

**Structural Change Impact Group  
Consolidation, Regionalization & Outsourcing Working Group**

Minutes  
February 18, 2022  
Meeting conducted via Zoom

**RECEIVED  
TOWN CLERK  
BELMONT, MA**

DATE: March 14, 2022  
TIME: 9:08 AM

Members present: Aaron Pikcilingis, Paul Rickter, Mark Paolillo

Members absent: Brian Antonellis

Other attendees:

Meeting was called to order at 8:08am.

### **Discussion on Outstanding Reports**

The working group discussed various ideas and the status of these ideas. All items are identified by their ID numbers and are included in the committee idea matrix posted at <https://www.dropbox.com/sh/b64yoe9y05lnwzb/AAB5iDttndB5Pfik6Wzo5Qgva?dl=0>.

- Rickter has completed all his write ups except for ID 41 (Cost of independent boards), on which he needs to consult with Anne Helgen and ID 250 (Revisit solid waste disposal contract), for which Pikcilingis is writing up the first draft.
- Paolillo has sent out the ideas he's writing up and gotten comments from Pikcilingis. Rickter will review those write ups.
- Pikcilingis has some more work to do on his writeups.
- Agreed to try to complete all writeups by next week.

### **Implementation Team**

The working group discussed the idea of forming an implementation committee after SCIG disbands. Rickter will talk to SCIG Travis Franck about this idea. Paolillo commented that town staff are worried about being overwhelmed with SCIG recommendations and Rickter suggested an implementation team could be useful by helping staff to prioritize potential changes.

### **Identifying Key Themes**

The working group discussed how we would go about identifying key themes.

- Discussion about the waste disposal idea, which seems like the most promising idea coming out of the working group. Shifting to a five-day waste pickup schedule would save money and make it possible to find a regionalization partner (possibly Watertown), which would save even more money.
- Paolillo noted that the ideas around outsourcing and using data to decide whether to hire or contract staff positions also has significant potential.
- Pikcilingis noted that Franck would like to tag ideas in various ways. We discussed some ways to categorize ideas:

- Priority
- Working with other towns
- Improving decision-making processes
- Master plan and thinking more strategically
- Ruled out, completed, in progress, open for consideration
- Paolillo: we need to rethink how we make decisions. It's easy to make a decision using the same thought process as before. Pikilingis: Norma Massarotti's idea about having guidelines for how to make decisions. We tend to make decisions in ways that use the same thinking we've used before.
- Paolillo: we have no real strategic plan or guiding document. Pikilingis: creating a master plan helps us get there. Start with a vision with where we want to go and create the steps to get there. Paolillo: we also need to look at how the town is structured that gets in the way of making progress. Pikilingis: Do we have an idea to create a town charter? Maybe include it in the idea of creating a master plan.

### **Next Steps**

- Rickter will talk to Franck about the implementation team idea.
- Remaining ideas will go to Franck.
- At our next meeting we will go over the matrix and make sure everything has been updated accordingly.

Next meeting: March 4 at 8:00am.

Adjourned at 9:18am (Moved: Rickter, Seconded: Paolillo, Voted 3-0)

Minutes recorded by Paul Rickter