

TOWN OF PEMBROKE  
APPROVED  
ADVISORY COMMITTEE MINUTES  
23 January 2017

Chairperson Linda Peterson opened the meeting of the Advisory Committee in Pembroke Town Hall at 7:00PM on January 23, 2017. Also present were Stephen Curley, Timothy Brennan, James McCollum, John G. Brown, Jr., Stephen Walsh, Richard McManus and Elizabeth Monks. Guests: Fire Chief, Mike Hill and Police Chief Richard Wall

Linda Peterson opened the meeting with a discussion about the River Marsh Village development planned on Water Street and the change in site visit date. The planned 40B affordable housing units would be less than 10% of units built. If 68 units are built, that could increase traffic on this roadway by an additional 100 vehicles.

- Advisory is scheduled to meet with the Board of Selectmen tonight and would like to have a dialogue versus a monologue.
- Advisory will ask the Board of Selectmen about the response received from Kopelman and Paige, PC regarding the Board of Selectmen Executive Session minutes specific to the Collective Bargaining Agreements and the “discussion ensued” language.
- Timothy Brennan prepared a two page document outlining the topics for discussion with the Board of Selectmen tonight.

Advisory adjourned their meeting at 7:05PM to join the Board of Selectmen at their meeting. Board of Selectmen Chairperson Lewis Stone and members of the Board of Selectmen welcomed Advisory to their meeting. Members present: Arthur Boyle, Dan Trabucco, Matthew Furlong, Willard Boulter and Ed Thorne, Town Administrator.

- Linda Peterson started the discussion by noting that Advisory would like to have a dialogue and not a monologue with the Board of Selectmen. Linda Peterson handed out the document prepared by Timothy Brennan, Advisory member listing tonight’s topics of discussion.
- Linda Peterson began by asking about the Board of Selectmen Executive Session minutes specific to the Collective Bargaining Agreement discussions. When these minutes reflect “discussion ensued” for a 45 minute discussion, this does not help the residents of Pembroke understand what unions are requesting and/or offering and what is approved. Chairperson, Lewis Stone responded that he has not seen them and they’re not approved until closed. He was not clear as to the meeting minutes Advisory was referring to.
- Willard Boulter noted that negotiating sessions with the unions begin with what they are looking for sometimes 10-15 items. The Town has a summary of what they can give them. An example would be; birthday off and/or change of schedule. He has been on both sides of the negotiation table. Linda Peterson asked the Board of Selectmen to look at the Executive Session minutes. Dan Trabucco said items discussed during negotiations should not be put out in minutes. He does not think it’s helpful or prudent to put out starting points. When Board of Selectmen reaches an agreement, they’ve gotten to the rock bottom they can.
- Stephen Curley noted that Advisory is not saying any individual is not doing their job but the Board of Selectmen is going to change over the years. We need a process in place. Its taxpayers dollars; the more public the better.
- James McCollum asked about the 45 minute “discussion ensued” noted in the Board of Selectmen Executive Session meeting minutes. Information should be included as to what happened. Willard Boulter said ground rules are set at the first meeting with the unions and he was not clear on the Executive Session. Chairperson Lewis Stone said

he will look into it. Linda Peterson said next alternative would be to consult the Secretary of State.

- Linda Peterson changed the topic to the River Marsh Proposal and that we are under 10% for affordable housing. The Town doesn't have control but we need to get above the 10% and make as many affordable so we have a say. Chairperson Lewis Stone said there could be a negotiable number. The 40B project does not allow the Town to have control over the project. A week from tonight the Developer of the project will be here. Dan Trabucco noted that over the last 2 – 3 years the Town has gotten a good handle on the 40B housing in Town. Vicky Gillard in the Board of Selectmen's office has been working closely with these residents. If someone owns an Affordable House they have to sell it as Affordable.
- James McCollum asked how many 40B's the Town lost during the past 15 years. He worked on a spreadsheet years ago and the only entity benefiting from 40B is the Developer. Ed Thorne noted that we went under the 10% for 40B because of the 2010 Census. Dan Trabucco noted the Town had three 40B houses sold at market value; they couldn't find a buyer that met the income guidelines. The Town gets the difference when this happens.

Linda Peterson introduced Timothy Brennan.

- Timothy Brennan said he views Advisory's role more than micromanaging the town department budgets. There may have been a need for this in the past. Advisory should be concentrating on other things impacting the Town and educating the Board of Selectmen on such topics as Healthcare, Pension and OPEB. The OPEB cost increases every year and is going to cause problems. By 2025 it will be over 25% by 2030 it will be 1/3 of the town's budget. The town must think about planning for this and determine where the extra money is coming from. Not a lot of people talk about OPEB because they're undefined costs; more challenging than pensions. Creates a problem; unfunded liability is massive.
- Since 2009 Pembroke's unfunded pension liability has grown from 19.5 million to 27.5 million at the end of 2015. We should be thinking about our pension liability. It's an alarming way to look at it but there will be a 50% increase in our costs over the next 10 years. The Plymouth County Retirement is not accountable to Pembroke. We should be able to take a defensive position to be more responsible. It's the duty of the town to calculate on our own.
- Collective Bargaining Agreements presented at Town Meeting – Advisory is asked to make a recommendation but they don't know what has been offered. Advisory would like to be more involved. Willard Boulter noted that the unions have the right to bargain with the Board of Selectmen and counsel should be present. He said that Healthcare costs are not just a town problem but a national one. Linda Peterson said we represent the residents; town folks do matter.
- Dan Trabucco thanked Advisory and said they're aware and certainly don't have the expertise. He asked how we compare with surrounding towns. In surrounding towns employees are paying 50% of their Healthcare costs. Retiree's share of healthcare has increased; surviving spouses continue to receive benefits.
- Advisory will be meeting with Representatives from Andover in the coming months. They have been working on these issues.
- Linda Peterson asked to adjourn and requested to schedule another meeting with the Board of Selectmen. Chairperson Lewis Stone agreed and thanked Advisory for preparing this information. Another date will be scheduled in a couple of months.

Advisory adjourned from the Board of Selectmen meeting and continued their meeting at 7:56PM.

Advisory agreed to schedule a meeting with representatives from Andover on Monday, March 6, 2017 and invite the Board of Selectmen.

Fire Chief Michael Hill met with Advisory to review his FY18 Budget.

- The Fire Department contract has not been ratified but he has added the 2% COLA to his budget.
- Linda Peterson asked if he has a gym in the Fire Station. He said yes a small one in the converted garage.
- Richard McManus asked about OT. Fire Chief Hill said he does not have enough staff in the station. If a call comes in at night; 4 staff goes out the door and 1 on works the desk to cover the emergency line. That drops down one person Monday – Thursday. Need to start thinking about protecting the town; received over 3,000 calls last year. With the Assisted Living facility being built in town he learned from Hingham's experience it's their second busiest run.
- Linda Peterson asked about his request for four new fire fighters and if the cost includes benefits. He said it includes salary and benefits but not Healthcare costs. The Chief was asked if it would help reduce OT. He said it would help but he still needs to replace people; they will be going out just as much. Timothy Brennan asked how many of the 3,000 calls are EMS runs. The Chief said 60/40.
- The other request he has is to replace their hydraulic set of Jaws. The one they have now does not tether the fire fighter. Linda Peterson asked if there was grant funding available. He said he tried and failed; with a 94% rating he got denied but he can resubmit again.
- Ambulance rates increased last summer to \$1,300 for uncomplicated and \$2,000 for complicated. They only receive \$350 for Medicare/Medicaid patients. The Ambulance vehicles are holding up; probably request one in the fall of 2018. Stephen Walsh asked if there's been any discussion with Brewster Ambulance with their recent purchase of EasCare. Chief Hall said no; they seem to be concentrating on the Cape.
- Timothy Brennan asked what was on his radar for the next 3- 5 years. Chief Hall said the new fire station. They signed the agreement to review design proposals. He would like to have two stations; the one proposed at Route 53 and Barker Street one at Monroe and Route 27 with 3-4 bays, 24 hours a day and the manpower to put in it.
- Stephen Curley said lottery aid was one of the drivers for Pembroke but since the formula changed more aid goes to the inner cities.
- Richard McManus asked about the \$30,000 request to purchase clothing. This is \$7,500 each a one-time increase to outfit the new hires with structural turnout gear. He received a set of 12 SWAT Kits used in an incident of an active shooter.

Both Fire Chief Mike Hall and Police Chief Rick Wall discussed the budget for Emergency Management. The FY18 budget is level funded.

Advisory thanked Fire Chief Mike Hall for coming.

Rick Wall, Police Chief met with Advisory to review his FY18 Budget.

- A few things have changed since last four budgets; been requesting four new patrolmen. This year requesting two. The approval he received last year for a new patrolman he was able to enroll him in the Police Academy August 1<sup>st</sup> and he just graduated Friday, January 20, 2017. He came to work today and is ready to start his first shift.
- The School Resource Officer approved last year started at the school on January 3, 2017.
- The department is still undermanned with 3 on the road and one at the desk for first shift; 5 on the road and one at the desk 2<sup>nd</sup> shift and 3 on the road and 1 at the desk 3<sup>rd</sup> shift.

The request for time off being is one of the main issues. Time off July 1 – today were 566 days for a staff of 24. He has spent \$51,000 in filling with Specials. If he could hire two more patrolmen and get them enrolled into the Police Academy starting in June they would graduate in six months. He is expecting two or three staff members to retire, one within the next 18 months and two within three years.

- Timothy Brennan asked how Comp Days work for police staff. As part of their contract they can accrue up to 480 hours. When police and/or fire attend in-service training during the week, they can bank the 40 hours. Any out of shift work they can take as OT or Comp. The contract is very specific.
- He gave an update on cars:
  - Car #22 is a 2015 with 89,473 miles warranty is expiring
  - Car #26 has 90,806 miles no more warranty
  - He is requesting two police cruisers. His car maintenance budget is already used and is requesting \$40,000 for this line item. He would rather two new vehicles.
  - He lost his detail vehicle as it had a leak in the block.
- He hired a Deputy Sheriff with canine experience. He has a canine dog ready to go. The dog is trained to find missing persons, drugs, etc. Dog is patrol ready. He has a vehicle for use and an old cage. He is asking for \$5,000 stipend. He will need to cover his salary next year.
- Linda Peterson asked about the recent legalization of marijuana and the impact this will have on the department and town. The Chief said it could be a big liability for the town. You're unable to tell the level of impairment of a driver. The next step is retail and consumption bars.
- Clothing and Cleaning line item is decreased as this cost is now rolled into the salary agreement.
- SEMLEC costs have gone up; training for active shooter, K9 training, etc.
- Cruiser Lease purchase, computer antivirus protection; got ransom ware; Taser line item; Resource Officer for supplies; riot gear is very old, don't have shields and helmets are leather.
- Both Police Chief Wall and Fire Chief Hill visited the new Randolph fire station. It cost 44M. It was the most functional they have seen.
- Linda Peterson asked Chief Wall about the new radios that were approved. He had one with him and demonstrated the radio for the committee. He received 15 and they will be rotated among the staff.
- Linda Peterson asked about the Opioid situation in town. Chief Wall said there has been one death so far this year and nine last year. Pembroke is a member of the Plymouth Opioid Outreach program. This program has an event scheduled for tomorrow night (1/24/17) in Plymouth; it has an excellent staff.

Advisory thanked Police Chief Wall for coming.

The next Advisory Committee meeting is scheduled for Monday, January 30, 2017 at 7:30PM.

The Advisory Committee adjourned at 10:00PM.

Respectfully submitted,

Stephen Curley, Clerk