



TOWN OF SWAMPSCOTT  
SELECT BOARD REGULAR SESSION MINUTES  
JULY 13, 2022 – 5:00 P.M.  
VIRTUAL

**SELECT BOARD MEMBERS PRESENT:** NEAL DUFFY, MARY ELLEN FLETCHER, DAVID GRISHMAN, KATIE PHELAN & PETER SPELLIOS

**MEMBERS ABSENT:** NONE

**OTHER TOWN OFFICIALS PRESENT:** SEAN FITZGERALD, TOWN ADMINISTRATOR, AMY SARRO, DIRECTOR OF FINANCE & ADMINISTRATION

**OTHER:**

**A. PUBLIC COMMENT:** LIZ SMITH: 1) IT IS FAIR TO COMPENSATE NON-UNION EMPLOYEES BECAUSE UNION EMPLOYEES HAVE ALREADY BEEN COMPENSATED USING ARPA FUNDS; 2) QUESTIONED USING THE TERM “REVENUE REPLACEMENT”; 3) ALSO QUESTIONED THESE DECISIONS BEING MADE IN THE ABSENCE OF A BROADER DISCUSSION THAT HAS NOT YET TAKEN PLACE. SHE FEELS THESE USES SHOULD BE PART OF A COMPREHENSIVE PACKAGE DISCUSSION.

**B. NEW AND OLD BUSINESS:**

- 1. FISCAL YEAR-END TRANSFERS:** Ms. SARRO DISCUSSED THE GENERAL FUND YEAR-END TRANSFERS WHICH HAVE TO BE DONE BY JULY 15<sup>TH</sup>. THERE WAS A DISCUSSION ABOUT THE OVERTIME TRANSFER FOR POLICE & FIRE. FY22 SAW SIGNIFICANT IMPACTS DUE TO THE PANDEMIC AND STAFFING LEVELS. THE FIRE DEPT. IS FULLY STAFFED, THE POLICE DEPT. HAS TWO OPENINGS AND IS IN THE PROCESS OF HIRING. BOTH CHIEFS WILL REVIEW THEIR BUDGETS QUARTERLY WITH Ms. SARRO. IF IT LOOKS LIKE THEY ARE GOING OVER BUDGET, THE TOWN ADMINISTRATOR AND FINANCE COMMITTEE WILL BE ALERTED. THE CHIEFS ARE CONFIDENT THEY CAN WORK WITHIN THEIR FY23 BUDGETS.

UPON **MOTION**, DULY MADE BY DAVID GRISHMAN, SECONDED BY MARY ELLEN FLETCHER, IT WAS UNANIMOUSLY **VOTED:** TO APPROVE THE GENERAL FUND FY2022 YEAR-END TRANSFERS AS PRESENTED: ALL IN FAVOR YES. ANY OPPOSED NO. MOTION PASSES.

THE PEG ENTERPRISE FUND TRANSFER OF \$20,000 IS TO FUND A NEW VIDEO/AUDIO SYSTEM FOR THE HIGH SCHOOL AUDITORIUM.

UPON **MOTION**, DULY MADE BY MARY ELLEN FLETCHER, SECONDED BY KATIE PHELAN, IT WAS UNANIMOUSLY **VOTED:** TO APPROVE THE PEG ENTERPRISE FY2022 YEAR-END TRANSFER OF \$20,000 AS PRESENTED: ALL IN FAVOR YES. ANY OPPOSED NO. MOTION PASSES.

- 2. UTILIZATION OF AMERICAN RESCUE PLAN ACT FUNDS:** THE FINANCE COMMITTEE DISCUSSED THIS PLAN AT THEIR MEETING MONDAY NIGHT BUT DID NOT HAVE TO VOTE ON IT, NOR DID THEY HAVE ANY QUESTIONS OR CONCERNS. Ms. SARRO GAVE A PRESENTATION - THE TOWN HAS BEEN AWARDED \$4.5 MILLION WHICH CAN BE USED FOR GOVERNMENT SERVICES, INCLUDING REVENUE ENHANCEMENTS. THE TOWN WOULD LIKE TO USE \$100,250 TO REWARD EMPLOYEES WHO WORKED TIRELESSLY DURING THE PANDEMIC. Ms. SARRO AND TA FITZGERALD WORKED WITH THE TOWN’S CPA TO MAKE SURE ALL ALLOTMENTS WERE DONE FAIRLY AND LEGALLY. EMPLOYEES WERE PUBLICLY CRITICIZED FOR DECISIONS THEY HAD TO MAKE AND THEIR FAMILIES MADE SACRIFICES. BOTH FIRE & POLICE DEPARTMENT PAYMENTS ALSO INCLUDED FORMER EMPLOYEES. MR. DUFFY STATED THAT HE REACHED OUT TO Ms. SARRO TO MAKE SURE THAT THE TOWN ADMINISTRATOR WAS ALSO REWARDED.

THERE WAS A DISCUSSION ABOUT REWARDING THREE EMPLOYEES WHO WERE NO LONGER EMPLOYED WITH THE TOWN AT A COST OF \$12,000. Ms. FLETCHER DOESN’T THINK THAT IS FAIR. Ms. SARRO POINTED OUT THAT THE PEOPLE ON THE LIST WERE PRESENT FOR A SIGNIFICANT PORTION OF THE PANDEMIC. THEY ALSO TOOK INTO ACCOUNT WHO COULD WORK FROM HOME,

WHO HAD A FLEXIBLE SCHEDULE AND COULD COME INTO TOWN HALL WHEN IT WAS QUIETER. THERE WILL NOT BE AN OPPORTUNITY TO COMPENSATE ANY OTHER EMPLOYEES IN THE FUTURE.

MS. FLETCHER STATED THAT SHE DID NOT WANT TO VOTE NO TO THE MOTION BECAUSE SHE DOES NOT WANT TO SAY NO TO CURRENT EMPLOYEES BUT WOULD LIKE TO MAKE A MOTION TO AMEND MR. SPELLIOS'S MOTION. MR. SPELLIOS STATED THAT THIS SHOULD BE THE TOWN ADMINISTRATOR'S DECISION, THAT THE TOWN WOULD BE LUCKY TO HAVE THEM BACK AND THAT THIS SENDS A MESSAGE THAT ALL EMPLOYEES WILL BE TREATED FAIRLY IN EXTRAORDINARY CIRCUMSTANCES.

UPON **MOTION**, DULY MADE BY MARY ELLEN FLETCHER, SECONDED BY KATIE PHELAN, IT WAS UNANIMOUSLY **VOTED**: TO AMEND MR. SPELLIOS'S MOTION AND REDUCE THE AMOUNT BY \$12,000, THE AMOUNT OF COMPENSATION SET-ASIDE FOR THREE NON-CURRENT EMPLOYEES: IN FAVOR: MS. FLETCHER, MS. PHELAN. THOSE OPPOSED: MR. GRISHMAN, MR. SPELLIOS, MR. DUFFY. MOTION DENIED.

UPON **MOTION**, DULY MADE BY PETER SPELLIOS, SECONDED BY DAVID GRISHMAN, IT WAS UNANIMOUSLY **VOTED**: TO SUPPORT THE AUTHORIZATION OF ARPA PAYMENTS IN THE AMOUNT OF \$100,250 TO INCENTIVIZE OUR MUNICIPAL WORKFORCE AND MAKE THE TOWN OF SWAMPSCOTT'S COMPENSATION MORE COMPETITIVE TO ENCOURAGE EMPLOYEE RETENTION. THESE PAYMENTS ARE MADE TO ENCOURAGE CONTINUITY OF SERVICE FOR OUR ACTIVE EMPLOYEES WHO WORKED THROUGH THE PANDEMIC AND REMAINED EMPLOYED WITH THE TOWN WILL RECEIVE A ONE-TIME SUPPLEMENTAL PAYMENT. THIS IS TO COMPENSATE OUR EMPLOYEES WHO PROVIDE CRITICAL GOVERNMENTAL SERVICES. THESE SERVICES WILL ENCOURAGE THE PROVISION AND CONTINUITY OF SERVICE TO THE TOWN OF SWAMPSCOTT STARTING ON MARCH 31, 2021: ALL IN FAVOR YES. ANY OPPOSED NO. MOTION PASSES.

#### C. SELECT BOARD TIME:

**MR. DUFFY:** NOTHING TO ADD.

**MS. FLETCHER:** NOTHING TO ADD.

**MR. GIRSHMAN:** BENTWATER BREWERY WILL BE AT THE FISH HOUSE SATURDAY FROM 3:00 – 9:00 WITH LIVE MUSIC, INCLUDING THE BRIAN MAES, FOOD PROVIDED BY THE SWAMPSCOTT YACHT CLUB, AND BEER FROM BENTWATER. THE 50/50 SUPPORTS THE HADLEY SCHOOL PTO.

**MS. PHELAN:** THE SWAMPSCOTT ALL STARS ARE IN THE FINALS THIS WEEKEND. IF YOU HAVE TIME, PLEASE COME OUT AND SUPPORT THEM.

**MR. SPELLIOS:** NOTHING TO ADD.

UPON **MOTION**, DULY MADE BY KATIE PHELAN, SECONDED BY MARY ELLEN FLETCHER, IT WAS UNANIMOUSLY **VOTED**: TO ADJOURN AT 5:55 P.M.: ALL IN FAVOR YES. ANY OPPOSED NO. MOTION PASSES.