



TOWN OF SWAMPSCOTT
SELECT BOARD REGULAR SESSION MINUTES APRIL 12, 2022, 6:00 P.M.
SWAMPSCOTT SENIOR CENTER, 200R ESSEX STREET

SELECT BOARD MEMBERS PRESENT:

Polly Titcomb (chair), Neal Duffy, David Grishman, Donald Hause & Peter Spellios

MEMBERS ABSENT: None.

OTHER TOWN OFFICIALS PRESENT:

Sean Fitzgerald, Town Administrator
Marzie Galazka, Director of Community & Economic Development
Chief Graham Archer, Fire Chief
Gino Cresta, Director of Department of Public Works
Angela Ippolito, Chairwoman, Swampscott Planning Board
Edward Dooley, Member, Swampscott Planning Board

PUBLIC COMMENTS: None

TOWN ADMINISTRATOR'S REPORT:

- There has been an uptick in COVID cases. TA Fitzgerald would like to remind people to take precautions, including wearing masks and getting booster shots. There are two upcoming booster clinics: April 27th, 9:00 AM – 12:00 PM, Marblehead Senior Center and May 4th, 3:00 PM – 5:00 PM, Peabody Senior Center.
- Archer/Foster Rd 40B – no update.
- HR Director/Asst. TA – Peter Kane has been hired and will start June 1st, 2022. TA Fitzgerald will update the Town organizational chart and plans on delegating more duties to staff. This will shore up HR functions.
- See Item 2 under New and Old Business for Marzie Galazka & Chief Archer's presentation.
 - TA Fitzgerald will send completed contracts for Dept. Heads to the Select Board. The Board will meet on Friday, April 22nd, 9:00 A.M. via Zoom in Executive Session followed by the Regular Meeting at 9:15 A.M. to approve contracts.
 - Thirteen new employees have been hired in the last six weeks
 - To support efforts to enhance retention & benefits for town employees, adjustments have been made to the FY23 Budget.
- Building Commissioner Steve Cummings and his department have been issuing permits (43) for spring projects and have taken in \$11,490 in permit revenue.
- Kings Beach – TA Fitzgerald hosted a meeting to with other key stakeholders to discuss strategies to mitigate I/I and to identify how best to advance a proposal to Governor Baker.
- Chief Archer, Chief Quesada and TA Fitzgerald will be at the Senior Center Wednesday, April 13th for a "Talk around the Town" event.

NEW AND OLD BUSINESS:

1. Discussion of Impact and Comments related to the Atlantic Bay View Residences Proposal: Comments and resident feedback are due to Mass Housing by May 16th, (an extension from the original due date of April 26th). There are only two meeting dates left so Marzie will request another extension so there can be a presentation to residents. The developer is amenable to attending a public meeting.
2. Personnel Update:
 - a. Marzie, Chief Archer and Amy (Sarro) headed up a task force to address work-life balance issues in Town Hall. They surveyed town hall employees with questions asking for employee input on how to improve their quality of life at work. Questions were geared toward Town Hall culture, opportunities, how to retain employees and reinvigorate the work force. 85% of employees returned the survey. Most liked a four-day workweek with longer days and one longer evening (Wednesdays). Other incentives include free beach passes, monthly employee celebrations, peer recognition events, allowing employees to volunteer for their favorite non-profit (food pantry, animal shelter, Habitat, etc.) without using their own vacation time. Neal feels the recommendations are all good and are low cost with high impact return. He also suggests limiting the number of hours night meetings can go for. Both Marzie and the Chief agree that these changes will be permanent but will also be reviewed from time-to-time and recommendations will be tweaked as needed. They would like to look at child-care, how to help an employee who has elderly parents to take care of, free/discounted Recreation programs for employees and their children and allowing town employees' children to attend Swampscott schools. Peter suggests looking into both now so new employees will know these are an option.
 - b. There was a discussion regarding the survey, how questions were chosen, how Swampscott's salaries compare to other municipalities. TA Fitzgerald will look at the MMA and see how their salaries compare although he has looked at every salary and feels the town is competitive. He does not want to spend money on a salary survey. There was a brief discussion about salaries, non-union employee contracts and where those stand and if the new salaries have been updated in the budget (yes).
 - c. Another discussion was held regarding why employees leave Town employment. TA Fitzgerald and Amy have held exit interviews.
3. Discussion/Review of the Town Administrator's Recommended FY23 Operating & Capital Budgets: No discussion or action taken.
4. Review 2022 Annual Town Meeting Warrant: This has been tabled until the April 15th meeting.
 - a. Angela Ippolito, Planning Board Chair, and Edward "Ted" Dooley, Planning Board member presented Planning Board zoning changes in B1-B4 zones that they would like to see on the Town Meeting Warrant. There are three proposed:
 - i. Outdoor dining has been extended by the state but they would like to make the change permanent. Use Table #40 has been changed – "seating" changed to dining and "storage" has been removed. Storage is allowed by special permit. There was a discussion about adding "outdoor seating" separately. Dining on town sidewalks can't be regulated, this would be a by-law but outdoor dining on private property can be zoned/regulated by the town.
 - ii. Vinnin Sq./Humphrey St.: The Planning Board would like to change the zoning so as not to flatten diversity in those zones. Currently, in Vinnin Square, banks and other service-type businesses are allowed by right. The Planning board would like to change it so they require a special permit. On Humphrey Street, they would like to see active retail storefronts instead of offices on first floors. Use table #s 22 – 24 and 28-29 would have to be changed.
 - iii. Vinnin St. Dimensional and Setback Requirements: Stop & Shop was rezoned years ago to allow for seven stories. They would like to remove that height and allow up to five stories in B3 & B4 zones with the first floor as retail and upper floors housing. This is to accommodate the MBTA district. Setbacks for commercial properties in this zone is 100', 25' for residential units. A new commercial property can't be smaller than the building it is replacing so there is no loss of space. Board members would like to table this until all stakeholders – landlords, business owners and residents have a chance to meet with the Land Use Board and Planning Board and comment on this change.

Angela will eliminate all but the outdoor dining/use table changes for the Town Warrant.

5. Acceptance of Memorial to Honor Spc. Jared Raymond Square: An anonymous person is donating \$40,000 to purchase a granite memorial for Spc. Jared Raymond in the Jared Raymond Square, Danvers Rd. at Essex St.

Upon **MOTION**, duly made by Peter Spellios, seconded by David Grishman, it was unanimously VOTED: To approve the anonymous donation to construct a memorial in honor of Specialist Jared Raymond in the Jared Raymond Square: All in favor Yes. Any opposed No. Motion passes.

VOTES OF THE BOARD/CONSENT AGENDA:

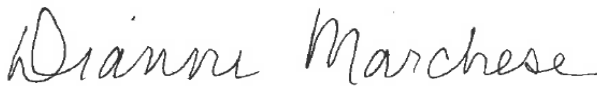
1. Approval of the Consent Agenda and one day liquor license application for Bent Water Brewing Co. for an event on July 16, 2022 (raindate July 17, 2022) from 2:00 – 10:00 PM at Fisherman’s Beach: - No action taken.

SELECT BOARD TIME:

1. Neal Duffy: Nothing to add.
2. David Grishman: Nothing to add.
3. Donald Hause: Nothing to add.
4. Peter Spellios:
 - a. Would like for TA Fitzgerald to go to the next Finance Committee meeting to bring them up to speed on personnel changes and contracts. TA Fitzgerald has plans to attend.
 - b. There are differences between the School Committee’s approved School Department budget, the Superintendent’s budget and the Town Administrator’s budget. There was a brief discussion as to the differences which includes health care allocations.
 - c. Has the Retirement Board chair reached out to TA Fitzgerald regarding meeting prior to Town Meeting? (No)
 - d. The Earth Removal Permit for the new elementary school will be on the May 4th agenda.
5. Polly Titcomb:
 - a. Minutes from previous meetings need to be approved. TA Fitzgerald has the drafts and will get them to the Board.
 - b. Requested that the Board finish reviewing the handbooks at the April 25th meeting.

Upon **MOTION**, duly made by David Grishman, seconded by Neal Duffy, it was unanimously **VOTED**: To adjourn at 9:30 p.m.: All in favor Yes. Any opposed No. Motion passes.

True Attest,



Dianne Marchese, Executive Secretary to the Town Administrator & Select Board