



*Milford*  
*Massachusetts*



**Milford Fincom Meeting Minutes May 11, 2016, 7:00 PM**

Attendees: Aldo Cecchi, Phil Ciaramicoli, Alberto Correia, Bob DeVita, Chuck Miklosovich, Mike Nicholson, Jeff Niro, Marc Schaen, Mike Schiavi, Mike Soares.

- 1.0 Minutes from the past meeting were read. Mike Soares noted that the minutes indicated that he has seconded the motion to approve the bus proposal and it was actually Al Correia who made the second.

*Aldo Cecchi made a motion to accept the minutes as amended. Chuck Miklosovich seconded the motion and it was passed.*

- 2.0 Article #3 on the warrant was discussed

*Al Correia made a motion to vote favorable on this article. Chuck Miklosovich seconded the motion and it was passed.*

- 3.0 Article #2

- 3.1 Marc Schaen noted that he had asked several questions after the last presentation and had not received complete answers. These included:

3.1.1 What issue or problem were we trying to fix?

3.1.2 How many of the hires the town has made in the last 5 years fit into the new proposal?

3.1.3 Discussion of the status of the current employees and how they fit into the new plan.

3.1.4 There were several other questions

3.1.5 He was concerned that too many people were at the top step (#8) and the previous presentation said they were locked in at a 1% raise going forward.

3.1.6 Feedback has been that the presentation was not well accepted by the employees and may not serve as an incentive and demotivate more people that have a positive influence.

- 3.2 The Personnel Board

3.2.1 Noted that this study was not done to correct an open issue or problem but to update the Town's salary structure to be competitive with other towns.

3.2.2 They were not aware of any problem with the current salary structure and that they were pleasantly surprised to find out that the current structure was very competitive with surrounding towns and towns they surveyed.

3.2.3 The proposal is being changed to not limit people at the top step to have only a 1% increase. The actual number would be presented each year.

3.2.4 The Personnel Board will meet this weekend to change the pay rates of the hourly employees and then a memo sent to the Fincom and it will be

discussed at town meeting as an amendment to the current table in the warrant.

- 3.3 General comments were that this presentation seemed very confusing and rushed. The Fincom thought we should take time and understand the entire proposal.
- 3.4 It was confusing on how the town employees that are at the maximum step today will be moved to a lower step in the new grades and their ability to earn more money is increased without effecting the budget.
- 3.5 It was also unknown what effect this movement would have on the union contracts as it would seem to set a precedent.
- 3.6 It seemed hard to support a plan that is still being developed and changing from the last meeting and will change again this weekend.
- 3.7 Aldo Cecchi was concerned if this Article 2 is defeated will the new proposed Levels and Steps would there be no funded Article 2? Marc Schaen, with verification from the Town Finance Director Zach Taylor, confirmed that an amendment would be introduced on the floor of the Town Meeting that maintains the current structure and funds the Article as identified in the submitted budget.

*Mike Soares made a motion to vote unfavorable on this article. Bob DeVita seconded the motion and it was passed.*

#### 4.0 Article #39

Department Money is coming from			Department Money is going to	
122	Selectmen	Personal Services – Health Insurance 914-5300 <i>This is to deal with the injured on duty account</i>	General Expenses – Selectman	\$25,000
162	Elections	General Expenses – Elections <i>The Personnel Board changed the pay rate during the year.</i>	Personal Services – Elections	\$2,500
192	Public Bldg. & Property	General Expense – Public Bldg. & Property <i>We over budgeted the fuel oil account and this money will be used for maintenance projects</i>	R & M Bldg. & Grounds	\$25,000
296	Hydrant Services	General Expense – General Government <i>We budgeted for the existing hydrants. When a new count was taken there were 17 more hydrants due to new growth and other areas. This is the money to pay for the new hydrants</i>	General Expenses - Hydrant	\$2,200
411	Town Engineer	Personal Services – Town Engineer	General Expense – Town Engineer	\$12,230
411	Town Engineer	Personal Services – Health Insurance <i>This is money that will be used for consulting services while the town is in the process of hiring a new town engineer</i>	General Expense – Town Engineer	\$13,000
542	Youth Services	Personal Services – General Got <i>This is money to pay the longevity benefit of the Director</i>	Personal Services – Youth Services	\$350
192	Selectman	<i>We are able to destroy a set of records for \$700 that we were paying \$1,100 a year to store</i>		\$700

*Al Correia made a motion to vote favorable on this article. Jeff Niro seconded the motion and it was passed.*

#### 5.0 Department #155 IT Department

School Department is	155B	\$290,000
Municipal is	155A	\$233,990
	Total	\$523,990

Discussion was held on the immediate need for a second person now that Andy has been promoted to manager. Zach Taylor noted that he would like to give Andy a few months to understand what the needs of the town are, develop a plan for addressing high level areas such as 1) consolidation of software licenses 2) manage the current printer inventory 3) create redundancy for the network

*Al Correia made a motion to vote favorable on this article. Bob DeVita seconded the motion and it was passed.*

**6.0 Article #4**

The budget is listed as:

Revenue	\$102,710,479
Expenses	<u>\$102,822,508</u>
TOTAL SURPLUS	\$ 102,029

6.1 All articles will be funded from free cash at the May town meeting

6.2 We will propose to take \$800K from the stabilization account of \$16M. It is expected that we follow the current plan, the stabilization account will be \$17M at the end of 7 years. It was noted that we should begin to plan for the next school renovation project which will most likely occur in 10 years so we are in the same position as we are in today with Woodland.

*Aldo Cecchi made a motion to move favorable. Chuck Miklosovich seconded the motion and it was passed.*

**7.0 Article #22**

This article will now be passed over

**8.0 New Business**

*Phil Ciaramicoli made a motion to reconsider. Al Correia seconded the motion and it was passed (7-2).*

As no previous notice was given to the committee that this motion was to be brought to the committee a 2/3 vote is required to rescind the pervious favorable vote

Phil Ciaramicoli

He felt like the process was being rushed. He had many concerns that were not addressed fully including: the types of riders this will serve; traffic; cost, etc.

Jeff Niro

The Selectmen have promised to set up a Transit Advisory Committee. He felt that we should allow the committee to be formed and evaluated all proposals and then vote on a complete proposal.

He was concerned that the proposal was not complete as one area such as expenses did not take into consideration that the Highway department has noted they will need additional resource such as a new person to support this program.

Mike Nicholson

Noted that a motion of this type is normally entertained only on the day of the first vote.

This is a 1-year pilot program that has been worked on for years with the Selectmen

Bob DeVita

He does not understand the performance metrics that will be used and we should wait until we fully understand the proposal

Jeff Niro

Chris Morin had asked for a town study and it was only delivered this afternoon. It had expected costs of \$364K.

We have not had an opportunity to digest the new information. We should not move until we understand what we are voting for.

Aldo Cecchi

There are too many "I do not know" aspects to this plan to vote favorable today. He thought that if the plan was completed, he may be able to support it so it should wait until the October meeting. He did not see any major issue with holding off for 3 months until the plan was complete and any alternative was evaluated.

Mike Schiavi

The compelling reason to move on this plan was to initiate a pilot during the warm weather.

He believes that we need to move in order to take advantage of the grants that have been offered.

He noted that he goes to many towns and sees buses running similar programs

Marc Schaen

The main issue is to develop a flexible solution to the best route serving the most people

He noted that normally we do not allow people from the general public to comment during a meeting except for town officials but he will make an exception

Donna Niro – Citizens for Milford

Jeff Niro noted for transparency purposes that Donna is his wife.

The fincom has brought up many of the concerns she and the Citizens for Milford have. But she would like to clarify some points

- a) The bus routes noted in towns like Marlboro are point to point along a fixed route. Marlboro has 5 stops on route 20
- b) The actual route keeps changing so it is hard to understand what we are voting for.
- c) It is very difficult to understand how a 14-18 stop route can be achieved in 45 minutes. The timing is not achievable, especially if it has to deviate 1.5 miles for special stops to help the handicapped residents.

In general, this proposal does not seem to be complete enough to vote on. The Citizens for Milford believe it should be passed over until the fall.

Mike Nicholson

If a person has no option, they will wait for the bus regardless of the time required to wait

He feels that if we set up the bus route the people will come out and use it

Bob DeVita

It is difficult to believe that we can understand how many people will use the bus when we do not know any of the major details such as the actual route.

We are being asked to vote favorable on a plan that is not defined and we do not know the variables that can affect it.

Why would we construct shelters and run the utilities to them on a pilot and without the shelters with electricity will the pilot work?

*Bob DeVita made a motion to recommend unfavorable on this article. Jeff Niro seconded the motion. After further discussion, the vote was 6-4 unfavorable. However, having not received 2/3rds of the Committee members in attendance, the vote to change the*

*Committee recommendation from the 27 April vote of Favorable to Unfavorable is defeated.*

*Aldo Cecchi made a motion to adjourn. Al Correia seconded the motion and it was passed.*