

Correspondence received by the Concord Select Board  
Week Ending – March 24, 2025

1. Miguel Echavarri – 255 Commonwealth Ave
2. Sue Felshin - 19 Sunnyside Lane

Please Note: The letters posted here reflect the views and opinions of the author as recorded in the body of their email. Neither the Select Board nor Town staff have verified or reviewed the contents. The Select Board and the Town do not necessarily agree, condone, support or advocate the ideas expressed in these letters and have not verified any factual statements made in the letters.

**From:** Miguel Echavarri <[miguele@intelimapinc.com](mailto:miguele@intelimapinc.com)>

**Sent:** Sunday, March 23, 2025 8:40 AM

**To:** Mary Hartman <[mhartman@concordma.gov](mailto:mhartman@concordma.gov)>; Terri Ackerman <[tackerman@concordma.gov](mailto:tackerman@concordma.gov)>; Cameron McKennitt <[cmckennitt@concordma.gov](mailto:cmckennitt@concordma.gov)>; Wendy Rovelli <[wrovelli@concordma.gov](mailto:wrovelli@concordma.gov)>; Kerry Lafleur <[klafleur@concordma.gov](mailto:klafleur@concordma.gov)>; Mark Howell <[markhowell@concordma.gov](mailto:markhowell@concordma.gov)>

**Cc:** Anthony Ansaldi <[aansaldi@concordma.gov](mailto:aansaldi@concordma.gov)>

**Subject:** Suggested Corrections to FTE Table Before Meeting

**Dear Kerry and members of the Select Board (SB),**

I reviewed the slides for Monday's SB budget presentation and I believe several **corrections** should be made prior to the meeting. I'm only focusing on the FY26 Net Reductions slide related to FTEs.

For example, the **Director of Sustainability** is scheduled to be reduced but the FTE table below doesn't reflect a -1.00 FTE change in the Town Managers Office (TMO), nor does it show the \$110,292 salary savings realized by reducing this position. These should be added. Refer to [1] below.

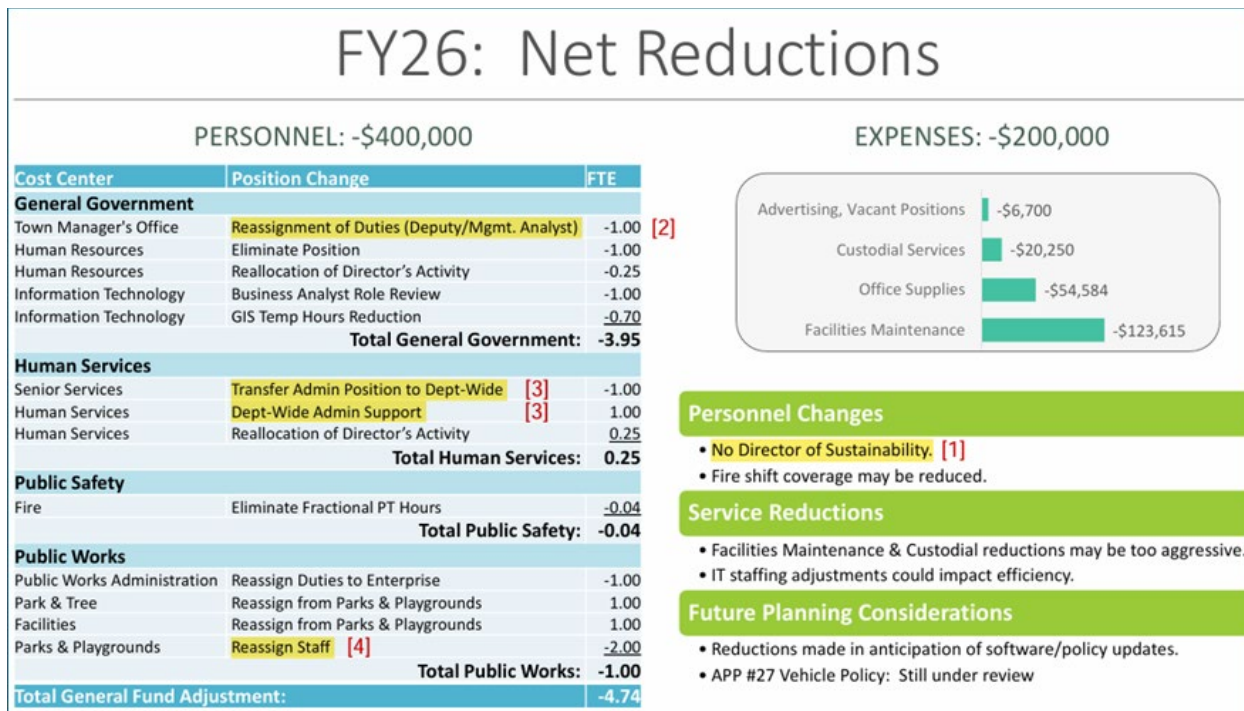
Further, the FY26 budget reassigns a **TMO Deputy/Management Analysis** for a -1.00 FTE. But this is a reassignment and not a reduction, that reassignment should show as a corresponding +1.00 FTE within another department. Which department was this position assigned to, and do they show a +1.00 FTE? If not, that should be corrected. Refer to [2] below.

**Human Services** (HS) shows the reassignment of an Admin Position from Senior Services to a Dept-Wide, Admin Support role under HS. The slides accurately show a net zero FTE change. However, HS is seeking to hire an HS Generalist and that would add +1.00 FTEs to their FTE count. That should be corrected or explained. Refer to [3] below.

At this point, I would like to express my surprise that the 2.00 FTEs in **Parks & Playgrounds** are being reassigned rather than reduced. I'm surprised because they were a vital component of the -2.50 FTE reductions presented at the February 10<sup>th</sup> SB presentation. Can the TMO tell the public why this decision was reversed and also provide us with their Job Title Descriptions? Refer to [4] below.

These corrections change the FY26 net reductions from -4.74 FTEs to -3.74. Please note A-1 attached, it shows the **below table updated** with the above corrections. The slide also refers to the impact of service reductions. I would like to point out that, even with the reductions of the HR Generalist and the reassignment of the Management Analyst, Concord's TMO & HR budgets are still significantly higher than Danvers, Sudbury and Acton. If town leadership wishes to avoid these impacts, they need to look even further into their own budgets. Also, don't forget Natural Resources and the disparity between their budget and those of similar towns.

**Personally**, I don't understand why in recent years, Concord appears to have become **addicted** to hiring senior administrators and I ask, are we better off for it? TMO has an Assistant Town Manager, a Deputy Town Manger and a Town Manager at a FY25 base salary cost of ~\$559K. Until recently, HR had both the HR Project Manager and HR Director (also the Assistant TM) at ~\$336K. And for some reason, Natural Resources has both a Director and Assistant Director at a cost of \$213K, their salaries alone are more than Acton and Lincoln and on par with Sudbury's total salary budget. And this growth occurred without adequate public transparency because TMO failed to produce a FY25 budget book and purposefully stopped producing detailed FTE tables. Thankfully, it appears they've restarted generating that information.



Can you please post this to SB correspondence?

**Respectfully,**

**Miguel Echavarri**

Homeowner – 255 Commonwealth Ave

Cost Center	Position Change	FTE	Comments
<b>General Government</b>			<i>* reminder, Concord pays ~2x - 3x more than other towns for TMO, HR &amp; NRD</i>
Town Manager's Office *	Reassignment (Deputy/Mgmt. Analyst)	(1.00)	<i>* needs to be reflected elsewhere as 1.00 FTE</i>
<i>* Reassigned where?</i>	<i>What department was this reassigned to?</i>	1.00	<i>* +1.00 FTE added back in (add back \$77,485 base rate into FY26 budget)</i>
Human Resources	Eliminate Position	(1.00)	<i>* likely 1 of 2 HR Generalists positions (\$79,258 base rate)</i>
Human Resources	Reallocation of Director's Activity	(0.25)	
Information Technology	Business Analyst Role Review	(1.00)	
Information Technology	GIS Temp Hours Reduction	(0.70)	
Sustainability Director	Eliminate Position	(1.00)	<i>* why wasn't reduction included in reduced FTE count? (savings \$110,292 )</i>
	<b>Total General Government:-3.95</b>	<b>(3.95)</b>	
<b>Human Services</b>			
Senior Services	Transfer Admin Position to Dept-Wide	(1.00)	<i>* ends up as a net zero FTE</i>
Human Services	Dept-Wide Admin Support	1.00	<i>* ends up as a net zero FTE</i>
Human Services	Reallocation of Director's Activity	0.25	
Human Services	Added Human Services Generalist	1.00	<i>* job posted internally, reporting to Asst TM. Question, is this position the same as the vacated HR Generalist position just rebranded? (~\$80,000 base)</i>
	<b>Total Human Services:</b>	<b>1.25</b>	
<b>Public Safety</b>			
Fire	Eliminate Fractional PT Hours	(0.04)	
	<b>Total Public Safety:-0.04</b>	<b>(0.04)</b>	
<b>Public Works</b>			
Public Works Admin	Reassign Duties to Enterprise	(1.00)	<i>* does this impact any fees or rates?</i>
Park & Tree	Reassign from Parks & Playgrounds	1.00	
Facilities	Reassign from Parks & Playgrounds	1.00	
Parks & Playgrounds	Reassign Staff	(2.00)	<i>* not listed in payroll as Parks &amp; Playground - were these positions already part of Facilities and Park &amp; Tree? If so, why reassign?</i>
	<b>Total Public Works</b>	<b>(1.00)</b>	
<b>Total General Fund Adj.</b>		<b>(3.74)</b>	

Dear Select Board,

I write you as a private citizen, although informed by my service on the Planning Board.

Firstly, my initial service on a Town committee was on a task force (the West Concord Task Force, 2008-2011). I was told at that time that temporary committees ("task forces") are treated specially, and that one may only serve on a single standing committee at a time, but one may serve on a task force as well as a standing committee. Clearly this would have to be the case since our task forces are typically staffed with some members from diverse standing committees to provide expertise and perspective plus other citizen members for further diversity of perspective and sometimes expertise; the MCI Concord task force is of course an example. I note that APP 10 VII(c) contains the qualifying phrase "In general" but it does not explicitly address temporary committees ("task forces"). It might be helpful to be more explicit, to reduce concerns such as the recent ones regarding the tax policy task force.

Secondly, I remind you that, as requested by the Select Board, the Planning Board reviewed APP 10 at its meeting of Sept. 26, 2023.

Subsequently the chair of the Planning Board (Linda Miller at that time) submitted a memo to the Select Board with the Planning Board's comments. (I don't know when the memo was submitted to the Select Board but probably around Oct. 10 or so.) At the beginning of the Planning Board's review, I produced a version of APP 10 with edits and comments including not just issues subsequently discussed by the Planning Board, but also matters of punctuation, formatting, spelling, grammar, and clarity. I attach my edited version to make sure the Select Board has the opportunity to clean up formatting while making other changes to APP

10 (if any). Changes to the text are my own suggestions only and in some cases are superseded by the Planning Board's comments; for the Planning Board's comments, please refer to the Planning Board's memo to the Select Board. I have updated my edited version with a few new comments as well. If you would find it helpful for me to produce a version that respects the final Planning Board comments, I can do that, although I would have to run it by the Planning Board to make sure I'd done it right.

Sincerely,

Sue Felshin

19 Sunnyside Lane

P.S. I am a member of the Planning Board but speaking for myself.