



FAIRHAVEN SELECT BOARD

Meeting Minutes

April 3, 2023

Present: Select Board members Chair Stasia Powers, Vice-Chair Leon Correy, Clerk Robert Espindola, Select Board member Keith Silvia, Select Board member Charles Murphy Sr., and Town Administrator Angie Lopes Ellison.

The meeting was videotaped by Cable access and Zoom meeting application.

Ms. Powers opened the meeting at 5:18PM

Review and Recommend Budget:

The Board continued the review of budget items.

General Fund Operating Budget, currently listed as Article 6A (Attachment A)

General Government

- The Finance Committee recommended ten thousand less on line 17, Treasurer Collector operating expense, tax title

Public Safety

- Mr. Espindola presented slides (*Attachment B*) with topics related to Capital-proposed alternative financing, tax rate information-clarification/considerations for override discussion and override considerations.

Discussion ensued regarding trends, use of tax rate as set, assessed home values from the Assessor's Office versus online sites like Zillow and the Department of Revenue per capita income, census data availability for income purposes, discussing the concerns Mr. Bienvenue highlighted with Host Community Agreement fees and solid waste collection fees, obtaining an analysis with projections, the future Finance Director's role with long term reporting to prepare for the future and delaying the override to give time to understand all the numbers and calculations.

Ms. Ellison explained the budget presented will be balanced and there will be contingencies to move forward from Town Meeting depending on the results. Without an override, services will be lost/cut in order to meet the Town's obligations. Mr. Bienvenue will not be available to assist with projections until after July and would need to be asked first.

Many factors will impact the calculations and projections, for example, recession and market influences. The Town needs revenue growth areas and the impacts on the present override need come from factors like inflation, cost-of-living and covid.

The Board asked for time to review the report Mr. Espindola handed out before discussing further.

Citizen's Petition – Article 24, Street Light on Pilgrim Avenue

Vincent Furtado, Department of Public Works Superintendent, joined via zoom to discuss. He explained the process on requesting street lights; if there are poles available, where existing lights are and need/safety reason. Typically, the recommendation from the Select Board and Finance Committee has been to "Yield to Petitioner" for this type of article.

Motion: Mr. Murphy made a motion to recommend “Yield to Petitioner” on Article 24. Mr. Silvia seconded. The motion passed unanimously (5-0-0)

Capital Budget:

Discussion on Capital Plan projects and the list showing FY24 and FY25 projects, can any be cut or reconsidered. Cuts to capital projects does not solve the operating budget shortfall. Ms. Ellison explained the cyclical cycle that has resulted from spending to capacity, lack of revenue growth areas and caring for shortfalls from free cash. The need to grow revenue is clear and potential override to “right the ship” now.

Discussion continued regarding avoiding borrowing and moving some items to the Capital Budget Plan and that this does not solve the current situation either. Debt is needed to show the Town can pay and this builds the bond rating.

Ms. Ellison explained the FY24 Override Information Hub is online, at the top of the Town’s Website. She will prepare a simplified presentation to show the “buckets” and overall budget process for the next meeting. Ms. Ellison also explained in regards to the question of a generator in Town Hall, there is a small generator that runs the emergency lights and boiler only and she did explain and apologize to Mr. Grindrod on the Finance Committee.

The Board reviewed the Capital Budget items in Article 7A, line items 1-21 (*Attachment C*).

Motion: Mr. Murphy made a motion to recommend “Adoption” on Article 7A General Fund Capital Budget, line items 1-21. Mr. Silvia seconded. The motion passed unanimously (5-0-0)

The Board passed over Articles 7B, 7C and 7D at this time.

Other Articles:

Article 10A, Funding of Reserve Articles, The Board held on line items 1 and 2.

Motion: Mr. Murphy made a motion to recommend “Adoption” on Article 10A Funding of Reserve Articles, line items 3-15. Mr. Silvia seconded. The motion passed unanimously (5-0-0)

Article 13, Civil Service-Fire Department, Article 14, Civil Service-Police Department:

The Board discussed holding recommendation until Town Meeting. At this time contracts have not been ratified, potential agenda item for April 18.

Motion: Mr. Murphy made a motion to recommend “At Town Meeting” on Articles 13 and 14. Mr. Silvia seconded. The motion passed unanimously (5-0-0)

Article 15, Finance Director, language changes.

The Board discussed holding recommendation until Town Meeting.

Motion: Mr. Murphy made a motion to recommend “At Town Meeting” on Article 15. Mr. Silvia seconded. The motion passed unanimously (5-0-0)

Article 18, Amend Bylaws, Wetlands

Ms. Ellison explained that Town Counsel recommended language and the article was updated according to their recommendation.

Motion: Mr. Murphy made a motion to recommend “Adoption” on Article 18. Mr. Silvia seconded. The motion passed unanimously (5-0-0)

Article 25, Fund Labor Contracts

This article is to fund labor contracts for Police, Fire and Sewer. It is anticipated that there will be signed Memorandum of Understandings for Police and Fire on the April 18th agenda.

Motion: Mr. Murphy made a motion to recommend “At Town Meeting” on Article 25. Mr. Silvia seconded. The motion passed unanimously (5-0-0)

Article 23, Street Discontinuance

This article was previously voted as Indefinite Postponement, a public hearing is scheduled for April 18th.

Motion: Mr. Murphy made a motion to recommend “At Town Meeting” on Article 23. Mr. Silvia seconded. The motion passed unanimously (5-0-0)

Article 4, Bills of Prior Year

Previous discussion was to wait in case additional bills are submitted.

Motion: Mr. Murphy made a motion to recommend “At Town Meeting” on Article 4. Mr. Silvia seconded. The motion passed unanimously (5-0-0)

Article 5, General Fund Adjustments

Items A through F.

Motion: Mr. Murphy made a motion to recommend “At Town Meeting” on Article 25 Funding of labor contracts. Mr. Silvia seconded. The motion passed unanimously (5-0-0)

Mr. Espindola asked to make a motion to send a letter to the Department of Revenue to place the Town of Fairhaven in the queue for assistance with the online financial tool as presented by Zach Blake. Ms. Powers asked to add this to the April 18th agenda. Questions should be sent to Ms. Ellison.

Ms. Ellison handed out an updated sheet showing the salary reserve which reflects the reclassification and compensation survey. (*Attachment D*)

News and Announcements:

Upcoming meetings:

The next regularly scheduled Select Board meeting will be Wednesday, April 5, 2023 at 6:00PM in the Town Hall banquet room.

The meeting adjourned at 7:50PM

Attachments:

- A. General Fund Operating Budget
- B. Mr. Espindola’s presentation
- C. Draft of the Town Meeting Warrant
- D. Salary Reserve

Article 7A

LINE	Function/ Dept. #	Department Name/Function Totals	FY 2023 Budgeted	FY 2024 Requested / Contingent Budget	FY 2024 Non - Contingent Budget
GENERAL GOVERNMENT					
1	114	Moderator Salary	1,000	1,000	1,000
	122,195,405	Select Board/Town Administrator			-
2		Salaries & Wages	325,016	322,412	322,412
3		Operating Expenses	22,470	27,910	27,910
	153	Human Resources			-
4		Salaries & Wages	131,160	193,943	193,943
5		Operating Expenses	12,370	20,975	20,975
	113 / 131	Town Meeting/Finance Committee			-
6		Salaries & Wages	1,500	1,000	1,000
7		Operating Expenses	7,945	7,945	7,945
8		Reserve Fund	100,000	100,000	100,000
9	151	Legal	180,000	180,000	180,000
	192	Town Hall			-
10		Salaries & Wages	56,252	56,916	56,916
11		Operating Expenses	63,913	76,150	76,150
	155	Consolidated Information Technology			-
12		Salaries & Wages	335,274	339,994	339,994
13		Operating Expenses	154,493	202,415	202,415
General Government Salaries & Wages			850,202	915,265	915,265
General Government Operating Expenses			541,191	615,395	615,395
Subtotal General Government			1,391,393	1,530,660	1,530,660
MUNICIPAL FINANCE					
	135	Accounting			
14		Salaries & Wages	151,321	162,616	162,616
15		Operating Expenses	58,453	60,713	60,713
	145	Treasurer/Collector			
16		Salaries & Wages	400,591	336,072	336,072
17		Operating Expenses	126,160	120,900	120,900
	141	Assessors			
18		Salaries & Wages	210,641	200,876	200,876
19		Operating Expenses	45,643	45,060	45,060
Municipal Finance Salaries & Wages			762,553	699,564	699,564
Municipal Finance Operating Expenses			230,256	226,673	226,673
Subtotal Municipal Finance			992,809	926,237	926,237
TOWN CLERK/ELECTIONS					
20	161,163	Subtotal Salaries & Wages	160,549	143,328	143,328
21		Subtotal Operating Expenses	37,208	29,258	29,258
PLANNING & DEVELOPMENT					
	175-00	Planning Board			
22		Salaries & Wages	3,200	3,000	3,000
23		Operating Expenses	3,990	2,930	2,930
	175-01	Planning and Economic Development			
24		Salaries & Wages	128,463	132,942	132,942

LINE	Function/ Dept. #	Department Name/Function Totals	FY 2023 Budgeted	FY 2024 Requested / Contingent Budget	FY 2024 Non - Contingent Budget
25		Operating Expenses	9,500	15,525	15,525
	175-02	Economic Development Committee			
26		Salaries & Wages	1,500	1,500	1,500
27		Operating Expenses	6,500	6,500	6,500
	176	Board of Appeals			
28		Salaries & Wages	5,304	3,500	3,500
29		Operating Expenses	18,920	3,700	3,700
	171	Conservation Commission			
30		Salaries & Wages	99,797	98,758	98,758
31		Operating Expenses	21,569	11,980	11,980
32	122	Buzzards Bay Action Committee	1,800	1,800	1,800

		Planning & Development Salaries & Wages	238,264	239,700	239,700
		Planning & Development Operating Expenses	62,279	42,435	42,435
		Subtotal Planning & Development	300,543	282,135	282,135

PUBLIC SAFETY					
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	210,292	Police Department/Animal Control			
33		Salaries & Wages	4,214,132	4,519,338	4,519,338
34		Operating Expenses	469,477	488,520	488,520
	220,225,291	Fire Department/Emergency Management			
35		Salaries & Wages	2,798,579	3,059,527	2,909,527
36		Operating Expenses	413,561	451,657	451,657
	241	Building Department			
37		Salaries & Wages	182,565	183,696	183,696
38		Operating Expenses	11,350	5,350	5,350
	298	Marine Resources			
39		Salaries & Wages	177,966	178,440	178,440
40		Operating Expenses	75,145	43,110	43,110
	244	Weights & Measures			
41		Salaries & Wages	7,140	7,140	7,140
42		Operating Expenses	200	500	500

		Public Safety Salaries & Wages	7,380,382	7,948,141	7,798,141
		Public Safety Operating Expenses	969,733	989,137	989,137
		Subtotal Public Safety	8,350,115	8,937,278	8,787,278

EDUCATION					
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43	300	Subtotal Fairhaven Public Schools	22,910,638	23,953,641	23,753,641
44	301	Subtotal NB Regional Technical HS	2,217,552	2,397,000	2,397,000
45	302	Subtotal Bristol County Agricultural HS	181,000	235,000	235,000

PUBLIC WORKS					
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	421	Administration Division			
46		Salaries & Wages	213,644	223,502	223,502
47		Operating Expenses	9,925	13,525	13,525
	403,405,420	Highways Division			
48		Salaries & Wages	1,361,754	1,279,388	1,279,388
49		Operating Expenses	665,222	723,912	723,912
50		Snow & Ice	60,000	60,000	60,000

LINE	Function/ Dept. #	Department Name/Function Totals	FY 2023 Budgeted	FY 2024 Requested / Contingent Budget	FY 2024 Non - Contingent Budget
	650	Parks Department			
51		Salaries & Wages	134,317	139,896	139,896
52		Operating Expenses	47,029	53,500	53,500
	294,295	Tree Department			
53		Salaries & Wages	47,186	27,321	27,321
54		Operating Expenses	23,280	40,345	40,345
55	431	Sanitation - Operating Expenses	1,601,056	1,682,679	1,682,679
56	424	Street Lighting	61,000	61,000	61,000
Public Works Salaries & Wages			1,756,901	1,670,107	1,670,107
Public Works Operating Expenses			2,467,512	2,634,961	2,634,961
Subtotal Public Works			4,224,413	4,305,068	4,305,068
HEALTH & ENVIRONMENT					
	510	Board of Health			
57		Subtotal Salaries & Wages	160,165	164,353	164,353
58		Subtotal Operating Expenses	24,210	24,570	24,570
COMMUNITY SERVICES					
	541	Council on Aging			
59		Salaries & Wages	172,810	189,296	189,296
60		Operating Expenses	44,525	40,064	40,064
	543	Veterans Services			
61		Salaries & Wages	90,316	98,592	98,592
62		Operating Expenses	581,200	695,800	695,800
63	611	Millicent Library	714,291	752,336	752,336
	640	Recreation Department			
64		Salaries & Wages	209,457	218,183	218,183
65		Operating Expenses	138,650	143,800	143,800
	189	Tourism Department			
66		Salaries & Wages	78,958	78,697	78,697
67		Operating Expenses	21,825	21,075	21,075
68	691	Fine Arts - expenses	1,200	1,200	1,200
69	670	Historical Commission - expenses	18,500	18,500	18,500
70	692	Memorial/Veterans Day - expenses	3,000	1,500	1,500
71	690	Cultural Council - expenses	2,750	2,750	2,750
72	190	Commission on Disability - expenses	1,000	1,000	1,000
73	191	Belonging Committee		1,000	1,000
74	122	Rape Crisis Project - expenses	2,000	2,000	2,000
Community Services Salaries & Wages			551,541	584,768	584,768
Community Services Operating Expenses			1,528,941	1,681,025	1,681,025
Subtotal Community Services			2,080,482	2,265,793	2,265,793
NON-DEPARTMENTAL					
75	911	Contributory Retirement	3,790,776	3,906,560	3,906,560
76	924	Group Insurance	4,600,000	4,800,000	4,800,000
77	913	MA Employment Security	63,000	63,000	63,000
78	925	Town General Insurance	905,000	955,000	955,000
79	918	Medicare Taxes (Employer Share)	440,000	462,000	462,000

LINE	Function/ Dept. #	Department Name/Function Totals	FY 2023 Budgeted	FY 2024 Requested / Contingent Budget	FY 2024 Non - Contingent Budget
80	122	Wind Turbine Electric Expense	700,000	725,000	725,000
81		Salary Reserve	500,000	850,000	750,000
Non-Departmental Salary & Wages			500,000	850,000	750,000
Non-Departmental Operating Expenses			10,498,776	10,911,560	10,911,560
Subtotal Non-Departmental			10,998,776	11,761,560	11,661,560
DEBT SERVICE					
82	710	General Fund			
Subtotal Debt Service			1,029,204	1,131,020	1,131,020
GRAND TOTAL			55,059,057	58,086,901	57,636,901
GRAND TOTAL BREAKDOWN					
Salaries & Wages - Town			12,360,557	13,215,226	12,965,226
Operating Expenses - Town			5,861,330	6,243,454	6,243,454
Educational Services			25,309,190	26,585,641	26,385,641
Non-Departmental Costs			10,498,776	10,911,560	10,911,560
Debt Service			1,029,204	1,131,020	1,131,020
Grand Totals			55,059,057	58,086,901	57,636,901

Bob Espindola
Select Board Meeting 4-3-2023

Topics I would like to cover today

- 1) Capital – Proposed Alternative Financing
- 2) Tax Rate Information – Clarification / Considerations for Override Discussion
- 3) Override Considerations

Our Capital Improvement Plan Messaging needs to be cleaned up

Placing the Override in context with other major cost factors on the horizon				
	FY27	FY28	FY29	
Override Increase (from above)	\$ 47.91	\$ 47.91	\$ 47.91	\$ 47.91
Median Tax impact of Public Safety Facility @ \$36M Assumed Cost	\$ 405.41	\$ 398.03	\$ 386.98	\$ 386.98
Impact of Sewer Fee after WWTP Upgrades are in place (timing of rate increase to be determined)	\$ 480.00	\$ 480.00	\$ 480.00	\$ 480.00
Impact of Existing and Proposed debt including Existing Debt, FY24 New Debt Proposed, Public Safety Facility & WWTP Upgrades ==>> at \$36M Cost Assumption for Public Safety Facility ==>>>	\$ 933.32	\$ 925.95	\$ 914.89	\$ 914.89
Median Tax impact of Public Safety Facility @ \$50M Assumed Cost	\$ 563.06	\$ 552.83	\$ 537.47	\$ 537.47
Impact of Existing and Proposed debt including Existing Debt, FY24 New Debt Proposed, Public Safety Facility & WWTP Upgrades ==>> at \$50M Cost Assumption for Public Safety Facility ==>>>	\$ 1,090.97	\$ 1,080.74	\$ 1,065.38	\$ 1,065.38

**TOWN OF FAIRHAVEN, MASSACHUSETTS
TOWN ADMINISTRATOR RECOMMENDATIONS
FY 2024 CAPITAL BUDGET and 2025 - 2028 CAPITAL PLAN**

Dept	Project	Score	Requested FY 2024	Capital Budget FY24	Capital Plan			
					FY25	FY26	FY27	FY28
Emergency Mgm	Unit 51 Replacement				95,000			
Fire	Fire Gear Replacement				106,600			
Fire	Portable Radios - Fire/EM				73,000			
Fire/Police	Public Safety Complex				6,000,000	36,000,000		

At our last Select Board meeting we were told that the Public Safety Facility will not happen any time soon

One Board member referred to it as a "Pipe Dream"

If we have no vision of the Public Facility on the horizon, we should begin using Capital Stabilization

Goal – Avoid Borrowing for three projects in Article 7
Save over \$1.5 Million in Interest Payments

		Current Budget		
Article	Petitioner		Amount Proposed for Borrowing	Interest Paid over Term
7B	Town Administrator	Middle School Roof Replacement	\$ 2,397,320	\$ 1,242,671
7C	Town Administrator	COA / REC Center Roof	\$ 530,000	\$ 113,919
7D	Town Administrator	Millicent Library HVAC	\$ 935,000	\$ 200,970
		Total Proposed Borrowing in Articles 7B, 7C	\$ 3,862,320	\$ 1,557,560

Interest paid calculated using: https://www.usaa.com/inet/wc/bank-real-estate-mortgage-loans?wa_ref=real_est_home_mort_main_sub_menu

Where Can we draw from to Avoid Borrowing this year?

Step 1 – Reduce Current line items in Article 10A

Article Line	Fund	Proposed Amount	RJE Suggestion	Source
1	Transfer to Capital Stabilization Fund	\$ 800,000	\$ -	Free Cash
2	Transfer to Other Post-Employment Benefit Trust Fund	\$ 300,000	\$ 50,000	Free Cash
3	Transfer to Ambulance Stabilization Fund	\$ 55,000	\$ 55,000	Ambulance Fund
4	Personal Property Audits - Assessing Dept.	\$ 25,000	\$ 25,000	Free Cash
5	IT Application Development	\$ 15,000	\$ 15,000	Free Cash
6	Shellfish Propagation Program	\$ 10,000	\$ 10,000	Free Cash
7	Animal Shelter Repair	\$ 10,000	\$ 10,000	Free Cash
8	Fird Department Ambulance Repair (Medic 2)	\$ 58,000	\$ 58,000	Free Cash
9	Finance Department Transition Support	\$ 65,000	\$ 65,000	Free Cash
10	Grant Matching Funds - Seaport Economic Council, Union Wharf, Phase 5B	\$ 350,000	\$ 350,000	Free Cash
11	Grant Matching Funds - Seaport Economic Council, Union Wharf, Harbor Plan	\$ 40,000	\$ 40,000	Free Cash
12	Grant Matching Funds - FEMA, Fire Department Protective equipment	\$ 10,812	\$ 10,812	Free Cash
13	Grant Matching Funds - Planning Dept., Misc. grants	\$ 7,000	\$ 7,000	Free Cash
14	Town Hall Roof Repair	\$ 7,000	\$ 7,000	Free Cash
15	Town Hall Handicap / Accessibility Upgrades	\$ 7,500	\$ 7,500	Free Cash
Total Article 10		\$ 1,760,312	\$ 710,312	
Amount available to avoid borrowing		\$ 1,050,000		

Current Budget					
Article	Petitioner		Amount Proposed for Borrowing	Interest Paid over Term	
7B	Town Administrator	Middle School Roof Replacement	\$ 2,397,320	\$ 1,242,671	
7C	Town Administrator	COA / REC Center Roof	\$ 530,000	\$ 113,919	
7D	Town Administrator	Millicent Library HVAC	\$ 935,000	\$ 200,970	
Total Proposed Borrowing in Articles 7B, 7C			\$ 3,862,320	\$ 1,557,560	

RJE Proposal - Avoid Borrowing					
	Reallocate from Article 10A	Transfer to Capital Stabilization Fund	\$ 800,000	From Article 10	
	Reallocate from Article 10A	Transfer to Other Post-Employment Benefit Trust F	\$ 250,000	From Article 10	
	Draw Down Capital Stabilization	Proposed Draw on Capital Stabilization	\$ 2,812,320	Draw from Stabilization	
Total Capital Funding			\$ 3,862,320		

Where Can we draw from to Avoid Borrowing this year? **With Library**
Step 2 – Draw down Capital Stabilization Fund while remaining well within Financial Policy guidelines

Where Can we draw from to Avoid Borrowing this year? (With Library)
Step 2 – Draw down Capital Stabilization Fund while remaining well within Financial Policy guidelines

			Operating Budget with Override	Operating Budget Without Override
Stabilization Fund - Unrestricted - Current Balance	\$	3,199,514	\$ 58,086,901	57,636,901
Stabilization Fund - Capital - Current Balance	\$	5,852,792		
Current Standing - Total Stabilization / Percentage of Operating Budget	\$	9,052,306	15.6%	15.7%
Proposed Draw from Stabilization *	\$	2,812,320		
AFTER proposed draw - Total Stabilization / Percentage of Operating Budget	\$	6,239,986	10.7%	10.8%

* Proposed Draw from Stabilization based on comments from TA and Board members during March 28, 2023 Select Board Meeting that the Public Safety Facility should not be considered part of the current 5-Year Capital Plan)

The Town should maintain a Stabilization Fund balance of at least seven percent (7%) of General Fund operating budget with a minimum of five percent (5%) after appropriation for capital improvement or equipment. The Fund should be replenished within three (3) years to seven percent (7%).

Where Can we draw from to Avoid Borrowing this year? Without Library
Step 2 – Draw down Capital Stabilization Fund while remaining well within Financial Policy guidelines

Current Budget					
Article	Petitioner	Description	Amount Proposed for Borrowing	Interest Paid over Term	
7B	Town Administrator	Middle School Roof Replacement	\$ 2,397,320	\$ 1,242,671	
7C	Town Administrator	COA / REC Center Roof	\$ 530,000	\$ 113,919	
7D	Town Administrator	Millicent Library HVAC			
Total Proposed Borrowing in Articles 7B, 7C & 7D			\$ 2,927,320	\$ 1,356,590	
RJE Proposal - Avoid Borrowing					
	Reallocate from Article 10A	Transfer to Capital Stabilization Fund	\$ 800,000	From Article 10	
	Reallocate from Article 10A	Transfer to Other Post-Employment Benefit Trust Fund	\$ 250,000	From Article 10	
	Draw Down Capital Stabilization	Proposed Draw on Capital Stabilization	\$ 1,877,320	Draw from Stabilization	
Total Capital Funding			\$ 2,927,320		

Where Can we draw from to Avoid Borrowing this year? (Without Library)
Step 2 – Draw down Capital Stabilization Fund while remaining well within Financial Policy guidelines

			Operating Budget with Override	Operating Budget Without Override
Stabilization Fund - Unrestricted - Current Balance	\$	3,199,514	\$ 58,086,901	\$ 57,636,901
Stabilization Fund - Capital - Current Balance	\$	5,852,792		
Current Standing - Total Stabilization / Percentage of Operating Budget	\$	9,052,306	15.6%	15.7%
Proposed Draw from Stabilization *	\$	1,877,320		
AFTER proposed draw - Total Stabilization / Percentage of Operating Budget	\$	7,174,986	12.4%	12.4%

* Proposed Draw from Stabilization based on comments from TA and Board members during March 28, 2023 Select Board Meeting that the Public Safety Facility should not be considered part of the current 5-Year Capital Plan)

The Town should maintain a Stabilization Fund balance of at least seven percent (7%) of General Fund operating budget with a minimum of five percent (5%) after appropriation for capital improvement or equipment. The Fund should be replenished within three (3) years to seven percent (7%).

This is the information that we have provided to people to date

WHAT WILL IT COST?

Fiscal year	tax rate per \$1000	average home value	tax bill	Difference
2023	9.95	\$394,058	\$ 3,921	-
2024	9.73	\$394,058	\$ 3,834	-\$87
2024 with override	9.84	\$394,058	\$ 3,878	-\$43

Flat Year over Year Home values is not an assumption supported by historical trends in Fairhaven

Form LA4, that the Town submits to the DOR as a precursor to setting the tax rate will not be filed until later this year
We will not know the actual assessed values until later this year

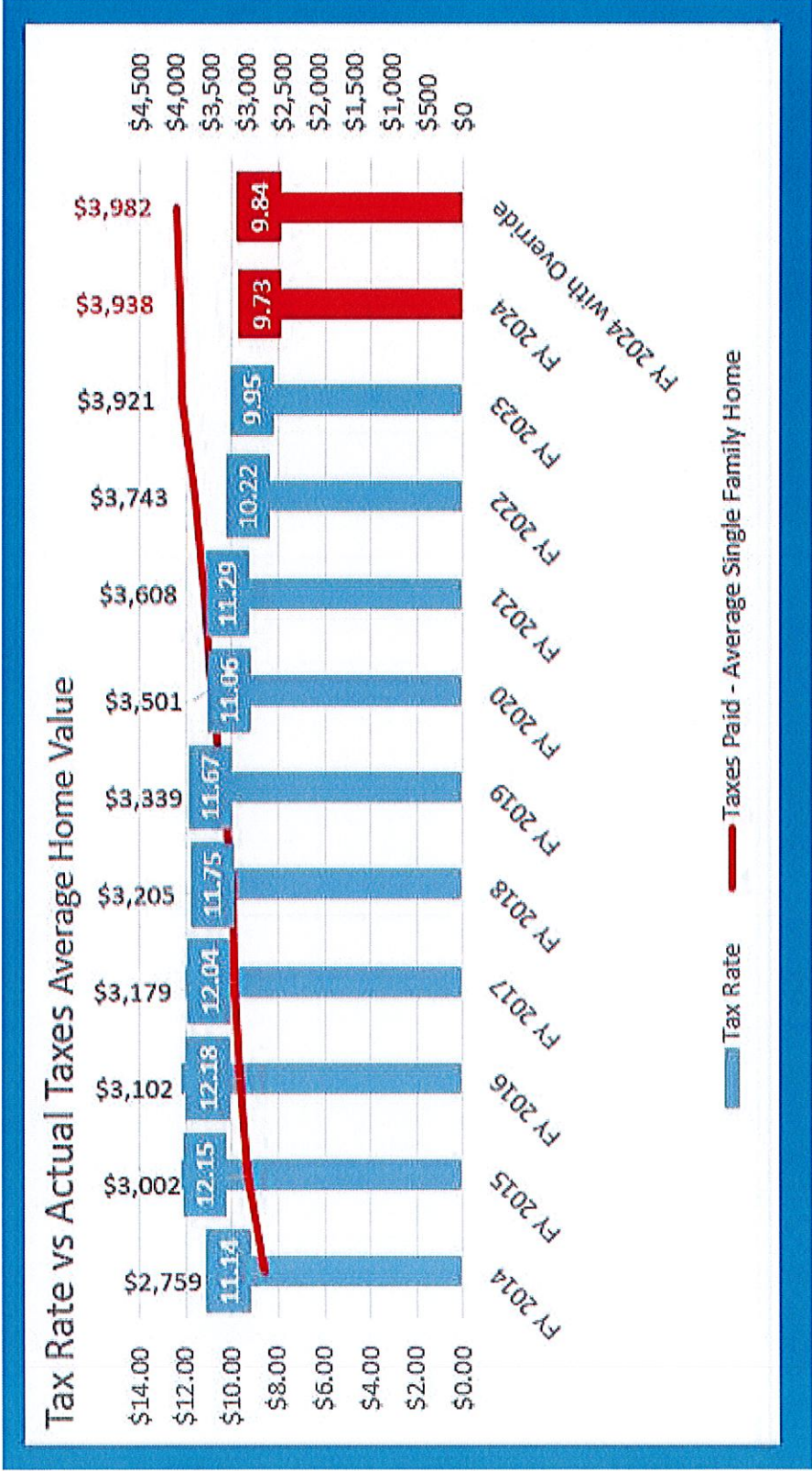
Data Provided by Fairhaven Assessors Office					
FY	Average SF Home Value	Tax Rate	Taxes Paid - Average Single Family Home	Year over Year Increase	Average Increase over period
FY 2014	\$247,678	11.14	\$2,759		
FY 2015	\$247,093	12.15	\$3,002	8.8%	
FY 2016	\$254,645	12.18	\$3,102	3.3%	
FY 2017	\$264,074	12.04	\$3,179	2.5%	
FY 2018	\$272,739	11.75	\$3,205	0.8%	
FY 2019	\$286,122	11.67	\$3,339	4.2%	4%
FY 2020	\$316,541	11.06	\$3,501	4.8%	
FY 2021	\$319,583	11.29	\$3,608	3.1%	
FY 2022	\$366,206	10.22	\$3,743	3.7%	
FY 2023	\$394,058	9.95	\$3,921	4.8%	
FY 2024	\$404,698	9.73	\$3,938	2.7%	4%
FY 2024 with Override	\$404,698	9.84	\$3,982	2.7%	4%
Increase without Override @ 2.7% increase in home value					
			FY 2024	\$17	\$24.95
Increase with Override @ 2.7% increase in home value					
			FY 2024	\$61	\$90.93

* Reference for 2.7 % estimated increase (Redfin) <https://www.redfin.com/state/Massachusetts/housing-market>

Massachusetts Housing Market

Home prices in Massachusetts were up 2.7% year-over-year in February. At the same time, the number of homes sold fell 22.0% and the number of homes for sale fell 4.5%.

* Reference for 2.7 % estimated increase <https://www.redfin.com/state/Massachusetts/housing-market>



The override is not just for one year and the value increases by 2.5% annually

Escalation ==>>		2.5%
Fiscal Year		Override impact
FY24	\$	450,000
FY25	\$	461,250
FY26	\$	472,781
FY27	\$	484,601
FY28	\$	496,716
FY29	\$	509,134
FY30	\$	521,862
FY31	\$	534,909
FY32	\$	548,281
FY33	\$	561,988
FY34	\$	576,038

We should not be comparing ourselves (and our capacity to absorb tax increases to communities like Hingham, or other much more affluent communities to justify an override.

Municipality	2021 Population	FY 2023 Single Family Tax Bill	2020 DOR Income Per Capita	Per Capita Income Relative to Fairhaven
Fairhaven	15,909	3,921	34,968	
Acushnet	10,553	4,728	38,638	10.50%
Dartmouth	34,005	4,609	41,898	9.32%
Lakeville	11,762	5,574	47,342	15.57%
Westport	16,359	4,442	49,149	5.17%
Mattapoisett	6,574	7,409	70,199	60.20%
Marion	5,333	7,976	74,538	12.41%
Hingham	24,311	11,177	140,318	188.11%

I believe our working class and aging population like the low tax level.

People in a low income category will feel the pinch more than those who earn significantly more.

We need to take into account those who will feel the impact the most.

1. Predominantly Blue Collar and aging population.
2. Our Per Capita Income relative to other local Communities illustrates why tax increases will be felt more here.
3. Do not compare ourselves to far more affluent communities when trying to justify an override.
4. Our population will feel a tax increase more than other communities
5. We owe it to them to do our homework before we subject them to a tax increase.
6. We owe it to them to provide context for the Override in context with other pending tax/rate payer impacts on the horizon

Municipality	2021 Population	FY 2023 Single Family Tax Bill	2020 DOR Income Per Capita	Per Capita Income Relative to Fairhaven
Fairhaven	15,909	3,921	34,968	
Acushnet	10,553	4,728	38,638	10.50%
Dartmouth	34,005	4,609	41,898	9.32%
Wakeville	11,762	5,574	47,342	15.57%
Nestport	16,359	4,442	49,149	5.17%
Mattapoisett	6,574	7,409	70,199	60.20%
Marion	5,333	7,976	74,538	12.41%
Hingham	24,311	11,177	140,318	188.11%

\$935K For the Library HVAC pulled off the table today illustrates Haste in the midst of confusion.

As Mr. Bienvenue explained, we need to consider the Capital discussion separate from the Override discussion (Cutting Capital Projects will not solve the Operating Budget Defecit).

In my opinion

- The Override has not been justified well enough to advance to Town Meeting.
- We are not in a position to answer fundamental, logical questions about our future (we have not done our homework)
- **We should advance a base budget living within prop 2.5 and delay the Override question until a Fall TM**

This would allow us **to provide the thorough analysis that Tax Payers deserve**, to explain, with proper supporting documentation, that the Town actually needs an Override into the future and that \$450K is the right number.

Delaying the override question until Fall Town Meeting will allow us time to get our house in order.

We should do all of the following before voters are asked to vote on the override;

- 1) Provide a realistic Capital Improvement Plan for the next 5 years and document well will remain on the horizon after 5 years. Incorporate expectations for contributions from CPA funds. This is important to know what our Exempt Debt Service Projections will be to share that with Tax Payers
- 2) Complete 5 Year Forecast for Revenue & Expenses, as our Financial Policies say we should be doing.
 - Utilize the free service available from the DOR to help develop the forecasting tool they advertise.
 - It would only take a letter from our Board requesting to get in their queue.
 - Incorporate Collective Bargaining obligations, COLA, Policy Objectives, Capital Objectives, etc.
 - Find out how things will land with Marijuana Host Fees / Excise Fees / Governors Budget

- 3) Research the advice from Mr. Bienvenue that our annual revenue assumptions are not conservative enough.
- Establish a policy for Revenue estimating and determine the impact on the budget.
- 4) Provide a thorough staffing analysis for every department, including;
- Appointed Tree Warden – We have been told the Tree Department Budget needs a serious boost
 - Appointed Town Clerk – will recruitment in todays market come at a higher cost?
 - Structural Changes in the Finance / Accounting Department (will this result in higher or lower cost?)
 - Fire Department – This one is most glaring ...

Given Fairhaven Firefighters Union has stated, in no uncertain terms that

“Following an intensive study, the IFF found that the Fairhaven Fire Department would only be properly staffed with a minimum of 14 Firefighters per shift. Currently our Department averages only 6 Firefighters per shift”.

- 5) Work with consultant to develop more formal OPEB Liability Funding Plan and understand the impact that plan will have on the budget moving forward
- 6) Work with a rating agency to learn what the impact each of the above may have on our Bond Rating.
- It may not be easy, but we are not prohibited from a Higher Bond Rating (towns with smaller and larger populations have a higher Bond Rating than we do.
 - Not following our own Financial Policies may risk falling back on our existing Bond Rating.



FAIRHAVEN FIRE FIGHTERS

LOCAL 1555

Kevin Gonsalves
President

Representatives
*Chauncy Burr
Nathan Rebello
Maggie Rocha
Ryan Armado
Troy Decouto*

FOR IMMEDIATE RELEASE

March 28, 2023

**ATTN: RESPONSE TO TOWN ATTEMPTING TO DISMISS NEWLY HIRED
FIREFIGHTERS OVER PROP 2 ½ OVERRIDE**

FAIRHAVEN, MASSACHUSETTS -

In January of this year, the Town of Fairhaven agreed to a settlement with Local 1555 in which the Town agreed to hire and employ four additional firefighters. This small addition still does not provide our department with adequate staffing; however, it is a step in the right direction. Following an intensive study, the IAFF found that the Fairhaven Fire Department would only be properly staffed with a minimum of fourteen (14) Firefighters per shift. Currently, our department averages 6 staff members per shift. This is not only dangerous to our members, but also a disservice to the townspeople we are sworn to protect. Our department **desperately needs more staff. There is no way around it.**

Bob Espindola - Select Board 4-3-2023

Is Fairhaven's' Bond Rating Limited by our Population???

It is not, Communities larger and smaller than Fairhaven have higher Bond Ratings.

(Mattapoisett has a higher Bond Rating, for example

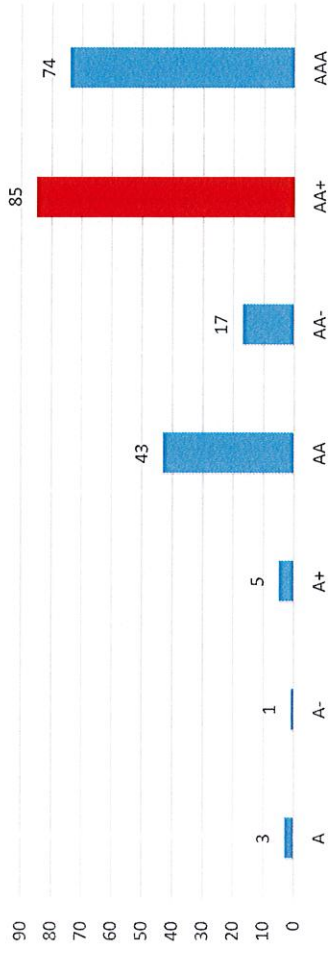
Mass Communities with S&P Rating - By rating criteria

Fairhaven is AA+

Top Rating is AAA

Communities	Percentage	Rating
3	1.3%	A
1	0.4%	A-
5	2.2%	A+
43	18.9%	AA
17	7.5%	AA-
85	37.3%	AA+
74	32.5%	AAA
228	100.0%	Total with S&P Rating

Major implications when incurring long term debt
(Interest Rates)



WARRANT-DRAFT

The inhabitants qualified as Town Meeting Members shall meet on
Saturday, May 6, 2023 at 9:00 am
in the Walter Silveira Auditorium at the Elizabeth I. Hastings Middle School
to Act on the following Articles in the Warrant:

DRAFT

ARTICLE 1: MEASURER OF WOOD AND BARK

To see if the Town will vote to instruct the Select Board to appoint a Measurer of Wood and Bark.

Petitioned by: Select Board

Select Board Recommendation: Adoption

ARTICLE 2: TOWN REPORT

To receive the Annual Report of Town Officers.

Petitioned by: Select Board

Select Board Recommendation: Adoption

ARTICLE 3: REPORT OF COMMITTEES

To hear and act upon the reports of any committees, or committee appointed in Town Meeting and to choose any committees or committee the Town may think proper and to raise and appropriate a sum of money for the expense of same, or to take any other action with relation to either of said matters, as the Town may deem necessary and proper.

Petitioned by: Select Board

Select Board Recommendation: Adoption

ARTICLE 4: BILL OF PRIOR YEAR-Paid from FY23 funds

To see if the Town will vote to pay the unpaid bills of a prior fiscal year.

<u>Vendor</u>	<u>Amount</u>	<u>Petitioner</u>
Cabot Risk Strategies, LLC	\$1575.00	Human Resources

And others that may be brought forward, or take any other action relative thereto.

Petitioned by: Human Resource Director

Select Board Recommendation: X

Finance Committee Recommendation: X

ARTICLE 5: FY23 GENERAL FUND ADJUSTMENTS

To see if the Town will vote to amend Article 8 of the June 18, 2022 Town Meeting “General Fund Operating Budget-FY23” as follows, or take any action relative thereto:

- A. \$10,000 for costs incurred for equipment for firefighters for the remainder of FY23 (Fire Dept)

WARRANT-DRAFT

- B. \$40,000 for overtime costs for the remainder of FY23 (Fire Dept)
- C. \$20,000 to fund Repair & Maintenance of Vehicles line item for the remainder of FY23 (Fire Dept)
- D. \$16,737 for a retirement payoff (Park Department)
- E. \$12,500 for contracted services Cama Software Vendor, Patriot Properties due to Department of Revenue's requirement for additional services for the Cyclical Inspections (Assessor's Office)
- F. \$59,000 to fund the FY23 Wage Reserve deficit.

Petitioned by: Town Administrator

Select Board Recommendation: X
 Finance Committee Recommendation: X

ARTICLE 6: TOWN OPERATING BUDGETS

6A: GENERAL FUND OPERATING BUDGET

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the amounts listed on the accompanying table to fund the Fiscal Year 2024 General Fund Operating Budget or take any other action relative thereto:

See page ___ for recommendations

Petitioned by: Town Administrator

Select Board Recommendation: X
 Finance Committee Recommendation: X

6B: WATER ENTERPRISE FUND OPERATING BUDGET

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the following amounts to fund the operating budget of the Water Enterprise Fund for Fiscal Year 2024 or take any other action relative thereto:

	<u>FY 2023 Budget</u>	<u>FY 2024 Budget</u>
<u>Amounts Appropriated:</u>		
Salaries and Wages	675,282	704,809
Operating Expenses	2,013,002	2,083,300
Debt Service	<u>285,651</u>	<u>434,251</u>
Subtotal Water Enterprise Appropriations	2,973,935	3,222,360
Transfer for Amounts Appropriated in the General Fund	<u>518,699</u>	<u>536,795</u>
Total Water Enterprise Fund Operating Budget	3,492,634	3,759,155
<u>Funding Sources:</u>		
Water Revenue	3,492,634	3,465,000
Water Retained Earnings	<u>-</u>	<u>294,155</u>
Total Funding Sources	3,492,634	3,759,155

Petitioned by: Board of Public Works

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Select Board Recommendation: Adoption
 Finance Committee Recommendation: X

6C: SEWER ENTERPRISE FUND OPERATING BUDGET

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the following amounts to fund the operating budget of the Sewer Enterprise Fund for Fiscal Year 2024 or take any other action relative thereto:

	<u>FY 2023 Budget</u>	<u>FY 2024 Budget</u>
<u>Amounts Appropriated:</u>		
Salaries and Wages	1,151,989	1,257,009
Operating Expenses	1,295,825	1,284,325
Debt Service	<u>1,170,042</u>	<u>775,465</u>
Subtotal Sewer Enterprise Appropriations	3,617,856	3,316,799
Transfer for Amounts Appropriated in the General Fund	<u>714,378</u>	<u>858,700</u>
Total Sewer Enterprise Fund Operating Budget	4,332,234	4,175,499
<u>Funding Sources:</u>		
Sewer Revenue	4,332,234	4,175,499
Sewer Retained Earnings	<u>-</u>	<u>-</u>
Total Funding Sources	4,332,234	4,175,499

Petitioned by: Board of Public Works

Select Board Recommendation: Adoption
 Finance Committee Recommendation: X

6D: TOWN CABLE ENTERPRISE FUND OPERATING BUDGET

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the following amounts to fund the operating budget of the Town Cable Enterprise Fund for Fiscal Year 2024 or take any other action relative thereto:

	<u>FY 2023 Budget</u>	<u>FY 2024 Budget</u>
<u>Amounts Appropriated:</u>		
Salaries and Wages	157,812	183,158
Operating Expenses	34,400	30,800
Debt Service		
Subtotal Town Cable Enterprise Appropriations	192,212	213,958
Transfer for Amounts Appropriated in the General Fund	<u>15,510</u>	<u>16,422</u>
Total Town Cable Enterprise Fund Operating Budget	207,722	230,380
<u>Funding Sources:</u>		
Town Cable Revenue	178,000	190,000
Town Cable Retained Earnings	<u>29,722</u>	<u>40,380</u>
Total Funding Sources	207,722	230,380

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Petitioned by: Town Administrator

Select Board Recommendation: Adoption
 Finance Committee Recommendation: X

6E: SCHOOL CABLE ENTERPRISE FUND OPERATING BUDGET

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the following amounts to fund the operating budget of the School Cable Enterprise Fund for Fiscal Year 2024 or take any other action relative thereto:

	<u>FY 2023 Budget</u>	<u>FY 2024 Budget</u>
<u>Amounts Appropriated:</u>		
Salaries and Wages	129,930	135,860
Operating Expenses	31,779	22,391
Debt Service		
Subtotal School Cable Enterprise Appropriations	161,709	158,251
Transfer for Amounts Appropriated in the General Fund	<u>50</u>	<u>2,064</u>
Total School Cable Enterprise Fund Operating Budget	161,759	160,315
<u>Funding Sources:</u>		
School Cable Revenue	138,000	154,939
School Cable Retained Earnings	<u>23,759</u>	<u>5,376</u>
Total Funding Sources	161,759	160,315

Petitioned by: School Committee

Select Board Recommendation: Adoption
 Finance Committee Recommendation: X

ARTICLE 7: GENERAL FUND CAPITAL PLAN

7A: GENERAL FUND CAPITAL BUDGET

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the following sums of monies to fund the capital equipment and projects listed below, or take any other action relative thereto:

<u>Line</u>	<u>Department/Project</u>	<u>Amount</u>	<u>Funding Source</u>
	Public Works Department		
1	Overlay of Bike Path from Weeden Rd. To Mattapoissett	134,000	Free Cash
2	Local Roads Roadwork	425,000	Free Cash
3	BPW Admin Building HVAC	21,000	Free Cash
4	Backhoe Replacement	175,000	Free Cash
5	Replace Emergency Lighting at Cushman Park	30,000	Free Cash
6	Pave Senior Center Parking Lot	80,000	Free Cash
	Police Department		
7	Cruiser replacement program	156,261	Free Cash
8	Street Camera Computer Server	36,500	Free Cash

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9	Tactical Ballistics Equipment	19,168	Free Cash
10	Ballistics Shields & Riot Gear	39,483	Free Cash
	Fire Department		
11	Brush Truck (Unit 5) Replacement	250,000	Free Cash
12	Air Conditioners (Split Units)	47,000	Free Cash
	Recreation Department		
13	Gym Divider Curtain Replacement	26,500	Free Cash
14	Outdoor Fitness Court in Park	170,000	Free Cash
	Harbormaster		
15	Replacement of engines on Harbormaster Boat	24,605	Free Cash
	General Government/Town Hall		
16	IT Dept. - Computer Hardware Equipment Replacement	30,000	Free Cash
17	Town Hall - Generator	140,000	Free Cash
18	Town Hall – replacement of protective sheathing on windows	31,000	Free Cash
19	Town Hall – digitize paperwork	220,000	Free Cash
20	Town Clerk – Poll Pads	9,550	Free Cash
21	Town Clerk – Storage Shed	6,200	Free Cash
	Total recommended General Fund Capital Budget	2,071,267	

Petitioned by: Town Administrator

Select Board Recommendation: X
 Finance Committee Recommendation: X

7B: BORROWING AUTHORIZATION – MIDDLE SCHOOL ROOF REPLACEMENT

To see if the Town will vote to raise and appropriate or borrow the sum of \$2,397,320, or any other sum, for the purpose of funding the cost of roof replacement of the Fairhaven Middle School, located at 30 School Street, including the payment of all costs incidental and related thereto; and that the Treasurer, with approval of the Select Board, is authorized to borrow such sum pursuant to Massachusetts General Law Chapter 44, section 7, or any other enabling authority, and to issue bonds or notes of the Town therefore, provided however that such vote shall not take effect until the Town votes to exempt from the limitations of total taxes imposed by Massachusetts General Law Chapter 59, Section 21C (Proposition 2 ½ so called) amounts required to pay the principal and interest of the borrowing approved by such vote.

Petitioned by: Town Administrator

Select Board Recommendation: X
 Finance Committee Recommendation: X

7C: BORROWING AUTHORIZATION – COA/RECREATION CENTER ROOF REPLACEMENT

To see if the Town will vote to raise and appropriate or borrow the sum of \$530,000, or any other sum, for the purpose of funding the cost of roof replacement of the Fairhaven Recreation and Council on

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Aging Building, located at 227 Huttleston Avenue, including the payment of all costs incidental and related thereto; and that the Treasurer, with approval of the Select Board, is authorized to borrow such sum pursuant to Massachusetts General Law Chapter 44, section 7, or any other enabling authority, and to issue bonds or notes of the Town therefore, provided however that such vote shall not take effect until the Town votes to exempt from the limitations of total taxes imposed by Massachusetts General Law Chapter 59, Section 21C (Proposition 2 ½ so called) amounts required to pay the principal and interest of the borrowing approved by such vote.

Petitioned by: Town Administrator

Select Board Recommendation: X
Finance Committee Recommendation: X

7D: BORROWING AUTHORIZATION – MILLICENT LIBRARY HVAC

To see if the Town will vote to raise and appropriate or borrow the sum of \$935,000, or any other sum, for the purpose of funding the cost of heating, ventilation, and air-conditioning system upgrades and/or replacement at the Millicent Library, located at 45 Center Street, including the payment of all costs incidental and related thereto; and that the Treasurer, with approval of the Select Board, is authorized to borrow such sum pursuant to Massachusetts General Law Chapter 44, section 7, or any other enabling authority, and to issue bonds or notes of the Town therefore, provided however that such vote shall not take effect until the Town votes to exempt from the limitations of total taxes imposed by Massachusetts General Law Chapter 59, Section 21C (Proposition 2 ½ so called) amounts required to pay the principal and interest of the borrowing approved by such vote.

Petitioned by: Town Administrator

Select Board Recommendation: X
Finance Committee Recommendation: X

ARTICLE 8: WATER ENTERPRISE FUND CAPITAL PLAN

8A: WATER ENTERPRISE FUND CAPITAL BUDGET

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the following sums of monies to fund the capital equipment and projects of the Water Enterprise Fund listed below, or take any other action relative thereto:

<u>Line</u>	<u>Project</u>	<u>Amount</u>	<u>Funding Source</u>
1	Lead Service Inventory	100,000	Water Retained Earnings
2	Day Street Water Main Replacement	264,000	Water Retained Earnings

Petitioned by: Board of Public Works

Select Board Recommendation: Adoption
Finance Committee Recommendation: X

8B: BORROWING AUTHORIZATION – WATER MAIN REPLACEMENT

To see if the Town will vote to raise and appropriate or borrow the sum of \$1,100,000, or any other sum, for the purpose of funding the cost of water main replacement on Spring Street, including the payment

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of all costs incidental and related thereto; and that the Treasurer, with approval of the Select Board, is authorized to borrow such sum pursuant to Massachusetts General Law Chapter 44, section 8, or any other enabling authority, and to issue bonds or notes of the Town therefore.

Petitioned by: Board of Public Works

Select Board Recommendation: Adoption
Finance Committee Recommendation: X

ARTICLE 9 SEWER ENTERPRISE FUND CAPITAL PLAN

9A: SEWER ENTERPRISE FUND CAPITAL BUDGET

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds the following sums of monies to fund the capital equipment and projects of the Sewer Enterprise Fund listed below, or take any other action relative thereto:

<u>Line</u>	<u>Project</u>	<u>Amount</u>	<u>Funding Source</u>
1	Inflow & Infiltration Study	250,000	Sewer Retained Earnings
2	Portable Pump	50,000	Sewer Retained Earnings

Petitioned by: Board of Public Works

Select Board Recommendation: Adoption
Finance Committee Recommendation: X

9B: BORROWING AUTHORIZATION – PUMP STATION IMPROVEMENTS

To see if the Town will vote to raise and appropriate or borrow the sum of \$3,750,000, or any other sum, for the purpose of funding the cost of sewer system pump station improvement, upgrade, or replacement, including the payment of all costs incidental and related thereto; and that the Treasurer, with approval of the Select Board, is authorized to borrow such sum pursuant to Massachusetts General Law Chapter 44, section 8, or any other enabling authority, and to issue bonds or notes of the Town therefore.

Petitioned by: Board of Public Works

Select Board Recommendation: Adoption
Finance Committee Recommendation: X

ARTICLE 10 OTHER BUDGET ITEMS - APPROPRIATIONS

10A FUNDING OF RESERVE ARTICLES

To see if the Town will vote to raise and appropriate, and/or transfer from available funds, a sum of monies for the following purposes or take any action relative thereto.

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<u>Line</u>	<u>Fund</u>	<u>Amount</u>	<u>Source</u>
1	Transfer to Capital Stabilization Fund	800,000	Free Cash
2	Transfer to Other Post-Employment Benefit Trust Fund	300,000	Free Cash
3	Transfer to Ambulance Stabilization Fund	55,000	Ambulance Fund
4	Personal Property Audits – Assessing Dept.	25,000	Free Cash
5	IT Application Development	15,000	Free Cash
6	Shellfish Propagation Program	10,000	Free Cash
7	Animal Shelter Repair	10,000	Free Cash
8	Fire Department Ambulance Repair (Medic 2)	58,000	Free Cash
9	Finance Dept. Transition Support	65,000	Free Cash
10	Grant Matching Funds – Seaport Economic Council, Union Wharf Phase 5B	350,000	Free Cash
11	Grant Matching Funds – Seaport Economic Council, Municipal Harbor Plan	40,000	Free Cash
12	Grant Matching Funds – FEMA, Fire Department Protective equipment	10,812	Free Cash
13	Grant Matching Funds – Planning Dept., misc. grants	7,000	Free Cash
14	Town Hall Roof Repair	7,000	Free Cash
15	Town Hall Handicap/Accessibility Upgrades	7,500	Free Cash
	Total	\$1,760,312	

Article Summary and Description

This article provides for other financial transactions required of the Town’s overall budget that are not included in, or supplement, the Town’s operating or capital budgets. The vast majority of these requests are funded from “Free Cash” which is certified by the Department of Revenue and is available for appropriation. Free Cash is generated from revenues collected in excess of amounts budgeted and from savings realized from unspent departmental appropriations. Generating Free Cash is very important for the Town as these one-time funds are the main source of funding non-recurring costs - such as the Capital Budget; funding reserves; or other projects important to the Town’s operations or to the community. A brief description of each line item listed is provided below:

Item 1. Fund Capital Stabilization Fund – Free Cash in excess of a required reserved amount, and not needed for other budgetary purposes has been identified and is transferred into our Capital Stabilization Fund in order to defray the costs of future capital budget needs, and to minimize the need for and costs associated with borrowing for our capital plan.

Item 2. Fund Other Post-Employment Benefit Trust Fund – The Town has a long-term obligation to provide for retired employee health insurance as required under Massachusetts General Law. Similar to most communities, the Town pays for these costs on a pay-as-you-go basis. However, prudent financial planning indicates that we should be accumulating resources to pay for these long-term costs as they are incurred. The Town has an established OPEB Trust Fund to accumulate these assets and has a practice of funding the Trust Fund when resources are available. The amount requested represents an acknowledgement of the need to provide ongoing funding for this liability, with the long-term goal of providing annual funding equal to the actuarial cost of the benefits.

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Item 3. *Transfer to Ambulance Stabilization Fund – This amount is funded from our Ambulance Receipts Reserved Fund and transferred to an Ambulance Stabilization Fund to ensure there are sufficient resources available when needed to fund the replacement of ambulances without the need for borrowing or impacting our tax rate.*

Item 4. *Personal Property Audits – This amount is requested to fund the Assessing Departments personal property audit program from an outside firm specializing in such work. Prior audits identified previously uncaptured personal property which, when identified, is added to our personal property tax values and provides “new growth” to our property tax base.*

Item 5. *IT Application Development – This amount is requested for the one-time costs associated with upgraded and improving the Town’s website.*

Item 6. *Shellfish Propagation Program – The Town’s General Fund collects Shellfish Mitigation Fees from Conservation Commission approved projects that are impactful to shellfish habitats for the purpose of funding shellfish propagation. This appropriation funds the work necessary to mitigate project impacts and results in expanded propagation.*

Item 7. *Animal Shelter Repair – The Town’s animal shelter sustained significant water damage from frozen/burst pipes due to the extreme cold temperatures experienced on February 3, 2023. Insurance does cover the cost of most repairs; however, the unfunded deductible cost is \$10,000.*

Item 8. *Fire Department Ambulance Repair – Ambulance Medic 2 has been placed out of service and is in need of a complete engine re-build. This amount represents the cost to complete this work and will extend the useful life of this otherwise very expensive vehicle to replace.*

Item 9. *Finance Department transition support – This article covers the cost of an interim finance professional to assist us with our FY 2024 budgetary process and to assist us with onboarding of a new Finance Director. We have an agreement with another community where they have allowed us to utilize their experienced Finance Director as needed, on a reimbursement basis. In addition, we have recently had turn-over in our Assessing Department and additional funding is needed to secure professional support and/or training to ensure a smooth succession/transition for that operation.*

Items 10 through 13. *Grant Matching Funds – These appropriations cover the Town’s share of matching funds in order to receive significant grant funding. \$350,000 is the required match of a \$1 million Seaport Economic Council grant to complete Phase 5B of the Union Wharf Restoration project re-sheathing part of the north wall. \$40,000 is our match (and \$40,000 from New Bedford) as part of a \$320,000 Seaport Economic Council grant award to complete an update to the joint Municipal Harbor Plan. \$10,812 is our match to receive a \$227,042 grant from FEMA for firefighter personal protective equipment. And, \$7,000 of additional funds is requested in anticipation of needing matching funds for additional grant opportunities.*

Item 14. *Town Hall Roof Repair – Funds requested to repair slate roof tiles and clear debris/gutters due to a decorative ornament that fell during a December, 2022 storm causing damage.*

Item 15. *Town Hall Accessibility Upgrades – This article is for the ADA updated report requirements for Town Hall.*

WARRANT-DRAFT

Petitioned by: Town Administrator

Select Board Recommendation: X
Finance Committee Recommendation: X

10B: ESTABLISH AND FUND A COMPENSATED ABSENCE RESERVE FUND

To see if the Town will vote to adopt the provisions of MGL Chapter 40, Section 13D to establish a Compensated Absence Reserve Fund, so-called, and, to raise and appropriate from Free Cash the amount of \$75,000 to transfer into said fund or take any action relative thereto.

Article Summary and Description

Historically, the Town pays for accrued vacation and sick leave amounts for retiring employees out of departmental operating budgets assuming that newer employees have a lower cost. However, it is becoming increasingly difficult to expect savings upon transition of employees, and, upon retirement of long-term employees with significant accruals it is difficult to fund within departmental budgets without causing a spike in operating costs in any given year. Establishing this fund will allow the Town to set-aside funds in the event of a significant pay-out and avoid increasing operating budgets for these infrequent but re-occurring events. As operating budgets tighten it is important to have sufficient funds available to cover these costs.

Petitioned by: Town Administrator

Select Board Recommendation: Adoption
Finance Committee Recommendation: X

10C: INCREASE AND FUND COLA BASE FOR RETIREES

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds a sum of money to increase the cost of living (COLA) base for retirees, beneficiaries, and survivors beginning July 1, 2023, from \$15,000 to \$16,000 consistent with the provisions of Chapter 188, Section 19 of the Acts of 2010.

Article Summary and Description

State law allows Massachusetts Municipal Retirement Systems to increase the base pension amount upon which an annual cost of living adjustment (COLA) up to 3% can be applied. These increases in the base are required to be increments of \$1,000 up to a maximum base amount of \$18,000. Currently, the Fairhaven Retirement System's COLA base is set at \$15,000 and this article, if approved, would increase the base to \$16,000. This would result in an annual increase in pension benefits of \$30 per retiree. The average annual pension benefit for a Fairhaven retiree is \$26,967, so applying the additional COLA would result in an increase of 1.5%, significantly below the current rate of inflation. It should be noted that Town of Fairhaven employees do not participate in the Federal Social Security System which applies annual COLAs to the entire pension amount and not a portion of it as does the Fairhaven Retirement System. The cost to increase the base from \$15,000 to \$16,000 is estimated by the Public Employee Retirement Administration Commission's (PERAC) actuaries to be \$150,000.

Petitioned by: Town Administrator

Select Board Recommendation: Adoption

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Finance Committee Recommendation: X

ARTICLE 11: FY24 COMMUNITY PRESERVATION COMMITTEE APPROPRIATIONS

To see if the Town will vote to appropriate or to reserve for later appropriation, and to authorize the Community Preservation Committee (CPC) to expend or reserve, from the Community Preservation Fund available funds and FY24 Estimated Receipts as set forth herein, the following amounts for community preservation purposes, with such expenditures to be subject to conditions to be specified in applications and award letters from the Community Preservation Committee, with each item considered a separate appropriation:

<u>PROPOSED FISCAL YEAR 2024 COMMUNITY PRESERVATION BUDGET</u>		
<u>APPROPRIATIONS</u>		
		Recommended Amounts
	Reserve for Appropriation	
A.	Acquisition, creation, and preservation of Open Space, and its rehabilitation and restoration.	\$75,000
B.	Acquisition, creation, and preservation of Historic Resources	\$75,000
C.	Acquisition, creation, and preservation of Community Housing	\$75,000
	Total Reserves for Appropriation	\$225,000
	Spending Appropriations	
D.	Town Hall Repairs – Windows (\$75k Est. Hist. & \$125K Und. Bal.)	\$200,000
E.	BPW – Matt. River Water Supply (\$75k Est. O.S. & \$10K Und. Bal.)	\$85,000
F.	BBC - Salt Winds Conservation (\$50K Estimated Receipts)	\$50,000
G.	BPW – Livesey Skate Park (\$150K Estimated Receipts)	\$150,000
H.	BPW – Bike Path Resurfacing (\$140,775 Undesignated Balance)	\$140,775
I.	FHA – Dana Court Brick & Balcony (\$75K Est. Housing)	\$75,000
J.	Emergency Reserve Account - \$150K to new Emergency Account (from existing Undesignated Balance)	
K.	Lib. Re-allocate \$114,230 FY20 Interior to FY22 Chimney Repairs	
	Administrative Spending Appropriation	
L.	To fund the Community Preservation Committee’s annual expenses for: Personal Service; Purchase of Services; Supplies; Other charges/expenditures (Estimated Receipts)	\$ 15,000
	Total Recommended Spending Appropriations	\$715,775

And, whereas Massachusetts General Law, Chapter 44B requires that the Town appropriate for spending, or set-aside for future spending, from the fund balance at least 10% for open space, 10% for historic preservation, and 10% for community housing.

And, whereas the existing reserves and recommended appropriations for open space, historic preservation, and community housing each exceed 10% of the Community Preservation Fund Estimated Receipts.

And, whereas Town Meeting may vote to delete any of the recommended amounts.

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Therefore, in the event that recommended amounts are deleted, vote to appropriate as a reserve for future spending from the FY 2024 Community Preservation Fund Estimated Receipts the minimum necessary amounts to allocate not less than 10% (\$75,000) for open space, not less than 10% (\$75,000) for historic preservation, and not less than 10% (\$75,000) for community housing, or take any other action relative thereto.

Article Summary and Description

- A. To see if the Town will vote to appropriate \$75,000 from estimated receipts for acquisition, creation, and preservation of Open Space, and its rehabilitation and restoration.
- B. To see if the Town will vote to appropriate \$75,000 from estimated receipts for acquisition, creation, and preservation of Historic Resources.
- C. To see if the Town will vote to appropriate \$75,000 from estimated receipts for acquisition, creation, and preservation of Community Housing.
- D. To see if the Town will vote to appropriate \$75,000 to fund Reserve Historic Receipts and \$125,000 from the existing Undesignated Balance for the Town Hall Window Repairs project.
- E. To see if the Town will vote to appropriate \$75,000 to fund Reserve Open Space Receipts and \$10,000 from the existing Undesignated Balance for the BPW Mattapoisett River Water Supply Resilience project.
- F. To see if the Town will vote to appropriate \$50,000 from Estimated Receipts for the BBC Salt Winds Conservation Project.
- G. To see if the Town will vote to appropriate \$150,000 from Estimated Receipts to the BPW Livesey Skate Park resurface and redesign project.
- H. To see if the Town will vote to appropriate \$140,775 from the existing Undesignated Fund Balance for the BPW bike path resurfacing project.
- I. To see if the Town will vote to appropriate \$75,000 from Housing Reserve Receipts to the FHA Dana Court brick and balcony project.
- J. To see if the Town will vote to appropriate \$150,000 to create a new Emergency Fund Reserve Account from the existing Undesignated Balance.
- K. To see if the Town will vote to reallocate the remaining \$114,230 of previously appropriated FY20 Millicent Library interior restoration funds (Article 25C ATM May 4, 2019) to be added to the Millicent Library Chimney repair FY22 funds of \$136,360 (Article 23F ATM June 12, 2021).
- L. To see if the Town will vote to fund the Community Preservation Committee's annual expenses of \$15,000 for: Personal Service; Purchase of Services; Supplies; Other charges/expenditures (Estimated Receipts)

Petitioned by: Planning Director

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Select Board Recommendation: Adoption
Finance Committee Recommendation: X

ARTICLE 12: REVOLVING FUNDS

To see if the Town will authorize, re-authorize or create the following Revolving Accounts under the provisions of Massachusetts General Law Chapter 44, Section 53 E ½ and to amend General Bylaws Section 2-6 to add new revolving funds under the following terms:

Revolving Fund	Authorized to Spend	Revenue Source	FY24 Limit
Hazardous Materials	Fire Chief	Disposal fees/charges	\$100,000.00
Sustainability	Sustainability Committee	Fees/charges	\$10,000.00
Hoppy’s Landing	Select Board and/or Town Administrator	Fees/charges from users of Hoppy’s Landing	\$25,000
Town Hall Auditorium	Town Administrator	Town Hall Auditorium rental fees	\$2,000
Park Utilities	Board of Public Works	User fees	\$2,000
Shellfish Mitigation	Marine Resources	Mitigation fees	\$25,000
Mooring Fees	Marine Resources	Mooring fees	\$2,000
Mattress Recycling	Board of Health	Fees from mattress disposal	\$1,000
Hoarding Remediation	Board of Health	Revenue from textile recovery boxes	\$1,000
Wellness	Wellness Committee	Fees, BCBS reimbursements, vendors	\$2,500
(NEW) Tourism Events	Tourism Director	Fees for participation in Tourism Office events	\$6,000
(NEW) Recreation Center	Recreation Director	Fees and charges for use of recreation center	\$10,000
(NEW) Supportive Social Day Program	Council on Aging Director	Receipts reserved for appropriation for supportive social day	\$175,000

Or take any other action relative thereto:

Petitioned by: Town Administrator

Select Board Recommendation: Adoption
Finance Committee Recommendation: X

ARTICLE 13: CIVIL SERVICE – FIRE DEPARTMENT

To see if the Town will vote to revoke the acceptance of Civil Service Laws for uniformed members of the Fire Department in the Town of Fairhaven, effective July 1, 2023, thereby removing the fire from the provisions of the Civil Service Laws, and the rules and regulations relating to the same, provided that this revocation will not affect the Civil Service status of existing personnel in their current positions; or take any other action relative thereto.

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Petitioned by: Select Board

Select Board Recommendation: Adoption
Approval Recommended by: Fairhaven Fire Union, Local 1555, IAFF

Funding Source: N/A

ARTICLE 14: CIVIL SERVICE – POLICE DEPARTMENT

To see if the Town will vote to revoke the acceptance of Civil Service Laws for uniformed members of the Police Department in the Town of Rockland, effective July 1, 2023, thereby removing the police force from the provisions of the Civil Service Laws, and the rules and regulations relating to the same, provided that this revocation will not affect the Civil Service status of existing personnel in their current positions; or take any other action relative thereto.

Petitioned by: Human Resource Director

Select Board Recommendation: Adoption
Approval Recommended by: Fairhaven Police Patrol Union, NEBPA Local 65, and the Rockland Police Superiors Union, NEBPA Local 64.

Funding Source: N/A

ARTICLE 15: AMEND BYLAW CHAPTER 37 FINANCE, DEPARTMENT OF

To see if the Town will vote to amend Bylaws, Chapter 37 § 37-1.1 by striking the existing language and replacing it with the following:

Remove:

~~The Director of Finance shall act as treasurer and collector.~~

Add:

The Finance Director shall be a department head under the direct control of the Town Administrator.

And further to amend Bylaws, Chapter 37, § 37-2.A by striking the language shown in strikethrough and adding the language shown in bold below:

The Director of Finance shall be appointed by the **Town Administrator with approval of the** Select Board for a term of one to three years and may be removed at **his or her** its discretion. The Director of Finance shall be sworn to the faithful performance of his/her duties. During the time that he/she holds office, he/she shall hold no elective Town office, but he/she may be appointed by the Select Board or, with its approval, by any other Town officer, board, committee or commission to any other Town office or position consistent with the office. He/she shall receive such aggregate compensation, not exceeding the amount appropriated therefor, as the **Town Administrator** ~~Select Board~~ may determine. He/she shall act by and for the Select Board in any matter which it may assign to him/her relating to the administration of the financial affairs of the Town or any Town office or department under its supervision and control or, with the approval of the Select Board, may perform such other duties as may be requested of him/her by any other Town officer, board, committee or commission.

Petitioned by: Town Administrator

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Select Board Recommendation: X
Finance Committee Recommendation: X

ARTICLE 16: APPOINTMENT OF TOWN CLERK

To see if the Town will vote, pursuant to G.L. c. 41, s. 1B, to change the position of Town Clerk from elected to appointed, said change being contingent upon acceptance of such change by the voters at the next Annual Town Election, or take any other action relative thereto.

Petitioned by: Town Administrator

Select Board Recommendation: Adoption
Finance Committee Recommendation: X

ARTICLE 17: PETITION FOR SPECIAL LEGISLATION ESTABLISHING TOWN ADMINISTRATOR AS APPOINTING AUTHORITY FOR HEALTH AGENT

To see if the Town will vote to file a petition with the Massachusetts General Court to amend the Town Administrator Act to make the Town Administrator the appointing authority for the Health Agent, subject to such further provisions or revisions as may be determined by the Select Board:

AN ACT RELATIVE TO THE HEALTH AGENT OF THE TOWN OF FAIRHAVEN

Section 2(i) of chapter 381 of the acts of 2014 shall be amended by inserting the words “which shall include the health agent notwithstanding any general or special law to the contrary” after the words “under the direct control of the town administrator”.

Or take any other action relative thereto.

Petitioned by: Town Administrator

Select Board Recommendation: Adoption
Finance Committee Recommendation: X

ARTICLE 18: AMEND BYLAWS, CHAPTER 192 WETLANDS § 10.A

To see if the Town will vote to amend Bylaws, Chapter 192 § 10.A by adding the following sentence in bold, underlined to the current language:

- A. **With prior approval of the property owner or other legal authority as provided by law, the Conservation Commission, its agents, officers and employees shall have authority to enter upon privately owned land for the purpose of performing their duties under this chapter and make or cause to be made such examinations, surveys or samplings as the Commission deems necessary.**

Or take any other action relative thereto.

Petitioned by: Select Board

Select Board Recommendation: X
Finance Committee Recommendation: X

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ARTICLE 19: AMEND BYLAWS, CHAPTER 1 GENERAL PROVISIONS § 1-6.D (10) (a) AND CHAPTER 192 WETLANDS § 10.B AND CHAPTER 192 WETLANDS § 10.C

To see if the Town will vote to amend Bylaws, Chapter 1 § 1-6.D (10) (a) by striking the existing language and replacing it with the following:

- (a) Enforcing person(s): ~~the Chair of the Conservation Commission or the Commission's agent and/or as designated by the Conservation Commission.~~ Conservation Agent with the approval of the Town Administrator.

And, further to amend Bylaws Chapter 192 § 10.B and § 10.C as follows:

B. The Commission shall have authority to enforce this chapter, its regulations and permits issued thereunder by violation notices, administrative orders ~~and civil and criminal court actions.~~

C. Upon request of the Commission, the Select Board and Town Counsel shall take legal action as the Select Board determines to be necessary for enforcement under civil law. Upon request of the Commission, the Chief of Police shall take legal action for enforcement under criminal law.

Or take any other action relative thereto.

Petitioned by: Select Board

Select Board Recommendation:	Adoption
Finance Committee Recommendation:	X

ARTICLE 20: AMEND BYLAWS, CHAPTER 164 SOLID WASTE

To see if the Town will vote to amend The Town of Fairhaven General By-Laws Chapter 164 Solid Waste by adding a new section, § 11, **Single-Use Plastic Reduction** as follows, or to take any other action relative thereto effective January 1, 2024.

A. Purpose

The Town seeks to reduce and eliminate the use of single-use plastic bags, polystyrene and expanded polystyrene (Styrofoam) disposable food containers, and to promote the use of reusable alternatives. This bylaw is enacted to protect the health, safety and welfare of the inhabitants of the Town by protecting the environment, advancing solid waste reduction, reducing greenhouse gas emissions, and protecting waterways.

B. General Prohibition and Regulation.

No retail establishment, retail food establishment, nonprofit and/or Town facility food provider shall transfer merchandise to end consumers in a thin- film single-use plastic bag, and shall only use check-out bags that are:

- a. Reusable checkout bags
- b. Recyclable paper bags.

1. No retail establishment, or retail food establishment, nonprofit and/or Town facility food provider shall transfer prepared food to consumers in polystyrene or expanded polystyrene disposable food service ware. No retail establishment shall sell cups, coolers, ice chests, or

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similar containers made in whole or in any part with foam polystyrene that is not wholly encapsulated within a more durable material.

2. No retail establishment, or retail food establishment, nonprofit and/or Town facility food provider shall automatically provide single use plastics straws, stirrers, splash sticks, or cutlery to customers unless requested by the customer for health reasons or other.

C. Penalties and enforcement.

1. Any person, firm or corporation who violates or refuses to comply with any applicable provision of this bylaw shall be fined a sum not to exceed two-hundred dollars (\$200) for each such violation.

2. This bylaw may be enforced by the Town Administrator or his/her designee or the Health Agent by the noncriminal disposition method under MGL c. 40, § 21D, in which case the penalties shall be as follows: first violation – written warning, second violation fifty dollar (\$50), third one-hundred dollars (\$100), and subsequent violations two-hundred dollars (\$200) each day that any violation is permitted to exist after written notification thereof by the Town Administrator or his/her designee or Health Agent shall constitute a separate offense. The Town shall be the beneficiary of all fines and penalties paid, including the costs of prosecuting any legal action if allowable by law.

Exemptions. This bylaw shall not apply to the following items:

- 1. Flexible transparent covering (commonly referred to as "plastic wrap").
- 2. Thin-film plastic bags used to contain produce, dry cleaning, dog waste or newspapers.
- 3. Foods or merchandise prepared or packaged outside the Town of Fairhaven for transfer to consumers in the Town of Fairhaven.

Petitioned by: Sustainability Committee and Board of Health

Select Board Recommendation:	Yield to Petitioner
Finance Committee Recommendation:	X

ARTICLE 21: AMEND BYLAWS, CHAPTER 83 ALCOHOLIC BEVERAGES AND DRUGS

To see if the town will vote to adopt the following ban on the sale of miniature single use plastic containers for alcoholic beverages as a general by-law and to add into the Fairhaven Town ByLaw Chapter 83 Alcohol Beverages and Drugs a new section, **§ 5, Prohibit Sale of Plastic Alcohol “Nip” Bottles**. The sale of alcoholic beverages in containers less than or equal to 100 milliliters is prohibited within the Town of Fairhaven effective January 1, 2024 or to take any action relative there to.

Petitioned by: Sustainability Committee

Select Board Recommendation:	Yield to Petitioner
Finance Committee Recommendation:	X

ARTICLE 22: CITIZENS PETITION – HARD SURFACE

To see if the Town will vote to reconstruct hard-surface and install drainage of Chase Road from Crescent to Raymond

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Petitioned by: Richard Spoor

Select Board Recommendation: Indefinite postponement
Finance Committee Recommendation: X

ARTICLE 23: CITIZENS PETITION – STREET DISCONTINUANCE

To see if the Town will vote to discontinue Shirley Street from Jason Terrace to its terminus, a distance of approximately one hundred and six feet, more or less.

Petitioned by: Rouba Sarkis, Sarkis Enterprises, Inc.

Select Board Recommendation: X
Finance Committee Recommendation: X

ARTICLE 24: CITIZENS PETITION – STREET LIGHT

To see if the Town will vote to raise and appropriate, borrow or transfer from available funds a sum of money for the installation and maintenance of the following street light, or take any action relative thereto:

Install an additional street light on Pilgrim Avenue.

Petitioned by: Cathleen Travassos

Select Board Recommendation: X
Finance Committee Recommendation: X

ARTICLE 25: FUND LABOR CONTRACTS

To see if the Town will vote fund the labor contracts for Fire, Police and Sewer or take any other action relative thereto.

Petitioned by: Human Resource Director

Select Board Recommendation: X
Finance Committee Recommendation: X

ARTICLE 26: OTHER BUSINESS

To act upon any other business which may legally come before this meeting.

And you are hereby directed to serve this warrant by posting an attested copy thereof on or near the front or main entrance of the polling place for all Precincts at the Fairhaven Recreation Center, 227 Huttleston Avenue, seven days at least prior to the date of the meeting.

HEREOF FAIL NOT, and make due return of this warrant to the Town Clerk at the time and place of the meeting aforesaid.

Given under our hands this __ day of __ in the year two thousand twenty-three.

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Select Board of Fairhaven,

Stasia Powers

Leon E. Corey III

Robert J. Espindola

Keith Silvia

Charles K. Murphy, Sr.

A true copy, ATTEST:

Constable of Fairhaven

**Town of Fairhaven - General Fund
FY 2024 Wage Reserve Detail:**

Salary Reserves:

Public Safety (Poice & Fire)	\$	569,000.00
Non-Union (2% COLA & Wage/Reclass updated from 2018)	\$	155,000.00
Clerical (Wage Review Study for Job Descriptions)	\$	37,000.00
Town Clerk (Request for Salary & Election Stipend Increase)	\$	34,000.00
Facility Manager (Additional Salary)	\$	30,000.00
Finance Director (Salary Increase - Step Up)	\$	17,000.00
Election Workers (Salary Increase)	\$	<u>8,000.00</u>
Total	\$	850,000.00

FY24 Non-union Cost-Outs General Fund.xlsx

DESCRIPTION			
Town Accountant	19-9	\$104,998.00	\$2,099.96
Accounts Payable Clerk I	7-7	\$13,185.00	\$263.70
Accounts Payable Clerk II	9-9	\$23,803.00	\$476.06
Principal Assessor	18-6	\$91,123.00	\$1,822.46
Building Commissioner	18-3	\$90,526.00	\$1,810.52
Finance Director/Treasurer/Collector	21-9	\$120,210.00	\$2,404.20
Conservation/Sustainability Coord	17-3	\$79,093.00	\$1,581.86
Recording Secretary/PT Admin Asst	7-2	\$18,466.00	\$369.32
Council on Aging Director	15-7	\$76,293.00	\$1,525.86
Custodian	8-4	\$38,985.00	\$779.70
Van Driver	3-9	\$19,743.00	\$394.86
BOH Agent	17-5	\$83,096.00	\$1,661.92
Health Inspector	14-4	\$31,429.00	\$628.58
Planning & Economic Director	19-9	\$104,999.00	\$2,099.98
P & E Development Administrative Asst	10-9	\$26,874.00	\$537.48
Program Coordinator Recreation	10-9	\$56,578.00	\$1,131.56
Recreation Director	15-4	\$70,803.00	\$1,416.06
Custodian	8-4	\$45,906.00	\$918.12
PT Custodian	8-9	\$7,600.00	\$152.00
Assistant to the Town Administrator	15-6	\$74,402.00	\$1,488.04
Harbor Master/Shellfish Warden	17-8	\$89,511.00	\$1,790.22
Tourism Director	14-9	\$74,839.00	\$1,496.78
Veterans Agent	14-9 * New Agent	\$74,839.00	\$1,496.78
Veteran's Administrative Assistant	7-8	\$21,483.00	\$429.66
Human Resources Director	18-4	\$86,731.00	\$1,734.62
Administrative Assistant Elections	7-9	\$16,657.00	\$333.14
Office Manager	15-6	\$74,404.00	\$1,488.08
Administrative Assistant BPW	9-9	\$9,257.00	\$185.14
Highway Superintendent	Contract	\$110,669.00	\$2,213.38
Confidential Admin to the Police Chief	12-9	\$65,791.00	\$1,315.82
Animal Control Officer	11-6	\$57,088.00	\$1,141.76
Asst. Animal Control Officer	6-4	\$18,399.00	\$367.98
PT Custodian - Police	8-6	\$22,141.00	\$442.82
Confidential Admin to the Fire Chief	12-9	\$65,791.00	\$1,315.82
Specialty Inspectors		\$40,752.00	\$815.04
Superintendent BPW	Contract	\$126,714.00	\$2,534.28
Custodian	8-3	\$15,983.00	\$319.66
Receptionist	1-9	\$10,188.00	\$203.76
Receptionist	1-1	\$9,306.00	\$186.12
Receptionist	1-1	\$6,240.00	\$124.80
Receptionist	1-1	\$9,360.00	\$187.20
Receptionist	1-1	\$3,900.00	\$78.00
Receptionist	1-1	\$9,360.00	\$187.20
Receptionist	1-1	\$6,420.00	\$128.40
Receptionist	1-9	\$3,918.00	\$78.36
Receptionist	1-1	\$9,360.00	\$187.20
Receptionist	1-1	\$3,900.00	\$78.00
Summer Help - Park	4-4	\$8,971.00	\$179.42
Summer Help - Park	4-4	\$8,971.00	\$179.42
Summer Help - Park	4-4	\$8,971.00	\$179.42
Lifeguard	4-8	\$6,192.00	\$123.84
Lifeguard	4-8	\$6,192.00	\$123.84
Lifeguard	4-8	\$6,192.00	\$123.84
Lifeguard	4-5	\$5,747.00	\$114.94
Lifeguard	4-5	\$5,747.00	\$114.94
Gate Attendant	1-9	\$3,768.00	\$75.36
Gate Attendant	1-9	\$3,768.00	\$75.36
Gate Attendant	1-9	\$3,768.00	\$75.36
Planning Minutes	7-3	\$3,000.00	\$60.00
Economic Development Minutes	7-3	\$1,500.00	\$30.00
ZBA Minutes	7-3	\$3,000.00	\$60.00
IA	Contract	\$175,000.00	\$3,500.00
Tree Laborer	6-9	\$10,785.00	\$215.70
Summer Camp Asst	1-9	\$7,234.00	\$144.68
Summer Camp Asst	1-9	\$7,234.00	\$144.68
Summer Camp Asst	1-9	\$7,234.00	\$144.68
Call Fire		\$45,000.00	\$900.00
Deputy Shellfish Wardens	2-9	\$40,809.00	\$816.18
TOTALS		\$2,590,196.00	\$51,803.92

The proposed compensation plan is based on fiscal year 2023 compensation data. This is a base salary plan and does not include compensation for longevity, merit, or other compensation. It is up to the Town to determine its ability to pay with regards to implementation of this proposed compensation plan. At a minimum, those employees falling below the grade range should be brought into the entry level of the grade ranges. It is also up to the Town to consider any additional cost-of-living adjustment to the plan beyond FY-2023. Average COLA has been 4%.

V. Findings and Recommendations

In general, the Town's non-union pay scale structure in its totality has fallen very below market levels at the minimum, midpoint and maximum levels; on *average* pay ranges are 25 percent below market. The proposed pay plan attached to this report will assist the Town to reach market competitive pay levels for the vast majority of its employees as well as to broaden the structure to allow for more room within pay ranges for employee growth. The Town needs to adopt this updated pay and classification plan to remain competitive to attract talent. It has become difficult to recruit to local government.

Our study results indicate that for the Town of Fairhaven to maintain an internal equity as well, reclassification of certain positions on the class plan is needed to reflect pay equity requirements as required by MEPA.

In closing, the following is a summary of our preliminary findings and recommendations for the Town's consideration: