

**TOWN OF DOUGLAS
SPECIAL TOWN MEETING
VOTER INFORMATION BULLETIN
Saturday, September 12, 2020
Rain Date – Sunday, September 13, 2020
Elementary School Field
10:30 AM**

FINANCE COMMITTEE MESSAGE

Although the effects of Covid-19 led to the delay of our original May Annual Town Meeting, and concerns about what kind of funding we would be provided from the state for the 2021 fiscal year, in recent weeks the state has been able to confirm that the Town of Douglas will be level funded for its state funding for the current fiscal year. While the Town Administrator had originally proposed a prospective budget this spring and summer that were based on anticipated reductions in state funding, the news that the state will level fund should come as a relief to the town and to its budgetary process.

Instead of having to transfer from our free cash in order to meet this fiscal year's budget, the town is now able to propose to you a budget that does not use free cash, has savings initiatives that are still being implemented, and still is able to have a 1.5 percent increase for the upcoming school department budget.

In addition, as many of you know, the school department now has a new Superintendent of Schools, Paul Vieira, who the Finance Committee welcomes with enthusiasm and excitement. We also would like to thank the outgoing Superintendent Kevin Maines for his fantastic work over a 37-year career including the last 11 here in Douglas, including the last years as high school principal and most recently as Superintendent.

This year the Finance Committee has been able to maintain its make up from the previous year, and as always we endeavor to complete our tasks for the town and provide good information and solid recommendations for the upcoming town meeting.

Howard D'Amico, Chairman
Michael Hutnak, Vice Chairman
Carol Gogolinski
Lynne Mussulli

Heather Morin
Dick VandenBerg
Sandy Kuipers
Phil Landry

TOWN MODERATOR MESSAGE

Covid has impacted our lives in ways both large and small, and Town Meeting is no different. To the best of my knowledge this will be the first Douglas Town Meeting held outdoors. We are choosing an outdoor location for various reasons, including saving the town cleaning costs by not introducing the general public into a school, and decreasing the odds of spreading the virus by having open air. Chairs will be placed on the field 6 feet away from each other, masks will be required, but there will be a section for those who are medically unable to comply. We ask that people fill the chairs furthest from the entrance first and stay seated for the duration of the meeting to decrease interaction as much as possible. For those who wish to ask questions or debate an article, I will personally be bringing the microphone to you and when you are finished speaking, I will disinfect the mic. As this is a first for us, I expect there to be some learning on the fly. Please arrive early, and bring your patience as we work through this together. This is also a great time to get involved in your town as we have many board and committee openings, including Finance Committee. If you have any questions, please contact me at keithmnenard@gmail.com.

ANNUAL TOWN MEETING ARTICLES

1. Finance Committee Report	12. Sale of Real Property - 17.7 ± acres of land in between Northeast Main and Gilboa Streets
2. FY21 Budget	13. Cedar Street Taking
3. Salaries of Elected Officials	14. Amend Zoning Bylaw – Ground Mounted Solar Photovoltaic Installation
4. Blackstone Valley Vocational Regional School District FY21 Budget	15. Amend Zoning Bylaw and Zoning Map
5. FY21 Transfer Station Enterprise Fund	16. Amend Zoning Bylaw, Appendix A – Subsection D Industrial Use
6. FY21 Water/Sewer Enterprise Fund	17. Preservation Park Highway Bounds Appropriation
7. FY21 PEG Access and Cable Receipts Reserved for Appropriation	18. Grant of Easement – NGrid for West Street
8. Recurring Business	19. Street Acceptance – Woodland Road
9. Personnel Bylaw Classification & Update	20. Amend General Bylaw – Number of Marijuana Licenses
10. Approve Expenditure – Library Repairs	21. Solar Farm PILOT - BWC Whitin Reservoir LLC
11. Approve Expenditure – Post Office Painting	22. TIF

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: FY21 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 2021; or take any other action relative thereto.

General Fund	FY 2019 Revised Budget STM May 2019	FY 2020 Revised STM Nov 2019 (May 20 STM was not held due to COVID)	FY 2021 Finance Com/BOS/ Town Administrator Recommended Budget
General Government			
Selectmen			
Wages	\$183,528	\$192,889	\$201,641
Expenses	\$7,956	\$11,668	\$18,580
Subtotal	\$191,484	\$204,557	\$220,221
Awards and Recognition	\$50	\$50	\$50
Town Hall Office Supplies	\$23,987	\$24,244	\$23,963
Town Reports	\$3,000	\$3,000	\$2,925
Town Counsel	\$76,085	\$77,170	\$78,254
Total Selectmen	\$294,606	\$309,021	\$325,413
Finance Director / Accountant / Audit			
Wages	\$131,596	\$135,013	\$137,968
Expenses	\$2,185	\$2,195	\$2,205
Subtotal	\$133,781	\$137,208	\$140,173
Audit	\$23,500	\$23,500	\$23,500
Total Finance Director / Accountant / Audit	\$157,281	\$160,708	\$163,673
Assessors			
Wages	\$102,597	\$106,983	\$110,961
Expenses	\$34,611	\$47,396	\$49,059
Subtotal	\$137,208	\$154,379	\$160,020
Revaluation	\$0	\$0	\$0
Total Assessors	\$137,208	\$154,379	\$160,020
Treasurer / Collector			
Wages	\$198,605	\$192,322	\$195,995
Expenses	\$63,483	\$64,165	\$60,090
Subtotal	\$262,088	\$256,487	\$256,085
Tax Taking	\$5,000	\$5,000	\$4,875

General Fund	FY 2019 Revised Budget STM May 2019	FY 2020 Revised STM Nov 2019 (May 20 STM was not held due to COVID)	FY 2021 Finance Com/BOS/ Town Administrator Recommended Budget
Tax Title	\$21,210	\$19,210	\$19,349
Total Treasurer / Collector	\$288,298	\$280,697	\$280,309
Finance Committee			
Wages	\$700	\$733	\$762
Expenses	\$5,000	\$5,000	\$7,118
Reserve Fund	\$50,000	\$50,000	\$50,000
Total Finance Committee	\$55,700	\$55,733	\$57,880
Technology			
Wages	\$0	\$0	\$0
Expenses	\$145,570	\$111,586	\$131,620
Total Technology	\$145,570	\$111,586	\$131,620
Town Clerk			
Wages	\$110,304	\$112,321	\$121,964
Expenses	\$16,250	\$16,250	\$18,769
Total Town Clerk	\$126,554	\$128,571	\$140,733
Public Building Maintenance			
Wages	\$50,781	\$13,325	\$13,807
Expenses	\$155,623	\$164,239	\$162,583
Total Public Building Maintenance	\$206,404	\$177,564	\$176,390
Permanent Building Committee			
Wages	\$600	\$633	\$658
Expenses	\$500	\$500	\$500
Total Permanent Building Committee	\$1,100	\$1,133	\$1,158
Community Development			
Wages	\$183,671	\$189,926	\$178,339
Expenses	\$10,500	\$3,653	\$3,608
Subtotal	\$194,171	\$193,579	\$181,947
Planning Board	\$3,677	\$3,736	\$3,702
Economic Development	\$1,000	\$4,233	\$5,000
Zoning Board	\$1,960	\$3,460	\$3,374
Open Space	\$100	\$100	\$100
Conservation Commission	\$1,789	\$2,789	\$2,719
Total Community Development	\$202,697	\$207,897	\$196,842

General Fund	FY 2019 Revised Budget STM May 2019	FY 2020 Revised STM Nov 2019 (May 20 STM was not held due to COVID)	FY 2021 Finance Com/BOS/ Town Administrator Recommended Budget
Other General Government			
Moderator	\$250	\$250	\$250
Housing Authority	\$100	\$100	\$100
Total Other General Government	\$350	\$350	\$350
Total General Government	\$1,615,768	\$1,587,639	\$1,634,388
Public Safety			
Police			
Wages	\$1,526,623	\$1,584,171	\$1,590,995
Expenses	\$148,490	\$153,810	\$152,198
Cruisers	\$79,500	\$122,500	\$0
Total Police	\$1,754,613	\$1,860,481	\$1,743,193
Fire			
Wages	\$389,621	\$403,267	\$456,940
Expenses	\$104,904	\$114,253	\$109,462
Total Fire	\$494,525	\$517,520	\$566,402
Ambulance			
Wages	\$304,844	\$400,621	\$367,122
Expenses	\$90,537	\$93,413	\$94,182
Total Ambulance	\$395,381	\$494,034	\$461,304
Building Department			
Wages	\$79,885	\$90,382	\$96,724
Expenses	\$38,055	\$32,655	\$10,987
Total Building Department	\$117,940	\$123,037	\$107,711
Tree Warden			
Wages	\$600	\$600	\$600
Expenses	\$10,000	\$70,300	\$20,425
Total Tree Warden	\$10,600	\$70,900	\$21,025
Civil Defense			
Wages	\$325	\$325	\$325
Expenses	\$4,800	\$4,800	\$5,733
Total Civil Defense	\$5,125	\$5,125	\$6,058

General Fund	FY 2019 Revised Budget STM May 2019	FY 2020 Revised STM Nov 2019 (May 20 STM was not held due to COVID)	FY 2021 Finance Com/BOS/ Town Administrator Recommended Budget
Sealer of Weights and Measures	\$750	\$750	\$750
Animal Control	\$25,000	\$25,000	\$25,000
Total Public Safety	\$2,803,934	\$3,096,847	\$2,931,443
Public Works			
Cemetery	\$19,760	\$9,410	\$9,560
Highway			
Wages	\$414,091	\$481,483	\$488,505
Expenses	\$30,212	\$31,392	\$31,043
Subtotal	\$444,303	\$512,875	\$519,548
Maintenance	\$161,821	\$138,614	\$157,062
Special Sign Account	\$1,483	\$1,566	\$1,649
Snow & Ice	\$300,000	\$199,950	\$208,100
Total Highway	\$907,607	\$853,005	\$886,359
Other Public Works			
Landfill Maintenance	\$2,200	\$1,600	\$2,100
Monitor Wells	\$9,950	\$9,950	\$10,249
Street lighting	\$45,414	\$17,643	\$18,074
Total Other Public Works	\$57,564	\$29,193	\$30,423
Total Public Works	\$984,931	\$891,608	\$926,342
Health & Human Services			
Board of Health			
Wages	\$35,751	\$37,759	\$38,671
Expenses	\$8,113	\$7,557	\$7,412
Subtotal	\$43,864	\$45,316	\$46,083
Nurse	\$8,000	\$13,000	\$13,000

General Fund	FY 2019 Revised Budget STM May 2019	FY 2020 Revised STM Nov 2019 (May 20 STM was not held due to COVID)	FY 2021 Finance Com/BOS/ Town Administrator Recommended Budget
Animal Inspection			
Wages	\$3,269	\$3,269	\$3,269
Expenses	\$650	\$650	\$650
Subtotal	\$3,919	\$3,919	\$3,919
Total Board of Health	\$55,783	\$62,235	\$63,002
Council on Aging			
Wages	\$80,727	\$87,318	\$102,673
Expenses	\$5,900	\$5,921	\$13,017
Total Council on Aging	\$86,627	\$93,239	\$115,690
Veterans			
Expenses	\$17,350	\$20,850	\$18,700
Benefits	\$87,000	\$75,000	\$75,000
Total Veterans	\$104,350	\$95,850	\$93,700
Total Health and Human Services	\$246,760	\$251,324	\$272,392
Culture & Recreation			
Recreation expenses	\$3,000	\$3,000	\$3,000
Library			
Wages	\$164,380	\$171,282	\$176,748
Expenses	\$63,192	\$62,636	\$75,170
Total Library	\$227,572	\$233,918	\$251,918
Memorial Day	\$1,750	\$1,750	\$1,750
Parks			
Expenses	\$0	\$500	\$500
Total Parks	\$0	\$500	\$500
Total Culture & Recreation	\$232,322	\$239,168	\$257,168

General Fund	FY 2019 Revised Budget STM May 2019	FY 2020 Revised STM Nov 2019 (May 20 STM was not held due to COVID)	FY 2021 Finance Com/BOS/Tow n Administrator Recommended Budget
Education			
Douglas Public Schools			
Personnel & Expenses	\$13,323,500	\$13,589,970	\$13,793,820
Transportation	\$1,414,786	\$1,558,004	\$1,612,534
Total Douglas Public Schools	\$14,738,286	\$15,147,974	\$15,406,354
Blackstone Valley Regional			
Assessment	sep article	sep article	sep article
Debt Assessment	sep article	sep article	sep article
Representative Expense	\$500	\$500	\$500
Total Blackstone Valley Regional	\$500	\$500	\$500
Medicaid Reimbursement	\$5,000	\$5,000	\$5,000
Norfolk County Agricultural	\$160,994	\$182,177	\$267,810
Total Education	\$14,904,780	\$15,335,651	\$15,679,664
Total Insurance & Employee Benefits	\$4,227,492	\$4,463,599	\$4,714,716
Total Debt Service	\$2,971,412	\$2,506,090	\$2,519,585
Total Capital Outlay	Capital Article	Capital Article	Capital Article
Total Special Articles	\$0	\$0	\$0
Transfer to Special Articles	\$0	\$0	\$0
Transfer to Special Revenue Funds	\$0	\$0	\$0
Transfer Capital Projects	\$0	\$0	\$0
Transfer to Stabilization	\$314,390	\$0	\$0
Transfer to OPEB	\$142,500	\$100,000	\$50,000

General Fund	FY 2019 Revised Budget STM May 2019	FY 2020 Revised STM Nov 2019 (May 20 STM was not held due to COVID)	FY 2021 Finance Com/BOS/Tow n Administrator Recommended Budget
Summary - Expenditures			
Total General Government	\$1,615,768	\$1,587,639	\$1,634,388
Total Public Safety	\$2,803,934	\$3,096,847	\$2,931,443
Total Public Works	\$984,931	\$891,608	\$926,342
Total Health and Human Services	\$246,760	\$251,324	\$272,392
Total Culture and Recreation	\$232,322	\$239,168	\$257,168
Total Education	\$14,904,780	\$15,335,651	\$15,679,664
Total Insurance / Employee Benefits	\$4,227,492	\$4,463,599	\$4,714,716
Total Debt Service	\$2,971,412	\$2,506,090	\$2,519,585
Total Capital Outlay	Capital Article	Capital Article	Capital Article
Total Special Articles	\$0	\$0	\$0
Total Transfers	\$456,890	\$100,000	\$50,000
TOTAL BUDGET REQUEST	\$28,444,289	\$28,471,926	\$28,985,698

• FINANCE COMMITTEE RECOMMENDS

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	\$80,576.14
Water/Sewer Commission	\$3,000

;or take any other action relative thereto.

• FINANCE COMMITTEE RECOMMENDS

Article 4: Blackstone Valley Vocational Regional School District FY21 Budget:

To see if the Town will vote to raise and appropriate the sum of **\$1,425,950** for its operating and capital assessment by the Blackstone Valley Vocational Regional School District (the "District") *for the Fiscal Year commencing July 1, 2020, which is inclusive of \$40,636 of Proposition 2 1/2 exempted funds to be applied against debt service associated with Douglas' previously (2001) voted amount for the District's addition/renovation project; or take any other action relative thereto.*

- **FINANCE COMMITTEE DOES NOT RECOMMEND:** 5 – yes, 1 - no, 1 – abstained.

Article 5: FY21 Transfer Station Enterprise Fund:

To see if the Town will vote to raise and appropriate and/or transfer the sum of **\$225,300** from Transfer Station charges and fees, and transfer the sum of **\$119,168** from Retained Earnings, for a total of **\$344,468** to operate and maintain the Transfer Station.

Salaries/Wages	\$81,560
Expenses	\$262,908
Total	\$344,468

;or take any other action relative thereto.

- **FINANCE COMMITTEE RECOMMENDS**

Article 6: FY21 Water/Sewer Enterprise Fund:

To see if the Town will vote to raise and appropriate, and/or transfer the sum of **\$1,283,042** from Water & Sewer charges and fees, transfer the sum of **\$106,602** from the Reserved For Debt account, transfer the sum of **\$246,040** from Retained Earnings, transfer from Sewer System Development the sum of **\$130,822**, and Water System Development the sum of **\$40,736**, for a total budget of **\$1,807,242** to operate and maintain the Water/Sewer Department.

Salaries/Wages	\$446,700
Expenses	\$1,253,240
Debt	\$107,302
Total	\$1,807,242

;or take any other action relative thereto.

- **FINANCE COMMITTEE DEFERS UNTIL PIROR TO TOWN MEETING**

Article 7: FY21 PEG Access and Cable Receipts Reserved for Appropriation:

To see if the Town will vote to transfer the sum of \$71,409 from the PEG Access and Cable Receipts Reserved for Appropriation to operate and maintain the Cable Department.

Salaries/Wages	\$51,780
Expenses	\$19,629
Total	\$71,409

;or take any other action relative thereto.

- **FINANCE COMMITTEE RECOMMENDS**

Article 8: 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 2021; 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. Cable Receipts Reserved for Appropriation: To see if the Town will vote to reserve all receipts received by the Town from Cable user charges, to the Cable Receipts Reserved Account; or take any other action related thereto.

D. Simon Fairfield Public Library: To see if the Town will vote to require that all funds received in Fiscal Year 2021 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.

E. 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.

F. Separate Account Funds: To see if the Town will vote to adopt a Revolving Fund Bylaw to be placed at Article 2, section 11 as "Revolving Funds", as follows, "The Town is authorized to adopt revolving funds pursuant to MGL Chapter 44, § 53E ½, subject to specific annual authorization of the terms"; or take any other actions related thereto:

#	Department	Receipts	Expenditures
1	Simon Fairfield Library pursuant to MGL Chapter 44, § 53E ½	All fines received during Fiscal Year 2021 by the Simon Fairfield Library	The Simon Fairfield Library Board of Trustees may expend a sum not to exceed Two Thousand Five Hundred dollars (\$2,500) 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 \$30,000.

#	Department	Receipts	Expenditures
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 \$30,000.
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 \$30,000.

G. 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.

H. 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 2021 pursuant to MGL Chapter 44 § 53F; or take any other action related thereto.

I. 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.

• FINANCE COMMITTEE RECOMMENDS

Article 9: Personnel Bylaw Classification & Update:

To see if the Town will vote to approve the Personnel Classification and Compensation plans for Fiscal Year 2021; or take any other action relative thereto.

FISCAL YEAR 2021 CLASSIFICATION & COMPENSATION PLAN											
MANAGEMENT Compensation Plan - FY21 Budget											
Grade	Position			Grade	Position						
M-1				M-3				Building Commissioner			
								Library Director			
								Planning & Conservation Agent			
								Treasurer/Collector			
								Senior Center Director/Outreach Coordinator			
M-2	Assistant Tax Collector			M-4	System Manager Water & Sewer						
	Principal Assessor				Assistant Fire Chief						
				M-5	Highway Superintendent						
					Town Engineer						
					COLA Increase %				1.75%		
	1	2	3	4	5	6	7	8	9	10	
1	\$43,390.52	\$44,366.81	\$45,365.06	\$46,385.78	\$47,429.46	\$48,496.62	\$49,587.79	\$50,703.52	\$51,844.35	\$53,010.85	
2	\$54,236.88	\$55,457.21	\$56,705.00	\$57,980.86	\$59,285.43	\$60,619.35	\$61,983.28	\$63,377.91	\$64,803.91	\$66,262.00	
3	\$67,799.31	\$69,324.79	\$70,884.60	\$72,479.50	\$74,110.29	\$75,777.77	\$77,482.77	\$79,226.14	\$81,008.72	\$82,831.42	
4	\$77,966.64	\$79,720.89	\$81,514.61	\$83,348.68	\$85,224.03	\$87,141.57	\$89,102.26	\$91,107.06	\$93,156.96	\$95,253.00	
5	\$83,817.08	\$85,702.96	\$87,631.28	\$89,602.98	\$91,619.05	\$93,680.48	\$95,788.29	\$97,943.53	\$100,147.26	\$102,400.57	

OFFICE ADMINISTRATIVE Compensation Plan - FY21 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-4	Asst. Town Clerk Children's Librarian					
OA-2	Adm. Sec Water & Sewer Highway Clerk Circulation Librarian Principal Clerk -Fire, Assessors				Adm. Sec/Comm Development, Building Assessors' Admin Asst.					
				OA-5	Adm. Asst. to Town Admin./BOS Adm. Supervisor/Bd Health					
								COLA Increase %		
								1.75%		
Grade	1	2	3	4	5	6	7	8	9	10
1 Hourly	\$14.82	\$15.15	\$15.49	\$15.84	\$16.19	\$16.56	\$16.93	\$17.31	\$17.70	\$18.10
2 Hourly	\$17.79	\$18.19	\$18.60	\$19.01	\$19.44	\$19.88	\$20.33	\$20.78	\$21.25	\$21.73
3 Hourly	\$19.56	\$20.00	\$20.45	\$20.91	\$21.38	\$21.86	\$22.35	\$22.85	\$23.37	\$23.89
4 Hourly	\$22.48	\$22.98	\$23.50	\$24.03	\$24.57	\$25.12	\$25.69	\$26.26	\$26.86	\$27.46
5 Hourly	\$24.96	\$25.52	\$26.10	\$26.68	\$27.28	\$27.90	\$28.53	\$29.17	\$29.82	\$30.50

PUBLIC WORKS Compensation Plan - FY21 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	1.75%							
		1 2 3 4 5 6 7 8 9 10								
1 Hourly	\$18.94	\$19.36	\$19.80	\$20.24	\$20.70	\$21.16	\$21.64	\$22.13	\$22.63	\$23.13
2 Hourly	\$20.70	\$21.16	\$21.64	\$22.12	\$22.62	\$23.13	\$23.65	\$24.18	\$24.73	\$25.28
3 Hourly	\$21.71	\$22.20	\$22.70	\$23.21	\$23.73	\$24.27	\$24.81	\$25.37	\$25.94	\$26.52
4 Hourly	\$22.77	\$23.28	\$23.80	\$24.34	\$24.89	\$25.45	\$26.02	\$26.60	\$27.20	\$27.81
5 Hourly	\$25.14	\$25.70	\$26.28	\$26.87	\$27.48	\$28.10	\$28.73	\$29.37	\$30.03	\$30.71

MISCELLANEOUS Compensation Plan - FY21 Budget

Grade	Position	Grade	Position							
MS-0	Library Page Cable Recording Assistant	MS-3								
MS-1	Senior Center Clerk Transfer Station Employees	MS-4								
MS-2	Cable Access Coordinator									
		COLA % Increase	1.75%							
		1 2 3 4 5 6 7 8 9 10								
0 Hourly	\$12.75	\$13.04	\$13.33	\$13.63	\$13.94	\$14.25	\$14.57	\$14.90	\$15.23	\$15.58
1 Hourly	\$14.82	\$15.15	\$15.49	\$15.84	\$16.19	\$16.56	\$16.93	\$17.31	\$17.70	\$18.10
2 Hourly	\$17.79	\$18.19	\$18.60	\$19.01	\$19.44	\$19.88	\$20.33	\$20.78	\$21.25	\$21.73
3 Hourly	\$19.56	\$20.00	\$20.45	\$20.91	\$21.38	\$21.86	\$22.35	\$22.85	\$23.37	\$23.89
4 Hourly	\$22.48	\$22.98	\$23.50	\$24.03	\$24.57	\$25.12	\$25.69	\$26.26	\$26.86	\$27.46

* MS-0. Steps 1-3, will increase to \$13.50 as of 1/1/2021, due to State Minimum Wage Increase.

Public Safety Compensation Plan - FY21 Budget

Grade	Position	Grade	Position
PS-1	Probationary Call Fire Fighter	PS-5	Deputy Fire Chief
PS-2	Basic Call Fire Fighter Lt. Call Fire Fighter Part-time Dispatcher*	PS-6	Part-time Call EMT P
PS-3	Captain Fire Fighter Part-time Reserve Officer*	PS-7	Full-time 911 Trainer
PS-4	Full-time Dispatcher Part-time Call EMT B	PS-8	
		PS-9	Administrative/Secretary/Dispatcher

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

COLA % Increase 1.75%

	1	2	3	4	5	6	7	8	9	10
1 Hourly	\$12.75	\$13.04	\$13.33	\$13.63	\$13.94	\$14.25	\$14.57	\$14.90	\$15.23	\$15.58
2 Hourly	\$14.82	\$15.15	\$15.49	\$15.84	\$16.19	\$16.56	\$16.93	\$17.31	\$17.70	\$18.10
3 Hourly	\$17.79	\$18.19	\$18.60	\$19.01	\$19.44	\$19.88	\$20.33	\$20.78	\$21.25	\$21.73
4 Hourly	\$19.56	\$20.00	\$20.45	\$20.91	\$21.38	\$21.86	\$22.35	\$22.85	\$23.37	\$23.89
5 Hourly	\$20.52	\$20.98	\$21.45	\$21.94	\$22.43	\$22.93	\$23.45	\$23.98	\$24.52	\$25.07
6 Hourly	\$21.54	\$22.03	\$22.53	\$23.03	\$23.55	\$24.08	\$24.62	\$25.18	\$25.74	\$26.32
7 Hourly	\$22.65	\$23.16	\$23.68	\$24.22	\$24.76	\$25.32	\$25.89	\$26.47	\$27.07	\$27.67
8 Hourly	\$23.77	\$24.31	\$24.85	\$25.41	\$25.98	\$26.57	\$27.17	\$27.78	\$28.40	\$29.04
9 Hourly	\$24.99	\$25.55	\$26.13	\$26.72	\$27.32	\$27.93	\$28.56	\$29.20	\$29.86	\$30.53

* PS-0. Steps 1-3, will increase to \$13.50 as of 1/1/2021, due to State Minimum Wage Increase.

• FINANCE COMMITTEE RECOMMENDS

Article 10. Approve Expenditure – Library Repairs:

To see if the Town will vote to raise and appropriate and/or transfer from available funds an amount not to exceed \$13,000 for the purpose of making repairs to the Library as follows: a) repointing brick above the windows and up to the roof line where many concrete joints are failing or missing causing moisture to enter the building, b) repairing deterioration on concrete steps before they become larger and become trip hazards, and c) correcting electrical wiring problems and installing receptacles to bring the Library into compliance with building code, , or take any other action relative thereto.

• FINANCE COMMITTEE RECOMMENDS

Article 11. Approve Expenditure – Post Office Interior / Exterior Painting:

To see if the Town will vote to transfer from Free Cash the sum of **\$60,000** for the purpose of painting the Interior & Exterior of the Post Office as required by the lease agreement, or take any other action relative thereto.

• FINANCE COMMITTEE DEFERS UNTIL PIROR TO TOWN MEETING

Article 12. Sale of Real Land - 17.7 ± acres of land in between Northeast Main and Gilboa Streets:

To see if the Town will vote to authorize the Board of Selectmen to transfer the real property shown as Lot 1, approximately 9.2 acres on the Town of Douglas Tax Assessor's Map 139, in its entirety, and an approximately 8.5 acre portion of the real property shown

as Lot 44 on Tax Assessor's Map 138, for purposes of economic development; that the chief procurement officer be required to put these assets out for public bidding in accordance with the procedure specified in MGL Chapter 30B Section 16 for the disposal of an interest in real property, or act in relation thereto.

• **FINANCE COMMITTEE RECOMMENDS**

Article 13. Cedar Street Taking:

To see if the Town will vote to raise and appropriate, transfer from available funds and/or borrow **\$1,100** for the purpose of acquiring by gift, purchase and/or eminent domain certain parcels, interests in land and/or easements identified below and as further described in a filing in the Office of the Town Clerk entitled "Proposed Cedar Street Takings" or take any other action relative thereto:

**TOWN OF DOUGLAS
ALTERATION AND EASEMENT / RIGHT-OF-WAY DESCRIPTION
CEDAR STREET OVER BADLUCK POND OUTLET**

PARCEL NO.	OWNER(S)	AREA	DEED BOOK/DEED PAGE	ACQUISITION PRICE
E-1	Lawrence G. Bacon and Marleen R. Bacon	303 sf	10053/302	\$ 327.24
E-2	Dianne Hunter and Fina Mortgage Co. LLC	902 sf	41780/325	\$ 395.07
PUE-1	Lorraine A. Graves	84 sf	14818/207	\$ 9.24
PUE-2	Lawrence G. Bacon and Marleen R. Bacon	855 sf	8754/142	\$ 46.17
PUE-3	Dianne Hunter and Fina Mortgage Co. LLC	299 sf	41780/325	\$ 130.96
TE-1	Lawrence G. Bacon and Marleen R. Bacon	17 sf	10053/302	\$ 18.36
TE-2	Dianne Hunter and Fina Mortgage Co. LLC	68 sf	41780/325	\$ 29.78
TE-3	Dianne Hunter and Fina Mortgage Co. LLC	326 sf	41780/325	\$ 142.78

• **FINANCE COMMITTEE RECOMMENDS**

Article 14. Amend Zoning Bylaw – Ground Mounted Solar Photovoltaic Installation:

Item 1. Add the following new definition to Section 10.0 "Definitions":

Residentially-Scaled Solar Array: A residentially-scaled solar photovoltaic system, whether ground-based or rooftop-based, including ground mounted hot water collectors or other solar collector and which system has a nameplate capacity of thirty (30) kilowatts or less.

Commercially-Scaled, Land-Based Solar Array: A commercially-scaled, land-based solar photovoltaic system including ground mounted hot water collectors or other solar collector and which system has a nameplate capacity greater than thirty (30) kilowatts and does not qualify as a "Residentially-Scaled, Land-Based Solar Array."

Item 2. Amend Section 3.1.3 "Table of Use Regulations" Appendix A by adding the following under "

	R-A	RC-1	RC-2	VR	VB	Comm	Ind	SFOS
Residentially-Scaled Solar Array ^{1, 2}	Y	Y	Y	Y	Y	Y	Y	Y
Commercially-Scaled, Land-Based Solar Array ²	PB	PB	PB	PB	PB	PB	PB	PB

¹ Residentially-Scaled Solar Arrays that comply with building setback requirements and requisite lot coverage requirements are exempt from Site Plan Review under Section 9.4 unless other aspects of the project meet the Section 9.4.1 criteria requiring Site Plan Review.

² The Planning Board shall adopt Solar Array Regulations applicable to both Residentially-Scaled and Commercially-Scaled, Land-Based Solar Arrays. This Special Permit requirement applies only to Solar Applications received after September 20, 2020. ;or take any action in relation thereto.

• **FINANCE COMMITTEE DEFERS UNTIL PIROR TO TOWN MEETING**

Article 15. Amend Zoning Bylaw and Zoning Map:

To see if the Town will vote to amend the Zoning Bylaw and Zoning Map for the Town of Douglas, Massachusetts, to reference a new Geographic Information Systems (GIS) Zoning Map as follows:

From:

“The location and boundaries of the zoning districts are hereby established as shown on a map entitled, “Zoning Map, Town of Douglas,” dated May 2009, as amended. Said map is on file in the office of the Town Clerk.” ...

To:

“The location and boundaries of the zoning districts are hereby established as shown on a map entitled, “Zoning Map, Town of Douglas,” dated May 2009, as amended January 1, 2020. Said map is on file in the office of the Town Clerk.” ...

;or take any other relative action thereto.

• **FINANCE COMMITTEE RECOMMENDS**

Article 16. Amend Zoning Bylaw, Appendix A – Subsection D – Industrial Use:

To see if the Town will vote to amend the Use Table in the Town’s Zoning Bylaws by adding a new industrial use a follows:

	RA	RC-1	RC-2	VR	VB	Comm	Ind	SFOS
1A. Any manufacturing use, including processing, fabrication and assembly conducted outside a building	N	N	N	N	N	N	PB *	N

With a footnote to be added to such use as follows:

*In addition to general Special Permit criteria, the Planning Board shall review any such application under the Landscaping Requirements for Property Lines standards under Section 5.3.3 and the Environmental Performance Standards under Section 5.4 of the Zoning Bylaws.

• **FINANCE COMMITTEE RECOMMENDS**

Article 17. Preservation Park Highway Bounds Appropriation:

To see if the Town will vote to raise and appropriate the sum of \$12,500, for the purpose of surveying and installing Highway bounds throughout Preservation Park subdivision, or take any other action related thereto.

Explanation: The purpose of this article is to look to appropriate monies with regard to highway bounds for the Preservation Park project.
or take any other action relative thereto.

• **FINANCE COMMITTEE RECOMMENDS**

Article 18. Grant of Easement – NGrid for West Street:

To see if the Town will vote to authorize the Board of Selectmen to convey an easement to National Grid for the purpose of installing and maintaining an overhead system over, across and under Town property on West Street, and as further described in the form of easement on file in the Office of the Town Clerk, or take any other action relative thereto.

• **FINANCE COMMITTEE RECOMMENDS**

Article 19. Street Acceptance – Woodland Road:

To see if the Town will vote to accept as a public way “Woodland Road” from South Street at Station 0+00 to Station 32+43.70, as heretofore laid out by the Board of Selectmen as shown on the plan entitled “Woodland Road Acceptance Plan in Douglas, Massachusetts”, dated November 30, 2018, and prepared by J.D. Marquedant & Associates, Inc., 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 said Woodland Road Station 0+00 to Station 32+43.70 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 related thereto.

• **FINANCE COMMITTEE RECOMMENDS PENDING SATISFACTORY
PUNCH LIST REPAIR WORK ACCORDING TO THE PLANNING BOARD.**

Article 20. Amend General Bylaw - Number of Marijuana Licenses:

To see if the Town will vote to amend the Town of Douglas, General Bylaws, Article 4, Section 9(b), as follows:

From:

(b)The number of Marijuana Retail Licenses issued in the Town of Douglas shall be limited to the greater of three (3) or twenty (20%) percent of licenses issued in the Town of Douglas for retail sale of alcoholic beverages not to be drunk on the premises where sold, which shall be calculated by rounding up to the next whole number.

To:

(b)The number of Marijuana Retail Licenses issued in the Town of Douglas shall be limited to the greater of five (5) or thirtyfive (35%) percent of licenses issued in the Town of Douglas for retail sale of alcoholic beverages not to be drunk on the premises where sold, which shall be calculated by rounding up to the next whole number.

;or take any other relative action thereto.

• FINANCE COMMITTEE RECOMMENDS**Article 21. Solar Farm PILOT – BWC Whitin Reservoir, LLC:**

To see if the Town will vote approve the Payment in Lieu of Personal Property Tax (PILOT) agreement between the Town, and BWC Whitin Reservoir, LLC, as on file in the office of the Town Clerk, in accordance with Chapter 59, Section 38H of the General Laws of Massachusetts, as amended (Acts of 1997 Chapter 164, Section 71(b), as amended) (hereinafter the “PILOT Statute”) and the Massachusetts Department of Revenue regulations adopted in connection therewith or any other law applicable thereto; or take any other action in relation thereto.

**• FINANCE COMMITTEE TAKES NO POSITION ON THIS ARTICLE: 6 – yes,
1- abstained.****Article 22. TIF:**

To see if the Town will vote, pursuant to Massachusetts General Law Chapter 40, Section 59, and Chapter 23A, Sections 3A through 3F, and the applicable regulations thereunder, to:

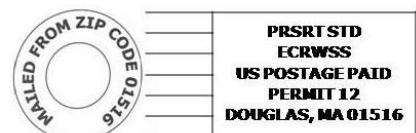
(a) approve a Tax Increment Financing Agreement between the Town, the Company and the Property Owner (the “TIF Agreement”), which TIF Agreement provides for real estate tax exemptions and such TIF Agreement to be posted with the Town Clerk, and on the Town Website, prior to the Annual Town Meeting; and

(b) authorize the Board of Selectmen to execute the TIF Agreement, and any documents related thereto, and to approve submission to the Massachusetts Economic Assistance Coordinating Council (EACC) of the TIF Agreement, and any documents related thereto, all relating to the project as described in the TIF Agreement, and any necessary documents relating thereto, and related submissions and to take such other actions as necessary or appropriate to implement those documents, and carry out the purposes of this Article;
; or take any other action relative thereto.

• FINANCE COMMITTEE DEFERS UNTIL PIROR TO TOWN MEETING

DOUGLAS

Town of Douglas
29 Depot Street
Douglas, MA 01516



**CURRENT RESIDENT
DOUGLAS, MA 01516**