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APR 12 1994

Town of Norton
Finance Committee
Minutes of Meeting
March 30, 1994

NORTON TOWN CLERK

Attendance: Phil Zawasky, Chair; Tom Deluca, Vice Chair; Bill Gouveia, Paul Helmreich, Mary Jo Hackett, Tim Phelan, Jack Nicolas, Michael Fiore, Julia Sweet and Jackie Desrochers.

Call to Order: 7:31 pm by Phil Zawasky, Chair.

Old Business

Tom Deluca, Vice Chair, made a motion to accept the Minutes of March 14, 1994. Seconded by Mary Jo Hackett. Vote: unanimous.

Tom Deluca, Vice Chair, made a motion to accept the Minutes of March 16, 1994. Seconded by Tim Phelan. Vote: unanimous.

Bill Gouveia made a motion to accept the Minutes of March 21, 1994. Seconded by Tom Deluca, Vice Chair. Vote: 8 approvals and 1 abstention (Jack Nicolas).

New Business

Board of Health (510): Job sharing position right now to cover full-time hours (one person works 21 hours and the other works 19 hours), neither employee uses benefits program. Half-time secretary in office. Walter feels the need may be there for a full-time secretary but it is not a priority.

Public Health Nurse (522): Budget was reduced from \$2,000 to \$1,820 because she doesn't need any more than that. Her salary is included in the Board of Health budget.

Council on Aging (541): Personal Services line raising the salary of Director of Council on Aging. Walter's recommendation is to rename the position to Director of Human Services because the position has already encompassed working with youth and will eventually merge with Veteran's Agent position (when he retires). Jack Nicolas voiced concerns as to whether this proposal was premature and whether it should be brought up later when the Veteran's Agent is ready to retire. Walter did not agree with this. He feels that the Director is already doing this work and should be paid fairly for it. Tom Deluca agreed that we should pay him for the job he is doing. The discussion continued and centered around the salary to paid because the responsibilities will not change despite the change of title. The flip-side argument was that the man in the current position does a great deal of work for very little money. Paul Helmreich suggested possibly raising his salary by \$5,000 until the two positions merge. Tom Deluca stressed that the job is Human Services Director---do we want to fund a Human Services Director for \$28,000? We have a new position and the new position is worth this money. Jack Nicolas voiced concerns as to whether this

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position will duplicate services and warned about building our own empire. APR 12 1994

Veteran's Agent (543)
HDCP. Commission (549)

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Library (610): Walter's recommendation reduces the total salary expense and reduces the equipment repairs budget that they would put into their able system (technology part of library system). The Library Board hires their own personnel. We do not do anything for them financially. Once a day month someone comes over to the Town Hall and collects two checks. One is for 1/12 of salary appropriation and one is for 1/12 of expense appropriation. They also get money from other sources. Walter suggested that FinCom concentrate on the "bottom line". Mary Jo Hackett asked, of the \$162,000, what sort of salary increases did he show for the staff prior to Union increases? There was an adjustment of one position and an overall adjustment to the base salary of Children's Librarian. There were 5% increases for everyone else across the board.

Recreation (630): Raising hours of position from $\frac{1}{4}$ time to $\frac{3}{8}$ time (15 hours).

Maturing Debt (711): Principle payment on debt for FY95 is \$835,000, next year it will drop another \$100,000. Teacher Deferral Program kicks-in in 1997.

Employee Benefits (910): Contributory retirement \$527,107 is a good number from Bristol County Retirement System. Worker's Compensation for \$50,000 is a good number and will stay. The \$1,600,000 for Employee Health Insurance Walter feels it will drop substantially--they are migrating people off an Expense and Indemnity Program for a less expensive one. Self-funding plan is a combination plan. The lower number will be 3 part--(1) 70% premium basis (2yr. premium guarantee), (2) self-funding plan and (3) tail off of our self-funded plan which is going away.

Paul Helmreich: Grudge question about budget---Estimated funds are \$18,396,378 and the budget is \$51,000 over that amount in expenditures. Is FinCom looking to cut \$51,000 out of budget so that none of the money is taken out of Free Cash or Stabilization or is it somehow going to work out? Walter's three factors: (1) We are going to see a substantial cut on spending side for Employee Health Insurance, this will more than off-set the salary increases. (2) On funding side the tax number is there and the Cherry Sheet number, if anything, is low. (3) School Department number. School's number does not include any contract agreements for teachers but it does include several new programs and new staff positions

Bill Gouveia made a motion to meet with all finished budgets by April 6, 1994. Seconded by Tim Phelan. Vote: unanimous.

Mary Jo Hackett made a motion to adjourn. Seconded by Tim Phelan. Vote: unanimous. Meeting adjourned at 10:27 pm.

Respectfully submitted,

Patricia C. Mello

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Recording Secretary