julie Bryan moved and Mary Scanlon seconded a motion for favorable action on Article 17, Motion 2.

- No discussion

Vote: 14 yes, 0 no, 0 abstentions.

Julie Bryan moved and Lina Musayev seconded a motion for favorable action on Article 17, Motion 3.

- No discussion

Vote: 14 yes, 0 no, 0 abstentions.

Julie Bryan moved and Deed McCollum seconded a motion for favorable action on Article 17, Motion 4.

- No discussion

Vote: 14 yes, 0 no, 0 abstentions.

Julie Bryan moved and Mary Scanlon seconded a motion for favorable action on Article 17, Motion 5.

- No discussion

Vote: 14 yes, 0 no, 0 abstentions.

Julie Bryan moved and Jennifer Fallon seconded a motion for favorable action on Article 17, Motion 6.

- No discussion

Vote: 14 yes, 0 no, 0 abstentions.

Julie Bryan moved and Neal Goins seconded a motion for favorable action on Article 25, Motion 1.

- Discussion regarding Advisory's concern and dismay that it took this long to get to this position, and that it was difficult to get other Boards to work with HR
- Recognition of the HR Director's hard work at trying to get the policies in place and in compliance

Vote: 14 yes, 0 no, 0 abstentions.

Julie Bryan moved and Paul Merry seconded a motion for favorable action on Article 20.

- No discussion

Vote: 14 yes, 0 no, 0 abstentions.

Julie Bryan moved and Jennifer Fallon seconded a motion for favorable action on Article 21.

- No discussion

Vote: 14 yes, 0 no, 0 abstentions.

Discussion regarding administrative matters and upcoming meetings.

Ralph Tortorella moved and Lina Musayev seconded a motion to adjourn.

Motion passed, 14-0-0.

Meeting adjourned at 9:55pm.