

**REGULAR MEETING OF MAY 20, 2019**

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Regular Meeting of the City Council was held in the City Council Chamber, Room 219, City Hall, on Monday evening, May 20, 2019.

**CALL TO ORDER**

Council President Scott Joseph Graves called the meeting to order at 7:30 o'clock p.m.

**CALL OF THE ROLL**

City Clerk Alan Agnelli called the Roll of Members. Nine (9) Councillors were present including President Scott Joseph Graves and Councillors James Boone, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, James Johnson, Elizabeth Kazinskas, and James Walsh. Councillors Nathan Boudreau and Christine Johnson were absent.

**OPENING PRAYER**

President Graves led the Council in reciting the Opening Prayer.

**PLEDGE OF ALLEGIANCE**

President Graves led the Council in reciting the "Pledge of Allegiance".

**OPEN MEETING RECORDING & PUBLIC RECORDS ANNOUNCEMENT**

President Graves announced to the assembly that the Open Meeting Recording and Public Records Announcement is posted at the entrance to the Chamber, and that any person planning to record the meeting by any means should identify themselves.

**READING & ACCEPTANCE OF MINUTES**

On a motion by Councillor Ronald Cormier and seconded by Councillor James Walsh, it was voted viva voce, nine (9) yeas, President Scott Joseph Graves and Councillors James Boone, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, James Johnson, Elizabeth Kazinskas, and James Walsh, to waive reading and to accept the Minutes of the May 6, 2019 Regular Meeting, as printed.

**PUBLIC HEARING****#10098**

President Graves opened the Public Hearing on the petition of NATIONAL GRID for permission to locate poles, wires and fixtures, including the necessary sustaining and protecting fixtures along and across the following public way:

Elm Street - National Grid to install one (1) solely-owned pole on Elm Street beginning at a point approximately 132 feet southeast of the centerline of the intersection of Cherry Street. National Grid to install 40' CL2 SO wood pole, anchor/guy for upgraded customer service.

The President called for persons wishing to testify in favor of the Petition.

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Kim Tavallaimola, representing National Grid, testified that National Grid proposes to install a single pole in front of 75 Elm Street that will replace the homeowner's feed that is presently supplied by four rotted poles that pass through backyards of properties from Chestnut Street.

The President again called for persons wishing to testify in favor of the Petition.

There being none, the President thrice called for persons wishing to testify in opposition.

There being none, President Graves closed the Hearing at 7:34 p.m.

COMMUNICATIONS FROM THE MAYORORDERS**#10099**

Reporting for the Finance Committee, Councillor James Walsh informed the Council that the Finance Committee voted favorably to recommend passage of the Order. He explained that the taxpayer erred in completing the personal property listing with the City and was taxed based on the information provided. He said that the taxpayer discovered the filing error and filed for an abatement, citing equipment that was not in Gardner, but in Washington. Consequently, the City abated the overpayment, resulting in a shortfall in the overlay account for abatements and exemptions.

Councillor Edward Gravel questioned whether the City could have caught this mistake earlier.

Councillor Ronald Cormier explained that the taxpayer erroneously listed personal property on the form that the taxpayer only discovered later that the information was in error – that their equipment [personal property] was in another state, so the City could not have known about the taxpayer's error when it was filed. The City accepted the information from the taxpayer and so they we taxed appropriately.

On a motion by Councillor James Walsh and seconded by Councillor Ronald Cormier, on recommendation of the Finance Committee and on call of the roll, nine (9) yeas, President Scott Joseph Graves and Councillors James Boone, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, James Johnson, Elizabeth Kazinskas, and James Walsh, to adopt the following Order:

AN ORDER APPROPRIATING FROM FREE CASH TO RESERVE FOR ABATEMENTS/EXEMPTIONS.

ORDERED: That there be and is hereby appropriated the sum of Sixty-Nine Thousand Dollars and No Cents (\$69,000.00) from Free Cash to Reserve for Abatements/Exemptions.

Presented to Mayor for Approval – May 21, 2019

Approved – May 21, 2019

MARK P. HAWKE, Mayor

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**#10100**

Reporting for the Finance Committee, Councillor Ronald Cormier informed the Council that the City's share of the grant match is 10%, or approximately \$50,000, and that an additional \$50,000 is need for new equipment.

Councillor James Johnson, Chairman of the Public Safety Committee, informed the Council that the new Engine is expected to be delivered in December and suggested that the old equipment be donated to the Gardner Museum.

Councillor James Walsh, a member of the Finance Committee, noted that now is the time to obtain the equipment for the truck, so that it will be ready for installation when the new Engine arrives. He said that the Department will be able to obtain new equipment from the State Bid list and that the old Engine cannot be used for emergency purposes, per the terms of the Grant. He added that the Committee was informed that the City could obtain \$2,500 for trade-in.

Councillor Gravel bestowed praise on the Fire and Police Departments for keeping the community safe and then noted that they are both good at recycling old equipment.

President Graves added that the Finance Committee considered the Public Safety Committee in its discussions with the Fire Chief and Fire Captain.

On a motion by Councillor Ronald Cormier and seconded by Councillor James Walsh, on recommendation of the Finance Committee, and on call of the roll, nine (9) yeas, President Scott Joseph Graves and Councillors James Boone, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, James Johnson, Elizabeth Kazinskas, and James Walsh, to adopt the following Order:

AN ORDER APPROPRIATING FROM FREE CASH TO FIRE CAPITAL PROJECT – NEW FIRE TRUCK ACCOUNT (MATCH).

ORDERED: That there be and is hereby appropriated the sum of One Hundred Thousand Dollars and No Cents (\$100,000.00) from Free Cash to the Fire Capital Project – New Fire Truck Account (Match).

Presented to Mayor for Approval – May 21, 2019

Approved – May 21, 2019

MARK P. HAWKE, Mayor

**#10101**

Reporting for the Finance Committee, Councillor Ronald Cormier informed the Council that the Committee voted favorably to recommend passage of the Order. He cited problems with Firefighter resignations, as many leave for more money or to move closer to their homes, as well as the slow hiring process for replacements.

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Councillor Edward Gravel suggested that the [Civil Service] process be changed “in order to keep our Firefighters.”

President Graves noted that Civil Service is a state-level process.

Councillor James Johnson stated that Overtime has decreased since FY2017, when the City expended \$372,000; in FY2018, it expended \$386,000; and, \$317,000 YTD for FY2019.

On a motion by Councillor Ronald Cormier and seconded by Councillor James Walsh, on recommendation of the Finance Committee, and on call of the roll, nine (9) yeas, President Scott Joseph Graves and Councillors James Boone, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, James Johnson, Elizabeth Kazinskas, and James Walsh, to adopt the following Order:

AN ORDER APPROPRIATING FROM FREE CASH TO FIRE DEPARTMENT – SALARIES/OVERTIME.

ORDERED: That there be and is hereby appropriated the sum of Eighty Thousand Dollars and No Cents (\$80,000.00) from Free Cash to Fire Department Salaries/Overtime.

Presented to Mayor for Approval – May 21, 2019

Approved – May 21, 2019

MARK P. HAWKE, Mayor

**#10102**

Reporting for the Finance Committee, Councillor Ronald Cormier informed the Council that the Committee voted favorably to recommend passage of the Order. He said that the EMS Coordinator is also a Fire Lieutenant and that he performs reviews of ambulance transport for quality, costs, and billing procedures beyond his regular work schedule.

On a motion by Councillor Ronald Cormier and seconded by Councillor James Walsh, on recommendation of the Finance Committee, and on call of the roll, nine (9) yeas, President Scott Joseph Graves and Councillors James Boone, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, James Johnson, Elizabeth Kazinskas, and James Walsh, to adopt the following Order:

AN ORDER APPROPRIATING FROM FREE CASH TO AMBULANCE DEPT FOR SALARIES/COLLATERAL JOBS.

ORDERED: That there be and is hereby appropriated the sum of Fifteen Thousand Dollars and No Cents (\$15,000.00) from Free Cash to Ambulance Dept. for Salaries/Collateral Jobs.

Presented to Mayor for Approval – May 21, 2019

Approved – May 21, 2019

MARK P. HAWKE, Mayor

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**#10103**

Reporting for the Finance Committee, Councillor James Walsh informed the Council that the Committee voted favorably to recommend passage of the Order. The Committee met with the Mayor and the Purchasing Agent who are overseeing the budgeting of the various elements of the project. He stated that the City Council reduced the Loan Order by \$437,370, representing \$250,000 for the team rooms and the balance of \$187,370 for the project's contingency. He explained that at the time that the Loan Order was passed, the strategy was to solicit bids to determine the project's cost and then to see if the City would save money or if the Mayor would have to seek additional funding.

Continuing his report, Councillor Walsh said that the Finance Committee solicited the Change Orders and it was noted that the largest change order was for an item that was originally part of the project – the Press Box and “the process of elevation associated with it.” When originally bid, he said, the Press Box and lift were included in the bid specs, but when the bids that were filed were too high, these two components and a few others were eliminated. Consequently, the project was then re-bid, but the Turf component was removed from the Bid specs, which was part of the General Contractor's original bid. The City then bid separately, so that the City would not have to pay for the General Contractor's markup, but budgeted only for the installation of the turf. When the rebid came in, the City was able to determine that the Press Box and lift could be [again] included with the project, which was in the original plan.

Concluding the Committee's report, Councillor Walsh cited the Watkins Field Project Construction Cost Summary which listed the elements associated with the changes and he added that the Mayor suggested that the funds be drawn from Free Cash as the City's Debt Service “is stretched at this time.”

Councillor James Boone informed the Council that he was reluctant to support the appropriation, “because several months ago, the City Council was inundated by many, many school personnel, residents, supporters and we did decide to fund the track, even though we have a field with a billionaire's name on it and nobody did anything about any type of fundraising.” Continuing, he said, “I was assured by several of those people that fundraising would occur, but he hasn't heard any of that.” He added, “There is a graduate of Gardner High School, a woman that is married to an NBA player, that has a couple of bucks, too.” He cited Councillor Johnson's [recent] comment that “we could call it the ‘Snack Shaq’.”

Concluding his remarks, Councillor Boone said, “There are a lot of people in Gardner who have done very well or know of people who have done very well. I am hoping that somebody's going to try and do something to help out with the facilities.”

Councillor James Johnson agreed with pursuing donations, which “do not have to be large donations,” [but] “such as a brick with a name imprinted.” He said that during the School Budget Presentation, the maintenance budget was underfunded but “we keep putting money

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into the field.” He then questioned the Finance Committee, asking whether there any other options for accessing the Press Box other than a lift.

Councillor Walsh responded, saying that the cost of an elevator is substantially more than the lift; however, he said that he is unaware if a ramp was considered, but that the Mayor and Purchasing Agent made efforts to save money.

Councillor Ronald Cormier stated that the cost of the lift is approximately \$50,000 and ADA-compliant and noted that the Press Box was lowered to accommodate the lift. In addition, he said that the restrooms and snack shack were reduced in size and cited the City’s successful efforts to receive State approval for fewer toilets. He added that the construction of outdoor restrooms would provide building security in the High School because the School’s restroom facilities would not have to remain open during field activities.

Councillor Elizabeth Kazinskas expressed support for the Order and cited the gift of the [football] field that the City received over 40 years ago, noting that the City did not take care of it. She said that tax dollars are necessary to maintain the schools and the fields and disagreed that more fundraising should be done to support the schools, since most teams and the band already rely on fundraising [to exist].

Councillor Edward Gravel said that he wished “to talk about when the City does big projects.” He said that there are two state programs – “they’re called 149 and 149A.” He said that it is a contractor at-risk management program “and what it does is protects the City from overage such as this - the Contractor will assume the risk of 149A.” “Under 149, they can write as many change orders as they want.” Citing the City’s plan to build a new school, he said “We’re not putting the onus on the contractor to go into 149A program [where] the contractor assumes all the risk. There’s no change orders - the onus is on them because they give you a hard bid.” “If you go into 149, we’re at risk,” because “they can come back and ‘this costs extra, that costs extra.’ It’s all right here – we’ve got to protect ourselves going forward.”

Continuing his remarks, Councillor Gravel stated, “The Mayor needs to start protecting the City a little more with these capital improvement programs, such as a new school - \$89 Million. That could turn into \$100 Million ... if there are unforeseen risks on that new site.” He stated that ledge may be on the new school site. He suggested that the Mayor should pay attention to the risk “without doing risk management at all.”

Councillor Craig Cormier informed the Council that he believed that a ramp was discussed; however, it would have to be very long in order to reach the height of the Press Box.

Councillor Gravel stated, “A simple elevator ... let’s just say at the Senior House – that was a million dollars when they put that in there.”



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Councillor Karen Hardern expressed support for the Order and cited low-income residents that could not afford to donate and suggested that millionaires could contribute if they wished, but “who are we to put them on the spot?” and “to donate because the City Council says so?”

On a motion by Councillor Ronald Cormier and seconded by Councillor James Walsh, on recommendation of the Finance Committee, and on call of the roll, eight (8) yeas, President Scott Joseph Graves and Councillors James Boone, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Elizabeth Kazinskas, and James Walsh; one (1) nay, Councillor James Johnson, to adopt the following Order:

AN ORDER APPROPRIATING FROM FREE CASH TO SCHOOL CAPITAL PROJECT FOR WATKINS FIELD EXPENSE.

ORDERED: That there be and is hereby appropriated the sum of One Hundred Seventy Thousand Dollars and No Cents (\$170,000.00) from Free Cash to School Capital Project for Watkins Field Expense.

Presented to Mayor for Approval – May 21, 2019

Approved – May 21, 2019

MARK P. HAWKE, Mayor

**PETITIONS, APPLICATIONS, COMMUNICATIONS, ETC.**

**#10104**

Reporting for the Finance Committee, Councillor James Walsh informed the Council that the Committee voted favorably to recommend passage of the Order. He said that the parcel would connect the backland to Clark Street and that all expenses associated with the acquisition will be paid from the grant.

Councillor Ronald Cormier added that the property will be under the care and management of the Conservation Commission.

On a motion by Councillor Ronald Cormier and seconded by Councillor James Walsh, on recommendation of the Finance Committee, it was voted viva voce, nine (9) yeas, President Scott Joseph Graves and Councillors James Boone, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, James Johnson, Elizabeth Kazinskas, and James Walsh, to adopt the following Order:

AN ORDER AUTHORIZING THE CITY TO ACCEPT LAND GRANT FUNDS,  
TO BORROW, AND TO TAKE OTHER ACTIONS RELATING TO THE  
ACQUISITION OF THE "GARDNER FISH & GUN CLUB" PROPERTY"

VOTED: To authorize the Mayor of the City of Gardner to accept grant funds from the North American Wetlands Conservation Act, Small Grants Program, in the amount up to Ten Thousand Six Hundred and 00/100 Dollars (\$10,600.00), as sub-recipient of an award to the Gardner and Winchendon Wetlands Protection Project, and to enter any



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necessary contracts thereto, for the purpose of purchasing approximately 1/2 acre of land owned by the Gardner Fish & Gun Club, Inc., located on the north side of Clark Street, being Assessor's Parcel H37/23/36 and shown on the attached map and survey plan, to be held and managed by the Conservation Commission for conservation and passive recreation, pursuant to M.G.L. Chapter 40, Section 8C, and to expend said funds for the purchase of said land in fee, and for necessary due diligence and costs, in accordance with the attached budget, the property to be permanently conserved under Article 97 of the Amendments to the Constitution of the Commonwealth of Massachusetts.

Presented to Mayor for Approval – May 21, 2019  
Approved – May 21, 2019  
MARK P. HAWKE, Mayor

**REPORTS OF STANDING COMMITTEES**

**PUBLIC SERVICE COMMITTEE**

**#10098**

Reporting for the Public Service Committee, Councillor Craig Cormier informed the Council that since there were no objections raised during the hearing and there being no objections from the City Engineer, the Committee recommended that the petition be granted.

On a motion by Councillor Craig Cormier and seconded by Councillor James Boone, it was voted viva voce, nine (9) yeas, President Scott Joseph Graves and Councillors James Boone, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, James Johnson, Elizabeth Kazinskas, and James Walsh, to adopt the following Order:

**ORDER FOR POLE AND WIRE LOCATIONS**

By the City Council of the City of Gardner, Massachusetts

Notice having been given and public hearing held, as provided by law,

IT IS HEREBY ORDERED:

That NATIONAL GRID be and is hereby granted a location for and permission to erect and maintain poles and wires to be placed thereon, together with such sustaining and protecting fixtures as said Company may deem necessary, in the public way or ways hereinafter referred to, as requested in petition of said Company dated the 23<sup>rd</sup> day of April, 2019.

All construction under this order shall be in accordance with the following conditions:-

Poles shall be of sound timber, and reasonably straight, and shall be set substantially at the points indicated upon the plan marked – Elm Street – Gardner – Massachusetts.

No. 27641928..... Dated: April 23, 2019 - filed with this order.

There may be attached to said poles such wires, cables and fixtures as needed in their business and all of said wires and cables shall be placed at a height of not less than twenty (20) feet from the ground.



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The following are the public ways or part of ways along which the poles above referenced to may be erected, and the number of poles which may be erected thereon under this order:-

Elm Street - National Grid to install one SO Pole beginning at a point approximately 132' southeast of the centerline of the intersection of Cherry Street. National Grid to install 40' CL2 SO wood pole, anchor/guy for upgraded customer service.

Also for permission to lay and maintain underground laterals, cables and wires in the above or intersecting public ways for the purpose of making connections with such poles and buildings as the petitioner may desire for distributing purposes.

**PUBLIC WELFARE COMMITTEE****#10090**

There being no objections, the Public Welfare Committee was granted more time to study and report on the following Ordinance:

AN ORDINANCE TO AMEND THE CODE OF THE CITY OF GARDNER, CHAPTER 675 THEREOF, ENTITLED "ZONING," TO CHANGE VARIOUS PROVISIONS RELATING TO MARIJUANA ESTABLISHMENTS.

Be it ordained by the City Council of the City of Gardner, as follows:

Section 1. Chapter 675-1070 Marijuana Establishments, is hereby amended by deleting and repealing Subsection C (3) (a) in its entirety.

Section 2. Subsection C (9) (c) of Chapter 675-1070 Marijuana Establishments, is hereby amended by deleting the words "shall not exceed the number of registered medical marijuana treatment centers in Gardner engaged in the same type of activity and".

Section 3. This Ordinance shall become effective upon passage and publication as required by law. Any claims of invalidity by reason of any defect in the procedure of adoption may only be made ninety days after the posting or the second publication.

**FINANCE COMMITTEE****#10093**

There being no objections, the Finance Committee was granted more time to study and report on the following Ordinance:

AN ORDINANCE TO AMEND THE CODE OF THE CITY OF GARDNER, CHAPTER 171 THEREOF, ENTITLED "PERSONNEL" TO CHANGE COMPENSATION SCHEDULE EXHIBIT E.

Be it Ordained by the City Council of the City of Gardner as follows:

Section 1. Section 171-68 of Chapter 171, Personnel, of the Code of the City of Gardner is hereby amended by deleting and repealing Compensation Schedule Exhibit E and inserting in place thereof, the following:



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**Exhibit E**  
**Non-Union Employees**  
**Effective Date: 07/01/2019**

**A. DEPARTMENT HEADS**

Position	Grade		07/01/19	
			Annual	Weekly
Building Commissioner	G-10		\$78,151.60	\$1,502.92
Chief of Police	G-13		\$103,219.64	\$1,984.99
City Assessor	G-9		\$73,137.78	\$1,406.50
City Auditor	G-10		\$81,275.75	
		MGL c. 32, §20(6)	\$3,000.00	
		Total Compensation	\$84,275.75	\$1,620.69
City Clerk	G-10		\$79,714.63	
		MGL c. 41, §19F	\$3,500.00	
		MGL c. 41, §19G	\$550.00	
		Total Compensation	\$83,764.63	\$1,610.86
City Collector/Treasurer	G-10		\$84,118.88	
		MGL c. 32, §20	\$300.00	
		Total Compensation	\$84,418.88	\$1,623.44
City Engineer	G-11		\$85,175.44	\$1,637.99
City Solicitor	G-10		\$80,632.20	\$1,550.62
Council on Aging Director	G-6		\$57,587.68	\$1,107.46
Director of Community Development & Planning	G-10	City	\$65,838.94	
		GRA	\$22,250.47	
		CDBG	\$4,636.05	
		Total Compensation	\$92,725.46	\$1,783.18
Director of Local Origination & Educational Planning	G-6		\$64,468.75	\$1,239.78
Director of Public Health	G-10	Step 1	\$70,358.09	\$1,353.04
		Step 2	\$78,476.33	\$1,509.16
Fire Chief	G-12		\$94,698.74	\$1,821.13

**A. DEPARTMENT HEADS**  
**(Cont.)**

Position	Grade		07/01/19	
			Annual	Weekly
Golf Course Driving Range/Superintendent	G-9		\$76,571.97	\$1,472.54
Human Resources Director	G-11		\$88,582.77	\$1,703.51
Information Technology Director	G-11	City	\$47,956.30	



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		School	\$47,956.30	
		Total		
		Compensation	\$95,912.60	\$1,844.47
Library Director	G-9		\$75,411.22	\$1,450.22
Public Works Director	G-12		\$100,093.31	\$1,924.87
Purchasing Agent/Civil Enforcement Director	G-10		\$77,008.55	
		MGL c. 148A, §5	\$2,500.00	
		Total		
		Compensation	\$79,508.55	\$1,529.01
Veterans' Director	G-6		\$58,008.62	\$1,115.55

**B. NON-UNION DIRECT AND SUPERVISORY STAFF POSITIONS**

Position	Grade		07/01/19		
			Annual	Weekly	Hourly
Executive Secretary	G-4		\$47,553.41	\$914.49	\$24.72
Assistant City Clerk	G-3		\$42,765.62	\$822.42	\$22.23
		Step 2 (5 Yrs)	\$43,620.93	\$838.86	\$22.67
		Step 3 (10 Yrs)	\$44,493.35	\$855.64	\$23.13
Assistant City Engineer	G-8		\$67,103.22	\$1,290.45	
Assistant City Solicitor	G-3		\$44,569.21	\$857.10	
Assistant City Treasurer/Collector	G-5		\$53,370.84	\$1,026.36	
Assistant Director of Community Development**	G-7	City	\$3,342.81		
		CDBG	\$63,513.30		
		Total			
		Compensation	\$66,856.11	\$1,285.69	
Assistant Director of Public Health	G-5		\$53,370.84	\$1,026.36	
Assistant Director of Public Works	G-9		\$73,137.78	\$1,406.50	
Assistant Library Director	G-6		\$58,421.21	\$1,123.48	
Deputy Chief of Police	G-11		\$89,434.53	\$1,719.89	
Conservation/Planning Agent	G-6		\$59,012.30	\$1,134.85	
Director of Public Safety Regional Dispatch Center	G-9		\$74,284.56	\$1,428.55	
Economic Development Coordinator**	G-7		\$58,262.40	\$1,120.43	
GIS/Energy Analyst	G-5		\$59,160.00	\$1,137.69	
Golf Professional	G-6		\$1,281.30	Weekly	
Golf Pro Manager	G-6		\$1,104.08	Weekly	
Local Inspector	G-6		\$60,329.20	\$1,160.18	
Producer	G-2		\$48,385.40	\$930.49	
Senior Animal Control Officer	G-2		\$40,606.04	\$780.89	
Systems Manager	G-6		\$63,809.37	\$1,227.10	
Electrical Inspector	G-6				\$31.35



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Plumbing Inspector	G-6	\$31.35
Transfer Station Supervisor	G-3	\$22.17
Executive Aide		\$17.06

	Annual	Monthly
Civil Defense Director	\$9,171.88	\$764.32
Sealer of Weights & Measures	\$9,341.37	\$778.45

**C. NON-UNION STAFF POSITIONS**

Position	07/01/19			
	Annual	Weekly	Hourly	
Animal Control Officer	G-1 Step 1	\$33,555.40	\$645.30	\$16.13
	Step 2 (5 Years)	\$34,226.51	\$658.20	\$16.46
	Step 3 (10 Years)	\$34,911.04	\$671.37	\$16.78

	07/01/19					01/01/20
	Step 1	Step 2	Step 3	Step 4 (5 Yrs)	Step 5 (10 Yrs)	Step 1
Administrative Assistant	\$14.89	\$17.27	\$20.81	\$21.23	\$21.65	
Administrative Coordinator	\$14.12	\$16.63	\$19.14	\$19.52	\$19.90	
Administrative Clerk	\$13.67	\$15.89	\$18.11	\$18.47	\$18.83	
Animal Shelter Attendant	\$12.50					\$13.00
Budget/Project Manager** City	\$1.09					
GRA	\$0.65					
CDBG	\$22.85					
Total Compensation	\$24.59					
Building Maintenance Craftsman	\$18.09	\$20.41	\$22.74			
Building Maintenance Man	\$16.54	\$18.79	\$21.03			
Council on Aging Coordinator	\$13.00					
Financial Administrator	\$15.08	\$17.98	\$21.21			
Financial Clerk	\$13.85	\$16.29	\$19.01			

**Golf Course Positions**

Golf Pro Shop Supervisor		\$14.08	\$14.62	\$15.16
Grounds Maintenance Man	GC-8	\$16.56	\$18.22	\$20.16
Motor Equipment Repairman	GC-8	\$16.56	\$18.22	\$20.16
Working Foreman - Grounds Maintenance Man	GC-9	\$20.35		
Working Foreman - Motor Equipment Repairman	GC-9	\$20.35		

**Library Department Positions**

Staff Librarian	\$21.85
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Senior Library Technician	\$19.91	
Library Technician	\$18.78	
Library Clerical Staff	\$13.14	\$13.40
Head Life Guard	\$15.30	\$16.73
Parking Meter Clerk	\$16.65	
Production Assistant	\$14.77	
Transfer Station Monitor	\$12.50	\$13.00

**D. NON-UNION STAFF: TEMPORARY, SEASONAL AND INTERMITTENT POSITIONS**

Position		07/01/19			07/01/20		
		Step 1	Step 2	Step 3	Step 1	Step 2	Step 3
Alternate Animal Control Officer		\$12.50			\$13.00		
Certified Pool Operator	S-4	\$22.11					
Golf Course Laborer/Pro Shop Assistant	GC-4	\$12.50			\$13.00		
Golf Course Groundsman	GC-5	\$14.51					
Golf Course Ranger	GC-6	\$12.50			\$13.00		
Lifeguard	S-6	\$12.50			\$13.00		
Temporary Seasonal Technical	T-6	\$14.36					
Election Warden		\$14.00					
Election Inspector		\$12.00					
Election Clerk		\$13.00					
Special Detail Police Officer		\$49.00					
Temporary Seasonal Laborer (T-4)		\$12.50	\$13.77	\$15.30	\$13.00	\$13.77	\$15.30
Recreational Playground Supervisor (T-5)		\$15.30	\$16.73				
Recreational Support Staff		\$12.50			\$13.00		

**#10094**

There being no objections, the Finance Committee was granted more time to study and report on the following Ordinance:

AN ORDINANCE TO AMEND THE CODE OF THE CITY OF GARDNER, CHAPTER 171 THEREOF, ENTITLED "PERSONNEL" TO CHANGE COMPENSATION SCHEDULE EXHIBITS A AND B.

Be it Ordained by the City Council of the City of Gardner as follows:

Section 1. Section 171-68 of Chapter 171, Personnel, of the Code of the City of Gardner is hereby amended by deleting and repealing Compensation Schedule Exhibit A and inserting in place thereof, the following:



## REGULAR MEETING OF MAY 20, 2019

Exhibit A

Mayor

Effective 1-2-2018	Effective 1-6-2020	Effective 1-4-2021
\$92,196.00	\$94,040.00	\$95,921.00

Section 2. Section 171-68 of Chapter 171, Personnel, of the Code of the City of Gardner is hereby amended by deleting and repealing Compensation Schedule Exhibit B and inserting in place thereof, the following:

Exhibit B

City Council

Position	Effective 1-2-2018	Effective 1-6-2020	Effective 1-4-2021
President	\$ 10,707.00	\$ 10,921.00	\$ 11,139.00
Councillor	\$ 7,326.00	\$ 7,473.00	\$ 7,622.00

Section 3. Effective date.

This ordinance shall become effective on passage and publication as required by law.

**UNFINISHED BUSINESS****#10090**

President Graves announced that the Joint Public Hearing with the Planning Board is tentatively scheduled for Monday, June 3, 2019 at 7:00 p.m. in the City Council Chamber on *An Ordinance to Amend the Code of the City of Gardner, Chapter 675 Thereof, Entitled "Zoning," to Change Section 675-1070, Marijuana Establishments.*

**NEW BUSINESS**

On a motion by Councillor Edward Gravel and seconded by Councillor Elizabeth Kazinskas, it was voted viva voce, nine (9) yeas, President Scott Joseph Graves and Councillors James Boone, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, James Johnson, Elizabeth Kazinskas, and James Walsh, to consider New Business.

**ANNOUNCEMENTS and COMMENTARY**

Citing Calendar #10103, Councillor James Boone said, "If we don't ask our wealthy individuals for money, [then] how will it happen?"

Councillor Edward Gravel mentioned various approaching events, such as graduations, the Relay for Life, Bandstand Concerts, and Movies in the Park. He added that the plan for donations is a great idea because "if you don't have skin in the game, you're not going to appreciate what you got."

Councillor James Walsh remarked, "Most of us have skin in the game when we pay our property taxes four times a year."



REGULAR MEETING OF MAY 20, 2019

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President Graves announced Memorial Day ceremonies and parade on Monday, May 27.

**CLOSING PRAYER**

President Graves led the Council in the Closing Prayer.

**ADJOURNMENT**

On a motion by Councillor Craig Cormier and seconded by Councillor Edward Gravel, it was voted viva voce, nine (9) yeas, President Scott Joseph Graves and Councillors James Boone, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, James Johnson, Elizabeth Kazinskas, and James Walsh, to adjourn at 8:15 p.m.

**Accepted by the City Council:** June 3, 2019