

## Event Details

 [View Map](#)

### Finance Committee

Tuesday, April 11, 2023

**Date:** April 11, 2023

**Time:** 7:00 PM

**Location:** Resource Room

Douglas Finance Committee

Agenda

Town Hall

Depot Street

April 11, 2023

**Address:** Douglas Municipal Center  
29 Depot St.  
Douglas, MA 01516

1. Call to order
2. Budget presentation/review: Capital Improvement
3. Public hearing of the FY24 Budget
4. Town administrator update – questions on Comp Reform
5. Review and vote recommendations for the Special Town Meeting Warrant Articles
6. Review and vote recommendations for the Annual Town Meeting Warrant Articles
7. Discuss Finance Committee Message and recommendation for the Finance Committee's Town Meeting Flyer
8. Snow and ice update
9. Upcoming dates:
  - a. Town Meeting: Monday, May 1—we will meet 30 minutes before to wrap up loose ends, room C 102
  - b. June meeting to wrap up, reorganize: stay tuned
10. Reserve Fund transfers as needed
11. Open session for topics not reasonably anticipated 48 hours in advance
12. Adjournment

Douglas Cable is inviting you to a scheduled Zoom meeting.

Topic: Finance Committee: April 11

Time: Apr 11, 2023 07:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/83369105326>

PLEASE NOTE: ALL WISHING TO JOIN THIS MEETING WILL NEED AN AUTHENTICATED ZOOM ACCOUNT

To create an authenticated Zoom account in order to join these meetings, please visit:

<http://zoom.us>

Meeting ID: 833 6910 5326

One tap mobile

+13092053325,,83369105326# US

+13126266799,,83369105326# US (Chicago)

Dial by your location

+1 309 205 3325 US

+1 312 626 6799 US (Chicago)

+1 646 876 9923 US (New York)

+1 646 931 3860 US

+1 301 715 8592 US (Washington DC)

+1 305 224 1968 US

+1 346 248 7799 US (Houston)

+1 360 209 5623 US

+1 386 347 5053 US

+1 408 638 0968 US (San Jose)

+1 507 473 4847 US

+1 564 217 2000 US

+1 669 444 9171 US

+1 669 900 6833 US (San Jose)

+1 689 278 1000 US

+1 719 359 4580 US

+1 253 205 0468 US

+1 253 215 8782 US (Tacoma)

Meeting ID: 833 6910 5326

Find your local number: <https://us02web.zoom.us/j/83369105326>

For information about the Zoom platform, including how-to videos and forms for requesting a Zoom meeting:

<https://douglas-ma.gov/530/Remote-Meetings>

FINANCE COMMITTEE  
TUESDAY, APRIL 11, 2023  
RESOURCE ROOM

Attendance: Chair Dick Vandenberg, Vice chair Sandy Kuipers, Heather Morin, Ryan Hogan, Carol Gogolinski, Howard D'Amico, Mike Hutnak

Chair Dick Vandenberg called the meeting to order at 7:01 PM

1. (7:01 PM) (0:25 TS) Budget presentation/review: Capital Improvement  
Mike Fitzpatrick Chair of the Capital Improvement Committee to discuss Article 10 of the Annual Town Meeting. The capital list presented is the one voted on last year with one change made to it by the school instead of having the primary school cafeteria tables because they had gotten some used tables from BVT donated they are replacing that spot with the High School rooftop A/C units which is an increase in the budget by \$6,985.00. There two other increases to items on last years list which was the Highway Departments International Dump Truck listed last year for \$215k and current price is \$265k, the other item was the sidewalk tractor and plow went from \$171k to \$180k. Ryan Hogan asked about item number 3 on the list that is the Middle School oil tanks and questioned the renovation that was only 10 years ago. Mr. Fitzpatrick stated that the oil tanks are underground, and they are old tanks they are in need of being replaced. Ms. Keegan stated that the middle school tank was not replaced with the renovations.
2. (7:07 PM) (6:15 TS) Public Hearing of the FY24 Budget  
**General Government: Total \$1,937,995.00**
  - Selectmen - \$352,179
  - Finance Director/Accountant/Audit - \$201,735
  - Assessors - \$170,691
  - Treasurer/Collector - \$328,029
  - Finance Committee - \$55,869
  - Technology - \$133,177
  - Clerk - \$169,572
  - Public Building Maintenance - \$200,100
  - Permanent Building Committee - \$1,450
  - Community Development - \$324,843
  - Other General Government - \$350**Public Safety: Total \$3,668,630**
  - Police - \$2,080,501
  - Fire - \$687,131
  - Ambulance - \$579,058
  - Building Department - \$214,617
  - Tree Warden - \$13,550
  - Civil Defense - \$50,123
  - Sealer of Weights and Measures - \$750
  - Animal Control - \$42,900**Public Works: Total \$1,163,764**
  - Cemetery - \$9,860
  - Highway - \$1,110,947
  - Other Public Works - \$42,957



**Health and Human Services: Total \$328,385**

- Board of Health - \$128,760
- Council on Aging - \$141,805
- Veterans - \$57,820

**Cultural and Recreation: Total \$305,258**

- Recreation - \$5000
- Library - \$298,008
- Memorial Day - \$1,750
- Parks - \$500

**Education: Total \$18,745,939**

- Douglas Public Schools - \$16,742,457
- Blackstone Valley Technical - \$1,645,187
- Medicaid - \$5,000
- Norfolk County Agricultural - \$353,295

**Insurance Employee Benefits & Court Judgment - \$5,276,802**

**Debt Service - \$2,051,173**

**Total Town Wide Budget \$33,477,946**

(7:16 PM) (15:10 TS) Committee to go over the holds from reviewing the budget line items:

Ms. Kuipers asked why the change in the Animal Control budget from \$19k last year to \$42,900 this year. Chief Nick Miglionico responded that it is a regional animal control shared with other towns and last year they received a grant for over \$100k for the first year, and it was only an initial start-up grant, and they will not receive it every year. The regionalization has made animal control full-time 24-7 with a direct line to animal control instead of the police station.

(7:17 PM) (16:45 TS) Paul Vieira Superintendent of Schools and Courtney Keegan Business and Operations Manager for Schools would like to speak to the schools' budget number. In the school year 21-22 the Town and the Douglas Teachers Association worked collaboratively on a new teacher's contract. This contract was to stabilize the salaries to be more predictable from year to year, it also increased the Bachelor step 1 starting teachers' salary from \$47,942 to \$51,730 and they added a step #12 which was done to obtain and retain quality teachers. Mr. Vieira would like to go record to say he is very grateful to everyone who worked on this proposal for a year and a half. To fund this grid in year one the town added \$327,347 to the schools FY23 base with a 2% increase to their appropriation, and in FY24 an increase was added to their base of \$165,067 with a 2% increase to their previous year's appropriation. Mr. Vieira wanted to point out that the 2% does not even fund their contractual obligations and they start at a deficit every year. The 2% does not account for inflation, special education expenditures or anything to move the district forward for staff or for programming. They calculated their FY24 appropriation by taking FY23 general fund appropriation adding 2% and adding the \$165,067 to fund the salary grid predicated on the fact that the \$327,347 was still in their base. Mr. Vieira stated that the \$327,347 was needed in FY23 and is also needed in FY24. If the school needs to eliminate the \$327,347 that could result in a minimum of seven instructional for next year and those numbers could also increase in FY25 if the gap grows, and funding does not. These cuts would result in larger class sizes and the elimination of programming for the students. Mr. Vieira is respectfully asking for the Finance Committee to approve the full school appropriation that the school committee approved of 15,065,318 for FY24 school year. Mr. Vandenberg asked if the Finance Committee recommends the current budget at Town Meeting is there anything the school can do between now and the Spring Town Meeting to address the financial concerns. Ms. Keegan stated that they have already had to go through the budget



and make some cuts so without eliminating the 7 staff positions they don't think there is anything else they can do. They spoke about school choice and circuit breaker and that they have had to greatly increase the use of the school choice money for the FY22, 23 & 24 budgets just to keep up with expenditures. There is a funding source (the OSD) that the school has no idea what the amount will be or when they will even know so they cannot base anything on that unknown number. Mr. D'Amico asked the school department to explain why the Finance Committee is just now hearing about the concern of laying off 7 staff members when the Town Administrator and the Board of Selectmen have been discussing the budget over the last 60 days. Mr. Vieira stated that historically they receive the town appropriation in January or February and when they didn't hear Ms. Keegan emailed the town twice with their appropriation and they did not hear back. On March 20<sup>th</sup> Ms. Keegan and Mr. Vieira had a meeting with Mr. Wojcik and they asked if the math in their total appropriation accurate and they were told yes to that. Mr. D'Amico asked if Matt Wojcik, the Town Administrator, could speak to this issue and concern of the school budget saying that they were only recently told that they would not receive the \$327,347 on top of the \$165,067 from the town for their budget. Mr. Wojcik stated that the school was informed of this when the collaboration to make a new teacher's contract was in process. Mr. Wojcik stated that the DTA contract was settled with 2 financial components, one being the town was going to increase the school's annual rate of increase from 1 ½% to 2% and in order to help them pay their bills because the biggest part of the contract settlement was year one the town transferred free cash a non-recurring revenue source for the benefit of the schools to be able to settle this contract (a first in history offer by the town to support the school administration in this effort). So, in year one a new teacher contract costed out at \$467,355 and the town transferred \$327,347 in addition to the 2% increase of \$280,015 for a total of about \$607k to settle a contract that cost \$467,355. Mr. Wojcik stated that the entire concept here is the teacher contract not the full operation of the Douglas Public Schools, and this conversation was many times that the free cash would not go to the base, we don't have the money as a town to promise \$327k as recurring revenue, the following year the town was going to reduce the subsidy to the school department for the teacher contract by 50% and arrive at \$165,067 but also give them another 2%, so their base is growing to absorb the cost of the contract and the subsidy feathers out so that by year 3 they get nothing from the town. This was thought to be understood by all parties when the contract was being negotiated and on January 20, 2022, an actual spreadsheet model that detailed this arrangement was sent to the school and Mr. Wojcik stated that he received a version from the school business manager that he corrected and sent back. Mr. Wojcik disagrees with his colleagues, and he believes that when they get to November and some combination of what they have left in their reserves and what the town has in new growth they can achieve a number of things. Mr. Wojcik's explanation has satisfied Mr. D'Amico's questions.

3. (7:55 PM) (54:30 TS) Town Administrator update on Comp Reform

Mr. Wojcik stated that there are no changes, just some complexity in the presentation due to some changes in the way they staff. The only thing that he felt confident about reducing would be those accounts that can later be funded with free cash at the Special Town Meeting to make up for the operational cuts. So, the Snow & Ice was increase by \$1 and the Tree Warden was kept at a bare minimum, all the department heads came back with a 1-1 ½% increase in their expense accounts. On the last day the budget was published to the Select Board the Property & Casualty came back with a 10.8% increase and it was 6% in the budget, so he had to find another \$60k to cover that increase. Mr. Wojcik wanted to make everyone aware that you cannot add people to the Douglas Town government without the town's budget reflecting the necessity to offer those people health insurance and it must be budgeted for, so if for every person they town budgets a family plan close to \$25k each. Mr. Wojcik wanted to stress to the public the necessity to get the salaries up to competitive levels to keep employees and to obtain new employees when needed.



4. (8:00 PM) (59:35 TS) Review and vote recommendations for the Special Town Meeting Warrant Articles

(8:01 PM) (1:00:20 TS) Article 1, Motion to recommend the town to vote to amend the action taken on Article 2 of the Annual Town Meeting of Monday May 2, 2022, by transferring the available funds to the fiscal year 2023 budget as listed made by Heather Morin, 2<sup>nd</sup> by Mike Hutnak. All members in favor.

(8:02 PM) (1:01:40 TS) Article 2, Motion to recommend the town to vote to transfer from free cash the sum of \$75k to the FY23 Snow & Ice account made by Heather Morin, 2<sup>nd</sup> by Mike Hutnak. All members in favor.

(8:03 PM) (1:02:15 TS) Article 3, Motion to recommend the town to vote to transfer from free cash the sum of \$1,753.91 to pay for prior year bills as listed in the warrant made by Heather Morin, 2<sup>nd</sup> by Mike Hutnak. All members in favor.

(8:03 PM) (1:02:45 TS) Article 4, Motion to recommend the town to vote to transfer from free cash the sum of \$115k to fund the purchase of 2 police cruisers and all the associated costs made by Heather Morin, 2<sup>nd</sup> by Mike Hutnak. All members in favor.

(8:04 PM) (1:03:30 TS) Article 5, Motion to recommend the town to vote to transfer from Ambulance Receipts Reserved account the sum of \$60k for the purchase of a fire command vehicle and all associated costs made by Heather Morin, 2<sup>nd</sup> by Mike Hutnak. Sandy Kuipers opposed, all other members in favor.

Carol Gogolinski asked what a fire command vehicle is, Assistant Fire Chief Kelly Manning stated that the purpose of this is to replace the Fire Chiefs command vehicle nearing the end of its life and to hand the old one down to Ms. Manning because she is currently using her personal vehicle for ambulance and fire use. The typical life of one of these vehicles depends on use but Ms. Manning would say an average of 7 years. Ms. Manning answered all the committee's questions regarding the vehicle and the need for it and what equipment is in it.

(8:12 PM) (1:11:40 TS) Question from the public from Monique Salvis about the increase in Board of Health wages in FY23 from \$58,541 to FY24 for \$73,702. Mr. Wojcik responded that when they were going through staff positions, they identified a couple of roles in town hall that should be categorized as management positions and one of those positions was the office assistant in the Board of Health. Up until now her wages were split between the town and the transfer station. When that position was determined a management position there was a salary increase but it was also moved to be fully funded from the general fund budget, and in turn took the part-time office assistant and moved her hourly rate wages over to be funded fully from the transfer station budget. The total of \$73,702 amount also includes the stipends for the Board of Health Agents and the minute taker and the beach tester. Jamie Russo, a newer resident to Douglas wanted to state for the record the necessity to support the school. Kevin Reardon the Douglas Teachers Association president and has been teaching in Douglas for 22 years and stated that frustration with the school budget misunderstandings.

5. (8:20 PM) (1:19:35 TS) Review and vote recommendations for the Annual Town Meeting Warrant Articles

(8:20 PM) (1:19:37 TS) Article 1, Motion to recommend the town to vote to approve to hear and act upon the report and recommendations of the Finance Committee and further to fix the salary and compensation of elected officials as represented in the Finance Committee's FY24 budget recommendation and further to approve the total budget of \$31,833,259, consisting of \$15,629 transferred from the reserve reduction of excluded debit account, \$385k transferred from the Ambulance Receipts Reserved for Appropriation, \$10k transferred from the Wetland



Protection Fund, \$50,067 transferred from free cash and the remaining \$31,372,563 to be raised and appropriated as set forth in the column entitled "The FY24 Finance Committee/Board of Selectmen/Town Administrator recommended budget" in the handout entitled "The Finance Committee Budget Message for Fiscal Year 2024", for the purpose of funding the annual operating budget of the town for the fiscal year 2024 and this covers as well article 2 for the FY24 budget and article 3 salaries of elected officials made by Heather Morin (8:22 PM) (1:21:02 TS) Motion to table that motion until the end of the committee's review of the remaining articles and further debate made by Howard D'Amico, 2<sup>nd</sup> by Heather Morin. Ryan Hogan and Carol Gogolinski opposed, motion to table discussion has been withdrawn by Howard D'Amico and permission given by Heather Morin. The total budget amount is \$31,833,259. Howard D'Amico 2<sup>nd</sup> the first motion made by Heather Morin. Howard D'Amico is troubled by what Mr. Reardon stated earlier that he read from a PowerPoint presentation that he stated was presented to them during negotiations for the teachers' contract that he believes was by Mr. Wojcik, reads:

"In years 2 and 3 the town will put the amount needed to cover the contract's extra costs into the bottom-line operating budget for the DPS local contribution above and beyond the rate of increase already in the five-year plan"

Mr. Wojcik would like to state a word of caution about using negotiation documents in this forum because the town exchanged many proposals back and forth and what that specific document referred to or not may not be what all parties eventually agreed to which was a crystal-clear spreadsheet that had the subsidy in year 1 and year 2 being free cash. They went through several funding mechanisms and different ways to get money into this contract that were not exactly the same as what we eventually agreed upon. Mr. Wojcik passed around the final teachers' contract chart table to the committee to review and explain the chart and what he has as the agreement between the town and school. Mr. D'Amico would like to know how they are going to bridge the gap tonight so that no teacher gets a pink slip come June 1<sup>st</sup>. Mr. Wojcik stated again like he mentioned before that he believes that they can look at some combination of existing reserves and future new growth to come up with a solution, he stated that the circuit breaker reserves at its lowest point went all the way down to \$50k. Mr. D'Amico would like to see the Town Administrator and the school Superintendent and Business Manager have a separate conversation and sort this out now while the committee moves on in the meeting and comes back with a solution to the meeting. Mr. Wojcik responded that there are too many moving parts to be able to do that in this short time frame period and puts them in a tough spot and thinks that more thoughtfulness and analysis need to go into this that just cannot be done in a half an hour for tonight's meeting. A town resident Monique Salvis stated that she is disheartened by the fact they are left with a cut to the school budget and referred to line items from the town side that has increased wages for town hall employees, and what the Town Administrator's goal was with this budget. Mr. Wojcik stated that one of the reasons why the town has been trying to hold costs down across the entire town budget was to get to the point where they could do some comp reform for long suffering employees who went through years of no COLA's, no steps, no nothing and this is the last group the town's non-union staff to have any conversation with the town about improving their salaries and wages. Justin Snook, the Library Director stated he has kids and that he is very uncomfortable with how this is being portrayed as the town is not willing to give the schools what they need. Mr. Snook stated that in 2018 an override was passed by library patron, by homeschooling communities, and by note yes committees that came together and did what was necessary to keep this town afloat. The library got to keep existing out of that override, they didn't get a huge budget bump they ask for



anything else, the town departments are taking a 1 to 1 ½ operational budget increase so we can make compensation work, everyone has to suffer together, and when you see increases in the wage table it is getting employees where they deserve to be not above and beyond, he doesn't think what is being said tonight is fair to the Town Administrator or Finance Committee or Board of Selectmen. Caroline Fitzpatrick, a resident, and teacher for 21 years, wanted to mention what Ms. Keegan stated about sending 2 emails asking if their number is what they will be working with for the budget. Mr. Vandenberg stated that they all know the town had to suffer through a 1% increase in and the budget voted on needs to be budget that the town can afford and that they can do what Mr. Wojcik suggested and look at other ways to bridge the gap. Mr. Hogan stated that he has 3 kids in the public school and he thanks everyone that contributes to what is provided at the schools, but unfortunately the committee is put in a tough spot even if they want to fund the additional approximately \$350k to be asked the night they are to approve the budget is just not feasible, and at this late date as a committee would not be able to fix it tonight, and hope that the town and school can come together and find ways to fill the gap going forward with possibly using some free cash at the fall town meeting and that the school would be willing to use the funds they have available in revolving funds. Heather Morin would like to suggest that everyone involved take the next two weeks before Town Meeting to collaborate and come up with a game plan of how they are going to get to where the school budget needs to be to not have to lay off staff. Mr. D'Amico doesn't know about voting on the budget at presented with the thought of trying to figure out changes in the next two weeks. Mr. Wojcik stated that one may present amendments to the motion and let the moderator know that about the amendments, Mr. Vieira is more than happy to sit down with Mr. Wojcik this week and work on this. Jeanne Lovett the Finance Director recommends that they can table the vote till they meet the night of the Town Meeting and come to an understanding that after they get the new growth number in the summer that they would support the additional funding along with the school using School Choice and Circuit Breaker accounts to bridge the gap for the deficit and have an article on Fall Town Meeting supplement appropriations before the tax rate is set. Mr. Hutnak's understanding of what Ms. Lovett suggested as a recommendation is to table the budget vote till the meeting right before town meeting and discuss the options of using the School Choice and Circuit Breaker accounts to fill the gap and when the town gets the new growth number the town can hopefully come in and help shoulder some of the financial burden. Mr. Wojcik stated that what Mr. Hutnak suggested is what he was suggesting as well. The committee went back and forth about voting on the budget now or tabling it to the night of town meeting. Carol Gogolinski and Sandy Kuipers agree that they would like to go forward and vote tonight and in good faith have the Town Administrator and School Superintendent hash out the logistics of funding sources in the meantime, Mr. D'Amico would like to table the vote till May 1.

(9:05 PM) (2:04:30 TS) Suggestion to read the motion again.

Article 1, Motion to recommend the town to vote to approve to hear and act upon the report and recommendations of the Finance Committee and further to fix the salary and compensation of elected officials as represented in the Finance Committee's FY24 budget recommendation and further to approve the total budget of \$31,833,259, consisting of \$15,629 transferred from the reserve reduction of excluded debit account, \$385k transferred from the Ambulance Receipts Reserved for Appropriation, \$10k transferred from the Wetland Protection Fund, \$50,067 transferred from free cash and the remaining \$31,372,563 to be raised and appropriated as set forth in the column entitled "The FY24 Finance Committee/Board of Selectmen/Town Administrator recommended budget" in the handout entitled "The Finance Committee Budget Message for Fiscal Year 2024", for the purpose of funding the annual operating budget of the town for the fiscal year 2024 and this covers as well article 2 for the FY24 budget and article 3



salaries of elected officials made by Heather Morin, 2<sup>nd</sup> by Howard D'Amico. Howard D'Amico opposed and all other members in favor.

With an amendment that the Finance Committee is recommending the Town Administrator and Selectboards town budget made by Heather Morin, 2<sup>nd</sup> by Ryan Hogan. Howard D'Amico abstained and all other members in favor.

The Finance Committee is recommending the budget with the understanding that from now until the town meeting the town and school will work together to work out the issues of the \$330k for the school.

(9:09 PM) (2:08:15 TS) Article 4, Motion to recommend the town to vote to raise and appropriate the sum \$1,644,686 for the operating and capital assessment by the Blackstone Valley Vocational Regional School District for the fiscal year commencing July 1, 2022 with the inclusion of \$35,677 of proposition 2 ½ exempt funds to be applied against the debt service associated with the Douglas's previously 2001 voted amount for the districts addition/renovation project made by Heather Morin, 2<sup>nd</sup> by Mike Hutnak. Ryan Hogan opposed all other members in favor.

(9:10 PM) (2:09:25 TS) Article 5, Motion to recommend the town to vote to raise and appropriate the sum of \$320k from the transfer funds charges and fees and transfer the sum of \$30k from retained earnings for a total of \$350k to operate and maintain the transfer station made by Heather Morin, 2<sup>nd</sup> by Mike Hutnak. All members in favor.

(9:11 PM) (2:10:08 TS) Article 6, Motion to recommend the town vote to raise and appropriate the sum of \$1,364,005 from the water/sewer charges and fees transfer the sum of \$452,494 from the water/sewer retained earnings, the sewer system development of \$105k, the water systems development of \$120k, reserved for debt in the amount of \$102,494 and retained earnings of \$125k, for a total budget of \$1,816,499 to operate and maintain the water/sewer department made by Heather Morin, 2<sup>nd</sup> by Mike Hutnak. All members in favor.

(9:12 PM) (2:11:06 TS) Article 7, Motion to recommend the town vote to transfer the sum of \$103,103 from the PEG access and cable receipts reserved for appropriation to operate and maintain the cable department made by Heather Morin, 2<sup>nd</sup> by Mike Hutnak. All members in favor.

Mr. Hogan asked if the cable contract is still being negotiated, and Mr. Wojcik stated that yes it is still being negotiated.

(9:13 PM) (2:12:38 TS) Article 8, Motion to recommend the town vote to approve subsections A through I as printed in the warrant made by Heather Morin, 2<sup>nd</sup> by Mike Hutnak. All members in favor.

(9:14 PM) (2:13:30 TS) Article 9, Motion to recommend the town vote to approve the personnel classification and compensation plans fiscal year 2024 as written in the warrant made by Heather Morin, 2<sup>nd</sup> by Mike Hutnak. All members in favor.

Kristen Stevens, chair of the Personnel Advisory Board is concerned that we are ignoring the system in place for classification, and she had tried to talk to the Town Administrator but there is a gag order in place and would like to hand the committee a pamphlet to show what they do, they bought a municipal evaluation a few years ago for \$50k and it takes 12 factors to evaluate and analyze but they need job descriptions and the Town Administrator has refused to give them job descriptions for the past two years. The documents showed how they evaluate, and she explained it to the committee. Mr. Vandenberg stated that the comp reform table that the Town Administrator has provided has a lot of the same language for evaluation. Ms. Stevens stated that he has not done evaluations in a couple years, and no one was getting reviews and that is what they try to monitor, and the Personnel Advisory Board was not given any of the comp reform chart tables information. She stated that on the annual report 2020 the budget for 2021



highway superintendent was \$102k but the annual gross wages for that person was \$115k. John Furno, Highway Superintendent, Deputy Fire Chief, Softball coach at the school and that is where the difference is and he has 25 years in, and for the record Mr. Furno stated that he does not get overtime. Mr. Vandenberg responded to Ms. Stevens and said that they are at the very end of this process, and they will take her documents and review them, and the Finance Committee could keep an eye on in terms of any oversight. Mr. Wojcik stated that the old compensation system is being thrown out and replaced with a new one period. He also stated that the Personnel Advisory Board was invited to a number of meetings and declined to respond to Lisa Freemans emails, and at the end of the day the Town Administrator Act passed in 2012 which made the Town Administrator the Personnel Director for the town establishing the policies with the approval of the Selectboard and that is what they are doing and will continue to do.

(9:23 PM) (2:22:35 TS) Article 10, Motion to recommend the town to vote to transfer the sum of \$1,334,985 from the available funds to fund capital projects and associated costs as listed in the warrant made by Heather Morin, 2<sup>nd</sup> by Mike Hutnak. All members in favor.

(9:24 PM) (2:23:20 TS) Article 11, Motion to recommend the town to vote to amend section 8.3 flood plan bylaw of the Douglas Zoning Bylaw as printed in the warrant made by Heather Morin, 2<sup>nd</sup> by Mike Hutnak.

Because FEMA is updated its maps for the Quinebaug Watershed District of which Douglas is a part of, this article will bring the town's bylaws up to current policies and enable the town to remain active in the national flood insurance program.

Carol Gogolinski wanted to state that she will vote no on this because FEMA has not gotten the town the maps yet. Matt Benoit, Director of Community Development, and he did get an update on what the error was on the map, and it was the date printed on it, the current old maps read June 7<sup>th</sup>. From FEMA it reads "Please be advised that the final printed copies of the firm and FIS recently mailed to your community listed an incorrect date and you will receive corrected copies of those firm maps with the correct effective date of June 21, 2023. Mr. Benoit also stated that they received today CMRPC's townwide map.

Ryan Hogan abstained and all other members in favor.

(9:27 PM) (2:26:55 TS) Article 12, Motion to recommend the town to vote to accept the public way Cobblestone Lane station 12 plus 50 to 20 plus 43.72 or the end of the road and all associated easements and the Meetinghouse Lane station 1 plus 100 to 3 plus 82.55 or the end of the road and all associated easements as here fore laid out by the Board of Selectmen as shown on the plans entitled "Cobblestone and Meetinghouse Lane Acceptance Plan in Douglas, Massachusetts dated October 30, 2018 and prepared by Guerriere and Halnon 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 the Cobblestone Lane station 12 plus 50 to 20 plus 43.72 or the end of the road or all associated easements and Meetinghouse Lane station 1 plus 100 to 3 plus 82.55 or the end of the road and all associated easements for the purpose of which public ways are used in the Town of Douglas and further to authorize the Board of Selectmen to ender 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 made by Heather Morin, 2<sup>nd</sup> by Mike Hutnak. All members in favor.

(9:30 PM) (2:29:40 TS) Article 13, Motion to recommend the town to vote to appropriate the sum of \$140k for the Douglas Water Assessment plan project which is on the Massachusetts 2023 drinking water State revolving fund asset management planning project list the total project cost of \$140k is comprised of \$84k grant, 60% of the total project cost which the town must be reimbursed for in two payments of approximately \$42k, each at approximately 50 and



100% project completion stage by Mass DEP and the Massachusetts Clean Water Trust, the balance of the project will be comprised of in-kind services provided by the town valued at \$28k and transfer the sum of \$28k from retained earnings for the water and sewer enterprise fund made by Heather Morin, 2<sup>nd</sup> by Mike Hutnak. All members in favor.

6. (9:33 PM) (2:32:30 TS) Snow & Ice update.

John Furno stated that they used what was in the budget and they received another \$75k and he has about \$35k of that left, and the salt shed if full for next year.

Upcoming Meeting: May 1, 2023, at 6:30 before town meeting, and meet in June to reorganize.

(9:34 PM) (2:33:30 TS) Motion to adjourn the meeting made by Sandy Kuipers, 2<sup>nd</sup> by Mike Hutnak. All members in favor.

Respectfully submitted,

  
Stephenie Gosselin