



Town of Reading Meeting Posting with Agenda

Board - Committee - Commission - Council:

Reading Arpa Advisory Committee

Date: 2022-09-06

Time: 7:00 PM

Building: Reading Town Hall

Location: Select Board Meeting Room

Address: 16 Lowell Street

Agenda:

Purpose: General Business

Meeting Called By: Jacquelyn LaVerde on behalf of Chair Marianne Downing

Notices and agendas are to be posted 48 hours in advance of the meetings excluding Saturdays, Sundays and Legal Holidays. Please keep in mind the Town Clerk's hours of operation and make necessary arrangements to be sure your posting is made in an adequate amount of time. A listing of topics that the chair reasonably anticipates will be discussed at the meeting must be on the agenda.

All Meeting Postings must be submitted in typed format; handwritten notices will not be accepted.

Topics of Discussion:

This meeting will be held in-person at the Town Hall Select Board Meeting Room, and remotely via Zoom. It will be streamed live on RCTV.

Join Zoom Meeting

<https://us06web.zoom.us/j/86720346693>

Meeting ID: 867 2034 6693

One tap mobile

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Dial by your location

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Meeting ID: 867 2034 6693

Find your local number: <https://us06web.zoom.us/u/kcAasuCRiJ>

AGENDA: Scheduled times are approximate and subject to change

7:00-7:05	Call to Order
7:05-7:10	Public Comment
7:10-7:30	PRESENTATION/DISCUSSION - Request from First Congregational Church of Reading for \$30k for asbestos remediation and \$4k for landscaping
7:30-7:50	Follow up PRESENTATION /DISCUSSION - Follow up with Burbank Y to hear more specifics on their proposal and possible conditions that could apply to an allocation

This Agenda has been prepared in advance and represents a listing of topics that the chair reasonably anticipates will be discussed at the meeting. However the agenda does not necessarily include all matters which may be taken up at this meeting.



Town of Reading Meeting Posting with Agenda

7:50-8:10	CONTINUED PRESENTATION/DISCUSSION/Possible VOTE - RAAC members Shawn Brandt and Thomas Wise to update premium pay approaches in view of final personnel information; RAAC members may possibly vote on premium pay model to follow if models are finalized by this meeting
8:10-9:30	CONTINUED ALLOCATION DISCUSSION/VOTE - RAAC members to continue overall discussion on requests received, possible finalizing of some categories, final spreadsheet allocations by all members on items in agreement and in dispute Possible RAAC allocation votes on spreadsheet areas of substantial agreement, including: <ul style="list-style-type: none">- Water funding- Birch Meadow funding- Certain town boards (e.g., Trails, Historical)- Certain public requests (e.g., Food Pantry, Y)
9:30-9:40	Discuss future agenda items
9:40-9:45	Review/Approve minutes from 8/31/2022 meeting
9:45	Adjourn



To: The Reading ARPA Advisory Committee
Submitted: Tuesday, August 2, 2022

First Congregational Church of Reading, United Church of Christ
25 Woburn Street
Reading, MA 01867
www.churchofreading.org
781-944-0205

To the members of the Reading ARPA Advisory Committee for the Town of Reading:

Thank you for your public service to assist in this exciting opportunity for our community. We believe that the intention and effort behind the ARPA funding for our town, and the distribution of said funds, may mutually benefit our mission and re-invigorate our community after the events of the pandemic in 2020. Like many businesses and non-profits in our community, we were affected by the 2020 Pandemic financially through a reduction of income from normal activities (including church pledges, fundraising, and events like the Olde Redding Faire). Additionally, major community partners were not able to conduct classes or meetings which normally would have occurred in our building. These community partners include Creative Arts, AA and other 12 Step groups, Northeast School of Ballet, Reading Community Concert Band, the Reading Art Association, and others.

In late 2019, First Congregational Church of Reading (FCCR) began exploring ways to make better use of its historic building. FCCR has always had a vibrant connection with the arts community (including hosting the various arts groups and programs listed above). In 2020, just as the pandemic began, the congregation was making steps towards envisioning what it would be like to embrace this part of our collective work to steward and support creative expression and the arts so that all in our community and beyond may have access to the arts and to create a haven for the arts here in Reading, MA. We have spent the last two years researching, planning, and assessing. We've been interviewing our community partners, artists looking for studio space, theatre groups dreaming of a stage to practice on, and others. Many, if not all, of these groups

would struggle to pay a lease in the real estate market of greater Boston and the North Shore. Instead, we see it as a part of our stewardship of our resources – which includes our 111-year-old building – to create a space for our community to have access to the arts, arts education, and for creativity to thrive in our community. In the next few years, we aim to renovate all our old Sunday school classrooms and meeting rooms to become music practice rooms, a dance studio, and shared artist studio spaces. A survey was created and distributed in September 2021 through various town and community venues (online on our website, Facebook groups, Reading Arts Festival, Reading Street Faire, and among our current community partners and its members, including Creative Arts, the town civic concert band, etc.). Responses indicated a strong interest in artist studio spaces, exhibit and performance space, and a place for community gatherings. Many creators are tired of working out of their living or dining room and would greatly benefit from dedicated studio space.

In October of 2021 there was a plumbing issue at FCCR. Lack of activity in the building caused this to become a major flood because no one was on site to note and react to it. Although insurance will cover some of the repairs, this is an old building and once one starts to take things apart, more repairs are required that are not covered by insurance. If you have ever worked on repairs to an old house, you understand the issues of starting to replace drywall only to find termite damage in the studs from 50+ years ago, for example. FCCR's energy and financial reserves have been needed to address post-flood issues rather than to move forward in our initiatives to support the arts.

Nevertheless, volunteers and staff from FCCR began working on projects that could be completed through sweat equity: minor repairs, cleaning, and painting former classrooms to adapt them to artists' studio spaces. However, several of the underlying floors have asbestos tiles. We feel it is important to remove and replace these with flooring that is safe and easy to maintain. We have an estimate of about \$30,000 to replace all these floors, which we envision could provide studio space for ten or more local artists, as well as continue to provide the programming we host to various ages, including children, teens, adults, and the elderly in safe spaces. These are funds that are not available to us in the immediate future between the reduction of income due to the pandemic in 2020, and a focus on remediating water damage in 2021-2022. ***Therefore, we respectfully request \$30,000 for asbestos remediation and replacement of flooring.***

Additionally, during the pandemic we have all come to appreciate the ability to access and use outdoor space. Our church is surrounded by greenspace, some more usable than others. We would like to consult with a landscape professional on how to make this property more usable and inviting. This could include working with Northeast School of Ballet, Creative Arts, and the Town of Reading in developing a plan to improve the area around and in between the two stone buildings and the Town Hall Parking Lot. Many years ago, the church sought to improve access to the downtown area by contributing our land towards the project of expanding the Town Hall

municipal lot on Salem Street, and so we hope that we could work together to envision what the next wave of improvement could be for our downtown outdoor space. Estimates of having a professional work with us to create this plan range from \$3,000 to \$5,000. ***Therefore, we respectfully request \$4,000 for landscape planning.***

We submit our application hoping that the committee might be able to work with us in these endeavors. At the very least, we also hope that perhaps this is an opportunity to reach out to the wider community, artists, patrons of the arts, and those who seek to invigorate our downtown neighborhood, who might have the resources and connections to help our dreams become a reality.

Sincerely,

Rev. Emelia Attridge

Minister of First Congregational Church of Reading, United Church of Christ

Barbara Philbrick

Moderator of First Congregational Church of Reading, United Church of Christ

Betsy Schneider

Member of First Congregational Church of Reading, United Church of Christ

Overall

- To be considered:
 - A person had to be a member of Town or School staff, bargaining unit or not, from March 2020 through June 2021.
 - They had to be employed at the end of the measurement month.
 - Retirees counted for the months they were employed, but not the months after retirement.
 - Those who left employment with the town during the measurement period or after, but that didn't retire, were not considered.
 - A full-time employee counted for 1 FTE (working more than 20 hours/week).
 - A part-time employee counted for .5 FTE (working less than 20 hours/week).
 - No shift work or per diem employees or temporary staff were included.
- Remaining bargaining units need to be populated once HR data is available.
- In Person Work Status needs to be reviewed. General guidelines:
 - If fully in person for the full month, 1 is the value.
 - If in person 4 or 5 days per two weeks (Library, School Staff, etc.), .5 is the value.
 - This is a relatively blunt instrument so we have tried to avoid smaller increments.
 - There is a small exception for Library staff since about 10% of the Staff was in the building early in the pandemic.
- Any use of Pay Bands needs to be validated, at a high level, with senior town & school staff.

Goal Seek

- Data Tab, then What-if Analysis, then Goal Seek.
- Set Total Appropriation (C7) by changing Medium Pay Rate (C4)

Model 1

- Allows for Pay Bands of High, Medium, and Low. Lower Income staff are awarded more in this model consistent with ARPA guidance.
- Prior to Goal Seek, set Differential % between Low to Medium (D3) and Medium to High (D5)

Model 2

- Allows for Pay Bands of High, Medium, and Low. Lower Income staff are awarded more in this model consistent with ARPA guidance.
- Allows for a Community Contact factor. The higher the community touch, the greater the premium pay. This is essentially a proxy for risk level.
- Community Contact Definitions
 - High: A group that saw or had the potential to see many members of the public on a normal day.
 - Medium: A group that saw or had the potential to see a moderate number of members of the public on a normal day.
 - Low: A group that, while in person, generally worked among themselves with limited interaction with members of the public.
- Prior to Goal Seek:
 - Set Differential % between Low to Medium (D3) and Medium to High (D5)
 - Set Community Contact adjustments for Medium (should be 0), Low (should be negative), and High (should be positive).

Monthly Pay Rates		Differential
Low	\$ 96.00	20%
Medium	\$ 80.00	
High	\$ 64.00	-20%

Total Appropriation \$ 617,604.00

			Staff Levels																		
School / Town	Bargaining Group	Sub Group	Pay Category	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Notes	
School	Cafeteria Workers	Cafeteria Workers	Low	10	10	10	10	10	10	9	9	9	9	9	9	9	9	9	9	9	9 Supported by HR Records
School	Custodial Workers	Custodians	Low	15.5	15.5	15.5	15.5	15.5	15.5	15.5	15.5	15.5	15.5	15.5	15.5	15.5	15.5	15.5	14.5	14.5	15.5 Supported by HR Records
School	Paraeducators	Special Education Paras	Low	38	38	38	38	37.5	37.5	39.5	40.5	41	42	42	43.5	43.5	44.5	45	45	45	45 Supported by HR Records
School	Paraeducators	Regular Education Paras	Low	14	14	14	14	12	12	14.5	14.5	15.5	15.5	15.5	15.5	15.5	15.5	15	15	15	15 Supported by HR Records
School	Administration	CO & Principals	High	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8 Supported by HR Records
School	Administration	Non CO & Principals	Low	47	47	47	47	48	48	49	49	48.5	48	47	48	48	49.5	49.5	50	50	50 Supported by HR Records
School	Secretaries	Secretaries	Low	10.5	10	10	9	10	10	10	10	10	10	10	10	10	10	10	10.5	10.5	10.5 Supported by HR Records
School	Teachers	Nurses	Medium	7	7	7	7	6	6	8	8	8	8	8	8	8	8	8	8	8	8 Supported by HR Records
School	Teachers	Preschool	Medium	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7 Supported by HR Records
School	Teachers	Elementary	Medium	92	92	92	92	90	90	96	96	96	96	95	95	95	95	95	95	95	95 Supported by HR Records
School	Teachers	Middle	Medium	63	63	63	63	61	61	63	62.5	62.5	62.5	62.5	62.5	62.5	62.5	62.5	62.5	62.5	62.5 Supported by HR Records
School	Teachers	High	Medium	73	73	73	73	69	69	73	73	74	74	75	75	75	74.5	74.5	75	75	75 Supported by HR Records
School	Teachers	Special Education	Medium	62.5	62.5	62.5	62.5	61	61	65.5	67.5	67.5	67	67	67	67	67	67	67	67	67 Supported by HR Records
School	Teachers	Others	Medium	21.5	21.5	21.5	21.5	19.5	19.5	20.5	20.5	20.5	20.5	20.5	20.5	20.5	20.5	20.5	20.5	20.5	20.5 Supported by HR Records
Town	Public Safety	Police	Medium	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44 To be validated w/ HR Records
Town	Public Safety	Fire	Medium	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46 To be validated w/ HR Records
Town	Public Safety	Dispatch	Low	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13 To be validated w/ HR Records
Town	Admin Services	Admin Services	Low	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14 To be validated w/ HR Records
Town	Finance	Finance	Medium	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14 To be validated w/ HR Records
Town	Public Services	Public Services	Low	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27 To be validated w/ HR Records
Town	Library	Library	Low	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36 To be validated w/ HR Records
Town	Public Works	Public Works	Low	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7 To be validated w/ HR Records
Town	Facilities	Facilities	Medium	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2 To be validated w/ HR Records

			In Person Work Status																		
School / Town	Bargaining Group	Sub Group	Pay Category	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Notes	
School	Cafeteria Workers	Cafeteria Workers	Low	0	0.5	0.5	0.5	0.5	0.5	1	1	1	1	1	1	1	1	1	1	1	1 To be reviewed.
School	Custodial Workers	Custodians	Low	0	0	0	0	0	0	1	1	1	1	1	1	1	1	1	1	1	1 To be reviewed.
School	Paraeducators	Special Education Paras	Low	0	0	0	0	0	0	1	1	1	1	1	1	1	1	1	1	1	1 To be reviewed.
School	Paraeducators	Regular Education Paras	Low	0	0	0	0	0	0	1	1	1	1	1	1	1	1	1	1	1	1 To be reviewed.
School	Administration	CO & Principals	High	0	0	0	0	0	1	1	1	1	1	1	1	1	1	1	1	1	1 To be reviewed.
School	Administration	Non CO & Principals	Low	0	0	0	0	0	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5 To be reviewed.
School	Secretaries	Secretaries	Low	0	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1 To be reviewed.
School	Teachers	Nurses	Medium	0	0	0	0	0	1	1	1	1	1	1	1	1	1	1	1	1	1 To be reviewed.
School	Teachers	Preschool	Medium	0	0	0	0	0	0	1	1	1	1	1	1	1	1	1	1	1	1 To be reviewed.
School	Teachers	Elementary	Medium	0	0	0	0	0	0	1	0.5	0.5	1	1	1	1	1	1	1	1	1 To be reviewed.
School	Teachers	Middle	Medium	0	0	0	0	0	0	1	0.5	0.5	0.5	0.5	0.5	1	1	1	1	1	1 To be reviewed.
School	Teachers	High	Medium	0	0	0	0	0	0	1	0.5	0.5	0.5	0.5	0.5	0.5	1	1	1	1	1 To be reviewed.
School	Teachers	Special Education	Medium	0	0	0	0	1	0	1	1	1	1	1	1	1	1	1	1	1	1 To be reviewed.
School	Teachers	Others	Medium	0	0	0	0	0	0	1	1	1	1	1	1	1	1	1	1	1	1 To be reviewed.
Town	Public Safety	Police	Medium	0.5	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1 To be reviewed.
Town	Public Safety	Fire	Medium	0.5	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1 To be reviewed.
Town	Public Safety	Dispatch	Low	0.5	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1 To be reviewed.
Town	Admin Services	Admin Services	Low	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1 To be reviewed.
Town	Finance	Finance	Medium	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1 To be reviewed.
Town	Public Services	Public Services	Low	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1 To be reviewed.
Town	Library	Library	Low	0.05	0.1	0.1	0.5	0.5	0.5	1	1	1	0.5	0.5	1	1	1	1	1	1	1 To be reviewed.
Town	Public Works	Public Works	Low	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1 To be reviewed.
Town	Facilities	Facilities	Medium	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1 To be reviewed.

			COVID Essential Worker Appropriation																		
School / Town	Bargaining Group	Sub Group	Pay Category	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Total	
School	Cafeteria Workers	Cafeteria Workers	Low	\$ -	\$ 480	\$ 480	\$ 480	\$ 480	\$ 480	\$ 864	\$ 864	\$ 864	\$ 864	\$ 864	\$ 864	\$ 864	\$ 864	\$ 864	\$ 864	\$ 864	\$ 11,040
School	Custodial Workers	Custodians	Low	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,488	\$ 1,488	\$ 1,488	\$ 1,488	\$ 1,488	\$ 1,488	\$ 1,488	\$ 1,488	\$ 1,488	\$ 1,392	\$ 1,488	\$ 14,784

School	Paraeducators	Special Education Paras	Low	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,792	\$ 3,888	\$ 3,936	\$ 4,032	\$ 4,032	\$ 4,176	\$ 4,176	\$ 4,272	\$ 4,320	\$ 4,320	\$	40,944	
School	Paraeducators	Regular Education Paras	Low	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,392	\$ 1,392	\$ 1,488	\$ 1,488	\$ 1,488	\$ 1,488	\$ 1,488	\$ 1,488	\$ 1,440	\$ 1,440	\$	14,592	
School	Administration	CO & Principals	High	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 512	\$ 512	\$ 512	\$ 512	\$ 512	\$ 512	\$ 512	\$ 512	\$ 512	\$ 512	\$ 512	\$ 512	\$	5,632
School	Administration	Non CO & Principals	Low	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,304	\$ 2,352	\$ 2,352	\$ 2,328	\$ 2,304	\$ 2,256	\$ 2,304	\$ 2,304	\$ 2,376	\$ 2,376	\$ 2,400	\$	25,656	
School	Secretaries	Secretaries	Low	\$ -	\$ -	\$ 960	\$ 864	\$ 960	\$ 960	\$ 960	\$ 960	\$ 960	\$ 960	\$ 960	\$ 960	\$ 960	\$ 960	\$ 960	\$ 960	\$ 1,008	\$ 1,008	\$	13,440
School	Teachers	Nurses	Medium	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 480	\$ 640	\$ 640	\$ 640	\$ 640	\$ 640	\$ 640	\$ 640	\$ 640	\$ 640	\$ 640	\$ 640	\$	6,880
School	Teachers	Preschool	Medium	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 560	\$ 560	\$ 560	\$ 560	\$ 560	\$ 560	\$ 560	\$ 560	\$ 560	\$ 560	\$ 560	\$ 560	\$	5,600
School	Teachers	Elementary	Medium	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,680	\$ 3,840	\$ 3,840	\$ 7,680	\$ 7,600	\$ 7,600	\$ 7,600	\$ 7,600	\$ 7,600	\$ 7,600	\$ 7,600	\$ 7,600	\$	68,640
School	Teachers	Middle	Medium	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,040	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$	37,540
School	Teachers	High	Medium	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,840	\$ 2,920	\$ 2,960	\$ 2,960	\$ 3,000	\$ 3,000	\$ 3,000	\$ 5,960	\$ 5,960	\$ 6,000	\$	41,600		
School	Teachers	Special Education	Medium	\$ -	\$ -	\$ -	\$ -	\$ 4,880	\$ -	\$ 5,240	\$ 5,400	\$ 5,400	\$ 5,360	\$ 5,360	\$ 5,360	\$ 5,360	\$ 5,360	\$ 5,360	\$ 5,360	\$ 5,360	\$ 5,360	\$	58,440
School	Teachers	Others	Medium	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,640	\$ 1,640	\$ 1,640	\$ 1,640	\$ 1,640	\$ 1,640	\$ 1,640	\$ 1,640	\$ 1,640	\$ 1,640	\$ 1,640	\$ 1,640	\$	16,400
Town	Public Safety	Police	Medium	\$ 1,760	\$ 3,520	\$ 3,520	\$ 3,520	\$ 3,520	\$ 3,520	\$ 3,520	\$ 3,520	\$ 3,520	\$ 3,520	\$ 3,520	\$ 3,520	\$ 3,520	\$ 3,520	\$ 3,520	\$ 3,520	\$ 3,520	\$ 3,520	\$	54,560
Town	Public Safety	Fire	Medium	\$ 1,840	\$ 3,680	\$ 3,680	\$ 3,680	\$ 3,680	\$ 3,680	\$ 3,680	\$ 3,680	\$ 3,680	\$ 3,680	\$ 3,680	\$ 3,680	\$ 3,680	\$ 3,680	\$ 3,680	\$ 3,680	\$ 3,680	\$ 3,680	\$	57,040
Town	Public Safety	Dispatch	Low	\$ 624	\$ 1,248	\$ 1,248	\$ 1,248	\$ 1,248	\$ 1,248	\$ 1,248	\$ 1,248	\$ 1,248	\$ 1,248	\$ 1,248	\$ 1,248	\$ 1,248	\$ 1,248	\$ 1,248	\$ 1,248	\$ 1,248	\$ 1,248	\$	19,344
Town	Admin Services	Admin Services	Low	\$ -	\$ 1,344	\$ 1,344	\$ 1,344	\$ 1,344	\$ 1,344	\$ 1,344	\$ 1,344	\$ 1,344	\$ 1,344	\$ 1,344	\$ 1,344	\$ 1,344	\$ 1,344	\$ 1,344	\$ 1,344	\$ 1,344	\$ 1,344	\$	20,160
Town	Finance	Finance	Medium	\$ -	\$ 1,120	\$ 1,120	\$ 1,120	\$ 1,120	\$ 1,120	\$ 1,120	\$ 1,120	\$ 1,120	\$ 1,120	\$ 1,120	\$ 1,120	\$ 1,120	\$ 1,120	\$ 1,120	\$ 1,120	\$ 1,120	\$ 1,120	\$	16,800
Town	Public Services	Public Servides	Low	\$ -	\$ 2,592	\$ 2,592	\$ 2,592	\$ 2,592	\$ 2,592	\$ 2,592	\$ 2,592	\$ 2,592	\$ 2,592	\$ 2,592	\$ 2,592	\$ 2,592	\$ 2,592	\$ 2,592	\$ 2,592	\$ 2,592	\$ 2,592	\$	38,880
Town	Library	Library	Low	\$ 173	\$ 346	\$ 346	\$ 1,728	\$ 1,728	\$ 1,728	\$ 3,456	\$ 3,456	\$ 3,456	\$ 1,728	\$ 1,728	\$ 3,456	\$ 3,456	\$ 3,456	\$ 3,456	\$ 3,456	\$ 3,456	\$ 3,456	\$	37,152
Town	Public Works	Public Works	Low	\$ -	\$ 672	\$ 672	\$ 672	\$ 672	\$ 672	\$ 672	\$ 672	\$ 672	\$ 672	\$ 672	\$ 672	\$ 672	\$ 672	\$ 672	\$ 672	\$ 672	\$ 672	\$	10,080
Town	Facilities	Facilities	Medium	\$ -	\$ 160	\$ 160	\$ 160	\$ 160	\$ 160	\$ 160	\$ 160	\$ 160	\$ 160	\$ 160	\$ 160	\$ 160	\$ 160	\$ 160	\$ 160	\$ 160	\$ 160	\$	2,400

Requester	Amount requested	Amount or added amount MARIANNE chooses to allocate	Amount or added amount MARK chooses to allocate	Amount or added amount CHRIS chooses to allocate	Amount or added amount TOM chooses to allocate	Amount or added amount SHAWN chooses to allocate	Amount or added amount GEOFFREY chooses to allocate	Amount or added amount JOE chooses to allocate	Amount or added amount ANDREW chooses to allocate	ACTUAL ARPA Allocated as of 9/6/2022	Avg (7 RAAC members) allocation over actuals, as of 7/14/2022
Town Side											
Public Health	\$250,000	\$0			-\$100,000				-\$100,000	250,000	n/a
Town - Water and Sewer <i>other than water reserves</i>	\$1,350,000	\$1,000,000	\$0	\$0	\$1,350,000	\$300,000	\$1,350,000	\$1,504,680	\$1,350,000	n/a	\$856,835
Town - water capital supplement	\$650,000	\$0								650,000	\$0
Town - Recreation dept and Recreation committee	\$1,725,000	\$1,625,000	\$1,500,000	\$1,500,000	\$1,425,000	\$1,725,000	\$1,000,000	\$1,400,000	\$1,425,000	n/a	\$1,450,000
Town-Elder services	\$900,000	\$0	\$0	\$100,000	\$0	\$0	\$0	\$0		900,000	\$14,286
Town Conservation Dept - Maillet Sommes Land	\$100,000	\$23,000	\$0	\$23,000	\$0	\$23,000	\$23,000	\$23,000		77,000	\$16,429
Reading Community Garden - mattera phase 2	\$25,000	\$0	\$0	\$0	\$0	\$12,500	\$0	\$25,000			\$5,357
Town - various human services initiatives	n/a	\$0	\$0	\$0	\$0	\$0	\$0	\$250,000			\$35,714
Total ARPA member sub allocation - TOWN		\$2,648,000	\$1,500,000	\$1,623,000	\$2,675,000	\$2,060,500	\$2,373,000	\$3,202,680	\$2,675,000		\$2,344,648
Totals	\$5,000,000									1,877,000	

Requester	Amount requested	Amount or added amount MARIANNE chooses to allocate	Amount or added amount MARK chooses to allocate	Amount or added amount CHRIS chooses to allocate	Amount or added amount TOM chooses to allocate	Amount or added amount SHAWN chooses to allocate	Amount or added amount GEOFFREY chooses to allocate	Amount or added amount JOE chooses to allocate	Amount or added amount ANDREW chooses to allocate	ACTUAL ARPA Allocated as of 9/6/2022	Avg (7 RAAC members) allocation over actuals, as of 7/14/2022
Schools											
Reading Public Schools	\$2,000,000	\$0	\$0							2,000,000	\$0
Total ARPA member sub allocation - SCHOOLS		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
Totals	\$2,000,000									2,000,000	
Town boards											
Reading historical commission	\$13,500	\$13,500	\$13,500	\$13,500	\$0	\$13,500	\$0	\$13,500		0	\$9,643
Conservation Commission	\$31,500	\$23,500	\$23,500	\$23,500	\$20,000	\$23,500	\$23,500	\$23,500	\$20,000	8,000	\$23,000
Reading Trails Committee	\$11,620	\$11,620	\$11,620	\$11,620	\$11,620	\$11,620	\$11,620	\$11,620	\$11,620	11,620	\$11,620
Town Forest Committee	\$200,000	\$100,000	\$100,000	\$200,000	\$100,000	\$200,000	\$200,000	\$200,000	\$100,000	100,000	\$150,000
Total ARPA member sub allocation - TOWN BOARDS		\$148,620	\$148,620	\$248,620	\$131,620	\$248,620	\$235,120	\$248,620	\$131,620		\$201,406
Totals Town Boards	\$256,620									119,620	

Requester	Amount requested	Amount or added amount MARIANNE chooses to allocate	Amount or added amount MARK chooses to allocate	Amount or added amount CHRIS chooses to allocate	Amount or added amount TOM chooses to allocate	Amount or added amount SHAWN chooses to allocate	Amount or added amount GEOFFREY chooses to allocate	Amount or added amount JOE chooses to allocate	Amount or added amount ANDREW chooses to allocate	ACTUAL ARPA Allocated as of 9/6/2022	Avg (7 RAAC members) allocation over actuals, as of 7/14/2022
Premium Pay - top line to be divided		\$420,000	\$380,000	\$1,000,000	\$729,114	\$904,500	\$760,000	\$0	\$729,114		\$615,341
Private and Community Requests (Non town/schools)											
Reading/North Reading Chamber of Commerce - initial request	\$55,000	\$15,000	\$10,000		\$55,000	\$55,000	\$0	\$55,000	\$55,000		\$35,000
Reading Rotary	\$75,000	\$25,000	\$25,000	\$0	\$0	\$25,000	\$0	\$25,000	\$0		\$12,500
Reading Garden Club	\$12,000	\$12,000	\$0	\$12,000	\$0	\$12,000	\$0	\$8,000	\$0		\$5,500
Reading Food Pantry	\$124,600	\$20,000	\$20,000	\$20,400	\$20,400	\$35,400	\$20,400	\$24,600	\$20,400		\$22,700

Requester	Amount requested	Amount or added amount MARIANNE chooses to allocate	Amount or added amount MARK chooses to allocate	Amount or added amount CHRIS chooses to allocate	Amount or added amount TOM chooses to allocate	Amount or added amount SHAWN chooses to allocate	Amount or added amount GEOFFREY chooses to allocate	Amount or added amount JOE chooses to allocate	Amount or added amount ANDREW chooses to allocate	ACTUAL ARPA Allocated as of 9/6/2022	Avg (7 RAAC members) allocation over actuals, as of 7/14/2022
Total of above plus RAAC ideas	\$11,944,320										
Total of above plus RAAC less bleachers	\$8,694,320										
Arpa remaining = 7.592234 mil - allocations										3,595,614	
Total ARPA member sub allocation as of 7/13		\$3,248,620	\$3,368,620	\$2,000,120	\$3,033,120	\$2,862,620	\$2,724,620	\$3,725,000	\$3,033,120		\$2,994,674
Total ARPA member sub allocation less approved amounts from 7/13 (\$111620)		\$3,137,000	\$3,257,000	\$1,888,500	\$2,921,500	\$2,751,000	\$2,613,000	\$3,613,380	\$2,921,500		\$2,883,054



Town of Reading Meeting Minutes

2016-09-22 LAG

Board - Committee - Commission - Council:

Reading Arpa Advisory Committee

Date: 2022-08-31

Time: 7:00 PM

Building: Reading Public Library

Location: Community Room

Address: 64 Middlesex Avenue

Session: Open Session

Purpose: General Business

Version: Draft

Attendees: **Members - Present:**

Chair Marianne Downing, Shawn Brandt, Geoffrey Coram, Andrew Grimes (remote), Chris Haley, Joe McDonagh, Tom Wise

Members - Not Present:

Vice Chair Mark Dockser

Others Present:

Town Manager Fidel Maltez, Town Accountant Sharon Angstrom (remote), Mike Fiorentino, Alex Rozycki, Steve Bohannon, Maureen, Maria, Paul Forsey, Jamie Eulie, Jack (remote)

Minutes Respectfully Submitted By: Jacquelyn LaVerde

Topics of Discussion:

This meeting was held in-person in the Select Board Meeting Room of Town Hall and remotely via Zoom.

Chair Marianne Downing called the meeting to order at 7:02 pm and noted that some items on the agenda that would be tabled to the next meeting.

Public Comment:

There was no comment from the public.

PRESENTATION/DISCUSSION - Request from First Congregational Church of Reading for \$30k for asbestos remediation and \$4k for landscaping:

Reverend Emelia Attridge was unable to attend this evening's meeting and will either attend, or send a representative to present to the Committee at the September 6th meeting.

PRESENTATION/DISCUSSION - RAAC members Shawn Brandt and Thomas Wise to present possible premium pay approaches and discussion by RAAC on same:

As members of AFSCME were expecting to present later in the meeting, the Committee began its review of the premium pay models suggested by members Tom Wise and Shawn Brandt. Mr. Wise presented two models. The first model considers employees who worked from March 2020 through June 2021. This includes retirees who were employed during that time frame, but not after retirement, and does not include employees who have left employment with the Town, but did not retire. The model uses Pay Bands of high, medium, and low, and includes a differential to focus on lower paid employees, which is consistent with the original ARPA guidance. Model 2 is based on Model 1, but adds a consideration for risk level, or amount of community contact. Both models address the key points that the Committee has discussed for premium pay: salary, in-person, and risk factor.

PRESENTATION/DISCUSSION - Follow up information from AFSCME/Michael Fiorentino re: premium pay for certain Reading collective bargaining units:

Michael Fiorentino, representative for AFSCME, was joined by many members of various bargaining units, and thanked the Committee for the seriousness with which they have approached hazard pay. AFSCME has seven bargaining units in Reading including: Facilities, School Custodial, Cafeteria workers, Engineers, DPW Workers, and others. He explained that much of the work performed by many of the union members could not be done remotely, and they worked in-person to ensure that everything continued to run smoothly. Senior Civil Engineer Alex Rozycki noted that everyone is essential, and everyone did their jobs in a time when it was difficult to do so. Cafeteria workers, Maureen from the Parker Middle School, and Maria from one of the elementary schools, shared their experiences preparing meals for Reading families, including over the summer. Jamie Eulie of the Water Department explained that water department staff had to enter peoples' homes to replace valves, or to handle sewer backups.

Follow up PRESENTATION (placeholder) /DISCUSSION - Possible follow up with Burbank Y to hear more specifics on their proposal and possible conditions that could apply to an allocation (this may be moved to 9/6 pending availability of representative from Burbank Y):

John Feudo of the Burbank YMCA was unable to attend this evening's meeting and will come back before the Committee at the September 6th meeting.

CONTINUED ALLOCATION DISCUSSION - RAAC members to continue overall discussion on requests received; possible finalizing of some categories:

The Committee reviewed the list of requests, and Andrew Grimes shared some of his suggested allocations. Marianne Downing tried to gauge whether members would like to approach the next discussion by voting on recommendations for small requests first, or large requests. As there have been changes, such as the Community Garden receiving state funding, and the Maillet Sommes project receiving the MVP grant, and other revisions to requested amounts, some Committee members requested an updated spreadsheet so everyone could update their suggested allocations.

(Continued from earlier) PRESENTATION/DISCUSSION - RAAC members Shawn Brandt and Thomas Wise to present possible premium pay approaches and discussion by RAAC on same:

The Committee continued a lengthy discussion on the models for premium pay, and expressed concerns about creating divisiveness in premium pay awards. Marianne Downing polled the Committee members present on which model they preferred. Four favored Model 2 and three favored Model 1. She noted that everyone who supports Model 2 inherently supports Model 1, as it is the basis for Model 2. The Committee still needs to determine an amount, and further data is needed on the number of eligible employees.

Discuss future agenda items:

Marianne Downing stated that she would make sure the Committee receives a revised, accurate spreadsheet with Andrew Grimes's numbers.

Review/Approve minutes from 8/3/2022 meeting:

On a motion by Shawn Brandt, and seconded by Tom Wise, the Reading ARPA Advisory Committee voted 7-0-0 to approve the meeting minutes of August 3, 2022.

Roll call vote: Andrew Grimes – Yes, Shawn Brandt – Yes, Tom Wise – Yes, Chris Haley – Yes, Joe McDonagh – Yes, Geoffrey Coram – Yes, Marianne Downing – Yes.

On a motion by Tom Wise, and seconded by Shawn Brandt, the Reading ARPA Advisory Committee voted 7-0-0 to adjourn at 9:18 pm.

Roll call vote: Andrew Grimes – Yes, Shawn Brandt – Yes, Tom Wise – Yes, Chris Haley – Yes, Joe McDonagh – Yes, Geoffrey Coram – Yes, Marianne Downing – Yes.