



Town of Reading Meeting Posting with Agenda

2018-07-16 LAG

Board - Committee - Commission - Council:

Select Board

Date: 2022-12-13

Time: 7:00 PM

Building: Reading Town Hall

Location: Select Board Meeting Room

Address: 16 Lowell Street

Agenda: Revised

Purpose: General Business

Meeting Called By: Caitlin Nocella on behalf of Chair Mark Dockser

Notices and agendas are to be posted 48 hours in advance of the meetings excluding Saturdays, Sundays and Legal Holidays. Please keep in mind the Town Clerk’s hours of operation and make necessary arrangements to be sure your posting is made in an adequate amount of time. A listing of topics that the chair reasonably anticipates will be discussed at the meeting must be on the agenda.

All Meeting Postings must be submitted in typed format; handwritten notices will not be accepted.

Topics of Discussion:

	<p><i>This Meeting will be held in-person in the Select Board Meeting Room at Town Hall and remotely on Zoom. It will also be streamed live on RCTV as usual.</i></p> <p>Join Zoom Meeting https://us06web.zoom.us/j/88064549575</p> <p>Meeting ID: 880 6454 9575 One tap mobile +16465588656,,88064549575# US (New York) +16465189805,,88064549575# US (New York)</p> <p>Dial by your location +1 646 558 8656 US (New York) +1 646 518 9805 US (New York)</p> <p>Meeting ID: 880 6454 9575 Find your local number: https://us06web.zoom.us/u/kPDenQQK5</p>	PAGE #
7:00	<p>Review Town Department FY24 Budgets</p> <ul style="list-style-type: none"> • Public Library • Facilities • Finance • Shared Costs • Budget Summary 	
9:00	Approve Meeting Minutes	
9:05	Discussion on ideas about and potential sites for a new	

This Agenda has been prepared in advance and represents a listing of topics that the chair reasonably anticipates will be discussed at the meeting. However the agenda does not necessarily include all matters which may be taken up at this meeting.



Town of Reading Meeting Posting with Agenda

	senior/community center/municipal building including any possible new alternatives, and potential vote to authorize town manager to expend funds to explore any such sites.	
9:30	Discussion on the Purchase of Real Property for Municipal Use, including an Executive Session (Purpose 6) to discuss the acquisition and value of 17 Harnden Street	

FY24 Reading Public Library Budget

LEVEL 1

Prepared:
Amy Fang Lannon (she/her)
Library Director

STRATEGIC PLAN (readingpl.org)

2

STRATEGY #1

Customer convenience through improved access to collections and resources, both physical and digital.

Address diverse needs of the community, especially those of typically marginalized.

STRATEGY #2

Community learning and engagement with the Library as partner and participant.

Learn and collaborate to strengthen the Reading community.

STRATEGY #3

Optimize the library as “Space and Place,” fulfilling the library’s potential as a community asset.

Improve equitable access to library services. Support and enhance essential community services.

VISION

Evolving together to strengthen communication, equity, collaboration, and learning.

VALUES

Education

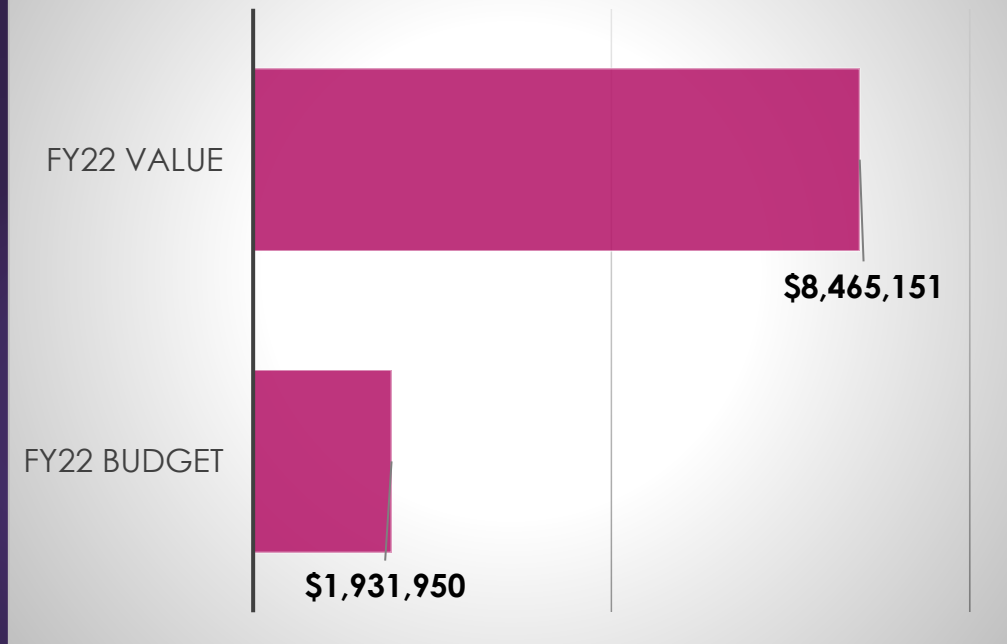
Equity

Accountability

Access

LIBRARY VALUE

MEASURABLE RETURN



13,939 Reading Library Card Holders

OTHER:

- Free Fax/Scan services
- Free WiFi (62,200+ sessions)
- Free public computer use (4000+ sessions)
- Minimal fees for printing

Transactions	Library Service	Total Value	Avg. Value
102,545	Adult Books Borrowed	\$2,050,900	\$20.00
15,075	Young Adult Books Borrowed	\$286,425	\$19.00
175,690	Children Books Borrowed	\$2,635,350	\$15.00
23,490	eBooks Downloaded	\$258,390	\$11.00
11,377	Audiobooks & Music Borrowed	\$113,201	\$9.95
13,301	Audiobooks Downloaded	\$199,515	\$15.00
27,139	Movies Borrowed	\$108,556	\$4.00
7,166	Magazines Borrowed	\$35,830	\$5.00
30,403	Interlibrary Loan Requests	\$760,075	\$25.00
2,022	Adult In-person Programs Attendance	\$24,264	\$12.00
420	Young Adult In-person Programs Attendance	\$4,200	\$10.00
3,048	Children's In-person Programs Attendance	\$15,240	\$5.00
936	Museum Passes Borrowed	\$18,720	\$20.00
139,514	Online (news, language, learning, legal, research)	\$1,743,925	\$12.50
21,056	Reference Assistance	\$210,560	\$10.00
Total		\$8,465,151	

TOTAL \$2,095,025
Increase 3.75%

SUMMARY

Salaries*	\$1,698,150	+4.8%
General Expenses	\$124,500	-10.8%
Materials	\$272,375	+4.8%

**Step + 1.25% COLA with placeholder salary for one vacancy.*

	FY23	FY24	%
Administration	\$342,900	\$359,650	+4.9%
Equity & Social Justice	\$79,150	\$85,075	+7.5%
Collection Services	\$514,100	\$538,625	+4.8%
Public Services	\$683,700	\$714,800	+4.5%
General Expenses	\$139,500	\$124,500	-10.8%
Materials	\$259,950	\$272,375	+4.8%
TOTAL	\$2,019,300	\$2,095,025	+3.75%

PAY AND CLASS: The salary budget corrects non-union rates to the 75th percentile among peer communities as recommended by 2022 Pay & Class study by GovHR and the Town of Reading.

Expenses -0.6% (combined)

General Expenses -10.8%
Materials +4.8%

Category	FY23	FY24	% Change
LIBRARY PROFESSIONAL DEVELOPMENT	\$16,500	\$10,000	-40%
LIBRARY PROGRAMS	\$4,000	\$4,000	0%
LIBRARY SUPPLIES/EQUIPMENT	\$13,500	\$11,500	-15%
LIBRARY EQUIP CONTRACT/REPAIR	\$23,000	\$22,000	-4%
LIBRARY SOFTWARE LICEN	\$70,500	\$69,000	-2%
LIBRARY TECHNOLOGY EQUIP	\$12,000	\$8,000	-33%
LIBRARY MATERIALS	\$259,700	\$272,375	4.8%
	\$299,450	\$296,875	-0.6%

Expenses Goal: +2% combined = \$10,000

Overview of Services

Hours

Monday	9:00 AM — 9:00 PM
Tuesday	9:00 AM — 9:00 PM
Wednesday	9:00 AM — 9:00 PM
Thursday	1:00 PM — 9:00 PM
Friday	9:00 AM — 5:00 PM
Saturday	9:00 AM — 5:00 PM
Sunday (Oct-May)	1:00 PM — 5:00 PM

- 60 hours per week (64 w/ Sundays)
- 4 evenings and Saturdays

Staffing

24.5 FTE (w/ Sundays)

- 30 Regular Employees*
- 4 Pages
- 10 Substitute/Sunday staff

* One vacancy

Programming

- Over 500 programs in FY22
- All ages and abilities and interests
 - Author visits
 - Climate Education
 - Community Conversations
 - Concerts
 - LGBTQ+ Support
 - STEAM Programming
 - School 6th Grade Library Tours
 - School Visits

Overview of Services

In-Library Services

- Books, Magazines, Music, DVDs, and Audiobooks
- Library of Things
- PCs (in-library)
- Chromebooks and Hotspots (take-home)
- Wi-Fi
- Fax/Copy/Scan
- On-site/remote printing
- Study and soft seating (189 seats total)
- Meeting room rentals

24/7 Virtual Library

- Libby/Overdrive (all MA)
- Hoopla
- Kanopy
- Mango Languages
- Brainfuse Help Now Tutoring
- LearningExpress³ Test Prep

³ ACT®, SAT®, AP®, DAT®, GRE®, GMAT®, LSAT®, MAT® and MCAT®, GED®, Occupational Certification Exams, U.S. Citizenship

... and

- Consumer Reports
- Valueline Digital
- Ancestry.com
- My Heritage
- New York Times online
- Wall Street Journal online
- Learn to Code (Fiero)
- Community Resources Page
- Digital Literacy Resources
- And more

FY21-FY25 Strategic Planning Projects

	IMPROVED ACCESS	COMMUNITY LEARNING	SPACE & PLACE
1. Library Services App Development COMPLETE	✓	✓	
2. Secure after-hours pick up lockers COMPLETE*	✓		✓
3. Microfilm digitization PARTIALLY COMPLETE*	✓	✓	
4. EV Charging Parking Spaces PARTIOALLY COMPLETE	✓		✓
5. Phone Privacy Pods COMPLETE	✓		✓
6. <i>Accessibility and Diversity Audits (FY23-FY25)</i>	✓	✓	✓
7. <i>Sustainable outdoor green learning space (FY24-FY25)</i>	✓	✓	✓

QUESTIONS?

- **Step + 1.25% COLA**
- **Pay & Class Study Adjustments**
- **13% Materials Budget**
- **Measurable ROI**
- **Community-focused projects**
- **Readingpl.org**

RPL IS YOUR SPACE FOR

- ▶ **Borrow the Unexpected**
 - ▶ Chromebooks
 - ▶ Hotspots
 - ▶ Slide/Negative scanner
 - ▶ Oculus
 - ▶ Yard Games
- ▶ **Community Partnerships**
 - ▶ New Resident Open House
 - ▶ Wellness Wednesdays (PCS and Public Safety Clinician)
 - ▶ Vaccine clinics, blood pressure and hearing screenings (Health Department)
 - ▶ Garden Club – Memory Tree
 - ▶ Reading Art Walk

TOWN OF READING FACILITIES

FY24 REQUESTED BUDGET 12/13/22



Agenda – FY24
Requested
Budget

FY24 Requested Core Facilities Budget Summary

FY24 Requested Town Facilities Budget Summary

FY24 Requested Core & Town Facilities Budget Totals

Work Orders by Location

Work Orders Staff & Vendor Comparison

Facilities Preventative Maintenance Program

Facilities Organizational Chart

Questions

FY24 Requested Core Facilities Budget Summary

The salaries for administrative staff include steps plus 1.25% COLA

The salaries for Licensed Maintenance Staff reflect steps plus 2.75% COLA per collective bargaining agreements

Maintenance overtime reflects increase in hourly wages and non billable event coverages

	FY21 ACTUALS	FY22 ACTUALS	FY23 BUDGET	FY24 BUDGET REQUESTED	PCT CHANGE
Facilities Administration Staff	313,966	332,355	334,600	351,100	4.93%
Licensed Maintenance Staff	294,326	305,820	316,600	326,000	2.97%
Maintenance Overtime	29,756	25,846	25,000	36,300	45.20%
CORE Facilities Wages	638,048	664,021	676,200	713,400	5.50%

FY24 Requested Core Facilities Budget Summary Continued

Accommodated Expenses are projecting an increase in consumption as well as utility rates

Elevator increase is due to new state inspection requirements

Alarm increase is driven by the addition of building security system repairs and maintenance contract

Pest Management increase is a result of adding additional services as well as rate increases

Maintenance/Repairs and Misc. Expense increases are a result of higher vendor wages and material cost

	FY21 ACTUALS	FY22 ACTUALS	FY23 BUDGET	FY24 BUDGET REQUESTED	PCT CHANGE
CORE Accommodated Expenses	1,257,746	1,360,557	1,750,000	2,079,250	18.81%
CORE Maintenance & Repairs	351,063	638,435	384,300	414,800	7.94%
CORE Electrical Expenses	22,266	22,425	44,500	44,500	0.00%
CORE Elevator Expenses	34,235	49,826	49,500	59,400	20.00%
CORE Alarm Expenses	70,044	63,658	34,900	84,900	143.27%
CORE Fire Equipment Expenses	6,352	6,098	35,000	35,000	0.00%
CORE HVAC Expenses	85,598	211,138	221,500	221,500	0.00%
CORE Pest Management Expenses	9,066	11,157	10,200	14,280	40.00%
CORE Plumbing Expenses	19,808	34,525	31,500	31,500	0.00%
CORE Miscellaneous Expenses	126,254	76,971	46,000	49,000	6.52%
CORE Facilities Expenses	1,982,432	2,474,789	2,607,400	3,034,130	16.37%
CORE Grand Total Wages & Exp.	2,620,480	3,138,810	3,283,600	3,747,530	14.13%

FY24 Requested Town Facilities Budget Summary

Wages show an increase of 17.66%
Driving factors are:

➤ Steps and cola increases per
collective bargaining agreements

➤ Adding an additional full time
custodian position for Senior Ctr.
coverage

All other expenses are level funded

The Town Facilities budget has a total
requested increase of 12.46%

	FY21 ACTUALS	FY22 ACTUALS	FY23 BUDGET	FY24 BUDGET REQUESTED	PCT CHANGE
TF Custodian I	211,231	215,195	225,100	285,000	26.61%
TF Custodial Overtime	19,282	28,912	27,500	27,500	0.00%
TF Vac/Sick Buyback	0	0	13,000	0	-100%
Town Facilities Bldg. Wages	230,513	244,107	265,600	312,500	17.66%
	FY21 ACTUALS	FY22 ACTUALS	FY23 BUDGET	FY24 BUDGET REQUESTED	PCT CHANGE
TF Outsourced Cleaning Services	81,500	81,500	93,725	93,725	0.00%
TF Building Supplies	11,675	13,825	17,225	17,225	0.00%
Town Facilities Bldg. Expenses	93,175	95,325	110,950	110,950	0.00%
Town Facilities Grand Total	323,688	339,431	376,550	423,450	12.46%

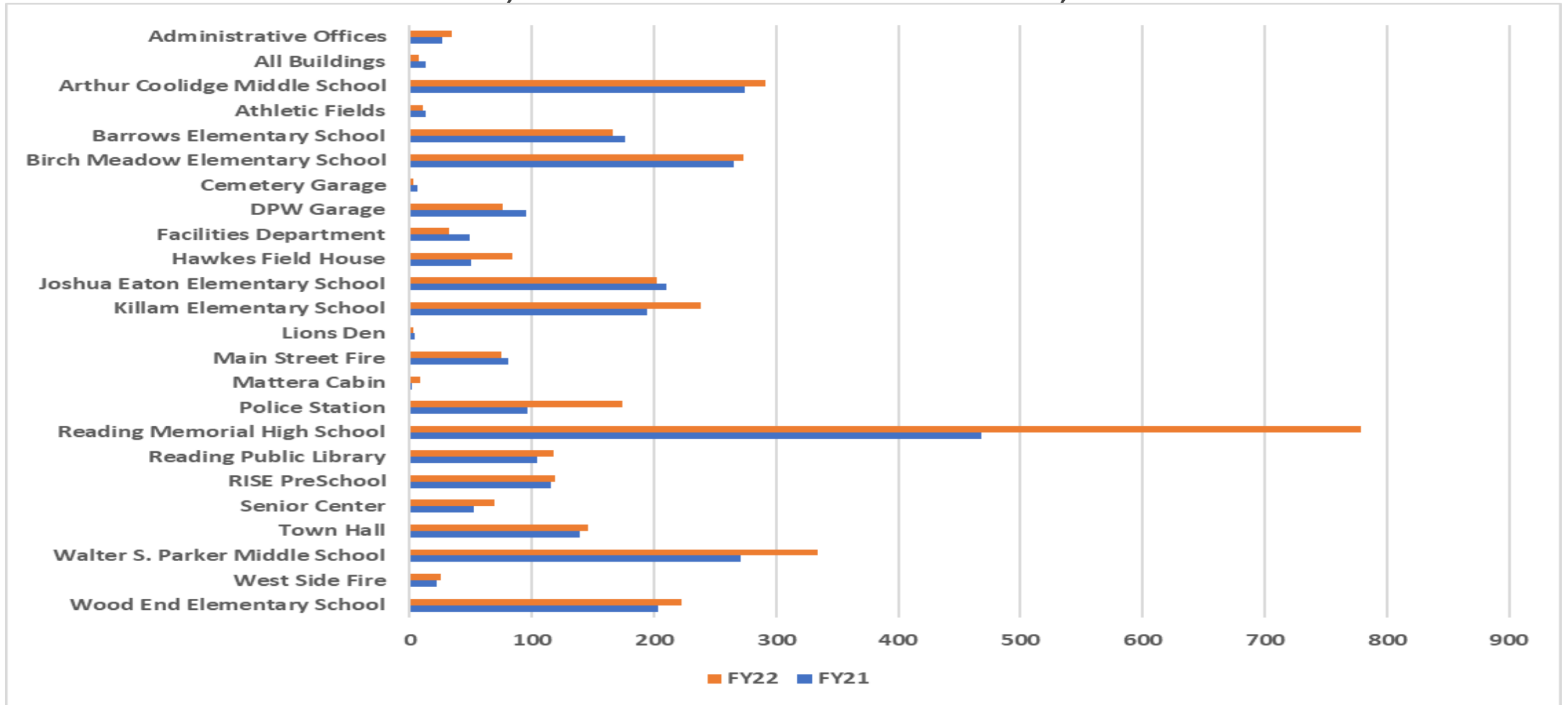
FY24 Requested Core & Town Facilities Budget Totals

Total Core and Town budget
increase is \$510,830. or
13.96%

	FY21 ACTUALS	FY22 ACTUALS	FY23 BUDGET	FY24 BUDGET REQUESTED	PCT CHANGE
CORE Grand Total Wages & Exp.	2,620,480	3,138,810	3,283,600	3,747,530	14.13%
TF Grand Total Wages & Exp.	323,688	339,431	376,550	423,450	12.46%
School Buildings	See School Budget				
Facilities Dept. Expenses Totals	2,944,168	3,478,242	3,660,150	4,170,980	13.96%

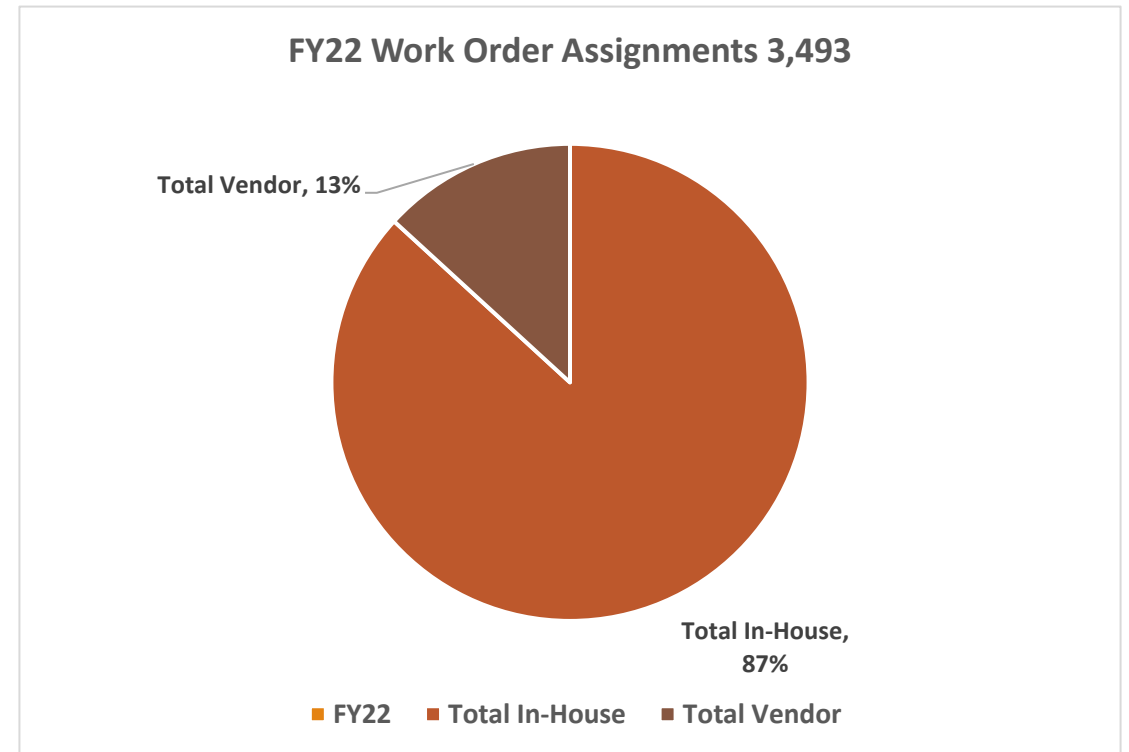
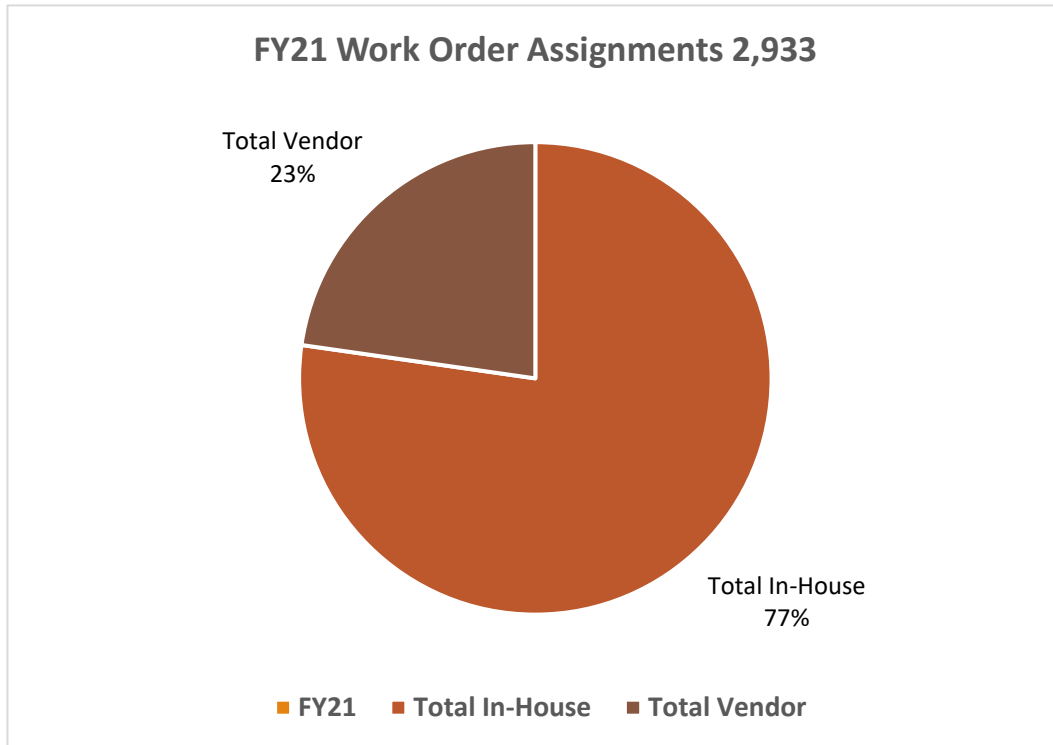
WORK ORDERS BY LOCATION

In FY21 there were **2,933** work orders and FY22 there were **3,493** an increase of **560**.



WORK ORDERS STAFF & VENDOR COMPARISON

These graphs illustrate a comparison of work orders assigned in FY21 and FY22. The Facilities Department continues to maintain the majority of work orders completed by in-house staff. In FY22 the department increased the number of in-house work orders by 10%.



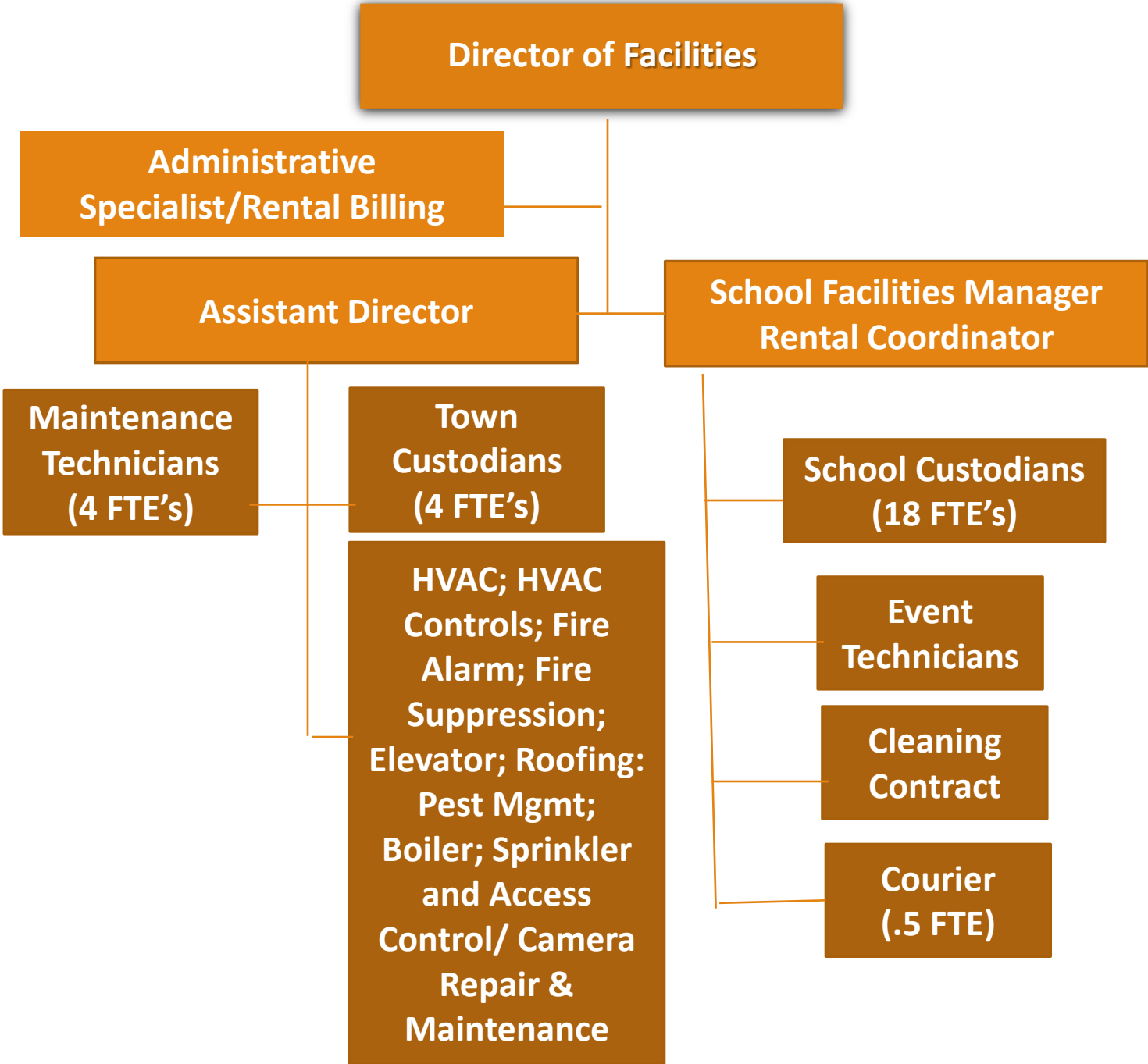
Facilities Department Preventative Maintenance Program

17 Buildings Maintained



- **55** **Roof Top Equipment – Serviced 2-3 times/year**
- **336** **Exhaust Fans – Serviced annually**
- **41** **Boilers Serviced annually**
- **299** **Unit Ventilators – Serviced three times/year**
- **12** **Elevator and Lift Services – Serviced monthly**
- **9** **Emergency Generators – Serviced twice per year**
- **11** **Grease Traps – Serviced annually**
- **2** **Acid Waste Tanks – Serviced annually**
- **17 Locations – Pest Control Services**
- **13 Locations – Sprinkler/Fire-Serviced Annually**
- **15 Locations – Fire Alarm–Serviced three times per year**
- **17 Locations – Fire Extinguishers/Fire Suppressions – Serviced annually**
- **17 Locations – Exit Signs and Emergency Lighting – Serviced annually**

Facilities Department Organizational Chart



FY24 Requested
Budget
12/13/22



Questions



Thanks!



TOWN OF READING

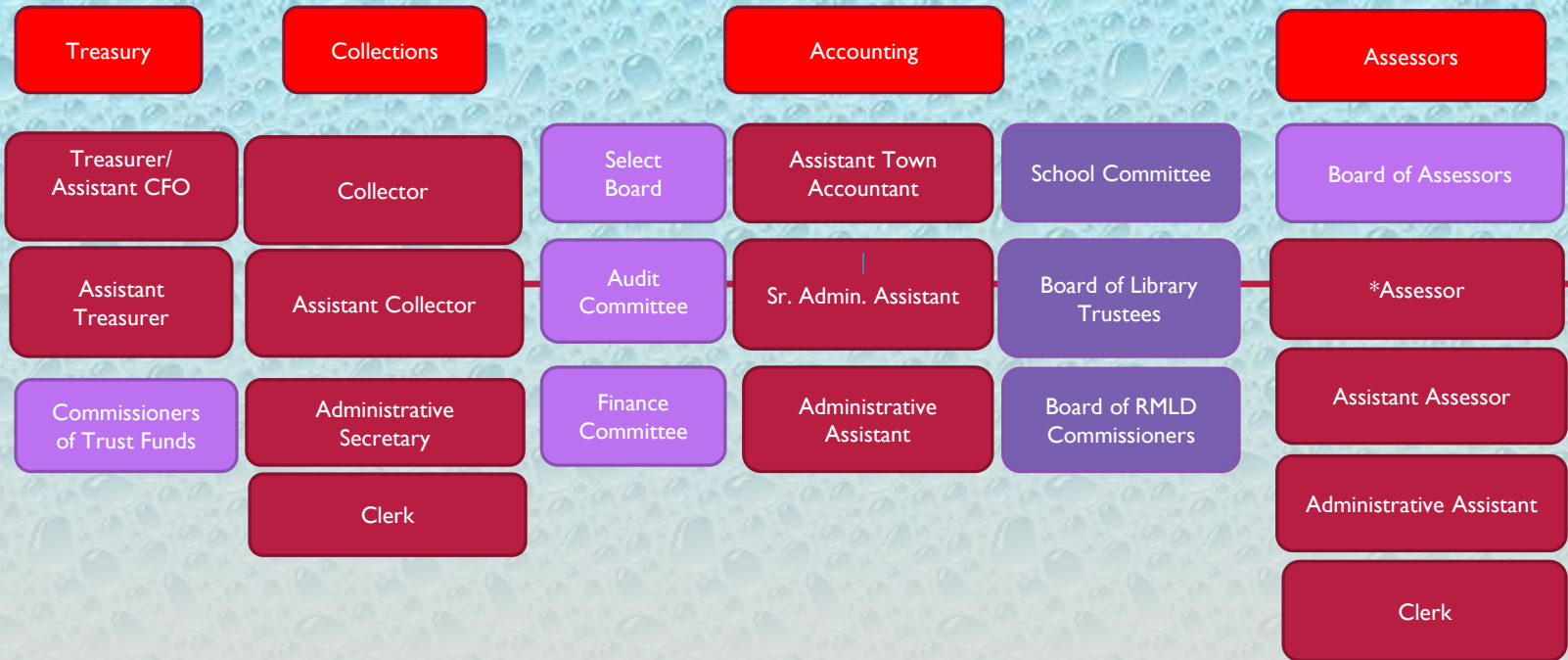
FY24 Finance Budget





Finance Department

Chief Financial Officer/Town Accountant



**regionalized with Wakefield*



FINANCE DEPARTMENT DIVISIONS

General
Finance
5.43 FTEs

Accounting 4.0
FTEs

Assessing
2.5 FTEs

GENERAL FINANCE KEY RESPONSIBILITIES

**Payroll – Biweekly
(approx. 1,300
employees)**

**Cash Management
and Reconciliation**

**State and Federal
Reporting**

Debt Issuance

**Quarterly Property
Tax Billing (approx.
9,327 properties)**

**Quarterly Utility
Billing**

**Manage Tax Title
Accounts**

**Payment
Processing
(129,000 payments
per year)**

**ASSESSING
KEY
RESPONSIBILITIES**

**Valuation of all
Real and Personal
Property**

**Field Review, Data
Collection & Data
Entry of Property
Info**

**Administration of
Statutory and
Local Property
Tax Exemptions**

**Motor Vehicle
Excise Billing
(approx.
24,000/year)**

**Motor Vehicle
Excise and
Property Tax
Abatements**

**Maintenance of
Property Tax
Records**

**Tax Classification
Presentation to
SB and General
Public**

**Advertise &
Admin Sr. Tax
Relief Program**



**Invoice Processing
& Payment
(approx.
26,000/year)**

**Monthly Budget
Reporting to
Department
Heads**

**Budget Oversight
and Support**

**MUNIS Support
and Security
Settings**

**Tax Recap – sets
the tax rate**

**Free Cash
Calculation**

**Schedule A
Reporting**

**Financial Analysis
and Reporting**

**Compile Audit
Requests**

ACCOUNTING KEY RESPONSIBILITIES

FINANCE BUDGET SUMMARY

	FY23 REVISED BUDGET	FY24 LEVEL 1 PROPOSED BUDGET	PERCENT CHANGE
Accounting	\$338,750	\$366,950	8.3%
Assessing	\$175,200	\$178,300	1.8%
General Finance	\$528,750	\$540,300	2.2%
Finance Total	\$1,042,700	\$1,085,550	4.1%

FINANCE SALARIES BUDGET

	FY23 Revised Budget	FY24 Level I Proposed Budget	Percent Change
Accounting	\$333,750	\$361,250	8.2%
Assessing	\$72,400	\$75,300	4.0%
General Finance	\$480,900	\$489,850	1.9%
Finance Salary Total	\$887,050	\$926,400	4.4%

FINANCE EXPENSES BUDGET

	FY23 Revised Budget	FY24 Level 1 Proposed Budget	Percent Change
Accounting	\$5,000	\$5,700	14%
Assessing	\$102,800	\$103,000	.2%
General Finance	\$47,850	\$50,450	5.4%
Finance Salary Total	\$155,650	\$159,150	2.2%

Town of Reading FY24 Shared Costs



Shared Costs (\$ millions)

▶ Purposefully high figure for Capital + Debt: extra Free Cash added to fund this to not detract from the funding of the Operations of the Schools or Town

		FY23	FY24	Change
B99	Benefits	\$19.84	\$20.66	+4.2%
C99	Capital	3.09	2.96	-4.0%
D99	Debt	5.98	6.07	+1.5%
E99	Vocational Schools	0.87	0.90	+4.0%
F99	FINCOM Reserves	0.20	0.20	0%
	Shared Costs	\$29.98	\$30.79	+2.7%

FY24 Benefits (\$ millions)

Employee & Retiree Benefits			\$20.66 + 5.1%
Retirement		\$ 6.68	+ 6.0%
• Pension Assessment	6.14	+ 6.1%	
• OPEB	0.50	+0.0%	
• Other	0.04	+ 0.0%	
Medicare		\$ 1.05	+ 0.5%
Health Insurance		\$ 12.38	+ 3.8%
Worker Compensation		\$ 0.39	+ 1.3%
Indemnification		\$ 0.14	+ 3.8%
Unemployment		\$ 0.08	+ 0.0%

FY24 Capital

Proposed Capital spending \$2,963,000 -4.0%

- \$ 50k Permanent Building Committee
- \$ 140k Rise Playground Improvements
- \$ 163k Arc Flash Hazard Study - Schools
- \$ 65k Car readers for all schools
- \$ 10k Telephone system upgrades for schools
- \$ 100k District-wide Technology projects for the schools
- \$ 100k Technology projects – Town
- \$ 10k Library Equipment
- \$ 65k Fire passenger car
- \$ 480k Two Dump Trucks – Public Works
- \$ 235k Pickup/Cars/Vans (3 vehicles) – Public Works
- \$ 280k Loader to replace Sicard
- \$ 225k Blower unit for Loader
- \$ 16k Trailer – Public Works
- \$ 24k Mower SKAG 61" - Public Works
- \$ 50k Fence Improvements
- \$ 200k Field, Playground and Court Improvements
- \$ 100k Rock Wall Repair Program
- \$ 25k Parking Lot Improvements
- \$ 100k Sidewalk/Curb/Pedestrian Safety
- \$ 100k Skim Coating & Crack Seal Patch
- \$ 425k Road paving

FY23 Debt

▶	<u>Debt Service</u>	\$6,066,806	+1.5%
▶	debt premiums paid	\$	3,407
▶			
▶	within levy		\$3,380,694
▶	School buildings	\$	916,688
▶	All buildings – energy/safety	\$	1,242,831
▶	RMHS Turf II & Turf I	\$	561,025
▶	Police Station/Public Health	\$	182,250
▶	Community Improvement	\$	337,500
▶	Roadway Improvements	\$	140,400
▶			
▶	excluded from the levy		\$2,686,112
▶	Schools (ends 2024)		\$1,357,012
▶	Library (ends 2025)		\$1,329,100

Vocational Education & FINCOM Reserves

Vocational Education	\$904,800
+4.0%	

This figure annually estimates enrollment, and sometimes needs to be amended at a future Town Meeting.

FINCOM Reserves	\$200,000
+0.0%	

Select Board

Draft Minutes

11/15/2022

KH via Zoom

Public Comment

Bill Brown noted the cemetery department would love some ARPA money if there is any left.

Tim Twomey wanted to note some concerns about the proposed new baseball field the board is hearing about tonight. His main concerns are parking and access to the field.

Liaison Reports

McCarthy thanked the Town Clerks staff for a great election day. She thanked the Veterans Agent and staff for a great Veteran's day celebration. The board of health has an RFP out for consultants to do a community needs assessment. Covid numbers are down and they will continue to do vaccine clinics. VASC had a lot of great candidates.

Haley echoed McCarthy's statement about the VASC. Veteran's Day was a great turnout. He noted his frustrations with the fact that the town spent money and got lawyers involved to ask about a sign on someone's private property which clearly falls under freedom of speech.

Bacci also noted the fantastic Veteran's Day celebration. The historical commissions are still discussing 186 Summer Ave. A new project on Village Street was approved by CPDC. Common District Meeting House is doing work and hopes to open by January.

Herrick attended a DI event at the High School. RMLD has promoted Greg Phipps as the new GM. The School Committee has a new pathways program to expand offerings that fall between tradition high school and vocational schools. The program will match students with local businesses for capstone projects and internships. She attended a joint Historical meeting about 186 Summer Ave. The Pleasant Street Center is doing their annual thanksgiving dinner to which the board is invited to.

Dockser noted the Council on Aging met and is already putting their ARPA money to good use. ReCalc met again in regards to 17 Harden and the needs assessment. Trust Commissioners met to look at a new or revised program for the Reading response assistance system. More discussions taking place on lot 5; they did a tour and scouted out some lot lines. He also mentioned a wonderful Veterans Day celebration.

Town Manager's Report

Maltez noted that Town Meeting is off to a great start and they got thru 6 articles night one. He noted he is continuing to meet with our trash contractor to make sure things stay on track as they seem to be at the moment. He did mention they are falling behind with leaf pickup but trash and recycling are on track. He noted there have been several resident complaints about a flag on private property. There is nothing the town can do about that; it is freedom of speech on private property.

Public Hearing – Traffic Improvements

Lt. Jones was present to answer any questions. The request is for two stop signs; one on Copeland Ave at Prescott Street and the other on Hillcrest Road at Prescott Street. He noted PTTTF has already reviewed and approved the request.

Haley moved to close the hearing on the Traffic and Parking regulations. With a second from Bacci the motion approved with a unanimous roll call vote.

Haley moved to approve Safety Amendment 2022-20 as presented. With a second from Bacci the motion approved with a unanimous roll call vote.

Haley moved to approve Safety Amendment 2022-21 as presented. With a second from McCarthy the motion approved with a unanimous roll call vote.

Accept Gift – Baseball field at Joshua Eaton

President of Little League Baseball Jose gave a presentation about their gift of a new baseball field at Joshua Eaton. The presentation can be found in the Select Board packet on the town website.

Mike Coleman from the Recreation Committee noted the committee feels this is a great idea and approved opening it. There would only be two games at one time to try and offset parking issues.

Bacci asked about recent incidents Reading Little League and it was noted those behaviors will not be tolerated and they are being taken care of. He also suggested having PTTTF look at parking ideas.

Tim Twomey noted his concerns again about parking and specifically about emergency vehicles not being able to get through when parents park on both sides of the road for games.

Ed Hackett noted he is a neighbor to the new field and also expressed his concerns about safety vehicles being able to access those houses and parking.

Haley moved to accept the gift of a baseball field at Joshua Eaton from Reading Little League as presented. The motion was seconded by McCarthy and approved with a unanimous roll call vote.

Pickleball Discussion

Jenna Fiorente gave the board a presentation about pickleball. The presentation can be found in the Select Board meeting packet on the town website. The board discussed the current interest level in pickleball, the current court locations and some potential new court locations. It was also noted that 8 new courts are already in the Birch Meadow Master plan.

Reading Ice Arena Discussion on Lease Renewal

Carl McFadden, the representative to the board from the Reading Ice Arena Board of Directors, spoke about the authority, how it was set up by Nelson Burbank and looking ahead to renewing the lease. He noted the roof needs to be redone soon but they can take on that expense with their 'rainy day fund'.

Herrick had a number of questions about past audits, their website and publicizing more information for the public. She also believes their roof quote is inaccurate. She mentioned RMLD would be interested in putting solar panels on their roof as well.

SWEC Representative

The board noted they assumed Bacci would be taking this role because this committee was his idea. **Bacci noted he would love to be the representative and nominated himself. Herrick seconded the motion and it was approved with a unanimous roll call vote.**

Haley then moved to appoint Bacci as the SB Representative on the Symonds Way Exploratory Committee. The motion was seconded by Herrick and approved with a unanimous roll call vote.

Discuss Menorah on Town Common

Dockser noted he requested a menorah be placed on the town common to be more inclusive. He explained that lots of neighboring towns already do it and feels there is a lot of interest doing it here. He noted that the menorah is not a religious item.

Haley asked how this is different from flying the pride flag in which they discussed this past summer. He noted he supports putting a menorah up but also feels they are opening a door to any other requests. He also asked if the board should be approving the tree lighting that the Chamber puts on.

Bacci asked how the menorah is not a religious item when it is for Hannukah which is a Jewish holiday. He suggested putting a Christmas tree next to the menorah.

Herrick asked if they put the menorah on the common if that would then change how they handled the pride flag request. She feels the board should discuss tonight but wait and hear public input before voting and vote at the next meeting.

Marianne Downing noted she read the case law about this. She is not sure how a menorah is not considered a religious symbol. She feels the packet should have had more information for the public.

Town Counsel noted it is really important to convey these are not religious symbols but celebrations of the holiday season. The board needs to handle this as 'government speech' meaning the board wants to put the menorah out to make people feel more inclusive. This is not a private request; this is something the board wants to do.

Haley moved to approve placing a menorah on the town common. The motion was seconded by Bacci and approved with a unanimous roll call vote.

Letter of Support for Safe Routes School Grant

Maltez noted there is a grant opportunity that is available every other year.

McCarthy noted they need to do better notifying the neighbors.

Haley moved to approve submitting a letter of support for Safe Routes to School Grant. The motion was seconded by McCarthy and approved with a unanimous roll call vote.

VASC

McCarthy noted they had great candidates for a number of open positions.

Haley noted there was a few candidates for Council on Aging and he explained why he chose who they did for the full positions vs the associates.

Haley moved to appoint:

- **Karen Janowski as a member of the Council on Aging, term effective immediately and expiring June 30, 2025**
- **Nancy Tawadros as a member of the Council on Aging, term effective immediately and expiring June 30, 2024**
- **Nancy Ziemiak as an associate member of the Council on Aging, term effective immediately and expiring June 30, 2023**
- **Jean Prato as an associate member of the Council on Aging, term effective immediately and expiring June 30, 2023**
- **Melissa Pucci as a member of the Recreation Committee, term effective immediately and expiring June 30, 2025**
- **Tim Kirwan as an associate member of the Trails Committee, term effective immediately and expiring June 30, 2024**

The motion was seconded by McCarthy and approved with a unanimous roll call vote.

Tax Rate Re-Vote

Maltez noted that the board needed to vote a more exact number to ensure the split is where they intended it to be.

Haley moved that the Select Board adopt a residential factor of .996452 for Fiscal Year 2023. The motion was seconded by McCarthy and approved with the following roll call vote: Haley – no; McCarthy -yes; Dockser – yes; Bacci – yes; Herrick – yes.

Future Agendas

The board discussed future agenda items.

Minutes

The board edited previous meeting minutes.

Haley moved to approve the meeting minutes of October 11th, 2022 as amended. The motion was seconded by McCarthy with approved with a unanimous roll call vote.

Haley moved to approve the meeting minutes of October 25th, 2022 as amended. The motion was seconded by McCarthy with approved with a unanimous roll call vote.

Herrick moved to adjourn at 10:34 PM. The motion was seconded by Bacci and approved with a unanimous roll call vote.