

Devens Economic Analysis Team ("DEAT")

Minutes of August 5, 2011 Meeting

7:30 am – 9:00am

Old Library, Fireplace Room

Orville Dodson, Clerk

Members Present: Victor Normand, Steve Colwell, Orville Dodson, Pat Wenger.

Victor Normand called the meeting to order at 7:30am.

We first decided to defer the review and approval of the minutes for our prior meeting (7/27) to our next meeting.

A large portion of the meeting was devoted to the presentation of reports by three members (Steve Colwell, Pat Wenger, and Victor) on research each did since our 7/27 meeting.

Steve Colwell was the first to present his report. Since our last meeting, Steve had obtained the data on current Harvard Town DPW wages which had previously been unavailable due to union negotiations. This data is presented in Figure 1 at the end of these minutes which gives the table of DPW wages on which Steve circled wage slots actually occupied by current DPW workers. Beside each circle, Steve indicated the least type of Vicksburg affordable unit (if any) for which the circled wage would qualify. Steve told us that 9 of the 10 current DPW workers would qualify for some type of Vicksburg affordable unit if the worker's DPW wage were the sole source of income for the family and if the family were of the correct size. Steve moved on to Harvard teachers salaries where he took the teacher wage table he presented at the last meeting and circled wage slots actually occupied by teachers and indicated the number of teacher(s) in each such slot. This data is in Figure 2 of these minutes. Steve summarized his results as showing that 14 of Harvard's 102 teachers could qualify for a Vicksburg affordable unit, again assuming the teacher's wage was the sole source of income for the family and that the family was of the correct size. From the prior meeting we already had a good handle on how many Harvard Police and Harvard non-union employees could qualify for affordables – for police it is one of the eight policemen, for non-union employees it is 27 of the 128 employees. That concluded Steve's report.

Victor then made some remarks about our still needing wage and affordability numbers for the Devens workforce – both civilian jobs and federal/military jobs. Aligning the affordability profile at Vicksburg to Devens' workers' needs would assist the promotion of Devens and the “Devens Advantage” to prospective corporate investors and employers. Victor mentioned that Barbara Jordan at Bristol-Myers might have some good wage data for that company. “usajobs.gov” probably has job and wage information for the federal hospital and prison at Devens. Other large employers at Devens are American Semiconductor, Parker-Hanafin, and the Double-Tree Hotel. Victor plans to speak with someone in state government who has a good sense of wages and job prospects in the Devens area. Steve Colwell will knock on some of the doors at Devens (Bristol-Myers, American Semi, etc.) and see what they can provide to us as wage data. Victor will talk to Meg at MassDev for possible information on municipal government jobs at Devens.

Pat Wenger then presented her information on Harvard schools. There are 60 new pupils entering

Harvard Public Schools for the 2011-2012 academic year – 23 for elementary school and 36 for middle and high school. Five of them are from Devens and eleven are choice students. 90 pupils left the Harvard Schools (mostly due to graduation) at the end of last year. Pat then mentioned the \$208,000 per year of expected property tax revenue from Vicksburg and how that represents a large educational cost deficit which would present trouble to Harvard were Vicksburg to become a part of Harvard. Pat also brought up the demographic differences between likely pupils from Vicksburg and current Harvard schools populations. That is another impact upon Harvard schools to keep in mind when considering making Vicksburg a part of Harvard. Victor asked Pat to talk with Harvard's school superintendent about possible body count and demographic impacts of a Vicksburg upon Harvard schools. Pat reminded us of how large Vicksburg, in Trinity's plans, will be.

Victor then presented some further refinements of his estimates of property tax revenue and disposable income at Vicksburg under Trinity's plan and under 2 different scenarios that Victor has been studying. As way of introduction, he noted that the master Reuse Plan for Devens calls for 25% affordable as the goal at Devens, not the 80% that Trinity is planning for Vicksburg. Victor's two alternate scenarios both call for 25% affordable. The master Reuse Plan does not define what "affordable" is but the DEC (Devens Enterprise Commission) which does the zoning/planning at Devens defines "affordable" as 80% of median income, "moderate income" as 80-120% of median. The Reuse Plan calls for affordable plus moderate at Devens to be 25%. The results of Victor's refinements to his scenarios is Figure 3 at the end of these minutes. Victor derived Sale Price for affordable and market-rate ownership units by taking the \$96,500 median income times 24% to get monthly principal plus interest and assumed current mortgage rate of 3.5% plus FHA downpayment levels to produce a sales price for an affordable unit. He used the current Devens mil-rate of .1225 to get annual property tax revenue. Victor will do some further calculations on his scenarios prior to our next meeting.

Victor began to wrap the meeting up by noting that Trinity had promised its latest answers to our questions by August 17. We decided to skip our next scheduled meeting on 8/12 and meet on Wednesday 8/17 instead, at 7pm.

It was then moved and seconded that the meeting adjourn. The vote was unanimous to adjourn and we did so at about 9am

**SCHEDULE A
HOURLY RATES**

HARVARD DPW

(Old Schedule)

Effective July 1, 2010, the hourly rates of pay for each classification shall be: (no changes – and employees that are eligible for a step will move one step)

	Start	1 yr	2 yr	3 yr	4 yr
Working Foreman	21.54	22.82	24.18	25.52	26.89
Equipment Oper./Mechanic	20.06	21.22	22.46	23.74	24.92
Lead Groundskeeper	18.16	19.19	20.32	21.48	22.57
Equipment Operator	20.17	21.26	XXX	XXX	XXX
Truck Driver/Laborer	17.02	18.52	19.14	XXX	XXX

(New Schedule)

Effective July 1, 2011, the hourly rates of pay for each classification shall be: (0% increase for FY11 – and employees that are eligible for a step during FY11 will be allowed to move one step. Those at Step 10, but have more than 20 years of service, must serve at least one year at Step 10 before they can move to step 11. Those that may have twenty years of service but are not at Step 10 will progress through the schedule on a yearly basis before they are eligible for Step 11)

At 2088 hrs./yr.

	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11(20+)
Working Foreman	22.08	22.82	23.39	24.18	24.78	25.52	26.16	26.89	27.50	28.11	29.52
Equip. Oper./Mech.	20.06	20.56	21.22	21.75	22.46	23.02	23.74	24.33	24.92	25.48	26.75
Lead Groundskeeper	18.16	18.61	19.19	19.67	20.32	20.83	21.48	22.02	22.57	23.08	24.23
Equipment Operator	20.17	20.67	21.26	21.79	22.28	22.78	23.30	23.82	24.36	24.90	26.15
Truck Driver/Laborer	17.02	17.45	18.07	18.52	19.14	19.57	20.01	20.46	20.92	21.39	22.46

Contract Year #2
Effective July 1, 2012, the hourly rates of pay for each classification shall be increased by 2% above the previous year's rates.

Contract Year #3
Effective July 1, 2013, the hourly rates of pay for each classification shall be increased by 2% above the previous year's rates.

Figure 1: Town of Harvard DPW Wages

HARVARD
TEACHERS

FY12

FY11 Salary Scale, add 1% COLA

FY11 Faculty

No Singles

Columns

Steps	B	B15	M	M15	M30	M45	M60	PhD	Total New hires
1	42,156	43,648	45,256	46,374	47,886	49,392	50,422	51,375	
2 (1)	43,700 (1)	45,374	47,264 (1)	48,693	50,425	52,153	53,240	54,249	(2)
3	45,244	47,100	49,271 (1)	51,014	52,965	54,914	56,060	57,124	(1)
4	46,786 (1)	48,826 (2)	51,279 (3)	53,333	55,503 (1)	57,673	58,879	59,997	(7)
5 (8)	48,531	50,762 (2)	53,509 (1)	55,885	58,288	60,687	61,957	63,135	(3)
6	50,084	52,496	55,524	58,215	60,836	63,458	64,787 (1)	66,020	(1)
7 (8)	51,633	54,229 (1)	57,540 (2)	60,544 (3)	63,388	66,230	67,619	68,905 (1)	(7)
8	53,182 (1)	55,962 (1)	59,557 (2)	62,873	65,940 (1)	69,002	70,450	71,792	(5)
Sub-total (14)	55,660	58,676 (1)	62,615 (3)	66,313	69,660 (1)	73,001	74,533 (1)	75,954 (1)	(7)
Over Max.	57,236 (1)	60,441 (1)	64,666 (3)	68,685	72,255	75,820	77,414	78,890	(5)
(88)	58,814	62,204 (1)	66,717	71,053	74,850 (1)	78,641 (1)	80,293	81,825	(3)

(102)

12	60,396	63,963 (1)	68,772 (1)	73,430 (3)	77,448	81,458 (1)	83,170 (1)	84,757 (2)	(9)
13	61,974 (4)	65,727 (4)	70,822 (1)	75,800 (4)	80,044 (10)	84,278 (10)	86,051 (18)	87,695 (1)	(52)
Totals	(8)	(14)	(18)	(10)	(44)	(12)	(21)	(5)	(102)

Figure 2: Town of Harvard Teachers by Salary

Devens Economic Analysis Team

Vicksburg Square Development Models

	Trinity	Option 1	Option 2
	Rental	Ownership	Ownership/ Rental
Number of Units	246	246	246
	Percentages		
Rental	100%	0%	25%
Ownership	0%	100%	75%
Affordable	80%	25%	25%
Market	20%	75%	75%
	Affordable Percent of Median Income (Maximum)		
Rental	60%		80%
Ownership		80%	80%
	Unit Distribution		
Rental	246	0	62
Ownership	0	246	185
Affordable	197	62	62
Market	49	185	185
	Median Income		
	\$ 96,500	\$ 96,500	\$ 96,500
	Disposable Income		
Rental - Affordable (Maximum)	\$ 4,237,000	0	\$ 940,750
Ownership-Affordable (Maximum)		\$ 3,763,000	\$ 2,822,250
Rental - Market (Minimum)	\$ 3,763,000	0	\$ 7,882,560
Ownership-Market (minimum)		\$ 36,983,625	\$ 27,737,719
Total Disposable Income	\$ 8,000,000	\$ 40,746,625	\$ 39,383,279
	Property Tax		
	\$ 208,046	\$ 1,066,671	\$ 1,029,460
	Sale Price		
Ownership Units		\$ 385,000	
Affordable		\$ 154,000	