

**Wellesley Advisory Committee
Wellesley Middle School
Faculty Dining Room
April 9, 2018, 6:30 PM**

Those present from the Advisory Committee included Jane Andrews, Todd Cook, Rose Mary Donahue, Tom Fitzgibbons, Mary Gard, Mike Hluchyj, Mark Kaplan, Paul Merry, Lina Musayev, Alena Poirier, Betsy Roberti, Tom Skelly, Ria Stolle and Andrea Ward.

Mike Hluchyj called the meeting to order at 6:00 p.m.

6:00 p.m. Citizen Speak

There was no one present for Citizen Speak.

6:03 p.m. Human Resources Board re: Job Classifications/Deletions

John Hussey, Chair, Human Resources Board, and Scott Szczebak, Director, Human Resources Department, were present.

Mr. Hluchyj explained by way of introduction that a question had arisen concerning two positions (Deputy Police Chief and Assistant Fire Chief) that were listed as being deleted from the job classification schedule as “no longer in use,” when in fact the two positions do still exist, but have become contract positions.

Mr. Hussey presented. He explained that the HR Board had met in October and decided at that time to remove the two positions from the job classification schedule; when HR presented to Advisory a few weeks later, for some reason those changes were not included in the presentation.

Mr. Hussey distributed a handout showing all the contract employees in Town; HR Director, Finance Director, Executive Director and Assistant Superintendent, among others, helped in compiling handout.

Some contract authorization comes from Town bylaws or Massachusetts General Laws; Town can establish authority for other employees for not more than a one-year term.

Table of Town contract employees shows that Police and Fire positions are significantly above maximums for job grade.

- Chief of Police compensation is \$173,400; maximum for job level 63 is \$130,700
- Deputy Police Chief compensation is \$147,500; maximum for job level 61 is \$114,500
- Fire Chief compensation is \$165,000; maximum for job level 62 is \$122,600
- Assistant Fire Chief compensation is \$127,000; maximum for job level 60 is \$106,900

With respect to Deputy Police Chief, total compensation is 30% above base compensation. One of biggest components of police salaries are educational benefits prescribed by the so-called Quinn Bill; those benefits eventually worked their way into contracts, as well.

There was a question as to what salary components are included in an employee’s pension calculation: Just base pay.

The Deputy Police Chief’s total compensation is about 31% over base compensation; consistent with other towns’ base/total compensation breakdown for that position, as listed in the handout.

There was a question why the Deputy Police Chief and Assistant Fire Chief positions were taken out of the job classification schedule given that the Police Chief and Fire Chief positions, which are also over the maximum compensation for the respective job grades, remain in the job classification schedule: It was a timing question; those positions (Deputy Police Chief and Assistant Fire Chief) were reviewed and HR decided to remove them because of inconsistency between actual and job grade salaries.

There was discussion around the issue of transparency, and how a Town resident could understand, for example, the yearly increases in contract position salaries. The Annual Town Report lists salaries, but one would have to go back to prior editions to calculate increases.

There was a question whether HR participates in the development of these contracts: HR provides advice on individual contracts and sometimes provides benchmark data from other towns, if requested by the board that oversees the position; no involvement with School contracts at all.

There was a comment that it would seem reasonable that if a position were pulled from the job classification schedule, then some documentation should be provided as to the reasons for that removal: Those deletions/removals – as with the Deputy Police Chief and the Assistant Fire Chief this year – are reviewed by the HR Board and are discussed in the HR Board minutes.

There was discussion around the Hay System of job classification, which provides the basis for the current Town job classification schedule. Other job classification systems exist, and Executive Director has suggested looking into some of them next year; could result in some positive changes. Executive Director particularly concerned about the number of standing-in-range increases that have taken place.

There was a question as to why the Deputy Police Chief and Assistant Fire Chief positions aren't simply raised to higher job levels commensurate with salary, rather than removing them from schedule entirely: The positions are in those job grades because that is where they "Hay out"; if Town is going to use a system, must follow the system. There was a follow-up question as to why the Hay System is so far off with regard to those positions: The problems occur in the public safety area, especially Police, with the educational funding and other union factors; perhaps there is another system that could do a better job with public safety, but don't want tail to wag the dog if system is working correctly for bulk of Town positions.

There was a comment/question that Town Meeting and Advisory are always looking at guidelines, and that they are given a pretty good idea with respect to Merit Pay Plan/Article 5 as to what the 50/60 series increases will look like in a given year, but are those same standards applied in evaluating annual salary increases for individual contracts: Like to think so. There was a follow-up expression of concern that no one knows about the contract position salary increases, yet every year Town Meeting is asked to specifically approve the Town Clerk salary.

There was a question whether the salary increases of, for example, the Executive Director, whose position is at job grade 69, are spelled out by the Merit Pay Plan or by the specific contract: Just governed by contract.

There was a suggestion that, going forward, the current fiscal year and proposed fiscal year salaries for each of the Town's contract employees should be published. There was a follow-up comment that perhaps that information should be incorporated as part of each board/department's annual budget submission, and that it should include the date that an individual moved off the job classification schedule onto an individual contract.

6:40 p.m. Discussion/Votes on ATM or STM Warrant Articles

Discussion of Proposed Amendments to STM Article 2

Joe Hickson, 298 Weston Road, Town Meeting Member (Precinct B) spoke to his proposed amendments to Article 2, Motions 1 and 2, which would limit the purposes of the land acquisitions to “school purposes” and would place the properties in the control of the School Committee. Jack Morgan, Vice Chair, Board of Selectmen (BOS), was also present for this discussion.

Mr. Hickson explained that he is bringing the motions to promote predictability as to the future use of the site; it’s a school at this point; if the Town votes to purchase it for “school, recreation or other municipal purposes,” that is a wide open general purpose; concerned that if the Town doesn’t put land into the control of the School Committee, then Town Meeting won’t get another chance to review future use.

There was a comment/question as to whether, if Town commits to keeping this for school purposes, it is de facto making a decision as to Hardy v. Upham in the upcoming elementary school site selection process: Appreciate this point, but in terms of Hardy v. Upham, both properties have their pros and cons and the Town has the ability with these purchases to remove access as an issue with the Hardy site.

There was a comment/question that, in order for the Town to do anything of substance on the site in the future, it would need to borrow money, which requires a 2/3 vote of Town Meeting, and wouldn’t that be enough opportunity for Town Meeting input/review.

There was a question as to the types of reasons for which a Town can take land. Mr. Morgan noted that the Town can take the land for a specific reason; the BOS considered the proposed amendments earlier tonight at its meeting; appreciates the amendment and the discussion around it; BOS is committed to make this land available for consideration as part of Hardy/Upham feasibility study process, but BOS reaffirmed that it is going ahead with motion as originally presented; sees this as acquiring land with optionality in the future; not doing this specifically around the current Hardy/Upham decision process; as one of the Selectmen pointed out at BOS meeting, given that MSBA process is underway, Town couldn’t commit that school will be built on Hardy site even if it wanted to.

An Advisory member commented that residents in Hardy neighborhood should realize that the purchase of the land is intended to be a protection to the neighborhood; concern with amendment is that this might cause building to sit empty for many years, while there are so many great, low-intensity uses that could occur at the site; there are enough protections in place and this member’s history with the Town (12 years on Planning Board) has demonstrated that Town goes to great lengths to protect character of neighborhoods; doesn’t want to limit Town’s flexibility.

There was a comment that 80-90% of site is already under the control of the School Committee; as a practical matter, it’s going to remain a school.

An Advisory member noted that if Hardy is not chosen in the Hardy/Upham selection process, and 30 years down the line the Town wants to use the site for playing fields, the School Committee would be making that change; comfortable with School Committee making that decision.

An Advisory member commented that if the decision is to use the site as a school, the new land will be transferred over to the control of the School Committee, but why not wait to see how the property is used, just in case.

Advisory Committee Re-Vote on STM Article 2, Motion 2

- *Andrea Ward made and Todd Cook seconded a motion to rescind the Advisory Committee's April 3, 2018 vote on Article 2, Motion 2. Discussion: The Committee needs to rescind its prior vote on Article 2, Motion 2 and revote, because the amount of the appropriation for the 826 Worcester Street parcel has been revised; amount of appropriation is now \$1,225,000, instead of "\$1,200,000 plus up to \$25,000 in legal expenses and moving fees," as previously voted by Advisory. The motion passed unanimously (13-0).*
- *Andrea Ward made and Paul Merry seconded a motion for favorable action on Warrant Article 2, Motion 2, as proposed by the Board of Selectmen, to see if the Town will vote to acquire, for school, recreation, or general municipal purposes, to be under the care, custody and control of the Board of Selectmen, by purchase, gift, or eminent domain, the fee interest in the real property known as 826 Worcester Street, as described in the Motion; and that to fund said acquisition and any undertakings as the Board of Selectmen determine to be necessary in relation to the Town's acquisition of the Properties by eminent domain or otherwise, and any other costs associated with said purposes, the Town vote to appropriate the sum of \$1,225,000.00 (ONE MILLION TWO HUNDRED TWENTY-FIVE THOUSAND DOLLARS), and that, for the purpose of meeting such appropriation, the Town Treasurer, with the approval of the Board of Selectmen, is authorized to borrow said sum in accordance with Chapter 44, Section 7(1) of the Massachusetts General Laws, or any other enabling authority and to issue bonds or notes of the Town therefor. The motion passed unanimously (13-0).*

Advisory Committee Votes on Proposed Amendments to STM Article 2

- *Andrea Ward made and Tom Skelly seconded a motion for favorable action on Motion 1-1 to amend Article 2, Motion 1 to authorize the Board of Selectmen to acquire 818 and 822 Worcester Street for school purposes and to place those properties under the care, custody and control of the School Committee. The motion failed unanimously (0 in favor and 13 opposed).*
- *Andrea Ward made and Tom Skelly seconded a motion for favorable action on Motion 2-1 to amend Article 2, Motion 2 to authorize the Board of Selectmen to acquire 826 Worcester Street for school purposes and to place that property under the care, custody and control of the School Committee. The motion failed unanimously (0 in favor and 13 opposed).*

6:59 p.m. Minutes Approval

Andrea Ward made and Tom Skelly seconded a motion to approve the minutes for February 28, March 3, March 26, April 2 and April 3. The motion passed unanimously.

7:00 p.m. Adjourn to Annual Town Meeting

Todd Cook made and Mark Kaplan seconded a motion to adjourn the meeting at the close of Special/Annual Town Meeting later this evening. The motion passed unanimously.

Items Reviewed During Meeting

- "Advisory April 9, 2018," Handout from HR Board