

IN BOARD OF SELECTMEN
WEDNESDAY, MARCH 19, 1980

Present: Chairman William J. Cossart and John E. Murray.

The statutory requirements as to notice having been complied with, the special meeting was called to order by Chairman Cossart at 2:00 p.m. in the Loring Parsonage.

Sanitary Landfill

Present: James V. Merloni, Town Engineer, and Robert A. Noyes, Highway Surveyor.

In connection with a confidential communication dated February 28, 1980 from the Town Engineer James Merloni, the Board of Selectmen met with the Highway Surveyor and Town Engineer to discuss possible joint ventures with the Town of Framingham dealing with various aspects of the sanitary landfill operation.

After discussion, it was the consensus of those present to proceed with the Town Engineer and Highway Surveyor developing a test plan to transport Saturday landfill refuse to the Town of Framingham to determine the volume of the same for incineration, working toward a reciprocal arrangement of receiving Framingham's incinerator residue.

Civil Service - Work Session

Present: Sergeant Peter Lembo acting for Police Chief Lombardi, Sgt. Wesley Woodward, Patrolmen Peter Langmaid and Ronald Nix, and Anne W. Donald.

A work session convened at 3 p.m. on March 19 relative to withdrawal of the Police from the Civil Service system as proposed under Article 11 of the Annual Town Meeting.

The Police committee members reiterated general concerns with proposing a new system in such a short time frame and, while they could present no specific areas of concern at this time other than potential conflicts under a dual system, suggested that if the Selectmen would indefinitely postpone Article 11, the Police committee would work to design a package of guidelines acceptable to both sides.

The Selectmen emphasized that the withdrawal from Civil Service would affect only new hires, that Labor Counsel had been consulted and the Board was satisfied that the Police were protected under statute (other than Civil Service), by the contract, and by the Police Rules and Regulations, and that the Police have established grievance procedures as additional protection. Also, hiring and promotional procedures had been outlined and refined at the work sessions; these could be incorporated into the Police Rules and Regulations, if desired.

The Police members agreed to make a determined effort to meet with the members of the IBPO (it was noted that only six had attended the March 17, 1980 Selectmen's meeting) and involve them in the process of drawing up guidelines and researching issues raised. A tentative meeting for this purpose was set for Friday, March 21.

Meeting with Schools - Discussion of Business Functions/Hiring

Present: N. Cornell Gray, Chairman, Sudbury School Committee; Dr. Joseph LoPresti, Superintendent, Sudbury Schools; Paul L. Kenny, Town Counsel; Anne Donald.

The Selectmen met with School Committee Chairman N. Cornell Gray and Superintendent LoPresti in response to a letter dated March 10, 1980 from Mr. Gray relative to the employment of John H. Wilson, the Town Accountant, on a part-time basis to assist the Superintendent in organizing, maintaining and monitoring proper financial records.

Dr. LoPresti expressed the need for strengthening the School Department's financial record-keeping and control systems in a cost-effective manner. Since the departure of the School Business Manager, exploratory discussions have been held with Mr. Wilson, with regard to his assuming certain school business functions, and an opinion had been requested from Town Counsel pertaining to the same.

Town Counsel Paul L. Kenny reiterated his opinion expressed in his letter, dated March 5, 1980, to Dr. LoPresti and John Wilson, that the Town Accountant may not be hired as a consultant to the School Department or become the Chief Financial Officer for the School Department; however, as long as the duties Mr. Wilson would be performing for the schools would not involve the receipt or disbursement of money, Mr. Wilson could assist the School Department for compensation as an employee of the Town.

The following proposed service areas were discussed:

- 1) Budget preparation and control. Would involve translation of prepared budget into financial terms for presentation to Town. Monitoring is done by the Superintendent and decisions are made by the Superintendent and School Committee. The Superintendent must have accurate knowledge of the financial position of the system at any given time. While Mr. Wilson can monitor accounts, as he normally does in the course of his duties as Town Accountant, he can not make any expenditure recommendations for which he has to approve the expenditure as Town Accountant later on.
- 2) State and local reports. The preparation of annual financial reports is performed already as Town Accountant. These must be ministerial only; not judgemental.
- 3) Federal and State grants. To involve accounting for funds only; no solicitation.
- 4) General contract administration. Can not be performed.
- 5) Periodic reporting of information/cost analysis. Mr. Wilson could lay out the system for another to perform and he could instruct on how to extract information for such a system. Town Counsel suggested that this might inadvertently enter a "gray area" and should be treated conservatively.

Discussion ensued as to the manner in which Mr. Wilson could be compensated.

Town Counsel suggested that one way to ensure that a consultant's position has not been created is by expanding the job description of the Town Accountant to include school duties and include compensation for these duties in the School budget. This would include making an amendment to the Classification and Salary Plan allowing for such increase.

It was noted that Mr. Wilson's present salary is \$22,470 and that the maximum for the Town Accountant position is \$23,100.

Alternatively, Mr. Wilson could be paid for the additional hours by the School Department at the same rate as his base salary. The additional duties are expected to expand his hours to 40 per week. There is no obligation to pay Mr. Wilson at time-and-one-half for hours exceeding forty, as he is an exempt employee.

After discussion it was a consensus not to change the job description and that the School Department would conclude a separate arrangement to hire Mr. Wilson as a salaried employee to provide a number of duties outside of his hours as Town Accountant and not in conflict with his duties as Town Accountant.

Application to New England Foundation for the Arts

The Board endorsed an application to the New England Foundation for the Arts, Incorporated, on behalf of the Town of Sudbury Office of Cultural Affairs, Barry Marchette, Coordinator, relative to a dance concert to be held at the Lincoln-Sudbury Regional High School on May 31, 1980 at 8 P.M.

Resolution - Retirement of Ruth H. Forbes

The Board signed a resolution on behalf of the townspeople in honor of Ruth H. Forbes, who is retiring after teaching for sixteen years in the Sudbury School System.

There being no further business the meeting was adjourned at 5:00 P.M.

Attest: _____

Richard E. Thompson
Executive Secretary-Clerk