

**FINANCIAL ADVISORY COMMITTEE AND BOARD OF
SELECTMEN
FY21 BUDGET HEARING MEETINGS – JANUARY 2, 2020**

Present: Joint meeting with Board of Selectmen and FinCom

MEETING CALLED TO ORDER AT 15:03PM. TOWN DEPARTMENTS APPEARED BEFORE THE COMMITTEE IN THE FOLLOWING ORDER TO DISCUSS THEIR PROPOSED FY21 BUDGETS AND WARRANT ARTICLES.

PARKS DEPARTMENT- JESSICA MCGROARTY
SALARY INCREASES FROM ARE FROM STEP INCREASES AND EXTRA WEEK IN THE 2020 SEASON. THE COMMITTEE DISCUSSED THE PROPOSAL OF INCENTIVISING LIFEGUARDS

WHO HAVE EMT CERTIFICATION ALLOWING A GAP TO BE BRIDGED IN THE EVENT OF AN EMERGENCY UNTIL FIRE/PARAMEDICS CAN ARRIVE ON THE SCENE. MS. SERPA STATED THE INCREASE SHOULD BE LISTED AS A STIPENDED AND NOT SALARY GRADE.

5 ARTICLES: (1) \$52K FOR THE RENTAL AND MAINTENANCE OF PORTABLE TOILETS AT SOUTH BEACH, ROBINSON ROAD RECREATION AREA, AND PARK N RIDE. **(2)** \$15K TO HIRE CONSULTANTS TO COMPLETE A MASTER DESIGN PLAN FOR THE ROBINSON ROAD RECREATION AREA. **(3)** \$30K TO PURCHASE UTILITY VEHICLES AND ASSOCIATED EQUIPMENT **(4)** \$10K TO TRANSPORT AND SPREAD SAND ON BEND IN THE ROAD BEACH. **(5)** \$7.5K TO PURCHASE LUMBER TO BE USED TO BUILD NEW PICNIC TABLES AND REPLACE EXISTING BENCHES AT THE BEND IN THE ROAD BEACH, AND THE ROBINSON ROAD RECREATION AREA.

MS. MCGROARTY ADDED CONTEXT TO THE FOLLOWING BASED ON COMMITTEE DISCUSSION; PORTABLE TOILETS IS BUSINESS AS USUAL. CONSULTANT IS CONTINGENT UPON IF BOYS AND GIRLS CLUB LAND SALE MOVES FORWARD. SEEKING SUPPORT FROM HIGH SCHOOL TO BUILD PICNIC TABLES/BENCHES WITH PURCHASED LUMBER. MR. HAGERTY ADDED CONTEXT THAT THE CONSULTANT SHOULD BE PAID FOR WITH A GRANT.

CEMETERY DEPARTMENT- JESSICA MCGROARTY
NO CHANGES TO BUDGET.

1 ARTICLE: \$630,450.00 FOR THE PURCHASE 4.67 ACRES OF LAND ADJACENT TO THE NEW WESTSIDE CEMETERY.

HIGHWAY DEPARTMENT- ALLAN DEBETTENCOURT
BUDGET REVIEW STRAIGHTFORWARD.

5 ARTICLES: (1) FOR THE REQUEST OF A NEW POSITION WITHIN THE HIGHWAY DEPARTMENT; 15 HOURS WEEKLY TO PROVIDE CLERICAL SUPPORT. **(2)** \$400K FOR THE REBUILDING AND RESURFACING OF VARIOUS STREETS – REQUIRES MAJORITY VOTER CASTING A BALLOT AT ANNUAL TOWN MEETING IN APRIL. **(3)** \$350K FOR THE BUILDING AND REPAIRING OF VARIOUS SIDEWALKS, BIKE PATHS, AND STORM WATER DRAINAGE SYSTEMS - REQUIRES MAJORITY VOTER CASTING A BALLOT AT ANNUAL TOWN MEETING IN APRIL. **(4)** \$25K FOR THE CLEANOUT OF CATCH BASINS – APPROPRIATE FREE CASH IN FY21. **(5)** \$236,529.00 FOR THE BOARD OF SELECTMEN TO ACCEPT AND ENTER INTO CONTRACTS FOR THE EXPENDITURE OF ANY FUNDS ALLOTTED BY THE COMMONWEALTH FOR THE CONSTRUCTION, RECONSTRUCTION, AND IMPROVEMENTS OF THE TOWN INFRASTRUCTURE.

PERSONNEL DEPARTMENT- KIM LUCAS

SALARY INCREASE IS FROM STEP INCREASE AND POTENTIAL HR ASSISTANT POSITION. 5% INCREASE ACROSS THE BOARD FOR ALL SEASONAL POSITIONS.

5 ARTICLES: (1) FOR THE REQUEST OF A NEW POSITION WITHIN THE PERSONNEL DEPARTMENT; 20 HOURS WEEKLY TO PROVIDE CLERICAL SUPPORT. **(2)** FOR THE REQUEST TO AMMEND THE PERSONNEL BY-LAW SECTION 25.0 EDGARTOWN CLASSIFICATION AND SALARY PLAN (EFFECTIVE 7/1/20). **(3)** FOR THE REQUEST TO APPROPRIATE \$32K FROM FREE CASH TO BE ADDED INTO SALARY AND WAGES ACCOUNT COVERTING THE SALARY EXPENSE OF THE NEW HR ASSISTANT POSITION. **(4)** FOR THE REQUEST TO APPROPRIATE \$10K FROM FREE CASH TO COVER THE EXPENSE OF INDEPENDENT AUDIT TO REVIEW THE TOWNS COMPLIANCE WITH EQUAL PAY. **(5)** FOR THE REQUEST TO APPROPRIATE \$12.5K FROM FREE CASH TO COVER THE EXPENSE OF UPGRADING THE TOWN'S ACCOUNTING SYSTEM AND SUBSIQUESNT TRAINING.

MS. LUCAS ADDED CONTEXT TO THE FOLLOWING BASED ON COMMITTEE DISCUSSION; ASSISTANT POSITION NEEDED AS MS. LUCAS IS THE ONLY MEMBER OF THE DEPARTMENT. THIS WOULD ALLOW FULL COVERAGE DURING VACATIONS, OFF-SITE TRAINING SEMINARS, OPEN ENROLLMENT, REGULATION CHANGES, AND SEASONAL EMPLOYMENT ONBOARDING. MR. SMADBECK STATED HE UNDERSTANDS THE NEED, BUT WOULD BE WILLING TO SEE THIS BE A 15/HR WEEK POSITION WITHOUT BENEFITS SINCE SALARY FOR THE DEPARTMENT IS ALREADY HIGH. MS. LOWELL BETTENCOURT, MS. SERPA, AND MR. SMADBECK SUGGESTED THE ROLE TO BE CREATED AT 15/HR, NO BENEFITS, AND SEE IF THAT BRINGS ANY ENTERTAINERS TO THE POSITION.

KATAMA AIRPORT- NO ONE PRESENT
NO UPDATES TO BUDGET.

1 ARTICLE: (1) FOR THE REQUEST TO RE-CLASSIFY THE JOB DESCRIPTION, AND HOURS FOR THE EXISITING AIRFIELD MANAGER POSITION. CURRENTLY LISTED ON SEASONAL WAGE SCALE AND WOULD REQUIRE MOVE TO PERMANENT WAGE SCALE.

MR. HAGERTY ADDED CONTEXT TO THE FOLLOWING BASED ON COMMITTEE DISCUSSION; CURRENT AIRFIELD MANAGER IS DOING A WONDERFUL JOB. BOARD OF SELECTMEN NEED TO REVIEW OVERALL FUTURE PLAN OF AIRFIELD OPERATIONS; SUGGESTION IS TO LEAVE ROLE IN CURRENT CAPACITY.

FIRE/AMBULANCE- CHIEF SCHAEFFER

SALARY INCREASES ARE FROM STEP INCREASES. AND 5% OVERALL INCREASE FROM PERSONNEL UPDATES OF COMBINING EMS AND FIREFIGHTING POSITIONS - LOTS OF EXCITEMENT AROUND THIS INTERNALLY AT THE STATION. CHIEF SHAEFFER GAVE CONTEXT ON LOOKBACK FROM FY20 AND FORWARD TO FY21 - LOOKING TO MAKE JOB DESCRIPTIONS MORE DEFINED, FY20 SHOWED THE FOLLOWING; 7 NEW HIRES, 49 HOMEVISITS, AND AROUND 1285 HOURS OF TRAINING. MR. HAGERTY ADDED CONTEXT THAT JOB GRADES WOULD SHIFT UP AND STILL SUBJECT TO COLA. CHIEF SCHAEFFER STATED THAT WITH THE SHIFT TO THE NEW COMBINED ROLE, WORKERS COMP PREMIUM WOULD DECREASE AND OVERALL EXPENSES RELATED WOULD AS WELL. MR. HAGERTY ADDED THAT A MODIFICATION IS NEEDED AND WILL HELP MITIGATE EMPLOYEE TURNOVER.

2 ARTICLES: (1) \$300K TO PURCHASE AND EQUIP A NEW AMBULANCE. **(2)** REQUEST TO TRANSFER \$14,281.70 REMAINING FROM THE LADDER TRUCK LIGHTING UPGRADES (2018 ATM ARTICLE 36) TO THE FIRE DEPARTMENT STABILIZATION FUND.

TOWN ADMINISTRATOR/BOS- MR. HAGERTY
MR. HAGERTY GAVE CONTEXT AROUND SALARY INCREASES THAT INCLUDE STEP INCREASES AND LONGEVITY FOR EACH AND EVERY TOWN DEPARTMENT. BUDGET REVIEW STRAIGHTFORWARD.

7 ARTICLES: (1) \$46K FROM FREE CASH TO PAY FOR THE COST OF THE FOURTH OF JULY FIREWORKS. **(2)** \$25K FROM FREE CASH TO FUND INTEGRATED PEST MANAGEMENT PROGRAM. **(3)** \$450K FROM FREE CASH TO ADD TO THE GENERAL STABILIZATION FUND. **(4)** \$250K FROM FREE CASH TO ADD TO THE OPEB FUND. **(5)** \$15K FROM FREE CASH TO PROVIDE FUNDS FOR AN ENERGY CONSULTANT TO PREPARE AN AUDIT FOR THE SOLAR FIELD AT MESHAKET LANDFILL. **(6)** \$5K FROM FREE CASH FOR THE PAINTING AND REPAIR OF THE MONUMENT FLAG POLE AT THE INTERSECTION OF PEASE'S POINT WAY AND MAIN STREET. **(7)** \$90K FROM FREE CASH FOR REPAIR AND PRESERVATION WORK AT THE TOWN HALL BUILDING.

MEETING ADJOURNED AT 16:33PM