

## HOLLISTON BOARD OF SELECTMEN

April 17, 2012  
8:00 P.M. (Tuesday)

Selectmen's Meeting Room  
Town Hall

Present: Jay Marsden, Chairman; Jay Leary, Vice Chairman; Kevin Conley, Clerk and Paul Le Beau, Town Administrator. Andrea Minihan, Administrative Assistant, was absent.

### MR. CONLEY MOVED TO APPROVE THE FOLLOWING WARRANT

12-43	GENERAL WARRANT	\$160,757.78
	MEALS TAX	\$ 64.83
	STUDENT ACTIVITY (8030)	\$ 16,962.07
	PERFORMANCE DEPOSITS (801)	\$ 725.00
	AGENCY (890) VETERANS DISTRICT	\$ 2,064.14
	PAYROLL	\$ 86,332.06
	TOTAL	\$266,905.88

### ACCOUNTANT'S NOTE:

#### ACCRUED DEDUCTIONS LIABILITIES NOT PAID

\$ 28,099.16

### TREASURER'S NOTE:

#### WIRE TO HEALTH INSURANCE TRUST

\$ 17,802.10

**THE MOTION WAS SECONDED BY MR. CONLEY. ALL IN FAVOR.**

### COMMENTS FROM THE BOARD

Mr. Conley said that the weather has been beautiful.

Mr. Marsden said that softball season has started.

Robert Weidknecht, Trails Committee said that there is no parking along South Street to access the rail trail. Mr. Weidknecht said that anyone who wants to walk the rail trail can park at Hopping Brook Park.

Mr. Marsden said that if they park at Hopping Brook Park we are being considerate to the residents of South Street.

### PLANNING BOARD CHAIRMAN – MASTER PLAN DRAFT RECOMMENDATIONS JACK DONOVAN

Mr. Donovan said that the Planning Board, in 1999, hired a company to design a Master Plan. He said that it has some good information about where we stand in development and on the un-developed land. He said that the Master Plan did not have any good recommendations. Mr. Donovan said that the Planning Board has eight recommendations.

1. evaluate different types of housing, apartments and duplexes
2. monitor progress of Town bike trail.
3. traffic flow on Washington Street Route 16
4. evaluate implementation of town energy efficiency program (heating, lighting and

- Fleet management)
5. public transit
  6. monitor the Town demographics and notify the Town Boards as needed
  7. add an additional Town roadway with a bicycle lane
  8. new residential subdivision with solar panels on homes.

He said that they have adopted these but he wanted to put it before the Selectmen to see if there was anything to add or delete.

Mr. Donovan said that duplex and apartments, if they are to be built, would have to be by special permit. Mr. Donovan said that since 2010, the Town has had a 2% drop in population. He said he is not sure why, but it could be that it is expensive to live here or any number of reasons. He said what the Planning Board would like is to find an area of land and have a few developers come in to make proposals. He said that it would be apartments and people could move from their big home to this apartment.

Mr. Conley asked why would they want different types of homes? Mr. Donovan said to create something more affordable in Town. Mr. Donovan said that they did a presentation at the Library with 80 people present and they had a show of hands for larger homes or apartments. He said that it was split in half. Mr. Donovan said that we are not diversified in our housing. Mr. Donovan said that they would like to develop a piece of Town owned land.

Mr. Marsden said that they have been working with the Economic Development Committee to bring more business to Town. Mr. Marsden said now would be a good time to take the items that the Planning Board has come up with and share this with the Economic Development Committee. Mr. Conley asked about commercial property. Mr. Donovan said that there is not a lot of commercial property in Holliston. He said that most of it is in the downtown area. Mr. Donovan said that the Master Plan was just for housing, but if the Selectmen wanted to they could look into the commercial end. Mr. Donovan said that there should be a worksheet with all the departments listed on it if they are needed for a project. Mr. Donovan also spoke about energy efficient programs. He said that solar power would be another thing to look into. Mr. Donovan said that if we call NStar, they could set up an energy audit. Mr. Donovan said that the Town has 4,800 acres for development. He said that would support 2,700 new homes. He said that in the last ten years there have been 250 new homes built. Mr. Donovan said that if anyone comes to the Town offering land, he said to take it and add it to open space. He said that in the last twenty years, there have been 520 new homes built. He said that the Town averages about 25 new homes per year. Mr. Donovan said that the DOT (State) is recommending towns increase the use of bicycles for transportation. He said that some Towns have bicycle lanes. Mr. Donovan said that we could put a bicycle lane in the next new subdivision. Mr. Conley asked if there would be a need for a bicycle lane? Mr. Donovan said maybe not. He said that it would be on a case by case basis. Mr. Conley asked if Mr. Donovan could come back in 3 or 4 months to give the Board an up-date?

At 8:30 p.m. Mr. Leary joined the meeting.

**MR. CONLEY MOVED TO APPROVE THE MINUTES OF FEBRUARY 6, 2012, AS WRITTEN. THE MOTION WAS SECONDED BY MR. LEARY. ALL IN FAVOR.**

**APPOINTMENT – METROWEST REGIONAL COLLABORATIVE & GRAVES REGISTRATION OFFICER**

Mr. Marsden said that MetroWest Regional Collaborative is looking for a member of the Board of Selectmen to represent Holliston.

**MR. LEARY MOVED TO APPOINT JAY MARSDEN TO THE METROWEST REGIONAL COLLABORATIVE AS THE TOWN'S REPRESENTATIVE. THE MOTION WAS SECONDED BY MR. CONLEY. ALL IN FAVOR**

**MR. LEARY MOVED TO APPOINT BOBBY BLAIR AS THE GRAVES REGISTRATION OFFICER. THE MOTION WAS SECONDED BY MR. CONLEY. ALL IN FAVOR.**

**COMMON VICTUALLER'S LICENSE – BERRY BON BON**

**MR. CONLEY MOVED TO APPROVE A COMMON VICTUALLER'S LICENSE FOR BERRY BON BON, LOCATED AT 412 WASHINGTON STREET. THE MOTION WAS SECOND BY MR. LEARY. ALL IN FAVOR.**

Mr. Le Beau passed out a draft of the Annual Town Meeting Warrant

**FEE WAIVER**

Mr. Marsden said that Veerashaiva Samaja is looking for a waiver of fees for a children's performance in the Upper Town Hall. Mr. Leary reminded the Board that this group is a non-profit and they already get a reduction in the rental fee.

**NO ACTION WAS TAKEN.**

Mr. Marsden said that someone is renting out the Historical Society and they are holding a function. They are putting up a tent and they are asking for a waiver of fees.

**NO ACTION WAS TAKEN.**

**FIRE CHIEF – MICHAEL CASSIDY**

Chief Cassidy said that he presented his draft and recommendations with the Finance Committee. He said that they are still looking into the health care changes for the fire fighters. He said that the dispatcher for the Fire Department also dispatches, after hours, for the Highway Department, Water Department, Animal Control and the Board of Health. Chief Cassidy spoke of shifting expenses from the Ambulance budget to building and grounds. Chief Cassidy said that the ambulance is housed at the fire station. He also said that the EMT'S are dispatched through the fire station dispatcher.

Chief Cassidy spoke about the firefighter stipend. He said that he has been asking for a stipend raise for several years. Mr. Leary said that the Finance Committee made an offer

but it was rejected by the firefighters. Chief Cassidy said that some of the firefighters have to come up with a check to pay the balance of their health insurance. Chief Cassidy said that on weekends, the Captain or the Lieutenants are in charge and he would like to see them be compensated. Chief Cassidy said that yesterday was the Marathon and they were able to cover Holliston and send a fire company to Hopkinton and Ashland and cover a medical emergency that needed to be med-flighted. He said that later on that day, there was a brush fire.

Mr. Leary asked if he was looking for an increase in stipends. Mr. Leary said that he is concerned about the sustainability. He said that we had an override to cover the rate increase, but the firefighters chose not to go that way. He said that this would be an on-going commitment not just one time. Chief Cassidy said that the Compensation and Benefits Survey is not finished and he is hoping that will help to raise the stipend. Mr. Leary said that if that is the case, he would like to hold everything until they see what comes back. Chief Cassidy said that the amount of the stipend is not going to get any lower. Mr. Leary agreed it will not get any lower.

Mr. Le Beau said that the for the stipends is around 85% of the number that they looked at originally. He said that in terms of the Compensation Study, he thinks that we told a number of departments that we have to wait for the results. Mr. Le Beau said that the Call Firefighters stipend issue is unique. He said that it does not fit into the same mold even though the study may provide some information on what other communities do for compensating Call Firefighters, it is going to be very limited because there are fewer models. He said that the study might be helpful with respect to the Fire Department in terms of the hourly rate. Mr. Le Beau said that State Aid has bottomed out and it appears it is going to be increased in FY13. Mr. Le Beau said that in the FY13 budget, it does not show any casino revenue. He said that they are not making assumptions in gambling for FY13. He said that will be seen for the first time in FY14 budget. Mr. Le Beau said that in his opinion, the economic situation and the state budget has leveled out. He said that they seem to be comfortable making a modest additional contributions towards state aid. He said that it will not get us to where we were before the financial meltdown, but it is heading in the right direction. Mr. Le Beau said that was part of the idea of proposing the sum of \$95,000 in the stipend line item of the budget. Mr. Le Beau said that the Finance Committee still needs to vote on a few more budgets. Most are asking for more than the guideline allowed. He said that if the Finance Committee were to approve all the requests the Town would have a short fall of \$409,000. Mr. Le Beau also said that the school budget is more than one million dollars over the guideline. Mr. Le Beau said that the assessment from the House version of the budget is that their projection for the Town's assessment is to go down about seventy thousand.

Mr. Conley asked if we pay stipends out of State Aid? Mr. Le Beau said that we pay stipends out of general fund. Mr. Conley said that he agrees that the firefighters do deserve a stipend raise. Mr. Marsden said that he is concerned about funding this, but he does agree.

David Dubin, Washington Street, said that it is so close to Town Meeting that they would like to wait until the fall. That way all the firefighters can get together and talk about it. Mr. Leary asked about the fall? He said that way the Compensation Study would have been completed. Chief Cassidy said that would be an additional 5 months of waiting. Mr. Leary said that he has always supported the Fire Department. Mr. Leary said that he would like to see the concerns of the Compensation Study and the concerns of the Board of Selectmen all in the total package. Mr. Leary said that he does not want to piece it all together. Mr. Leary said that they should wait until the fall and make the stipend retro-active back to July 1<sup>st</sup>.

Mr. Leary said that he would like to have a conversation with the Finance Committee about the stipend. If the Finance Committee thinks that we can do it, then ok, but he wants to make sure before he approves the raise in the stipend. Mr. Leary said that there are multiple ways to fund this. He said he is concerned because one time, when he was Chairman of the Finance Committee, they used one time funds to fund something and it came back and bit them. Mr. Leary said if we fund the stipend this time, when would they be back looking to increase it? Chief Cassidy said that he has been a department head for 12 years and he sees what happens when there are guidelines given. He is concerned that the funds, when they become available, would go to another budget and not the firefighters stipend.

Mr. Leary said that the Board has made promises before and have not kept them. Mr. Leary said that they will need to have a conversation with the Finance Committee and see what they think. He also said that he would like to meet with the firefighters as well. Chief Cassidy said that it would be a challenge to get the firefighters all together. Mr. Leary said that Chief Cassidy has done a great job fighting for the benefits that the fire department gets.

David Dubin said that they would like to get together as a group to discuss this and come up with an option.

Mr. Conley said that he is concerned about the hourly rate increase and he said that the stipend should be a set amount.

Ken Szajda, Finance Committee joined the meeting to discuss the firefighters stipend.

Mr. Leary told Mr. Szajda that they are looking to increase the stipend. Mr. Leary said that the funds would come from unrestricted local aid in the amount of \$94,768. Mr. Leary said that the Selectmen have made commitments to the firefighters in the past and never followed through. He said that if they make a commitment to someone, they need to follow through. Mr. Szajda said that he agrees that if they make a commitment, they have to honor it. Mr. Szajda said that they did try to honor the commitment by putting it on for an Override a few years ago, and it was turned down.

Mr. Szajda said that he has not discussed it with the Finance Committee, but he did not think that there would be opposition to it as a one time adjustment to the stipend. He thought going forward they should put the stipend in as a general compensation.

Mr. Leary said that we do not have all the information back from the compensation study yet.

Mr. Szajda said the Finance Committee is not revisiting salaries until they get the results of the Compensation Study. He said that several departments went to the Finance Committee looking to change grades or salary. Mr. Szajda said that it would be wise to wait till the study is complete because of the hourly component and the stipend component and that will complicate things further. Mr. Szajada said that the Finance Committee would support any commitment that they make.

Mr. Leary said that at the October Town Meeting, we will have more information from the study.

**AT 9:45 P.M., MR. CONLEY MOVED TO ENTER INTO EXECUTIVE SESSION TO DISCUSS NEGOTIATIONS WITH NON-UNION EMPLOYEES AND TO DISCUSS LEVINE V HOLLISTON. A ROLL CALL VOTE WAS TAKEN.**

**MR. MARSDEN SAID THAT A PUBLIC DISCUSSION MIGHT COMPROMISE THE TOWN'S LITIGATION AND BARGAINING POSITIONS. HE SAID THAT EXECUTIVE SESSION WOULD LAST APPROXIMATELY 30 MINUTES.**

	AYE	NAY
MR. MARSDEN	X	
MR. LEARY	X	
MR. CONLEY	X	

**THE BOARD EMERGED FROM EXECUTIVE SESSION AT 10:20 P.M. MR. CONLEY MOVED, MR. LEARY SECONDED AND IT WAS UNANIMOUSLY VOTED TO ADJOURN.**

Respectfully submitted,

Donna A. Muzzy

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