

IN BOARD OF SELECTMEN
SATURDAY, APRIL 1, 1978

Present: Chairman William F. Toomey and John E. Murray.

The statutory requirements as to notice having been complied with, the emergency meeting was called to order by Chairman William F. Toomey at 10:00 A.M.

Present for all subject items listed below: Chairman Daniel McLean, Personnel Board; Anne Donald, Edward Glazer, Carol McKinley, Robert Norling, Chairman Philip Felleman, Alan Grathwohl, Linda Glass, Donald Bishop, Karl Clough, Finance Committee; Chairman Jonathan Sirota, School Committee; Chairman Ronald Blecher, LSRHS Committee; Chairman Kathleen Brown, Conservation Commission; Chairman Frank Grinnell, Board of Assessors; Chairman Edward Connors, Paul McNally, William Firth, John Cutting, Planning Board; Fire Chief Josiah Frost; Police Chief Nicholas Lombardi; Building Inspector Francis E. White; Town Engineer James Merloni; and Town Accountant John Wilson.

Operating Budget Review

After discussion on the subject of further reducing Town budgets in accordance with the Town Accountant's February 28th memorandum, the following action was taken:

- 1) Property values: It was agreed, in accordance with the Town Accountant's memorandum, to request an appropriation of \$40,000 for this year, and \$40,000 next year.
- 2) Pantry Road Reconstruction: Highway Surveyor Robert Noyes recommended Article 14 be indefinitely postponed due to recent information from Penn Central that the railroad crossing signal would cost \$8,000 compared to the previous estimate of \$500.
- 3) Walkways: No position was taken, pending further information from the Planning Board.
- 4) Unemployment Compensation: It was agreed to reduce budget request by \$25,000.
- 5) Casualty Insurance: It was agreed to reduce budget request by \$12,000.
- 6) Following discussion on the items of a) a new engineer, b) Town Buildings Maintenance, c) Police and Fire Overtime, and d) Conservation Fund, it was the consensus of those present that these items should remain in the budget in the amounts recommended by the respective departments and the Finance Committee.
- 7) Lincoln-Sudbury Regional High School: Chairman Blecher announced that the Regional High School budget would be reduced by a minimum of \$50,000, due to recent additional state reimbursement lowering the assessment, and he further announced that an additional sum of significant magnitude would be deleted prior to Town Meeting.
- 8) School Committee: Chairman Sirota announced that the final School budget figure would be \$50,000 less than estimated by the Finance Committee in its estimated tax rate, (which included projected salary increases), due to collective bargaining.

Individually Rated Salaries

After considerable discussion with the Finance Committee and Personnel Board, it was on motion by Selectman Murray unanimously

VOTED: To accept the Finance Committee's recommendations on individually rated salaries under the Board of Selectmen relating to new maximums and new salaries effective July 1, 1978, as prepared and listed in the Executive Secretary's report dated March 28, 1978, attached hereto and made a part of these minutes, subject to further review or the Personnel Board on Sunday, April 2, at 3:00 p.m., and subject to the 1978 Annual Town Meeting vote on the same; it being understood that the Board of Selectmen would carry out its usual Performance Review Policy in May and June of 1978 (prior to July 1, 1978), and again vote actual, new salaries to be paid.

Planning Board

The Board met with the Planning Board for discussion relative to zoning articles and the Town Planner position.

On the subject of the Town Planner, Mr. McNally expressed to those present his proposed motion to change the Classification Plan so that the Town Planner would come under the Planning Board and not be listed under the Administration section but a separate section. After numerous attempts by the majority of those in attendance to convince Mr. McNally not to proceed with his intended motion dealing with the Town Planner, it was agreed to postpone further discussion on the matter, since the whole Planning Board had not taken an official position on the same. It was the consensus of the majority of those present that the Town Planner position would be lost at Town Meeting if Mr. McNally pursued his announced course of action.

Chairman Connors informed the Board that the Planning Board and the Nonprofit Housing Corporation had met and agreed on one motion to amend the Open Space Residential District articles, and that the Planning Board would support the same.

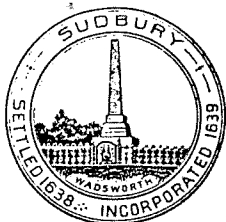
Communications

The Board reviewed and acknowledged receipt of the following communications:

- 1) a copy of a nomination prepared by the Executive Secretary and dated March 30, 1978, for the Sudbury Conservation Commission to receive the Middlesex Conservation District's 1978 Conservation Commission award.
- 2) a letter dated March 28, 1978, from the Sudbury Nonprofit Housing Corporation requesting a meeting with the Board relative to its warrant articles; and
- 3) a communication dated March 28, 1978, from the Sudbury Historical Society relative to Article 22.

There being no further business to come before the Board, the meeting was adjourned at 12 noon.

Attest: _____
Richard E. Thompson
Executive Secretary-Clerk



TOWN OF SUDBURY

Sudbury, Mass., 01776

443-8891

Selectmen's Office
Richard E. Thompson
Executive Secretary

March 28, 1978

To: Board of Selectmen

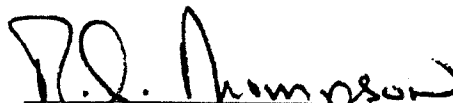
Subject: Town Individually Rated and Elected Positions

Please find listed below* recommendations prepared by myself relative to Town individually rated and elected positions. These recommendations are made in an attempt to expedite action on behalf of the Board of Selectmen, Personnel Board and Finance Committee due to the time limitations of the approaching Town Meeting and due to the fact that all of the collective bargaining has been resolved with recognized unions.

The recommended salaries for individually rated positions are presented in accordance with the directive of the Board of Selectmen and based upon a survey of salaries of private industry and comparable towns. In addition, the salaries recommended in almost every instance are median salaries from data again collected from a survey of private industry and comparable towns. It should be stressed that the median salaries of private industry and comparable towns are based upon current salaries not including likely increases for Fiscal 78-79.

Lastly, I remain available to the Board of Selectmen, Personnel Board and Finance Committee to give further detail and justification for the salaries as recommended. Again, time did not permit me to elaborate on each individual position.

I strongly solicit your support of the above recommendations.


Richard E. Thompson
Executive Secretary

* Attached

RET:js

cc: Personnel Board
Finance Committee

3007

INDIVIDUALLY RATED & MAXIMUMS

1978 - 1979

<u>Position</u>	<u>Present Maximum/Salary</u>		<u>Proposed Maximum/Salary</u>		<u>%</u>
Fire Chief	24,100	23,596	27,000	26,026	10.3
Police Chief *	24,900	24,395	27,000	26,825	9.9
Asst. Hwy. Surveyor	17,500	16,960	20,000	18,000	6.1
Operations Asst.	13,700	13,144	16,000	15,517	18.0
Library Director	16,000	15,500	20,000	17,000	9.7
P & R Maint. Foreman	13,300	12,720	15,000	14,100	10.8
Executive Secretary	29,500	28,991	35,000	31,491	8.6
Town Accountant	20,100	18,876	25,000	21,776	15.3
Town Engineer	23,900	22,697	25,000	25,000	10.1
Town Planner	15,000	16,000	20,000	18,000	12.5
Building Inspector	19,400	18,876	23,000	20,209	7.1
Health Director	19,600	19,101	23,000	20,800	8.9
 <u>Elected Officials</u>					
Highway Surveyor	22,000	22,000	25,000	23,500	6.8
Town Clerk	--	12,500	--	13,250	6.0
Treasurer	--	9,000	--	9,540	6.0
Tax Collector	--	11,200	--	11,875	6.0

*Set by state statute - plus includes holiday pay (\$1,089).

RET 3/28/78