

**MINUTES  
TOWN OF HARWICH  
BOARD OF SELECTMEN AND FINANCE COMMITTEE  
JOINT BUDGET MEETING  
HARWICH TOWN HALL  
732 MAIN STREET  
SATURDAY, MARCH 4, 2023 - 9:00AM**

**SELECTMEN PARTICIPATING:** Michael MacAskill, Chairman, Donald Howell, Julie Kavanagh and Larry Ballantine

**FINANCE COMMITTEE MEMBERS PRESENT:** Peter Hughes, Chairman, Dan Tworek Mark Ameres, Bob MacCready and Michele Gallucci. Members participating remotely were Dana DeCosta, Mark Kelleher and Karen Doucette.

**ALSO PARTICIPATING:** Joseph F. Powers, Town Administrator and Ann Marie Ellis, Finance Director

**CALL TO TORDER:**

Chairman MacAskill called to order the Board of Selectmen for the Joint Budget Meeting for March 4, 2023 at 9:02AM.

Chairman Hughes called to order the Finance Committee for the Joint Budget Meeting for March 4, 2023. Chairman Hughes requested a waiver for exception to the Selectmen's policy on procedure for remote participation to allow 3 Finance Committee members to participate remotely.

Chairman MacAskill and members of the Select Board voiced no objection to the request.

Request granted.

**NEW BUSINESS:**

A. Joint Budget Meetings:

Joseph Power's, Town Administrator addressed all who were present or joining remotely. He suggested an overview of the sources and uses that the Town of Harwich plans on relying upon to fund the items that will come before Town Meeting.

Ann Marie Ellis, Finance Director/Town Accountant listed the forecast of the sources and uses with a tax levy limit of \$57,513,450. Ms. Ellis listed the total local receipts, Cherry Sheet (state

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aid funds), the overlay surplus, the total transfer from other sources, the Cherry Sheet charges(what the State takes back from the Town) and real estate for a total of \$1, 275,310. The net available sources are \$74,390,709. The Town Operating Budget is projected \$30,090,941. After adding semi-fixed costs of 12,599,078 and Cape Tech and Monomoy Schools. The total expenditures are projected to be \$74,471,727. The net amount is \$1,194,292.

Chairman Hughes requested a copy of what was presented so that it may be time stamped as the information provided as of this date.

Chairman MacAskill noted that it is presently being printed.

Chairman Hughes asked the members of the Finance Committee if they had questions. No questions were asked.

Chairman MacAskill asked the Board of Selectmen if they had questions. No questions were asked.

Chairman Hughes recognized Dana DeCosta, Mark Kelleher and Karen Doucette as being online, Mr. DeCosta verified his presence. Mr. Kelleher verified his presence. Ms. Doucette verified her presence.

Town Administrator Powers noted that the updated Sources and Uses document will be distributed as soon as copies are completed. The Operating Budget is included in the binders and he noted that the total of the Departmental Budgets is \$30,090,941 which represents a 3.3% increase year over year. The 2024 BOS column is being compared to the 2023 original budget column. He also noted and listed other categories on the document and the total 2024 Operating Budget as \$42,690,019.

Chairman Hughes asked for clarification on the column 2024 BOS and that the Board of Selectmen have voted on that.

Town Administrator Powers replied that the BOS had voted to send that to the Finance Committee in accordance with the Charter. They have not yet voted Article 4 as an Article or the funding sources yet.

Mr. DeCosta asked about the State Assessment and the Cape Cod Commission assessments which were not listed.

Town Administrator Powers shared the Sources and Uses document on the screen and noted that the numbers that Mr. DeCosta questioned are on line #11 under Charges. He also shared a spreadsheet document on Raise and Appropriate which is not in the packet as it is a working document. He also noted the Table as it appears in Article 4. He explained that the delta between the funding sources and the Operating Budget is how they will determine what will be taken

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from Raise and Appropriate. That amount is 24.5 million. He further explained the process and noted that there will be further discussions about funding sources and other Articles.

Mr. Howell clarified with Town Administrator Powers that they (BOS) had gone through the school presentation and that what Ms. Kavanagh was asking about (child care) was different from what the school was talking about.

Town Administrator Powers noted that this is a town wide project that the Town of Harwich is endorsing for Town of Harwich residents and parents separate and distinct from anything the school systems would be doing, He is working with Select Board member Kavanagh and he is working with a model from Wellfleet.

Chairman Hughes asked if the child care is either reimbursement or a payment to individual parents for child care and not a matter of the Town being in the child care business.

Ms. Kavanagh explained that the payments would go directly to the provider, the parent does not have to be involved.

Mr. Tworek asked if the Town maintains a special revenue fund and how much in Federal Funds the Town receives.

Ms. Ellis will seek out those answers and reply.

Town Administrator Powers noted another item of \$25,000 which is a technology bill separate from what the IT Department is working on. It is in support of library technology which goes to the Town's overall commitment to the Library Department.

Town Administrator Powers noted that as Departments are at the table he will make all aware of certain data sources as well as certain topics. Referring to Water/Wastewater he noted the Water/Wastewater documents in the binders. He recognized Dan Pelletier, Water/Wastewater Superintendent who was distributing documents which he noted are in an email for those participating remotely. Town Administrator Powers also noted an Enhancement of Services for reclassification, which is an Executive Session topic and will not be discussed at this meeting.

### **Water/Wastewater**

Gary Carreiro, Chairman opened the meeting of the Board of Water/Wastewater Commissioners and named members present, Judith Underwood, Allin Thompson, Jr., Sandra Siegar, Dan Pelletier and Noreen Donahue.

Dan Pelletier, Superintendent Water/Wastewater summarized the FY23 anticipated Wastewater debt and what they are anticipating for FY24. He also gave detailed explanations of line items.

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Town Administrator Powers noted a line item that should be stricken from this budget as it is a reclassification.

Ms. Donahue clarified that part of that number is for a new position in the Wastewater Department.

Town Administrator Powers agreed that the amount for the new position should remain in the book.

Dan Pelletier noted that there is a place holder salary of \$80,000 for the new position.

Chairman Hughes clarified with Mr. Pelletier that the \$80,000 is salary and wages and that benefits are not included. He requested a statement with any new positions that includes the anticipated salary, classification and associated benefits (retirement, medical, etc.).

Mr. Pelletier will generate that statement as soon as possible.

Chairman Hughes asked Committee members if they had questions. Questions were asked and answered.

Mr. Pelletier continued with his detailed explanation of line items.

Chairman Hughes commented that he is aware that it has been an exercise and struggle to get the numbers correct and he appreciates what Ms. Ellis has done working with the Commission to get it sorted out. The Committee now has solid numbers to work with going forward. He appreciates and recognizes that effort.

Chairman MacAskill asked Board members if they had questions. Questions were asked and answered.

Mr. Pelletier continued with his detailed explanation of line items.

Town Administrator Powers shared a screen with a table that broke down the cost of what was just discussed and changes made to include the proposed salary change. He asked if the Retained Earnings has been used in the past to offset and if there are recommendations to use Retained Earnings going forward.

Mr. Pelletier and Ms. Donahue replied with those answers and recommendations.

Town Administrator Powers believes it is a policy question for Water/Wastewater Commission, the Board of Selectmen and the Finance Committee.

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Discussion followed regarding how much of the Operating Budget should be reserved within Retained Earnings.

Town Administrator Powers clarified that the Town is aware of the Retained Earnings for Wastewater at \$277,550 and it can be brought to bear in FY24.

Chairman Hughes asked where the benefits for the new position are captured.

Mr. Pelletier replied that they are captured within Indirect which he will need to recalculate to add for the new position. He also noted publicly that the new Cape Cod Aqua Fund through Barnstable County is now available. That is a zero and no interest loan and he hopes that anyone who is waiting for that opportunity can now take action and get on line as well. He anticipates that this time next year there will be 160-200 houses on line. He does not anticipate making the third milestone payment to Chatham for flow for some time.

Chairman Hughes asked Committee members if they had questions. Questions were asked and answered.

Town Administrator Powers asked for clarification on a statement made regarding the Operating Budget.

Dan Pelletier clarified the items referenced. He then continued to highlight items in the Water Department Budget in detail.

Chairman Hughes and other Committee members asked questions.

Mr. Pelletier responded with answers.

Chairman MacAskill asked Board members if they had questions. None were asked.

Ms. Donahue moved to adjourn, the motion was seconded and vote unanimous, in favor.

Commission adjourned.

## **Fire Department**

Town Administrator Powers noted certain data sources and specific topics.

Chief David LeBlanc and Deputy Chief Craig Thornton presented the Fire Department Budget. Chief LeBlanc offered detail on line items including new hires and the reasons for other increases.

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Chairman Hughes requested a statement with the salary and wages associated with the four new hires including benefits and any other additional information. He also asked about the number of calls to the Fire Department and the affect of Fontaine on that number.

Chief LeBlanc responded with the answers.

Chairman Hughes asked Committee members if they had questions.

Questions were asked and Chief LeBlanc responded with answers.

Chairman MacAskill asked Board members if they had questions. Clarification was requested for the numbers regarding new hires and overtime.

Questions were asked and Chief LeBlanc responded with answers and he will generate a breakdown of the full time/overtime numbers.

Chairman MacAskill requested that any documents generated or questions answered go to the Finance Committee and the Board of Selectmen. They will then be shared in the packet for next week's meeting.

### **Building Department**

Town Administrator Powers noted certain data sources and specific topics.

Jack Mee, Building Commissioner noted that the he will be discussing the Enhancement of Services for the Building Department. He noted his specific requests and the reasons for them, specifically noting a shorter time in turn around for permits.

Town Administrator Powers recognized the Director of Planning and Community Development, Paul Halkiotis who is present and is in support of the Building Commissioner.

Chairman MacAskill asked Board members if they had questions.

Mr. MacCready asked for documentation of the permitting which Mr. Mee said he would supply.

Town Administrator Powers noted that generally they do not have that historical data. There is some data that is available but that is part of the problem they are trying to solve.

Other questions were asked and Mr. Mee responded with answers.

Chairman Hughes requested statements on salary and wages, benefits etc. be provided. He also asked questions. He asked other Committee members if they had questions.

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Mr, Mee responded with answers.

## **Police Department**

Town Administrator Powers noted certain data sources and specific topics.

Chief David Guillemette and Deputy Chief Kevin Considine presented the Police Department Budget.

Chief Guillemette spoke of the challenges of being a police officer in these times and the difficulties in hiring and keeping officers. He went on to prioritize specifically Officer Wellness and Training.

Chairman Hughes asked about the Town's crime statistics.

Chief Guillemette responded noting that the greatest increase is in mental illness cases and issues. They are looking into getting a clinician to help the Department.

Chairman Hughes asked Committee members if they had questions.

Questions were asked and Chief Guillemette responded with answers.

Chairman MacAskill asked Board members if they had questions.

Questions were asked and comments were made in support of the Police Department.

Chief Guillemette responded with answers.

There was discussion about the School Resource Officer and whether or not Cape Cod Tech. is paying their share. The Cape Tech has historically contributed \$20,000 annually to support the School Resource Officer.

Chairman MacAskill addressed the situation of being understaffed on the Police Department and questioned what the next steps will be.

Deputy Chief responded and noted that they have been consistently down 4 or 5 officers over the last five years. They are shifting their focus to recruiting. Four cruisers total \$180,000 which needs to be included in the Capital Plan

Chairman Hughes offered suggestions for incentives to make working for HPD more attractive. He noted the Capital Plan meeting this week and invited Chief Guillemette to attend to discuss cruisers and other items.

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## **Conservation Department**

Town Administrator Powers noted certain data sources and specific topics.

Amy Osowski, Conservation Administrator/Agent presented the Budget and request for staff. She offered the reasons for the request. She also requested expenses and gave detail to line items.

Chairman Hughes asked Committee members if they had questions. No questions were asked.

Chairman MacAskill asked Board members if they had questions. Comments were made in support of needing more staffing. He noted that John Ketchum, Chairman of the Conservation Commission sent a letter to the BOS supporting Ms. Usowski's request.

Ms. Usowski suggested and requested the money be broken down to \$3,400 for property related services and \$500 for dues, subscriptions and interstate travel for education. At Chairman MacAskill's request she will send that request to the Board and the Town Administrator in an email.

## **Community Center**

Town Administrator Powers presented the Community Center's request as Carolyn Carey, Director is unable to attend. The request is for an Enhancement of Services to impact positively on programming. He offered detail on line items. The goal is to return to pre-Covid programming.

Mr. Howell asked about the electrical usage and discussion followed regarding the increase in those fees.

Chairman Hughes asked if this is a new position and Town Administrator Powers replied that it is restoring a position.

Chairman Hughes asked Committee members if they had questions.

Ms. Doucette would like to know the advantages to this positions other than to bring things back to pre-Covid levels.

Town Administrator Powers replied noted that this is community programming, the center of the Town and the life blood of what is offered to the community. He feels this is a philosophical discussion about what they want to offer to the town.

Chairman MacAskill asked about numbers, pre-Covid vs now and when certain items dropped off the budget, such as cleaning contracts.

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Town Administrator Powers responded with the answers. The Program Director dropped off in FY21 and FY22. The custodial ask for Highway is for an additional custodian and overtime to cover program hours at the Community Center. He will send the information to the BOS and Finance Committee including a look back to verify that it is not a new position.

The meeting is suspended for a lunch break.

Town Administrator Powers resumed the meeting to begin with Cultural Affairs.

### **Cultural Affairs**

Town Administrator Powers noted certain data sources and specific topics.

Kara Mewhinney, Director of Cultural Affairs, presented the requests and an explanation of what they are asking for and why.

Town Administrator Powers noted the connection between the Community Center and Cultural Affairs including the programming that Ms. Mewhinney is managing.

Chairman Hughes asked about signage for the Districts and if Ms. Mewhinney is overseeing the people and studios within 204. He also asked if there is a concept program in place for, if and when the auditorium is renovated.

Ms. Mewinney explained that she is in the process of getting signage to be placed within the district. She does oversee the programming within 204. She offered detail about those programs and revenues.

Chairman MacAskill noted that he has requested a breakdown on items from Ms. Mewhinney including what Chairman Hughes had questioned. She will be presenting it to the BOS at their next meeting.

Chairman Hughes asked Committee members if they had questions.

Questions were asked and answered.

Chairman MacAskill asked Board members if they had questions. No questions were asked.

### **Golf Department**

Town Administrator Powers noted certain funding sources and specific topics.

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Roman Greer, Golf Director and Shawn Fernandez, Golf Course Superintendent presented the budget request.

Chairman Hughes asked about the pre-Covid and post Covid numbers and about the youth program at the golf course.

Mr. Greer and Mr. Fernandez replied with answers of post-Covid numbers, a description of the youth program, the effects of water restrictions on the course and the use of organic fertilizers. Mr. Fernandez stressed that their goal is to be as green as possible.

Chairman Hughes asked Committee members if they had questions. Questions were asked and Mr. Fernandez replied with answers.

Chairman MacAskill asked Board members if they had questions. Questions were asked and Mr. Fernandez replied with answers.

Town Administrator Powers noted that they are ahead of schedule. On the suggestion of Chairman MacAskill he reviewed the change in numbers from the Water/Wastewater Department to allow both the Board of Selectmen and the Finance Committee to review the change in surplus. He noted that the change creates a delta of just under \$350,000 and asked Ms. Ellis to comment on the effect of that change.

Ms. Ellis noted what has to be done, Chairman Hughes suggested that it be resolved and then sent to both the Board and the Committee so that they have accurate information.

At this point, the meeting continues to be ahead of schedule and Departments are taken out of order to accommodate those who are present.

### **Brooks Free Library**

Town Administrator Powers noted certain data sources and specific topics. He also noted that there is an appropriating Article that he created for \$25,000 in support of library technology, separate and distinct from what they are doing for Information Technology which can be a demonstration of the Town's commitment to the standard of appropriation required by the Mass State Library Board.

Virginia Hewitt, Library Director and Linda Cebula, Chair of the Board of Trustees presented the Brooks Free Library Budget with explanations of line items. Ms. Hewitt specifically noted possible changes in the salaries due to vacation payouts and sick leave buybacks which have not previously been included in the budget.

Town Administrator Powers noted that there is a central pool for those and they are reaffirming that department heads identify those, corrections will be made.

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Ms. Hewitt also noted another change in Salary and Wages due to the actual numbers being slightly higher than the estimated 2% increase. She noted the correct number.

Ms. Cebula explained the twist in the Library budget because not only do they have to provide to and meet within the budget of the tax levy but they also have the Municipal Appropriation requirements.

Chairman MacAskill asked Board members if they had questions. Questions were asked.

Ms. Hewitt responded with answers including what has to be done for the Library to retain its certification.

Chairman Hughes asked for clarification that if the budget is funded as presented, the Library will be able to be fully certified. He also asked about pre-Covid operations and current operations.

Ms. Hewitt and Ms. Cebula responded, that is correct, they will be able to be fully certified, Ms. Hewitt discussed pre-Covid and the present operations with staffing challenges.

Chairman Hughes asked Committee members if they had questions. Questions were asked and Ms. Hewitt responded with answers.

### **Department of Public Works**

Town Administrator Powers noted certain data sources and specific topics.

Lincoln Hooper, Director and Office Manager Kim Berube presented the Department of Public Works budget. There is one EOS of one additional custodian and he explained the other items that create the increase. He explained what an Operational Price Expense (OPE) is and that all municipalities had taken those prices through the county fuel bid and that those prices can fluctuate. He anticipates going back to a fixed rate.

Chairman Hughes asked Committee members if they had questions. He asked if there is a potential situation with C and D (Construction and Demolition) waste, being at capacity as there has been in the past.

Mr. Hooper replied that those situations are primarily driven by logistics of the processor, that it is taken to in Taunton and his Department is sometimes limited to two trips.

Chairman MacAskill asked Board members if they had questions. No questions were asked.

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Chairman MacAskill noted that they have, in the past had a significant budget transfer regarding the dump link. He asked if this proposal has budgeted enough or if there are reasons that he cannot do that.

Mr. Hooper replied that the amount is driven by market conditions which are difficult to predict. He sees some decline in usages of the dump, C and D and MSW and is hopeful that he has projected correctly.

Mr. MacAskill noted that this is a Board discussion but also asked why they haven't looked at the cost to manage the dump not on a 7 day a week schedule and not taking trash from buildings, boats, docks etc. from Provincetown to Yarmouth. He also expressed concern of not being able to dispose of these items.

Mr. Hooper replied that he has, in the past requested an increase in the disposal rate and the residential rate has not increased in 7 years. It is a luxury to not have to increase on the residents due to the offset of the increase of commercial fees.

Chairman MacAskill will ask the Board to have this conversation and look at an audit of what they're doing and what it's costing. He asked Mr. Hopper to consider how they will be able to dispose of these items in the future.

## **Harbormaster**

Town Administrator Powers noted certain data sources and specific topics.

John Rendon, Harbormaster and Heinz Proft, Natural Resource Director were present. Mr Rendon began by recognizing the staff.

Town Administrator Powers stated that he had asked Mr. Heinz here to afford him the opportunity to put something on the record.

Heinz Proft stated that the Natural Resources FY24 Budget is fine although he feels the constraints of Goods and Services. He thanked the Boards and Town Administration and fellow town employees past and present for a memorable 25 years. He shared that his intention is to retire. He has reached out to Barnstable County and he will submit a formal date to the Town Administrator and he will work with the Town Administrator and the Harbormaster to make the transition as smooth and seamless as possible. The Natural Resources projects and tasks that will be set up will function for a short term after he leaves. The Natural Resources Department is a small Department with himself as the only full time employee. So much of what he has achieved and accomplished in his 25 years is the result of the collective we. He has had seasonal help every year at the shellfish lab and has had countless volunteers who have helped him in the herring run and the eel migrating counts, he has had volunteer shellfish wardens and volunteer herring wardens that help count the eels and herring. The Harwich citizens have for years

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donated their time to help water sampling programs in our Harbors, Herrings River and our fresh water ponds. They assist in the water sampling program in the Center for Coastal Studies for the contaminants merging concern. He has written proposals to Cape Cod Americorp who have helped with the herring run maintenance every year and they are about to do that in a couple of weeks. Many County and State Agencies, too many to count, have helped him as well. He thanked all of them especially with the shellfish flats, he is amazed at the willingness of Harwich citizens to help and do anything they can for the Town and the Natural Resources Department. Either he is persuasive or he looks very needy. He mentioned the Harbormaster Department earlier, he has served and assisted the Harbormaster through his 25 years as well and he has worked on the waterfront and helped in the daily marine operations. He has responded to incidents in Pleasant Bay and Nantucket Sound, Long Pond and even a downed aircraft off of Hyannis. The entire Harbormaster staff helps the Natural Resources Department function and run much more effectively and smoothly and he highly recommends that that continues, that collaborative effort in the future. It has been a privilege to work in Harwich and serve as a Natural Resources Director for as long as he has and he has fond memories. Thank you.

Chairman MacAskill thanked Mr. Heinz and commented that his will be tough shoes to fill. All attending showed their appreciation with a round of applause.

Town Administrator Powers remarked that in his 55 years he has never met a finer person and he knows that if he lived another 55 he would not meet a finer person than Heinz Proft. He continued and spoke of Mr. Heinz both personally and professionally. He thanked the Board and Committee for allowing Mr. Proft to make his announcement as he had requested.

The conversation continued regarding the Harbormaster's Budget. Mr. Rendon presented the budget offering a detailed explanation of the increases. He also noted that revenues continue to increase.

Chairman MacAskill asked Board members if they had questions. Questions were asked about specific numbers and Ms. Ellis replied with the answers.

Chairman Hughes asked Committee members if they had questions. A question was asked regarding the credit card machine at the marina.

Mr. Rendon replied with the answer.

Town Administrator Powers took a minute to tell a "Dad joke" for Heinz Profit.

## **Rec and Youth**

Town Administrator Powers noted certain data sources and specific topics.

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Eric Beebe, Recreation and Youth Director presented the Budget and mentioned a notable increase in the request. He gave a detailed explanation of the increases.

Chairman Hughes asked a question regarding salary for life guards and whether it should be increased to retain staff or entice new staff. He also asked about the growth of pickleball.

Mr. Beebe replied that most of their staff returns and that often a younger sibling will want to work for the Rec Department in Harwich. The pickleball numbers continue to grow for all age groups, not just seniors.

Chairman Hughes asked the Committee members if they had questions. Questions were asked and Mr. Beebe replied with answers.

Chairman MacAskill asked Board members if they had questions. Questions were asked and Mr. Beebe replied with answers.

### **Open Discussion**

Town Administrator Powers explained that Open Discussion is an opportunity for Department Heads to be heard. There are two, one of which is on line which is Sheila House, Director of Youth and Family Services.

Sheila House, Director of Youth and Family Services noted that at the Selectmen's meeting on Monday, they will be talking with a local parent about future teen programming and other exciting things that are coming. She also announced that she will be retiring in May but will still be very involved around town.

Town Administrator Powers commented on the level of operation in Town and the great employees including Ms. House. As with Mr. Proft, this is the person who is the program, stepping away. He talked about advertising for a replacement and the need for a person in this position. He would like a community discussion on how they can enhance what Ms. House has already accomplished.

Chairman Hughes thanked Ms. House for her service and stressed the need for the Youth and Family Program.

Chairman Hughes asked Committee members if they had questions. No questions were asked.

Chairman MacAskill asked Board members if they had questions. No questions were asked.

Members of the Board and the Committee thanked Ms. House for all she has done.

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Town Administrator Powers recognized Julie Witas, Social Services Coordinator who is in attendance and thanked her and all other Department Heads and others who have been in attendance at this meeting. He also thanked the Channel 18 Director Jamie Goodwin.

Town Administrator Powers commented on next steps. He and the Finance Director will be attending the Finance Committee's hearings on March 9th.

Chairman Hughes noted that the meeting on the 9th will be at the Channel 18 studio and they will have chairs set up for anyone who wishes to attend.

Town Administrator Powers noted that beyond the Budget, he is working on the Articles in the Draft Warrant. He is now dealing with the issue of the Capital Outlay Plan. He encouraged conversation noting that if he is to develop articles based on the project, there are 24 distinct projects which would result in 24 distinct articles. He could also do 7 articles based on the 7 funding sources. He asked for feedback on ways to streamline the Warrant to make it easy for everyone to access. It is his plan to present warrant articles substantially completed to the Board of Selectmen on Monday, March 13th.

Chairman Hughes commented that his takeaway from today's meeting is that there are a significant number of new positions being asked for to the point of realizing that they are growing government. Most or all of those requests are necessary. His philosophy, to educate the public, is to put those things in articles so that people at Town Meeting can vote up or down. It's their money and their town and they make the decision. He feels it is up to them (BOS and FinComm) to figure out how best to get it to Town Meeting. He made suggestions and commented that these are things that they need to discuss. He asked other Committee members for comments.

Comments and suggestions were made regarding next steps.

Chairman MacAskill asked Board members if they had comments.

Chairman MacAskill asked how it works on the Town Meeting floor when on Article 4 they vote the Budget and then there are Articles after that to add positions, will they go back and amend the Budget each time?

Mr. DeCosta answered that generally the employee Article is put before the Budget.

Chairman Hughes suggested that one way to do it is to put the personnel Articles up front and then vote the Budget. Another way is to vote a Budget without those things in it and then take up the Articles. Once done with the Articles you'd go back and do one amendment to the Budget. He feels it's important to give people the opportunity to make a decision by having a decent discussion. He also thinks it's important, if they do the personnel Articles, that they're in

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agreement that they will go forward with them. The power of the Board of Selectmen and the Finance Committee at Town Meeting is being together on Articles.

Chairman MacAskill commented that he is looking forward to the debate. He has completely different thoughts and the new hires are presented as an Enhancement of Services by the Town Administrator that they hired to run the Town. They talk about these positions in great detail and believes the education has already taken place. Town Meeting is to support the Budget or not support the Budget.

Other Board members expressed opinions agreeing with both Chairmen's comments.

Town Administrator Powers made his closing remarks of gratitude and thanks for everyone on the Finance Committee for their role in the Town Meeting process. He also offered gratitude for the Board of Selectmen for being there and for all the staff and others that have been there and those that have worked on the meeting. He also thanked all the individuals who work for the Town.

Don Howell moved to adjourn, 2nd by Ms. Kavanagh. Vote unanimous, in favor. The meeting of the Board of Selectmen is adjourned.

Mr. Ameres moved to adjourn, 2nd by Mr. Tworek. Vote unanimous, in favor. The meeting of the Finance Committee is adjourned.

Respectfully submitted,

Judith R. Moldstad  
Board Secretary

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