

Andrea Miles, Vice-Chair  
Jeff Cyr, Clerk  
Sarah Etelman  
Bruce Forcier  
Christopher Geraghty

Michael J. Sullivan  
Town Administrator

April 12, 2019

Honorable Selectboard;

Please consider this report an abridged accounting of activities and projects myself and the dedicated municipal staff have been working on over the last two weeks.

Congratulations to Christopher Geraghty on his election to the South Hadley Selectboard. We are all excited about the municipal experience and talent member Geraghty will bring to the board.

**Annual/Special Town Meeting** : We are getting closer to a final warrant for the upcoming ATM and STM. As you know from the SB packet, there are presently eight Special Town Meeting draft warrant articles and twenty seven Annual Town Meeting draft warrant articles.

There will be an Appropriations Committee meeting April 18 at 5 PM (SB Meeting Room) to review the FY20 proposed budget again. There will also be TA Review/Appropriations Hearing on the financial articles Tuesday April 23 at 6 PM in the SB Meeting Room. There will be an additional TA Review of all the articles (STM/ATM) on Wednesday May 1 at 6 PM in the SB Meeting Room. The May 1 meeting will address the financial articles, but in an expedited manner. However, Town Planner Richard Harris will be on-hand for those

As I have in the past, I encourage Town Meeting Members to attend or watch the “reviews” on Channel 15, call me, stop in, send an email to [msullivan@southhadley.ma.gov](mailto:msullivan@southhadley.ma.gov) or otherwise contact me for questions or suggestions in advance of the May 8 Annual and Special Town Meetings. I will do my best to get the answers.

The FY 20 Budget Book will be available electronically by April 18. We have added to it a five-year budget projection, as it has been requested by a few people. I am compelled to warn readers while this forecast is based on the best historical data available to us, my expectation is it will have wide variations when reality meets projection. To be waggish, it may be good or it may be not so good.

**Mead, Talerma & Costa:** As authorized, we have engaged the new town counsel. Given the costs of transition, the upcoming Town Meeting, and legal guidance in which we are in need for some recently blossoming issues, I am happy to report we are locked into a monthly cost of \$3,500 for all legal matters, including travel, with the exception of labor counsel and litigation representation (which I hope we will not have any).

Given the possible costs of transition, I believe this is a good value for the Town of South Hadley. We have already received the standardized contracts. Atty. Mead and Atty. Federoff

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will participate in the Professional Development Day on April 26 in a session in the afternoon for all department managers (this is included in the monthly fee). I have met with Atty. Boudreau and Atty. O'Toole about the transition. Atty. O'Toole has assured me he stands ready to assist in in way he can. I greatly appreciate his professionalism.

We are still running out some labor and grievance issues, such as the on-going PEC negotiations as to how we are going to distribute the 25% predicted savings (\$38K) among the benefited employees. You would think that since each employee gets about \$130 dollars back this would not be so complicated, but as it turns out, it is for the PEC. Either way we will get through it!

**Professional Development Day** : The next Professional Development day will be April 26. Town hall will be closed the entire day. In the morning, female employees will be attending a self-defense class. This training is known as RAD, and Health Director Sharon Hart has previously seen the training at MHC.

While our female colleagues will be learning self-defense, the male employees may be on the defense. As a trained clinician, Tom Schiff brings us to a better understanding of our individual roles and responsibilities to create a workplace that is safe, respectful and equitable. Please know I am not suggesting town hall is rife with discriminatory practices, as it is not. This training is to allow men working in a predominately female environment to better understand the challenges and obstacles women face in many workplaces.

We also will be getting a demonstration from ClearGov on the use of that platform and how we may use it to engage the citizens in understanding the budget, demographics and other related factors regarding South Hadley in comparison to similar communities.

**Water Day 2019** : A reminder that the next day - Saturday, April 27 - town hall will be host to a forum on water quality beginning at 10 AM. This collaborative effort between District 1, District 2 and the MWRA will bring an important conversation to the community about water.

The event will be about two hours long and hopefully provide a foundation for all in attendance to better understand the importance of safe drinking water and the steps citizens need to take to ensure it is the best H2O possible.

**MMMA Diversity and Inclusion** : I attended last week's meeting of the Massachusetts Municipal Managers Association Diversity and Inclusion Committee in Acton. I continue to learn so much by being involved with this group.

It is clear every community has a way to go to completely understand diversity and inclusion, and the role each plays presently, and as important - in the future. This is a subject which towns will need to have a deeper understanding of the need to be more open to all.

Happy Patriots' Day!

Respectfully submitted,

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