

TOWN OF ADAMS, MASSACHUSETTS
ADAMS TOWN HALL BUILDING, 1st FLOOR, ADAMS, MA 01220

BOARD OF SELECTMEN MEETING MINUTES 04/11/2018

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CALL TO ORDER: The meeting was called to order by Chairman Duval at 7:00 p.m. Members Hoyt and Nowak were present as well Interim Town Administrator Cesan.

PLEDGE OF ALLEGIANCE: The Pledge of Allegiance was recited.

PUBLIC COMMENT: *There were no public comments made at this meeting.*

NEW BUSINESS:

Motion made by Member Hoyt to move up on the agenda the Request to Place a Sign on a Public Way, second by Member Nowak. Vote: unanimous. Motion passed.

Request to Place Sign on a Public Way – Adams Suffrage Centennial Celebration Committee

(ASCCC): Ginny Duval requested to be allowed to place Susan B. Anthony Vote signs on Town property on behalf of ASCCC until May 8th. Posters will be brought to businesses as well. *Motion made by Member Nowak to approve the placement of temporary signs on public ways from April 12, 2018 until May 8, 2018 on Town Property as approved by the Interim Town Administrator or her designee, second by Member Hoyt. Vote: unanimous. Motion passed.*

Review FY2019 Budget Item 02123 Town Administrator Personal Services: Member Hoyt explained that the Finance Committee had tabled this budget last week for review by the Board of Selectmen. The Interim Town Administrator and Town Accountant expressed they felt the amount of \$95,000 presented would allow the Board flexibility in negotiating with a candidate. This was explained to the Finance Committee, which expressed that the amount was exorbitant. Finance Committee Members also mentioned it was imperative that the Town Administrator live in this community and bear the burden of the tax payments. Discussion took place on the residency requirement and it was explained that the Town Charter wording indicated the Board of Selectmen could approve otherwise. The Town Administrator posting end date was February 28, 2018 and salary was not listed on the posting but will be negotiated by the Board of Selectmen. \$95,000 was noted as being the high end for a perfect candidate, and the norm is a three year contract. One Board Member expressed the desire to cap the Town Administrator salary at \$85,000, and depending on performance an additional amount would be an incentive. It was pointed out that the cost of living in this area is lower than other areas, and that this position would be supervising people that make more in salary. Lanesborough, a smaller community, is also looking for a Town Administrator and their budget is \$85,000. Other small community salaries were noted. The exit interview of the former Town Administrator indicated he was looking for more money because he was making less than his colleagues across the state. It was pointed out that if someone with great skills and experience was a candidate and was constrained by an \$85,000 salary they may not consider the position. It was expressed that candidates know each other and have recruiters which will provide very few candidates to interview. Quality of life in Adams was noted as a draw, and there is less to pay for here than the Eastern part of the state. Major employers in the county also were noted as having to pay a premium to get talent here, and Adams will not be competitive without being able to negotiate. *Motion made by Member Nowak to cap the Town Administrator salary at \$85,000 with the stipulation that with a positive performance review the salary can be negotiated with the Board of Selectmen for an increase, second by Member Hoyt. Voted in favor was Member Nowak. Voted in opposition were Member Hoyt and Chairman Duval. Motion failed. Motion made by Member Hoyt to leave the budget at \$95,000, second by Chairman Duval. Voted in opposition was Member Nowak. Voted in favor were Member Hoyt and Chairman Duval. Motion carried.*

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Approval of Final Clerical Unit Contract FY2018 - FY2020: It was noted that this is simply a housekeeping matter and the Board needs to ratify the contract and formally sign it. Changes to the contract were on page four of the agreement, paragraph three where the four day work week which is in place is addressed, as the contract has referred to a five day work week. It was recommended that the Board also reflect the change to have the contract read eight days instead of ten. A meeting with the Union Representative was held and that was found acceptable. ***Motion made by Member Hoyt to approve the final Clerical Unit Contract for FY2018 to FY2020, with the modification to Article 7: vacations, section three regarding one-time compensatory time to change from ten days to eight days, second by Member Nowak. Vote: unanimous. Motion passed.***

DEPARTMENT REPORTS:

Town Administrator's Report: Tomorrow at 10:00 a.m. there will be a pre-bid site visit for the Visitors Center Parking Improvement Project. Contractors will meet with the engineer and staff. There have been a number of requests for bid documents and bids are due by the 26th of the month. A meeting was held with DPW Working Foreman Cota to get road and sidewalk work out to bid. It will be advertised next week and following that at the end of the month the Town will advertise the Town Hall roof project. Interim Town Administrator Cesan was commended for the work she was getting accomplished.

Town Counsel Report: *There was no report given at this meeting.*

SUB-COMMITTEE AND LIAISON REPORTS: *Member Nowak* advised he attended both Finance Committee meetings and there was more free flowing conversation and communication than in the past couple years. *Member Hoyt* advised that the ACRSD Superintendent final candidate interviews will be taking place next week for four candidates in conjunction with a shared superintendent meeting. School Committee Chairman Butler invited the Board of Selectmen to share input with the School Committee members. *Member Hoyt* advised she attended the Zoning Board meeting yesterday and the Board of Selectmen was asked to look at attendance of a Zoning Board Alternate Member and possibly look for someone else to fill the seat. She received a list of the Zoning Board Members and will reach out to the individual before looking at filling the position for the July 1st appointments. *Chairman Duval* advised he will be attending the Berkshire Regional Planning Commission meeting tomorrow where the Nominating Committee will be identifying officers for next year. The Berkshire County Selectmen's Association meeting will be held tomorrow.

ANNOUNCEMENTS AND GOOD OF THE ORDER: *Member Nowak* advised that owners not picking up after dogs that defecate on sidewalks is unacceptable and a complaint was received that hikers at the Greylock Glen found dog feces everywhere that are not being cleaned up. He noted it is a health hazard and a concern for young children.

EXECUTIVE SESSION:

#2 To conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel;

At 7:51 p.m. a Motion was made by Member Nowak to enter into Executive Session for reason #2, second by Member Hoyt. Roll Call Vote: Chairman Duval, Member Hoyt, Member Nowak.

At 8:29 pm. A Motion was made by Member Hoyt to exit Executive Session, second by Member Nowak. Roll Call Vote: Chairman Duval, Member Blanchard, Member Hoyt, Member Nowak.

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ADJOURNMENT: *Motion made by Member Nowak to adjourn the meeting, second by Member Hoyt, Vote: Unanimous. Meeting adjourned at 8:29 p.m.*

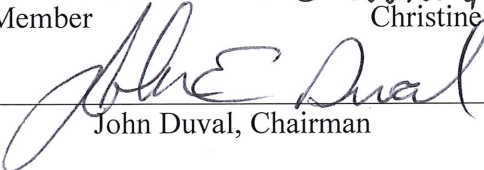
Respectfully Submitted by Deborah J. Dunlap,
Recording Secretary



Joseph Nowak, Member



Christine Hoyt, Member



John Duval, Chairman