

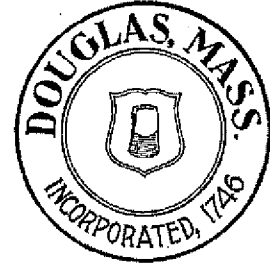
**ANNUAL TOWN MEETING WARRANT
TOWN OF DOUGLAS
COMMONWEALTH OF MASSACHUSETTS**

**Monday, May 4, 2015
High School Auditorium
7:00 PM**

Worcester, SS

To any Constable of the Town of Douglas, Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify the inhabitants of the Town of Douglas who are qualified to vote in Elections and Town affairs to meet in the Douglas High School Auditorium, 33 Davis Street, in said Douglas, on **Monday, the Fourth of May 2015, A.D.** for an Annual Town Meeting commencing at 7:00 P.M.; for the following purposes:



1. Finance Committee Report	9. Electricity Aggregation
2. FY16 Budget	10. Grant of Easement – Monroe Street
3. Salaries of Elected Officials	11. Transfer of Custody – Old Grammar School
4. FY16 Transfer Station Enterprise Fund	12. Sale of 35 Kerney Road
5. FY16 Water/Sewer Enterprise Fund	13. Gift of Land – Sullivan Property
6. Personnel Bylaw Classification & Update	14. Acceptance of Gleason Court as a Public Way
7. Recurring Business	15. Acceptance of Olde Carriage Lane, a Portion of Cobblestone Lane & Associated Easements as Public Ways
8. Adoption of Revised FY 16 – 20 Capital Improvement Plan	16. By Petition: Zoning Change – Monroe Street

Article 1. Finance Committee Report:

To see if the Town will vote to hear and act upon the report and recommendations of the Finance Committee as presented and printed in the Finance Committee's Annual Town Meeting recommendations, or to take any other action relative thereto.

Article 2. FY16 Budget:

To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow such sums of money as are necessary to fund the annual operating budget of the Town for Fiscal Year 2016, or take any other action relative thereto.

Article 3. Salaries of Elected Officials:

To see if the Town will vote to fix the salary and compensation of all elected officials of the Town as provided by Chapter 41 Section 108 of the Massachusetts General Laws, as amended, as follows:

Board of Assessors	\$2,900
Blackstone Valley Vocational School District Rep.	\$500
Moderator	\$250
Board of Selectmen	\$1,600
Clerk	\$67,644.47
Water/Sewer Commission	\$2,400

Or take any other action relative thereto.

Article 4. FY16 Transfer Station Enterprise Fund:

To see if the Town will vote to raise and appropriate and/or transfer the sum of \$264,000 from Transfer Station charges and fees, and transfer the sum of \$20,810 from Retained Earnings, for a total of \$284,810 to operate and maintain the Transfer Station.

Salaries/Wages	\$57,500
Expenses	\$227,310
Total	\$284,810

Or take any other action relative thereto.

Article 5. FY16 Water/Sewer Enterprise Fund:

To see if the Town will vote to raise and appropriate, and/or transfer the sum of \$900,000 from Water & Sewer charges and fees, and transfer the sum of \$170,902 from the reserved for debt account, and transfer the sum of \$307,709 from retained earnings, for a total budget of \$1,378,611 to operate and maintain the Water/Sewer Department.

Salaries/Wages	\$369,991
Expenses	\$664,350
Debt	\$184,270
Capital Outlay	\$160,000
Total	\$1,378,611

Or take any other action relative thereto.

Article 6. Personnel Bylaw Classification & Update:

To see if the Town will vote to approve the Personnel Classification and Compensation plans for Fiscal Year 2016, or to take any other action relative thereto.

MANAGEMENT Compensation Plan - FY16 Budget

Grade	Position	Grade	Position
M-1		M-3	Building Commissioner Director Senior Center Library Director Planning & Conservation Agent Treasurer/Collector
M-2	Assistant Tax Collector Municipal Facilities Maint Mgr. Principal Assessor	M-4	Fire Chief System Manager Water & Sewer Town Accountant
		M-5	Highway Superintendent Town Engineer

COLA Increase % 1.25%

	1	2	3	4	5	6	7	8	9	10
1	39,687.80	40,580.78	41,493.85	42,427.46	43,382.08	44,358.17	45,356.23	46,376.75	47,420.22	48,487.18
2	49,608.59	50,724.79	51,866.09	53,033.08	54,226.32	55,446.42	56,693.96	57,969.57	59,273.89	60,607.55
3	62,013.66	63,408.97	64,835.67	66,294.47	67,786.10	69,311.29	70,870.79	72,465.38	74,095.85	75,763.01
4	71,313.37	72,917.92	74,558.58	76,236.14	77,951.46	79,705.37	81,498.74	83,332.46	85,207.44	87,124.61
5	76,664.57	78,389.52	80,153.28	81,956.73	83,800.76	85,686.28	87,614.22	89,585.54	91,601.21	93,662.24

OFFICE ADMINISTRATIVE Compensation Plan - FY16 Budget

Grade	Position	Grade	Position
OA-1	Library Assistant Meeting Minute Recorder	OA-3	Admin. Assist Treasurer/Collector Asst. to the Town Accountant Asst. Treasurer
OA-2	Admin. Sec Water & Sewer Highway Clerk Circulation Librarian Principal Clerk -Fire, Building, Assessors	OA-4	Asst. Town Clerk Children's Librarian Admin. Sec/Comm Development Assessors' Admin Asst.
		OA-5	Admin. Asst. to Town Admin./BOS Admin. Supervisor/Bd Health

COLA Increase % 1.25%

Grade	1	2	3	4	5	6	7	8	9	10
1 Hourly	13.54	13.84	14.15	14.47	14.80	15.13	15.47	15.82	16.17	16.54
2 Hourly	16.27	16.64	17.01	17.39	17.79	18.19	18.59	19.01	19.44	19.88
3 Hourly	17.90	18.30	18.72	19.14	19.57	20.01	20.46	20.92	21.39	21.87
4 Hourly	20.56	21.03	21.50	21.98	22.48	22.98	23.50	24.03	24.57	25.12
5 Hourly	22.84	23.36	23.88	24.42	24.97	25.53	26.10	26.69	27.29	27.91

PUBLIC WORKS Compensation Plan - FY16 Budget

Grade	Position	Grade	Position
PM-1	Truck Driver/Laborer	PM-3	
PM-2	Asst Water/Sewer Operator Highway Laborer Operator	PM-4	Group Leader
		PM-5	Water Operator Chief Operator Highway Mechanic

COLA % Increase 1.25%

	1	2	3	4	5	6	7	8	9	10
1 Hourly	\$17.33	\$17.72	\$18.12	\$18.53	\$18.95	\$19.37	\$19.81	\$20.26	\$20.71	\$21.18
2 Hourly	\$18.93	\$19.36	\$19.80	\$20.24	\$20.70	\$21.16	\$21.64	\$22.12	\$22.62	\$23.13
3 Hourly	\$19.86	\$20.30	\$20.76	\$21.23	\$21.70	\$22.19	\$22.69	\$23.20	\$23.72	\$24.26
4 Hourly	\$20.83	\$21.30	\$21.77	\$22.26	\$22.77	\$23.28	\$23.80	\$24.34	\$24.88	\$25.44
5 Hourly	\$22.99	\$23.51	\$24.04	\$24.58	\$25.13	\$25.70	\$26.28	\$26.87	\$27.47	\$28.09

MISCELLANEOUS Compensation Plan - FY16 Budget

Grade	Position	Grade	Position
MS-0	Library Page Cable Recording Assistant	MS-3	
MS-1	Senior Center Clerk Transfer Station Employees	MS-4	Senior Outreach Coordinator
MS-2	Cable Access Coordinator		

COLA % Increase 1.25%

	1	2	3	4	5	6	7	8	9	10
0 Hourly	\$9.00	\$9.11	\$9.32	\$9.53	\$9.74	\$9.96	\$10.18	\$10.41	\$10.65	\$10.89
1 Hourly	\$13.54	\$13.84	\$14.15	\$14.47	\$14.80	\$15.13	\$15.47	\$15.82	\$16.17	\$16.54
2 Hourly	\$16.27	\$16.64	\$17.01	\$17.39	\$17.79	\$18.19	\$18.59	\$19.01	\$19.44	\$19.88
3 Hourly	\$17.90	\$18.30	\$18.72	\$19.14	\$19.57	\$20.01	\$20.46	\$20.92	\$21.39	\$21.87
4 Hourly	\$20.56	\$21.03	\$21.50	\$21.98	\$22.48	\$22.98	\$23.50	\$24.03	\$24.57	\$25.12

FISCAL YEAR 2016 CLASSIFICATION & COMPENSATION PLAN

Public Safety Compensation Plan - FY16 Budget

Grade	Position	Grade	Position
PS-1	vacant	PS-5	Assistant Fire Chief Deputy Fire Chief
PS-2	Basic Call Fire Fighter Lt. Fire Fighter Part-time Dispatcher*	PS-6	Part-time EMT (on call)
PS-3	Captain Fire Fighter Part-time Reserve Officer*	PS-7	Full-time 911 Trainer
		PS-8	
PS-4	Full-time Dispatcher	PS-9	Administrative/Secretary/Dispatcher

* Police part-time position have a one year probationary period.

COLA % Increase 1.25%

	1	2	3	4	5	6	7	8	9	10
1 Hourly										
2 Hourly	\$13.54	\$13.84	\$14.15	\$14.47	\$14.80	\$15.13	\$15.47	\$15.82	\$16.17	\$16.54
3 Hourly	\$16.27	\$16.64	\$17.01	\$17.39	\$17.79	\$18.19	\$18.59	\$19.01	\$19.44	\$19.88
4 Hourly	\$17.90	\$18.30	\$18.72	\$19.14	\$19.57	\$20.01	\$20.46	\$20.92	\$21.39	\$21.87
5 Hourly	\$18.77	\$19.19	\$19.63	\$20.07	\$20.52	\$20.98	\$21.45	\$21.94	\$22.43	\$22.93
6 Hourly	\$19.71	\$20.16	\$20.61	\$21.07	\$21.55	\$22.03	\$22.53	\$23.04	\$23.55	\$24.08
7 Hourly	\$20.72	\$21.18	\$21.66	\$22.15	\$22.64	\$23.15	\$23.67	\$24.21	\$24.75	\$25.31
8 Hourly	\$21.75	\$22.24	\$22.74	\$23.25	\$23.77	\$24.31	\$24.85	\$25.41	\$25.99	\$26.57
9 Hourly	\$22.85	\$23.37	\$23.89	\$24.43	\$24.98	\$25.54	\$26.12	\$26.70	\$27.30	\$27.92

Article 7. Recurring Business:

A. Assessors To Work Additional Hours: To see if the Town will vote to authorize the Board of Assessors to appoint one or more of their members to work for compensation, in accordance with the provisions of the Town's Personnel Bylaw, and to establish such compensation to be paid said member for Fiscal Year 2016 or take any other action related thereto.

B. Ambulance Receipts Reserved for Appropriation: To see if the Town will vote to reserve all receipts received by the Town from ambulance user charges, user billings, and ambulance donations and gifts to the Ambulance Receipts Reserved Account, or take any other action related thereto.

C. Simon Fairfield Public Library: To see if the Town will vote to require that all funds received in Fiscal Year 2016 from State Aid Grants for the Public Library be transferred to a Special Account for the Simon Fairfield Public Library, or take any other action related thereto.

D. State and Federal Grants: To see if the Town will vote to authorize the Board of Selectmen to apply for and accept State or Federal grants they deem beneficial to the Town, provided that the Board of Selectmen shall hold a public hearing prior to the Board's acceptance of any such grant, if said grant requires the Town to meet future conditions or requirements, or take any other action related thereto.

E. Separate Account Funds: To see if the Town will vote to continue the following account funds and to authorize the expenditure of funds from said fund for the below indicated purposes and not to exceed amount, or to take other actions related thereto:

#	Department	Receipts	Expenditures
1	Simon Fairfield Library pursuant to MGL Chapter 44, § 53E ½	All fines received during Fiscal Year 2016 by the Simon Fairfield Library	The Simon Fairfield Library Board of Trustees may expend a sum not to exceed Five Hundred dollars (\$500) for the purpose of purchasing books, films and other library supplies and materials.
2	Home Composting Program pursuant to MGL Chapter 44, § 53E ½	All receipts received in connection with the Home Composting Program	The Board of Health may expend a sum not to exceed two thousand five hundred dollars (\$2,500) for the purpose of operating the Home Composting Program.
3	Planning Board & Engineering – MGL Chapter 44, §53E ½	Project fees received that are associated with staff review.	The funds may be expended without further appropriation by the Planning Board or Town Engineer for such consulting and project review costs. Expenditures from the fund may not exceed \$50,000.
4	Conservation – MGL Chapter 44, §53E ½	Project fees received that are associated with staff review.	The funds may be expended without further appropriation by the Conservation Commission or their Conservation Agent for such consulting and project review costs. Expenditures from the Fund may not exceed \$50,000.
5	Zoning Board of Appeals – MGL Chapter 44, §53E ½	Project fees received that are associated with staff review.	The funds may be expended without further appropriation by the Zoning Board of Appeals or Town Engineer for such consulting and project review costs. Expenditures from the fund may not exceed \$50,000.

F. Acceptance of Chapter 90: To see if the Town will vote to authorize to accept and enter into contracts for the expenditure of funds to be allotted by the State under authorization of Chapter 90 of the Massachusetts General Laws (as pertaining to Highway Funds), for the construction, reconstruction and improvement of Town roads, said funds may be borrowed in anticipation of State Revenue, and expended without further appropriation under the direction of the Highway Superintendent with the approval of the Board of Selectmen, or take any other action related thereto.

G. Compensating Balance Agreements: To see if the Town will vote to authorize the Treasurer to enter into a compensating balance agreement or agreements for Fiscal Year 2016 pursuant to MGL Chapter 44 § 53F, or take any other action related thereto.

H. Acceptance of Easements: To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, an easement or easements for the purpose of construction, installation, maintenance and repair of municipal drainage, sewer and water systems, and roadway, or take any other action relative thereto.

Article 8. Adoption of Revised FY 16 – 20 Capital Improvement Plan:

To see if the Town will vote to approve the Town of Douglas FY16 – 20 Capital Improvement Plan as submitted by the Capital Improvement Committee, and to raise and appropriate and/or transfer the sum of \$72,000 to fund the following Capital Projects, or take any other action relative thereto.

Municipal Center Fire Alarm System	\$36,000
Primary School Chimney Repair	\$22,400
Fire Dept.-Large Diameter Hose Replacement	\$13,600
Total:	\$72,000

Article 9. Electricity Aggregation

To see if the Town will vote to grant the Board of Selectmen authority to research, develop and participate in a contract, or contracts, to aggregate the electricity load of the residents and businesses in the Town and for other related services, independently, or in joint action with other municipalities, retaining the right of individual residents and businesses to opt-out of the aggregation, or take any other action relative thereto.

Article 10. Grant of Easement – Monroe Street

To see if the Town will vote to accept the grant of an easement over a certain parcel of land identified as 439 Northeast Main Street, Assessors Map 141 Parcel 71 as further depicted on a certain plan of land entitled “Easement Plan of Land in Douglas, Mass dated November 10, 2014 by Guerriere and Halnon, Inc.”, such plan being on file with the Town’s Community Development Department, and to authorize the Selectmen to take or do any and all actions to effectuate the acceptance of said easement, or take any other action relative thereto.

Article 11. Transfer of Custody – Old Grammar School

To see if the Town will vote to transfer custody of the Old Grammar School and associated property from the School Committee to the Board of Selectmen, to wit:

Parcels of land in Douglas, Massachusetts, situated on the easterly and westerly sides of Gleason Court, being bounded and described as follows:

Beginning at a point created by the northwest corner of Assessors Map 163 Parcel 110 (11 Gleason Court) where Assessors Map 163, Parcels 110, 113 and 121 meet;

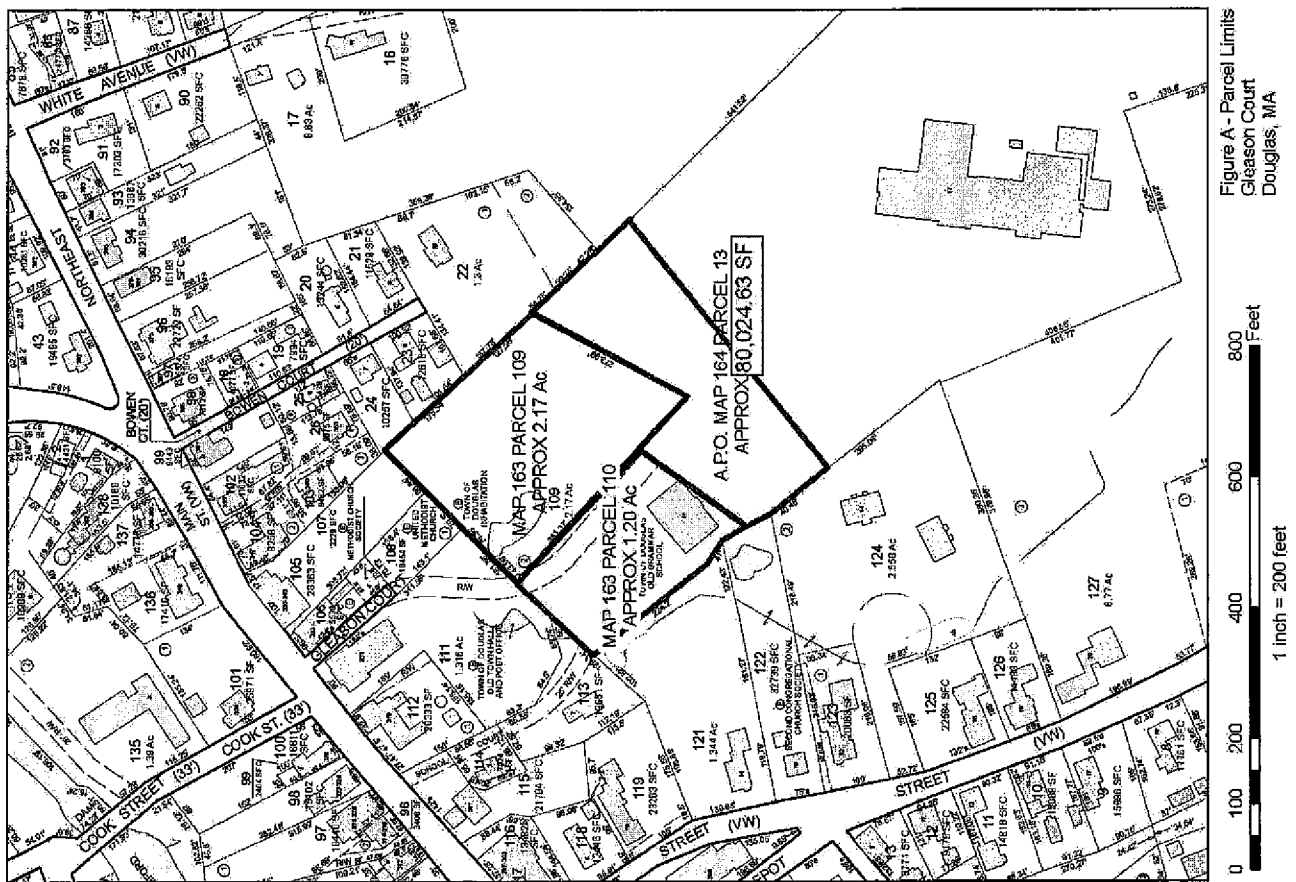
Thence: Northeasterly, a distance of 449 feet, more or less, along the northern boundary line of Assessors Map 163, Parcels 109 and 110 to the northeasterly corner of Assessors Map 163, Parcel 109;

Thence: Southeasterly, a distance of 520 feet, more or less, along the easterly boundary line of Assessors Map 163, Parcel 109 and Assessors Map 164 Parcel 13 (17 Gleason Court) to a point that is located 800 feet from the southerly edge of the Main Street, Route 16 Layout;

Thence: Southwesterly, a distance of 485 feet, more or less, to a point created at the westerly edge of Assessors Map 164, Parcel 13 (17 Gleason Court) to a point that is located 800 feet from the southerly edge of the Main Street, Route 16 Layout;

Thence: Northwesterly, a distance of 460 feet, more or less, along the westerly boundary line of Assessors Map 164, Parcel 13 (17 Gleason Court) and Assessors Map 163 Parcel 110 (11 Gleason Court) to the point of beginning;

Containing 5.2 acres of land, more or less;
or take any other action relating thereto.”



Article 12. Sale of 35 Kerney Road

To see if the Town will vote to authorize the Board of Selectmen to sell at public auction the Town-owned parcel located at 35 Kerney Road, identified as Lot 168 on Assessors' Map 284, containing approximately .11478 acres, which parcel was deeded to the Town by the former owner, Francis J. Sweeney, following the acceptance of the parcel at a Special Town Meeting on January 25, 1994, as set forth in a Deed recorded with the Worcester District Registry of Deeds in Book 14768, Page 55, and also to sell 35 Kerney Road at public auction jointly with the adjacent parcel located at 37 Kerney Road, identified as Lot 167 on Assessors' Map 284, containing approximately .11478 acres, and which is also a Town-owned parcel as a result of a tax foreclosure judgment issued by the Massachusetts Land Court on September 30, 1981 that was recorded with said Deeds in Book 21609, Page 194; with the Town's intention being to sell the parcels jointly in order to increase the marketability of the parcels to prospective bidders given the size of each parcel; and pass any vote or take any other action relative thereto.

Article 13. Gift of Land - Sullivan Property

To see if the Town will vote to accept as a gift 9+/- acres of land located at 286 Webster Street and shown on the Douglas Tax Assessors Maps as Map 205, Parcels 2 and 3, and as further described on a proposed deed on file with the Town Clerk, and to place such land in the custody of the Board of Selectmen for the purpose of sale, and to authorize the Board of Selectmen to dispose of said land, or take any other action relative thereto.

Article 14. Acceptance of Gleason Court as a Public Way

To see if the Town will vote to accept as a public way "Gleason Court", as heretofore laid out by the Board of Selectmen as shown on the plan of land entitled "Plan to Show Road Layout, Gleason Court Douglas, MA 01516", dated April 10, 2015 and prepared by Heritage Design Group, LLC, a copy of which is on file with the Town Clerk, and will further vote to authorize the Board of Selectmen to acquire, by gift, purchase or eminent domain, rights sufficient to use Gleason Court for all purposes for which public ways are used in the Town of Douglas, and further, to authorize the Board of Selectmen to enter into all agreements and take all related actions necessary or appropriate to carry out such acquisitions, on such terms and conditions as the Board of Selectmen deems appropriate, or take any other action relative thereto.

Article 15. Acceptance of Olde Carriage Lane, a Portion of Cobblestone Lane and Associated Easements as Public Ways

To see if the Town will vote to accept as public ways "Olde Carriage Lane, a portion of Meetinghouse Lane, a portion of Cobblestone Lane and the associated drainage easement located on lots 31 and 32", as heretofore laid out by the Board of Selectmen as shown on the plans entitled "Layout Plan of Olde Carriage Lane and a Portion of Meetinghouse Lane, Layout Plan of a Portion of Cobblestone Lane and Layout Plan of Easement on Lots 31 & 32" dated February 27, 2015, copies of which are on file with the Town Clerk, and will further vote to authorize the Board of Selectmen to acquire, by gift, purchase or eminent domain, rights sufficient to use Olde Carriage Lane and such portion of Cobblestone Lane for all purposes for which public ways are used in the Town of Douglas, and further, to authorize the Board of Selectmen to enter into all agreements and take all related actions necessary or appropriate to carry out such acquisitions, on such terms and conditions as the Board of Selectmen deems appropriate, or take any other action related thereto."

Article 16. By Petition: Zoning Change – Monroe Street

To see if the Town will vote to amend the Zoning Map incorporated into its Zoning By-laws by changing the zoning description of the following parcel of land from Industry to Rural Agricultural, to wit:

A parcel of land in Douglas, Massachusetts, situated on the easterly side of Monroe Street; being bounded and described as follows:

Beginning at the northwest corner of said parcel of land, at a point on the centerline of Monroe Street, bounded northerly by land of the Commonwealth of Massachusetts, formerly the location of the New York, New Haven and Hartford Railroad and now sometimes known as the Southern New England Trunkline Trail;

Thence: Southeasterly, a distance of 3,720 feet, more or less, bounded northerly by said land of the Commonwealth of Massachusetts, to the boundary line between the Town of Douglas and the Town of Uxbridge;

Thence: Southerly, a distance of 674 feet, more or less, along said town boundary line, to the boundary line between the current Industry zoning district and the current Rural Agricultural zoning district;

Thence: Northwesterly, a distance of 3,395 feet, more or less, along said zoning boundary line, to the centerline of Monroe Street;

Thence: Northerly, a distance of 973 feet, more or less, following the centerline of Monroe Street, to the point of the beginning;

Containing 58 acres of land, more or less;

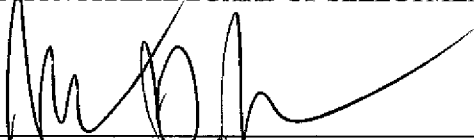
Or take any other action relating thereto.

YOU ARE HEREBY DIRECTED to serve this Annual Town Meeting Warrant by posting an attested copy thereof in the Municipal Center and at least two (2) other places in the Town of Douglas to which the public has general access, at least seven (7) days before the time of holding said meeting.

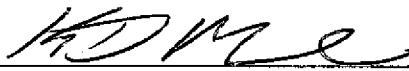
HEREOF FAIL NOT and make due return of this Warrant with your doings thereon to the Town Clerk, the Time and Place of said meeting.

GIVEN UNDER OUR HANDS THIS THIRTY-FIRST DAY OF MARCH, 2015, A.D.

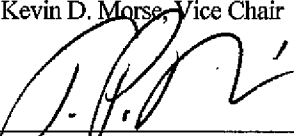
THE HONORABLE BOARD OF SELECTMEN



Michael D. Hughes, Chairman



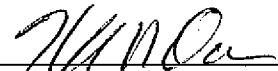
Kevin D. Morse, Vice Chair



Timothy P. Bonin

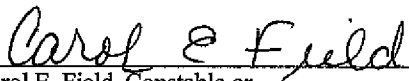


Keith F. Brown



Harold R. Davis

I have this day posted an attested copy of the Warrant for the Annual Town Meeting in the Municipal Center and at least two other places in the Town to which the public has general access as directed.



Carol E. Field, Constable or
Debra Blain, Constable

4.14.15
Date