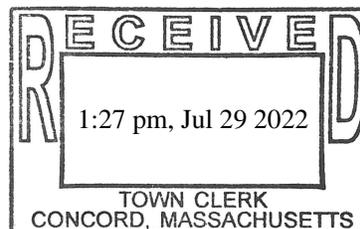


**Town of Concord
Select Board
Minutes
February 28, 2022**



Pursuant to a notice duly filed with the Town Clerk, the Concord Select Board convened in a meeting in the Public Hearing Room and via Zoom on February 28, 2022 at 7:00pm.

Present were Terri Ackerman; Chair, Matthew Johnson; Clerk; Henry Dane, Linda Escobedo, and Susan Bates. Also present was Kerry Lafleur, Interim Town Manager.

Call to Order

Chair Ackerman called the meeting to order at 7:00 p.m. She explained that this is the first of 5 Public Hearings in advance of Annual Town Meeting.

Upon a motion duly made and seconded, it was UNANIMOUSLY VOTED;
to Open the Public Hearing for the Select Board and Petition articles for the Annual Town Meeting of May 1, 2022.

Warrant Article Presentations for Annual Town Meeting

Article 4: Ratify Personnel Board Classification Actions -- Personnel Board

Nancy Crowley, member of the Personnel Board, presented Article 4. She explained this article pertains to routine personnel business conducted during the year for non-Union positions. Classification actions include adding, deleting, and reassigning job titles to classifications and salary ranges. Mr. Johnson inquired about the Production Manager position.

Article 5: Classification & Compensation Plan for Regular-Status Positions – Personnel Board

Nancy Crowley, member of the Personnel Board, presented Article 5. She explained that this article proposes to amend the Classification and Compensation Plan, effective July 1, 2022 for non-Union regular status positions. It will increase the minimums, midpoints, and maximums of all ranges by 3%. However, actual salary increases are set by the Town Manager within the budget adopted by town meeting. There were no questions on this article.

Article 6: Personnel Bylaw Amendment --- Personnel Board

Nancy Crowley, member of the Personnel Board, presented Article 6. She explained that this article proposes to amend Sections 12, 13, and 14 of the Personnel Bylaw, concerning Holiday Leave, Vacation Leave, and Bereavement Leave. Mary Hartman asked for a cost estimate and a comparison to our peer communities. Human Resources Director Amy Foley responded that there are no direct costs, only indirect costs for the addition of the new holiday for Juneteenth, and the new Bereavement and Juneteenth policy will put us on par with other communities. Nancy Beuwkes inquired

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about the study of the Personnel Board's role. Ms. Ackerman and Ms. Bates responded that the Personnel Study Task Force is studying this and due to report by June 2023. Anita Tekle inquired whether the Personnel Board has considered the concept of flexible leave. Ms. Foley stated this was a good idea, but there are technical complications to work out.

Article 16: Citizen Petition: Five-Year Moratorium on the Installation of Synthetic Turf on Town Land --- Beverly Bryant

Beverly Bryant presented her petition article for a moratorium on synthetic turf. Ms. Bryant explained that this would extend the moratorium previously voted by Town Meeting in 2016 and 2019. It would not apply to non-Town owned land or to the Concord Carlisle High School. Ms. Escobedo inquired about PFAS and other research on crumb rubber. Ms. Gailus thanked Ms. Bryant for her perseverance.

Article 23: Citizen Petition: Ranked Choice Voting for Concord Elections --- Kate Kavanaugh

Kate Kavanaugh presented her petition article for Ranked Choice Voting. Questions included the exact wording of the article and what the process would be if the article were to pass. Moderator Carmin Reiss clarified that as petitioner, Ms. Kavanaugh will be allowed to amend the wording of the article on town floor. If the article passes, the Select Board will petition the General Court for Special legislation.

Article 36: Adopt Local Ballot Option Pursuant to Mass. Gen. Laws 53 --- Select Board

Ms. Ackerman presented the Select Board article regarding local ballot option under MGL Chapter 53. She explained that current state law permits no explanation of ballot questions on the ballot or at the polling locations. However, by adopting this section of the law, the Town can provide explanations for future ballot initiatives. Special legislation would not be needed. Regarding cost, Town Clerk Kaari Tari estimated \$2400 for the town-wide mailing. Anita Tekle commented that this mailing would be required for every ballot initiative. Several suggestions were made regarding the format of presentation for this article at Town Meeting.

Article 37: Citizen Petition: Authorize Select Board to Petition to Impose a Checkout Bag Charge --- Joseph Stein

Joseph Stein presented his petition article for a Checkout Bag charge of 10 cents per bag. He explained that cities are allowed to charge a checkout bag fee, but in the case of Towns, the Select Board would have to petition the State legislature in order to be allowed to impose this charge. Lincoln and Sudbury are in the process of doing so. Mr. Johnson inquired whether the bag charge is a taxable item, whether the legislation has

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been approved yet in Sudbury and Lincoln, and whether there is a statewide effort to enact this charge. Dee Ortner inquired about the economic impact and the Board of Health enforcement agent. Ms. Escobedo inquired whether Concord businesses have been consulted. Mr. Stein will research these questions.

Article 38: Citizen Petition: Development Plan for Municipal Solar Generation --- Dean Banfield

Dean Banfield presented his petition article for a development plan for municipal solar generation. He explained that the main purpose of the article is to get CMLP back to developing solar capacity in Concord. We made excellent progress toward this Climate Action goal until 2017, but no progress has been made since then. Ms. Bates inquired about storage batteries; Mr. Banfield responded with the recent success in the Town of Sterling. Ms. Gailus inquired about the necessity of tree clearing to build solar; Mr. Banfield responded that we should start with low-hanging fruit such as parking lots. Ms. Hartman inquired about CMLP process; Mr. Banfield responded that creating solar capacity is not in the current CMLP Strategic Plan but the Board will be looking at it again next week. He recommended doing careful planning to achieve 1-2 megawatts per year.

Upon a motion duly made and seconded, it was UNANIMOUSLY VOTED:
to Close the Public Hearing for the Select Board and Petition articles for the Annual Town Meeting of May 1, 2022.

Public Comment

There was no further public comment.

Adjourn

Upon a motion duly made and seconded, it was UNANIMOUSLY
VOTED: to adjourn.

Meeting Materials: https://concordma.gov/AgendaCenter/ViewFile/Agenda/_02282022-9463

Minuteman Media Network Coverage:

<https://www.youtube.com/watch?v=fXbcMYc1VzU&list=PL1TTzrWEKOOkHKXNLQprEz0f0ofHYKj8-&index=12&t=46s>