

FINANCE COMMITTEE MINUTES  
1-31-21 AT 5:30 PM  
ZOOM

The meeting was called to order by Chair Bridget Matthews-Kane at 5:30 PM. In attendance were Finance Committee members Councilor Bridget Matthews-Kane, Councilor Richard K. Sullivan, Jr. and Councilor Brent Bean. Also, in attendance were Emergency Management Director Steve Malochleb, Airport Director Christopher Willenborg, Westfield Fire Chief Patrick M. Egloff, Westfield City Engineer Mark Cressotti, Personnel Director Robert Bishop, Interim Superintendent of the Public Works Department Francis Cain, Deputy of Water Steve Fernandes, Budget Analysis of the Public Works Department Joanna Williams, Westfield Police Chief Lawrence Valliere, Westfield Captain Jerome Pitoniak, IT Support Staff Peter Cowles and Scribe of the Finance Committee Marisa Colon. Chair Matthews-Kane recognized Councilor James Adams, Councilor Kristen Mello, Councilor Michael Burns, Council President William Onyski, and Westfield School Committee member Kathleen Hillman who were also in attendance.

Councilor Sullivan made a motion, seconded by Councilor Bean, to APPROVE the acceptance of the Finance Committee minutes from January 18, 2022. The motion passed 3-0 with Councilor Bean, Councilor Sullivan and Councilor Matthews-Kane voting YES.

Chair Matthews-Kane asked if anyone from the public would like to speak during public participation. There was no one from the public who spoke.

Councilor Sullivan made a motion, seconded by Councilor Bean, to APPROVE of an appropriation of \$2,000.00 from Free Cash (1000-359000) to Emergency Management Department as follows: \$1,700.00 Purchase of Services account #12910000-520000 and \$300.00 Supplies account #12910000-540000.

Prior to the motion, Emergency Management Director Steve Malochleb explained that Westfield Emergency Management Department is severely underfunded and there is a lot to be done in terms of making sure all Westfield residents sign up to the 911 system in order to receive alerts should an emergency or disaster occur. He stated that he ran a certification class last year and had to purchase the materials himself because there was no account to draw from. Director Malochleb mentioned that he was able to acquire an Emergency Management vehicle for the city at no extra charge. Councilor Matthews-Kane asked Director Malochleb to clarify the type of printing materials that are being purchased. He further explained that the department purchases flyers and pamphlets to hand out to people when participating in community events in order to get more residents to sign up for the Rave reverse 911 system so citizens can be prepared when an emergency happens. Councilor Matthews-Kane asked Director Malochleb to specifically explain what the \$1,700 in Purchase of Services will be used for. He explained that a total budget of only \$2,000 for the Emergency Management Department is not enough to cover expenses that may come about and not

enough for everything he would like to do for the department moving forward. He stated that he was able to use FEMA money for certain purchases. The Purchasing Department has been carrying the Verizon cell phone bill for the past seven months, which is about \$46.00 per month, and they must be reimbursed. He explained that the money will be going back to the Purchasing Department. Councilor Sullivan asked if this came through the previous administration or Mayor McCabe. Director Malochleb answered that it was submitted through the previous administration, former Mayor Donald Humason. Councilor Bean spoke through the Chair and suggested to Director Malochleb that he have budget discussions with Mayor McCabe directly because the City Council can only approve or deny funds that are presented to them. Director Malochleb stated that he looks forward to working with the new administration on future funding for the department. The motion passed 3-0 with Councilor Bean, Councilor Sullivan and Councilor Matthews-Kane voting YES.

Councilor Sullivan made a motion, seconded by Councilor Bean, to APPROVE a request to accept a Grant in the amount of \$41,600.00 from the MassDOT Aeronautics Division to the Airport Department.

Prior to the motion, Airport Director Christopher Willenborg explained that the MassDot Aeronautics Division has a Sustainability Grant program that the airport submitted a grant request to purchase an electric zero turn mower. He further explained that the airfield has over 650 lights and over 80 signs that require a tight turning, zero turn mower to complete the lawn care at the airport. In order to be more sustainable at the airport, the grant request was submitted and accepted. There is no local share in order to accept this grant, therefore, it was 100% funded by MassDOT Aeronautics. Director Willenborg stated that with the help of City Purchaser Tammy Tefft, they were able to utilize a state contracting program in order to hire a vendor for the delivery of the mower. The mower will be delivered months prior to the June 30, 2022 deadline. The motion passed 3-0 with Councilor Bean, Councilor Sullivan and Councilor Matthews-Kane voting YES.

Councilor Bean made a motion, seconded by Councilor Sullivan, to APPROVE a request to accept a Grant in the amount of \$17,807.87 from the Commonwealth of Massachusetts Executive Office of Public Safety and Security Office and the Department of Fire Services to the Westfield Fire Department.

Prior to the motion, Westfield Fire Chief Patrick Egloff explained that the Westfield Fire Department was awarded a grant from the Executive Office of Public Safety and Security and the Department of Fire Services (DFS) for the sum of \$17,807.87. These funds will be used to purchase a Self-Contained Breathing Apparatus fit tester so that the Fire Department can be both NFPA and OSHA compliant. He further explained that the Fire Department will also purchase an extra set of gloves and a Nomex hood for each member. All of these items will help to reduce the harm that cancer causing carcinogens can do to the firefighting personnel by limiting their risk from the byproducts of the combustion process. There is no match to the grant, but stated that he will have to use existing funds from the Fire Department operating budget to make up the difference between the quote and what has been awarded. The quote came in at \$20,150, which is the same number that the grant was written for. The grant this

year was highly competitive and Chief Egloff will have to use \$2342.13 out of the existing Fire Department operating budget. In the past several years, the Fire Department has purchased structural firefighting gear extractors as the first step in cancer prevention and this purchase will allow the department to protect the men and women to an even greater extent. The motion passed 3-0 with Councilor Bean, Councilor Sullivan and Councilor Matthews-Kane voting YES.

Councilor Bean made a motion, seconded by Councilor Sullivan, to APPROVE an appropriation of \$930,000.00 from Free Cash (1000-359000) to Engineering Construction acct #14110000-589200 for the following projects: \$600,000.00 for the paving of Holyoke Rd and \$330,000.00 for the paving of Union St - Union Ave-Neck Road. This amends the previous request of \$1,500,000.00.

Prior to the motion, City Engineer Mark Cressotti explained that approximately six months ago, he presented an almost \$3,000,000 budget to former Mayor Donald Humason for aforementioned projects and he cut it in half, to almost \$1,450,000. Then after City Council deliberation, it was voted to cut it down to \$450,000, however, approximately \$1,000,000 was supplemented back in from the Stabilization account. He went on to explain that about four or five years ago, the Engineering Department made a presentation to council identifying the need for pavement management that would have been a total of approximately \$4,000,000, with about \$1,250,000 received from Chapter 90 money, which still leaves about \$3,000,000 to supplement. The previous request of \$1,500,000 would have restored the budget to \$3,000,000, however, Mayor McCabe amended the request down to \$930,000. Councilor Sullivan asked City Engineer Cressotti if this amendment was from Mayor McCabe. He replied, yes. Councilor Bean asked if Union Street was truncated in the sense of paving and where is that line now. City Engineer Cressotti, replied, yes and explained that it is on Springdale Road-Union Street, at the traffic signal. The portion of Union Street, from Neck Road east to Springfield Road was recently resurfaced and it is in reasonably good condition. Councilor Sullivan asked if these figures are concrete and not an approximation and City Engineer Cressotti replied, yes. Councilor Sullivan asked when the work will begin. City Engineer Cressotti stated that work will begin as soon as possible, sometime in the spring. He explained that there is drainage that will occur up on Holyoke Road and paving will have to wait until waterline improvements for the new water filtration plant, which is a dynamic situation. Councilor Sullivan expressed that he is concerned that if a project is delayed further, even for a valid reason, costs tend to go up. The motion passed 3-0 with Councilor Bean, Councilor Sullivan and Councilor Matthews-Kane voting YES.

Councilor Sullivan made a motion, seconded by Councilor Bean, to APPROVE a transfer of \$38,387.15 from Police Towing and Storage account #24210714-585001 to the Police Equipment Vehicle Account #12100000-585001 for the purchase of replacing the Administrative/Detective Bureau Vehicle.

Prior to the motion, Chief Lawrence Valliere explained that there is a 2009 Ford Taurus that is old and rusted so badly that it is effecting the integrity of the vehicle. There is enough money in the Police Towing and Storage account to purchase a 2022 Ford Edge to replace the

aging vehicle and still have ample money left over. Councilor Bean asked how much is left over, approximately. Chief Valliere answered, approximately \$45,000 to \$50,000 will be left over. Councilor Sullivan asked if the purchase price includes accessories, decals, details, etc. Chief Valliere replied, yes, it includes the full package. Councilor Bean asked, as a few side questions, are the city structuring fees according to the towing company's fee scale, how many more years are left on the contract with this towing company and is the city being reimbursed properly. Chief Valliere stated that the city is being reimbursed properly and he is satisfied with the current rates. Councilor Sullivan asked if there is a trade-in value or is it already reflective in the price. Chief Valliere explained that the old vehicles are sold at auction, with the assistance of City Purchaser Tammy Tefft and then the money from the sales go back into General Fund. He further explained that before, when an old vehicle was offered as a trade-in, the city would not even get close to the full value of the trade-in. Now that the process has changed, it is more lucrative for the city. The motion passed 3-0 with Councilor Bean, Councilor Sullivan and Councilor Matthews-Kane voting YES.

Councilor Bean made a motion, seconded by Councilor Sullivan, to APPROVE an appropriation of \$20,000.00 from Free Cash (1000-359000) to the Personnel Department, Purchase of Services acct #11520000-520000 to modernize method of posting open positions.

Prior to the motion, Personnel Director Robert Bishop explained that there is a nationwide hiring issue, in all sectors, post Covid. The city's methods of posting and canvassing are outdated and are currently being posted in newspapers or posted on the city's website, which is difficult. Today's job market uses centralized data platforms such as Indeed, Glassdoor, Facebook, in order to conduct job searches and to put resumes out there and conduct the hiring process within that organization. This is something that has never been budgeted before in the City of Westfield and does cost. There are issues in filling all job vacancies across the city. It is necessary to appropriate funds in order to start using these modern methods to reach a larger job market, to increase job applicants and to increase the likelihood of hiring. For example, using Indeed to post data entry level positions will cost \$150 to \$350 per job posting that will normally net 20 to 30 applicants, 10 to 15 of those will be qualified applicants which will give Department Heads and Supervisors an opportunity to hire qualified candidates. He further explained that for supervisory level job postings, the cost could be \$350 or more per posting because of the different methods one has to use in order to find the technical skills, such as a higher level of education, certifications, etc. Personnel Director Bishop further explained that an appropriation of \$20,000 would allow the city to begin canvassing in order to find the candidates that are needed to fulfill city jobs. Councilor Matthews-Kane asked if this appropriation will be enough to carry through to next year's fiscal budget. Personnel Director Bishop replied yes and explained that there was money found to conduct a test run for Animal Control and Westfield Emergency Dispatch, two of the toughest departments to fill. Both departments received great applicants and are in the middle of interviewing. Moving forward, he stated, this will be included in the FY23 budget and made as a yearly cost in order for the city to continue to use these platforms. Councilor Sullivan stated that he is in support of this and asked Personal Director Bishop to keep track of the number of applicants, number of qualified applicants, how many are hired and how many stay on as long term city employees for the next 6 months or until the end of the FY22, in order to track the

effectiveness of this method. Personnel Director Bishop explained that one of the advantages of using platforms like Indeed or Glassdoor, is they provide all of those hard metrics short term and long term figures. Councilor Bean asked how many open positions are currently posted. Robert Bishop stated there are roughly 20 positions open for the city. Councilor Bean asked if those positions are currently budgeted for and Personnel Director replied, yes. The motion passed 3-0 with Councilor Bean, Councilor Sullivan and Councilor Matthews-Kane voting YES.

Councilor Bean made a motion, seconded by Councilor Sullivan, to APPROVE an appropriation of \$100,000.00 from Free Cash (1000-359000) to Department of Public Works, Waste Collection & Disposal Division for the following anticipated expenses: \$85,000.00 to Purchase of Services, acct #14330000-520000; \$13,000.00 to Overtime, account #14330000-513000 \$2,000.00 to Out of Grade, acct. #14330000-514200.

Interim Superintendent of the Public Works Department Francis Cain, Deputy of Water Steve Fernandes, and Budget Analysis of the Public Works Department Joanna Williams were in attendance. Prior to the motion, Interim Superintendent Francis Cain explained that the appropriation of \$85,000 is to pay for the refuse bill from Casella Waste Systems. The appropriation of \$13,000 is for the Overtime account which has been underfunded since FY15. Overtime occurs when there are snowstorms, for holiday pay when trash must be picked up on a Saturday, or the employees have to work past 3 PM in order to finish their routes, etc. The appropriation for \$2,000 is to pay an employee out of grade to perform work for the other employee who is on terminal leave and is using personal, vacation time before final day of employment. Typically, an employee cannot assume the position until it is officially vacated. Councilor Bean asked if the increase is due to the cost of refuse disposal going up. Interim Superintendent Cain explained that the tonnage increased from \$82.50 per ton to \$83.50 per ton. He further explained that the workers do their best to remove large items that are snuck into refuse because Casella can refuse the load or charge more. Speaking through the Chair, Councilor Bean stated that these numbers tend to be reoccurring and asked if there will be a plan to address these situations for FY23. Interim Superintendent Cain stated that it can be difficult to determine the tonnage of trash per year and even so, the city may not be able to fully fund this expense which is why appropriations are requested towards the end of the fiscal year. Councilor Bean asked for a further explanation for the appropriation for overtime and asked if he is down in employees. Cain stated the position he mentioned earlier is good, however, the concern is that there is an aging workforce population at the DPW who are at the upper end of things and some decisions are going to have to be made to address that. Councilor Bean asked where does the city's fee layout in the sense of trash. Cain explained that the fee alone does not cover all of the expenses and there are situations where people have more barrels than they should but only pay one fee. Councilor Bean asked for clarification regarding people paying only one fee for multiple barrels. Interim Superintendent Cain stated yes, a single household pays one fee, but a multi-dwelling household is paying for multiple barrels and clarified that it is record keeping issue that will take some time to sort out. He stated that the barrels were handed out before DPW took it over and there are a number of different reasons why this occurred; it is a problem. Councilor Bean asked Interim Superintendent Cain to clarify the issue. Cain explained that they have developed an application to be used on tablets that tracks every barrel according to serial number, the

condition of the barrel, how many barrels per household and is ready to be implemented but must wait until the personnel is properly trained with the technology. He stated that is one of the goals in the coming year to execute and will take approximately a month or so with the proper people in place. The motion passed 3-0 with Councilor Bean, Councilor Sullivan and Councilor Matthews-Kane voting YES.

Councilor Sullivan made a motion, seconded by Councilor Bean to APPROVE an appropriation of \$793,770.00 from Department of Public Works, Sewer and Wastewater Division acct #67004400-35900 to the following accounts: \$643,770.00, Purchase of Services account #67004400-520000; \$100,000.00 Supplies account #67004400-540000; \$50,000.00-Additional Capital/Equipment account #67004400-585000.

Prior to the motion, Interim Superintendent Francis Cain explained that the appropriation of \$643,770.00 will be used to fund the underfunded expense for the DPW's sludge cake hauling vendor, gas and electric bills, projects included for the design for the plant's dewatering upgrade, rust removal, painting of steel piping and water lines underground in the pipe gallery by the clarifiers, and pumping station upgrades for Ellis Street and Shaker Road locations. Councilor Sullivan asked if this all falls under Purchase of Services. Cain replied yes. Councilor Sullivan asked him to explain the appropriation of \$100,000 for supplies. Interim Superintendent Cain explained that is to purchase the typical chemicals and minerals that are used every single day for water treatment, must order enough for the remainder of the year. He further explained that this too is typically underfunded and difficult to budget because water use and need fluctuates daily. During a flood, for example, with a sudden increase in water intake, it puts an extra need for the consumption of chemicals. Cain explained that the \$50,000 in Additional Capital/Equipment account will be used for a liquid palmer blending system processing module and two units cost \$24,255 each. He stated the Wastewater Treatment division has a great team with Jeff Gamelli and Ken Gagnon who look to make improvements to better the operation by making it more efficient and they use their funding wisely to help cut costs where they can. Councilor Sullivan asked if the blending system are the two large cylinder vats. Cain replied that those are clarifiers and that the liquid palmer blending systems are an internal part of the building. Councilor Sullivan stated that Interim Superintendent Fran Cain continued to say that these items are historically underfunded, then asked, is that because of the State Finance Laws that states a municipality cannot spend more money than what was taken in last year or more than what the state certified last year. Cain replied yes. Councilor Sullivan explained that the city did not underfund it, it is that the city funded a budget to meet the number that the state certified that could be spent. Cain replied yes and stated that if the city did fully fund just the chemicals, there would not be much left over to spend on other things. The new rate increase will definitely help that. The motion passed 3-0 with Councilor Bean, Councilor Sullivan and Councilor Matthews-Kane voting YES.

Councilor Bean made a motion, seconded by Councilor Sullivan to APPROVE the transfer of \$75,000.00 within the Department of Public Works, Water Division as follows: \$50,000.00 from Health Insurance account #68004500-519400 to Overtime account #68004500-513000 and \$25,000.00 from Full Time Hourly account #68004500511100 to Purchase of Services account #68004500-520000.

Prior to the motion, Interim Superintendent Fran Cain explained that the transfer is to pay off-duty expenses that exceeded the department's expectations with the early December 2021 water main break on Western Ave phase 2, just passed High Street. The contractor doing the utility work prior to paving the road severed four services that were in close proximity to one another. These services were very old with no documentation on them and the no one knew they were there. Money was spent on overtime for the police officers, DPW employees and repairs. The officers are already paid, but the account must be replenished. Councilor Bean asked Interim Superintendent Cain if there were four active services that were disconnected. Cain explained that they were abandoned, very old service lines and the contractor came down with a digger. He stated, moving forward, that there will have to be more hand digging and probing that way the onus will be on the contractor. Councilor Bean asked if the contractor had some ownership in the leak. Cain replied that the DPW did the Dig Safe clearance but there was no knowledge of those mains. He stated that those lines had no connection to households, the house that they used to serve are no longer there. Councilor Sullivan asked if the water mains were abandoned in place and no longer in service, then why is the city paying for the repairs. Interim Superintendent Cain explained because the contractor hit the lines, it was bleeding water and needed to be repaired. He clarified that when he says "abandoned" it means that the corporations on the pipes were not identified. For example, it appears the water service of those pipes were tied off, filled in and were not documented. Councilor Matthews-Kane stated that she saw this and it was quite the gusher. She then asked if these abandoned lines were full of running water. Cain stated no and explained that the contractor sheared off the valve that was attached to the water main. Councilor Bean stated so there was a service, service was cut off, there was still a valve there that could turn these abandoned water lines back on and the valve was broken, therefore, this \$75,000 is the city paying for the repair of the valve. Cain explained that there was another \$40,000 in the contractor's expense for incidentals in this and it was a costly repair. Councilor Sullivan stated that because the money is being moved from employee health insurance and full time accounts, the assumption is that there is a position that will be vacant from now until the end of the year and someone certified there is enough money in the account to move it from employee health insurance and full time accounts to Purchase of Services. Cain replied, yes and auditing verified there was enough money and there are currently three vacancies in water. The motion passed 3-0 with Councilor Bean, Councilor Sullivan and Councilor Matthews-Kane voting YES.

Councilor Sullivan made a motion, seconded by Councilor Bean to APPROVE an appropriation of \$2,459,310.00 from Department of Public Works, Water Division Undesignated Account #68004500-35900 to the following: \$2,091,110 to Purchase of Services account #68004500-520000; \$168,200.00 to Supplies account #68004500540000; \$200,000.00 to Equip/Vehicles account #68004500-585001.

Prior to the motion, Interim Superintendent Cain explained that the \$2,091,110 to Purchase of Services account will be incorporated into the underfunded account which pay for gas and electric, water lab testing, pump maintenance, forestry management, hydrant flushing, the Western Ave Project, Phase 2, instead of using the bond money, and other projects that

were not able to be included in the annual budget, such as the freeze dry bed at the Southwick Water Treatment Plant, resealing flooring, refurbishing an office on Sacket Street and paving of the dirt parking lot that surrounds the garage on Sacket Street. Councilor Bean asked Cain to clarify which bond he was referring to earlier. Cain explained that the DPW asked for \$700,000 out of Free Cash and went through the bonding process to pay for the project that is from Lloyds Hill down to the Noble Hospital, which is associated with the aforementioned water repair work. Councilor Sullivan asked if there is a vehicle with this. Interim Superintendent Cain replied yes and explained that the new vehicle will replace the current consolidated response trailer which was constructed and used to respond to main break, trench box tampers, etc. Cain stated they are looking to purchase a box truck for transport and storage that will allow for a work area that has electricity and is heated to protect from the elements. Councilor Matthews-Kane asked what will become of the trailer. Cain stated that the trailer and other vehicles will be surveyed then put up for on national auction which the DPW sells about 6 vehicles every year. He stated that city will make more money by auctioning than by doing a trade-in. Last year, the department sold by auction and made the city almost \$100,000. Councilor Matthews-Kane asked if the money goes into Free Cash or if it will go into the General Fund. Cain stated that it will go into the General Fund and the Undesignated Fund. Councilor Matthews-Kane asked Cain to explain supplies further. Interim Superintendent Cain stated that DPW is a big entity but some examples are: American Builders, American Safety, Astro Chemical, Cintas for first aid kits, etc., most purchases are for chemicals, asphalt, etc. Some examples of expenses are: EJP-\$35,000, Grangers-\$3,000, Rocky's-\$2,000, Palmer Chemicals-\$13,000, Home Depot-\$10,000, etc. He stated that the majority of expenses paid from the Supplies account are to purchase chemicals for the treatment of water. The motion passed 3-0 with Councilor Bean, Councilor Sullivan and Councilor Matthews-Kane voting YES.

Councilor Bean made a motion, seconded by Councilor Sullivan to TABLE the approval of the recently signed Westfield Police Officers Coalition contract which will become effective July 1, 2022 through June 30, 2025 until the next Finance Committee meeting.

Prior to the motion, Westfield Chief of Police Lawrence Valliere and Captain Jerome Pitoniak were present to explain the details of the contract. Chief Valliere stated that this was his first contract approval as Chief and Captain Pitoniak has done the work in with the figures. Captain Pitoniak stated that he sent an email to the Finance Committee. There will be eight new officers with college degrees outside of the Criminal Justice degree. There will be a 10% increase to \$52,089.67 by FY23, a 15% increase to \$79,697.18 by FY 24, a 20% increase to \$108,388.17 by FY25. Right now for the end of year fiscal budget, for the educational benefit portion it will be \$919,167.79, \$633,237.08 is with the 2% raise and step increases figured into the patrolman salary, \$285, 930.71 for the Supervisors salary with no raise and no new contract. Councilor Sullivan asked if the eight individuals already had additional degrees prior to hire and nothing new was done to earn this payment. Captain Pitoniak replied, yes, that is correct. Councilor Sullivan asked to state the dates when this contract was ratified and signed off on by the previous administration. Captain Pitoniak stated that the contract was signed by the Coalition Union President, Officer John Blascak on 12/21/2021, signed off by former Mayor Donald Humason on 12/22/2021 and signed by the Law Department on 12/21/2021. Councilor Sullivan asked if this request came in from the previous administration not from Mayor McCabe



and Captain Pitoniak replied, that is correct. Councilor Matthews-Kane asked what is the rationale for choosing those individuals with those majors. Captain Pitoniak stated that with the climate of today, it is helpful to have degrees in Psychology, English, etc. and the thought was that a police officer is more learned which helps with writing reports, helps in passing exams, etc. From the Union's standpoint is the way things are now, it is helpful if a police officer not only have a criminal justice degree, but perhaps a Psychology or Public Health degree. He further explained the City of Westfield has a great reputation and with a great contract it can be helpful to recruit new police officers. Recruitment of officers from other communities is beneficial because the city does not have to send them to the academy which takes six months to complete, send them through an FTO program which takes 14 weeks and then put them on the streets quickly. Chief Valliere stated that it helps with retention as well because typically two police officers per year go to the State Police and with the educational incentive, more officers will be willing to stay. Councilor Sullivan stated that this contract will take effect on July 1, 2022, there will be serious increases in the FY23 police budget just on contracts, which is giving nothing new. Councilor Sullivan asked Chief Valliere, understanding what the Police Department's budget historically has typically been, how will the department be able to cover this significant expense. Chief Valliere stated that there will have to be more money in the budget; there's no way around it. Captain Pitoniak stated that there have been a few retirements by officers who were at the top step of the salary scale which will offer a little bit of savings within the next five years. Chief Valliere stated that they eliminated double time pay for officers who were held over who did not to be held over to work the next shift, except if they are held over on two holidays, Thanksgiving and Christmas. This will help save, but it still won't cover the majority of the expense of this increase. Councilor Matthew-Kane asked if there is a way to figure out what those projections in savings will be with the elimination of forced over double time pay which will help the Finance Committee with their decision. Captain Pitoniak replied that the paperwork from the City Auditor Vicki Moro, there will be a \$29,000 to \$30,000 in savings due to the shift differential. Chief Valliere stated that they dropped the minimum of police officers on the streets from seven to six per shift, but still have more officers on the streets compared to Holyoke and West Springfield which has worked out well. Captain Pitoniak stated there are currently seven officers in the academy, there are three on long term military leave and three who retired in January which has caused a shortage of patrol officers. He explained that officers are pulled for the detective bureau and from the community policing. Councilor Sullivan stated that he has experience with municipal budgets to know there is always an impact and it increases like these have consequences. He stated that the timing is horrendous that it came in with a few days left on the prior administration. He believes the Mayor has the right to bargain and budget and he worries that the budget implications of this are pretty significant; it would be unfortunate to have [you] the Chief come back in before the Finance Committee in order to get the budget to work by laying people off or not buy a piece of equipment that the Police Department needs or some other service that must be provided to the general public to cover this when the city is not getting anything new. He further stated that he realizes the incentives on hiring, but there is nothing being offered and the timing is awful. Councilor Sullivan requested that the Chief provide the committee with a budget analysis of what the impact of these increases will be and how they will impact the overall budget which is definitely a concern. Chief Valliere stated that he agreed with Councilor Sullivan. Councilor Bean stated that he agreed with Councilor Sullivan and stated that it has

been years since they see the details of contracts and he has argued, in the past, the he is still not convinced that a Union Contract should be presented to the Finance Committee, as far as approval or rejection because the committee is not in negotiations. He would like to have a further conversation with the Law Department about the process and agrees with Councilor Sullivan in regards to timing. Councilor Bean stated that he would like more time to digest the legal piece of this and would like to know the retirement implications and the long term costs. Councilor Sullivan clarified his previous statement and stated that he is in support with the ability for the administration to enter into a contract but to renegotiate and/or second guess a contract on the council floor is dangerous. He stated that he has budget concerns regarding the Police Department for the next fiscal year because of these numbers, therefore, if a councilor makes a motion to table this item, he supports it. He thanked the Chair for having this first full discussion. The motion passed 3-0 with Councilor Bean, Councilor Sullivan and Councilor Matthews-Kane voting YES.

Chair Bridget Matthews-Kane asked if there are any items not reasonably anticipated for this meeting. There were none.

Councilor Sullivan made a motion, seconded by Councilor Bean to ADJOURN the Finance Committee meeting. The motion passed 3-0 with Councilor Bean, Councilor Sullivan and Councilor Matthews-Kane voting YES. Chair Bridget Matthews-Kane adjourned the meeting at 6:44 PM.

Respectfully Submitted,  
Bridget Matthews-Kane, Chair