

TOWN OF PEMBROKE
APPROVED
ADVISORY COMMITTEE MINUTES
22 MARCH 2022

Linda Peterson, Chairperson opened the meeting of the Advisory Committee at Town Hall at 6:30PM on 22 March 2022.

Also present were: Tim Landy, Sandra Beaton, Robert Kenney, Liz Benotti, Kristi Cullinane, Stephen Walsh and John Scholl

Absent: Matthew Rushing

Guest: Bill Chenard, Town Manager

Linda proceeded with agenda items.

Upon motion moved by Tim Landy and 2nd by Sandra Beaton to approve the meeting minutes of March 16, 2022.

VOTED¹: To accept the meeting minutes of March 16, 2022. John Scholl, Tim Landy, Robert Kenney, Liz Benotti, Sandra Beaton, Stephen Walsh supported the motion. Kristie Cullinane abstained.

Advisory received the Conflict of Interest/Online Training program for all Municipal employees and board members to be completed and returned to the Town Clerk by May 2, 2022. This is required by the State Ethics Commission every two years.

Linda welcomed Bill Chenard, Town Manager.

Bill updated the committee on the following topics:

- Mattakeesett Playground equipment arrived and is being installed and will be open and ready in June.
- Collective Bargaining negotiations are going well and were settled with some groups, i.e. Fire, Public Works, Water Enterprise, Town Hall. The Police is changing their representation; this contract will most likely will not be ready for spring Town Meeting.
- Bill has been working with the union to fill the open custodial position which has been posted for two weeks receiving no applicants. Bill has asked the union to allow them to use contracted staff. They have reached out to the schools as well as tech schools. A solution is needed. If you know of anyone interested, the position is posted on the Pembroke town website. Bill praised TJ Landy who vacated this position for another opportunity. He was a great employee.

Questions

Why did the Police change representation?

Bill did not know.

Bill will review the following FY23 Budgets tonight:

Board of Health

Town Memorial Committee

Commission on Disabilities

Conservation Commission

Health Insurance

Herring Fisheries

Historical Commission

Lydia Drake Library

Moderator

Planning Board

Veteran's Services

Zoning Board of Appeals

¹The Chairperson did not vote on this motion

Board of Health – This budget is for the actual Board of Health expenses. The staff and salaries were moved to the Municipal Inspections Budget. Not a huge increase except for Copy Lease. We have a multi-year lease which is renewing and they will be getting a new copier. This new copier will have the function to scan and fax. Nursing Services number is dropping slightly; they plan to continue vaccinating for COVID and Flu.

Moderator - \$100 per year – this is now a three-year term.

Town Memorial Committee - flat - \$4,000

Commission on Disabilities – flat - \$500

Conservation Commission – flat - \$900

Healthcare costs – Mayflower Municipal Health went back up significantly, Bill budgeted an increase of 7.5%-10%. In February he learned that Mayflower would take some of the reserve; they have a significant reserve. So, he changed that proposal to 3.5%. In tonight's handout Bill budgeted a 3% increase; the number of employees enrolled in healthcare went down. Mayflower will vote to set this rate and use their reserve. Bill built in 1% from the town's reserve; he's comfortable using our reserve.

- **Medex** line is for our retirees
- **Adds: Individual Plans** – based on hiring; project out for new employees, i.e. schools, teachers reaching age 26.
- **Adds: Family Plans** – employees coming on our plans or an employee replacing someone who didn't have our insurance.
- **Consultant Cost** – We have a consultant to look at our plans and complete audits and track reserves.

Questions:

Are you happy with this?

Yes – in October it was frustrating but the state plans are not panning out this year and the GIC rates are expected to double from where we are at with Mayflower.

Any plans to change healthcare ratio of 75%/25%?

Bill said the union groups have been reasonable. If he starts to hear surrounding towns are better, it would be different. Our package is competitive. There are a few towns in our area that are at 50%/50%. As an example, he noted he as Town Manager is the 3rd lowest paid in Plymouth County; he wouldn't expect to be at the top.

How many employees are active on our Health Plans?

Family – 281; Individual – 150; Retirees – 288.

When does retiree coverage start?

Pre-65 years – retiree covered – post 65 years – Medicare Supplement

What are the number of employees that don't participate in the Health Plan?

Bill didn't have that number tonight but will get it for the committee.

Herring Fisheries – level funded. The Superintendent requested an increase to pay staff. Bill did not support and denied this request.

Historical Commission – It has come in below the budgeted \$1,000; will keep it the same.

Lydia Drake Library – This will stay at \$5,000; some work is needed. They still receive grant money as well.

Planning Board - will stay at \$2,750

Town Landing – This budget was reduced during COVID as swimming lessons were cancelled. Bill is restoring to \$44,000. They also have a revolving fund; they charge fees for services outside of that scope. The minimum wage is increasing. Pembroke has a Bylaw requiring to pay minimum wage.

Veteran's Services – Our agent is part-time and we have a full-time admin. The budget is \$115,000 which is reimbursed from the state the following fiscal year. Dave and Mary do a great job.

Zoning Board of Appeals – flat - \$2,500

¹The Chairperson did not vote on this motion

Questions:

What is the status of the River Marsh Project?

The Zoning Board denied this project and the developer has appealed to Massachusetts Housing.

Bill noted that the Annual Town Meeting Warrant Articles should be finalized soon and suggested the committee could vote these articles at their April 13th meeting. The committee agreed.

Mattekessett Ball Field received the grant for lights. The total cost is \$450,000, most of this cost is for installation. Bill supports the concept 100%. We can bond this cost but can't make that promise.

Linda and committee members thanked Bill.

The next Advisory Committee meeting is scheduled for Wednesday, March 30, 2022 at 6:30PM Town Hall.

Advisory adjourned at 7:50PM.

Respectfully submitted

Stephen Walsh, Clerk

¹The Chairperson did not vote on this motion