

Town of Douglas

29 Depot Street ~ Douglas, MA 01516
508.476.4000 ext. 255 ~ Fax: 508.476.4012
TTY: 508.476.1619

Christine E.G. Furno, CMC/CMMC
Town Clerk



Lisa A. Postma
Admin. Asst.

I hereby certify that at a Special Town Meeting held on Saturday, November 14, 2020, the Town of Douglas voted as follows:

ARTICLE 3: Personnel Bylaw Classification Amendment – Add Police Lieutenant & Assit. Fire Chief

To see if the Town will vote to add the following language to the Douglas Personnel Bylaw:

IX. NON-UNION FULL TIME EMPLOYEES OF THE POLICE DEPARTMENT AND THE FIRE AND AMBULANCE DEPARTMENT

Non-union full time employees of the Police Department and the Fire and Ambulance Department, exclusive of the Chiefs, may be appointed by the Town Administrator upon the written request of the Chief of Department, provided that the positions are authorized and funded by Town Meeting, and subject to the following conditions:

1. The job description for any such position shall be approved by the Town Administrator prior to the posting of the position;
2. The positions so created will be subject to, and enjoy the terms of, Sections VI, VII and VIII of this by-law;
3. The Town Administrator may, in a written offer of employment accepted and signed by the employee, negotiate a contract term of employment of up to three years, with each year subject to Town Meeting appropriation, that will establish the terms and conditions of the employee's employment, including, but not limited to,
 - a. A bi-annual clothing stipend to cover expenses associated with obtaining and maintaining the standard issue and formal uniforms of the Department into which the employee is being hired;
 - b. Use of a Town owned vehicle, or reimbursement for use of the employee's vehicle on official business, including response to calls for assistance;
 - c. Provisions relative to renewal, non-renewal, non-reappointment, and removal;
 - d. Payment for dues and subscriptions relative to professional development and participation in national, regional, state and local associations and organizations;
 - e. Conducting an annual performance evaluation; and
 - f. A rate of compensation, that may be in excess of the wage and classification plan, taking into account the employee's tenure with the Town, or in similar roles for another employer, and subject to Town Meeting appropriation.
4. With respect to all other terms of employment, the positions shall be subject to the Personnel Policies and Procedures and Personnel Bylaw of the Town of Douglas, as amended.

or take any other action relative thereto.

FinCom voted to recommend the Article by a majority vote

Motion made and seconded to approve Article 3 as printed in the warrant.

MOTION PASSED BY MAJORITY VOICE VOTE

A True Copy Attest:

Christine E.G. Furno

Christine E.G. Furno, CMC/CMMC

Town Clerk

