

IN BOARD OF SELECTMEN  
MONDAY, MARCH 14, 1977

Present: Chairman William F. Toomey, John C. Powers, and Ira M. Potell

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The statutory requirements as to notice having been fulfilled, the meeting was called to order at 7:30 p.m. by Chairman William F. Toomey.

Minutes

It was on motion unanimously

VOTED: To approve the minutes of the regular and executive sessions of March 7, 1977.

Article 5--April 4 Special Town Meeting--Report from Town Counsel

Executive Secretary Richard E. Thompson stated that the Board had received a report dated March 3, 1977 from the Town Counsel, following his review of Article 5 of the April 4 Special Town Meeting, Purchase the Sudbury Skating and Tennis Club/R.A.D.I.N. Property, which set forth a list of documents which should be examined for a full understanding of the Purchase and Sale Agreement portion of the article. Town Counsel's list included four plans, seven deeds, and five miscellaneous documents, in addition to information from the Tax Collector to determine the amount of outstanding and unpaid real estate taxes assessed to the premises.

Town Counsel's report further stated that a full title search of the property would also be required to determine if there were any other easements, restrictions, or encumbrances of record.

Mr. Thompson stated that the Board had also received a letter dated March 7, 1977 from Town Counsel, which expressed his opinion that the article complies with the statutory requirements and that the article includes a sufficient description of the subject matter to provide the voters with substantial and intelligent notice of the nature of the business to be acted upon.

Selectman Powers expressed his concern that the Board would go to the Town Meeting unprepared in all aspects of this article.

After discussion, it was on motion by Selectman Powers unanimously

VOTED: To request Town Counsel to gather together the plans, deeds, and miscellaneous documents relating to the Sudbury Skating and Tennis Club, as set forth in Town Counsel's March 3, 1977 report, so that everything short of the title search would be available to the Board.

Selectman Powers stated that the Board has no information concerning operating costs, employees, etc.

Finance Committee member Philip Felleman, who was attending the meeting as that Committee's liaison to the Selectmen, commented that the proponents of the article do not have this information either.

"Sudbury's Fiscal Plight"--Town of Sudbury Salary Listing for 1976"--Publication and Funding

Executive Secretary Richard E. Thompson suggested that the Board update the figures in its pamphlet, "Sudbury's Fiscal Plight", by incorporating the figures from the Cherry Sheet and to also include the recently compiled list of Town of Sudbury salaries for the Town of Sudbury employees for calendar 1976.

Selectman Powers was in agreement, and he requested that the total number of Town employees also be indicated.

Chairman Toomey stated that the list of salaried Town employees which would be included in the pamphlet would not include a list of names of those persons holding each position, but that a second such listing was available tonight for anyone who might be interested.

After discussion it was on motion by Selectman Potell unanimously

VOTED: To insert an explanatory cover letter, updated figures, and a list of salaries by position in the Selectmen's pamphlet entitled "Sudbury's Fiscal Plight";

and it was on motion further unanimously

VOTED: To approve an expenditure from Account 501-81, Surveys and Studies, in the amount of \$1,000 for the publication and Townwide mailing of the pamphlet as described above.

Selectman Potell stated that, if it was found that additional funds were needed for the printing and Townwide mailing, the Board be requested for the same.

Mr. Thompson stated that, in updating the figures, he would include figures from the Cherry Sheet, revised costs of Blue Cross/Blue Shield and pension coverage, and he requested guidelines for estimating Town Meeting article costs.

After discussion, it was agreed to use the figures for all appropriation articles in the Annual Town Meeting and to footnote the Special Town Meeting appropriation articles.

"1977-82 Capital Improvement Plan"--Funding for Typing and Printing

After discussion, it was on motion by Selectman Powers unanimously

VOTED: To authorize the expenditure of funds from Account 501-81, Surveys and Studies, for the typing and printing of the "1977-82 Capital Improvement Plan", prepared by the Long Range Capital Expenditures Committee.

Special License for the Sale of All Alcoholic Beverages--P.R.I.D.E.--June 18, 1977

In response to her communication dated March 9, 1977, it was on motion unanimously

VOTED: To grant, subject to the approval of the appropriate Town officials, a Special License for the Sale of All Alcoholic Beverages, to be Drunk on the Premises, to Elouise W. Koudsi, Garden Party Chairperson, P.R.I.D.E., to accommodate a fund-raising event on June 18, 1977, from 8:00 p.m. to 1:00 a.m., June 19, 1977, on grounds of the Wayside Inn.

H.3246--Legislation to Allow Certain Towns to Withdraw from the MBTA

Executive Secretary Richard E. Thompson reported that the Board had received a communication dated March 8, 1977 from Senator Atkins which expressed his intent to support H.3246 (a bill to allow certain towns to withdraw from the MBTA) if it comes up for consideration in the Senate and which further expresses his willingness, if the bill receives a favorable report from the Committee on Transportation, to amend the bill by moving to include Sudbury among the towns slated to withdraw.

After discussion, on the recommendation of the Executive Secretary, it was on motion unanimously

VOTED: To send a copy of Senator Atkins' March 8, 1977 letter to the Wayland Board of Selectmen, for their information, and a copy to Representative Genevra Counihan, a member of the Committee on Transportation; and it was further

VOTED: To thank Senator Atkins for this letter of intent.

Selectman Powers stated that this year the Town will pay \$174,000, which, in addition to \$119,000 from the State, goes to the MBTA for no service whatsoever.

Stow Board of Health--Request to Use Sanitary Landfill

Executive Secretary Richard E. Thompson reported that the Town had received a letter dated March 9, 1977 from the Town of Stow's Board of Health, inquiring as to the possibility of Stow's using Sudbury's sanitary landfill on a temporary basis.

After discussion, during which Mr. Thompson stated that he had recommended to Stow that they look into incineration as being the most feasible method for them at this time, it was on motion by Selectman Powers unanimously

VOTED: To advise the Board of Health of the Town of Stow that, regrettably, Sudbury's sanitary landfill would not be available to them on a temporary basis because of Sudbury's own problems in this regard.

Sudbury's Pre-Application for Discretionary Funds

Executive Secretary Richard E. Thompson reported that he had received notice dated March 2, 1977 from the Metropolitan Area Planning Council that the Council, acting as the metropolitan clearinghouse, had reviewed Sudbury's pre-application for federal financial assistance relative to housing rehabilitation and acquisition of land for low and moderate income housing and had found it to be well-prepared and consistent with the Council's existing plans and policies. Mr. Thompson also commented that the Council had commended the Town for addressing its proposed activities to the housing needs of low and moderate income households. Mr. Thompson further reported that the Board is now waiting to hear from the federal government.

Mr. Thompson stated that, last week, members of the "in-house" committee, operating in pairs, had reviewed 45 applications for the past discretionary funding received and that it would appear that the \$30,000 would be used up by Spring.

The Package Store

Present: Roger S. Murray, Manager, Ye Olde 117 House

Executive Secretary Richard E. Thompson stated that the Board, on the recommendation of Robert J. McCabe, Manager, The Package Store, on December 20, 1976, voted to issue the renewal package good store license to Robert J. McCabe, d/b/a The Package Store, Inc., 466 North Road, for the sale of wines and malt beverages, under General Laws Chapter 138, Section 15, subject to the requirements that the license shall be exercised and that wines and malt beverages shall be sold during normal working hours six days a week on and after February 1, 1977, and that all renovations shall be completed on or before February 1, 1977 and had subsequently extended the February 1 date to March 1 and then to March 15.

Mr. Thompson stated that the Board had requested a meeting tonight with Mr. McCabe for an update on his renovation plans and to ask whether there was still a need for the license.

Mr. Thompson further reported that a report dated March 11, 1977 had been received from the Building Inspector, which stated that some renovations had been made to the premises, but which expressed his opinion that the establishment was not set up, as of that date, to conduct a retail business.

Mr. Roger S. Murray, Manager, Ye Olde 117 House, which abuts The Package Store, met with the Board, as Mr. McCabe was unavailable tonight.

Chairman Toomey stated that he would suggest to the Board that Mr. McCabe complete his renovations and apply for a new license. Chairman Toomey reported the Board's earlier offer to Mr. McCabe of ample time in which to make the renovations and Mr. McCabe's assurance to the Board that the February 1 date would give him sufficient time. Chairman Toomey stated that the Board's reason for the offer was the fact that circumstances peculiar to these adjacent establishments might make approval from the ABCC difficult.

Selectman Powers stated that he concurred with Chairman Toomey, and after further discussion, it was on motion by Selectman Potell unanimously

VOTED: Not to renew the Package Goods Store License for the Sale of Wines and Malt Beverages to Robert J. McCabe, The Package Store, Inc., 466 North Road, Sudbury.

Chairman Toomey expressed the Board's agreement that Mr. McCabe could reapply for his license when the renovations were completed.

Article 4, Special Town Meeting--Dog Pound Facilities

The Board, at its February 28, 1977 meeting, requested Dog Officer Francis White to work with the Executive Secretary on confirming the cost of alternates discussed at that meeting for review by the Board tonight.

Executive Secretary Richard E. Thompson reported that subsequent to the Board's February 28 meeting with Mr. Edward Kreitsek, Chairman of the Board of Directors of the Buddy Dog Humane Society (BDHS), his office had received a letter dated March 3 from Mr. Kreitsek relative to the newspaper coverage of that meeting, which took exception to some of the comments in the article that, in his opinion, were misleading and deserving of clarification.

Mr. Thompson reported that he had informed Mr. Kreitsek that his letter would be given to the Board on March 11 and that the matter would be on tonight's agenda and that Mr. Kreitsek had indicated he would be interested in attending.

Mr. Thompson stated that a report dated March 10, 1977 had been received from the Dog Officer on the subject of construction of a dog pound at an estimated cost of \$24,000, which suggested locations at the sanitary landfill, the Highway Department barn area, or behind the Sudbury Water District building.

Mr. Thompson further reported that he and Mr. White had discussed the possibility of contracting with out-of-town kennels and had agreed that it would not be feasible because of inconvenience to the Townspeople. Mr. Thompson further reported that they had contacted local kennels which had indicated no desire to board Town dogs.

Mr. Thompson stated that this matter was discussed at the Finance Committee's meeting on May 10.

In discussion relating to Mr. Kreitsek's March 3 letter, Mr. Thompson stated that, during the beginning discussions when working out arrangements for the Town's use of the BDHS shelter, it had been indicated that care related to the dogs would probably increase because of increased costs of food, etc. Mr. Thompson reported that it was recommended to Mr. Kreitsek at that time that he not increase the care costs but rather the retainer for the dogs. Mr. Thompson reported that there was also the matter of the lack of space for Town dogs at the BDHS because of the space now taken up by the spaying clinics.

Selectman Powers expressed his opinion that continued arrangements with BDHS would be out of the question, as costs for that service had increased from less than \$4,000 to a current estimate of \$8,800 per year. Selectman Powers suggested that the Board ask the Executive Secretary, assuming that money for a kennel will be available, to inquire as to whether or not any assistance in terms of labor, care, and management of such an operation could be received from any employees already at the suggested sites.

Chairman Toomey agreed that, with the doubling of present costs at BDHS, it would be necessary to look for alternatives.

The \$12,000 operating cost estimate of a Town pound was discussed, and it was the consensus that yearly costs of properly implementing the dog control law would exceed this amount.

Selectman Powers stated that the Town is required by its bylaw to perform this function, that it cannot be done without money, and that he would again ask that inquiry be made as to advantageous ways of staffing. Selectman Powers also requested that the Executive Secretary follow up the letter earlier received from Mrs. George Royal, who had expressed her desire to operate a boarding kennel in Sudbury.

Selectman Potell stated that the only other alternative would be the repeal of the dog control law.

Later in the evening, after the conclusion of the above discussion, Mr. Kreitsek joined the proceedings, and the Executive Secretary informed him of the earlier discussion.

South Middlesex Opportunity Council--CETA

Executive Secretary Richard E. Thompson reported that a letter dated March 7, 1977 had been received from Anthony Silva, Director of Manpower Services, South Middlesex Opportunity Council, which stated that the CETA Consortium is anticipating a considerable new appropriation of money for "special projects" under Title VI, and which inquired as to how many and what types of special projects Sudbury would consider to be desirable and beneficial. The communication stated that the funds would be expended over a period of six months ending on September 30, 1977 and that 90% of all special projects funds must be spent in wages to CETA eligible participants in the projects.

Mr. Thompson stated that the projects must be submitted in writing by March 23, 1977, and he requested that the Board offer suggestions for possible projects.

Selectmen Potell and Powers suggested the building of the dog pound.

Selectman Potell also requested that the Executive Secretary contact the Highway Surveyor concerning a project to clean every storm culvert and catch basin in Town.

Mr. Thompson stated that there had been an earlier comment from Selectman Powers relating to a conservation corps to clean up Town-owned lands, and he stated that he would prepare a draft of suggestions for the Selectmen's review on March 21.

Mr. Thompson reported that the Town Accountant would be on the review committee for this project.

Massachusetts Selectmen's Association--Legislative Committee

Executive Secretary Richard E. Thompson reported that Selectman Powers had informed him that it was the unanimous position of the Massachusetts Selectmen's Association's Legislative Committee to request support for House Bill 3345, which would extend the effective date for cities and towns to comply with Chapter 948 of the Acts of 1973 (ambulance regulations) until July 1, 1978. Mr. Thompson stated that he would like a consensus of the Board on that matter.

After discussion, it was on motion by Selectman Powers unanimously

VOTED: To support the Massachusetts Selectmen's Association's Legislative Committee's position in favor of H.3345.

Mr. Thompson further reported that it was also that Committee's unanimous position to oppose H.1269, which would give appeal of any local earth removal bylaw decision to a State Transportation Authority.

After discussion, it was on motion by Selectman Potell unanimously  
VOTED: To support the Massachusetts Selectmen's Association's Legislative  
Committee's position in opposition to H.1269.

Utility Petitions #77-73 and #77-74--Boston Edison Co. and New England Telephone  
and Telegraph Co.

Present: Edmund Kelly representing Boston Edison Company

In conformity with the requirements of Sections 21 and 22 of Chapter 166 of  
the General Laws, Chairman Toomey convened a hearing continued from March 7 on  
the below-named utility petitions:

UP#77-73 - Petition of Boston Edison Company and

UP#77-74 - Petition of New England Telephone and Telegraph Company for  
permission to install 116 feet of buried cable in Dakin Road to provide service  
to a development off Dakin Road.

Mr. Edmund Kelly, representing Boston Edison Company, reported that the  
electric and the telephone lines would be buried in the same trench and that  
the proposal would extend cable as shown on the attached plans.

The Executive Secretary stated that a report dated February 22, 1977,  
recommending approval, had been received from the Wiring Inspector.

Following a review of the plans, it was on motion by Selectman Powers  
unanimously

VOTED: To approve the above-referenced petitions dated February 4, 1977 and  
March 4, 1977, respectively, as shown on the plan for Boston Edison Company,  
dated January 6, 1977, as drawn by C. B. Damrell, and the plan for New England  
Telephone and Telegraph Company, dated March 4, 1977.

Sudbury Centre--National Register of Historic Places Funding

Executive Secretary Richard E. Thompson stated that, as the Selectmen were  
aware, the buildings in Sudbury Centre are listed in the National Register of  
Historic Places, which makes them eligible for matching funds for projects  
costing in excess of \$10,000.

Mr. Thompson reported that, as the Town is owner of buildings within this  
district, it has received an application.

Mr. Thompson further reported that he had been contacted by a representative  
of the First Parish Church, but had not yet heard back from them, although they  
realize that if they want the Selectmen's support, the item must be on the agenda  
before April 1. Mr. Thompson stated that the First Parish Church's project is  
a sprinkler system at an estimated cost of \$12,000 - \$15,000.

Mr. Thompson stated that his major concern was painting of the exterior and  
restoration of the interior of the Loring Parsonage, but that it would be his  
suggestion that the Selectmen not send in an application this year, but support  
the application that will be before the Board at a later date.

The Board was in agreement.

Selectman Powers commented that there was another fund--"America the Beautiful Fund"--which also has money to spend on qualifying projects, and he suggested improvements to the Town Common as a possible project under this fund.

#### Executive Session

At 8:40 p.m., after a unanimous roll call vote, it was on motion further unanimously

VOTED: To enter into executive session to discuss the reputation and character, physical condition or mental health, rather than the professional competence of a single individual.

Chairman Toomey announced that the public session would reconvene following the executive session.

#### Special and Annual Town Meeting Articles--Increases for Non-Union and Individually-Rated Personnel

Present: Margaret Bonarrigo, Chairman, Alan Carpenter, Douglas Dalton, and J. Owen Todd of the Personnel Board; Robert Hotch, Chairman, Philip Felleman, Alan Grathwohl, and Karl Clough of the Finance Committee

Chairman Toomey reported that the Personnel Board had made its recommendation with regard to increases for non-union employees (6% increase for FY76-77; 6.15% increase for FY77-78) and individually-rated personnel (6% increase for FY76-77 and FY77-78, with the exception that the Town Accountant and the Town Engineer shall receive an additional \$200 in FY76-77 and an additional \$500 in FY77-78), and that the Finance Committee has voted to support the Personnel Board's recommendations.

Chairman Toomey stated that the Selectmen still stand on their earlier position (6% increase for non-union and individually-rated employees for FY76-77, only, retroactive to July 1, 1976). Chairman Toomey stated that it was the opinion of the Board to hold on recommendations for the non-union and individually-rated personnel for FY77-78 until the results from the proposed classification study were available.

Selectman Powers stated that the Town has been faced with a 26% tax increase in the past two years and will be faced with a new \$3 increase because of decreased local aid. Selectman Powers expressed his opinion that the Town would not be receptive to a request for a 12% increase and that this position could endanger the request for 6% for FY76-77. Selectman Powers stated that negotiations have not yet been settled with the Fire union, that the Board has no feeling as to whether settlement will be on a one-year or two-year basis, and that the Board wished not to establish any basis that might help the Firefighters' demands.

Selectman Powers stated that the Selectmen support the Personnel Board's article for a classification study, and, in the opinion of the Board, there is a chance, administratively, of bringing some reality and equalization to the clerical levels.



Finance Committee member Philip Felleman stated that the Finance Committee is not in favor of spending more money than necessary, but that, in 1974, the Town had begun paying people one year behind for very legitimate reasons involving collective bargaining negotiations. Mr. Felleman expressed the Finance Committee's opinion that this practice could be stopped this year and that the Finance Committee's position was that probably the most important thing to do at the Annual Town Meeting was to tell the Townspeople what their government will cost them.

Selectman Potell stated that he was a minority on the Board with regard to FY77-78, that he felt an increase should be included in the Annual Town Meeting article at the rate of 6%, but that, in his opinion, if funds for any increase above the established base of 6% were requested, a bad precedent would be set, as negotiations with the Firefighters have not been completed.

Mr. Felleman stated that, in his opinion, this would not make any difference.

Selectman Powers expressed his disagreement with Mr. Felleman.

Personnel Board Chairman Margaret Bonarrigo expressed her opinion that it was important to start discussion with the points on which the Selectmen, the Finance Committee, and the Personnel Board agree--that what all agree upon is that non-union employees are being penalized because of collective bargaining. Mrs. Bonarrigo stated that the Personnel Board struggled with the question of at what point should it work for the non-union employees--that that Board felt the employees should get a salary increase for FY77-78, but the question was when. Mrs. Bonarrigo stated that they had discussed, with the Finance Committee, pointing out to the Annual Town Meeting that the non union employees are essentially getting double raises and that the only place the Town can say "No" is to the non-union people. Mrs. Bonarrigo expressed her opinion that a very strong case could be made if it were pointed out that the non-union people were the only group not to get an increase. Mrs. Bonarrigo questioned whether this should be requested at the Annual Town Meeting or whether a Special Town Meeting in the Fall should be counted on for perhaps a slightly larger increase, which, if not held, would further penalize the non-union employees. Mrs. Bonarrigo contended that an increase voted at the Annual Town Meeting would be worth something even if a slightly higher rate might be voted at a later Special Town Meeting, and she stated that, after considering the above factors, the Personnel Board had been of the opinion that the fair way to handle it would be to request the non-union employees increases at the Annual Town Meeting.

Personnel Board member Alan Carpenter expressed his opinion that the Finance Committee's point of setting the budget for the coming year appeared to make a great deal of sense, that he did not know whether the Personnel Board was specifically interested in equalization of clerical salaries, but that it did want a better definition of jobs in the Town regardless of department.

Executive Secretary Richard E. Thompson stated that a quick survey of people working side by side had indicated that they were not receiving the same salary for the same work. Mr. Thompson stated that the purpose of the study would not be solely for upgrading--that there might also be some downgrading--as it will be an overall look.

Mr. Carpenter stated that he had been concerned that by proposing 6% and 6%, the voters might very well punish the employees by voting it down. Mr. Carpenter stated that he had been very persuaded by the Finance Committee's opinion that there was great benefit, by putting before the Town at the Annual Town Meeting, an article which would allow the budget to catch up rather than to operate one year behind. Mr. Carpenter stated that he would hope that the boards could appeal to the voters' sense of justice with regard to the double raise. Mr. Carpenter further stated that the non-union employees do not receive all benefits given to union employees and, in his opinion, some incentive should be given to those who do not join unions.

Selectman Powers stated that the Selectmen have an obligation to support the collective bargaining contracts into which they have entered, but, that, in his opinion, there might be a problem in that the Town might not ratify these agreements. Selectman Powers stated that we are talking about a 30% increase in taxes in two years and we have not yet heard from the public.

Chairman Toomey stated that it should be remembered that the Board was taking the recommendations of the Labor Relations Counsel, which was to hold the line at 6% for FY76-77 and not go for the second year for non-union employees. Chairman Toomey stated that negotiations with the Firefighters' union may go to binding arbitration and, if they come back with a higher figure, the spiral will continue.

Mrs. Bonarrigo expressed her opinion that it was very unfortunate that the Personnel Board had not been advised of the Labor Relations Counsel's recommendation.

Selectman Potell stated that, in his opinion, it would be meaningless to call a Special Town Meeting for \$2,000 and that he would support a 6% increase for both FY76-77 and FY77-78, but nothing above the 6% figure.

Selectman Powers stated that, because of pending legislation, there is a genuine possibility of repealing the compulsory arbitration section of the collective bargaining law, including the demands in the collective bargaining process. Selectman Powers stated that the Fire and Police salaries represent 9% of the budget, and the Board, by requesting an increase for FY76-77, only, was asking for maximum maneuverability.

Finance Committee member Alan Grathwohl stated that the Finance Committee could not see the advantages of asking the Town for 6% for FY76-77 and remaining mute as to what would be done thereafter and to then bring it to the Town after completion of the study, because the same dollars would come out of the budget. Mr. Grathwohl stated that what is being discussed involves only a very small portion of the classification plan.

Personnel Board member Owen Todd expressed his opinion that non-union people were being punished to gain an edge.

Selectman Powers stated that the Board did not want to make a commitment until it knew where it stood.

Mr. Felleman reported that the teachers have settled in all three school systems and that it was known, except for the fire budget, exactly what Town government was going to cost next year. Mr. Felleman suggested that perhaps the discussion on the Town Meeting floor should be what fire protection is worth to this Town, not what the Firefighters will get, and he stated that the Finance Committee did not agree that salaries for non-union employees should be held up by a circumstance which might prejudice the negotiations.

Chairman Toomey stated that it would appear that the Personnel Board was still going to recommend 6.15% for FY77-78 and that the Finance Committee still intended to support their recommendation.

Mrs. Bonarrigo stated that, in her opinion, it would be a disservice to non-union employees if this became an issue on the Town Meeting floor and the Town chose to use this as a way to say "No" because of a general unrest.

Mr. Todd asked whether the Selectmen were irretrievably against 6% and 6.15% increases, and he further asked whether the Selectmen would change their mind if this was 6% and 6%.

Selectman Potell stated that he was in favor of 6% and 6%.

Mrs. Bonarrigo stated that, in the Personnel Board's opinion, the additional .15% was simply recognition by the Personnel Board of some concern for the non-union employees.

Selectman Potell stated that he was opposed to the additional .15% because of existing contracts and his impression of the Labor Relations Counsel's recommendation and the fact that it is above what was agreed upon with the Police union.

Selectman Powers expressed his opinion that 6% and 6% automatically jeopardizes the first 6%.

Chairman Toomey stated that he would wish to again consult with the Labor Relations Counsel before he further discussed the matter.

Finance Committee Chairman Robert Hotch expressed his opinion that the Finance Committee would not change its mind about requesting increases for FY77-78 at the Annual Town Meeting, and he stated that the second 6% would only increase the tax rate by \$.24.

Mr. Felleman stated that he would hope that the Personnel Board, the Finance Committee, and the Selectmen could solve this problem without a massive struggle.

Discussion on the subject of individually-rated positions followed.

Chairman Toomey stated that the Selectmen are of the opinion that a point is arrived at, with regard to the individually-rated positions, where a limit is reached. Referring to the salary increases in excess of the 6% increase for all individually-rated personnel, which were approved by the Personnel Board for the Town Accountant and the Town Engineer, Chairman Toomey stated that, while the Selectmen agreed that Mr. Wilson and Mr. Merloni had done an excellent job, as had other department heads, they had also agreed not to exceed a 6% increase for any of the department heads.

Selectman Potell stated that the Selectmen are attempting to do a study to determine what these individually-rated positions are worth to the Town and, until it could be reviewed, they had agreed not to request increases for FY77-78.

In response to Mrs. Bonarrigo's question as to what the Selectmen anticipate in the way of increases for individually-rated personnel for FY77-78, Selectman Potell stated that the Selectmen had only discussed FY77-78 in terms of what the positions are worth to the Town.

Selectman Powers stated that the Selectmen had not voted on increases for FY77-78 because they anticipate that the matter will arise later in the year.

Mr. Grathwohl pointed out that the Board of Health, the Park and Recreation Commission, and the Library Trustees would not hold the line.

Mr. Felleman expressed his wish that the 6% cost-of-living increase be projected for FY77-78 and that during the year the study be done on the individually-rated employees and elected Town employees for future consideration.

Selectman Powers stated that, in his opinion, the Selectmen had no obligation with regard to elected officials.

Mrs. Bonarrigo asked whether it had been the unanimous vote of the Selectmen that they would not request an increase for individually-rated personnel later in the year.

The Selectmen responded that they did not know--that they wished to reserve the right to make their decision.

Mr. Thompson stated that, when he had gone to the Personnel Board, he had given them a survey for the individually-rated position of Executive Secretary. Mr. Thompson stated that the study could have been more extensive, but that he had sent a survey to similar communities in preparation of the Selectmen's review of individually-rated people three years ago. Mr. Thompson stated that that study is about 3-4 years old and that, in his opinion, it would not be difficult to update it. Mr. Thompson commented that, in comparing towns, different responsibilities are indicated for the same positions.

Selectman Potell stated that he was not only looking for that type of study--that he also wanted to know what the positions were worth.

Mr. Hotch stated that the Finance Committee would like to agree on common ground as, in their opinion, the attitude generated by the Selectmen should pervade the floor of Town Meeting.

Chairman Toomey expressed the Selectmen's opinion that the positions of Town Accountant and Town Engineer should not have been singled out for additional increases.

Selectman Powers stated that, in his opinion, a leadership problem was involved, that it was known that there are some massive things that must be done to the budget this year or the Town will sink, and he commented that the boards have far bigger things to do at Town Meeting than the matter under discussion.

Mr. Felleman stated that he would imagine that not all evaluations of individually-rated personnel had been equal, and he suggested that perhaps some individuals might receive less than 6% to allow particular recognition of the Town Accountant and the Town Engineer.

Chairman Toomey stated that the 6% increase is a cost-of-living increase only.

Selectman Powers stated that, under the bylaws, the Selectmen are asked to judge these positions, that the fact that the Finance Committee and the Personnel Board disagree is interesting, but the judgment of the Selectmen, who must also think for the voters, has been exercised.

Mr. Grathwohl asked whether, if the Finance Committee and the Personnel Board reassess their position on individually-rated personnel, the Selectmen would reassess their position with regard to the clerical employees.

The Selectmen responded that they could not agree to this at this time.

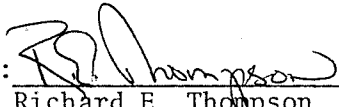
Selectman Potell stated that, as a former member of the Finance Committee, it was his opinion that to have the Finance Committee make a recommendation greater than that of the Selectmen, the Committee would lose its credibility, which would be a gross mistake. Selectman Potell also commented that action to single out the Town Accountant and the Town Engineer would not lead to good relations among department heads.

Mrs. Bonarrigo stated that collective bargaining has locked increases into percentages and that the \$200 increase to the Town Accountant and the Town Engineer was minimal, as the Personnel Board was painfully aware of being locked into percentages.

Chairman Toomey suggested that a meeting with representatives of the Finance Committee and the Personnel Board be scheduled for 7:00 p.m., April 4, in advance of the Special Town Meeting, in the library of the Lincoln-Sudbury Regional High School for further discussion, so that there will be no surprises with regard to board positions on the Town Meeting floor.

There being no further business to come before the Board, it was on motion unanimously

VOTED: To adjourn the meeting at 10:25 p.m.

Attest:   
Richard E. Thompson  
Executive Secretary-Clerk