

**REGULAR MEETING OF JUNE 3, 2019**

Regular Meeting of the City Council was held in the City Council Chamber, Room 219, City Hall, on Monday evening, June 3, 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. Eleven (11) Councillors were present including President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, Elizabeth Kazinskas, and James Walsh.

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, eleven (11) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, Elizabeth Kazinskas, and James Walsh, to waive reading and to accept the Minutes of the May 1, 2019 Public Hearing; the May 6, 2019 Informal Meeting; and, the May 20, 2019 Regular Meeting, as printed.

COMMUNICATIONS FROM THE MAYOR**APPOINTMENT****#10105**

Reporting for the Finance Committee, Councillor James Walsh informed the Council that the Committee voted favorably to recommend Mr. Cormier's confirmation and noted Mr. Cormier's decades of public service.

Also reporting for the Finance Committee, Councillor Ronald Cormier added that Steve Cormier formerly served on the Planning Board.

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On a motion by Councillor James Walsh and seconded by Councillor Ronald Cormier, on recommendation of the Finance Committee, it was voted viva voce (11) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, Elizabeth Kazinskas, and James Walsh, to waive reading and to confirm the following Appointment received from the Mayor:

STEPHEN E. CORMIER to the position of Member, Planning Board, for term expiring May 24, 2024.

Worcester, ss.

June 3, 2019

Then personally appeared **STEPHEN E. CORMIER** and made oath that he would faithfully and impartially perform the duties of **MEMBER, PLANNING BOARD**, according to law and the best of his abilities.

Before me,
/s/ Alan L. Agnelli, City Clerk

ORDERS**#10106 – #10112**

On a motion by Councillor Ronald Cormier and seconded by Councillor James Walsh, it was voted viva voce eleven (11) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, Elizabeth Kazinskas, and James Walsh, to refer the following Orders to the Council as Committee of the Whole for study and report:

#10106

AN ORDER TO RAISE AND APPROPRIATE A SUM OF MONEY FOR THE VARIOUS DEPARTMENTS FOR THE SALARY AND LABOR BUDGET FOR THE FISCAL YEAR BEGINNING JULY 1, 2019 TO JUNE 30, 2020.

ORDER: To raise and appropriate for the expense of the City of Gardner for the Fiscal Year beginning July 1, 2019 to June 30, 2020 sums as designated for the expenditures of the various departments, Salary and Labor budgets, according to the detailed schedule hereto annexed and made a part of this money order in the amount of ELEVEN MILLION, FIVE HUNDRED THIRTY-TWO THOUSAND, FOUR HUNDRED THIRTEEN DOLLARS (\$11,532,413.00).

#10107

AN ORDER TO RAISE AND APPROPRIATE A SUM OF MONEY FOR THE VARIOUS DEPARTMENTS FOR THE EXPENSE BUDGET FOR THE FISCAL YEAR BEGINNING JULY 1, 2019 TO JUNE 30, 2020.

ORDER: To raise and appropriate for the expense of the City of Gardner for the Fiscal Year beginning July 1, 2019 to June 30, 2020 sums as designated for the expenditures of the various departments, other than what was presented to City Council in the Salary and Labor budget, according to the detailed schedule hereto annexed and made a part of this money order in the



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amount of TWENTY-ONE MILLION, FIVE HUNDRED FORTY-THREE THOUSAND, THREE HUNDRED THIRTY-SIX DOLLARS (\$21,543,336.00).

#10108

AN ORDER TO RAISE AND APPROPRIATE A SUM OF MONEY FOR THE SCHOOL DEPARTMENT BUDGET FOR THE FISCAL YEAR BEGINNING JULY 1, 2019 TO JUNE 30, 2020.

ORDER: To raise and appropriate for the expense of the City of Gardner for the Fiscal Year beginning July 1, 2019 to June 30, 2020 sums as designated for the expenditures of the School Department according to the detailed schedule hereto annexed and made a part of this money order in the amount of TWENTY-FOUR MILLION, TWO HUNDRED EIGHTY THOUSAND, EIGHT HUNDRED SIXTY-NINE DOLLARS (\$24,280,869.00).

#10109

AN ORDER APPROPRIATING A SUM OF MONEY FROM AVAILABLE ENTERPRISE FUNDS-VARIOUS RECEIPTS RESERVED TO VARIOUS ACCOUNTS FOR THE FICAL YEAR BEGINNING JULY 1, 2019 TO JUNE 30, 2020.

ORDER: That there be and is hereby appropriated for the Fiscal Year beginning July 1, 2019 to June 30, 2020 the sum of NINE MILLION, SEVEN HUNDRED TWENTY ONE THOUSAND, TWO HUNDRED NINETEEN DOLLARS (\$9,721,219.00) from Available Enterprise Funds-Receipts Reserved to the following accounts:

Sewer Dept	Enterprise Fund	\$3,556,588.00
Water Dept	Enterprise Fund	3,588,911.00
Golf Course	Enterprise Fund	830,518.00
Landfill Closure	Enterprise Fund	58,833.00
Solid Waste	Enterprise Fund	1,686,369.00

#10110

AN ORDER APPROPRIATING A SUM OF MONEY FROM AVAILABLE FUNDS - CABLE COMMISSION FEES RESERVED - TO CABLE COMMISSION BUDGET FOR THE FISCAL YEAR BEGINNING JULY 1, 2019 TO JUNE 30, 2020.

ORDER: That there be and is hereby appropriated for the Fiscal Year beginning July 1, 2019 to June 30, 2020 the sum of ONE HUNDRED SEVENTY-SEVEN THOUSAND, THREE HUNDRED SIXTEEN DOLLARS (\$177,316) from Available Funds - Cable Commission Fees Reserved - to the Cable Commission budget.

#10111

AN ORDER APPROPRIATING A SUM OF MONEY FROM AVAILABLE FUNDS -PARKING METER RECEIPTS RESERVED TO VARIOUS ACCOUNTS FOR THE FICAL YEAR BEGINNING JULY 1, 2019 TO JUNE 30, 2020

ORDER: That there be and is hereby appropriated for the Fiscal Year beginning July 1, 2019 to June 30, 2020 the sum of ONE HUNDRED TEN THOUSAND, FIVE HUNDRED FIFTY



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DOLLARS (\$110,550.00) from Available Funds - Parking Meter Receipts Reserved - to the following accounts:

City Treasurer	Parking Meter Clerk Salary	\$12,730.00
City Treasurer	Parking Meter Maintenance	25,000.00
Police	Parking Meter Patrol	21,420.00
Public Works	Parking Meter Maintenance	20,000.00
Public Works	DPW Maint. Crew Sal & Wages	31,400.00

#10112

AUTHORIZING FY2020 REVOLVING FUNDS
M.G.L. CH.44, S.53E½

ORDER: To authorize and direct the City Treasurer to establish the following revolving funds for the fiscal year beginning July 1, 2019 to June 30, 2020, in accordance with M.G.L. Chapter 44, section 53E½:

Revolving Fund	Authorized to Expend	Revenue Source	Purpose of Fund	Spending Limit
Airport Fuel	Airport Commission	Sale of airplane fuel	Purchase of fuel, airport programs, and improvements	Available balance or \$20,000, whichever is less
Community Development Projects	Community Development/ Planning	Historic Housing Rehab Income	Salaries and expenses relating to Community Development Activities	Available balance or \$20,000, whichever is less
Wetland Protection	Conservation Commission	Local wetland filing fees	Costs associated with wetland protection activities	Available balance or \$20,000, whichever is less
Council on Aging Recreational Activities	Council on Aging Director	Recreation Fees	Salaries and expenses relating to recreational activities at Senior Center	Available balance or \$20,000, whichever is less
Gardner's Summer Celebration	Mayor	Collections and donations	Costs associated with Gardner's Summer Celebration	Available balance or \$20,000, whichever is less
Planning Board Publications	Planning Board	Sale of Planning Board publications	Preparation and production of Planning Board publications	Available balance or \$3,000, whichever is less
Road Resurfacing	Public Works Director	Fees charged for cutting into newly paved roads	Costs associated with road resurfacing and road maintenance	Available balance or \$20,000, whichever is less
High School Summer Football Camp	School Department	Camp fees and donations	Salaries and expenses for the High School Summer Football Camp	Available balance or \$20,000, whichever is less
Summer Basketball Camp	School Department	Camp fees and donations	Salaries and expenses for the Summer Basketball Camp	Available balance or \$12,000, whichever is less
Transportation	School Department	Bus passes and fees for transportation	Salaries and expenses relating to school transportation	Available balance or \$20,000, whichever is less

As per M.G.L., interest earned on these funds shall be treated as general fund revenue.



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The person or persons authorized to expend from each fund shall report annually to the Mayor and City Council the total amount of receipts and expenditures for the prior fiscal year and for the current fiscal year through December 31st, along with any other information that City Council may by vote require.

In the event any fund is not reauthorized for the following fiscal year or the city changes the purpose of the revolving fund, the balance in the fund shall revert to surplus revenue, unless City Council and the Mayor vote to transfer the funds to another revolving fund established in accordance with M.G.L. Chapter 44, section 53E½.

#10113

Reporting for the Finance Committee, Councillor James Walsh informed the Council that the Committee discussed the Order and noted that since it entails a substantial project, then the entire Council should review the Order. He added that the project's approval (Loan Order) would also require increasing (metered) water rates, thus an Ordinance amendment would be necessary.

Councillor Nathan Boudreau, Chairman of the Public Service Committee, reported that the Service Committee reviewed the project and is supportive of the project.

On inquiry by Councillor Gravel, Councillor Walsh suggested that the Council should meet within a week to discuss the Loan Order and Project, since portions of the project are ready for bidding.

Councillor Ronald Cormier added that it would be wise for the Council to address the issue quickly, since Downtown roads are already under construction and the additional work would continue to affect the merchants.

Councillor Christine Johnson noted that she attended a planning meeting years ago and is fully supportive of the project.

President Graves informed the Council that an Informal Meeting and a Special Meeting may be scheduled for Monday, June 10 in order to expedite the project.

On a motion by Councillor James Walsh and seconded by Councillor Ronald Cormier, on recommendation of the Finance Committee, it was voted viva voce eleven (11) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, Elizabeth Kazinskas, and James Walsh, to refer the following Order to the Council as Committee of the Whole for study and report:

CITY OF GARDNER, MASSACHUSETTS
IN CITY COUNCIL

ORDERED: That the City of Gardner appropriates the sum of Eleven Million Dollars (\$11,000,000) to pay costs of replacing water mains throughout the City, and paying all costs incidental or related thereto; to meet said appropriation the Treasurer, with the



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approval of the Mayor, is authorized to borrow said sum under M.G.L. c. 44, §8, or any other enabling authority. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. c. 44, §20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

#10114

Reporting for the Finance Committee, Councillor Ronald Cormier informed the Council that the Committee voted favorably to recommend adoption of the Loan Order. He said that the Loan would not affect the sewer rate and that the project involves relocating sewer lines in the Downtown and to replace the Willis Road sewer pump station on Chapel Street. He added that the pump station is thirty years old and services NCCI and approximately 60 residences in the area.

Councillor Edward Gravel questioned whether the State has any matching funds to help offset the cost to the City.

Councillor Ronald Cormier responded, saying that the State paid to construct the Pump Station and the City took ownership, per the [1986] Agreement. He added that there is a proviso in the Agreement that if NCCI exceeded its capacity, per the Agreement, then the State would be required to contribute toward the cost of the new Pump Station.

Councillor James Walsh, a member of the Finance Committee, reported that NCCI accounts for 98% of the sewer user fees and that the sewer [enterprise] system [revenue] funds the maintenance and upgrades of the system.

Council President Scott Graves, Chairman of the Finance Committee, reported that DPW Director Dane Arnold is negotiating with the State for financial support for the upgrade.

Councillor Edward Gravel suggested that the annual [Host Community] Mitigation payments should have offset the cost.

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, it was voted eleven (11) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, Elizabeth Kazinskas, and James Walsh, to adopt the following Order:

CITY OF GARDNER, MASSACHUSETTS
IN CITY COUNCIL

ORDERED: That the City of Gardner appropriates the sum of One Million Seven Hundred Fifty Thousand Dollars (\$1,750,000) to pay costs of sewer main installation and sewer pump

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station upgrades, and paying all costs incidental or related thereto; to meet said appropriation the Treasurer, with the approval of the Mayor, is authorized to borrow said sum under M.G.L. c. 44, §7 or 8, or any other enabling authority. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. c. 44, §20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Presented to Mayor for Approval – June 4, 2019

Approved – June 4, 2019

MARK P. HAWKE, Mayor

#10115

Reporting for the Finance Committee, Councillor James Walsh informed the Council that the Order provides for the Sewer Department's share of the first payment (P&I) toward the Loan for the new DPW buildings. He said that the City Treasurer recommended that the first payments be made in the current Fiscal Year in order to save interest over the term of the loan. He added that the Committee's report also addresses the Order under #10116.

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, it was voted eleven (11) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, Elizabeth Kazinskas, and James Walsh, to adopt the following Order:

AN ORDER APPROPRIATING FROM SEWER SURPLUS TO SEWER DEPARTMENT –
INSIDE PRINCIPAL AND INTEREST EXPENSE.

ORDERED: That there be and is hereby appropriated the sum of Ninety-Three Thousand Nine Hundred Eight Dollars and No Cents (\$93,908.00) from Sewer Surplus to Sewer Department –
Inside Principal and Interest Expense.

Presented to Mayor for Approval – June 4, 2019

Approved – June 4, 2019

MARK P. HAWKE, Mayor

#10116

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, it was voted eleven (11) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, Elizabeth Kazinskas, and James Walsh, to adopt the following Order:

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AN ORDER APPROPRIATING FROM WATER SURPLUS TO WATER DEPARTMENT –
INSIDE PRINCIPAL AND INTEREST EXPENSE.

ORDERED: That there be and is hereby appropriated the sum of Ninety-Three Thousand Nine Hundred Eight Dollars and No Cents (\$93,908.00) from Water Surplus to Water Department – Inside Principal and Interest Expense.

Presented to Mayor for Approval – June 4, 2019

Approved – June 4, 2019

MARK P. HAWKE, Mayor

#10117

Reporting for the Finance Committee, Councillor Ronald Cormier informed the Council that the DPW performed repairs to the sewer force main with in-house staff and that the funding would pay to repave the road.

On a motion by Councillor Ronald Cormier seconded by Councillor James Walsh, on recommendation of the Finance Committee and on call of the roll, it was voted eleven (11) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, Elizabeth Kazinskas, and James Walsh, to adopt the following Order:

AN ORDER APPROPRIATING FROM SEWER SURPLUS TO DPW DEPARTMENT –
REPAIRS TO MAINS.

ORDERED: That there be and is hereby appropriated the sum of One Hundred Twenty-five Thousand Dollars and No Cents (\$125,000.00) from Sewer Surplus to DPW Department – Repairs to Mains.

Presented to Mayor for Approval – June 4, 2019

Approved – June 4, 2019

MARK P. HAWKE, Mayor

PETITIONS, APPLICATIONS, COMMUNICATIONS, ETC.**#10118**

Reporting for the Finance Committee, Councillor Ronald Cormier informed the Council that the parcel has an easement passing through it and that it is not suitable for building; therefore, the listed low [minimum] bid price.

Councillor James Boone questioned the minimum bid price, suggesting whether the \$20,000 assessment of the property is wrong.

Councillor Ronald Cormier noted that the parcel is not buildable due to its topography and the existence of an easement. He added that the assessment is based on the square footage of the parcel and likely that an abutter probably will bid on the parcel.

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On a motion by Councillor Ronald Cormier and seconded by Councillor James Walsh, on recommendation of the Finance Committee, it was voted viva voce eleven (11) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, Elizabeth Kazinskas, and James Walsh, to adopt the following Measure:

DECLARING SURPLUS FOR PURPOSE OF DISPOSAL
LAND ON CATHERINE STREET

VOTED: To declare surplus for the purpose of disposal, in accordance with prevailing General Laws, all land on Catherine Street, further identified on the City of Gardner Assessor's Map R-27-20-15, to establish as a minimum amount of \$500.00 to be paid for any conveyance of said property, and to authorize the Mayor to convey said land, or part thereof, for such amount or a larger amount, and upon such other terms as the mayor shall consider proper in accordance with this Vote.

Presented to Mayor for Approval – June 4, 2019

Approved – June 4, 2019

MARK P. HAWKE, Mayor

#10119

Reporting for the Finance Committee, Councillor James Walsh informed the Council that the correspondence [from Heywood Hospital] was directed to the City Council and not to the Mayor and that the Mayor had not seen the request. He said that the Committee recommends that the Lease Amendment be referred to the Law Department for an opinion; however, since City Solicitor John Flick is a member of the Board of Trustees of Heywood Hospital and the Assistant City Solicitor is employed by Flick Law Group, there is a conflict. Accordingly, he said, the Law Department will have to hire outside counsel to render an opinion and added that funds are available in the Law Department's Budget to bear the cost for a legal opinion.

Councillor James Boone questioned whether the Hospital has made any payments to the City for the lease.

Councillor James Walsh responded, saying that the topic of the payments did not arise; however, the issue relates to a revision to prior amendments and noted that one of the prior amendments was unsigned.

Councillor Edward Gravel suggested that the City Council "take a real good hard look" and said that he is curious what is involved with the Lease.

Councillor Nathan Boudreau expressed agreement with sending the Lease Amendment to the Mayor for consideration and added, "[And] we brag about being a pro-business community."

Councillor James Walsh added that it is the City Council's job to make sure business is run well.

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On a motion by Councillor James Walsh and seconded by Councillor Ronald Cormier, on recommendation of the Finance Committee, it was voted viva voce eleven (11) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, Elizabeth Kazinskas, and James Walsh, to refer *A Measure Authorizing an Eighth Amendment to the April 9, 1968 Lease Between the City and Henry Heywood Memorial Hospital* to the Mayor for consideration and legal opinion.

#10120

On a motion by Councillor Nathan Boudreau and seconded by Councillor James Boone, it was voted viva voce eleven (11) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, Elizabeth Kazinskas, and James Walsh, to refer *A Petition by National Grid and Verizon New England, Inc. to install one (1) jointly-owned pole on Main Street beginning at a point approximately 306' west of the centerline of the intersection of Sherman Street* to the Public Service Committee and to schedule a Public Hearing for the next regular meeting.

#10121

On a motion by Councillor James Walsh and seconded by Councillor Ronald Cormier, on recommendation of the Finance Committee, it was voted viva voce eleven (11) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, Elizabeth Kazinskas, and James Walsh, to refer the following Ordinance to the Council as Committee of the Whole for study and report:

AN ORDINANCE TO AMEND THE CODE OF THE CITY OF GARDNER, CHAPTER 625 THEREOF, ENTITLED "WATER," TO CHANGE METERED WATER RATES.

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

Section 1. Chapter 625 of the Code of the City of Gardner is hereby amended to change Subsection A(1) of § 625-8, Water Rates, to read as follows:

A. Metered Water Rates (quarterly).

- (1) Uniform rate per 100 cubic feet of metered use:
 - a. \$5.72 effective July 1, 2019
 - b. \$6.00 effective July 1, 2020
 - c. \$6.26 effective July 1, 2021
 - d. \$6.50 effective July 1, 2022

Section 2. Effective date.

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



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REPORTS OF STANDING COMMITTEES

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:

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	



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		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
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	
		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



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

Annual	Monthly
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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
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REGULAR MEETING OF JUNE 3, 2019

	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			
<u>Golf Course Positions</u>						
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				
<u>Library Department Positions</u>						
Staff Librarian	\$21.85					
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					



REGULAR MEETING OF JUNE 3, 2019

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:

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.

REGULAR MEETING OF JUNE 3, 2019

UNFINISHED BUSINESS**#10090**

President Graves announced that the Joint Public Hearing with the Planning Board was held prior to the Council Meeting and that the Council is awaiting the **Final Report** of the Planning Board and the Report of the Public Welfare Committee before it takes action 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 Nathan Boudreau and seconded by Councillor Edward Gravel, it was voted viva voce, eleven (11) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, Elizabeth Kazinskas, and James Walsh, to consider New Business.

ANNOUNCEMENTS and COMMENTARY

Councillors announced approaching community events such as the Relay for Life; Food Truck Festival; and, Movies and Concerts in the Park.

Councillor James Johnson praised the DPW and Engineering Departments for working to correct problems.

Commenting on Calendar #10113, President Graves noted that the \$11M Loan Order would address only a small number of miles of water lines that need to be replaced and noted the effect that the Loan would have on the City's water rates.

CLOSING PRAYER

President Graves led the Council in the Closing Prayer.

ADJOURNMENT

On a motion by Councillor James Walsh and seconded by Councillor Edward Gravel, it was voted viva voce, eleven (11) yeas, President Scott Joseph Graves and Councillors James Boone, Nathan Boudreau, Craig Cormier, Ronald Cormier, Edward Gravel, Karen Hardern, Christine Johnson, James Johnson, Elizabeth Kazinskas, and James Walsh, to adjourn at 8:11 p.m.

Accepted by the City Council: *June 17, 2019*