AGENDA

CALL TO ORDER

ANNOUNCEMENT OF OPEN MEETING RECORDINGS
Any person may make a video or audio recording of an open session of a meeting, or may transmit the meeting through any medium, subject to reasonable requirements of the chair as to the number, placement and operation of equipment used so as not to interfere with the conduct of the meeting. Any person intending to make such recording shall notify the Chair forthwith. All Documents and exhibits used or referenced at the meeting must be submitted in duplicate to the City Clerk, as they become part of the Meeting Minutes.

1-1 Review and Approval of June 12, 2019 Regular Meeting Minutes.

2-1 An Order to Raise and Appropriate $454,290.00 for Fiscal Year 2020 School Department Budget.

2-2 An Order Rescinding Order No. 12879, An Order Appropriating $177,316.00 from Available Funds – Cable Commission Fees Reserved – to the FY2020 Cable Commission Budget.


3-1 A Measure Confirming the Mayor’s Appointment of M. Paul Carlberg to the position of Member, Redevelopment Authority, for term expiring June 26, 2024.

3-2 A Measure Confirming the Mayor’s Appointment of Sebazius Athame to the position of Member, Disability Commission, for term expiring July 18, 2022.

3-3 A Measure Confirming the Mayor’s Appointment of Jason Pelavin to the position of Member, Bandstand Committee, for term expiring July 16, 2020.

3-4 A Measure Confirming the Mayor’s Appointment of Donna Russo to the position of Member, Bandstand Committee, for term expiring July 16, 2022.

3-5 A Measure Confirming the Mayor’s Appointment of Michael Zlotnik to the position of Member, Bandstand Committee, for term expiring July 16, 2021.

3-6 A Measure Confirming the Mayor’s Appointments of Elections Officers for terms expiring August 31, 2020.

3-7 City Treasurer/Collector of Taxes Search process.

4-1 An Ordinance to Amend the Code of the City of Gardner, Chapter 171 Thereof, Entitled “Personnel,” to Change Compensation Schedule “Exhibit A –Mayor.”
AGENDA

4-2 An Ordinance to Amend the Code of the City of Gardner, Chapter 171 Thereof, Entitled “Personnel,” to Change Compensation Schedule “Exhibit B – City Council.”

5-1 A Measure Authorizing the Public Works Director to File Applications and Execute Agreements for Grant and/or Loan Assistance Relating to Water Pollution Abatement Projects.

6-1 A Measure Declaring Surplus for Purpose of Disposal Land and Buildings at 62 Lincoln Street.

ADJOURNMENT

Items listed on the Agenda are those reasonably anticipated by the Chair to be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.
The Finance Committee meeting was called to order by President Scott Joseph Graves at 12:00 p.m. in the City Council Chamber, Room 219, City Hall.

Finance Committee Members present were Council President Scott Joseph Graves and Councillors Ronald Cormier and James Walsh.

Others participating or in attendance: Mayor Mark Hawke; City Auditor John Richard; City Assessor Susan Byrne; City Treasurer/Collector Charline Daigle; Contributory Retirement Board Chairperson Denise Merriam; Purchasing Agent/Civil Enforcement Director Jennifer Dymek; Information Technology Director Robert O’Keefe; Community Development & Planning Director Trevor Beauregard; Human Resources Director Debra Pond; DPW Director Dane Arnold; DPW Assistant Director Rob Oliva; City Engineer Chris Coughlin; and, City Clerk Alan Agnelli.

President Graves asked if anyone present planned to record the meeting, in accordance with the requirements of the Open Meeting Law, as follows:

> Any person may make a video or audio recording of the open session of this meeting so long as it does not interfere with the conduct of the meeting. All documents and exhibits used or referenced at this meeting shall be submitted in duplicate to the City Clerk, as they become part of the minutes of the meeting. Is there anyone present who will be recording this meeting?

No one responded.

1-1 **Reading and Approval of Minutes of Prior Meeting.**

On a motion by Councillor Ronald Cormier and seconded by Councillor James Walsh, it was voted to approve the Minutes of the May 20, 2019 Regular Meeting, as printed.

**FY2020 Budget Hearings**

**Mayor**

- Administrative Assistant Salary & Wages – The Mayor is planning to hire an Executive Aide replacement at the same rate of pay following Budget adoption. The former EA wrote grant applications for Information Technology, the Community Compact, and a National Grid Tree grant.
- On inquiry from Councillor Walsh, the Mayor stated that his intended EA does not have grant writing experience, as the former EA also did not.
- Professional Services - Includes $5,500 for JATA; $6,250 for CivicPlus Website hosting; and, $360 for CH panic button monitoring. The system “is up and working.”

**Unclassified**

- Capital Improvement Plan - $50,000 for small items. Plans for new diving board at the Greenwood Pool.
- MRPC Assessment increasing in FY2020.
- Taxes Other Towns – Land in Hubbardston and Templeton (Airport).
• Water – Increase of $2,500 over FY19 – water use varies from year-to-year – budget covers all but the school department facilities. The City is billed quarterly.
• Telephone – Covers all telephone except for the schools. Not budgeted under IT Department as it is not “IT related.”

Assessor
• Temporary Projects Salary & Wages – Residential data collectors (in-house).
• Professional Services - $2,500 for Atty. Ellen Hutchinson who handles the City’s Appellate Tax Board cases.
• Valuation Update – $25,000 for Commercial, Industrial, and Personal Property listings.

Treasurer/Collector/Debt Service/Insurance
• Department Head Salary & Wages – Mayor noted salary range on the Compensation Plan begins around $73,000 to about $83,000. May be able to hire at lower rate of the new Treasurer is inexperienced. Councillor Cormier recommended that the line item remain as proposed.
• Senior Account Clerk – Reduced due to a new employee hired at a lower step.
• Computer Programmer/Operator – Position split between Treasury and IT.
• Parking Meter Clerk – Mayor cut requested amount to $12,730. Department requested a part-time employee for 6 hours per week to train for possible turnover. Current Meter Clerk works 12 hours per week.
• Overtime – Varies depending on the department’s needs – balancing receipts at the end of each day, filling in for vacations, etc.
• Postage – Decreased by $13,000 since the DPW now has its own meter for water and sewer billings. The reduced amount was added to the DPW’s budget.
• Parking Meter Maintenance - $25,000. $16,500 for IPS for meter maintenance; $2,100 for monthly fees; and, the balance for meter supplies. The DPW provides line painting around the metered areas and repairs parking meter posts.
• Debt Service (Ln 659) – All budgeted Inside Debt Principal & Interest has been authorized. Any unnecessary authorized debt will be presented for rescission.

Contributory Retirement
• Board Administrator Salary & Wages – Retirement Board granted the Administrator a 4% adjustment over the next 4 years.
• Temporary Salary & Wages – A college student has been scanning all Retirement records into a database. All active personnel records have been scanned and now the part-timer is scanning all retired employee records.
• Contributory Retirement Assessment (Ln 686) – PERAC assesses the amount based on an actuarial analysis.
• The City is on schedule for 2032 for full-funding of its obligations. Currently funded at 59% of liability.
• Councillor Walsh questioned the amount of the Assessment that applies to the unfunded liability. John Richard will provide to the Finance Committee.

**Purchasing/Civil Enforcement**
- Senior Account Clerk – Reduced due to a new employee hired at a lower step.
- Civil Enforcement Professional Services – Payments to vendor fluctuate based on the number of citations issued. Decreased due to change in the winter parking ban restriction. Approximately 85% citation collection rate.

**Law Department**
- Legal Research - $5,000 to compensate paralegal to perform legal research on municipal matters – Paralegal is employed by Flick Law Group. City’s insurer will not provide coverage since paralegal is not a municipal employee. Councillor Walsh questioned the method by which the funds would be paid – to the individual or to the Law firm? The Mayor will inquire with the City Solicitor.
- President Graves noted that he utilizes the Social Law Library at a rate of $250/year.

**Information Technology**
- Software/Service/License Renewals - $31,000 increase due to reallocation of IT funds from the Police and Fire Department.
- Mayor advised funds were cut from the PD and FD budgets.
- Includes Motorola System Warranty Agreement (10 year hardware warranty).

**Community Development & Planning**
- Budget primarily level-funded.
- Professional Services $3,500 should be under Professional Development & Travel - will be reclassified by the Auditor.
- Office Supplies supplemented by CDBG and GRA funds.

**Human Resources/Benefits/Insurance**
- Department Head Salary & Wages - Councillor Walsh questioned the HR Director’s duties in the coming year. Debra Pond informed the Committee that she now handles all municipal and school department employees. School Department was integrated with the City’s HR Department when Denise Clemons served as Superintendent of Schools, since the School Department did not have an HR person. On questioning by Councillor Walsh, Ms. Pond reported that she was involved with consolidating the School Department’s records when the Salary and Compensation Study was initiated in 2015. She added that she believed that the HR Director's position should have been classified at a higher Grade (12).
Clerk/Asst. Salary & Wages – Department proposed that current Assistant position be upgraded to an Administrative Assistant. The Mayor reduced the line item.

More staff is needed to meet the demands of the Office.

Councillor Walsh questioned whether the HR Director’s position should be divided between the City and the School Department, as is the practice for the IT Director’s position. The Mayor said that the City receives some funds through indirect reimbursement, but that the Indirect Cost Rate should be renegotiated with the School Department in order to obtain additional reimbursement for the HR Director’s salary.

Health Insurance (Ln. 699) – Budgeted under “Health Insurance” and then broken out at the end of the Fiscal Year among the two accounts.

Auditor

Assistant Salary & Wages – Employee now at Step 5 under Union Contract.

Professional Services – Increased due to full actuarial (every other year).

$50,000 for full Audit (Melanson-Heath).

City Council/City Clerk/Elections & Registrations

City Council – Legal Counsel reduced by $2,000.


New Ballot scanners were requested and are included in the FY2020 Capital Improvement Plan – estimated cost $70,000.00. Current AccuVote ballot scanners were purchased in the year 2000 and production stopped in 2006. All replacement parts are obtained from trade-in machines – used parts. Two ballot readers failed at the September 2018 State Primary and one reader failed at the 2018 State Election – two spares were available to replace them at each election. All have received annual maintenance and servicing; however, concerns that they may not perform for much longer. Absent new ballot scanners, then the alternative is to return to hand counted ballots.

2-1 An Order Transferring $156,000.00 from Sewer Surplus to Sewer Department, AWWTP Contract Operations.

Reporting on the four Money Orders (2-1 through 204), Dane Arnold informed the Committee that the City’s Contract with Suez expired on October 31, 2018 and that the respective Enterprise Budgets included expenses for a partial year, assuming that the City would take control of the operations on November 1, 2018. Since that did not happen, there are shortfalls in the AWWTP Contract budget, so transfers are needed to move funds from City-side budgets to the contract operations. He added that chemical and electrical costs were not bid nationally by Suez for better rates because they did not anticipate continuing beyond October, so the City’s costs are greater and funds are needed to meet the shortfall.
On a motion by Councillor Ronald Cormier and seconded by Councillor James Walsh, it was voted to recommend to the City Council that the following Order ought to pass:

**AN ORDER APPROPRIATING FROM SEWER SURPLUS TO SEWER DEPARTMENT - AWWTP CONTRACT OPERATIONS.**

ORDER: That there be and is hereby appropriated the sum of One Hundred Fifty-Six Thousand Dollars and No Cents ($156,000.00) from Sewer Surplus to Sewer Department, AWWTP Contract Operations.

2-2 **An Order Transferring $175,000.00 from Sewer Department Maintenance Crew to Sewer Department, AWWTP Contract Operations.**

On a motion by Councillor Ronald Cormier and seconded by Councillor James Walsh, it was voted to recommend to the City Council that the following Order ought to pass:

**AN ORDER TRANSFERRING FROM SEWER MAINTENANCE CREW TO AWWTP CONTRACT OPERATIONS.**

ORDER: That there be and is hereby a transfer for the sum of One Hundred Seventy-five Thousand Dollars and No Cents ($175,000.00) from Sewer Maintenance Crew to AWWTP Contract Operations.

2-3 **An Order Transferring $226,000.00 from Water Surplus to Water Department, AWWTP Contract Operations.**

On a motion by Councillor Ronald Cormier and seconded by Councillor James Walsh, it was voted to recommend to the City Council that the following Order ought to pass:

**AN ORDER APPROPRIATING FROM WATER SURPLUS TO AWWTP CONTRACT OPERATIONS.**

ORDER: That there be and is hereby appropriated the sum of Two Hundred Twenty-Six Thousand Dollars and No Cents ($226,000.00) from Water Surplus to AWWTP Contract Operations.

2-4 **An Order Transferring $145,000.00 from Water Department Maintenance Crew to Water Department, AWWTP Contract Operations.**

On a motion by Councillor Ronald Cormier and seconded by Councillor James Walsh, it was voted to recommend to the City Council that the following Order ought to pass:

**AN ORDER TRANSFERRING FROM WATER MAINTENANCE CREW TO AWWTP CONTRACT OPERATIONS.**

ORDER: That there be and is hereby a transfer for the sum of One Hundred Forty-five Thousand Dollars and No Cents ($145,000.00) from Water Maintenance Crew to AWWTP Contract Operations.
2-5 **An Order Appropriating $201,000.00 from Free Cash to Public Works – Road Resurfacing.**

On a motion by Councillor James Walsh and seconded by Councillor Ronald Cormier, it was voted to recommend to the City Council that the following Order ought to pass:

**AN ORDER APPROPRIATING A SUM OF MONEY FROM FREE CASH TO PUBLIC WORKS DEPARTMENT – ROAD RESURFACING**

ORDER: That there be and is hereby appropriated the sum of Two Hundred One Thousand Dollars and No Cents ($201,000.00) from Free Cash to Public Works – Road Resurfacing.

2-6 **An Order Appropriating $345,000.00 from Free Cash to Snow and Ice Removal.**

The Mayor informed the Committee that the City has not yet received the anticipated reimbursement from FEMA; therefore, funds to cover the entire snow and ice deficit is included in the money order.

On a motion by Councillor James Walsh and seconded by Councillor Ronald Cormier, it was voted to recommend to the City Council that the following Order ought to pass:

**AN ORDER APPROPRIATING FROM FREE CASH TO SNOW AND ICE REMOVAL.**

ORDER: That there be and is hereby appropriated the sum of Three Hundred Forty-Five Thousand Dollars and No Cents ($345,000.00) from Free Cash to Snow and Ice Removal.

4-1 **An Ordinance to Amend the Code of the City of Gardner, Chapter 171, Thereof, Entitled “Personnel,” to Change Compensation Schedule “Exhibit E – Non-Union Employees.”**

Councillor Walsh stated that after hearing from the Human Resources Director, he is very concerned that the City still does not have a Step/Compensation System in place. He added that the process has involved “cherry-picking” and treating positions differently, noting the HR Director and Deputy Chief of Police, as examples.

On a motion by Councillor James Walsh and seconded by Councillor Ronald Cormier, it was voted to recommend to the City Council that the following Ordinance be ordered to First Printing:

**AN ORDINANCE TO AMEND THE CODE OF THE CITY OF GARDNER, CHAPTER 171 THEREOF, ENTITLED “PERSONNEL” TO CHANGE COMPENSATION SCHEDULE EXHIBIT E.**

Be it Ordained by the City Council of the City of Gardner as follows:

Section 1. Section 171-68 of Chapter 171, Personnel, of the Code of the City of Gardner is hereby amended by deleting and repealing Compensation Schedule Exhibit E and inserting in place thereof, the following:
### Exhibit E

**Non-Union Employees**

**Effective Date:** 07/01/2019

**Department Heads**

<table>
<thead>
<tr>
<th>Position</th>
<th>Grade</th>
<th>Annual</th>
<th>Weekly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building Commissioner</td>
<td>G-10</td>
<td>$78,151.60</td>
<td>$1,502.92</td>
</tr>
<tr>
<td>Chief of Police</td>
<td>G-13</td>
<td>$103,219.64</td>
<td>$1,984.99</td>
</tr>
<tr>
<td>City Assessor</td>
<td>G-9</td>
<td>$73,137.78</td>
<td>$1,406.50</td>
</tr>
<tr>
<td>City Auditor</td>
<td>G-10</td>
<td>$81,275.75</td>
<td></td>
</tr>
<tr>
<td>Retirement Board (ex officio)</td>
<td></td>
<td>$3,000.00</td>
<td></td>
</tr>
<tr>
<td>Total Compensation:</td>
<td></td>
<td>$84,275.75</td>
<td>$1,620.69</td>
</tr>
<tr>
<td>City Clerk</td>
<td>G-10</td>
<td>$79,714.63</td>
<td></td>
</tr>
<tr>
<td>Clerk of the City Council</td>
<td>MGL c. 41, §19F</td>
<td>$3,500.00</td>
<td>$550.00</td>
</tr>
<tr>
<td>Registrar of Voters</td>
<td>MGL c. 41, §19G</td>
<td>$1,300.00</td>
<td>$1,610.86</td>
</tr>
<tr>
<td>Total Compensation:</td>
<td></td>
<td>$83,764.63</td>
<td>$1,610.86</td>
</tr>
<tr>
<td>City Treasurer/Collector</td>
<td>G-10</td>
<td>$84,118.88</td>
<td></td>
</tr>
<tr>
<td>MGL c. 32, §20(6)</td>
<td></td>
<td>$300.00</td>
<td>$1,623.44</td>
</tr>
<tr>
<td>Total Compensation:</td>
<td></td>
<td>$84,418.88</td>
<td>$1,623.44</td>
</tr>
<tr>
<td>City Engineer</td>
<td>G-11</td>
<td>$85,175.44</td>
<td>$1,637.99</td>
</tr>
<tr>
<td>City Solicitor</td>
<td>G-10</td>
<td>$80,632.20</td>
<td>$1,550.62</td>
</tr>
<tr>
<td>Council on Aging Director</td>
<td>G-6</td>
<td>$57,587.68</td>
<td>$1,107.46</td>
</tr>
<tr>
<td>Director of Community Development &amp; Planning</td>
<td>G-6</td>
<td>$65,838.94</td>
<td>$22,250.47</td>
</tr>
<tr>
<td></td>
<td></td>
<td>CDBG: $4,636.05</td>
<td></td>
</tr>
<tr>
<td>Total Compensation:</td>
<td></td>
<td>$92,725.46</td>
<td>$1,783.18</td>
</tr>
<tr>
<td>Director of Local Origination &amp; Educational Planning</td>
<td>G-6</td>
<td>$64,468.75</td>
<td>$1,239.78</td>
</tr>
<tr>
<td>Director of Public Health</td>
<td>G-10</td>
<td>Step 1: $70,358.09</td>
<td>$1,353.04</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Step 2: $78,476.33</td>
<td>$1,509.16</td>
</tr>
<tr>
<td>Fire Chief</td>
<td>G-12</td>
<td>$94,698.74</td>
<td>$1,821.13</td>
</tr>
<tr>
<td>Golf Course Driving Range/Superintendent</td>
<td>G-9</td>
<td>$76,571.97</td>
<td>$1,472.54</td>
</tr>
<tr>
<td>Human Resources Director</td>
<td>G-11</td>
<td>$88,582.77</td>
<td>$1,703.51</td>
</tr>
<tr>
<td>Information Technology Director</td>
<td>G-11</td>
<td>City: $47,956.30</td>
<td>$47,956.30</td>
</tr>
<tr>
<td></td>
<td></td>
<td>School: $47,956.30</td>
<td></td>
</tr>
<tr>
<td>Total Compensation:</td>
<td></td>
<td>$95,912.60</td>
<td>$1,844.47</td>
</tr>
<tr>
<td>Library Director</td>
<td>G-9</td>
<td>$75,411.22</td>
<td>$1,450.22</td>
</tr>
<tr>
<td>Public Works Director</td>
<td>G-12</td>
<td>$100,093.31</td>
<td>$1,924.87</td>
</tr>
<tr>
<td>Purchasing Agent/Civil Enforcement Director</td>
<td>G-10</td>
<td>$77,008.55</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>MGL c. 148A, §5</td>
<td>$2,500.00</td>
</tr>
<tr>
<td>Total Compensation:</td>
<td></td>
<td>$79,508.55</td>
<td>$1,529.01</td>
</tr>
<tr>
<td>Veterans’ Director</td>
<td>G-6</td>
<td>$58,008.62</td>
<td>$1,115.55</td>
</tr>
</tbody>
</table>
### Non-Union Direct and Supervisory Staff

<table>
<thead>
<tr>
<th>Position</th>
<th>Grade</th>
<th>Annual</th>
<th>Weekly</th>
<th>Hourly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant City Clerk</td>
<td>G-3</td>
<td>$42,765.62</td>
<td>$822.42</td>
<td>$22.23</td>
</tr>
<tr>
<td></td>
<td>Step 1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Step 2 (5 Yrs)</td>
<td>$43,620.93</td>
<td>$838.86</td>
<td>$22.67</td>
</tr>
<tr>
<td></td>
<td>Step 3 (10 Yrs)</td>
<td>$44,493.35</td>
<td>$855.64</td>
<td>$23.13</td>
</tr>
<tr>
<td>Assistant City Engineer</td>
<td>G-8</td>
<td>$67,103.22</td>
<td>$1,290.45</td>
<td></td>
</tr>
<tr>
<td>Assistant City Solicitor</td>
<td>G-3</td>
<td>$44,569.21</td>
<td>$857.10</td>
<td></td>
</tr>
<tr>
<td>Assistant City Treasurer/Collector</td>
<td>G-5</td>
<td>$53,370.84</td>
<td></td>
<td>$1,026.36</td>
</tr>
<tr>
<td>Assistant Director of City Community Development**</td>
<td>G-7</td>
<td>$3,342.81</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>CDBG</td>
<td>$63,513.30</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Compensation</td>
<td></td>
<td>$66,856.11</td>
<td></td>
<td>$1,285.69</td>
</tr>
<tr>
<td>Assistant Director of Public Health</td>
<td>G-5</td>
<td>$53,370.84</td>
<td></td>
<td>$1,026.36</td>
</tr>
<tr>
<td>Assistant Director of Public Works</td>
<td>G-9</td>
<td>$73,137.78</td>
<td></td>
<td>$1,406.50</td>
</tr>
<tr>
<td>Assistant Library Director</td>
<td>G-6</td>
<td>$58,421.21</td>
<td></td>
<td>$1,123.48</td>
</tr>
<tr>
<td>Conservation/Planning Agent</td>
<td>G-6</td>
<td>$59,012.30</td>
<td></td>
<td>$1,134.85</td>
</tr>
<tr>
<td>Deputy Chief of Police</td>
<td>G-11</td>
<td>$89,434.53</td>
<td></td>
<td>$1,719.89</td>
</tr>
<tr>
<td>Director of Public Safety Regional Dispatch Center</td>
<td>G-9</td>
<td>$74,284.56</td>
<td></td>
<td>$1,428.55</td>
</tr>
<tr>
<td>Economic Development Coordinator**</td>
<td>G-7</td>
<td>$58,262.40</td>
<td></td>
<td>$1,120.43</td>
</tr>
<tr>
<td>Executive Secretary</td>
<td>G-4</td>
<td>$47,553.41</td>
<td></td>
<td>$914.49</td>
</tr>
<tr>
<td>GIS/Energy Analyst</td>
<td>G-5</td>
<td>$59,160.00</td>
<td></td>
<td>$1,137.69</td>
</tr>
<tr>
<td>Golf Professional</td>
<td>G-6</td>
<td></td>
<td></td>
<td>$1,281.30</td>
</tr>
<tr>
<td>Golf Pro Manager</td>
<td>G-6</td>
<td></td>
<td></td>
<td>$1,104.08</td>
</tr>
<tr>
<td>Local Inspector</td>
<td>G-6</td>
<td>$60,329.20</td>
<td></td>
<td>$1,160.18</td>
</tr>
<tr>
<td>Producer</td>
<td>G-2</td>
<td>$48,386.40</td>
<td></td>
<td>$930.51</td>
</tr>
<tr>
<td>Senior Animal Control Officer</td>
<td>G-2</td>
<td>$40,606.04</td>
<td></td>
<td>$780.89</td>
</tr>
<tr>
<td>Systems Manager</td>
<td>G-6</td>
<td>$63,809.37</td>
<td></td>
<td>$1,227.10</td>
</tr>
<tr>
<td>Electrical Inspector</td>
<td>G-6</td>
<td></td>
<td></td>
<td>$31.35</td>
</tr>
<tr>
<td>Plumbing Inspector</td>
<td>G-6</td>
<td></td>
<td></td>
<td>$31.35</td>
</tr>
<tr>
<td>Transfer Station Supervisor</td>
<td>G-3</td>
<td></td>
<td></td>
<td>$22.17</td>
</tr>
<tr>
<td>Executive Aide</td>
<td></td>
<td></td>
<td></td>
<td>$27.06</td>
</tr>
</tbody>
</table>

#### Annual and Monthly

<table>
<thead>
<tr>
<th>Position</th>
<th>Annual</th>
<th>Monthly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Civil Defense Director</td>
<td>$9,171.88</td>
<td>$764.32</td>
</tr>
<tr>
<td>Sealer of Weights &amp; Measures</td>
<td>$9,341.37</td>
<td>$778.45</td>
</tr>
</tbody>
</table>

### Non-Union Staff Positions

<table>
<thead>
<tr>
<th>Position</th>
<th>Grade</th>
<th>Annual</th>
<th>Weekly</th>
<th>Hourly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Animal Control Officer</td>
<td>G-1</td>
<td>$33,555.40</td>
<td>$645.30</td>
<td>$16.13</td>
</tr>
<tr>
<td>Step 1</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Step 2 (5 Years)</td>
<td></td>
<td>$34,226.51</td>
<td>$658.20</td>
<td>$16.46</td>
</tr>
<tr>
<td>Step 3 (10 Years)</td>
<td></td>
<td>$34,911.04</td>
<td>$671.37</td>
<td>$16.78</td>
</tr>
<tr>
<td>Position</td>
<td>Grade</td>
<td>Step 1</td>
<td>Step 2</td>
<td>Step 3</td>
</tr>
<tr>
<td>----------------------------------</td>
<td>-------</td>
<td>---------</td>
<td>---------</td>
<td>---------</td>
</tr>
<tr>
<td>Alternate Animal Control Officer</td>
<td>N/A</td>
<td>$12.50</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Certified Pool Operator</td>
<td>S-4</td>
<td>$22.11</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Golf Course Laborer/Pro Shop Assistant</td>
<td>GC-4</td>
<td>$12.50</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Library Librarian</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior Library Technician</td>
<td></td>
<td>$19.91</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Library Technician</td>
<td></td>
<td>$18.78</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Library Clerical Staff</td>
<td></td>
<td>$13.14</td>
<td>$13.40</td>
<td></td>
</tr>
<tr>
<td>Head Lifeguard</td>
<td></td>
<td>$15.30</td>
<td>$16.73</td>
<td></td>
</tr>
<tr>
<td>Parking Meter Clerk</td>
<td></td>
<td>$16.65</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Production Assistant</td>
<td></td>
<td>$14.77</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Transfer Station Monitor</td>
<td></td>
<td>$12.50</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Non-Union Staff: Temporary, Seasonal, and Intermittent Positions**

<table>
<thead>
<tr>
<th>Position</th>
<th>Grade</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Animal Shelter Attendant</td>
<td></td>
<td>$12.50</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Budget/Project Manager** City</td>
<td></td>
<td>$1.09</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRA</td>
<td></td>
<td>$.65</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CDBG</td>
<td></td>
<td>$22.85</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Compensation:</td>
<td></td>
<td>$24.89</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Building Maintenance Craftsman</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>$18.09</td>
<td>$20.41</td>
<td>$22.74</td>
</tr>
<tr>
<td>Building Maintenance Man</td>
<td></td>
<td>$16.54</td>
<td>$18.79</td>
<td>$21.03</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Council on Aging Coordinator</td>
<td></td>
<td>$13.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Financial Administrator</td>
<td></td>
<td>$15.08</td>
<td>$17.98</td>
<td>$21.21</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Financial Clerk</td>
<td></td>
<td>$13.85</td>
<td>$16.29</td>
<td>$19.01</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Golf Pro Shop Supervisor</td>
<td></td>
<td>$14.08</td>
<td>$14.62</td>
<td>$15.16</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grounds Maintenance Man GC-8</td>
<td></td>
<td>$16.56</td>
<td>$18.22</td>
<td>$20.16</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Motor Equipment Repairman GC-8</td>
<td></td>
<td>$16.56</td>
<td>$18.22</td>
<td>$20.16</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Working Foreman – Grounds</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>$20.35</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maintenance Man GC-9</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>$20.35</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Working Foreman – Motor</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equipment Repairman GC-9</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>$20.35</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Librarian</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>$21.85</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senior Library Technician</td>
<td></td>
<td>$19.91</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Library Technician</td>
<td></td>
<td>$18.78</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Library Clerical Staff</td>
<td></td>
<td>$13.14</td>
<td>$13.40</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Non-Union Staff: Temporary, Seasonal, and Intermittent Positions

<table>
<thead>
<tr>
<th>Position</th>
<th>Grade</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alternate Animal Control Officer</td>
<td>N/A</td>
<td>$12.50</td>
<td></td>
<td></td>
<td>$13.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Certified Pool Operator</td>
<td>S-4</td>
<td>$22.11</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Golf Course Laborer/Pro Shop Assistant</td>
<td>GC-4</td>
<td>$12.50</td>
<td></td>
<td></td>
<td>$13.00</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

06-12-2019 Finance Committee Meeting Minutes  Page 9 of 13
### 4-2 An Ordinance to Amend the Code of the City of Gardner, Chapter 171, Thereof, Entitled “Personnel,” to Change Compensation Schedule “ Exhibit A – Mayor” and Exhibit B – City Council.”

Councillor Ronald Cormier moved to recommend to the City Council that the following Ordinance be ordered to First Printing:

AN ORDINANCE TO AMEND THE CODE OF THE CITY OF GARDNER, CHAPTER 171 THEREOF, ENTITLED “PERSONNEL” TO CHANGE COMPENSATION SCHEDULE EXHIBITS A AND B.

Be it Ordained by the City Council of the City of Gardner as follows:

Section 1. Section 171-68 of Chapter 171, Personnel, of the Code of the City of Gardner is hereby amended by deleting and repealing Compensation Schedule Exhibit A and inserting in place thereof, the following:

<table>
<thead>
<tr>
<th>Effective 1-2-2018</th>
<th>Effective 1-6-2020</th>
<th>Effective 1-4-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>$92,196.00</td>
<td>$94,040.00</td>
<td>$95,921.00</td>
</tr>
</tbody>
</table>

Section 2. Section 171-68 of Chapter 171, Personnel, of the Code of the City of Gardner is hereby amended by deleting and repealing Compensation Schedule Exhibit B and inserting in place thereof, the following:
Section 3. Effective date.

This ordinance shall become effective on passage and publication as required by law.

Councillor James Walsh seconded the motion for discussion purposes.

On the motion, Councillor Walsh suggested that the Committee recommend that the Ordinance be substituted with a provision granting only a single year wage adjustment beginning on January 6, 2020 and that the Council revisit the matter next year for consideration of possible adjustments.

Mayor Hawke informed the Committee that all non-union employees were granted a 2% cost-of-living wage adjustment in the past year and that the Mayor’s position and City Councillors were excluded.

Citing the Wage & Step System Study that the City contracted in recent years, Councillor Walsh reminded the Mayor that he told the Committee that he would present such a system to the City Council for implementation, but that he has not.

Councillor Walsh moved to recommend that the proposed Ordinance be substituted to include an adjustment in only the first year.

Councillor Ronald Cormier seconded the motion.

On the motion, Mayor Hawke recommended that the one-time adjustment should reflect a 4% increase, effective January 6, 2020.

President Graves stated that he would not support wage increases for the Mayor and the Councillors.

On the motion by Councillor Ronald Cormier and seconded by Councillor James Walsh, it was voted, two (2) yea, Councillors Ronald Cormier and James Walsh; one (1) nay, President Scott Graves, to recommend to the City Council that the following Ordinance be ordered to First Printing:

AN ORDINANCE TO AMEND THE CODE OF THE CITY OF GARDNER, CHAPTER 171 THEREOF, ENTITLED “PERSONNEL” TO CHANGE COMPENSATION SCHEDULE EXHIBITS A AND B.

Be it Ordained by the City Council of the City of Gardner as follows:
Section 1. Section 171-68 of Chapter 171, Personnel, of the Code of the City of Gardner is hereby amended by deleting and repealing Compensation Schedule Exhibit A and inserting in place thereof, the following:

<table>
<thead>
<tr>
<th>Exhibit A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mayor</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Effective 1-2-2018</th>
<th>Effective 1-6-2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>$92,196.00</td>
<td>$94,040.00</td>
</tr>
</tbody>
</table>

Section 2. Section 171-68 of Chapter 171, Personnel, of the Code of the City of Gardner is hereby amended by deleting and repealing Compensation Schedule Exhibit B and inserting in place thereof, the following:

<table>
<thead>
<tr>
<th>Exhibit B</th>
</tr>
</thead>
<tbody>
<tr>
<td>City Council</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Position</th>
<th>Effective 1-2-2018</th>
<th>Effective 1-6-2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>President</td>
<td>$10,707.00</td>
<td>$10,921.00</td>
</tr>
<tr>
<td>Councillor</td>
<td>$7,326.00</td>
<td>$7,473.00</td>
</tr>
</tbody>
</table>

Section 3. Effective date.

This ordinance shall become effective on passage and publication as required by law.

**NEW BUSINESS**

NB. **An Order Appropriating $100,000.00 from Golf Course Enterprise Fund to Golf Indirect Cost Expense.**

City Auditor John Richard informed the Committee that FY2019 Golf Course receipts are projected at approximately $220,000 below budget, including projections for another month of sales (June). He added that inclement weather conditions in the fall and spring attributed to the drop in revenue.

Continuing, Mr. Richard stated that the Golf Course anticipates collecting about $100,000 in June receipts and by imposing a spending freeze which should save about $24,000, then $100,000 from the Golf Enterprise Fund should cover expenses through the end of the Fiscal Year.

On a motion by Councillor Ronald Cormier and seconded by Councillor James Walsh, it was voted to recommend to the City Council that the following Order ought to pass:

AN ORDER APPROPRIATING A SUM OF MONEY FROM GOLF ENTERPRISE FUND ACCOUNT TO GOLF INDIRECT COST EXPENSE

ORDER: That there be and is hereby appropriated the sum of One Hundred Thousand Dollars and No Cents ($100,000.00) from Golf Enterprise Fund to Golf Indirect Cost Expense.
NB.  **A Communication from City Treasurer/Collector Charline Daigle Relative to Impending Retirement.**

President Graves acknowledged the notice of retirement by City Treasurer/Collector Charline Daigle and welcomed suggestions for filling the vacancy.

Mayor Hawke stated that the HR Director is preparing job advertisements.

President Graves suggested that the Mayor and HR Director participate in the interviews with the members of the Finance Committee.

Mayor Hawke suggested that the City Auditor also participate in the interviewing process, since he works most closely with the Treasurer/Collector.

The Committee agreed to include the three and will recommend the arrangement to the City Council.

**ADJOURNMENT**

On a motion by Councillor James Walsh and seconded by Councillor Ronald Cormier, it was voted to adjourn at 1:52 p.m.
July 24, 2019

Attorney Scott J. Graves, President
And City Councilors
95 Pleasant Street
Gardner, MA 01440

RE: Raise and Appropriate School Department

Dear President Graves and Councilors,

Now that the State has finished their budget process, the Chapter 70 funding amount has increased dramatically. The FY20 City Budget relied on the House numbers for funding. The State has heard the cries of the cities, towns and school districts regarding the inequities of the funding formula and has made giant steps forward in fixing it.

The attached Order represents the difference in Chapter 70 funding the City will receive from the budgeted amount to the final actual amount. These funds will need to be appropriated to the School Department.

Respectfully,

Mark Hawke
Mayor, City of Gardner
AN ORDER TO RAISE AND APPROPRIATE A SUM OF MONEY FOR THE
SCHOOL DEPARTMENT BUDGET FOR THE FISCAL YEAR BEGINNING JULY 1,

ORDERED:

To raise and appropriate for the expense of the City of Gardner for the Fiscal Year
beginning July 1, 2019 to June 30, 2020 sums as designated below for the expenditures of
the School Department in the amount of FOUR HUNDRED FIFTY FOUR THOUSAND
TWO HUNDRED NINETY DOLLARS ($454,290)

<table>
<thead>
<tr>
<th>School</th>
<th>School Expenses</th>
<th>$454,290</th>
</tr>
</thead>
</table>
July 24, 2019

Attorney Scott J. Graves, President
And City Councilors
95 Pleasant Street
Gardner, MA 01440

RF: Vote to Rescind and Replace Council Items #10110 and #10111

Dear President Graves and Councilors,

Please find attached votes to rescind Council Items #10110 and #10111 which appropriated funds from Cable Commission Fees Reserved and Parking Meter Receipts Reserved for the FY20 Budget, as well as replacement Appropriation Orders for the same. The only difference between the Appropriations previously voted and these new Appropriations is the last sentence stating “Any unused funds will revert back to the (Cable Commission Fees Reserved/Parking Meter Receipts Reserved) Fund at year end.”

This language allows any unused money to be returned to the Fund from which it was appropriated. This will assist greatly in ensuring that the Parking Meter and Cable Commission Funds remain healthy for a long period of time. Currently, any unused appropriation must fall to Free Cash. When we tried to return unused money to the appropriate fund, we were told by the Department of Revenue and our outside Auditor that we cannot unless the Appropriation language stated that we could.

By way of example, if we budget for $10,000 in Parking Meter Maintenance, but only end up using $7,000, the remaining $3,000 must fall to Free Cash because the money was appropriated from the Reserve Fund to the General Fund. With the additional language, that same $3,000 would revert back to the Parking Meter Fund for future appropriation.

While this will slightly diminish our Free Cash in future years, it will ensure that Parking Meter and Cable Commission money is spent only for its intended purpose and will serve to increase the longevity of these funds.

Respectfully,

Mark Hawke
Mayor, City of Gardner

City Hall, 95 Pleasant Street, Room 125, Gardner, Massachusetts 01440
Telephone: (978) 630-1490 • Facsimile (978) 630-3778 • Email: mayor@gardner-ma.gov
AN ORDER RESCINDING CITY COUNCIL ORDER NO. 10110
AN ORDER APPROPRIATING A SUM OF MONEY FROM AVAILABLE FUNDS –
CABLE COMMISION FEES RESERVED

ORDERED:

To rescind the vote taken on June 17, 2019 under Calendar Item #10110 ordering that there be and is hereby appropriated for the Fiscal Year beginning July 1, 2019 to June 30, 2020 the sum of ONE HUNDRED SEVENTY-SEVEN THOUSAND, THREE HUNDRED SIXTEEN DOLLARS ($177,316) from Available Funds - Cable Commission Fees Reserved - to the Cable Commission budget.
AN ORDER APPROPRIATING A SUM OF MONEY FROM AVAILABLE FUNDS - CABLE COMMISSION FEES RESERVED - TO CABLE COMMISSION BUDGET FOR THE FISCAL YEAR BEGINNING JULY 1, 2019 TO JUNE 30, 2020.

ORDERED:

That there be and is hereby appropriated for the Fiscal Year beginning July 1, 2019 to June 30, 2020 the sum of ONE HUNDRED SEVENTY-SEVEN THOUSAND, THREE HUNDRED SIXTEEN DOLLARS ($177,316) from Available Funds - Cable Commission Fees Reserved - to the Cable Commission budget.
July 24, 2019

Attorney Scott J. Graves, President
And City Councilors
95 Pleasant Street
Gardner, MA 01440

RE: Vote to Rescind and Replace Council Items #10110 and #10111

Dear President Graves and Councilors,

Please find attached votes to rescind Council Items #10110 and #10111 which appropriated funds from Cable Commission Fees Reserved and Parking Meter Receipts Reserved for the FY20 Budget, as well as replacement Appropriation Orders for the same. The only difference between the Appropriations previously voted and these new Appropriations is the last sentence stating “Any unused funds will revert back to the (Cable Commission Fees Reserved/Parking Meter Receipts Reserved) Fund at year-end.”

This language allows any unused money to be returned to the Fund from which it was appropriated. This will assist greatly in ensuring that the Parking Meter and Cable Commission Funds remain healthy for a long period of time. Currently, any unused appropriation must fall to Free Cash. When we tried to return unused money to the appropriate fund, we were told by the Department of Revenue and our outside Auditor that we cannot unless the Appropriation language stated that we could.

By way of example, if we budget for $10,000 in Parking Meter Maintenance, but only end up using $7,000, the remaining $3,000 must fall to Free Cash because the money was appropriated from the Reserve Fund to the General Fund. With the additional language, that same $3,000 would revert back to the Parking Meter Fund for future appropriation.

While this will slightly diminish our Free Cash in future years, it will ensure that Parking Meter and Cable Commission money is spent only for its intended purpose and will serve to increase the longevity of these funds.

Respectfully,

[Signature]

Mark Hawke
Mayor, City of Gardner

City Hall, 95 Pleasant Street, Room 125, Gardner, Massachusetts 01440
Telephone: (978) 630-1490 • Facsimile (978) 630-3778 • Email: mayor@gardner-ma.gov
AN ORDER RESCINDING CITY COUNCIL ORDER NO. 10111
AN ORDER APPROPRIATING A SUM OF MONEY FROM AVAILABLE FUNDS - PARKING METER RECEIPTS RESERVED

ORDERED:

To rescind the vote taken on June 17, 2019 under Calendar Item #10111 ordering that there be and is hereby appropriated for the Fiscal Year beginning July 1, 2019 to June 30, 2020 the sum of ONE HUNDRED TEN THOUSAND, FIVE HUNDRED FIFTY DOLLARS ($110,550.00) from Available Funds - Parking Meter Receipts Reserve - to the following accounts:

City Treasurer Parking Meter Clerk Salary $12,730.00
City Treasurer Parking Meter Maintenance 25,000.00
Police Parking Meter Patrol 21,420.00
Public Works Parking Meter Maintenance 20,000.00
Public Works DPW Maint. Crew Sal & Wages 31,400.00
AN ORDER APPROPRIATING A SUM OF MONEY FROM AVAILABLE FUNDS - PARKING METER RECEIPTS RESERVED TO VARIOUS ACCOUNTS FOR THE FISCAL YEAR BEGINNING JULY 1, 2019 TO JUNE 30, 2020

ORDERED:

That there be and is hereby appropriated for the Fiscal Year beginning July 1, 2019 to June 30, 2020 the sum of ONE HUNDRED TEN THOUSAND, FIVE HUNDRED FIFTY DOLLARS ($110,550.00) from Available Funds - Parking Meter Receipts Reserved - to the following accounts:

<table>
<thead>
<tr>
<th>City Treasurer</th>
<th>Parking Meter Clerk Salary</th>
<th>$12,730.00</th>
</tr>
</thead>
<tbody>
<tr>
<td>City Treasurer</td>
<td>Parking Meter Maintenance</td>
<td>25,000.00</td>
</tr>
<tr>
<td>Police</td>
<td>Parking Meter Patrol</td>
<td>21,420.00</td>
</tr>
<tr>
<td>Public Works</td>
<td>Parking Meter Maintenance</td>
<td>20,000.00</td>
</tr>
<tr>
<td>Public Works</td>
<td>DPW Maint. Crew Sal &amp; Wages</td>
<td>31,400.00</td>
</tr>
</tbody>
</table>
June 26, 2019

Commonwealth of Massachusetts

Worcester County

City of Gardner

CERTIFICATE OF APPOINTMENT

I appoint M. Paul Carlberg to the position of Member, Redevelopment Authority, and I certify that in my opinion he/she is a person specially fitted by education, training, or experience to perform the duties of said office, and that I make the appointment solely in the interests of the City.

Mayor

Mark P. Hawke

Confirmed by City Council ____________________________

_________________________ City Clerk

Alan L. Agnelli

Expires: June 26, 2024 ____________________________

Worcester, ss., ____________________________

Then personally appeared the above named M. Paul Carlberg and made oath that he/she would faithfully and impartially perform the duties of the office of Member, Redevelopment Authority according to law and the best of his/her abilities.

Before me,

_________________________ City Clerk

Chapter 303 Acts of 1975
and
Chapter 409 Acts of 1983

Received ____________________________
July 18, 2019

Commonwealth of Massachusetts

Worcester County

City of Gardner

CERTIFICATE OF APPOINTMENT

I appoint **Sebazius Athame** to the position of **Member, Disability Commission**, and I certify that in my opinion he/she is a person specially fitted by education, training, or experience to perform the duties of said office, and that I make the appointment solely in the interests of the City.

[Signature]
Mayor

Mark P. Hawke

Confirmed by City Council

__________________________

__________________________
City Clerk

Alan L. Agnelli

Expires: July 18, 2022

Worcester, ss.

Then personally appeared the above named **Sebazius Athame**, and made oath that he/she would faithfully and impartially perform the duties of the office of **Member, Disability Commission** according to law and the best of his/her abilities.

Before me,

__________________________
City Clerk

Chapter 303 Acts of 1975

and

Chapter 409 Acts of 1983

Received ____________________
July 16, 2019

Commonwealth of Massachusetts

Worcester County

City of Gardner

CERTIFICATE OF APPOINTMENT

I appoint Jason Pelavin to the position of Member, Bandstand Committee, and I certify that in my opinion he/she is a person specially fitted by education, training, or experience to perform the duties of said office, and that I make the appointment solely in the interests of the City.

Mayor

Mark P. Hawke

Confirmed by City Council

City Clerk

Alan L. Agnelli

Expires: July 16, 2020

Worcester, ss.

Then personally appeared the above named Jason Pelavin and made oath that he/she would faithfully and impartially perform the duties of the office of Member, Bandstand Committee according to law and the best of his/her abilities.

Before me,

City Clerk

Chapier 303 Acts of 1975
and
Chapier 409 Acts of 1983

Received
July 16, 2019

Commonwealth of Massachusetts

Worcester County              City of Gardner

CERTIFICATE OF APPOINTMENT

I appoint Donna Russo to the position of Member, Bandstand Committee, and I certify
128 Lovewell Street, Gardner, MA

that in my opinion he/she is a person specially fitted by education, training, or experience to perform the
duties of said office, and that I make the appointment solely in the interests of the City.

Mark P. Hawke

Mayor

Confirmed by City Council

City Clerk

Expires: July 16, 2022

Worcester, ss.

Then personally appeared the above named Donna Russo and made oath that he/she
would faithfully and impartially perform the duties of the office of Member, Bandstand Committee
according to law and the best of his/her abilities.

Before me,

City Clerk

Chapter 303 Acts of 1975
and
Chapter 409 Acts of 1983

Received
July 16, 2019

Commonwealth of Massachusetts

Worcester County

City of Gardner

CERTIFICATE OF APPOINTMENT

I appoint Michael Zlotnik to the position of Member, Bandstand Committee and I certify
86 Chelsea Street, Gardner, MA
that in my opinion he/she is a person specially fitted by education, training, or experience to perform the
duties of said office, and that I make the appointment solely in the interests of the City.

Mayor

Mark P. Hawke

Confirmed by City Council

City Clerk

Alan L. Agnelli

Expires: July 16, 2021

Worcester, ss.,

Then personally appeared the above named Michael Zlotnik and made oath that he/she
would faithfully and impartially perform the duties of the office of Member, Bandstand Committee
according to law and the best of his/her abilities.

Before me,

City Clerk

Chapter 303 Acts of 1975
and
Chapter 409 Acts of 1983

Received
COMMONWEALTH OF MASSACHUSETTS

WORCESTER COUNTY

I appoint the following to the position of Election Officers, Ward 1, Precinct A as designated, and I hereby certify that in my opinion they are persons specially fitted by education, training and experience to perform the duties of said office and that I make the appointments solely in the interest of the City.

Mark P. Hawke, Mayor

Confirmed by City Council

for terms expiring August 31, 2020

Alan L. Agnelli, City Clerk

WARD 1A

Warden Norman
Clerk Roland
Inspector Shirley
Inspector Sally
Inspector Jacqueline
Inspector Ellen
Inspector Michael
Inspector Erana
Inspector Glenice

H. Beauregard
D. Mailloux, Jr.
B. Bunarowski
Q. Hartshorn
M. Kraskouskas
T. Kudravetz
L. Kudravetz
E. Landry
M. Rossignol

147 Oak Street
20 Teaberry Lane
182 Graham Street #1
61 Elm Street
222 Bickford Hill Road
90 Cherry Street
90 Cherry Street
298 Park Street
103 Highland Street

Gardner
Gardner
Gardner
Gardner
Gardner
Gardner
Gardner
Gardner
Gardner
COMMONWEALTH OF MASSACHUSETTS

WORCESTER COUNTY

I appoint the following to the position of Election Officers, Ward 1, Precinct B as designated, and I hereby certify that in my opinion they are persons specially fitted by education, training and experience to perform the duties of said office and that I make the appointments solely in the interest of the City.

Mark P. Hawke, Mayor

Confirmed by City Council

for terms expiring August 31, 2020

Alan L. Agnelli, City Clerk

WARD 1B

Warden       Lynn       M. Roux       203 Betty Spring Road       Gardner
Clerk        Gloria     C. Bourgeois  47 Racette Avenue         Gardner
Inspector    Carolyn    Fournier     158 Ash Street              Gardner
Inspector    Carleen    A. Kemp      108 Opal Lane              Gardner
Inspector    Carolyn    A. LaBonte   169 Summer Street         Gardner
Inspector    Valerie    D. Spar      20 Plymouth Street        Gardner
Inspector    Marjorie   J. Whittemore 47 Lake Street, A606     Gardner
COMMONWEALTH OF MASSACHUSETTS

WORCESTER COUNTY

CITY OF GARDNER

I appoint the following to the position of Election Officers, Ward 2, Precinct A as designated, and I hereby certify that in my opinion they are persons specially fitted by education, training and experience to perform the duties of said office and that I make the appointments solely in the interest of the City.

Mark P. Hawke, Mayor

Confirmed by City Council

for terms expiring August 31, 2020

Alan L. Agnelli, City Clerk

WARD 2A

Warden
Clerk
Inspector
Inspector
Inspector
Inspector
Inspector
Inspector
Inspector
Inspector
Inspector

Clifton
Donna
Alice
Joseph
Carol
Robert
Mary
Dianne
Cathy
Annette

J.
M.
P.
R.
A.
J.
L.
A.
T.
M.

Melatti
Lehtinen
Anderson
Andrews
Cormier
Cormier
Glotch
Hunt
Leger
Melanson

37 Rosewood Drive
203 Green Street
34 Chapman Park
139 Euclid Street
47 Lake Street, A207
47 Lake Street, A207
47 Montvale Road
28 Osgood Street, #1
134 Greenwood Place
178 Waterford Street

Gardner
Gardner
Gardner
Gardner
Gardner
Gardner
Gardner
Gardner
Gardner
Gardner

City Hall, 95 Pleasant Street, Room 125, Gardner, Massachusetts 01440
Telephone: (978) 630-1490 • Facsimile (978) 630-3778 • Email: mayor@gardner-ma.gov
COMMONWEALTH OF MASSACHUSETTS

WORCESTER COUNTY

CITY OF GARDNER

I appoint the following to the position of Election Officers, Ward 2, Precinct B as designated, and I hereby certify that in my opinion they are persons specially fitted by education, training and experience to perform the duties of said office and that I make the appointments solely in the interest of the City.

Mark P. Hawke, Mayor

Confirmed by City Council

for terms expiring August 31, 2020

Alan L. Agnelli, City Clerk

WARD 2B

Warden  Donald  J. Cosentino  131 Lovewell Street  Gardner
Clerk    Nancy  M. Girrard  110 Marquette Street  Gardner
Inspector Val  J. Cormier  166 Acadia Road  Gardner
Inspector Aline  J. Cosentino  131 Lovewell Street  Gardner
Inspector Patricia  A. LeBlanc  66 Conant Street  Gardner
Inspector Roger  R. LeBlanc  66 Conant Street  Gardner
Inspector Patricia  A. Lewis  32 Water Wheel Circle  Templeton
Inspector Priscilla  J. Proulx  228 Washington Street  Gardner
Inspector Marcia  J. White  92 Ryan Street  Gardner
COMMONWEALTH OF MASSACHUSETTS

WORCESTER COUNTY

CITY OF GARDNER

I appoint the following to the position of Election Officers, Ward 3, Precinct A as designated, and I hereby certify that in my opinion they are persons specially fitted by education, training and experience to perform the duties of said office and that I make the appointments solely in the interest of the City.

Mark P. Hawke, Mayor

Confirmed by City Council

for terms expiring August 31, 2020

Alan L. Agnelli, City Clerk

WARD 3A

<table>
<thead>
<tr>
<th>Warden</th>
<th>Donald</th>
<th>R. Girouard</th>
<th>52 Draper Road</th>
<th>Gardner</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clerk</td>
<td>Barbara</td>
<td>M. Cormier</td>
<td>116 Sand Street</td>
<td>Gardner</td>
</tr>
<tr>
<td>Inspector</td>
<td>Rachel</td>
<td>I. Blais</td>
<td>25 Way Street</td>
<td>Gardner</td>
</tr>
<tr>
<td>Inspector</td>
<td>Anita</td>
<td>M. Boudreau</td>
<td>8 Jackson Park</td>
<td>Gardner</td>
</tr>
<tr>
<td>Inspector</td>
<td>Jane</td>
<td>M. Couch</td>
<td>467 Parker Street</td>
<td>Gardner</td>
</tr>
<tr>
<td>Inspector</td>
<td>Irene</td>
<td>V. Hales</td>
<td>61 Waterford Street</td>
<td>Gardner</td>
</tr>
<tr>
<td>Inspector</td>
<td>Lisa</td>
<td>E. Hales</td>
<td>61 Waterford Street</td>
<td>Gardner</td>
</tr>
<tr>
<td>Inspector</td>
<td>Gloria</td>
<td>M. Landry</td>
<td>458 Pearl Street</td>
<td>Gardner</td>
</tr>
<tr>
<td>Inspector</td>
<td>Toby</td>
<td>P. LaRoche</td>
<td>83 Murray Road</td>
<td>Ashburnham</td>
</tr>
<tr>
<td>Inspector</td>
<td>Marcel</td>
<td>Martin</td>
<td>62 Ash Street</td>
<td>Gardner</td>
</tr>
<tr>
<td>Inspector</td>
<td>Robert</td>
<td>L. Owens</td>
<td>217 Riverside Road</td>
<td>Gardner</td>
</tr>
</tbody>
</table>
COMMONWEALTH OF MASSACHUSETTS

WORCESTER COUNTY       CITY OF GARDNER

I appoint the following to the position of Election Officers, Ward 3, Precinct B as designated, and I hereby certify that in my opinion they are persons specially fitted by education, training and experience to perform the duties of said office and that I make the appointments solely in the interest of the City.

Mark P. Hawke, Mayor

Confirmed by City Council

for terms expiring August 31, 2020

Alan L. Agnelli, City Clerk

WARD 3B

Warden Thomas H. Patterson 132 Pinewood Drive Gardner
Clerk Paulette A. Burns 5 Travers Street Gardner
Inspector Gayle M. Jailet 35 Wickman Drive Gardner
Inspector Christoph A. Knoll 238 Greenwood Street Gardner
Inspector Odette R. Racette 44 Jean Street Gardner
Inspector Ernie J. Richard 50 Jean Street Gardner
Inspector Juliette L. Richard 50 Jean Street Gardner
Inspector Dorothy M. Ronn 145 Prospect Street Gardner
Inspector Paul W. Ronn 145 Prospect Street Gardner
City of Gardner, Executive Department

Mark Hawke, Mayor

COMMONWEALTH OF MASSACHUSETTS

WORCESTER COUNTY

CITY OF GARDNER

I appoint the following to the position of Election Officers, Ward 4, Precinct A as designated, and I hereby certify that in my opinion they are persons specially fitted by education, training and experience to perform the duties of said office and that I make the appointments solely in the interest of the City.

Mark P. Hawke, Mayor

Confirmed by City Council ________________

for terms expiring August 31, 2020

Alan L. Agnelli, City Clerk

WARD 4A

<table>
<thead>
<tr>
<th>Warden</th>
<th>Robert</th>
<th>J. Swartz</th>
<th>53 Racette Avenue</th>
<th>Gardner</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clerk</td>
<td>Janice</td>
<td>Magliacane</td>
<td>358 Temple Street</td>
<td>Gardner</td>
</tr>
<tr>
<td>Inspector</td>
<td>Judith</td>
<td>A. King</td>
<td>32 Jay Street</td>
<td>Gardner</td>
</tr>
<tr>
<td>Inspector</td>
<td>Donald</td>
<td>A. LeBlanc</td>
<td>209 Elm Street</td>
<td>Gardner</td>
</tr>
<tr>
<td>Inspector</td>
<td>Dianne</td>
<td>M. LeBlanc</td>
<td>209 Elm Street</td>
<td>Gardner</td>
</tr>
<tr>
<td>Inspector</td>
<td>Judith</td>
<td>Roy</td>
<td>51 Pinwood Drive</td>
<td>Gardner</td>
</tr>
<tr>
<td>Inspector</td>
<td>Ronald</td>
<td>J. Roy</td>
<td>51 Pinwood Drive</td>
<td>Gardner</td>
</tr>
</tbody>
</table>
COMMONWEALTH OF MASSACHUSETTS

WORCESTER COUNTY

CITY OF GARDNER

I appoint the following to the position of Election Officers, Ward 4, Precinct B as designated, and I hereby certify that in my opinion they are persons specially fitted by education, training and experience to perform the duties of said office and that I make the appointments solely in the interest of the City.

Mark P. Hawke, Mayor

Confirmed by City Council

for terms expiring August 31, 2020

Alan L. Agnelli, City Clerk

WARD 4B

<table>
<thead>
<tr>
<th>Warden</th>
<th>Marjorie</th>
<th>F. Tetzloff</th>
<th>317 Pine Street</th>
<th>Gardner</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clerk</td>
<td>David</td>
<td>E. Tetzloff</td>
<td>317 Pine Street</td>
<td>Gardner</td>
</tr>
<tr>
<td>Inspector</td>
<td>Ann</td>
<td>Chandler</td>
<td>133 Pleasant Street, #2</td>
<td>Gardner</td>
</tr>
<tr>
<td>Inspector</td>
<td>Brian</td>
<td>J. Dickens</td>
<td>65 Krantz Road</td>
<td>Winchendon</td>
</tr>
<tr>
<td>Inspector</td>
<td>Susan</td>
<td>Greninger</td>
<td>194 Central Street, #315</td>
<td>Gardner</td>
</tr>
<tr>
<td>Inspector</td>
<td>Theresa</td>
<td>H. Hillman</td>
<td>155 Champagne Road</td>
<td>Gardner</td>
</tr>
<tr>
<td>Inspector</td>
<td>Diane</td>
<td>R. Jasiewicz</td>
<td>36 Robillard Street</td>
<td>Gardner</td>
</tr>
<tr>
<td>Inspector</td>
<td>Jacqueline</td>
<td>M. LaPrade</td>
<td>322 Pine Street</td>
<td>Gardner</td>
</tr>
<tr>
<td>Inspector</td>
<td>Charlene</td>
<td>A. Wilson</td>
<td>44 Olde Colonial Dr, U1</td>
<td>Gardner</td>
</tr>
</tbody>
</table>
COMMONWEALTH OF MASSACHUSETTS

WORCESTER COUNTY

CITY OF GARDNER

I appoint the following to the position of Election Officers, Ward 5, Precinct A as designated, and I hereby certify that in my opinion they are persons specially fitted by education, training and experience to perform the duties of said office and that I make the appointments solely in the interest of the City.

Mark P. Hawke, Mayor

Confirmed by City Council ________________________

for terms expiring August 31, 2020

Alan L. Agnelli, City Clerk

WARD 5A

<table>
<thead>
<tr>
<th>Warden</th>
<th>Clerk</th>
<th>Inspector</th>
<th>Inspector</th>
<th>Inspector</th>
<th>Inspector</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Paul</td>
<td>D. LeBlanc</td>
<td>A. Baublis</td>
<td>T. Collette</td>
</tr>
<tr>
<td></td>
<td></td>
<td>A. Spano</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>33 Adams Street</td>
<td>37 Bayberry Drive</td>
<td>47 Kendall Street</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Gardner</td>
<td>Gardner</td>
<td>Gardner</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

City Hall, 95 Pleasant Street, Room 125, Gardner, Massachusetts 01440
Telephone: (978) 630-1490 • Facsimile (978) 630-3778 • Email: mayor@gardner.ma.gov
COMMONWEALTH OF MASSACHUSETTS

WORCESTER COUNTY

CITY OF GARDNER

I appoint the following to the position of Election Officers, Ward 5, Precinct B as designated, and I hereby certify that in my opinion they are persons specially fitted by education, training and experience to perform the duties of said office and that I make the appointments solely in the interest of the City.

Mark P. Hawke, Mayor

Confirmed by City Council ________________

for terms expiring August 31, 2020

Alan L. Agnelli, City Clerk

WARD 5B

Warden  | Marcelle  | S. Cormier  | 55 Wickman Drive  | Gardner
Clerk   | Barbara   | A. Yablonski| 195 Sherman Street| Gardner
Inspector | Patricia  | L. Cormier  | 365 Pearl Street  | Gardner
Inspector | Stephen   | E. Cormier  | 365 Pearl Street  | Gardner
Inspector | William   | Edwards    | 4 Sunrise Lane    | Gardner
Inspector | Dorothy   | E. Leger-Lore| 31 Lennon Street, Unit B | Gardner
Inspector | Melissa   | A. Paulhus  | 144 Sawyer Street | Gardner
Inspector | Leonette  | M. Roy     | 49 Temple Street  | Gardner
Inspector | Doris     | H. St. John| 204 Willis Road   | Gardner
Inspector | Marcia    | A. Stone   | 185 Bridge Street | Gardner
Inspector | Mary      | Ann Suchocki| 154 Sard Street   | Gardner
Inspector | Edward    | S. Yablonski| 195 Sherman Street| Gardner
July 16, 2019

Attorney Scott J. Graves, President
And City Councilors
95 Pleasant Street
Gardner, MA 01440

RI#: Yearly Salaries

Dear President Graves and Councilors,

Please find attached a proposed yearly salary ordinance change for the position of Mayor.

At a recent Council meeting a similar ordinance failed as a result of a tie vote with one member absent. The question was sought to be divided, which also failed to gain a majority vote. I have divided the question for the Council.

In FY19 a 2% cost of living allowance was passed by the City Council for all non-union personnel. In FY20 a 2% cost of living allowance was passed by the City Council for all non-union personnel.

In accordance with the salary study performed by HRS Consulting, the Mayor's salary should, AT LEAST, keep pace with any increases allotted to non-union personnel. The proposed salary schedule would keep the Mayor's salary on pace (albeit 1 year behind) all non-union employees salary.

Currently, the Mayor has six (6) direct reports whose salary is higher than the Mayor. This gap will continue to grow, again, unless salaries are increased accordingly.

The funds are already in the approved FY20 Budget that was passed unanimously by the City Council at the end of June.

Respectfully,

Mark Hawke
Mayor, City of Gardner
AN ORDINANCE TO AMEND THE CODE OF THE CITY OF GARDNER, CHAPTER 171 THEREOF, ENTITLED "PERSONNEL," TO CHANGE THE COMPENSATION OF SCHEDULE 1, YEARLY SALARY OF THE MAYOR.

Be it ordained by the City Council of the City of Gardner as follows:

Section 1. Section 171-68 of Chapter 171, Personnel, of the Code of the City of Gardner is hereby amended to change the salary of the Mayor, as follows:

<table>
<thead>
<tr>
<th>Position</th>
<th>Effective 1/2/2018 Current</th>
<th>Effective 1/6/2020</th>
<th>Effective 1/4/2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mayor</td>
<td>$92,196</td>
<td>$94,040</td>
<td>$95,921</td>
</tr>
</tbody>
</table>

Section 2. This ordinance shall become effective upon passage and publication as required by law.
July 16, 2019

Attorney Scott J. Graves, President
And City Councilors
95 Pleasant Street
Gardner, MA 01440

RI: Yearly Salaries

Dear President Graves and Councilors,

Please find attached a proposed yearly salary ordinance change for the positions of City Council President and City Council.

At a recent Council meeting a similar ordinance failed as a result of a tie vote with one member absent. The question was sought to be divided, which also failed to gain a majority vote. I have divided the question for the Council.

In FY19 a 2% cost of living allowance was passed by the City Council for all non-union personnel. In FY20 a 2% cost of living allowance was passed by the City Council for all non-union personnel.

The funds are already in the approved FY20 Budget that was passed unanimously by the City Council at the end of June.

Respectfully,

Mark Hawke
Mayor, City of Gardner
AN ORDINANCE TO AMEND THE CODE OF THE CITY OF GARDNER, CHAPTER 171 THEREOF, ENTITLED "PERSONNEL," TO CHANGE THE COMPENSATION OF SCHEDULE 1, YEARLY SALARIES OF CITY COUNCILORS.

Be it ordained by the City Council of the City of Gardner as follows:

Section 1. Section 171-68 of Chapter 171, Personnel, of the Code of the City of Gardner is hereby amended to change the salaries of the City Councilors, as follows:

<table>
<thead>
<tr>
<th>Position</th>
<th>Effective 1/2/2018 Current</th>
<th>Effective 1/6/2020</th>
<th>Effective 1/4/2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Council President</td>
<td>$10,707</td>
<td>$10,921</td>
<td>$11,139</td>
</tr>
<tr>
<td>City Councilors</td>
<td>$7,326</td>
<td>$7,473</td>
<td>$7,622</td>
</tr>
</tbody>
</table>

Section 2. This ordinance shall become effective upon passage and publication as required by law.
AUTHORITY TO FILE

Whereas the City of Gardner after thorough investigation, has determined that the work activity consisting of: Water/Sewer/Stormwater Infrastructure Asset Management is both in the public interest and necessary to protect the public health, and that to undertake this activity, it is necessary to apply for assistance; and

Whereas, the Department of Environmental Protection (MassDEP) and the Massachusetts Clean Water Trust (the Trust) of the Commonwealth of Massachusetts, pursuant to Chapter 21 and Chapter 29C of the General Laws of the Commonwealth ("Chapter 21" and "Chapter 29C") are authorized to make loans to municipalities for the purpose of funding planning and construction activities relative to Water Pollution Abatement Projects; and

Whereas, the Applicant has examined the provisions of the Act, Chapter 21 and Chapter 29C, and believes it to be in the public interest to file a loan application.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL AS FOLLOWS:

1. That Dane Arnold, The Director of Public Works is hereby authorized on behalf of the Applicant to file applications and execute agreements for grant and/or loan assistance as well as furnishing such information, data and documents pertaining to the applicant for a grant(s) and/or loan(s) as may be required; and otherwise to act as the authorized representative of the Applicant in connection with this application;

2. That the purpose of said loan(s), if awarded, shall be to fund construction activities.

3. That if said award is made the Applicant agrees to pay those costs which constitute the required Applicant's share of the project cost.
DECLARING SURPLUS FOR PURPOSE OF DISPOSAL
LAND AND BUILDINGS AT LINCOLN STREET

**VOTED:** To declare surplus for the purpose of disposal, in accordance with prevailing General Laws, all land and buildings at 62 Lincoln Street, further identified on the City of Gardner Assessor’s Map as R22-00002-00007, to establish as a minimum amount of $40,000.00 to be paid for any conveyance of said property, and to authorize the Mayor to convey said land, or part thereof, for such amount or a larger amount, and upon such other terms as the mayor shall consider proper in accordance with this Vote.
June 30, 2019

To: Mayor Mark Hawke
   City Auditor
   Board of Assessors

Fr: Charline M. Daigle, Treasurer/Collector

Re: 62 Lincoln Street
     Parcel ID# R22-00002-00007

The Land Court has issued the final decree on January 28, 2019 foreclosing the tax title in the City’s tax lien foreclosure case against the above property. The decree was recorded with the Worcester Registry of Deeds on April 9, 2019 Book 60249 page 325. The total tax due excluding Treasurer’s interest and costs is $33,377.98 in Tax Title and FY 19 Taxes are $4,027.32.

My recommendation is to declare the property surplus so the property can be put out to bid and returned to the tax roll as soon as possible.

The Building Inspector has been notified of the foreclosing and property liability insurance has been purchased.

cc: Building Inspector
COMMONWEALTH OF MASSACHUSETTS
LAND COURT
DEPARTMENT OF THE TRIAL COURT

Case No.: 18 TL 000813

JUDGMENT IN TAX LIEN CASE

City of Gardner
vs.
Darlene E. Teken

This case came on to be heard and was argued by counsel, and thereupon, upon consideration thereof, it is

—ADJUDGED and ORDERED that all rights of redemption are forever foreclosed and barred under the following deed(s) given by and/or the tax taking(s) made by the Collector of Taxes for the City of Gardner in Worcester County and said Commonwealth:

<table>
<thead>
<tr>
<th>Land Type</th>
<th>Tax Taking Date</th>
<th>Book No.</th>
<th>Page No.</th>
<th>Document No.</th>
<th>Certificate of Title No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recorded</td>
<td>06/19/2015</td>
<td>53992</td>
<td>180</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

By the Court: Deborah J. Patterson

Attest:

A TRUE COPY

[Signature]
Deborah J. Patterson
Recorder

Entered: January 28, 2019
**CURRENT OWNER**

- TEKEN DARLENE

**TOPO**

- 1 Level
- All Public
- 2 Suburban

**UTILITIES**

- Sidewalk

**STR/T ROAD**

- Street

**LOCATION**

- Description: RESIDENTIAL
- Code: 1010
- Assessed: 206,700

**CURRENT ASSESSMENT**

- Code: 316
- Assessed: 3,400

**SUPPLEMENTAL DATA**

- All Prod Id: M_159821_925174
- Assoc Prod Id: Gardner, MA

**RECORD OF OWNERSHIP**

- BK-VOL-PAICE: 58078 0366
- SALE DATE: 11-22-2017
- QU: U
- VI: I

**PREVIOUS ASSESSMENTS (HISTORY)**

- Year: 2010
- Code: 1010
- Assessed: 206,700

**EXEMPTIONS**

- Total: 0.00

**ASSESSING NEIGHBORHOOD**

- Nbhd: 0001
- Nbhd Name: Tracing
- Batch: 0

**NOTES**

- NEW HEAT SYS 1ST FLR
- YELL Gro IG
- CHANGED FROM 4 APTS TO 1 FAMILY - 06

- UC = GUT/RENO (FIRE) - 06 = 100% - 07

- NCT CAPPED FY 2008

**BUILDING PERMIT RECORD**

<table>
<thead>
<tr>
<th>Permit Id</th>
<th>Issue Date</th>
<th>Type</th>
<th>Description</th>
<th>Amount</th>
<th>Inspr Date</th>
<th>% Comp</th>
<th>Date Comp</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>09-23-2009</td>
<td>VA</td>
<td>01</td>
<td>Callback Letter Mailed</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>07-22-2009</td>
<td>NC</td>
<td>01</td>
<td>Measure+1 Visit - Info Car</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>07-22-2009</td>
<td>NC</td>
<td>02</td>
<td>Measure+2 Visit - Info Car</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>09-16-1996</td>
<td>ST</td>
<td>00</td>
<td>Measure+Listed</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>06-10-1981</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**LAND LINE VALUATION SECTION**

<table>
<thead>
<tr>
<th>B</th>
<th>Description</th>
<th>Zone</th>
<th>Land Type</th>
<th>Land Units</th>
<th>Unit Price</th>
<th>Size Adj.</th>
<th>Site Index</th>
<th>Cond.</th>
<th>Nbhd.</th>
<th>Nbhd. Adj.</th>
<th>Notes</th>
<th>Location Adjustment</th>
<th>Adj Unit Prc</th>
<th>Land Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Single Fam</td>
<td>R1</td>
<td>MDL</td>
<td>11,241</td>
<td>3.64</td>
<td>1.000000</td>
<td>5</td>
<td>1.00</td>
<td>1.000</td>
<td>0.0000000</td>
<td></td>
<td>0.0000000</td>
<td>3.64</td>
<td>40,900</td>
</tr>
</tbody>
</table>
### CONSTRUCTION DETAIL

<table>
<thead>
<tr>
<th>Element</th>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Style</td>
<td>06</td>
<td>Conventional</td>
</tr>
<tr>
<td>Model</td>
<td>01</td>
<td>Residential</td>
</tr>
<tr>
<td>Grade</td>
<td>04</td>
<td>Average +10</td>
</tr>
<tr>
<td>Stories</td>
<td>02</td>
<td>2 Stories</td>
</tr>
<tr>
<td>Occupancy</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Exterior Wall 1</td>
<td>25</td>
<td>Vinyl Siding</td>
</tr>
<tr>
<td>Exterior Wall 2</td>
<td>25</td>
<td>Vinyl Siding</td>
</tr>
<tr>
<td>Roof Structure</td>
<td>03</td>
<td>Gable/HP</td>
</tr>
<tr>
<td>Roof Cover</td>
<td>03</td>
<td>Asph/F Gls/Cmp</td>
</tr>
<tr>
<td>Interior Wall 1</td>
<td>03</td>
<td>Plastered</td>
</tr>
<tr>
<td>Interior Wall 2</td>
<td>06</td>
<td>Plastered</td>
</tr>
<tr>
<td>Interior Fir 1</td>
<td>06</td>
<td>Vinyl</td>
</tr>
<tr>
<td>Interior Fir 2</td>
<td>14</td>
<td>Carpet</td>
</tr>
<tr>
<td>Heat Fuel</td>
<td>1</td>
<td>Gas</td>
</tr>
<tr>
<td>Heat Type</td>
<td>05</td>
<td>Hot Water</td>
</tr>
<tr>
<td>AC Type</td>
<td>05</td>
<td>None</td>
</tr>
<tr>
<td>Total Bedrooms</td>
<td>07</td>
<td>7 Bedrooms</td>
</tr>
<tr>
<td>Total Bths</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Total Half Baths</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Total Xtra Fixts</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Total Rooms</td>
<td>20</td>
<td>20 Rooms</td>
</tr>
<tr>
<td>Total Baths</td>
<td>20</td>
<td></td>
</tr>
<tr>
<td>Bath Style</td>
<td>02</td>
<td>Average</td>
</tr>
<tr>
<td>Kitchen Style</td>
<td>02</td>
<td>Average</td>
</tr>
</tbody>
</table>

### MIXED USE

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1010</td>
<td>Single Fam MDL-01</td>
<td>100</td>
</tr>
<tr>
<td>100</td>
<td></td>
<td>0</td>
</tr>
</tbody>
</table>

### COST / MARKET VALUATION

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>RCN</td>
<td></td>
<td>317,979</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 08 - OUTBUILDING & YARD ITEMS/L / XF - BUILDING EXTRA FEATURES/B

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>L/B</th>
<th>Units</th>
<th>Unit Price</th>
<th>Yr Bld</th>
<th>Cond. Cd</th>
<th>% Cd</th>
<th>Grade</th>
<th>Grade Adj</th>
<th>Appr. Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>BRN3</td>
<td>Barn 1 St w Lf</td>
<td>L</td>
<td>720</td>
<td>19.00</td>
<td>1980</td>
<td>25</td>
<td>0.00</td>
<td>3,400</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### BUILDING SUB-AREA SUMMARY SECTION

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>Living Area</th>
<th>Floor Area</th>
<th>Eff Area</th>
<th>Unit Cost</th>
<th>Undeprec Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>BAS</td>
<td>First Floor</td>
<td>1,363</td>
<td>1,363</td>
<td>1,363</td>
<td>85.00</td>
<td>115,851</td>
</tr>
<tr>
<td>EAF</td>
<td>Attic, Expansion, Finished</td>
<td>324</td>
<td>720</td>
<td>324</td>
<td>38.25</td>
<td>27,539</td>
</tr>
<tr>
<td>FAT</td>
<td>Attic, Finished</td>
<td>154</td>
<td>616</td>
<td>154</td>
<td>21.25</td>
<td>13,090</td>
</tr>
<tr>
<td>FOP</td>
<td>Porch, Open, Finished</td>
<td>0</td>
<td>316</td>
<td>0</td>
<td>16.95</td>
<td>5,355</td>
</tr>
<tr>
<td>FUS</td>
<td>Upper Story, Finished</td>
<td>1,363</td>
<td>1,363</td>
<td>1,363</td>
<td>85.00</td>
<td>115,851</td>
</tr>
<tr>
<td>UBM</td>
<td>Basement, Unfinished</td>
<td>0</td>
<td>1,336</td>
<td>267</td>
<td>16.99</td>
<td>22,694</td>
</tr>
</tbody>
</table>

Ttl Gross Liv / Lease Area | 3,204 | 5,714 | 3,534 | 17,600.00 | 300,380 |