

**ADVISORY AND FINANCE COMMITTEE
MEETING MINUTES
September 2, 2015**

A meeting of the Advisory & Finance Committee was held on Wednesday, September 2, 2015. The meeting was called to order by Chairman John Moody at 6:30PM and was conducted in the Mayflower II Meeting Room at the Plymouth Town Hall, 11 Lincoln Street, Plymouth, Massachusetts.

PRESENT **Fourteen members of the committee were present:**
Belinda Brewster, Kevin Canty, Betty Cavacco, Richard Gladdys, Harry Helm, Shelagh Joyce, Ethan Kusmin, Patricia McPherson, Marcus McGraw, Christopher Merrill, John Moody, Patrick O'Brien, Harry Salerno, Marc Sirrico

ABSENT **No members of the committee were absent**

AGENDA ITEMS

Introduce New Member – Marcus McGraw

New Advisory & Finance Committee Member, Marcus McGraw, was introduced. Marcus has worked at Fidelity Investments for 15 years. He is a certified financial planner and is receiving his MBA in Finance soon. His wife works at BID Plymouth they have two children in the Plymouth Public Schools. Marcus is passionate about Plymouth and looks forward to serving the Town.

TOWN MEETING ARTICLES:

15: Transfer Properties to Conservation Commission

Betsy Hall, Conservation Commission, presented Article 15. This Article asks the Town to vote to transfer 3 parcels from the Town Treasurer to the Conservation Commission of the purpose of maintaining protected Open Space. The lots were originally designed as open space within developments. Homeowners Associations were either not formed, or were formed but did not pay the property taxes to the town, therefore the town obtained them through the tax title/foreclosure process. The lots are:

- 106-000-001-310 off Ashberry Street
- 106-000-006A-000 off Pimental Way
- 045-000-036B-008 off Bulrush Lane

Questions:

- Are any of the lots buildable? (R Gladdys) No, they are not buildable, they are restricted open space.
- Has any progress been made on preventing this situation from happening again and again? (H Salerno) It is up to the developer to move forward with forming a homeowners association. Then it is up to the homeowners association to collect dues and pay taxes. The town does not have any recourse to make those things happen.
- What are the assessed values? (S Joyce) Over \$300,000 for the 13.18 acre lot off Pimental. \$148,800 for the 1.25 acres off Ashberry. The one off Bulrush is not valued for very much because it is on wetlands, is very steep, and is not buildable.

Ethan Kusmin made a motion to recommend Article 15 to Town Meeting. Richard Gladdys, second.

There was discussion about the frustration of this happening to the town over and over, about developers maybe not receiving future permits in town if this happens, about the permanence of Open Space designation, and the potential to sell lots.

Town Manager, Melissa Arrighi, said the Town identifies all of the parcels that are off the tax roles each year to try to determine the best usage for them.

The motion passes (12-1-0). Shelagh Joyce, opposed.

29: Civil Service – Ages

Cindy DePina, Director of Human Resources, presented Article 29. The Town is looking to adopt MGL Chapter 31 Section 58A. “Notwithstanding the provisions of any general or special law to the contrary, in any city, town or district that accepts this section, no person shall be eligible to have his name certified for original appointment to the position of firefighter or police officer if such person has reached his thirty-second birthday on the date of the entrance examination. Any veteran shall be allowed to exceed the maximum age provision of this section by the number of years served on active military duty, but in no case shall said candidate for appointment be credited more than four years of active military duty.”

Studies and statistics have shown that public safety officials are placed in high risk physical environments. Although a physical abilities test is provided to all police and fire prior to their hiring, there is also a school of thought surrounding the age appropriateness to enter this line of work. As we review all of our risk factors, including actual and potential exposure, we believe the adoption of this section of the law could potentially reduce the Town’s liability and injury to our employees. The town used to have this maximum age until the mid 1990s when Civil Service law changed. Adopting this provision would allow us to return to what we had as far as the maximum age.

Questions:

- Is this provision worded the same as the maximum age was worded years ago? (R Gladdys) Yes.
- Would this be for any police officer or firefighter? Also for any military service? (K Canty) This would apply to only new police officers or firefighters, not returning or coming in from another community.
- What about military personnel who are 37 or older whose service was delayed due to deployment? (K Canty) There are no exceptions, they may not be credited more than four years for active military duty.
- Does the Town have an age limit currently? (M Sirrico) Yes, it is currently 21 minimum and 65 maximum.
- What is the opinion of the Police and Fire? (M McGraw) Both chiefs are in support.
- Is there a cost savings? (K Canty) There could be a potential savings due to having to train less frequently. If they are hired at earlier ages, they could potentially stay on the job longer, so we could see less turnover.
- Have other towns in the area adopted this statute? (S Joyce) Yes, over 100 towns in the Commonwealth have adopted this and several have left Civil Service completely.
- Are there any studies that suggest a 34 year old is more likely to incur physical or psychological trauma? (J Moody) Yes, it has been found that there is increased risk for injury as public safety personnel age. This statute exists for a reason.

Patrick O’Brien made a motion to recommend Article 29 to Town Meeting. Christopher Merrill, second.

There was discussion about the need for this statute, that 32 seems too young, that people on the Civil Service list can not be bypassed due to age without adopting this statute, issue with restricting those whose return from deployment was delayed so they may miss that window, there is financial benefit to adopting this as far as reducing liability and reducing injury, this can help maximize the vibrancy of the police and fire departments.

The motion passes (11-2-0, 11-3-0 with Chair voting). Kevin Canty, Marcus McGraw, and Chair John Moody, opposed.

1: Personnel By-Law – Misc D

Cindy DePina, Director of Human Resources, presented Article 1. The Town is proposing to change quite a few pay rates in the Miscellaneous D schedule in response to the increase in minimum wage. Minimum wage is currently \$9.00 per hour. On January 1, 2016 it is increasing to \$10.00 per hour and on January 1, 2017 it is increasing to \$11.00 per hour. The proposed Misc D pay scale includes changes for both the minimum wage impact and the impact of compression of wages for supervisors, preventing supervisors' wages from falling below, or too close to, the wage of an employee they are overseeing. We similarly at the Fall 2014 Town Meeting and Spring 2015 Special Town Meeting, these are the rest of the positions, carrying them out for two years. While the government is not required to follow minimum wage requirements, we feel that we have to in order to attract employees.

Questions:

- What will the net effect be on the salary budget line item? (S Joyce) It will be minimal. These are seasonal positions that work primarily in the summer.

Christopher Merrill made a motion to recommend Article 1 to Town Meeting. Patrick O'Brien, second.

The motion passes unanimously (13-0-0).

4D: Study of Personnel Salaries Town-Wide

Cindy DePina, Director of Human Resources, presented Article 4D. The Town is proposing a comprehensive study to evaluate salaries for all positions within the Town and Schools for both internal equity as well as comparison externally to similar communities to ensure salaries are at the proper level. We would like to ensure we can offer competitive salary packages that attract and retain talent. In a constantly changing economic climate, keeping the Town thriving requires staying in tune with the climate. Salary survey analysis identifies incumbents who are paid significantly less than the market, providing an opportunity to make adjustments over time to bring those salaries up to a competitive level. It can also identify any areas where a position may be getting overpaid and allow to control costs and make any adjustments. There may also be positions that are being paid at the proper level and there would not be a need to make any changes. The survey will be conducted by a third party, with no association to the Town. When the project is completed, a comprehensive report will be available to review. The cost to complete this study will be approximately \$42,000. The Town is currently struggling with recruitment at all levels so we need to look at all the pieces.

Questions:

- Does the study have to go out to bid? (H Salerno) We currently have estimates. We will seek quotes from at least 3 companies that specialize in these types of studies for municipalities.
- Why now and not at annual budget time? (H Salerno) Town Manager, Melissa Arrighi, responded. Collective bargaining units are currently in negotiations with administration. 10 or 12 years ago unions went through reclassification studies. It would be helpful to do a study of salaries and benefits town wide and compare them to other towns. Employees would like to see it done and administration would like to see it done. Once completed, we would own it and share it. We may need to work at adjustments. It would be very helpful to have this tool to help with recruitment and retention. Don't want to delay this process by waiting until spring. We would like to have it approved now and let the unions know and hopefully settle all contracts by spring.
- Will it be less expensive to do it all at once? (P O'Brien) Yes it will be less expensive based on economy of scale. Philosophically it will also be helpful, to show that we care about all employee groups.
- Do the unions have consultants that look at this? (C Merrill) Some do and some do not. We have not done this comprehensively as a town as a whole since the 1970s.

- What do you mean by “own it”? Where will it progress once it is complete? (H Helm) We will have to see what comes out of the report. We will take it seriously and share it with everyone. We will have to look at finances and where we are with the budget cycle. In the past, we are typically in the 50-60th percentile for salary but our benefits have always generous. This will help us determine if that is still the case.
- So this study will look at total compensation packages? (J Moody) Yes. In our search for an Assistant Town Manager there has been a lot of discussion about work-life balance and flexible scheduling, working from home. These things are difficult to incorporate in a municipal environment but job seekers, particularly millennials, are looking for these options.
- Who will pick the towns for comparison? (B Brewster) The list of peer communities has already been established. There are 15 on the list. The Town Manager and Board of Selectmen will choose from those.
- What is the time frame for the study? (S Joyce) 6-12 months.
- Does the town send a letter to employees showing them their entire compensation package? (S Joyce) We do not but have discussed it and will look into doing it.
- What about including alternative trends, maybe being done in other parts of the country? (H Helm) This study will look at our peer communities only. The firm may make mention of other trends in general.
- \$42,000 seems reasonable, are we sure it is enough money? (R Gladdys) It is a conservative number but we believe we can stay on target.
- Not looking at innovations outside the peer group may be a mistake? (H Salerno) We learn a lot through MMPA, MMA, ICMA publications, meetings and conferences. Employee associations and unions also look at those things.
- Some of our departments may not match up with those in our peer communities like our Highway Department with 500 miles of roads? (J Moody) This town is unique in many ways but we will still use the same peer community list.
- Will the study look at each salary tier and steps? (J Moody) Yes, that is an important piece of the study.

Patrick O’Brien made a motion to recommend Article 4D to Town Meeting. Patricia McPherson, second.

There was a lot of discussion on this topic which included: important study need to make sure we add details and get it right, how to implement, transparency, law of unintended consequences, make sure increases do not hit taxpayers all at once, town needs to stay competitive, would like to see scope defined better, could internal auditor do this study, cost of not filling vacancies because it increases overtime pay, work life balance is important, morale issues, not afraid of results, facts are facts, not sure study will help with hiring and retaining, let’s get the ball rolling and not wait, this will enable informed decision to be made.

The motion passes (12-1-0). Marc Sirrico, opposed.

4K: Emergency Operations Plan

Aaron Wallace, Director of Emergency Operations, presented Article 4K which seeks to provide adequate planning funds to complete a Comprehensive Emergency Operations Plan for the Town of Plymouth. FEMA Public Assistance requests for the latest disaster declaration associated with the severe winter storms of 2015 have identified areas of improvement in emergency response policies which should be developed and documented to be consistent with the current rollout of the Federal Interagency Operations Plans and Presidential Policy Directive / PPD-8 National Preparedness Goals. Funding of \$100,000 would expand the Town of Plymouths plan from its current form into four comprehensive sections:

1. The Basic Plan will detail the emergency response policies and describes the response organizations. It will outline all aspects of the authority of agencies and departments, planning assumptions, updated hazard & vulnerability assessment material, and emergency management roles and responsibilities.

2. Emergency Support Functions will provide information about the Town department capabilities and describes how departments will carry out a specific function in any emergency situation. The Emergency Support Functions are plans organized around the performance of a broad task.
3. Support Annexes will provide guidance and describe the functional process and administrative requirements necessary to ensure efficient and effective implementation of the Town's incident management objectives.
 - a. Direction & Control
 - b. Communications & Warning
 - c. Evacuation
 - d. Continuity of Operations
4. The Incident Annexes will provide information about how the Town's departments will respond to specific situations. The following is a list of Incident Annexes proposed for the Town:
 - a. Debris Management
 - b. Drought
 - c. Severe Weather
 - d. Earthquake
 - e. Security & Protection

This planning funding will allow the Town to protect its citizens and resources. This will also assist departments in preparing, training for and executing emergency operations and recovery work.

Questions:

- Have you searched for a consultant yet? (C Merrill) We did an RFP, request for proposal, we received 3 bids from within the region and one from a firm in Washington DC.
- Who will manage the plan? Will there be additional training costs? (H Salerno) Emergency Management Director will manage the plan along with the chiefs of public safety and Town Manager. Training costs are part of the existing town budget. Trainings are done internally at no additional cost.
- Has Entergy or the County been asked about helping to fund this? (H Salerno) We did not ask them for this specifically. This is a municipal plan only.
- Do we have any plan in place now? (R Gladdys) We have a basic plan in place now. This would be much more in depth. With almost 40 miles of coastline and a strong tourism component, Plymouth is unique. This is an economic investment in our future. Many towns do this. We need to have a foundation plan in place for disaster. With planning and structure in place to handle a disaster we will be able to recover more quickly. It will also help to be in line with MEMA and FEMA in applying for reimbursement.
- If we don't move forward with this, it will be harder for the Town to receive reimbursement? (C Merrill) Our currently plan has inefficiencies. This plan would be more robust and in line with federal standards.
- Could we track resources used more effectively with this plan to help with reimbursement? (K Canty) Yes, good planning always maximizes return on investment. This would help administratively with avenues to improve documentation for resources used, document asset and infrastructure damages, and more.
- Existing plans are not adequate? Have they been tested to see if they work? Will the new plan be tested? Will the plan be inclusive of all town departments and resources? (B Brewster) Existing plans are minimal. We have been trying unsuccessfully to scrape together funding since 2011 through grants. We test our plan all the time, particularly communication and documentation. We have never tested a full scale evacuation. The plan will be comprehensive and include all entities.
- Why \$100,000? Why not just improve existing plan? (B Brewster) It is an expensive process. Vendor knows what they are doing. This plan would be Plymouth specific including all our hazards and vulnerabilities. We can't predict or prevent disasters but we can improve our process and maximize our reimbursements.

- Has this ever been put on the capital request list? Is our plan in violation of any regulations? What is hourly consultant pay rate? Why has grant route been unsuccessful? (S Joyce) It has not been put on capital request list, plans do not go on that list. Our plan is not in violation of any regulations. Not sure of hourly consultant rate. We are located outside Metro Boston and that is where most grants are given.
- Towns have to respond on their own to disasters and can't count on other towns, counties, state or federal government agencies, correct? (M Sirrico) Yes, our jurisdictional responsibilities are to Plymouth. This plan will be an individual play book for our community.
- When was the plan last updated? (P O'Brien) It was assessed by MEMA and updated in 2007 and 2012.
- What if there are differences of opinion about the results of the plan? (M McGraw) It will be a cooperative effort to implement. We will meet, discuss, strategize, prioritize, and assess together.
- Why now? Why not wait until budget process and approval in Spring? (H Salerno) Town Manager, Melissa Arrighi, responded that we have a \$200 million dollar budget, we have to react when needs arise, we can't conduct our business once each year. We will continue to have funding requests in the fall.
- The town does an excellent job with the assets it has. Why do we want to invest \$100,000 to make our response or ability to receive reimbursement only a little better? It is an investment. Everyone in town relies on us to have the best plans in place and be as well prepared as possible.

Patrick O'Brien made a motion to recommend Article 4K to Town Meeting. Ethan Kusmin, second.

Discussion included the importance of emergency response to be well coordinated, don't want to look back and regret not taking action, too much money, we already have enough plans, disaster could have major economic impact on town and tourism so we need to be able to minimize that impact when needed, this will help with public safety, reimbursement and economic recovery, like insurance in that need to have it but don't ever want to have to use it, better having it and not needing it than needing it and not having it, support it as long as report is done quickly and it is maintained with revisions regularly, should fight with other items for priority and funding at budget time, should look at how our plan will coordinate with other towns, should spend money on activating existing plans and drilling, do not understand what the money will get us that we do not already have, we want those in charge to have the best information possible, plan addresses recovery too which is just as important as reaction, New Jersey beach fire after Sandy looked a lot like Plymouth – we could benefit from experts sharing newest information with us.

The motion passes (8-4-1). Richard Gladdys, Belinda Brewster, Christopher Merrill, and Harry Salerno, opposed. Patricia McPherson, abstained.

4B: Police Study of Department

Melissa Arrighi, Town Manager, presented Article 4B. The Town of Plymouth recognizes that policing in Plymouth has changed over the years as the town has grown, social media has exploded, the increased media involvement, the constant scrutiny and numerous lawsuits filed against officers, and the statistics on types of crimes have evolved. The Police Chief has made operational adjustments, provided specialty training, hired the Street Crimes Unit, and expanded the Departments' focus to manage these changes. However, we also understand that there are a number of departmental variables that can strongly influence our officers; attitudes, and consequently, their incident responses, and their coping capacity, both pre and post incident. The Police Chief and Town Manager have talked about his extensively as they think about the future and the best approaches to sustaining the Department's success in an ever changing public safety environment.

One of the recent recurring issues centers around the Injured on Duty claims by officers. Increasing IOD claims, particularly in the area of psychological claims directly related to his/her work as a Plymouth Police Officer, are alarming. The processing of these psychological claims put a significant strain on the relationship between employee and manager and the union as these claims can be difficult to substantiate and are typically more complicated in nature than a physical injury sustained on the job. In addition, the claim itself often has a negative effect on the officer's personal life, his/her job performance and attitude, and on the internal culture of the Department. Finally, increases in IOD claims and the potential for a resulting Disability Retirement, can also have a long-term fiscal impact on the pension system at large as these pensions are typically 72% of the employee's salary and are not taxable regardless of their age or years of service to the Town.

The Town averages 12 public safety employees in full pay but unable to work status (111F budget \$200,000) and an average of 60 out on disability retirement (100B budget \$270,000). In the past these costs have been predominantly associated with a physical injury sustained in the line of duty. However, that is changing as recent claims have pointed directly to a mental health issue related to the work the officer does for the Town. We need to understand why this is happening and how we can reduce these statistics both of the safety and wellbeing of our officers and for the short and long term financial impacts to the taxpayer and employee. Research has shown that culture found in police departments has a direct effect on the behavior and health of the officers. It is time that the Town did a full study of the Plymouth Police Department focusing on the key aspects that can influence an officers' health and wellbeing, and correspondingly their attitudes towards their job, their colleagues, and the public.

The cost of the study will be approximately \$40,000 and goals for the study are:

1. Identify the specific internal culture between fellow officers and provide recommendations on how that culture can be fostered to positively impact the legitimacy, effectiveness, conduct, and overall health of Plymouth Police Officers and their service to the public.
2. Identify and understand how other factors specific to the Plymouth Police Department, such as stress management and psychological and physical health evaluation and promotion can be productively managed. Make recommendations to help improve the well-being of the police officers with the goal of reducing the number of IOD Claims related to these factors.
3. Identify and outline how staffing levels, overall manpower distribution, and vacation/sick time usage specific to the Plymouth Police Department can impact the well-being of the officers. Make recommendations on staffing plans that can promote a healthy work=life balance and reduce the number of IOD Claims.

iOD costs, including salary and education but not including overtime are:

2012: \$284,000, 2013: \$187,000, 2014: \$332,000, 2015: \$675,000

This is a growing concern for our community. This is a combined initiative of the Town Manager, Police Chief and Fire Chief. The Town Manager will be reaching out to other communities to see if they are having similar increases or if ours are higher than the norm. We need to talk openly about this subject, have healthy conversations, we need input.

Questions:

- Is this concentrated on police or include fire too? (S Joyce) We have seen it more in police department but it is spreading to other public safety areas.
- Is this increase in correlation with the opiate epidemic or is it without causation? (K Canty) Don't know the answer to that.

- The police are a close knit group and back each other. Is there skepticism that we can get honest answers from them? (E Kusmin) Not sure who will conduct study. Not sure any other towns have tackled this. We will reach out to MMA and Police Chief Association to see what we can find out. We may look into petitioning MMA to see if they will do this study for us.
- Is it possible there isn't an increase of incidents but maybe more aware and comfortable to come forward with psychological issue? (P McPherson) That is possible.
- Has anyone approached those affected to see what they feel may be the cause of stress? (H Helm) Post incident debriefing sessions are not mandatory. Approaching those affected has not been done.
- Any idea of the percentages of physical versus psychological? (B Brewster) Not sure of numbers but psychological have not been traditional here.
- Is there a particular age demographic affected by psychological? (E Kusmin) Not sure.
- Maybe public safety service is exacerbating pre-existing psychological issues, like a veteran with PTSD? (K Canty) Consultant will most likely not be privy to that information.
- Can we identify a root source of the psychological issues in the department? (J Moody) Not qualified to answer that. We want to look at what we can do to make it a healthier place to work. Some claims may be associated with what preceded them being hired here. Are our psychological screenings sufficient? We can look at adding additional support resources like counseling but that would have to be bargained and would have to be voluntary.
- Can we identify trends or pre-cursors with HIPAA laws? (P O'Brien) We have to look at this issue. We need help. We do not dare to wait. This is the most important item this community will see in a long time. Maybe we need to add an on duty psychologist?
- Town Manager and Chiefs have been discussing issue. Is there any buy in from employees? (B Brewster) This has not been discussed with employees yet.
- Has it been discussed with unions yet? (H Salerno) Not yet. Just chiefs, Board of Selectmen and now Advisory & Finance.
- Have you reached out to Beth Israel Deaconess Plymouth yet to see what resources they may have? (S Joyce) Not yet, but that is a good idea, we will reach out to them.

Richard Gladdys made a motion to recommend Article 4B to Town Meeting. Patrick O'Brien, second.

Discussion included police in the news daily getting injured or killed in the line of duty, videos adding to stress, this is an important study because of the times, we need to find out what is going on and determine how we can help, good idea, wish employees and unions were gauged for buy in, help individuals is primary goal, bottom line is secondary, study seems like a good place to start.

The original motion to recommend Article 4B to Town Meeting passes unanimously (13-0-0).

Richard Gladdys made a motion to extend the meeting and hear articles after 10:00PM. Patrick O'Brien, second. The motion passes (12-1-0) Ethan Kusmin, opposed.

30: Acts of 2001, Chapter 94 – Leases

Melissa Arrighi, Town Manager, presented Article 30. This Article asks the Town to vote to petition for special legislation to rescind, as of 2026, Chapter 94: An Act Authorizing the Town of Plymouth to lease certain land, under the Acts of 2001. This special act names specific people. We need to step away from favoritism and do away with this special act. Leasing of public property should always go to bid.

In February of 1999, the Board of Selectmen heard a warrant article which asked Town Meeting to petition the Mass Legislature for a Special Act that would exempt the leasing of property on Plymouth Long Beach from Chapter 30B. The petition was presented by John Scagliarini, a residential lease tenant of Town-owned property on Long Beach. The article, as presented, would afford the proposed no-bid clause to those who were occupying Town-owned beach properties and their future successors. In addition, proposed language would permit the Town to issue leases up to 20 years in length and allow further consecutive extensions of no less than 10 years in length. At that time, the Board voted 4-1 to support Mr. Scagliarini's request.

At a meeting some weeks later, Sandra and Robert Cotti, who lease and operate a concession stand at Plymouth Beach, asked the Board to support the inclusion of their leased commercial property within the petitioned article. The Board voted 4-0 to include the property leased to Cotti within the article proposed by Mr. Scagliarini. Town Meeting passed a modified version of the petitioned article at the 1999 Spring Annual Town Meeting. The Special Act was further modified by and approved by the Mass Legislature in 2001.

Over time it has become apparent that the Special Act has significantly hampered the Town's ability to obtain a fair market value for the leasing of publicly-owned property on Plymouth Long Beach. Staff has been working in recent years to improve the Town's control over its leased properties and ensure that the taxpayers are receiving the best value of the use of these desirably-located properties. Staff has been working on an overall leasing policy that will govern the way by which we address the issuance, renewal, and transfer of Town leases and licenses. A recent request to transfer a long term lease on Plymouth Long Beach to an ew successor has brought these long-standing concerns about the Special Act to the forefront. Removal of the Special Act will support the aforementioned efforts to maximize both the financial and service-oriented values of Long Beach properties for the community. The recommendation to make the termination effective in 2026 is intended to honor the latest-expiring existing lease on Plymouth Long Beach.

Questions:

- Why not repeal the Act now and still honor the leases? Why 2026? (H Salerno) The Board felt strongly to do away with this in 2026.
- What precludes the town from signing long term leases now? (H Salerno) Nothing precludes it. The Town can sign licenses and leases for 10 years, it requires Town Meeting action for longer terms.
- Scaglarini was behind in rent but lease was renewed anyway? Do both his lease and Cotti's lease expire in 2026? (S Joyce) There were issues of that nature in the past. Scaglarini's lsease expires before 2026 but he has expressed interest in renewing. Cottis have 8 years left on their lease and they have but the business up for sale, lease allows for successors and assisgns.

Patrick O'Brien made a motion to recommend Article 30 to Town Meeting. Shelagh Joyce, second.

Short discussion included comment that this action is long overdue.

The motion passes (12-1-0). Marc Sirrico, opposed.

Public Comment

Paul Hapgood, Town Meeting Member, believes that spending \$42,000 on the personnel study is a good idea. Once we get the results we can figure out how to implement it and it can all be negotiated with the unions when the time comes.

ADJOURNMENT Christopher Merrill made a motion to adjourn. Shelagh Joyce, second.

The motion for adjournment carries unanimously (13-0-0).

The meeting adjourned at 10:38PM.

Respectfully submitted,
Kere Gillette