

**MINUTES  
SELECTMEN'S MEETING  
JANUARY 7, 2013**

Chairman Belanger called the meeting to order at 6:30pm. Members present were Douglas Belanger, Sandra Wilson, Thomas Buckley, Dianna Provencher and Matthew Dennison. Also present was Town Administrator Robert Reed.

**Correspondence**

1. Resignation from Capital Planning Committee member Scott Francis, due to his election to the School Committee.

MOTION: Ms. Wilson moved to accept with regret, with letter of thanks sent for time served.  
Mr. Dennison seconded. UNANIMOUS

2. Information from Civil Service Unit/Comm of Mass outlining new roles that communities must follow relative to their new "Online Hiring Center". Ms. LeChasseur explained that we are now required to be trained on and implement their new hiring system. Included in these new regulations is our requirement to appoint certain individuals within various user roles. She and the Town Administrator along with Police Chief and his administrative assistant will represent the Town in this regard.

MOTION: Mr. Dennison moved to designate Robert Reed, Susan LeChasseur, James Hurley and Sheila Gaffney as our Civil Service OHC reps. Ms. Provencher seconded. UNANIMOUS

3. Worcester Regional Retirement System notice of annual meeting January 16<sup>th</sup> in Northborough. Neither Mr. Reed nor Ms. Kristoff is able to attend. Mr. Belanger may do so if available. FILE

**Snow & Ice Accounts**

MOTION: Ms. Provencher moved to approve deficit spending in Snow & Ice Accounts.  
Ms. Wilson seconded. UNANIMOUS

**Appointment – Custodian**

Ms. LeChasseur noted that the individual filling this position has been doing so almost a year now, but was hired at the spur of the moment as a substitute when the previous custodian suddenly quit. So the individual needs to be appointed as Permanent Part-time Custodian for the Town Hall.

MOTION: Ms. Provencher moved to appoint Kevin Stanikmas as 19-hr/week, Permanent Part-time Custodian, non-benefitted. Ms. Wilson seconded. UNANIMOUS

**Senior Tax Work-off Program**

Mr. Belanger read aloud the notice from Principal Assessor John Prescott explaining how the program works. Discussion on the plausibility of increasing the \$7500 Overlay limit to be able to offer work program to more seniors. Mr. Dennison asked for a report on the past years transactions in this regard. Ms. Wilson, as well as others, supported the program but not if it affects employee's hours. The Board agreed to go forward as is for now and look into increasing the \$7500 limit during the coming months.

MOTION: Mr. Buckley moved to approve Senior Tax Work-off Program for this calendar year.  
Ms. Provencher seconded. UNANIMOUS

**Policy – Sanding & Plowing of Dead End Streets**

Selectman Wilson reviewed amendments to date on draft document. Highway Supt Tom Wood was present.

Mr. Buckley suggested the Highway Supt maintain a log of when and where these instances occur, or notify the Town Administrator. Mr. Wood explained that he talks with property owners first so they are aware of instances. Mr. Dennison wondered whether we should obtain written note from property owner

giving permission to the Town. Mr. Wood doubted that all would comply; it is not always doable to get permission ahead of time. Mr. Belanger suggested adding language that the Highway Supt will make every effort to maintain log of these occurrences. The Board was agreeable to this amendment.

MOTION: Ms. Provencher moved to approve and accept new Policy entitled "Sanding & Plowing of Dead End Streets" as amended. Mr. Buckley seconded. UNANIMOUS

### **850 Main St – Driveway Issue**

Jeff Canane, son of property owner, was present for discussion along with Highway Supt Tom Wood.

Mr. Wood noted soaking rainstorm some two years ago, resulting in damage to Ronald Canane's driveway at 850 Main St. The Highway Dept cleaned up the debris that ran down the hill, the State Highway Dept repaired the roadway. He further noted that the BOS had authorized the Town Administrator to work with him and chairman at the time to put a plan together to rectify water runoff damage that occurred at this location.

Ms. Provencher agreed that the runoff issue should be corrected. Mr. Dennison felt it clearly needs to be fixed, but next time Becker College should be responsible. Ms. Wilson stated that she always wanted it fixed the best way possible. She noted that our past chairman informed the Board that an attorney had been retained by property owner, that was the last we'd heard, and discussions stop between parties when issues are under litigation. Mr. Belanger was confused as to whether we are now talking about the driveway or the parking lot. Mr. Canane explained that since the driveway issue, the parking lot has now deteriorated.

Mr. Reed stated that they had spoken with property owner and offered to share costs of remediation, which was rejected. He felt Becker College should still be involved, but how is this matter the Town's responsibility. It is estimated at \$10,000 to repair the driveway. Mr. Buckley noted that this matter was discussed by project developer at a Planning Board meeting, and there was a freak storm that brought heavy rains throughout the area. However, the Board had voted that the Town Administrator work out a plan to make repairs. Mr. Reed did not feel it was in the best interest of the Town to do so; how would we pay for it? Mr. Buckley thought he would have had time to figure that out by now. And he disagreed with Mr. Reed; there was a directive from the Board at the time to restore the driveway to its original condition, before the rainstorm. Nowhere in this directive was it stated that you figure it out.

Ms. Wilson asked what could be done at this point, between the weather, materials and work. Mr. Wood explained that the Highway Dept would have removed the asphalt and replaced gravel; the intent was for Canane to pay for new asphalt. At this point, nothing could be done until spring time at the earliest.

Mr. Belanger wondered if we should add an article to town meeting warrant seeking funds to repair. Mr. Dennison suggested Town Counsel forward letter to Becker College regarding runoff involving their construction project and their developer being accountable. Mr. Belanger noted that this was discussed with Becker reps; it amounted to finger pointing at the time, but he agrees there should be shared costs for all parties to fix the situation. Mr. Belanger recommended that we direct the TA to put a place holder for an article on special town meeting; in the meantime, we will pursue these ideas and attempt to find a remedy.

MOTION: Mr. Buckley moved to direct Mr. Reed to hold a place for an article on next town meeting warrant while we pursue remedies. Ms. Provencher seconded. UNANIMOUS

### **Excerpts from old minutes on the subject:**

- *9/07/2010 minutes reflect that Ms. Wilson asked for an update on the driveway issue at the intersection of Route 9 and Main Street which has been washed out. Mr. Reed reported that Mass Highway has done the roadway repairs and drainage work but determined that the driveway was not under their jurisdiction. He will discuss further with property owner.*

- 9/20/2010 minutes reflect that Ms. Wilson asked that we involve Highway Dept in construction projects due to runoff problems that occurred in the past from Becker's build-out of a new recreation field project up on the hill.
- 6/13/2011 minutes reflect that Mr. Belanger wanted to follow-up on complaint relative to damage to driveway at property on Old Main St. He noted that the Planning Board approved the Becker College construction project from which there has been alleged water runoff, the State Highway Dept stated that this is not their issue. Our Highway Dept can make the repairs but he feels these parties should share in the cost and burden to correct the issue.

**MOTION:** Mr. Belanger moved to direct the Town Administrator to work to correct the damage as noted in complaint to the Board. Mr. Antanavica seconded for discussion.

**Discussion –** Mr. Antanavica agreed there was a problem, but the driveway did not require a permit that many years ago. He felt Becker should be involved in remediation, this must be addressed; it seems they want us when they need something but are not responsive when we try to work with them on various issues. He checked and that construction site only has one hay bale; the engineer needs to pay closer attention to the site work. After much discussion, the Board agreed they should leave it to the Town Administrator and Highway Supt to repair the driveway to the condition it was in before the washout. Mr. Reed noted that originally the State was going to do the paving and the Town would have done the grading; now it appears that all this has become our problem.

### **Regional Dispatching Services– Informational Session**

Chairman Belanger stated that the Board has set up this meeting with Worcester representatives, who will brief the Selectmen with an updated report on the ongoing discussions pertaining to the proposed regional dispatching with the City. He noted that there will be no decisions made tonight. There were several members of the community present, along with Public Safety Dept Heads: Chief of Police James Hurley, Fire Chief and EMS Director Robert Wilson, and Highway Superintendent Thomas Wood. Also present were members of the Advisory Board.

Dave Clemons, Director of Emergency Communications, and Thomas Zidelis, CFO Administration & Finance, were present to review proposed regional dispatching approach with the City of Worcester, and try to answer any questions the Board may have relative to Leicester joining up with the "Regional Emergency Communications Center" (RECC). They distributed and reviewed an informational package. As they reviewed the material, Chairman Belanger invited members of the Board to comment as we go along. He will allow the public to comment after we and the dept heads have done so, and asked those interested in speaking on the subject to sign the list being circulated.

- Improved services – dynamically adjust staffing to accommodate needs in real time, focused caller/responder service, interoperable communications all within the same room, standardized training program.
- Cost savings for Leicester – \$249,000 per Worcester estimates (less \$93,000 in expenses per Police Chief's spreadsheet).
- Governance model – each community has a voice and can subscribe for services they need, proposal based on proven regional center in Barnstable MA using the same structure, each participating community has a position and vote on the Board of Chiefs including both Police and Fire.
- Emergency Medical Dispatch – Worcester staff currently certified in EMD, call-takers stay on line while police/fire dept is dispatched, full EMD services.
- Staffing models – Worcester currently has 58 dispatch staff cross-trained in fire/ems/police disciplines, level of dispatch resources available to a town during a major incident is unmatched.
- Estimated annual costs – communities will cover costs to facilitate dispatching from regional center; remote radio systems, access to computer systems or services the particular community would like to have in dispatch, costs and resources will be shared between participating communities, personnel costs will be shared based on call volume and amount of service provided.
- Excel spreadsheets indicating Worcester's Operational Budgetary Cost estimates, Pro-forma Operational Budget Costs with Leicester's participation, and Pro-forma Operational Budget Costs with Leicester's participation post initial commencement were included, outlining the particulars.

Mr. Clemons noted that personnel are the obvious first concern. They are holding open four positions at this time for the TOL. Those Leicester dispatchers interested in working for the regional dispatch center would have to go through a hiring process. He stated that the City has found a location and is now preparing bond documents. Total cost estimated at \$3.6 Million, netting \$2 Million after grant award.

Mr. Reed noted that the State is emphasizing regional services and we have tried to comply, currently combining with Spencer for planning services and Worcester for health services. If we do not take advantage of this opportunity now, we will miss out on grant funding and later may be forced into a regional approach to dispatching without those savings available now. Our consideration is based solely on budgetary issues; we must look at all possibilities, including this proposal. We are at a critical stage; this is one service that we have an option to seek elsewhere while many departments do not have such an option at this time.

Chief Hurley - stated this will be a very difficult decision. His current budget is \$600,000 less than it was in 2009. With increasing costs to run a department, he does not have enough money in his budget to do it all, plus equipment and IT costs; we simply cannot afford to keep our dispatching center open without increased funding from the Town. He felt there will be consequences to our not joining up now, which we must weigh heavily.

Chief Wilson - stated that regional dispatching would definitely benefit both EMS and Fire Depts; there will be a designated dispatcher assigned to each call. It would come with 21<sup>st</sup> century IT upgrades, which we are so far behind on. And our calls can't continue to be juggled as we find happening now.

Supt Wood - stated that he does not have the critical call volume the others have, so it's not as bad for them, but they will do what they have to and make it work.

Selectman Dennison:

- Noting the spreadsheet indicating Leicester's participation, he asked about the building maintenance line item in the amount of \$183,158 for building maintenance and whether that would be paid with grant funds.
  - Clemons explained that annual costs plus purchase have been rolled into loan total, which is what this amount represents. The City has maxed out space in current facility, restrictions within concrete building, and instead can look toward brand new dispatch center geographically located for optional signal quality. They would like to add emergency operations at the new facility, having these services consolidated into one facility.
- Asked for information on Barnstable's model, including towns involved and reports on services provided with related costs.
  - Clemons felt that information can be obtained.
- Asked how we would go about opting out, if we so chose.
  - Clemons stated that InterMunicipal Agreement will be signed each year; we can opt out with proper notification.

Chief Hurley:

- Stated that his department is financially broke. His officers are emptying trash, shoveling snow; their electric meter has to be replaced but is now covered in frozen snow, so he or another officer has to go in tomorrow and shovel out the area. They are desperate. It would not be his first choice to move dispatch out of his department but it is the only way left that he can see to save enough to manage his limited budget. They cannot continue to do it all.

Selectman Provencher:

- Would we lose our frequency licenses if we were to move dispatching to Worcester.
  - Clemons stated no, there will be no licenses attached to such a change.
- Noting the spreadsheet again, what does the \$183,158 represent under Leicester's costs.
  - Zidelis stated that represents a portion of the fixed costs, representing Leicester's share, and combined into the loan payment.

- Mr. Belanger noted that if we initially join the regional dispatching, the grant funding availability would be larger. There will be incremental changes to that benefit is we were to join after the fact, our receiving less of the grant funding.
- Asked Chief Hurley how often we use our holding cell.
  - Hurley stated 2-3 times per week for a few hours, and weekends...(???)

Selectman Buckley:

- During construction, Leicester's costs would be zero (0)?
  - Clemons stated yes, that is correct.
  - Zidelis noted that if Leicester is one of the original communities to join, there will be no cost for construction. Leicester would pay pro-rated share once active.
- Would it be pro-rated if we were to join after the fact?
  - Zidelis felt that is hard to say at this point.
  - Clemons stated that furnishings to open the facility will be covered by the grant; if Leicester was to join afterwards, you would need equipment and that would be at your own cost at that point.
- How many dispatchers do we have?
  - Chief Hurley stated (4) full-timers and (6-7) part-timers, but keeping part-time dispatchers is very tough and hiring part-timers comes with 200-hr in training.
- Feels the Chief has done a remarkable job with the limited funds appropriated to his dept.
- We need to hold public hearings, as residents paying for this new police station deserve to hear more about this.

Selectman Wilson:

- The grant funding that is available for regional dispatching has come from the Federal fee attached to our phone bills that we all pay for, currently about \$.75/month, compiled over the past 11-years or so. Massachusetts actually is one of the lowest states in regards to these fees. She does not see the Feds removing that fee at any time.
  - Clemons stated that is correct.
- Will the move to the new facility be made within 9 months, as she is hearing?
  - Zidelis stated that they have already purchased the building; the architect estimates 9-months to complete remodeling, so he would have to say it would be within 9-months of signing agreements with two communities for regional dispatching.
- Noted to Chief Hurley that, should the police station's dispatch center close, she sees nothing in his budget for a "hot phone" that was spoken of being located within lobby for emergencies.
  - Chief Hurley feels that cost could be included under a grant, but he does not feel we can leave the lobby open when not staffed.
- Could we hire a clerk to handle permitting and any ancillary paperwork.
  - Chief Hurley has no plans to do so, as he needs to cut costs.
- Could Worcester police officers pick up our prisoners here with the staff they have and volume of calls they respond to?
  - Clemons stated that he does not see that as feasible, but cannot speak for Chief Gemme.
  - Chief Hurley noted that there is no "mutual aid agreement" with Worcester.
- How will new needle and drug take-back programs be affected?
  - Chief Hurley felt the folks may have to call first and staff will certainly have to empty the boxes more frequently.

Selectman Belanger:

- How long will grant funding be available?
  - Clemons was not certain, but they hope to have building costs completed by September 2013, using a bulk of the grant funds. They do anticipate grant funds to increase, however.
- Has heard concerns over local knowledge regarding terms for local roads, such as "dead horse hill", and regional dispatchers not knowing such lingo. He asked how many of our full-time dispatchers live in Leicester.
  - Chief Hurley stated one out of the four full-timers lives here in Leicester.

- Clemons stated that the dispatching system includes geography and local landmarks.
- Seeing that we built this new station, could we move EMS Department within the facility?
  - Exec Director Wilson stated that our ambulances would not fit into that garage.
- He wondered if other departments could be housed out of the police station facility, if dispatching would be relocated.

Chairman Belanger noted that is this Board's responsibility to present a balanced budget. At this time he must consider an Override of the 2.5% tax limitation. While he has not been in favor of one, we have to make unpopular decisions in the face of our budget crisis.

He invited those who signed up to speak, limiting remarks so as not to repeat what has already been addressed. He began with the first person on the list, and continued from there.

Thomas Moughan, 155 Rawson St, Leicester:

- Worcester is currently holding open four (4) spots for Leicester's dispatchers. He asked if our employees' seniority, including benefits, would be considered, or would those wishing to transfer be signing up as a rookie.
  - Zidelis felt an average pay grade would probably be used, but benefits would be difficult to compare. They would certainly consider the experience of any incoming dispatchers from other communities, who could be placed within a higher step upon hiring.
- Felt we better be prepared for unemployment costs, as all four full-time dispatchers may be seeking it.
  - Clemons wondered what might have transpired when Cape Cod towns joined Barnstable's regional dispatching center. He will let Mr. Reed know what he finds out.
  - Mr. Wilson felt some 90% of FIRE/EMS departments on the Cape are involved with regional dispatching.
- No guarantees that grant funds will continue to support such a change. The estimated \$93,000 in additional expenses it would cost us (as compared to the estimated \$221,568 in savings) may be low. He would suggest we step back from this regional approach and find the money to fund our own dispatching. He felt the quality of the work will suffer. Our dispatchers perform much of the paperwork for the police officers. Who will absorb that workload? Adding an administrative clerk is not included in the estimated expenses on the Chief's spreadsheet. He felt local knowledge is very important in this job as well.

Jeffrey Fisher, 4 Maighan's Way, Leicester:

- Felt the townspeople should vote on this at our annual town meeting.
- Long-term costs are not listed here.
- There may be collective bargaining issues to deal with.
- We don't want this to end up like regional school districts, where we receive a bill that says "pay up" or when the State decides there will be no more grant money to cover this proposal, such as they did with the so-called Quinn Bill.
- Opt-out strategy needs to be made very clear.
- Why are other communities not joining with Worcester?
- How will we handle prisoner transfers?
- Why not regional police officers as well?
- We must be able to count on our Leicester Police Department, not be dependent upon Worcester's.

Janice Parke, 207 Greenville St, Leicester:

- Local control vs. balanced budgets is a tough choice.
- Hopes the new drug-take-back program can continue, is has been very successful.
- Had a personal experience with 911 dispatching and critical medical issue at home, which is very hard to find, giving her great concern should we go to a regional system. Our technicians were top notch and receive the best training.
  - Belanger reminded all that our police officers will still be working out of our station; the radio calls could be answered anywhere.

Ruth Kaminski, 25 Moose Hill Rd, Leicester:

- Management decision – she does not want to hear that term used, it should be the Town's decision.
  - Belanger noted that the Board of Selectmen is the responsible authority; we are listening, but realize tough decisions lay ahead.
- How will these concerns be answered, and what if we have more questions as a follow-up to these discussions; how do citizens pursue answers to their concerns?
  - Belanger noted that each member of the Board has an email address, available on our website; simply send them an email if people are looking for input or feedback.
- Keep the Police Department in the forefront and separate the dispatching issue for discussion sake. She wants to protect our police force and our police station.

Marilyn Hyland, 67 Whittemore St, Leicester:

- She supported the construction of our new police station. Now we are talking about closing it?
  - Belanger stated there is no talk of closing the police station. We are discussing proposal for regional dispatching services. None of us are happy to do so, but we in a desperate state and need to consider all options.
- She appreciates the services received in this community; she taught in the school system for years. She would support an Override in order to maintain her services from the Town.
- She agrees that action of this magnitude needs to be addressed at town meeting.

Leonard Margadonna, 51 Grove St, Leicester:

- Will we still have to buy our own radios?
- Will we lose our radio frequency licensing?
  - Ms. Wilson stated that we will continue to buy our own radios and we will keep our license frequencies.
- Hears that our Town Planner spends ¾ of her time in the Town of Spencer, and our Health Agent left our employ because of regionalizing that position. He felt we can't continue to go backwards.
  - Mr. Belanger noted that the Town Planner works a 50/50 split between both towns.
  - Mr. Reed stated we were receiving many additional benefits from regionalizing our health services with Worcester.

James DiCentes, 1 Golden Road, Leicester:

- Feels regional approach to dispatching will cause public safety issues.
- Worcester does not respond to calls as we would; the State Police responds to their calls most of the time, from his experience.
- We have a professional dispatching service; we will not get that in Worcester.
- Feels we will jeopardize our Town residents if this change is made.

Michelle Talbot, 19 Pine Ridge Dr, Leicester:

- What would happen with police tows under such a system?
  - Clemons noted that would be dictated by the police chiefs, but he feels the procedures would stay the same.

Andrew Sluckis, 8 Bond St, Leicester:

- Just listening here this evening

To Mr. Clemons, Mr. Wilson asked what might happen with E911 Board's PSAP (Public Safety Answering Point); will the 250+ locations be reduced or forced to close? Mr. Clemons felt that is open for discussion. He does know that grants are being given more to regional groups now, in general; that is the trend of the times.

Ms. Kaminski reiterated her concern that we maintain police services at Leicester Police Dept. Mr. Belanger noted that any savings we see from a regional dispatching approach would go back to the Police Department, that is the whole purpose of our considering regional dispatching.

Chairman Belanger felt we should digest this information ourselves and revisit again when we have reflected on all that was discussed here tonight. Mr. Buckley asked if we couldn't schedule another session now while we're all here. Mr. Belanger felt we should consider our schedules and be prepared to set a date for another public session when we meet again next Monday.

He thanked all for participating, especially our public safety department heads and City officials.

#### **FY'14 Budget Discussions**

Mr. Reed noted that we are currently looking at a \$1.3Million deficit. We have given direction to Dept Heads to level fund budgets at this time, as a starting point, rather than ask for a number of scenarios with various cuts.

Police Dept – Chief Hurley stated that they are trying to survive within limited budget after Spring ATM (where School supporters came in numbers and voted to increase School budget). The discussion on regional dispatching comes from desperation; budget restraints are dictating this discussion. After cutting his budget each year, there is nowhere else to go; he is up against a wall.

- Mr. Dennison asked if we will act to fill full-time officer's slot with recent retirement announcement. It has been his feeling for some time, incidentally, that we need to bring back the part-timers to relieve the workload down there.
  - Chief cannot absorb costs to re-train all part-time recruits, which comes with a substantial cost and time to train. In order to hire a full-time replacement, we could look at a lateral transfer or we would have to reinstate laid-off part-timers.

MOTION: Mr. Dennison moved to authorize request for full-time police officer appointment, per procedures under Civil Service. Ms. Provencher seconded. UNANIMOUS

Mr. Belanger noted that the proposed regional dispatching might be made more palatable to some if we were assured that any budget savings would be returned to the Police Dept.

Fire Dept – Chief Wilson stated that 40% of his budget is salaries, so there is nowhere else to cut. Fleet is getting older and older, so more is spent on maintenance. Recruits are paying for their own training. We still buy them turnout gear at least. They are there to answer calls and need the tools to do so.

Highway Dept – Supt Wood stated that his 2012 Budget was merely \$27,000 more than his 2004 Budget. Less waste oil is brought in from residents, so he now has to pay to fuel his heating system. Gas/diesel pricing is up yet budget remains the same; he had to supplement this line item last year. Old fleet results in maintenance costs increasing significantly. All prices have gone up in all of his expense lines. They cannot afford to purchase computer testing equipment, required for many vehicles. Only new equipment purchase since 2008 was a front end loader paid through Chapter 90 moneys. 1994 International dump truck was just totaled in an accident, bringing limited reimbursement from insurance company. Estimate on replacement is \$189,000 so he is looking into leasing programs.

- Ms. Wilson asked if we could replace dump truck with two smaller units.
  - Cannot do so because small units cannot haul salt products.
- Ms. Wilson asked what the age of the newest piece of equipment is.
  - 2008.
- Mr. Dennison noted that items on the Capital Planning list have not been funded for years, except for emergencies. One way or another, revenues or taxes must go up. State revenues are down as well.
- Mr. Dennison asked that we provide the Board with a listing of all "owner unknown" properties to act on them ASAP. Mr. Reed noted that we are planning a tax title auction sometime soon.

Ms. Kaminski stated that she is a long-time friend of the Leicester Police Dept; we must keep our police officers in full force and separate this dispatching discussion from policing duties.



MOTION: Ms. Wilson moved for the Board to continue past 10:00pm.  
Ms. Provencher seconded. UNANIMOUS

Mr. Sluckis noted the police study we paid for several years ago. We are still not at the level of staffing that was recommended all those years ago. There simply must be a compromise from our School Dept relative to fair budgeting among all town offices.

#### **Town Administrator's Report/New Business**

- We have had discussions on and recently signed agreement with consulting firm EBS Foran to provide us with Human Resource administration a few hours each week within the Treasurer's Office. This should help them with the constant interruptions from walk-ins and the many changes requested of the Office staff relative to health insurance, dental insurance, retirement, etc.
- Health Insurance coverage has been put out to bid by our consultant, EBS Foran, which should provide favorable results. Mr. Belanger noted that, should we lose on the claim of unfair labor practice filed by the Teachers Union over health insurance rates, EBS Foran can help us proceed from there.
- Reverse 911 services will no longer be offered by Sheriff's Department, so we have been investigating where to go. There is one agency that may possibly work out, but it comes at a higher price tag.
- IRS mileage rate for 2013 has been set at .565 cents per mile. The Board had previously voted to set the Town's rate at the IRS rate, which changes from time to time. The Board agreed.

#### **Board Reports/New Business**

##### Selectman Dennison:

- Asked that we send a letter of congratulations to local serviceman Matthew Cherry, who received a medal of honor recently.
- Programs such as "Hearts for Heat" and local food pantry are in need on contributions, always.

##### Selectman Wilson:

- Parking Ban is currently in effect for town roadways during winter months.
- January is "fine-free month" at the public library; return of borrowed materials is needed.
- Upcoming meeting at CMRPC will include WRTA discussions.
- Asked that Joanne Bernier be appointed to Founders Day Committee, as she continues to attend meetings and help out.

MOTION: Mr. Belanger moved to appoint Joanne Bernier to Founders Day Committee.  
Ms. Wilson seconded. UNANIMOUS

#### **Executive Session**

MOTION: Ms. Wilson moved to go into Executive Session under MGL Chapter 30A, Section 21a(3) contract negotiations; no public announcement anticipated, Board to adjourn with loss of quorum. Mr. Buckley seconded. The Board was polled: ALL AYES

The Board went into Executive Session at 10:15pm.  
The Board came out of Executive Session at 10:30pm.

The meeting was adjourned at 10:30pm.

Respectfully submitted,

Susan LeChasseur,  
Administrative Assistant