

**BOARD OF SELECTMEN
REGULAR MEETING MINUTES
MONDAY
DECEMBER 08, 2014**

Members Present: Antone C. Vieira Jr., Chairman
Richard M. Spirlet, Vice Chairman
Steven J. Ouellette
Craig J. Dutra
R. Michael Sullivan, Clerk

Also present: Timothy J. King, Town Administrator

Chairman Vieira called the Board of Selectmen meeting to order at 5:00 P.M. in the Westport Town Hall, 816 Main Road, Westport, MA with the reciting of the Pledge of Allegiance by all present.

Moment of Silence

Mr. Vieira called for a Moment of Silence for the passing of the following Westport residents, who were involved with the Town in various ways:

Florence Meader, owner of Meader Farms in the Harbor;

Joan Manchester, was an Elementary School Teacher in our system;

Robert Albanese, former Cemetery Foreman and owner of the Corn Crib and Country Village Landscaping;

Ed Martins, former member of the Shellfish Advisory and Cable Advisory, and provider of the Tides/Sunsets for the Westport Website and Cable; and

Michael P. Kitchen, a longtime fisherman in Westport.

Budgets for FY'16

Mr. King stated he has provided the Board, as requested, an alternative budget without layoffs, those changes are highlighted. He has had time to discuss budget changes with several different staff; in addition to those changes will be an increase of \$32,520.00 to the Treasurer's Budget because that position is up for a ballot initiative this coming April but if it is not successful, the person serving as Interim would not be covered if this change was not put back into the budget. Mr. King stated that in his initial budget presentation the Assistant position was left vacant; this would not be fair to do to that person. Mr. Vieira stated it was the understanding with the Board that the appointed Interim position would be for up to the election, and as a job security, because that person is not a Town resident and has stepped up to help us, should the position remain elected, she would be allowed to return to her former position in the Treasurer's Office.

Mr. King stated the Town Accountant has sent a memo to the Board and he has responded to that memo. Mr. Vieira stated the Accountant may have misunderstood what was in Mr. King's report because there is a mention of an increase in Debt Service; she may have assumed it was the level of debt service; basically, Mr. King mentioned a number of increases that will impact the budget but in adding the figures, it comes out to the same. Mr. Vieira stated that communications need to work both ways and we need to support each in terms of what the figures look like and how they are developing, it is unfortunate having memos going back and forth, the parties need to get together and try to resolve this. Mr. Sullivan questioned if this would substantive affect our discussions tonight; Mr. King responded no. Mr. Dutra stated one dramatic observation that was totally wrong and he was glad the Town Administrator corrected, is that we were being accused of local receipts at 17% higher, when we used actual local receipts from two years ago; we all agreed this was a low-ball projection for '15; it is

hard to account for numbers when we receive no additional numbers from the Town Accountant for local receipts from FY'15. Mr. Vieira stated typically in dealing with local receipts and the DOR, any increase above 3% is going to be questioned; when appropriate we will have that discussion with DOR. We are dealing with a budget short on revenue so we need to address the expenditure side and when we do that, it involves healthy differences of opinion which we should discuss and we may have different philosophies of how we are going to spend that money, but we should not have a difference of opinion of how much money we have to spend. Mr. Vieira asked what the pleasure of the Board was in regards to the budget; they have all had time to look at it; Mr. Ouellette has asked we look at a budget without layoffs and the impact. Mr. Vieira stated the initial charge to the Town Administrator was to balance the budget without looking at personnel whenever possible; a difficult task. Mr. King then explained how he balanced the budget within the parameters given, and the only logical way to do that, was to look at staff reduction; he has met with all departments except for the Fire Chief who was on vacation; he has met with Cemetery, who was away also; and he has met with the Police Chief last week; also, a department head meeting was held on Friday explaining the budget to them and telling them, this was just his submittal, the Board of Selectmen now has the responsibility to make their recommendations to the Finance Committee. Mr. King stated this is a difficult budget; there are many unhappy employees and he don't blame them for feeling that way but the fiscal constraints that the Town has been operating under are becoming more acute and if the structural deficit is not addressed, which at some point in the near future must be addressed will have a much greater impact. Mr. Ouellette stated he supported funding; so however the Board wanted to discuss it, was fine with him. Mr. Vieira stated Mr. Ouellette asked that a budget be developed without layoffs, which Mr. King has done; we will need to find other sources of funds if there are no layoffs such as Free Cash, Stabilization or Overlay, which we can argue whether they are sources of funds or not but those are the only sources of funds we have and that will be up to Town Meeting to decide; we submit something to the Finance Committee for them to weigh in and decide whether to go with it or make other recommendations. Mr. Dutra stated the budget without layoffs looks like a balanced budget, again without funding certain items obviously. Mr. King stated that is correct; look at page 2 of the Summary the Total General Fund Operating Budget is off by about \$580,000. with the layoffs restored; Mr. Dutra stated there is a deficit. Mr. Sullivan stated we are showing a 2½% increase; Mr. King stated that was correct; Mr. Sullivan asked Mr. King to explain what is eating into that, which requires we reduce expenditures. Mr. King explained the 2½% increase in property taxes, new growth (revenue) and the major increases that will impact the FY'16 budget. Mr. Sullivan asked Mr. King to explain why everybody is not getting a 2½% raise. Mr. King responded new Debt Service is at \$131,018. - Pension is going up \$192,294. - Information Technology is increased by \$73,500. - Winter Roads is increased by \$75,000. (historically under-budgeted-the Highway Surveyor and I are of the same opinion) - Public Access TV - \$50,102. (this is basically a wash-still waiting for school figures-but this does not take away) and Recreation is being budgeted at \$20,000. Mr. King stated he has set aside \$455,000. for the School Department, which is the growth in just property taxes (54%). Mr. Vieira stated this is the percentage we used last year (46%-Town and 54%-School). Mr. Sullivan stated so we are at a \$1/4 million dollar deficit on the Town side; Mr. King stated before any expenditure projections. Mr. Vieira stated this does not cover the Union contracts if negotiated for this year (Police, Fire, AFSCME); this is not in the budget as well. Mr. Sullivan asked if the major increases (\$500,000) were all properly apportioned to the Town side. Mr. King stated he portioned 100% to the Town side. Mr. Sullivan asked what the justification for that was. Mr. King stated there will be costs related to Schools in there but the Debt Service and Pension will be difficult to apportion out. Mr. Dutra stated those are not apportioned. Mr. Vieira stated the area it gets dicey is when a person retires, they become more of the Town's responsibility; it maybe more like 65-Schools and 35-Town. Mr. Sullivan stated he just wanted to get to the basis of where we are, it looks like we took all the new revenue we expect, we took five of the six elements (\$500,000) off of the top, but

before we took it away, we apportioned \$455,000.; so we have taken all of these expenses from the Town side; leaving us with a debt on the Town's side and you increased the School Budget by \$455,000. and decreased the Town side by a \$1/4 million. Mr. King stated more than that because for the first time we are budgeting as operating revenues for Capital Improvements (\$500,000.) and OPEB contributions (\$250,000.). Mr. Sullivan stated last year we did not take anything out of operations; Mr. King stated that was correct and both of those are major items on the list. Mr. King stated those totals are \$1.7million in itself and in order to meet the increase in \$1.3 million in revenue, it necessitated a budget reduction of about \$650,000. Mr. Vieira stated that to try to balance the budget using available funds, Mr. King had to look at staff reductions because about 75% of the budget is wages and benefits, reorganizing departments and combining departments for efficiency, adjusting the hours of remaining employees from 35 to 40 hours; a number of adjustments have been recommended to us and as a Board, we need to decide if this is something acceptable to us, if not, how do we try to balance this using sources of revenue, that may or may not be available to us but at least with a balanced budget we can move forward to the Finance Committee and later on discuss at Town Meeting, if necessary. Mr. Spirlet stated our original charge to Mr. King was to balance the budget with the money we have, he did his best; at the time, we had a \$32,277,000. budget and this made Mr. King the bearer of bad news, on our charge; we were presented with all this information and the BOS are going to be the ones to make the decision, we will be the bad guys; we now have an increase in that figure to \$33,882,000., which is a \$500,000. difference, where will that money come from; Mr. King stated from Free Cash or Stabilization. Mr. Spirlet stated he would definitely like to see money put into Capital Improvements and definitely in the Stabilization Fund. Mr. Ouellette stated the whole process is very odd this year; normally, we get the budgets with an explanation from each department and then we bring in the Department Heads to discuss what we can do; this time, we are getting something just from Mr. King, it is not complete, granted there has been vacations, etc., but no one-on-one with Department Heads, just going straight for cuts to personnel instead of cutting within a budget; Mr. Ouellette stated this was unique to him and he has concerns. Mr. Vieira stated the Board has discussed how we were going to handle the budget based on revenues available; Department Heads submitted their budgets; the budgets totaled \$34million, the difference in Mr. King's recommendation from the departments was \$880,000., which is what he gave us last week. We discussed at our last meeting the conversations he has had with the departments, if they were not satisfied with what the Town Administrator was suggesting, they could have a hearing with us to discuss their budget, which is what we are doing tonight, giving people the opportunity to come in and discuss their budgets if they were not pleased with what the Town Administrator was suggesting; and then to try to come to a consensus as a Board. Mr. Ouellette asked if every department head was invited tonight. Mr. Vieira stated one of the issues we have had in the last month on these budgets, which started last year, is there is no way we can come to a consensus on personnel in some of these departments; there has been ongoing dialogue regarding these budgets with some of the Selectmen; Mr. Vieira stated he has reached out to the Police and Fire Chief's himself, Mr. King has met with others, but the problem is that the news is not good. Mr. Vieira stated that anytime we use one-time funds, we are going to keep having these problems; we need to keep open communications but realistically, there are no funds available, even at level funding, to do business as usual. Mr. Ouellette stated the Department Heads should be here, they should have been invited. Mr. Vieira stated then lets have them in at the next meeting; why would a Department Head feel that they had to be invited in, when all past practice has been that they have always come in and talked to the Town Administrator. Mr. Ouellette stated he would rather have a public process; Mr. Vieira stated that takes two people. Discussion continued regarding the budget process. Mr. Sullivan stated the Board has probably seen the traffic going back and forth, the Finance Committee is trying to establish a Financial Policies and Procedures which will give us goals to look at and which will give us some guiding principles for these specific discussions; it gives us a goal as to what we want in Stabilization,

we should have some type of goal to guide us for Free Cash and ongoing operations we want to chip away at; if we have some long term objectives, this may make it easier for us to come to conclusions as to what to do next; this is as good as it gets, we are in a recovery here; we have \$2million more in Revenue than we anticipated, half of our \$1.9m came in from under-estimated revenues and half from turn-backs. Discussion ensued regarding Free Cash makeup. Mr. Spirlet stated the Governor will be making more cuts, they are coming. Mr. Sullivan stated it will be to our advantage to put together some goals of where we are today and where we want to be; we need to help people understand. Mr. Vieira stated this Board has a debt management policy that was approved, a policy for dealing with one-time funds and we have Financial Policies and Procedures and we now have purchase orders but the problem we is that we are living beyond our means. Mr. King stated Mr. Sullivan's idea is a good one. Mr. Vieira stated on the next agenda for discussion will be the use of Free Cash and a goal for Stabilization. Mr. Sullivan stated the Finance Committee should be invited to the meeting also. Mr. King stated he would present something to the Board for the next meeting. Mr. Vieira stated this is good but it all comes back to balancing the budget; we charged the Town Administrator to do such; he could not balance the budget without looking at personnel; now, the Board can either do this, support or not support this but remember we have a big gap and we have not even looked at schools. Mr. Dutra stated he would strongly encourage Department Heads to attend the next meeting; we need to talk about the impacts of the recommendations; it does not do any of us any good for Department Heads to make a run to FinCom and if that does not work, take this to Town Meeting; it does not necessarily give a good showing because of the vote at the polls; we need to be straight forward about this, we need a hearing in public about this; we need to hear from the Department Heads on the budget that is on the floor and what this will mean for their departments recognizing the costs of overtime and mandates and without getting these discussions here or with the FinCom, it is not going to come out in an intelligent way. Mr. Dutra stated he had hoped the major departments would be coming in, presenting their original proposals, the Town Administrator's response to those budgets and to have an open discussion but that is clearly not going to happen tonight, there are no Department Heads here. Mr. Ouellette asked that after a leveled fund budget, what is left to put in Free Cash or Stabilization. Mr. King responded \$1.3million from Free Cash or \$788,000. from Stabilization but no money has been put aside for Collective Bargaining for FY'16, we have three Collective Bargaining Agreements for FY'15. Mr. Vieira stated he disagreed because this Board took a vote last year not to use Free Cash; Mr. Ouellette stated a policy that is subject to change. Mr. Ouellette stated he would ask that we spend less than what we under-estimated to come in, which is \$900,000. and we are going to spend \$688,000. of that; he agreed with conservative numbers but then we bank it. Mr. Sullivan stated we estimated somewhere in the range of 2½% but we came in around 7%; so it is a banner year but we should not bank on that again, we are a little high on the Free Cash this year but he would like Mr. King's assessment of that. Mr. Ouellette stated he had no problem putting money in the bank but lets keep the Town going in the meantime. Discussion continued regarding insurance, pension, hotel/meals tax, a pattern of departments padding their budgets, and the variables that affect the budget numbers. Mr. Sullivan requested of Mr. King to footnote or write down a strategy next to any line item so the Board won't be fuzzy about this down the road; this will help us focus. Mr. King stated he looked at the past two years; FY'15 was unrealistic. Mr. Vieira stated at this time, the budget discussion is suspended in order to hold the public hearing for Tax Classification but will resume following the hearing.

Public Hearing – RE: Tax Classification Hearing as required under M.G.L. Chapter 40, Section 56, regarding the percentage of local tax levy to be borne by each class of property for the Fiscal Year ‘15. Interested taxpayers are encouraged to attend and present oral or written comments.

The public hearing was opened at 6:00 PM. Board of Assessor's Robert Grillo, Steve Medeiros and John McDermott were present. Mr. Medeiros stated the Assessor's are recommending staying with a

single tax rate for residential and commercial; the rate will be the same because if the shift was toward commercial it would be too big a burden to the smaller businesses in Town, so historically, we are recommending staying at one rate. Mr. Vieira asked how the levy limit was arrived at. Mr. Vieira then reviewed the formula sheet with the Assessor's and stated last year's levy limit is taken and 2½% is added to it, then new growth is added to that for a total for FY'15; last year was \$274,000., next year will be \$237,000. so we are down in new growth. Mr. Medeiros stated our values and sales have been certified but not new growth yet, that should be in a day or two; Mr. McDermott stated that won't change if all is approved. Mr. Medeiros stated the tax rate can be set; the levy limit is what we have to pay out; we will watch for the one cent shift either way. Mr. Medeiros stated this year's tax rate is \$7.70 per thousand and the Board is recommending a 24¢ increase resulting in a single tax rate of \$7.94 per thousand. Discussion ensued regarding the new growth, the tax formula used, and the values being certified. Mr. McDermott stated he was comfortable with the Assessor's recommendation. Mr. Mauk asked how the 24¢ increase occurred; was it due to the 2½% increase. Discussion ensued regarding how the increase was arrived at. Mr. Spirlet stated that if the new growth keeps going down, it will hurt us; next year we don't have that new growth to add to our levy. Mr. Grillo stated the trend is that 2014 was a little higher due to a few large projects which may have inflated the figure. Mr. Sullivan questioned the assessed value being down a ½%. Mr. Mauk stated that variables include Debt Exclusion; what were they last year because they should be down from last year. Mr. Medeiros stated valuations come into effect and sales to determine values. Mr. Grillo stated they were working primarily with FY'13 sales values. Mr. Medeiros stated the value last year was from the tax bill of last year based on information from FY'13. Mr. Vieira stated there are four bills; the first two are typically estimates and the second two are actuals. Mr. King stated last year's Debt Exclusions were \$661,188.00; the Fire Station, Land Preservation and the School's Green Project (windows-Macomber and roof-high school). At this time, Mr. Vieira opened the hearing to public input.

Bill Burns stated at the BOS Meeting on November 17th, the Chairman spoke on valuations, specific properties and a letter from the Board of Assessor's. The letter talks about the reasons for the appraised properties. Mr. Burns reviewed the content of the letter. Mr. Burns questioned who wrote the letter and although the BOA staff work very hard, the comments in the letter did not answer any of the questions that were asked; he asked if there was a meeting of the BOA and were there any minutes from that meeting. A summary report did not contain addresses, last name, map numbers, etc. and the sales ratio column is blank. Mr. Burns questioned the graphs put together by Mr. Sullivan. Mr. Sullivan proceeded to explain his graphs. Mr. Burns stated that if he were to try to sell his home, he would want to realize the savings that he has invested in his home. Mr. Burns stated he requested from the BOA, a description of their re-assessing process; why are assessed values not catching up with selling prices; do they ever catch up; is the Town losing revenue; is Westport in a 10-year re-valuation process where every home is assessed at fair market value; and who at the State level qualifies the Town for property values. Mr. Burns stated in his opinion, the Town should hire an independent firm to professionally assess all 9,000 properties in Town; he believed this would bring revenues in and we would have a fair and equitable tax rate. Discussion ensued.

Bill Harkins stated he was referring to the same document as well as Mr. Burns and his concern was that properties were not being properly assessed and should the Board even consider setting the tax rate; he is not satisfied with the assessments; he was not sure this is being fairly done and he felt it was time for an independent firm; we need to be fair to all taxpayers. Discussion ensued.

Gary Mauk stated people in the north-end are complaining of unfairly being taxed and there are situations in the south-end. Mr. Mauk referred to the BOA letter of 11/14/14. He stated that in the letter, sale prices are not a good indicator of value but his truck taxes are based on sale price, as are the excise taxes and when you sell a property, the real estate stamp is based on sale price. Mr. Mauk stated the letter stated that part of the problem is human emotions paying on the sales price, out of Town

buyers, etc. and the BOA state their decisions are typical and reasonable assessing; it is not the BOA's job to make these types of decisions of what is fair and not fair; we need an outside independent firm to do a re-evaluation of the whole Town.

Motion made by Mr. Dutra to adopt the \$7.94 per thousand single tax rate as recommended. Second by Mr. Ouellette. Discussion ensued.

Before the vote, Mr. Mauk asked what was required in the number of signatures from registered voters on a petition to be put on the April ballot for a professional re-evaluation of the Town being done; would 200 signatures be enough. Mr. Vieira stated that a non-binding question could be placed by the vote of the Board. Mr. Ouellette stated this should be on the next agenda as an item. Mr. McDermott stated he had no problem with this being put on the ballot; but where do we get the money to cover the expense to do a re-val. Mr. Spirlet stated if voted yes, the rate would be \$7.94; what would the ramification be if voted no. Mr. Vieira stated we will be running out of money by January. Mr. McDermott stated that Ms. Borden wants the bills out by January 1st and being due in by February 1st, we are close now to missing that deadline. Mr. George Foster, former Treasurer, stated the Town will have to borrow if the Board does not vote tonight. Mr. Vieira encouraged Board members to vote tonight, regardless of where their passions were on this subject. Mr. Mauk stated he understood the ramifications and he did not object to setting the tax rate as long as the other issues are addressed. Mr. Vieira called for a vote of the motion on the floor. The Board voted unanimously in favor.

Mr. Foster stated in regards to putting a question on the ballot, subject to the Town Clerk, 1% of the registered voters are needed. Mr. Vieira stated that if the Board said no, then you would have to get 1% of the voters. Mr. Dutra stated why waste more time, just call the question tonight. Mr. Spirlet asked Mr. King for next week, to call around and get estimates for a re-valuation and put it on the BOS agenda. Mr. Burns asked if there were monies set aside for re-evaluations and how much. Mr. Medeiros stated it has been budgeted over the years. Mr. Vieira stated there is about \$200,000. Mr. Grillo stated this would be an oversight review but the DOR should be checked to see if this money can be used. Mr. Vieira stated it would be worth talking about this in future and once and for all, starting off from scratch and if there are any discrepancies fine, if there aren't fine also; at some point, we need to do this periodically; from that standpoint, it is worth bringing this to the voters.

Motion made by Mr. Ouellette to close the hearing at 7:09 PM. Second by Mr. Sullivan. The Board voted unanimously in favor.

Continued Budgets for FY'16

Mr. Vieira stated we were talking about revenue sources and the idea of inviting the Department Heads in to a meeting and also to our next meeting on December 15th to discuss budgets. Wayne Sunderland asked for clarification of a newspaper article that stated there will be the elimination of sixteen positions, including three from Fire and three from Police; is that still on. Mr. Vieira stated we are looking at three options: the Town Administrator's recommended budget with layoffs of sixteen people, a budget from the Department Heads that don't have layoffs and a budget that suggest no layoffs with a combination of some positions not being filled and some small reorganization. Mr. Dutra stated we need to invite Department Heads in, let them give their presentations and review the budgets that are before us. Mr. Vieira asked if it was healthy to have one-on-one meetings with Department Heads with at least one BOS member present between now and the next meeting because he was under the impression that Department Heads have been invited in to speak with Mr. King but that does not seem to be working. Mr. Sullivan stated he believed it was important to meet with Department Heads before or at our meeting, either way, but at the beginning of our meeting, we need to be on the same page in regards to long-term objectives. Mr. Vieira stated to some degree, we should talk about that, even this evening, so that we know whether we are going to hold the line, whether there will be layoffs or whether we are trying to fill the gap. Mr. Spirlet stated that when the Department

Heads come in, we should show them their budgets and see what their solution is, in working with what we have. Mr. Sullivan stated we can talk about it but we should adopt a set of policies, maybe at our next meeting, as a guideline focusing on the use of Free Cash and giving Mr. King direction. Mr. Vieira stated we gave Mr. King direction to balance the budget and that is what he has done so far. Mr. King stated his understanding of his direction from the Board was an operating budget that did not rely on one-time funds (Free Cash/Stabilization) and secondly, they wanted to begin to address the issue of the unfunded liability in OPEB and to begin to fund Capital Improvement using operating revenues. Mr. Vieira stated it is okay to second guess but that is the direction that was given. Mr. Ouellette stated he was not second guessing but he would expect the Town Administrator to come back with something that is reasonable in terms of public safety for the Town's people. Mr. Sullivan stated he would like to see something in writing in terms of what the Board gave as direction for guidance in our discussions. Mr. Gary Mauk stated the Board has a tough decision to make this year and it will only be tougher next year; it was a 5-0 vote to hire Mr. King, it was a 5-0 to address the underfunding and to come up with a balanced budget not using one-time funds and Mr. King has done that in spades which means it is now up to this Board to make decisions. Mr. Mauk continued to discuss the Stabilization Fund and the Town's unfunded liabilities and 9C cuts from the Governor for this budget that we are in now; he asked the Board to consider, what if a rule or law is passed that five percent is needed to cover our unfunded liabilities as a minimum. Mr. King stated it would mean \$2million. Mr. Mauk stated that an override would never be voted when people are watching mismanagement and failure to come to a reasonable agreement. Mr. Vieira asked what the pleasure of the Board was in regards to Department Head meetings. Mr. King stated he will put together guiding principles and get them to the Board. Mr. Spirlet stated to meet with as many Department Heads as possible and give them the option to meet with the Board also. Mr. Ouellette stated that an email be sent out to all Department Heads that the Selectmen will probably be deciding on their budget next meeting and if they wish to present their case to attend the next BOS Meeting. Mr. Vieira stated that in addition, he will be reaching out to Department Heads also; it is bad news but we need to talk about it and build a consensus; the BOS are willing to look at options. Mr. Spirlet asked Mr. King to find out if the PILOT for Westport will still be coming. Mr. Vieira stated as an agenda for next meeting, the financial needs to be addressed for figures; and we need to move forward on this re-organization. Mr. Dutra stated we need figures from FY'15 to continue; how can we talk about our budget without this year's figures. Mr. Sullivan asked what the delays were behind why we don't have the figures. Mr. Ouellette stated he was in favor of the financial; that was the whole thing behind Mr. Foster retiring. Mr. Vieira stated the Town needs to look at how we handle the financials. Mr. King stated he will be forwarding a Finance Director's job description to the Board. Mr. Dutra stated we will need to talk about impact bargaining. Mr. Wayne Sunderland asked the Board, who is representing those employees that will be adversely affected; who is talking to the Unions; and who will be standing up for long-standing employees being affected that are not in the Union. Mr. Vieira stated the BOS is providing leadership and management by government structure but the Union, as in past history, is trying to dominate the process; the concern is understood but it can't be business as usual; we have talked with the Unions and they don't like the answers but we have talked to them. Mr. Mauk stated that Mr. Dutra would like to see numbers but you will not get hard numbers until June or July and once you get them they have to go to the State for certification, so it won't be until August for hard figures for the previous year. Mr. King stated that what is being looked for is figures to date in all the categories. Mr. Dutra stated that in doing the budget, you need last years and this years to date; revenues vs. actuals. Mr. Vieira stated a Finance Director is to look over expenditures, auditing of time cards, purchase orders, etc., a kind of Business Manager for day-to-day responsibilities such as the School has; we don't have that on the Town side and we are struggling with those kinds of issues. Mr. Vieira stated he don't agree with some parts of the re-organization but Mr. King is trying to come up with an example that this Board can take a look at

and see if we agree. Mr. Spirlet stated if the Unions are willing to take a cut in pay and work with the Town, maybe we will be able to save an employee. Mr. Ouellette stated can't blame the Unions when Non-Union are getting a 20% raise. Mr. Vieira stated we have not given anybody a raise. Discussion continued; no votes were taken.

Motion made by Mr. Sullivan to adjourn the Board of Selectmen Meeting at 7:30 PM. Second by Mr. Ouellette. The Board voted unanimously in favor.

Adjournment.

Respectfully submitted,

Diane Pelland, Administrative Asst/Confidential Clerk
to the Board of Selectmen

APPROVED: _____
R. Michael Sullivan, Clerk