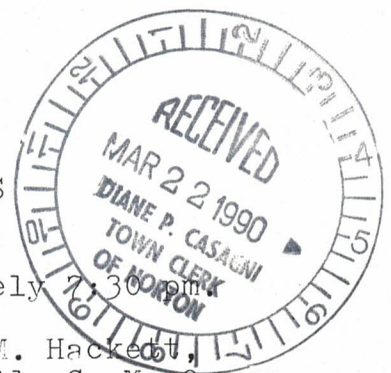


FINANCE COMMITTEE MEETING MINUTES
March 12, 1990



The meeting was called to order at approximately 7:30 PM.

Present: M. Brown, J. Desrochers, K. Eagan, M. Hackett,
E. Hamilton, P. Helmreich, B. Kimball, C. MacQuown,
R. Nugent, D. Ward

B. Nugent notes Personnel Board meeting tonight.

Meeting minutes

M. Brown moves that the minutes of the February 26, 1990 meeting be accepted.

D. Ward seconds

In favor: Brown, Eagan, Hamilton, Helmreich, Kimball, MacQuown, Ward
Abstain: Hackett

M. Brown moves that the minutes of the meeting of February 28, 1990 be accepted.

In favor: Kimball, Ward, Hamilton, Eagan, Helmreich, Brown,
MacQuown

Abstain: Hackett

B. Nugent notes Assessors' transfer request. R. Bevis noted that S. Lombard requested that the department go for a transfer because they are getting outside counsel.

P. Helmreich requests Chair to speak to Town Manager regarding policy change.

C. MacQuown notes School department legal costs of \$10,000 for legal services and \$10,000 for negotiations.

Personnel Board

Personnel Board Chairman notes that the Board has set salaries and has proposed a few changes in salary ranges.

Review of information presented.

C. MacQuown questions how Town compares.

Chairman notes comparison with surrounding Towns and to attempt to catch up with other salaries.

P. Helmreich notes salary employee is not a 40 hour position and notes a salary employee is full time-perform a position's duties.

Chairman notes approx estimates in hours, 40 hours-full time, 30 hours-3/4 time, and 20 hours-1/2 time.

P. Helmreich notes that the Personnel Board has made comparisons with other communities and attempted to achieve equity internally but did not assess the financial difficulties of the Town.

The Personnel Board Chairman notes that the Town cannot place the burden on the 30 employees and if anything is done to lower increases, it should be done across the board.

B. Nugent question lowering a contracted increase.

P. Helmreich notes Town contract that will be going into negotiations vs. contracts that have been settled and will run their course.

B. Kimball notes that it is unfortunate that the two Committees do not settle contracts or have a say in the negotiations.

The Personnel Board tried to keep parity within Town and felt its responsibility was to the Town of Norton and its employees. Personnel Board members notes the right of an individual to act and negotiate with Town Manager on their own.

Review of information.

Wire, Plumbing and Gas Inspectors - review history of Inspectors Water and Sewer Assistant Superintendent - a range has been set pending funding of position

K. Zaroni, Planning Board member, requested Town Planner salary by Board of \$36,000 and 3 yr contract. Notes error of additional 6.5%. Review of surrounding Towns briefly.

B. Nugent notes error of placing \$2,000 for Zoning booklets which should be placed in account 241-520 per S. Lombard.

Zoning printing 177-520

P. Helmreich moves to reconsider

Seconded

Unanimous

P. Helmreich moves Zero

B. Kimball seconds

Unanimous

Building Printing 241-520

P. Helmreich moves to reconsider

Seconded

Unanimous

P. Helmreich moves \$2,000

Seconded

Unanimous

Communications Center Salaries

B. Kimball moves \$134,568

5% increase, 53 weeks

E. Hamilton seconds

Discussion of Personnel Board recommendations

P. Helmreich moves to stay with 5% salary increases for nonunion personnel and wait till end to review.

Consensus - 5% increase

Unanimous

Communications Center Expense

B. Kimball moves \$41,265

C. MacQuown seconds

E. Hamilton notes amount of long distance calls. He will speak to Supervisor.

Unanimous

Dog Officer's Salary

B. Kimball moves \$10,171

D. Ward seconds

Unanimous

Dog Officer's Expense

P. Helmreich moves \$3,900

B. Kimball seconds

B. Kimball notes reduced mileage last year is currently overdrawn.

Unanimous

Dog Officer - Care and Custody

K. Eagan moves \$3,000

P. Helmreich seconds

Unanimous

Dog Officer - Humane disposal

K. Eagan moves \$784

B. Kimball seconds

P. Helmreich amends to \$500

D. Ward seconds

Unanimous

Tree Warden Salary

B. Kimball moves \$9,781

D. Ward seconds

Unanimous

Tree Warden Department salaries

D. Ward moves \$6,500

E. Hamilton seconds

Unanimous

Tree Warden Expenses

D. Ward moves \$10,000

P. Helmreich seconds

Unanimous

Dutch Elm Disease

D. Ward moves zero

C. MacQuown seconds

P. Helmreich notes adding costs to expenses.

B. Kimball notes \$1,000 in account currently which can be used.

Unanimous

School

P. Helmreich moves to table school budget

B. Kimball seconds

B. Nugent notes School Dept public hearing on 3-14-90

Unanimous

School, Cafeteria

P. Helmreich moves to table

B. Kimball seconds

Unanimous

School, Athletic

P. Helmreich moves to table

D. Ward seconds

Unanimous

Southeastern Regional

B. Kimball moves \$140,245

D. Ward seconds

In favor: Kimball, Eagan, Helmreich, Hackett, Desrochers,
Brown, MacQuown, Ward

Abstain: Hamilton

Engineering

D. Ward moves \$1,000

K. Eagan seconds

K. Zaroni notes site plans not included in planning fees and
will need engineering costs

Unanimous

Highway Salaries

B. Kimball moves \$184,313

Seconded

Unanimous

P. Helmreich moves to reconsider

B. Kimball seconds

Unanimous

P. Helmreich moves \$184,963, add longevity

B. Kimball seconds

Unanimous

Highway expenses

P. Helmreich moves \$98,600

D. Ward seconds

Unanimous

Surface treatment of Town Roads

D. Ward moves \$65,000

P. Helmreich seconds

Unanimous

Repair to Private Ways

D. Ward moves \$3,000

P. Helmreich seconds

Unanimous

Snow removal

P. Helmreich moves \$50,000

C. MacQuown seconds

Discussion

E. Hamilton notes artificial lowering of figure.

Unanimous

Hydrant Maintenance

D. Ward moves \$34,631

E. Hamilton seconds

P. Helmreich amends to Zero

C. MacQuown seconds

P. Helmreich notes should be in Water department and in the
water enterprise account.

E. Hamilton notes Fire Department employees could service and save tax funds.

D. Ward notes penalizing sewer residents paying higher rates/sewerage costs. Notes history of account.

In favor - Kimball, Hamilton, Eagan, Helmreich, Hackett,
Desrocher, Brown, MacQuown

Opposed- Ward

Street lights

B. Kimball moves \$43,000

D. Ward seconds

Unanimous

Rubbish Collection Salaries

D. Ward moves to table

K. Eagan seconds

Unanimous

Discuss overtime

Request complete breakdown of salaries including last year rates and total hours.

Discussion of tax-fee for rubbish collection.

Rubbish Collection Expenses

P. Helmreich moves \$400,000

K. Eagan seconds

Unanimous

In favor - Kimball, Ward, Eagan, Helmreich, Hackett, Desrochers,
Brown

Abstain - MacQuown

Solid Waste Engineering

E. Hamilton moves Zero

M. Brown seconds

Unanimous

Solid Waste Advisory Committee

D. Ward moves \$200

K. Eagan seconds

B. Kimball amends to \$100

C. MacQuown seconds

In favor- Kimball, Hamilton, Brown

Opposed- Desrochers, Ward, Hackett, Eagan, Helmreich

In favor - Ward, Eagan, Helmreich, Desrochers, Hackett

Opposed: Kimball, Hamilton, Brown

Sanitary Landfill

P. Helmreich moves \$6,000

Seconded

Unanimous

The meeting was adjourned at approximately 10:10 pm
until 3-14-90 at approximately 7:30 pm.