

**ADVISORY AND FINANCE COMMITTEE  
MEETING MINUTES  
October 15, 2015**

A meeting of the Advisory & Finance Committee was held on Thursday, October 15, 2015. The meeting was called to order by Chairman John Moody at 6:33PM and was conducted in the Mayflower II Meeting Room at the Plymouth Town Hall, 11 Lincoln Street, Plymouth, Massachusetts.

**PRESENT**

**Ten members of the committee were present:**

Betty Cavacco, Richard Gladdys, Shelagh Joyce, Ethan Kusmin, Mike Lincoln, Marcus McGraw, Patricia McPherson, John Moody, Harry Salerno, Marc Sirrico

**ABSENT**

**Five members of the committee were absent:**

Belinda Brewster, Kevin Canty, Harry Helm, Christopher Merrill, Patrick O'Brien  
(Kevin Canty and Christopher Merrill were attending a caucus meeting)

**AGENDA ITEMS**

Public Comment

James Brown, of the Fire Department, introduced himself and said he was here in attendance in case anyone had questions from the labor side about the Firefighter Agreement which is on the agenda for tonight.

Town Meeting Items:

**ARTICLE 1: New Collective Bargaining Agreements & Personnel Bylaw Changes**

Cindy DePina, Director of Human Resources, reported that agreements had been reached and ratified with two union groups: Firefighters and OPEIU, as well as with the Non-Union group.

Firefighter Agreement: Highlights include removal of dispatch from the Fire Department by consolidating it with the Police Department, comp time for new hires, sick incentives, changing some vacation time to personal time, increasing certification stipends to \$1,000 with a maximum of \$3,000, offering deferred compensation, increasing the clothing allowance, and offering COLAs (Cost of Living Increases): FY16 2%, FY17 2%, FY18 3%.

Questions:

- Why change vacation time to personal time? (M McGraw) Vacation time requires a minimum of 3 days notice, personal time they can call in the same day.
- Does Chief Bradley indicate that he can handle the shifts properly with this change? (J Moody) Yes.
- If mandatory overtime is offered by rank Junior to Senior, is volunteer overtime offered Senior to Junior? (H Salerno) Yes.
- Are any dispatchers going to lose their jobs? (S Joyce) No.
- Consolidation of the 911 system makes a lot of sense as far as efficiency. This news would make a former Advisory & Finance Committee member very happy, he made that recommendation through his Budget Sub-Committee the past several years. (J Moody)

OPEIU Agreement: Highlights include adding longevity, eliminating 502 half days, increasing earned time which had been decreased for the new employees, and offering COLAs (Cost of Living Increases): FY16 2%, FY17 2 1/2%, FY18 3%.

Questions:

- How is longevity calculated? (H Salerno) It is based on the years of service.

- OPEIU does not have longevity in their contract now? (S Joyce) No.
- The earned time or paid time off is going to be more generous to the new employees? (J Moody) In 2011 cuts were made where new employees would receive about half of what other employees receive. This change is going to bring the new employees a little closer to what the other employees receive.
- How is LTIA used? (J Moody) If an employee is out more than two days for an illness, they can dip into LTIA.
- Is longevity earned every year, once the minimum years of service are reached? (J Moody) Yes.
- How does this longevity schedule compare with other towns? (S Joyce) Longevity is all over the place in other towns, this is on the lower end of other towns and of other unions.

Non-Union Agreement: Highlights include a minimum of \$1,000 pay increase for any promotion, offering 1 week LTIA buyback, increasing longevity, changing the senior step from 7 years of service to 5, and offering COLAs (Cost of Living Increases): FY16 2%, FY17 2 1/2%, FY18 3%.

Questions:

- Are Firefighters offered a similar increase of pay for promotions? (J Moody) Yes.
- What is the rationale for increasing the longevity so dramatically for this group? (J Moody) For retention and recruitment purposes.

**Richard Gladdys made a Motion to Recommend Article 1, Firefighter Agreement to Town Meeting. Harry Salerno, second. The Motion to Recommend Article 1, Firefighter Agreement carries (8-0-1). Marc Sirrico, abstained.**

**Shelagh Joyce made a Motion to Recommend Article 1, OPEIU Agreement to Town Meeting. Marcus McGraw, second. The Motion to Recommend Article 1, OPEIU Agreement carries (8-0-1). Marc Sirrico, abstained.**

**Patricia McPherson made a Motion to Recommend Article 1, Non-Union Agreement to Town Meeting. Betty Cavacco, second. The Motion to Recommend Article 1, Non-Union Agreement carries (8-0-1). Marc Sirrico, abstained.**

**Betty Cavacco made a motion to Recommend Article 1 in its entirety to Town Meeting. Marcus McGraw, second. The Motion to Recommend Article 1 in its entirety carries unanimously (8-0-1). Marc Sirrico, abstained.**

**ARTICLE 2A: Salary Reserve section – splitting into Town and School Portions**

The Advisory & Finance Committee previously approved \$1,710,000 to be set aside for Salary Reserve to cover FY16 Cost of Living Increases. The overall total remains the same but \$677,830 is going to the Salary Reserve line item for the town side and \$1,032,170 is going to the School Budget line item for the school side.

**Harry Salerno made a Motion to Recommend Article 2A Salary Reserve portion as updated to Town Meeting. Marcus McGraw, second. The motion carries unanimously(8-0-1). Betty Cavacco, abstained.**

**ARTICLE 16B: Warrant Language Changed after Going to Print**

After going to print, warrant language for Article 16B changed to reflect a donation or gift the town is receiving for this project and the warrant language has to reflect the total funding. "...as funding therefor to appropriate \$400,000..." has changed to "...contingent upon the receipt of a gift or gifts in the amount

of \$125,000 as funding therefor, to appropriate \$525,000...”.

**Harry Salerno made a Motion to Accept the Amended Warrant Language. Betty Cavacco, second. The Motion carries unanimously (9-0-0).**

**Caucus Reminder:**

Chairman John Moody said that he received an email informing him that an Advisory & Finance Committee member presented their personal view points at a caucus rather than the opinion of the committee which is supposed to be presented. This member also used body language, like eye rolling, to display his/her distaste about comments being made. Sounds like this is an isolated incident but wants Committee members to be cognizant of this and need to do their best to make sure this does not happen in the future.

**Town Meeting Protocol:**

Chairman John Moody announced that the Committee will be meeting at 7:30AM Saturday at the High School and that all committee members are expected to attend Town Meeting at 8:00AM. The Advisory & Finance Committee meeting will remain in session for the duration of Town Meeting and members will gather at the end of the meeting to adjourn. Advisory & Finance Committee members may not vote but they may speak if they so choose, but this is rarely done. If someone chooses to speak they are speaking as a resident and not on behalf of the committee. The Chair makes the motions for all articles that the committee has voted to recommend and shares the recommendation. The committee sits together in the front left side of the auditorium and will meet at the stage at the end of the meeting. Mike Lincoln shared that he has a dual role at Town Meeting and may be speaking as Chair of the Charter Review Committee.

**Old/New/Other Business**

Correspondence: The Committee received a letter via email from Randy Parker regarding Article 16A: Simes House. Ethan Kusmin said that he has concerns and has been rethinking his vote. He voted in favor after hearing that the estimate was high and the project would cut costs and come in under budget, from Mr. Parker and from others. He knows through his profession as a builder that the estimate was high but now the new letter from Mr. Parker is saying that estimate is conservative. Mr. Kusmin is worried now that they will be spending every penny appropriated to complete the Simes House to museum quality instead of community center quality. John Moody said that he has had a lot of discussions regarding Article 16A and he does not get the feeling from Bill Keohan or others in the CPC that their intention is to spend every penny. One of CPC's main themes is historic preservation but they have shown in all of their projects that they control costs so they can spread their funds to additional projects. A lot of this will depend on whether or not they receive a waiver on prevailing wage. The objective for this project is for the Simes House to serve as Manomet's Community Center but also bring in a revenue stream to maintain the property. There was additional discussion about the confusion Mr. Parker's letter has created, the contradiction of housing and functions on the same property, and discussion at the various caucuses. Ethan Kusmin said that the common theme at the caucuses he attended, was the concern about the price tag of this project. Ultimately it is Town Meeting's decision to make though.

John Moody announced that Bill Keohan has invited all to the Simes House tomorrow, Friday October 16 from 9AM-6PM, for a tour.

There was also a brief discussion about Entergy's announcement this week that it will close the

Plymouth plant sometime in the next few years. Entergy currently pays the town \$9.25 million each year which is 5% of the Town's budget. Even when they close, they will still pay a portion of that to the Town, not sure what the actual gap will be. The Revenue Ideas Taskforce made a presentation to the Board of Selectmen to pursue a voluntary fee for nuclear waste stored in Plymouth which could potentially generate between \$7.6 and \$12 million per year. The Board of Selectmen will evaluate and decide if they want to pursue that. 1 path would be to negotiate with Entergy and another path would be to solicit the support of legislators to pursue legislation. The Federal Government is not holding up their end of the bargain regarding storage of nuclear waste. Plymouth has to be creative.

### **Meeting Minutes**

- September 30, 2015: **Harry Salerno made a Motion to Approve the 9/30/15 meeting minutes. Patricia McPherson, second. The motion carries unanimously (8-0-1). Marcus McGraw, abstained.**

### **ADJOURNMENT**

**Betty Cavacco made a Motion to Adjourn. Patricia McPherson, second. The motion carries unanimously (9-0-0).**

The meeting adjourned at 8:25PM.

Respectfully submitted,  
Kere Gillette