

WATER COMMISSIONERS' MEETING

NOVEMBER 15, 2011

5:00 P.M.

MEMBERS PRESENT: Jack Caten and Fran McNamara. Niles Busler was absent.

GUESTS PRESENT: Supt. Paul Rafuse, Michael MacEachern and James Blanchard.

Jack opened the meeting at 5:05 p.m. This meeting is being audio-recorded.

- 1.1. Discuss articles submitted to November 15, 2011 town meeting. Paul said article 5 is for compensation classification plan. Andy put the amount of \$5,000.00 which would cover the cost of the raises. However, as we all know if it's funded the amounts are up for dispute. Instead of the \$60,000.00, it is \$70,000.00 for the town and \$5,000.00 for us. This includes a cushion. Paul has talked to Niles as he couldn't be here so if this gets voted down that the employees get something. Niles is working on an amendment to the motion to not call it a COLA but to word it in such a way that the amount of \$75,000.00 would be distributed evenly among all the non-union employees so that we get something. The way it is in there now with no alternative article if article 5 gets voted down all non-union employees get nothing. Fran asked what the odds of that happening are. Paul said a lot of the data is inaccurate and just the way she has things classified where different positions are put with respect to grades and levels it is not consistent to what was submitted. Fran said that employees in town knowing that everything is all messed up would take \$70,000.00 raise then say no and move on. Paul said it looks good in an amount but if it gets voted in like that in Jim's case he would get \$.06 an hour raise. When the girls and guys meet with her they basically have the same job description. Although they are in the same grade they are far apart in levels. In Jean and Brenda's case, they are in different grades not even one grade difference it is two grade difference. Fran asked how their salary raised did. Paul said Jean's did; Brenda's very little maybe a little more than Jim. Jim said that if you look at the overall thing he thinks it's going to pass. A lot of the people are getting significant raises, \$1.00, \$1.50 and \$2.00 so they see that and say that's what I want. Paul said there are other discrepancies such as there are a lot of people with 15, 20 and 25 years' experience starting off at level 1 which in some cases you can look at it that you have room to grow but then on the other hand if that person retires or resigns tomorrow the next person that comes in will start at the same rate the way it is figured. Jim asked the question about the Water Department because of his situation with the licensing and the \$.50. What's going to happen if in the Water Department the next guy comes through the door was told that he's going to need all three licenses and then his hoisting license because you need that to be on the Water Department. Jim was told yes. Fran just lost a guy for \$22.00 an hour. Paul said you are not going to hire a guy with all those licenses. Paul said the way she got her information. For the guys she got three out of 13 communities and they weren't accurate. She got five communities and two of them aren't accurate. Jean's position as office administrator which is a very common position, there is no information in 13 communities, no wages at all. Supposedly, within the description of the criteria how the communities were selected it was according to population, income and things of that

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nature. Paul asked why was Ashby in there. From all that criteria Ashby doesn't compare to Townsend and they don't even have public water. Jim said everybody was under agreement that something has to be done for a wage plan. Fran asked how much we paid for this survey. Paul said \$15,000.00.

Article 25 is to get Jim his money for certification. Jim told Paul at the selectmen's meeting we were at when this was talked over I almost thought if the \$136.00 was dropped that it might have passed. Jim doesn't even care about the retroactive from July 1, 2011. He wants what he's got coming to him. He earned the license and \$.50. When I got the job here, every license you get you get \$.50. The article doesn't contain the \$136.00.

Article 26 has to do with getting the transponders and software for radio-read. We did get certification of \$397,000.00 in surplus. We have the funds to do these projects. Niles suggested to move to transfer from enterprise surplus the amount of \$75,000.00. He suggested to put at the end subject to capital planning committee approval.

Article 28 is for the SCADA system. It basically is the same thing.

Article 29 disputing the capital planning committee bylaws because our revenue is separate from the town. The town as described in the capital planning bylaws and its numerous departments would naturally go along with capital planning because you have multiple departments submitting multiple projects, and the thought process being that as in the past not one department gets everything every year basically the police or fire. We answer to higher authority such as DEP and EPA with our own capital planning. Because we are separate revenue with one department so it doesn't have to be this extensive planning. Process where an entity that Town Administrator /selectmen in the end deciding what projects move forward, what projects are emergency when they really don't have any knowledge. Paul said that probably will be take no action.

Jack adjourned the meeting at 5:37 p.m.

Respectfully submitted,

Jean R. Dinon, Clerk

