

**REGULAR MEETING OF JUNE 17, 2019**

Regular Meeting of the City Council was held in the City Council Chamber, Room 219, City Hall, on Monday evening, June 17, 2019.

CALL TO ORDER

Council President Scott Joseph Graves called the meeting to order at 7:30 o'clock p.m.

CALL OF THE ROLL

City Clerk Alan Agnelli called the Roll of Members. Ten (10) Councillors were present including President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, and Elizabeth Kazinskas. Councillor James Walsh was absent.

OPENING PRAYER

President Graves led the Council in reciting the Opening Prayer.

PLEDGE OF ALLEGIANCE

President Graves led the Council in reciting the "Pledge of Allegiance".

OPEN MEETING RECORDING & PUBLIC RECORDS ANNOUNCEMENT

President Graves announced to the assembly that the Open Meeting Recording and Public Records Announcement is posted at the entrance to the Chamber, and that any person planning to record the meeting by any means should identify themselves.

READING & ACCEPTANCE OF MINUTES

On a motion by Councillor Ronald Cormier and seconded by Councillor Christine Johnson, it was voted viva voce, ten (10) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, and Elizabeth Kazinskas, to waive reading and to accept the Minutes of the June 3, 2019 Public Hearing and the June 3, 2019 Regular Meeting, as printed.

PUBLIC HEARING**#10120**

President Graves opened the Public Hearing on the petition of NATIONAL GRID for permission to locate poles, wires and fixtures, including the necessary sustaining and protecting fixtures along and across the following public way:

Main Street – National Grid to install 1 JO Pole on Main Street beginning at a point approximately 306' west of the centerline of the intersection of Sherman Street.
National Grid to install 40' CL2 JO pole and anchor/guy for upgraded customer service.

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The President called for persons wishing to testify in favor of the Petition.

Richard Maleski, representing National Grid, testified that National Grid proposes to install a single pole to upgrade the service for Wood's Ambulance at 457 Main Street and to relocate a pole from private property to the public way.

The President again called for persons wishing to testify in favor of the Petition.

There being none, the President thrice called for persons wishing to testify in opposition.

There being none, President Graves closed the Hearing at 7:35 p.m.

COMMUNICATIONS FROM THE MAYOR**ORDERS****#10122**

Reporting for the Finance Committee, Councillor Ronald Cormier informed the Council that the Committee voted favorably to recommend adoption of the Order, adding that his Report encompasses Calendar Nos. 10123, 10124, and 10125.

Councillor Cormier stated that the City was unable to assume the operations of the water and sewer divisions from Suez according to the October 1, 2018 schedule; therefore, the new target date is July 1, 2019 and that the transfers are necessary to fund the remainder of Suez's contract until then, including wages for its personnel.

On a motion by Councillor Ronald Cormier and seconded by Councillor Christine Johnson, on recommendation of the Finance Committee, on call of the roll, it was voted ten (10) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, and Elizabeth Kazinskas, to adopt the following Order:

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

ORDERED: 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.

Presented to Mayor for Approval – June 18, 2019

Approved – June 18, 2019

MARK P. HAWKE, Mayor



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#10123

On a motion by Councillor Ronald Cormier and seconded by Councillor Christine Johnson, on recommendation of the Finance Committee, on call of the roll, it was voted ten (10) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, and Elizabeth Kazinskas, to adopt the following Order:

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

ORDERED: 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.

Presented to Mayor for Approval – June 18, 2019

Approved – June 18, 2019

MARK P. HAWKE, Mayor

#10124

On a motion by Councillor Ronald Cormier and seconded by Councillor Christine Johnson, on recommendation of the Finance Committee, on call of the roll, it was voted ten (10) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, and Elizabeth Kazinskas, to adopt the following Order:

AN ORDER APPROPRIATING FROM WATER SURPLUS TO AWWTP CONTRACT OPERATIONS.

ORDERED: 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.

Presented to Mayor for Approval – June 18, 2019

Approved – June 18, 2019

MARK P. HAWKE, Mayor

#10125

On a motion by Councillor Ronald Cormier and seconded by Councillor Christine Johnson, on recommendation of the Finance Committee, on call of the roll, it was voted ten (10) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, and Elizabeth Kazinskas, to adopt the following Order:



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

ORDERED: 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.

Presented to Mayor for Approval – June 18, 2019

Approved – June 18, 2019

MARK P. HAWKE, Mayor

#10126

Reporting for the Finance Committee, Councillor Ronald Cormier informed the Council that the Committee voted favorably to recommend adoption of the Order.

On a motion by Councillor Ronald Cormier and seconded by Councillor Christine Johnson, on recommendation of the Finance Committee, on call of the roll, it was voted ten (10) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, and Elizabeth Kazinskas, to adopt the following Order:

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

ORDERED: 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.

Presented to Mayor for Approval – June 18, 2019

Approved – June 18, 2019

MARK P. HAWKE, Mayor

#10127

Reporting for the Finance Committee, Councillor Ronald Cormier informed the Council that the Committee voted favorably to recommend adoption of the Order.

On a motion by Councillor Ronald Cormier and seconded by Councillor Christine Johnson, on recommendation of the Finance Committee, on call of the roll, it was voted ten (10) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, and Elizabeth Kazinskas, to adopt the following Order:

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

ORDERED: 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.

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Presented to Mayor for Approval – June 18, 2019

Approved – June 18, 2019

MARK P. HAWKE, Mayor

#10128

Reporting for the Finance Committee, Councillor Ronald Cormier informed the Council that the Committee voted favorably to recommend adoption of the Order, adding that due to poor weather conditions in the fall and spring, projected revenues were below budget; however, the [Golf] Commission anticipates ending the [fiscal] year “in the black.”

On a motion by Councillor Ronald Cormier and seconded by Councillor Christine Johnson, on recommendation of the Finance Committee, on call of the roll, it was voted ten (10) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, and Elizabeth Kazinskas, to adopt the following Order:

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

ORDERED: 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.

Presented to Mayor for Approval – June 18, 2019

Approved – June 18, 2019

MARK P. HAWKE, Mayor

PETITIONS, APPLICATIONS, COMMUNICATIONS, ETC.**#10129**

Reporting for the Finance Committee, Councillor Ronald Cormier informed the Council that the Committee voted to recommend that the communication from City Treasurer/Collector Charline Daigle relative to her impending retirement be placed on file. He said that Mrs. Daigle has been a valued and trusted employee for many years and that the Committee acknowledged her retirement and departure with sadness.

Continuing, Councillor Ronald Cormier stated that the position is being advertised and that the goal is to fill the position by mid-August; that the Committee would screen the applicants; and, that the full Council would elect the next Treasurer/Collector.

On a motion by Councillor Ronald Cormier and seconded by Councillor Christine Johnson, on recommendation of the Finance Committee, it was voted viva voce, ten (10) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, and Elizabeth Kazinskas, to place on file a Communication from City Treasurer/Collector Charline Daigle relative to her impending retirement.



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#10130

On a motion by Councillor James Johnson and seconded by Councillor Edward Gravel, it was voted viva voce ten (10) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, and Elizabeth Kazinskas, to refer the following Ordinance to the Public Safety Committee for study and report:

AN ORDINANCE TO AMEND THE CODE OF THE CITY OF GARDNER, CHAPTER 275 THEREOF, ENTITLED "TRAFFIC COMMISSION," TO CHANGE COMMISSION MEMBERSHIP.

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

Section 1. Subsection B. of § 275-1 of the Code of the City of Gardner is hereby amended by inserting the words "Civil Enforcement Director" immediately following the words "Director of Community Development and Planning."

Section 2. Effective date.

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

#10131

On a motion by Councillor James Johnson and seconded by Councillor Edward Gravel, it was voted viva voce ten (10) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, and Elizabeth Kazinskas, to refer the following Ordinance to the Public Safety Committee for study and report:

AN ORDINANCE TO AMEND THE CODE OF THE CITY OF GARDNER, CHAPTER 600 THEREOF, ENTITLED "VEHICLES AND TRAFFIC," ARTICLE V. PARKING METERS AND ARTICLE VI. STOPPING, STANDING AND PARKING.

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

Section 1.

Section 600-18 A. of Chapter 600, Three-Hour Parking Meters, of the Code of the City of Gardner, is hereby amended by adding the following:

Name of Street	Side	Location
Knowlton Street	North	From Connors Street to Nichols Street (6 spaces)
Knowlton Street	South	From Connors Street to Nichols Street (4 spaces)
Connors Street	West	From the corner of Knowlton Street northerly for a distance of 238 feet (10 spaces).

Section 2.

Section 600-24 of Chapter 600, Parking Prohibited on Certain Streets, of the Code of the City of Gardner, is hereby amended by deleting and repealing the following:



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Name of Street	Side	Location
Knowlton Street	North	Entire Length

Section 3.

Section 600-24 of Chapter 600, Parking Prohibited on Certain Streets, of the Code of the City of Gardner, is hereby amended by adding the following:

Name of Street	Side	Location
Ash Street	West	From the southerly property line of 164 Ash Street migrating in a southerly direction to the intersection of West Street and Monadnock Street.
Knowlton Street	North	From Pleasant Street to Connors Street.

Section 4.

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

REPORTS OF STANDING COMMITTEES

PUBLIC SERVICE COMMITTEE

#10120

Councillor Nathan Boudreau, Chairman of the Public Service Committee, reported that since there was no opposition presented at the Public Hearing and the Service Committee discussed the Petition, that the Committee recommends that the Petition be granted.

On a motion by Councillor Nathan Boudreau and seconded by Councillor Craig Cormier, on recommendation of the Public Service Committee, it was voted viva voce, ten (10) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, and Elizabeth Kazinskas, to adopt the following Order:

ORDER FOR JOINT OR IDENTICAL POLE LOCATIONS

By the City Council of the City of Gardner, Massachusetts

Notice having been given and public hearing held, as provided by law,

IT IS HEREBY ORDERED:

That NATIONAL GRID and VERIZON NEW ENGLAND, INC. (formerly known as NEW ENGLAND TELEPHONE AND TELEGRAPH COMPANY) be and they are hereby granted joint or identical locations for and permission to erect and maintain poles and wires to be placed thereon, together with such sustaining and protecting fixtures as said Companies may deem necessary, in the public way or ways hereinafter referred to, as requested in petition of said companies dated the 16th day of April, 2019.

All construction under this order shall be in accordance with the following conditions:-



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Poles shall be of sound timber, and reasonably straight, and shall be set substantially at the points indicated upon the plan marked – Main Street – Gardner, Massachusetts.

No. #26756256.....Dated: April 16, 2019 - filed with this order.

There may be attached to said poles by NATIONAL GRID and VERIZON NEW ENGLAND, INC. such wires, cables and fixtures as needed in their business and all of said wires and cables shall be placed at a height of not less than twenty (20) feet from the ground.

The following are the public ways or part of ways along which the poles above referenced to may be erected, and the number of poles which may be erected thereon under this order:-

Main Street – National Grid to install 1 JO Pole on Main Street beginning at a point approximately 306’ west of the centerline of the intersection of Sherman Street. National Grid to install 40’ CL2 JO pole and anchor/guy for upgraded customer service.

Also for permission to lay and maintain underground laterals, cables and wires in the above or intersecting public ways for the purpose of making connections with such poles and buildings as each of said petitioners may desire for distributing purposes.

PUBLIC WELFARE COMMITTEE

#10090

Councillor Christine Johnson, Chairperson of the Public Welfare Committee, reported that the Committee is scheduled to discuss the Ordinance amendment at its meeting on Wednesday (June 19); therefore, the Committee is requesting more time.

There being no objections, the Public Welfare Committee was granted more time to study and report on the following Ordinance:

AN ORDINANCE TO AMEND THE CODE OF THE CITY OF GARDNER, CHAPTER 675 THEREOF, ENTITLED “ZONING,” TO CHANGE VARIOUS PROVISIONS RELATING TO MARIJUANA ESTABLISHMENTS.

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

Section 1. Chapter 675-1070 Marijuana Establishments, is hereby amended by deleting and repealing Subsection C (3) (a) in its entirety.

Section 2. Subsection C (9) (c) of Chapter 675-1070 Marijuana Establishments, is hereby amended by deleting the words “shall not exceed the number of registered medical marijuana treatment centers in Gardner engaged in the same type of activity and”.

Section 3. This Ordinance shall become effective upon passage and publication as required by law. Any claims of invalidity by reason of any defect in the procedure of adoption may only be made ninety days after the posting or the second publication.

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FINANCE COMMITTEE**#10093**

Reporting for the Finance Committee, Councillor Ronald Cormier informed the Council that the Committee voted to recommend that the Council adopt the proposed Compensation Schedule, which represents an across-the-board cost-of-living increase for all non-union employees.

Councillor Ronald Cormier moved to Order AN ORDINANCE TO AMEND THE CODE OF THE CITY OF GARDNER, CHAPTER 171 THEREOF, ENTITLED "PERSONNEL" TO CHANGE COMPENSATION SCHEDULE EXHIBIT E to First Printing.

Councillor Christine Johnson seconded the motion.

On the motion, Councillor Edward Gravel stated that the Ordinance "is untimely, since it is coming before the Council following the incurring of lot of debt – the water loan, the Field [Watkins Field], and the Police Station." "So," he said, "I am not in favor of granting [wage] increases to non-union employees." He added that the study that the Mayor conducted "is right where we need to be."

Councillor Christine Johnson stated that the raises are for non-union employees, "employees who do not have the backing of a union to advocate for them," and that the Council "should not hold up raises for the employees [just] because the City has spent money to upgrade the schools."

Councillor Nathan Boudreau said, "Some of these non-union employees are the best people in our building. These are not politicians, but work hard every day," adding that he "will support the raises because they are well deserved."

Councillor Ronald Cormier stated that it is unfair to have the non-union employees subsidize the City's operations when all union employees will be getting raises.

Councillor Gravel stated that he is not trying to penalize the non-union employees, but that "there has to be a time when we come to a point when we're paying good money," but that he "recognizes that you have to pay good money to get good work."

On the motion by Councillor Ronald Cormier, as seconded by Councillor Christine Johnson, on recommendation of the Finance Committee, on call of the roll, it was voted nine (9) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Karen Hardern, Christine Johnson, James Johnson, and Elizabeth Kazinskas; one (1) nay, Councillor Edward Gravel, to Order

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



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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**

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



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Non-Union Direct and Supervisory Staff

<u>Position</u>	<u>Grade</u>		<u>Annual</u>	<u>Weekly</u>	<u>Hourly</u>
Assistant City Clerk	G-3	Step 1	\$42,765.62	\$ 822.42	\$22.23
		Step 2 (5 Yrs)	\$43,620.93	\$ 838.86	\$22.67
		Step 3 (10Yrs)	\$44,493.35	\$ 855.64	\$23.13
Assistant City Engineer	G-8		\$67,103.22	\$1,290.45	
Assistant City Solicitor	G-3		\$44,569.21	\$ 857.10	
Assistant City Treasurer/ Collector	G-5		\$53,370.84	\$1,026.36	
Assistant Director of Community Development**	G-7	City	\$ 3,342.81		
		CDBG	<u>\$63,513.30</u>		
Total Compensation:			\$66,856.11	\$1,285.69	
Assistant Director of Public Health	G-5		\$53,370.84	\$1,026.36	
Assistant Director of Public Works	G-9		\$73,137.78	\$1,406.50	
Assistant Library Director	G-6		\$58,421.21	\$1,123.48	
Conservation/Planning Agent	G-6		\$59,012.30	\$1,134.85	
Deputy Chief of Police	G-11		\$89,434.53	\$1,719.89	
Director of Public Safety Regional Dispatch Center	G-9		\$74,284.56	\$1,428.55	
Economic Development Coordinator**	G-7		\$58,262.40	\$1,120.43	
Executive Secretary	G-4		\$47,553.41	\$ 914.49	\$24.72
GIS/Energy Analyst	G-5		\$59,160.00	\$1,137.69	
Golf Professional	G-6			\$1,281.30	
Golf Pro Manager	G-6			\$1,104.08	
Local Inspector	G-6		\$60,329.20	\$1,160.18	
Producer	G-2		\$48,386.40	\$ 930.51	
Senior Animal Control Officer	G-2		\$40,606.04	\$ 780.89	
Systems Manager	G-6		\$63,809.37	\$1,227.10	
Electrical Inspector	G-6				\$31.35
Plumbing Inspector	G-6				\$31.35
Transfer Station Supervisor	G-3				\$22.17
Executive Aide					\$27.06
			<u>Annual</u>	<u>Monthly</u>	
Civil Defense Director			\$9,171.88	\$ 764.32	
Sealer of Weights & Measures			\$9,341.37	\$ 778.45	

Non-Union Staff Positions

			<u>Annual</u>	<u>Weekly</u>	<u>Hourly</u>
Animal Control Officer	G-1	Step 1	\$33,555.40	\$645.30	\$16.13
		Step 2 (5 Years)	\$34,226.51	\$658.20	\$16.46
		Step 3 (10 Years)	\$34,911.04	\$671.37	\$16.78



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	Step 1	Step 2	Step 3	Step 4 (5 Yrs)	Step 5 (10 Yrs)
Administrative Assistant	\$14.89	\$17.27	\$20.81	\$21.23	\$21.65
Administrative Coordinator	\$14.12	\$16.63	\$19.14	\$19.52	\$19.90
Administrative Clerk	\$13.67	\$15.89	\$18.11	\$18.47	\$18.83

	Step 1	Step 2	Step 3	Step 4 (5 Yrs)	Step 5 (10 Yrs)	1/1/2020 Step 1
Animal Shelter Attendant	\$12.50					\$13.00
Budget/Project Manager** City	\$ 1.09					
GRA	\$.65					
CDBG	<u>\$22.85</u>					
Total Compensation:	\$24.89					
Building Maintenance Craftsman	\$18.09	\$20.41	\$22.74			
Building Maintenance Man	\$16.54	\$18.79	\$21.03			
Council on Aging Coordinator	\$13.00					
Financial Administrator	\$15.08	\$17.98	\$21.21			
Financial Clerk	\$13.85	\$16.29	\$19.01			

Golf Course Positions

Golf Pro Shop Supervisor	\$14.08	\$14.62	\$15.16		
Grounds Maintenance Man GC-8	\$16.56	\$18.22	\$20.16		
Motor Equipment Repairman GC-8		\$16.56	\$18.22	\$20.16	
Working Foreman – Grounds Maintenance Man GC-9	\$20.35				
Working Foreman – Motor Equipment Repairman GC-9	\$20.35				

Library Department Positions

Staff Librarian	\$21.85				
Senior Library Technician	\$19.91				
Library Technician	\$18.78				
Library Clerical Staff	\$13.14	\$13.40			
Head Lifeguard	\$15.30	\$16.73			
Parking Meter Clerk	\$16.65				
Production Assistant	\$14.77				
Transfer Station Monitor	\$12.50				\$13.00

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

Position	Grade	7/01/2019			1/01/2020		
		Step 1	Step 2	Step 3	Step 1	Step 2	Step 3
Alternate Animal Control Officer	N/A	\$12.50			\$13.00		
Certified Pool Operator	S-4	\$22.11					
Golf Course Laborer/Pro Shop Assistant	GC-4	\$12.50			\$13.00		
Golf Course Groundsman	GC-5	\$14.51					
Golf Course Ranger	GC-6	\$12.50			\$13.00		



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Lifeguard	S-6	\$12.50		\$13.00			
Temporary Seasonal Technical	T-6	\$14.36					
Election Clerk	N/A	\$13.00		\$13.75			
Election Inspector	N/A	\$12.00		\$12.75			
Election Warden	N/A	\$14.00		\$14.75			
Special Detail Police Officer	N/A	\$49.00					
Temporary Seasonal Laborer Recreational Playground Supervisor	T-4	\$12.50	\$13.77	\$15.30	\$13.00	\$13.77	\$15.30
Recreational Support Staff	T-5	\$15.30	\$16.73				
	N/A	\$12.50			\$13.00		

**Compensation increase contingent upon positive evaluation of oversight commission, Board or individual (Mayor or City Council) with the approval of the Mayor.

%Community Development & Planning Administrative Coordinator wages paid for by City, CDBG and GRA in the following approximate percentages: City – 84.5%, GRA – 10.5%, CDBG- 5%.

FIRST PRINTING – June 14, 2019

#10094

Reporting for the Finance Committee, Councillor Ronald Cormier informed the Council that the Committee voted, two in favor [Cormier and Walsh] and one opposed [Graves], to recommend that the Ordinance to change the compensation of the Mayor and City Council, be substituted to incorporate a single year adjustment and Ordered to First Printing, as follows:

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:

Exhibit A

Mayor

Effective 1-2-2018	Effective 1-6-2020
\$92,196.00	\$94,040.00

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:

Exhibit B

City Council



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Position	Effective 1-2-2018	Effective 1-6-2020
President	\$ 10,707.00	\$ 10,921.00
Councillor	\$ 7,326.00	\$ 7,473.00

Section 3. Effective date.

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

Councillor Christine Johnson seconded the motion.

On the motion, Councillor Ronald Cormier informed the Council that he and Councillor James Walsh supported the substitute measure, which would adjust compensation for one year at-a-time. He said that the Mayor proposed to increase [Mayor and City Councillors] compensation at the same percentage as for non-union employees, so as not to fall behind as had occurred years before.

Councillor Nathan Boudreau then moved to divide the question.

Councillor James Johnson seconded the motion.

On the motion to divide the question, Councillor Edward Gravel said, “The Mayor is getting paid \$95,000 and the average single person in Gardner earns under \$30,000. I don’t think the Mayor is doing too bad. And, if anybody on this Council is doing it for [the] \$7,500 that we’re getting paid, [then] they might want to go find another job.” Continuing, he said “This is not why I’m doing this. I’m not doing this for the money. I’m not doing this for a title. If I wanted to, I probably could give it all away, but you know what? I choose not to.” “The Mayor,” he said, “for the last three terms ... he has gotten a raise,” concluding “people that are struggling to get by.”

Councillor James Boone expressed support for the one-year adjustment proposed by Councillors Ronald Cormier and James Walsh.

Councillor Ronald Cormier informed the Council that the proposed compensation does not affect any current office holder, but would impact future office holders.

On dividing the question, on show of hands, four (4) in favor, President Scott Graves and Councillors Nathan Boudreau, James Johnson, and Elizabeth Kazinskas; six (6) opposed, Councillors James Boone, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, and Christine Johnson, the motion did not pass.

Councillor Nathan Boudreau stated, “We have a lovely Mayor and we have lovely candidates and whoever the next Mayor is will likely be great, as well. We have a lovely Council and we have great candidates, so whoever the next Council is will be great, as well. But, in a time period where we are having to pull ourselves up by the bootstraps and make difficult financial

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decisions...it is just in my opinion, and against nobody here, it's not time to give the politicians raises. I do this because of my love of this community like Councillor Gravel stated previously, and would like to believe that everyone does this for that reason." "Yes," he continued, "I wish everyone could make their 'hundred K' and go home and make good money off of everything, but we have to make tough financial decisions and, unfortunately at this time, I do not believe that these raises are smart fiscal sense."

Councillor Christine Johnson informed the Council that she formerly served on the School Committee and that the School Committee did not receive an increase [in compensation] for over a decade, which was only \$1,500 and that "it was tough to get people to run for School Committee." "When the School Committee finally balanced their budget," she said, "the School Committee felt, at that point, then maybe it is okay to ask for an increase. The Mayor wanted the Committee to support an increase to \$5,000 annually, but the City Council decided on \$3,500."

Continuing, she said that the City does "not want to get caught in a situation where the position is not getting slight increases over an extended period of time and then, a decade later, now [is] asking for a huge jump because nobody is running for the office." "Yes, people who are running for public office should be running for the betterment of the community, but the bottom line is, for most people, in any position, is dollars, she said" Concluding, Councillor Johnson said, "So, I am in support of this small increase. If we don't do it now in small increments, then we will find ourselves in the same situation where we were with the School Committee asking for a huge increase."

Councillor Ronald Cormier said that it is always difficult to discuss raises, particularly during an election year, adding "I want to make it clear that however Councillors vote on this, we all feel the same way – we do this for the love of the City and with the best of our ability and for reasons which are in the best interests of the City."

Councillor Gravel said, "As Councillor Cormier stated, 'we do this for the betterment of the City, and I agree.'" "For the last three terms, the Mayor and Councillors have all gotten raises in the following year," he added.

Councillor Kazinskis stated that there is a difference in that the Mayor's position is full-time and Councillors serve part-time. "It is the Mayor's only job and it his passion," she added.

Councillor Christine Johnson noted that the Mayor's position is "not a 9-5 job," [he's] in early in the day and works late at night.

Councillor Nathan Boudreau said, "If the Council had been able to split the question, there's a chance that I would have supported the Mayor in his endeavor to get a raise for his full-time job that he is passionate about, but 'no' as it currently is presented."

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On adoption of the motion, on call of the roll, five (5) yeas, Councillors James Boone, Craig Cormier, Ronald Cormier, Christine Johnson, and Elizabeth Kazinskas; five (5) nays, President Scott Graves and Councillors Nathan Boudreau, Edward Gravel, Karen Hardern, and James Johnson, the Order to First Printing did not pass.

COMMITTEE OF THE WHOLE

President Graves announced that Informal and Special Budget Meetings to review and act on the various FY2020 Budget Orders would be scheduled for Monday, June 24 and for Tuesday, June 25, if necessary.

There being no objections, the Committee of the Whole was granted more time on the following FY2020 Budget Orders:

#10106

AN ORDER TO RAISE AND APPROPRIATE A SUM OF MONEY FOR THE VARIOUS DEPARTMENTS FOR THE SALARY AND LABOR BUDGET FOR THE FISCAL YEAR BEGINNING JULY 1, 2019 TO JUNE 30, 2020.

ORDER: 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 for the expenditures of the various departments, Salary and Labor budgets, according to the detailed schedule hereto annexed and made a part of this money order in the amount of ELEVEN MILLION, FIVE HUNDRED THIRTY-TWO THOUSAND, FOUR HUNDRED THIRTEEN DOLLARS (\$11,532,413.00).

#10107

AN ORDER TO RAISE AND APPROPRIATE A SUM OF MONEY FOR THE VARIOUS DEPARTMENTS FOR THE EXPENSE BUDGET FOR THE FISCAL YEAR BEGINNING JULY 1, 2019 TO JUNE 30, 2020.

ORDER: 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 for the expenditures of the various departments, other than what was presented to City Council in the Salary and Labor budget, according to the detailed schedule hereto annexed and made a part of this money order in the amount of TWENTY-ONE MILLION, FIVE HUNDRED FORTY-THREE THOUSAND, THREE HUNDRED THIRTY-SIX DOLLARS (\$21,543,336.00).

#10108

AN ORDER TO RAISE AND APPROPRIATE A SUM OF MONEY FOR THE SCHOOL DEPARTMENT BUDGET FOR THE FISCAL YEAR BEGINNING JULY 1, 2019 TO JUNE 30, 2020.

ORDER: 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 for the expenditures of the School Department according to the detailed schedule hereto annexed and made a part of this money order in the amount of TWENTY-FOUR MILLION, TWO HUNDRED EIGHTY THOUSAND, EIGHT HUNDRED SIXTY-NINE DOLLARS (\$24,280,869.00).



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#10109

AN ORDER APPROPRIATING A SUM OF MONEY FROM AVAILABLE ENTERPRISE FUNDS- VARIOUS RECEIPTS RESERVED TO VARIOUS ACCOUNTS FOR THE FICAL YEAR BEGINNING JULY 1, 2019 TO JUNE 30, 2020.

ORDER: That there be and is hereby appropriated for the Fiscal Year beginning July 1, 2019 to June 30, 2020 the sum of NINE MILLION, SEVEN HUNDRED TWENTY ONE THOUSAND, TWO HUNDRED NINETEEN DOLLARS (\$9,721,219.00) from Available Enterprise Funds-Receipts Reserved to the following accounts:

Sewer Dept	Enterprise Fund	\$3,556,588.00
Water Dept	Enterprise Fund	3,588,911.00
Golf Course	Enterprise Fund	830,518.00
Landfill Closure	Enterprise Fund	58,833.00
Solid Waste	Enterprise Fund	1,686,369.00

#10110

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.

ORDER: 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.

#10111

AN ORDER APPROPRIATING A SUM OF MONEY FROM AVAILABLE FUNDS -PARKING METER RECEIPTS RESERVED TO VARIOUS ACCOUNTS FOR THE FICAL YEAR BEGINNING JULY 1, 2019 TO JUNE 30, 2020

ORDER: 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:

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

#10112

AUTHORIZING FY2020 REVOLVING FUNDS
M.G.L. CH.44, S.53E½

ORDER: To authorize and direct the City Treasurer to establish the following revolving funds for the fiscal year beginning July 1, 2019 to June 30, 2020, in accordance with M.G.L. Chapter 44, section 53E½:



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Revolving Fund	Authorized to Expend	Revenue Source	Purpose of Fund	Spending Limit
Airport Fuel	Airport Commission	Sale of airplane fuel	Purchase of fuel, airport programs, and improvements	Available balance or \$20,000, whichever is less
Community Development Projects	Community Development/ Planning	Historic Housing Rehab Income	Salaries and expenses relating to Community Development Activities	Available balance or \$20,000, whichever is less
Wetland Protection	Conservation Commission	Local wetland filing fees	Costs associated with wetland protection activities	Available balance or \$20,000, whichever is less
Council on Aging Recreational Activities	Council on Aging Director	Recreation Fees	Salaries and expenses relating to recreational activities at Senior Center	Available balance or \$20,000, whichever is less
Gardner's Summer Celebration	Mayor	Collections and donations	Costs associated with Gardner's Summer Celebration	Available balance or \$20,000, whichever is less
Planning Board Publications	Planning Board	Sale of Planning Board publications	Preparation and production of Planning Board publications	Available balance or \$3,000, whichever is less
Road Resurfacing	Public Works Director	Fees charged for cutting into newly paved roads	Costs associated with road resurfacing and road maintenance	Available balance or \$20,000, whichever is less
High School Summer Football Camp	School Department	Camp fees and donations	Salaries and expenses for the High School Summer Football Camp	Available balance or \$20,000, whichever is less
Summer Basketball Camp	School Department	Camp fees and donations	Salaries and expenses for the Summer Basketball Camp	Available balance or \$12,000, whichever is less
Transportation	School Department	Bus passes and fees for transportation	Salaries and expenses relating to school transportation	Available balance or \$20,000, whichever is less

As per M.G.L., interest earned on these funds shall be treated as general fund revenue.

The person or persons authorized to expend from each fund shall report annually to the Mayor and City Council the total amount of receipts and expenditures for the prior fiscal year and for the current fiscal year through December 31st, along with any other information that City Council may by vote require.

In the event any fund is not reauthorized for the following fiscal year or the city changes the purpose of the revolving fund, the balance in the fund shall revert to surplus revenue, unless City Council and the Mayor vote to transfer the funds to another revolving fund established in accordance with M.G.L. Chapter 44, section 53E½.

UNFINISHED BUSINESS

#10090

President Graves announced that the Joint Public Hearing with the Planning Board was held prior to the Council Meeting on *An Ordinance to Amend the Code of the City of Gardner, Chapter 675 Thereof, Entitled "Zoning," to Change Section 675-1070, Marijuana Establishment* and that the Council is awaiting the **Final Report** of the Planning Board and the Report of the Public Welfare Committee prior to taking action

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#10119

President Graves announced that the Council has not received a response from the Mayor concerning *A Measure Authorizing an Eighth Amendment to the April 9, 1968 Lease Between the City and Henry Heywood Memorial Hospital*. The matter will be continued.

#10121

President Graves announced that since 10 days have not elapsed since First Printing, the City Council could not entertain acting on AN ORDINANCE TO AMEND THE CODE OF THE CITY OF GARDNER, CHAPTER 625 THEREOF, ENTITLED "WATER," TO CHANGE METERED WATER RATES. He said that since there is a Special Meeting scheduled for Monday, June 24, then the Council could consider passing the Ordinance at that meeting, as follows:

AN ORDINANCE TO AMEND THE CODE OF THE CITY OF GARDNER, CHAPTER 625 THEREOF, ENTITLED "WATER," TO CHANGE METERED WATER RATES.

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

Section 1. Chapter 625 of the Code of the City of Gardner is hereby amended to change Subsection A(1) of § 625-8, Water Rates, to read as follows:

A. Metered Water Rates (quarterly).

(1) Uniform rate per 100 cubic feet of metered use:

- a. \$5.72 effective July 1, 2019
- b. \$6.00 effective July 1, 2020
- c. \$6.26 effective July 1, 2021
- d. \$6.50 effective July 1, 2022

Section 2. Effective date.

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

FIRST PRINTING – June 14, 2019

NEW BUSINESS

On a motion by Councillor Edward Gravel and seconded by Councillor Nathan Boudreau, it was voted viva voce, ten (10) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, and Elizabeth Kazinskas, to consider New Business.

#10132 (New Business)

On the Application by Gardner Motors, Inc., d/b/a Vilson Auto Sales, 119 Pearson Boulevard, for a permit to amend its current Second Hand Motor Vehicle Dealer License, Class 2, to read: Gardner Motors, LLC, d/b/a Vilson Auto Sales, 119 Pearson Boulevard, Councillor James Johnson, Chairman of the Public Safety Committee, reported that the only change to the License is the name (Inc. to LLC) and that the Licensee is in good standing.



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On a motion by Councillor James Johnson and seconded by Councillor Edward Gravel, it was voted viva voce, ten (10) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, and Elizabeth Kazinskas, to grant Gardner Motors, Inc., d/b/a Vilson Auto Sales, 119 Pearson Boulevard, a permit to amend its current Second Hand Motor Vehicle Dealer License, Class 2, to read: Gardner Motors, LLC, d/b/a Vilson Auto Sales, 119 Pearson Boulevard.

ANNOUNCEMENTS and COMMENTARY

Councillor Christine Johnson informed the Council that during a recent visit to Vermont, she encountered “speed humps” on secondary roads which serve to deter motorists from speeding. She said that she suggested to both the Traffic Commission and the Public Service Committee that there may be use for “speed humps” at various locations throughout the City and that they should be tested to determine their effectiveness.

Councillor James Johnson noted that using “speed humps” work well on Vermont back roads and the snow plows do not damage them as much because of “shallower dips” in the roads.

Councillor Ronald Cormier added his own personal experience with “speed humps” or “speed tables” in a community on Cape Cod where they are very effective and well-marked.

Councillor Edward Gravel commented on safety relating to motorists, motorcycles and pedestrians. He also announced upcoming Concerts in the Park and Movies in the Park.

Citing Calendar #10131, President Scott Graves informed the Council that he believes that there is a conflict between two provisions of the City Code concerning the siting of parking meters. One section, he said, grants the City Council the power to locate parking meters while in another section, the Public Safety Committee is authorized to locate parking meters. He said that it is his interpretation that the provision referencing the City Council’s authority takes precedence over the latter provision, that of the Standing Committee. He added that he has sought an opinion from the Law Department, but has not yet received a response.

CLOSING PRAYER

President Graves led the Council in the Closing Prayer.

ADJOURNMENT

On a motion by Councillor Edward Gravel and seconded by Councillor James Boone, it was voted viva voce, ten (10) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, and Elizabeth Kazinskas, to adjourn at 8:27 p.m.

Accepted by the City Council: *July 1, 2019*