



Town of Reading Meeting Minutes

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2022 MAR -3 AM 9:34^{RK}

Board - Committee - Commission - Council:

Select Board

Date: 2022-02-15

Time: 7:00 PM

Building: Reading Town Hall

Location: Select Board Meeting Room

Address: 16 Lowell Street

Session: Open Session

Purpose: General Business

Version: Final

Attendees: **Members - Present:**

Chair Karen Herrick, Vice Chair Anne Landry, Secretary Mark Dockser, Carlo Bacci, Chris Haley

Members - Not Present:

Others Present:

Bob LeLacheur, Fidel Maltez, Jean Delios (remote), Sean Donahue (remote), Sharon Angstrom (remote), Jane Kinsella (remote), Chris Cole (remote), Jenna Fiorente (remote), Christine Amendola (remote), Jacquelyn LaVerde (remote), Brian McGrail (remote), Ron Rice (remote), Bob Hayes, Jackie McCarthy, Bruce McKenzie (remote), Naomi Kaufman (remote), Lisa Egan, Karen Pinette (remote), Ed Ross (remote), Emily Sisson (remote), Tony D'Arezzo (remote), Dave Pinette (remote)

Minutes Respectfully Submitted By: Jacquelyn LaVerde

Topics of Discussion:

Documents Used:

Winterfest
Liquor Plan Winterfest 2022
Town Insurance Recommendations
Permit
2022-02-10 VASC Packet
Sturges Proposed Score Board Final
Sturges Scoreboard Con Comm Permit
2022-02-15 PTTTF Hearing Notice
Traffic Amendment 2022-01
220135 Reading Select Bd Meadow Brook Golf Club
FW Payment Receipt
Meadowbrook Change of Location ABCC Application
Human Resources Update to Select Board 2.15.22
2022 TM Annual Warrant DRAFT-5
DSGDBylaw_TrackChanges_HolisticWaiver-Based_2-8-22_forDHCD
FY23 WS Rates Overview
WS Rates History
202220115 FY22 Goals
TM Transition Calendar of Important Dates (January through June)
2022-02-01 Select Board Minutes DRAFT - Simple- ajl & kh

Chair Karen Herrick called the meeting to order at 7:00 pm and reviewed the evening's agenda.

Board's expressions of gratitude to Bob LeLacheur:



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As this is the last meeting Bob LeLacheur will be attending as Town Manager, Ms. Herrick presented a plaque to honor him and the past and future Town Managers. Each Board Member expressed their sentiments and well wishes for Mr. LeLacheur. Mr. LeLacheur reflected on his history with the Town starting as a volunteer, then coming up through the ranks to become Town Manager. He then thanked everyone and noted that it has been remarkable how many people throughout the Town have thanked him.

Public Comment:

Lisa Egan, Executive Director of the Reading North Reading Chamber of Commerce, previewed the Winterfest event the Chamber is planning for Thursday, March 10th.

SB Liaison & Town Manager Reports:

Carlo Bacci reviewed highlights from the last CPDC meeting. The CPDC is still hearing plans for the Green Tomato building on Chute Street, and requested a smaller building, more open space, and to redefine that corner. There is a new salon on Haven Street, a new sign was approved for Metro Credit Union, and they are reviewing a sign for Postmark Square.

He also noted that the Board of Health lifted the mask mandate at their meeting last week, and he and Mr. Dockser held a Volunteer Appointment Subcommittee (VASC) meeting.

Chris Haley stated that the Parking Advisory and Recommendations Committee (PARC) held a community forum, where a lot of feedback was received and discussed at their last meeting. The PARC took into consideration changing Sanborn Street parking regulations to resident only, and modifying kiosk pricing for anything over four hours. A future agenda topic will be requested to extend the sunset date of the PARC to April 30th.

Mr. Haley also noted he attended the 10th Annual Winter Walk with the Trails Committee.

Mark Dockser noted that the Council on Aging met with the Reading Center for Active Living Committee (ReCalc). The COA will conduct outreach in the community to see what their needs are and what can be done in the short term. The ReCalc wants to understand from the Council what seniors' longer term needs are and what a new Senior Center might look like.

Karen Herrick stated that Conservation Commission approved the plan for a Community Garden.

Town Manager Bob LeLacheur reviewed the proposed FY23 new budget line item called Select Board Reserve Fund. The line item has \$15,000 for the Board to distribute to volunteer Boards and Committees for smaller requests throughout the year.

He also noted that yesterday was the first day for new Town Manager, Fidel Maltez.

Consent Agenda: Vote to appoint members to Volunteer Boards/Committees:

Mark Dockser moved to appoint:

Nora Bucko as a full member to the ad hoc Reading Center for Active Living (sunsets 11/30/2022), Stephen Theodoridis as a full member to the Cultural Council with a term expiring on June 30, 2024, and

Jean-Paul Plouffe as an Associate member to the Board of Assessors with a term expiring on June 30, 2023. The motion was seconded by Karen Herrick. At the request of Ms. Landry, Mr. Dockser explained that he and Mr. Bacci recommended Ms. Bucko for ReCalc because she was a strong candidate, involved in the community, and is already attending ReCalc meetings. He also briefly reviewed the backgrounds of the other recommended appointees. **The motion was approved 5-0 by unanimous roll call vote.**

Vote to Accept Gift for Sturges Park from Reading Girls Softball:

Bob Hayes, who recently stepped down as Reading Softball Little League (RSL) President, presented the donation of a scoreboard sign to be located in right field near the skating rink. The RSL is shouldering 100% of the project cost as a gift to the Town. The RSL worked with the Parks and Forestry division, Conservation,



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and the Recreation Committee. Jenna Fiorente, Recreation Administrator, stated that she sent a notice to abutters within a 150-foot radius of Sturges Park. She received one phone call from a neighbor with concerns about the location, but she went over it with the resident who was fine with the explanation. Mr. Hayes also noted that they filed for a permit from the Conservation Commission.

Mark Dockser moved to accept the gift for Sturgis Park from Reading Girls Softball as presented, from a grateful Select Board. The motion was seconded by Carlo Bacci and approved 5-0 by unanimous roll call vote.

Public Hearing: Amend Downtown Parking:

Mr. LeLacheur reviewed the discussion from the last meeting for a pilot plan for overnight parking, that needed to be followed up with a Public Hearing. The Board reviewed the amendment that allows overnight parking in the Train Depot lot on Lincoln Street. Deputy Police Chief Christine Amendola explained that only a resident sticker is needed to park in the lot. If there is snow, cars need to be moved from 6:00 am to 9:00 am to allow DPW to clean the lot.

Tony D'Arezzo asked what the parking requirements are at The Met, whether those residents are paying for parking there, and whether they could use this lot instead of paying for parking at The Met. Deputy Chief Amendola stated that she believes the residents of the building get one spot each and are eligible to purchase resident parking permits.

Mark Dockser moved to close the Public Hearing. Motion seconded by Carlo Bacci and approved by 5-0 unanimous roll call vote.

Mark Dockser moved to approve Traffic Amendment 2022-01 as presented. Motion seconded by Karen Herrick and approved 5-0 by unanimous roll call vote.

Public Hearing: Meadow Brook - Relocate All Alcohol Liquor License:

The Clubhouse at Meadow Brook Golf Club burned down twice. The clubhouse has been rebuilt, and the application is to move the location of the liquor license back inside the clubhouse from the temporary tent outside around April 1st. The Select Board received an email from an abutter asking for consistency with the limited operating hours as approved by the CPDC. Attorney Brian McGrail was present with Club Manager Ron Rice. He thanked the Board, the Fire Department and Inspectional Services for their kind comments and support, and reviewed the request for the transfer and the site approval plan to be referenced as part of the motion.

Mark Dockser moved to close the Public Hearing. Motion seconded by Carlo Bacci and approved 5-0 by unanimous roll call vote.

Mark Dockser moved to approve the application of Meadow Brook Golf Club Corp. of Reading Massachusetts to relocate the all-alcohol license to the newly constructed clubhouse on the premises with an address of 292 Grove Street, Reading, Massachusetts with the current approved hours during which alcoholic beverages may be sold, which are from 8:00 a.m. to 2:00 a.m. except on Sundays and legal holidays when the hours shall be 12:00 noon to 1:00 a.m. and also be subject, however, to any terms and conditions of the CPDC Site Plan Review Approval Decision dated November 7, 2018, as modified on September 23, 2020. The motion was seconded by Carlo Bacci. Mark Dockser asked for clarification on the site plan approval to assure that the hours indicated in the approval were consistent with those granted to other establishments in town. Attorney McGrail confirmed the hours noted in the approval for regular hours as well as for special functions which are consistent with those offered to other establishments in town. The motion was then approved 5-0 by unanimous roll call vote.

Discuss Draft Changes to SB Policies: Article 6 Personnel Related Policies:

Human Resources Director Sean Donahue shared a very high-level overview of personnel policy updates made by the staff committee. The Personnel Policies have not been updated since 2009. Some of the topics addressed include: the "Reading Rebound" for employees who leave and return within six months, , EEO



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statement, ADA language, anti-harassment language, Workers Compensation procedures, diverse interview process, technology and equipment expectations of use, remote work, language updated to accommodate the four-day work week, family sick time usage, floating holiday (personal) time, vacation time, compensatory time, FMLA, service credit. Other items that will be considered further include: tuition payment/reimbursement, deferred compensation contributions, employee recognition, and incentive for limited sick time use. The next steps are to meet with Mr. Maltez to review the changes, make the final edits and have Labor Counsel review, then bring the policy back to the Select Board for implementation in the near future.

Anne Landry inquired about the Town's family and medical leave policy and encouraged the Town to policies that are as flexible and supportive as possible with respect to family and medical leave as another means of encouraging employee retention.

Ms. Herrick noted the plan to conduct a pay and class study, and asked if there would be an employee survey. Mr. Donahue explained that the pay and class study is currently out to bid, and will compare similar jobs with peer communities. The Personnel Policies Committee had a lot of representation, and surveyed within the organization as best they could.

Preview Warrant for Annual Town Meeting:

Mr. LeLacheur previewed the 19 articles for April's Annual Town Meeting and noted that there could be another one to three articles possible. Over the weekend there was legislation passed to allow remote Town Meetings through September. However, the Town Moderator seemed to want to return to in-person, though he might like written reports going forward.

Possible articles forthcoming include: a resident petition to honor his wife with a trust fund, a request from a PARC member to ask the state to reverse the road diet, and a resident request for safe routes to schools.

Preview Water/Sewer Storm Water Rates:

Mr. LeLacheur stated that the water department is chewing through reserves right now. Last July they were at \$5.5 million, but are currently projected at just over \$3 million. At April Town Meeting there will be a request to redirect \$400,000 for Emerson Street to Walkers Brook water main work. Emerson Street will instead go into the operating budget starting in July. To use water reserve rates will bring reserves to a new low. There has been an effort to trim as much as possible to prevent a rate increase too large. However, sewer rates can be lower. The Board could vote to use \$650,000 of sewer reserves and leave sewer rates unchanged. Board members briefly discussed possible use of ARPA funds, and requesting earmarks from the state to help with the water projects.

Town Manager Goals update:

Mr. LeLacheur presented the goals as reviewed by the Board earlier this year and encouraged the Board to discuss these and other goals with Mr. Maltez. Mr. Dockser suggested that Infrastructure move up in the priority list, as the new Town Manager can offer some insight. Ms. Landry noted that Economic Development expansion still seemed of strong interest to the Board. Mr. Maltez stated that he will take the Board's recommendations, and within his first 60 days, will bring them what he thinks are the goals and put some timelines, deadlines, and metrics into them, then proceed from there.

Discuss Town Manager Transition:

New Town Manager Fidel Maltez stated that Mr. LeLacheur is completing the budget document to hand off to him. The highest priorities right now are the Town Meeting Warrant, Finance Committee in March, and Town Meeting in April. Mr. LeLacheur and Mr. Maltez are sitting next to each other and communicating throughout the day. Mr. LeLacheur has shared past Town Meeting files as a guide. Assistant Town Manager Jean Delios prepared a calendar of things to expect. Mr. LeLacheur and Mr. Maltez will be meeting with Town Moderator Alan Foulds tomorrow.

Discuss Future Agendas:

Karen Herrick stated that the Trails Committee wants to swap out a member and the VASC may need to meet again. The Community Garden group could be ready to present their updates by March 1st.



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Mark Dockser requested a ReCalc update on March 22nd.

Karen Herrick suggested review of the Capital Plan, and requested that Select Board be posted to attend the upcoming Finance Committee budget meetings in March.

Anne Landry noted that the Director of Equity and Inclusion has been hired at the Library, though is starting in March. If they start by March 22nd, we could invite them to attend a Select Board meeting and introduce themselves.

Carlo Bacci and Mark Dockser added a discussion on the process, needs, priorities, and land use.

Karen Herrick polled SB members about their availability for an additional meeting to discuss next steps for mutually beneficial Economic Development of the RMLD/Ash street area. It was noted that Select Board members Mark Dockser, Anne Landry and Herrick attended the facility tour with Town staff at 7:30am in January.

Carlo Bacci requested to add a discussion and vote on Town Manager termination pay.

Chris Haley requested adding PARC getting extended to April 30th. He and Karen Herrick also agreed to add discussing appropriate contacts for major Board and Committee members.

Approve Meeting Minutes:

The Board reviewed suggested changes to the draft of the February 1, 2022 meeting minutes. They inquired about the wording from the Town Accountant's report that read that the Town Manager "is entitled to" termination pay, whereas the Charter reads "may receive termination pay". The Board asked Ms. LaVerde to review the video to confirm what Ms. Angstrom actually said, then confirm with Town Counsel how to document in the minutes if what was said conflicts with the Charter.

Executive Session: Vote to Approve Collective Bargaining Agreements (Public Employees Committee/Health Insurance; International Association of Firefighters AFL-CIO, Local 1640; Public Works - AFSCME Council 93, Local 1703; Reading Patrol Officers Association - Mass Cop, Local 191A, AFL-CIO; Reading Police Supervisory Officers Association - IBPO; Reading Public Safety Dispatchers - Mass Cop, Local 191A, AFL-CIO; Reading Facilities Maintenance Workers and Town Custodians - AFSCME Council 93, Local 1703; Public Works Supervisory Union, AFSCME Council 93, Local 1703; DPW Engineers, AFSCME Council 93, Local 1702, Sub local 038):

Mark Dockser moved that the board go into Executive Session, including staff members Bob LeLacheur, Fidel Maltez and Jackie LaVerde, under Purpose 2 and Purpose 3, to discuss strategy with respect to collective bargaining with and approve contracts for the following unions:

- Public Employees Committee/Health Insurance;
- International Association of Firefighters AFL-CIO, Local 1640;
- Public Works - AFSCME Council 93, Local 1703;
- Reading Patrol Officers Association - Mass Cop, Local 191A, AFL-CIO;
- Reading Police Supervisory Officers Association - IBPO;
- Reading Public Safety Dispatchers - Mass Cop, Local 191A, AFL-CIO;
- Reading Facilities Maintenance Workers and Town Custodians - AFSCME Council 93, Local 1703; and
- the Public Works Supervisory Union, AFSCME Council 93, Local 1703.

and further the Chair declares that an open meeting could have a detrimental effect on the bargaining position of the body; and the board will NOT reconvene in open session. The motion was seconded by Karen Herrick and approved by 5-0 unanimous roll call vote. Select Board entered Executive Session at 10:21 pm.