Notice of Public Meeting – (As required by G.L. c. 30 A, c. §18-25)

DEPT./BOARD: Ways and Means Town Hall 1 Subcommittee
DATE: May 7, 2019
Time: 8:00AM
PLACE: Town Hall Executive Meeting Room

AGENDA

21 Economic Development Director

22 Fund Administrative and Professional Classification

23 Fund Part Time Plan

28 BMEA Contract

2 Transfer of Funds FY 2019
Meeting opened at 8:03 AM in the Town Hall 2nd floor Main Hearing Room
Town Hall I Subcommittee members present: Frank Monaco, THI Chairman David Tait
W&M members present: John Iler
Town Officials present: John Danizio Town Accountant and Assistant Town Administrator,
Paul Sagarino Town Administrator

The meeting was devoted to May 13, 2019 Town Meeting Warrant Articles.

**Article 21 Economic Development Director for TBD amount (about $75,000 salary and $10,000 expenses)**
Paul presented a video to provide background, justification, and information about the duties. The Ways and Means attendees asked a series of questions based on the video and related questions. The primary concern was not the overall benefit or possible need for a dedicated position but rather concern about specific objectives and how we would measure results. Several members explored the idea of using a contract to fill the position for a year or two to establish goals and concrete means of determining needed skills and measures of success in the position. The idea would be to gather understanding and experience before committing to a permanent hire. The administration has thought about this approach but feels it would be hard to manage and not as effective as going ahead with a hire.

The motion is to fund the EDD position and amend the A&P plan to create such a position. Vote: 1-1-0

**Article 22 Fund the Administrative and Professional Compensation Plan $92,463**
This compensation plan covers all non-union employees that work more than 20 hours per week. This group, which includes department heads, assistant department heads, and other management level positions, is not a recognized bargaining unit, but does negotiate their salary schedule collectively. The members of this group and the Board of Selectmen have voted to support the Administration's recommendation of a one year agreement that includes a wage adjustment of a 2.5% increase for all steps and grades on the salary schedule.

Motion:
To see if the Town will vote to adopt the Administrative & Professional Compensation Plan for FY2020, and transfer from the FY2020 Negotiated Settlement Account the sum of $92,463 for the purpose of funding the plan under the direction of the appropriate authorities.
Vote: 2-0-0

**Article 23 Fund the Part-Time Compensation Plan $4,120**
This compensation plan covers all Town part time employees whose positions are classified to work less than 20 hours per week, as well as seasonal or temporary employees who work less than a full year. This group includes job titles that are covered by the BMEA and DPW union contracts for those individuals who are not union eligible because they work 20 hours or less. The Board of Selectmen voted to support the Administration's recommendation of a one
year agreement that includes a wage adjustment of a 2.5% increase to part-time rates, and a 2% increase to the seasonal rates.

Motion:
To see if the Town will vote to transfer from the FY2020 Negotiated Settlement the sum of $4,120 for the purpose of funding the Part-time Salary Plan (under 20 hours) for FY2020, same to be expended under the appropriate authority.
Vote: 2-0-0

Article 28 Fund the Burlington Municipal Employees’ Association Contract $155,472
The Board of Selectmen will vote on this agreement on May 13th. The Union has voted to support a three year agreement. The compensation package of this agreement includes a wage adjustments of a 2.5% increase in year 1, a 2.5% increase in year 2, and a 1.75% increase in the final year for all steps and grades on the salary schedule. The last year of the agreement includes an additional step phased in at the midpoint and the end of the year. The new step will bump about 40% of the group. The objective is to deal with salary compression and make room for more flexibility in future annual COLA increases. For the non-compensation items there were some language changes in the areas of vacation leave, sick leave, and electronic payroll advices.

Motion:
To see if the Town will vote to transfer from the FY2020 Negotiated Settlement the sum of $155,472 for the purpose of funding the approved Collective Bargaining Agreement between the Town of Burlington and the Burlington Municipal Employees’ Association for FY2020, same to be spent under the appropriate authority.
Vote: 2-0-0

Meeting adjourned at 9:30AM

Frank Monaco