

IN BOARD OF SELECTMEN  
MONDAY, NOVEMBER 30, 1992

Present: Chairman John C. Drobinski, Judith A. Cope, Lawrence L. Blacker.

The statutory requirements as to notice having been met, the meeting was convened by Chairman Drobinski at 7:30 p.m. at the Fairbank Senior Center.

Matt Garrett's of Sudbury, Inc. - Change of Manager

The Board acknowledged receipt of a Petition for Change of Manager for Matt Garrett's of Sudbury, Inc., 120 Boston Post Road, and signed by Matt Garrett's of Sudbury President, Mr. Charles J. Jaffee. Upon receipt of the Change of Manager form and a copy of a certificate of birth of the new manager, it was on motion unanimously

VOTED: To approve a Petition for Change of Manager from Matt Garrett's of Sudbury, Inc., dated October 26, 1992, for Brian Paul Libby, Marlboro, to replace Robert H. Doe, Jr.

Utility Petition 92-18 - Goodman's Hill Road

Present: Carol McManus, Boston Edison Company.

The Board convened a public hearing to consider Utility Petition 92-18 from Boston Edison Company and New England Telephone and Telegraph Company, for approximately 15 ft. of conduit within Goodman's Hill Road to service a new home being built, submitted under date of November 19, 1992 by Boston Edison Supervisor Denis J. Deagle, Supervisor, Rights, Permits & Survey - Western District, and submitted under date of November 23, 1992 by Patrick J. Lovett, Manager, Rights of Way NET.

Executive Secretary Thompson noted that all abutters have been properly notified and a letter recommending approval has been received from Building Inspector John B. Hepting and Wiring Inspector Warren E. Boyce dated November 23, 1992.

On motion by Chairman Drobinski, it was unanimously

VOTED: To approve Utility Petition 92-18 of Boston Edison Company and New England Telephone and Telegraph Company for permission to lay and maintain, and a location for, a line of conduits and manholes with the necessary wires and cables therein, indicated on Boston Edison Company Plan of Goodman's Hill Road, Sudbury, dated November 18, 1992, and New England Telephone and Telegraph Company Plan for Conduit, 92-12, dated November 23, 1992, on the following public way of the Town:

Goodman's Hill Road - southeasterly approximately 709 feet northwest of  
Boston Post Road.  
A distance of about 15 feet - conduit.

Council on Aging - Van Donation

It was on motion unanimously

VOTED: To accept \$58.06 in miscellaneous donations for deposit into the Council on Aging Van Donation Account and to authorize the Council on Aging to expend the same for purposes of operating and maintaining the Council on Aging vans.

Special Speed Regulation #7558 - Morse Road and Mossman Road

With regard to Special Speed Regulation #7558 for Morse Road and Mossman Road, as recommended by Safety Officer Anthony Deldon in a verbal communication on November 24, 1992, Selectman Blacker commented that he does not believe it is practical to change the speed limit five times in such a short distance of 1.35 miles on Morse Road, or to change the speed limit three times for a distance of 1.46 miles on Mossman Road, and would prefer to see one speed posted. Mr. Blacker questioned the logic behind the decision to post several different speeds.

Secretary Thompson responded the reasoning is influenced by the number of houses and the density in the area, and that all special speed regulations are reviewed and recommended by the State. Mr. Thompson suggested the Board send the request back for consideration of a uniform speed. In an effort to determine which speed would be the safest, Mr. Thompson noted that the traffic personnel do come out and drive the roads to determine which speed is appropriate.

Chairman Drobinski noted that the statutes have to be adhered to with regard to setting the speed limits, and questioned if one speed limit was set, would it be in violation of the statutes.

Since it was the Board's consensus of opinion to set uniform speed limits on Morse Road and Mossman Road, they agreed to table a vote in order to obtain further information from Officer Anthony Deldon and the State.

Permanent Reserve Police Officer - Resignation

In response to a communication dated November 20, 1992 from newly appointed Police Reserve Officer Ronald S. Brandolini, who decided to accept a position in the Framingham Police Department, it was on motion unanimously

VOTED: To accept the resignation/withdrawal of Ronald S. Brandolini relative to appointment as a Permanent Reserve Police Officer, dated November 20, 1992.

The question was asked if another name has been proposed for this vacancy. Mr. Thompson responded that a requisition may have to be prepared, but he has in mind a recommendation for this position.

Group Health Insurance Consulting Services - Proposals

The Board acknowledged receipt of a communication dated November 2, 1992, from Budget and Personnel Officer Terri Ackerman, with regard to the Town of Sudbury's Employee Group Health Insurance Requirements.

Secretary Thompson reported the Selectmen's office received three Group Health Insurance Consulting Services Proposals late today from the following: 1) John Foran, 2) Cook & Company, and 3) I.C.C. Selectman Blacker was surprised that the office had not received a proposal from Arthur Bomengen.

Mr. Thompson remarked that Town Counsel advised the Board to wait until the deadline for accepting proposals before opening them, and thus Mr. Thompson has not had a chance to review them. The subject was tabled and taken under advisement.

[ NOTE: It was later determined that the Bomengen (Sterling Insurance Administrators, Inc.) proposal, dated November 18, 1992, had been received in a timely manner and had been misplaced in the Selectmen's December 7 meeting agenda file.]

Boston Edison Power Plant

Selectman Blacker reported he received a notice for the Boston Edison Company power plant public hearing to be held at the Goodnow Library on December 16, 1992 at 7:00 p.m. Mr. Thompson noted that the Board's office has a copy of the proposal and invited the Selectmen to review it. Town Counsel, Paul Kenny will be reviewing it in the office tomorrow, according to Mr. Thompson.

Mr. Blacker noted the reasons for the hearing is that Boston Edison is applying for an expansion and seeking an exemption from the Zoning Bylaws. The substation will be partially located in Sudbury and partially in Maynard. Boston Edison has notified several Planning Boards in the surrounding towns. It was pointed out that the Conservation Commission should be reminded of this hearing.

Maynard Rod and Gun Club

Selectman Blacker asked if Mr. Thompson would check with Town Counsel, Paul Kenny, on the status of the settlement with Maynard Rod and Gun Club. According to Mr. Blacker, the Gun Club is ready and willing to agree to a settlement pursuant to the stipulations drafted by Mr. Kenny for the Town of Sudbury.

Mr. Thompson commented that a neighborhood group is reviewing it and that he has met with them relative to agreeing on a settlement.

Howe Property

Selectman Blacker asked about the progress of the Howe Property, and because Selectman Cope expressed concern as well, Mr. Thompson reported that progress was made at

the last meeting and Town Planner Jody Kablack was going to report back to the Planning Board at their meeting tonight.

Loring School - Engineering Study

The Board acknowledged receipt of a communication dated November 24, 1992 from Mr. Eric Deutsch relative to an engineering study on Loring School for Congregation B'nai Torah who is leasing Loring School from the Town of Sudbury. A copy of the engineering study proposal, dated November 20, 1992, from Symmes, Maini and McKee Associates, Inc. Senior Associate Robert A. Fournier, AIA, IBD is also enclosed.

Selectman Cope questioned if the \$7,000 fee seemed reasonable in view of past quotes received for engineering studies or should someone else be asked to bid. Mr. Thompson noted that he has reviewed past proposals with the Building Inspector John B. Hepting, and will review this proposal with him.

On motion by Chairman Drobinski, it was unanimously

VOTED: To approve a shared expenditure with Lessee Congregation B'nai Torah for an engineering study to be conducted at the Loring School for one-half the amount of the fee proposed, to be offset by the rental income received from Congregation B'nai Torah, subject to Building Inspector, John B. Hepting's, review and acceptance of said proposal.

Mr. Thompson explained the Town would like to sell this property and in order to do so, it will need to have some work done on it, so the engineering study is an important first step to accomplishing this. Mr. Thompson noted he would communicate with Mr. Deutsch accordingly. The Board agreed.

Assessors Minutes - Clarification

With regard to the Assessor's minutes of November 17, 1992 and on question from Selectman Cope relative to the Tax Classification hearing to be held on December 21, 1992, Secretary Thompson reported that the process in determining the residential factor should be easier for the Selectmen this year for two reasons:

1. Large number of new housing starts.
2. Sales data may show that home sale residential prices are stronger than last year, thus less shifting in value from residential to commercial.

(Executive Secretary Thompson confirmed the above with Assessor/Appraiser Daniel Loughlin the next day).

Landfill Letter - Representative Frank Hynes

The Board acknowledged a communication dated November 30, 1992 from Executive Secretary Richard E. Thompson to Representative Frank Hynes relative to the Sudbury landfill

and the Department of Environmental Protection (DEP) regulations concerning landfill closures.

Chairman Drobinski responded that the State is now mandating what they can and cannot operate and it may be a good basis for the Town to look at the realistic possibilities of closing the landfill.

Landfill - Long Range Planning Committee (LRPC) Letter

The Board acknowledged receipt of a communication dated November 19, 1992 from Long Range Planning Committee Chairman Robert J. Cusack, relative to the landfill closure and the Melone Property Plan. Chairman Drobinski has spoken with Mr. Cusack and agreed to set up a meeting with the LRPC, Town Engineer, I. William Place, Highway Surveyor Robert A. Noyes, Executive Secretary Richard E. Thompson and himself in the near future to review the same.

Wayland Road Commission Meeting - Sanitary Landfill - Zone II and Future Transfer Station

Executive Secretary Thompson reported he had a productive meeting with the Wayland Road Commission on November 23, 1992. In addition to Mr. Thompson, those in attendance from Sudbury were Highway Surveyor, Robert A. Noyes, Town Engineer, I. William Place and Resource Recovery Committee Member Craig Blake. His written report, dated November 24, 1992, informed the Board that the following items were discussed:

1. Received an okay to contact Anderson/Nichols to possibly piggy-back on a portion of their Zone II study. Robert Noyes is considering the cost for Landfill Enterprise Fund.
2. Letter of recommendation being sent to Sudbury and Wayland Selectmen for an intertown working group for siting and planning a joint-town transfer station.
3. Planning for a joint Wayland/Sudbury transfer station--Wayland is not opposed to Sudbury using their landfill (at a cost) if necessary in the future, and siting the transfer station on both Sudbury and Wayland land - namely, in the area behind or adjacent to the Septage Facility.
4. John Drobinski's verbal comments were relayed to Fred Pearson concerning Waters, Raytheon Annex and Havencraft properties, and Mr. Drobinski will be receiving a call from Wayland.

Land Gifts to the Town - Conservation Commission

Present: Steven C. Roderick, Conservation Commission.

The Board acknowledged receipt of a communication dated November 25, 1992 from the Conservation Commission with regard to three land gifts to the Town. Executive Secretary Thompson reported he had talked with Conservation Commission Coordinator Deborah Montemerlo, and also to North Sudbury Real Estate about these gifts of land. The intent of this meeting is to determine whether the Board is willing to accept these gifts of land and

perform a title search and deed documents and record title prior to the end of the year in order that the owners of these properties can receive tax credit. Mr. Thompson talked with Town Counsel, Paul Kenny, who opined that this procedure was feasible providing there were no problems with the title search.

Mr. Steven Roderick was present from the Conservation Commission to answer questions and talk about the land gifts. The first two parcels consist of mostly wetlands, one of which already abuts Sudbury Water District land, with the other parcel located across the street. The Robert D. McCart Trust property is a larger parcel and is mostly wetland and flood plain, but the key importance is that it contains a large, meandering section of Hop Brook and a tributary to Hop Brook.

Mr. Roderick explained that the Town would have to incur legal expense to collect the back taxes on the McCart property, if they chose not to accept this property. If the Board accepts the property, the Conservation Commission recommends that the Board of Assessors abate the taxes.

On the recommendation of the Conservation Commission and the Executive Secretary, it was on motion unanimously

VOTED: To authorize Town Counsel to proceed with preparing documents relative to acceptance of the following land gifts to the Town, and request the Board of Assessors to ask the Department of Revenue to abate the back taxes for said properties.

1. Assessor's Map - B08-419 (Parcel B) - 2.20 acres
2. Assessor's Map - B07-401 (Lot 1) - .92 acres
3. Assessor's Map - J08-7, 13 acres plus 7,830+ sq. ft.;

subject to a recommendation by Chairman Drobinski that Town Engineer I. William Place and Health Director Robert C. Leupold walk the properties in order to perform a visual inspection before final acceptance to insure against any unforeseen environmental problems.

### **Budget Reviews**

In reviewing the following budgets, Secretary Thompson explained that the purpose of the budget reviews is to allow the Selectmen an opportunity to review and ask questions tonight, forward them to the Finance Committee for review, and then to vote at a later date on approving each budget request after all have been reviewed.

### **Debt Service - Town Treasurer and Collector**

Present: Treasurer/Collector Mary Ellen Normen Dunn; Finance Committee Chairman James Haughey and Finance Committee Liaison Steven Stolle.

Mrs. Dunn explained that the only new item to address is the Department's request for a Clerk II (Tax Title) position, which is not an added employee position, but one that is contracted. Mrs. Dunn noted that she did not want this position to be included under a personnel classification, but placed under contract.

The lock box has benefited the Department and saved time with regard to the time it takes to do postings. Because the Department has been receiving additional lien certificates because of refinancing, it has been difficult for the Department to keep up with the volume of work, reported Ms. Dunn. Ten additional hours have been placed back in the budget for FY94--hours that were cut the last two or three years. Most of these additional hours are reimbursed through receipts from additional lien certificates, so the revenue source is offsetting the costs.

With regard to the general expense account, Mrs. Dunn reported that bank costs will be increasing. One way to offset these increases is to mandate bi-weekly payroll checks, thus reducing the number of checks processed. Another way is to encourage direct deposits.

Chairman Drobinski asked if the Town can make a decision to issue the payroll bi-weekly for everyone, and Mr. Thompson responded he received three grievance letters objecting to this plan. It was noted that a semi monthly pay schedule - i.e. the 15th and the 30th of each month would require less processing time and save the Town money.

Selectman Cope asked if the Town is encouraging employees to make direct deposits. Mrs. Dunn responded that the North East Clearing House is conducting a promotion offering free trips for those who decide to direct deposit; and in addition, the National Clearing House has been on a campaign to promote it. In some cases, direct deposits are being made to investment accounts, according to Mrs. Dunn, so it is becoming very popular.

Federal regulations state that direct deposits may be compulsory without consent, but Ms. Dunn does not know if the Town is ready to accept it.

Chairman Drobinski asked how the Town can cut costs with more than a public relations campaign, because the savings would be worth it. Treasurer/Collector Ms. Dunn commented that she and Town Accountant James Vanar are researching the options--what the federal regulations are, etc.

Mr. Thompson suggested and the Board agreed to write the unions to determine what their reasons are for opposing the semi monthly payments.

Selectman Blacker questioned the increase in hours for personnel services in the Treasurer/Collector budget, and the longevity and step increases that occur every year, and what the difference was between them. It was noted that longevity starts when step increases end. Mr. Blacker stated he would like to see the step increases disappear because he does not believe people should be paid more every year for reasons other than performance.

Secretary Thompson suggested Mr. Blacker talk with the Personnel Board. Mr. Blacker commented that he believes it is time to change some of the systems existing now.

On line item #610 for tax title expense, the amount shown budgeted is \$10,000. Ms. Dunn explained that she approached the Finance Committee to address the issue of back taxes and how to fund it. The option presented was to put it on the Recap sheet for FY94 since it was an unknown expense, and because of the process. Ms. Dunn feels it should be a budgeted item, because it is important to stabilize the impact on the Recap sheet and try to minimize the

overall impact of the tax title process. It will be an annual process rather than a process that has occurred over the years, according to Ms. Dunn. It was further noted that the costs involved in preparing for notices, takings, and advertising, are paid for out of the tax title expense.

With regard to the debt service request, Ms. Dunn explained that the first sheet will be part of the Town Meeting Warrant, thus giving the Town all pertinent information pertaining to current issues and balances due, and addressing long-term issues.

Tax Title Position - Selectman Blacker

Selectman Blacker asked Ms. Dunn why the Town has to publicize even the smallest amount of back taxes owed. Ms. Dunn responded that taxes have to be paid and liens registered and filed--a tax amount under \$1 cannot be waived according to the law. Ms. Dunn further explained that a change has already been made for the property owners that owed between \$1 - \$10--charges were adjusted for services not yet performed for those individuals who owed taxes between \$1 - \$10--these people were notified and their concerns taken into account.

Selectman Blacker asked if a letter is ever sent. Ms. Dunn stated that a demand bill is sent out in June followed by a tax delinquency notice. Balances cannot be carried forward from one fiscal year to another--it is an issue of what the office has the capabilities of doing and what they cannot do.

Mr. Blacker asked why waiting periods are not considered before going into tax title, and Ms. Dunn responded that the Tax Office has received complaints that notices to delinquent tax payers have been sent too late, and in fact, the Tax Office is behind about 3-4 months in sending out notices.

Ms. Dunn explained that the Treasurer/Collector Department's goal is to insure that the Town's revenue source is protected. Mr. Blacker asked if the Town issues lien certificates properly, and why not wait one year before issuing the lien. Ms. Dunn responded that the omission of a lien certificate requires additional legal expense to collect from the previous owner.

Ms. Dunn reported that in 1992, there were 336 delinquent properties (64 due to late payments, 165 missing quarters, and 107 total year unpaid), which amounted in \$422,000 in revenue for the Town. For any property that is paid for or put into tax title, the assessors can release their abatement surplus which is budgeted at an annual rate of \$400,000 per year and this creates additional revenue and funds for the Town, and the abatement surplus in budgeted annually, according to Ms. Dunn.

Selectman Blacker asked about the people who cannot pay taxes because of one hardship or another, and questioned why they should go into tax title for not being able to pay their taxes for even one quarter, or one half year instead of one full year as he proposes.

Chairman Drobinski suggested scheduling another time to revisit this issue. He noted there are several issues to be discussed. Mr. Drobinski is not sure the Town should become a



bank for people who cannot pay their taxes. Ms. Dunn commented that the Department is addressing the issue of small amounts, but cannot do much if people do not respond. An understanding of the General Laws is important in understanding the whole picture, remarked Ms. Dunn--she is trying to balance the desires of the Town and the General Laws.

Selectman Cope remarked, after doing much volunteer work in the Tax Office, that she believes the Treasurer/Collector is working toward the same goals the Selectmen are working toward for the Town.

Chairman Drobinski noted that whatever the Board decides must conform to the statutes; the Selectmen need to be helping to make the Treasurer/Collector's job easier and to have everyone understand what the procedures are and what is expected.

Secretary Thompson concurred with Mr. Drobinski and noted he would have Town Counsel review the situation and the statutes, and that he has a clear understanding of the operations of the Treasurer/Collector's office.

According to Ms. Dunn, the notice sent out was 50% effective in collecting taxes, but unfortunately not everyone was pleased.

#### Engineering Department

Present: Town Engineer I. William Place; Finance Committee Liaison Barbara W. Pryor; Finance Committee Chairman James Haughey.

Mr. Place explained that an increase of \$45,000 has been budgeted from FY93 to FY94 under personal services in order to reinstate a Rod Man for the Engineering Department. Because of the increased demand on people in the office to perform the duties a rod man may do, several projects have fallen behind, namely updating the assessor's maps.

An increase in clerical expense is also indicated in the budget to allow for an increase in demand of clerical tasks. General expense has also been increased a small amount to cover increased expenditures listed in the budget.

Secretary Thompson commented that it may be difficult convincing the Finance Committee to finance an additional position at this time, but that the services rendered by the Engineering Department, particularly for other departments in Town, i.e. updating assessors maps, allow the Town to work as a whole. Finance Committee Liaison Barbara Pryor asked Mr. Place, when addressing the Finance Committee, to be more specific about projects that have been left undone, and how it affects the Town.

Mr. James Haughey commented he talked with Mr. Place about some of the projects the Engineering Department has done for the schools and other departments in Town, and the possibility of charging some of these expenses back to the appropriate departments. Mr. Thompson noted that they have done that with the Rt. 20 project and if they can, they will do it in other areas.

Mr. Haughey noted that major capital expenditures should have a separate fund for Engineering.

Mr. Thompson noted that several compliments have been received on the fine job done by the Engineering Department for the Town and Noyes School parking lot.

#### Pool Enterprise Fund

Present: Jamie Lamoreaux, Acting Director for the Atkinson Pool; Park and Recreation Commission Chairman Patricia H. Burkhardt; Finance Committee Liaison Barbara W. Pryor; Finance Committee Chairman James Haughey.

Mr. Lamoreaux explained he met with Budget and Personnel Officer Terri Ackerman, who requested that he emphasize what the expected receipt totals would be for this year. Mr. Lamoreaux noted that receipts are up over last year by \$60,000. Because of the elimination of the recreation director position, and other salary cuts, i.e. no overtime--just comp time, cutting hours for two life guards, expenses are down. With regard to operating expenses, the Pool is about on schedule with expenses compared to last year. The plus is that receipts are way up. Mr. Lamoreaux estimates that realistic receipts will total around \$320,000 this year.

Selectman Cope asked if they were keeping up with the maintenance of the Pool. According to Mr. Lamoreaux, he and Mr. Jack Braim have been performing many of the repairs. At present, a vandalism repair of a window has to be done. Because of settling, some of the tile needs to be replaced. A leak in the diving well fortunately resulted in only a minor repair, reported Mr. Lamoreaux.

Ms. Burkhardt noted that there is no depreciation budgeted, and this is a problem when needing to fund the repairs. It was suggested that a reserve fund be started for that purpose, even if it is only a small amount. Mrs. Pryor explained that the budget should contain a line item for depreciation, and Mr. Thompson noted they should talk with Budget and Personnel Officer Terri Ackerman.

Chairman Drobinski asked how the final balance sheet will turn out for the year. Mr. Lamoreaux explained the finances further, noting that the membership consists of 50/50 residents and non-residents, and that the Pool experienced 100 new members just this past year.

Chairman Drobinski inquired about Pool fees being paid for by a health maintenance organization. Mr. Lamoreaux was familiar with this concept and is researching it further.

Ms. Burkhardt remarked that there are many family-type activities, and other areas that the Pool is not providing from which they could to generate additional income. Because most personnel are in an "acting" capacity for the Pool, it is difficult to determine what should be done and how much authority they have to make decisions regarding the pool's hours, etc. It was noted that the report from the consultant is due next Monday, which will give them a better idea of how to proceed.

**Police Department**

Present: Police Chief Peter B. Lembo; Finance Committee Chairman James Haughey.

Police Chief Peter B. Lembo reported a correction of figures in the budget as follows:

Personal Services - A	\$1,218,664.00
Total Department Request for FY94	\$1,475,838.00

Mr. Lembo noted that there is a slight payroll adjustment for secretarial help, which is a change to Step 7 instead of Step 6. In addition, the major expense for the Department for FY94 will be the purchase of five new cruisers. The cruisers are estimated to cost \$15,000 each with a trade-in of \$2,000. The Department has a total of nine cruisers which are purchased from the Greater Boston Police Council. The 1992 cruisers have experienced faulty transmissions, and it seems to be universal according to Chief Lembo.

The Police Department's budget does not reflect additional personnel services and is level funded in that area. Expenses have also been level funded, and Chief Lembo remarked that, because of the new communication system and computer system, the Department is very adequate with regard to equipment.

Mr. Lembo commented that the Department has not experienced additional costs related to the new 911 system, and in fact, the expenses have been less and the phone system has been working much better.

Because of the success with holding the cruisers for a two-year period instead of the usual one-year period, Chief Lembo hopes that it may work out in the future to trade every two years instead of one, so there will be no request for cruisers in FY95, depending on the reliability of the cars.

Selectman Cope asked Chief Lembo about his personal expenses and what was included.

Mr. Lembo responded that the expenses include attending meetings, periodicals and dues to various organizations that he belongs to.

Selectman Cope also asked if the Department could initiate a roving speed trap program once again and in addition, analyze all the roads in Town for appropriate speeds. Mrs. Cope reported that she has received several calls with regard to certain streets not being patrolled for speeders.

Chief Lembo responded that the Department has not exercised the use of radar, because it would mean going to court and over time; the budget for court time has diminished, so if he increases radar patrols he has to increase court time. Mrs. Cope commented that she has seen two cruisers parked conversing with one another on more than one occasion. The Town is divided into three sectors with regard to patrols and if more than one is seen together, they are out of their sector, reported Chief Lembo. Mr. Lembo reviews each days speeding tickets and noted that they are from different locations.

**Fire Department**

Present: Fire Chief Michael C. Dunne; Finance Committee Liaison John J. Ryan; Finance Committee Chairman James Haughey.

Chief Dunne reported that the Department will try to hold with what they have at the present time for manpower and increase salaries and overtime as mandated. With regard to capital expenditures, a new ambulance will need to be purchased for FY94, and in addition, replacement of car #3 for the duty officer. These funds will be offset with the Ambulance Fund in the amount of \$85,000.

Secretary Thompson asked if Chief Dunne had received any notifications for early retirement.

Mr. Dunne responded that he asked everyone in case it would need to be budgeted. There is one possibility if the Town adopts the Middlesex County Early Retirement plan.

Mr. Ryan commented that last year \$50,000 was used from the ambulance fund, and he is concerned there will be a drain on the fund. Mr. Dunne commented that in the future, consideration may be given to leasing the ambulance at least for a couple of years. It was noted that income from the ambulance amounts to about \$30,000 - \$35,000 per year.

Chief Dunne also remarked that sick buyback is a concern and overtime is up by 4%. The closing of North Station has saved some money, but because of the increased building and the possibility of an elder care center on the Unisys site, it may not be a wise decision to keep the North Station closed part of the year.

Memorandum of Agreement

With regard to the Memorandum of Agreement between the Sudbury Board of Selectmen and Public Employees Local 1156, which had not yet been signed by the union, the Board reconfirmed the Agreement with additional change as follows:

Compensatory Time - d) Compensatory time off shall be allowed between December 1 and March 15 at the discretion of the Highway Surveyor.

Resource Recovery Committee - Gil Wright

Executive Secretary Mr. Thompson asked the Board for direction in contacting Mr. Wright for a position on the Resource Recovery Committee, and confirmed that Chairman Drobinski had spoken with him and it would be appropriate to follow up as to his interest.

911

Executive Secretary Richard E. Thompson mentioned his concern about the 911 implementation being publicized enough that everyone is aware that it is in operation.

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There being no further business, the meeting was adjourned at 10:00 p.m.

Attest: Richard E. Thompson  
Richard E. Thompson  
Executive Secretary-Clerk