

**MINUTES
BOARD OF SELECTMEN MEETING
NOVEMBER 1, 2016
TOWN HALL, SELECTMEN'S CONFERENCE ROOM**

CALL TO ORDER/OPENING

Chairman Belanger called the meeting to order at 6:02pm. Chairman Douglas Belanger, Vice Chair Harry Brooks, 2nd Vice Chair Thomas E. Buckley, III, Selectwoman Dianna Provencher, Selectman Michael Shivick, Town Administrator Kevin Mizikar and Assistant to the Town Administrator Kristen Forsberg were in attendance.

PUBLIC COMMENT PERIOD

No members of the public provided comment

1. NEW BUSINESS

a. Appoint Full Time Police Officer

This item was passed over.

b. Discuss Town Meeting and Warrant Articles

Mr. Mizikar discussed the water meeting organized by Senator Moore. All districts were present and discussed short and long term strategies, particularly the issues faced by Cherry Valley Rochdale (CVR) Water District. Mr. Mizikar stated he was unable to get an answer on whether or not the Leicester Water District (LWD) voted to serve on the Water Prioritization Committee but they have hired an attorney. MassDEP pushed for building a filtration plant for all districts as a long-term solution but the problem is 20 plus acres of land are needed. The other option is a five-mile line from Paxton to Leicester at a cost of approximately \$6M that would provide 1/3 to 1/2 of the needed capacity for CVR and LWD would have to agree.

Mr. Shivick noted the meeting became contentious at parts and there seemed to be a lot of uncertainty as to what is going on with LWD. The next step is for CVR to send a formal letter to LWD asking for help. Ms. Provencher asked about giving Moose Hill to someone else to build and using the funds received for capital needs or bringing the Town together and all paying to get Moose Hill online unless this is double dipping for folks who are paying for lines now.

Mr. Mizikar noted that the Town Clerk recommended a change in her salary to \$56K and Finance recommended this be changed to \$61K. Since Finance voted on it, no vote is required on Town Hall floor. Mr. Mizikar asked the Board how they would like to address the change while reading the motions.

Ms. Provencher stated the cleanest way is to read the motion as written in the Special Town Meeting Guide and let Finance amend it. Mr. Shivick asked where the higher amount came from. Rick Antanavica, Chair of the Finance Advisory Board, stated after doing research for Towns around this area they all pay in the 60s and 70s and have more staff. Mr. Brooks asked if we have the additional funds in the budget. Mr. Mizikar stated this is an elected position so it is not his role to make a recommendation but there are funds in the budget this year due to a vacancy in the Town Clerk's office. Mr. Mizikar added that there are budget implications of increasing the salary of an individual by \$12,000 in a single year. Mr. Brooks asked if she received the same raise July 1st as all department heads. Mr. Mizikar responded that she did which accounts for the balance of the \$12,000 should the \$10,000 be approved.

Mr. Belanger stated he has a hard time telling Mr. Mizikar he won't be slammed by other department heads asking for raises. The funding Ms. Davis requested for the position is a 10% increase and while he understands she is doing more with less the Town has been trying to increase her salary incrementally. Mr. Belanger stated on his own principal he believes elected officials should stick to the salary they ran on for their term and added that all department heads are underpaid so where does it stop? There are other benefits to town hall jobs including being closed on Fridays, snow days etc. Mr. Brooks noted the goal is to gradually bring the pay for the position up to where it needs to be. Mr. Mizikar stressed the caution he must take with regard to making a recommendation on an elected position but provided the information that since he started with the Town, the Clerk has received more than the average annual increase every year which means the position was woefully underpaid. An additional increase of \$5,000 would represent a 12% wage increase since June 30, 2016.

Mr. Shivick suggested this be a one-time deal as a survey was done and this is where she needs to be. However, he recommended leaving the motion as is, letting Rick amend it and letting the voters decided.

Mr. Antanavica suggested if the position was paid at \$61K maybe more people would run for it and the Town would get more qualified individuals. Don Cherry, Town Moderator, stressed the vote is for the position, not the person. Mr. Belanger added that May Town Meeting votes to set the pay for elected officials before they are elected in June and the Clerk used to be paid by keeping the fees he or she collected plus a minimal salary.

c. Annual & Special Town Meeting

The Board voted to recess to Town Meeting.

A motion to recess to Town Meeting and to adjourn at a loss of a quorum was made by Ms. Provencher and seconded by Mr. Brooks. The motion carried unanimously.