

MILFORD FINANCE COMMITTEE

OCTOBER 9, 2013

PRESENT: Marc Schaen (Chair), Aldo Cecchi, Phil Ciaramicoli, Bob DeVita, Joyce Lavigne, Chuck Miklosovich, Chris Morin and Mike Schiavi.

Members not present: Al Correia, Jerry Hiatt, Will Kingkade, Dave Morganelli, John Tennaro and Vincenzo Valastro

Also present: Rick Viliani, Town Administrator, Gerry Moody, Town Counsel and Paul Abbondanza, Financial Analyst

Compensation Study: Donald Jacobs of D I Jacobs Consulting Co. reported that he did the last study ten years ago and he now uses Milford in his study. He believes that Milford still uses the same process of compensation as then. He and Marc Schaen have looked into Article 2 positions, part time working 52 weeks a year. He discussed elected or appointed positions and believes they should be based on market place and also how to determine paying internally. He has prepared positions and qualifications and job descriptions. He wants to give the Town tools to use in determining pays for elected officials. Internal equity is what is important. He stated that you cannot go by what other communities use. His objective of the study is to review and update all job descriptions; to review and update the current Compensation Plan; to provide written administrative policies in support of the proposed Compensation Plan; to prepare an analysis of the financial impact to implement any changes to the current Compensation Plan; and to present a final Compensation Study Report to the Town. The Committee agreed that he should come back in April to discuss this further.

Meeting called to order at 7:25 p.m.

Aldo Cecchi moved to approve the 10-2-13 Minutes, seconded by Bob DeVita, all in favor.

Article 6 – Library Trustees: Marc Schaen reported that he recently met with the Town Engineer regarding a new roof for the Library and agreed that \$345,000 will cover everything necessary for the new roof. Aldo Cecchi moved for a favorable recommendation, seconded by Mike Schiavi, all in favor.

Article 22 –Youth Center: Marc Schaen reported that Attorney Brian Murray will pass over this Article at Town Meeting.

Scott Crisafulli, Highway Surveyor reported that the Main Street project from Water Street to the Hopedale Town Line will cost over \$2 million. He is asking for \$300,000 for the engineering and design cost. The State will put in 25 percent which will be \$122,500. The Town will pay

only the 300,000 which is the Mass DOD design cost. Aldo Cecchi moved favorable to amend Article 4 to \$125,000, seconded by Phil Ciaramicoli, all in favor.

Article 25 – Finance Committee: Phil Ciaramicoli moved for a favorable recommendation to transfer \$1,550,000 into the Capital Improvement Stabilization Account, seconded by Aldo Cecchi, all in favor.

Marc Schaen suggested the use of names plates for members in the future.

Chuck Miklosovich moved to adjourn, seconded by Bob DeVita, all in favor.

Meeting adjourned at 7:55 p.m.

Minutes recorded by Diana Hearn

Documents reviewed: Town Warrant and D I Jacobs Consulting Co. Compensation Study Proposal for elected officials