

Approved: July 21, 2020

Board of Selectmen Meeting: May 19, 2020

Present: Freiman, Ulfelder, Olney, Sullivan Woods, Morgan

Also Present: Jop, Frigulietti

Warrants approved: none

Meeting Documents:

1. Agenda
2. Survey of Town Meeting Members
3. MGL Chapter 45 of the Acts of 2020
4. Draft BOS Minutes: 5/1/20
5. Draft BOS Minutes: 5/4/20
6. Memo from Historic District Commission
7. Statement of interest & Resume: Pluton Angeli
8. Statement of interest: & Resume BB Wood
9. Memorial Day Flag Update
10. Letter from College Heights Neighborhood on Tailby/Railroad Lot
11. Resident Letter
12. Retirement Board Election Results

1. Call to Order

Ms. Freiman, Chair, called the meeting to order at 4:00 pm online.

Ms. Freiman announced the meeting was being streamed live on Comcast channel 8 and Verizon channel 40 and by Wellesley Media and recorded for subsequent viewing on the cable channels or at wellesleymedia.org.

2. Executive Session

Ms. Freiman requested a motion that the Board vote to convene in Executive Session for the purposes of discussing strategy with respect to collective bargaining with all unions and with non-union personnel and declared that having such discussions in Open Session would have a detrimental effect on the Town's bargaining position.

Upon a motion by Mr. Morgan and seconded by Mr. Ulfelder, the Board was polled and voted (5-0) to enter Executive Session under M.G.L. c. 30A, §21(A), exemption #3 – to discuss negotiation strategy with respect to collective bargaining with all unions, and to enter under Executive Session M.G.L. c. 30A, §21(A), exemption #2- to discuss strategy with respect to contract negotiations with nonunion personnel (Fire Chief Richard DeLorie) as the Chair has declared that having such a discussion in Open Session would have a detrimental effect on the Town's bargaining position and to invite Meghan Jop and Amy Frigulietti to participate.

Following the adjournment of executive session, the Board will return to open session and take up the remainder of the agenda.

Upon a motion by Mr. Morgan and seconded by Mr. Ulfelder, the Board was polled and voted (5-0) to exit Executive Session and return to Open Session.

Morgan - Aye

Sullivan Woods - Aye
Olney - Aye
Ulfelder - Aye
Freiman - Aye

3. Return to Open Session

The Board returned to open session at 5:00pm

4. Citizen Speak

Mr. Port joined the meeting. He thanked Mr. Morgan for his service to the Town and recalled various projects and experiences working with Mr. Morgan over the years.

Ms. Freiman stated that Mr. Morgan's last meeting as a Board member would be May 27th.

5. Announcements

Ms. Freiman stated that the Memorial Day services in Wellesley would not be the same as other years due to Coronavirus. Ms. Sullivan Woods described how the Veteran's Service Officers and Ceremonial Officers were honoring Memorial Day. She stated that Wellesley Media would broadcast video of past ceremonies.

6. Annual Town Meeting Preparation

Annual Town Meeting Preparation Update with Town Moderator

Mr. Kaplan, Town Meeting Moderator, joined the meeting. He stated that he had prepared the third postponement of the 2020 Annual and Special Town Meeting to June 22nd. He added that the logistics of Annual Town Meeting had not been finalized. He stated that a notice would be sent to Town Meeting Members regarding the location and other specifics when the plan was complete. Mr. Kaplan stated that he had been communicating with officials and other Town Moderators to consider alternative locations. He reviewed several options for the Board including virtual only, outdoor location with sound system, or a larger indoor space. He stated that a survey conducted of Town Meeting Members suggested that too many were uncomfortable with an indoor meeting. Mr. Kaplan stated that he recommended holding the 2020 Annual and Special Town Meeting remotely through an online platform. He noted that the MA Senate had approved a bill allowing remote Town Meetings and requires final approval from the MA House and the Governor. He reviewed his intentions for how a remote Town Meeting would proceed. He stated that he intended to limit the warrant articles to essential business only and to consolidate the consent agenda. He added that there would be opportunity for Town Meeting Members to ask questions and receive answers regarding the Articles prior to the remote Town Meeting. He noted this would not preclude Town Meeting Members asking questions at the meeting. The Board discussed Mr. Kaplan's recommendations and plans for the 2020 Annual and Special Town Meeting in June. The Board expressed general support of Mr. Kaplan's plan to continue to prepare for the June Town Meeting.

Discuss and Vote Tentative Agreements Wellesley Patrolmen's Union, Wellesley Superior Officer's Union, and Wellesley Local 1795 International Association of Firefighters

Ms. Strother joined the meeting. Ms. Jop briefly reviewed negotiations with the unions. She noted that the negotiations had been positive and thanked those that participated. Ms. Jop stated that the Patrolmen's Union agreement was a three-year agreement through 2023. She noted the contract called for 2% COLA adjustments as well as a 10-year step and a 20-year step at 3% each step. She noted the additional steps eliminated the longevity from the previous contract. She further reviewed changes from the previous contracts with the Patrolmen's Union.

Ms. Jop briefly reviewed the tentative contract with the Superior Officer's Union. She noted that the in-depth salary comparisons were completed for all of the union contracts. She added that over the 3-year contract each year would include a 2% increase. She stated that during the salary analysis the Town was significantly lower than surrounding comparable communities. Ms. Jop stated that the contract included additional stipends and increases for the additional work supported by the Sergeants and Lieutenants. Ms. Jop reviewed the full listing of changes in the contract for the Superior Officers.

Ms. Jop reviewed the tentative agreement with the Firefighters Union. She noted differences between the Police and Fire Union contracts. She stated that for the three-year contract provided for a 4% one-time salary adjustment in the first year and a 2% COLA increase in each of the three years of the contract. She added that during the compensation analysis Wellesley was found to be last in every category. The Board's proposed 4% salary adjustment along with a 2% COLA increase in the first year of the contract would move the Town to the midpoint of the salary range in comparison to other communities. Ms. Freiman noted that the Board had been discussing the pay inequity and had agreed competitive wages were essential to attract good candidates and retain them. Ms. Jop continued to review updates and changes in the Firefighters' Union contract.

Upon a motion by Mr. Morgan and seconded by Mr. Ulfelder, the Board was polled and voted (5-0) to approve the tentative agreement with the Wellesley Patrolmen's Union.

**Morgan - Aye
Sullivan Woods - Aye
Olney - Aye
Ulfelder - Aye
Freiman - Aye**

Upon a motion by Mr. Morgan and seconded by Mr. Ulfelder, the Board was polled and voted (5-0) to approve the tentative agreement with the Wellesley Superior Officer's Union.

**Morgan - Aye
Sullivan Woods - Aye
Olney - Aye
Ulfelder - Aye
Freiman - Aye**

Upon a motion by Mr. Morgan and seconded by Mr. Ulfelder, the Board was polled and voted (5-0) to approve the tentative agreement with the Wellesley Local 1795 International Association of Firefighters.

**Morgan - Aye
Sullivan Woods - Aye
Olney - Aye
Ulfelder - Aye
Freiman - Aye**

Discuss FY21 Budget

Ms. Strother stated the budget was prepared to be presented to Advisory with the understanding that changes may be made in the Fall. She identified that the primary change was a downward adjustment of revenue assumptions with an off-setting decrease in cash capital requests. The specific changes were reviewed. Ms. Sullivan Woods expressed some continued concern that the new budget proposal did not reflect anticipated changes to the operating budgets given the impact of COVID-19. Ms. Strother and Ms. Jop indicated that any necessary changes to the operating budgets would be assessed in the Fall and that the CARES Act would allow the Town to apply for up to \$2.6 million for 2020 COVID-19-related

expenses. She noted that the revenue expectations were unclear although current reductions had been aggressive. Ms. Strother further reviewed changes made to the budget noting that it was likely the budget would require additional changes moving forward. Ms. Freiman stated that the Board would present the budget to Advisory on May 20th. The Board briefly discussed the budget and the potential Cares Act reimbursements.

7. Discuss and Vote Unforeseen Measures of COVID-19 Outbreak

Ms. Jop stated that guidance had been broad and presented challenges for the Town to find the best way to begin reopening Town Hall to the public. She noted that questions regarding the guidance had been consistent between towns and that the state had been responsive to questions and comments from municipalities. Ms. Freiman noted the quality of work performed remotely by town staff.

Discuss and Vote new date of Annual Town Election

Ms. Kato, Town Clerk, joined the meeting.

Ms. Kato stated that total requested ballots represent 21% of the registered voters and, if all were returned, would be a higher turnout than elections in the past. She stated that based on additional information from the Board of Health and better understanding of the virus, she was revising her original election plan to add polling locations rather than the use of only one space. Ms. Kato reviewed the recommended sites for the precincts and the safety protocols to be used. She noted the changes in tabulation recommended to ensure expediency as well as safety of the election workers. She added that the proposed changes in process as well as utilizing of additional spaces would require additional expenses.

The Board discussed the proposed process and recommendation from the Town Clerk. Ms. Kato stated that legislation does not allow for early tabulation of mail-in ballots. Ms. Freiman noted that the original idea of separating the precincts within Babson utilizing Plexiglas, face masks and spacing had been deemed appropriate by the Health Department. Mr. Ulfelder expressed concerns that the ventilation systems at the additional polling places were not as up to date as the space at Babson. Ms. Kato stated that the Health Department had agreed that both plans were safe and reasonable but having more space and locations were better. Ms. Sullivan Woods expressed support to Ms. Kato's revised plan that provided for additional polling places given that it represented an updated assessment and recommendation from the Town Clerk and the Health Department. Mr. Ulfelder noted that the original Babson location plan had been reviewed by the Health Department and believed there was not a reasonable medical argument to support a change in the plan. He added that given the high mail in voting return rate there is not a high expectation for many in person voters. The Board continued to review and deliberate both the original and modified plans for the election. Ms. Kato stated that the last date to register to vote is June 3rd online or by the Town Hall drop box. She added that the last date to request a mail in ballot is June 12th but residents were encouraged to request the ballot earlier to allow for mail processing as all ballots must be returned by noon on June 13th.

Upon a motion by Mr. Morgan and seconded by Mr. Ulfelder, the Board was polled and voted (5-0) That Pursuant to an order of the Massachusetts Superior Court dated March 16, 2020 the Town's Annual Election of Municipal Officers was postponed from March 17, 2020 to a date not later than June 30, 2020 pursuant to Chapter 45 of the Acts of 2020 that The Board of Selectmen in consultation with the Town Clerk hereby set the Town's Annual Election of Municipal Officers shall be held on June 13, 2020.

Morgan - Aye

Sullivan Woods – Aye

Olney - Aye

Ulfelder - Aye
Freiman - Aye

Upon a motion by Mr. Morgan and seconded by Mr. Ulfelder, the Board was polled and voted (4-1) that the June 13th Election be held from 8 am to 12 pm at Babson College's Recreation and Athletic Complex located at Babson College.

Morgan - Aye
Sullivan Woods - No
Olney - Aye
Ulfelder - Aye
Freiman - Aye

Discuss and Vote Essential Construction Definition

Ms. Freiman stated that the Board had previously limited essential construction through May 18 to coincide with the Governor's Order. Mr. Morgan stated that as the Governor has opened construction he was not in favor of extending the order as it was written. Ms. Freiman noted that the state did not allow for municipalities to be more restrictive and reviewed some of the construction guidance issued by the state. Ms. Jop stated that the Town was able to require compliance reports and plans be submitted to aid in enforcement of the state guidelines for construction projects. She added that the Building Department and the Health Department would be responsible for enforcement. The Board discussed the essential construction order and the Governor's guidance. The Board expressed agreement to not extend the Town order on essential construction.

8. Executive Director's Update

Ms. Frigulietti provided a brief update on the COVID-19 Relief Fund noting that over \$50,000 had been granted to non-profits, Town departments, and community organizations to support emerging needs due to COVID-19. She added that two residents had given matching donations that helped the fund raise over \$90,000. She added one of the grants went to the Health Department to assist Town merchants with reopening of businesses and supplying PPE. She briefly reviewed several of the additional grants that had been awarded.

Ms. Jop noted the minutes for approval. She reviewed the appointments to the Historic District Commission noting that interviews were held by the Commission.

Upon a motion by Mr. Morgan and seconded by Mr. Ulfelder, the Board was polled and voted (5-0) to approve the afternoon and evening session minutes of May 1, 2020 and May 4, 2020.

Morgan - Aye
Sullivan Woods - Aye
Olney - Aye
Ulfelder - Aye
Freiman - Aye

Upon a motion by Mr. Morgan and seconded by Mr. Ulfelder, the Board was polled and voted (5-0) to appoint Pluton Angeli to the Historic District Commission for a term ending June 30, 2021 and to appoint BB Wood for a term ending June 30, 2022.

Morgan - Aye
Sullivan Woods - Aye
Olney - Aye
Ulfelder - Aye
Freiman - Aye

9. New Business and Correspondence

Ms. Freiman stated that staff continued working on the annual Board appointment list. She added that the Board typically would hold a retreat to review the workplan and liaison assignments. She stated that the Board would hold the retreat after the Town election was complete.

Ms. Olney stated that she had held office hours on May 11th noting that it was well attended. She noted that residents were appreciative and asked that the Board members continue to hold office hours virtually on a regular schedule.

The meeting was adjourned at 7:43 pm.

The next regular meeting is scheduled for May 27th at 5pm-online.