

**ANNUAL TOWN MEETING WARRANT  
TOWN OF DOUGLAS  
COMMONWEALTH OF MASSACHUSETTS  
Monday, May 5, 2025  
Douglas 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 Fifth of May 2025, A.D.** for an Annual Town Meeting commencing at 7:00 PM; for the following purposes:



1. Finance Committee Report	11. Adopt Chapter 59 § 5C1/2 Tax Exemption for Veterans, Seniors and the Blind
2. FY26 Budget	12. Stormwater Bylaw & Map
3. Salaries of Elected Officials	13. Town Owned Land in Uxbridge
4. Blackstone Valley Vocational Regional School District FY26 Budget	14. Board of Health Design & Permitting of Landfill Cap Repair
5. FY26 Transfer Station Enterprise Fund	15. Zoning Map Amendment – Brown Road Douglas, MA
6. FY26 Water/Sewer Enterprise Fund	16. Street Acceptance - Joseph Road
7. FY26 PEG Access and Cable Receipts Reserved for Appropriation	17. Municipal Separate Storm Sewer System (MS-4) Compliance – Year 8 Funding
8. Recurring Business	18. Personnel Bylaw Amendment - Section C. Holidays
9. Personnel Bylaw Classification & Update	19. Water/Sewer Elevated Water Storage Tank
10. Adoption of Revised FY26 – FY31 Capital Improvement Plan	20. BVT Stabilization Account

**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: FY26 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 2026**; or take any other action relative thereto.

GENERAL FUND		FY 2024 Revised Budget After STM	FY 2025 Revised Budget After STM	FY 2026 FinCom/BOS/TA Recommended Budget
GENERAL GOVERNMENT				
Selectmen				
	Wages	\$247,682	\$253,687	\$263,652
	Expenses	\$17,515	\$19,730	\$19,750
		\$265,197	\$273,417	\$283,402
	Awards and Recognition	\$350	\$350	\$350
	Town Hall Office Supplies	\$27,257	\$32,257	\$32,257
	Town Reports	\$500	\$500	\$500
	Town Counsel	\$80,000	\$81,600	\$83,232
Total Selectmen		\$373,304	\$388,124	\$399,741

<b>Finance Director / Accountant / Audit</b>				
	Wages	\$155,850	\$174,225	\$178,732
	Expenses	\$5,650	\$5,663	\$5,675
		\$161,500	\$179,888	\$184,407
	Audit	\$38,000	\$38,000	\$38,000
<b>Total Finance Director / Accountant / Audit</b>		<b>\$199,500</b>	<b>\$217,888</b>	<b>\$222,407</b>
<b>Assessors</b>				
	Wages	\$125,198	\$128,791	\$135,506
	Expenses	\$55,493	\$66,887	\$65,125
		\$180,691	\$195,678	\$200,631
	Revaluation	\$-	\$-	\$-
<b>Total Assessors</b>		<b>\$180,691</b>	<b>\$195,678</b>	<b>\$200,631</b>
<b>Treasurer / Collector</b>				
	Wages	\$229,179	\$245,689	\$228,642
	Expenses	\$73,725	\$82,054	\$75,403
		\$302,904	\$327,743	\$304,045
	Tax Taking	\$5,000	\$5,000	\$5,000
	Tax Title	\$25,125	\$25,470	\$25,822
<b>Total Treasurer / Collector</b>		<b>\$333,029</b>	<b>\$358,213</b>	<b>\$334,867</b>
<b>Finance Committee</b>				
	Wages	\$868	\$906	\$924
	Expenses	\$5,000	\$9,500	\$9,500
	Reserve Fund	\$50,000	\$50,000	\$56,922
<b>Total Finance Committee</b>		<b>\$55,868</b>	<b>\$60,406</b>	<b>\$67,346</b>
<b>Technology</b>				
	Expenses	\$133,177	\$166,171	\$170,146
<b>Total Technology</b>		<b>\$133,177</b>	<b>\$166,171</b>	<b>\$170,146</b>
<b>Town Clerk</b>				
	Wages	\$150,539	\$164,427	\$162,362
	Expenses	\$18,750	\$18,750	\$18,750
<b>Total Town Clerk</b>		<b>\$169,289</b>	<b>\$183,177</b>	<b>\$181,112</b>
<b>Public Building Maintenance</b>				
	Wages	\$-	\$56,000	\$-
	Expenses	\$200,099	\$201,951	\$196,727
<b>Total Public Building Maintenance</b>		<b>\$200,099</b>	<b>\$257,951</b>	<b>\$196,727</b>
<b>Permanent Building Committee</b>				
	Wages	\$750	\$782	\$798
	Expenses	\$700	\$708	\$300
<b>Total Permanent Building Committee</b>		<b>\$1,450</b>	<b>\$1,490</b>	<b>\$1,098</b>

<b>Community Development</b>				
	Wages	\$183,425	\$179,354	\$182,738
	Expenses	\$46,199	\$75,289	\$55,377
		\$229,624	\$254,643	\$238,115
	Planning Board	\$8,321	\$11,394	\$7,719
	Economic Development wages	\$80,258	\$81,863	\$83,500
	Economic Development expenses	\$500	\$500	\$500
	Zoning Board	\$4,550	\$4,550	\$2,050
	Open Space	\$300	\$5,300	\$300
	Conservation Commission	\$1,789	\$1,795	\$7,800
<b>Total Community Development</b>		<b>\$325,342</b>	<b>\$360,045</b>	<b>\$339,984</b>
<b>Other General Government</b>				
	Moderator	\$250	\$250	\$250
	Housing Authority	\$100	\$100	\$100
<b>Total Other General Government</b>		<b>\$350</b>	<b>\$350</b>	<b>\$350</b>
<b>Total General Government</b>		<b>\$1,972,098</b>	<b>\$2,189,493</b>	<b>\$2,114,409</b>
<b>PUBLIC SAFETY</b>				
<b>Police</b>				
	Wages	\$1,895,042	\$2,180,724	\$2,187,917
	Expenses	\$196,270	\$201,195	\$200,906
	Cruisers	\$-	\$140,000	\$147,000
<b>Total Police</b>		<b>\$2,091,312</b>	<b>\$2,521,919</b>	<b>\$2,535,823</b>
<b>Fire</b>				
	Wages	\$599,181	\$616,082	\$627,241
	Expenses	\$187,438	\$196,266	\$199,833
<b>Total Fire</b>		<b>\$786,619</b>	<b>\$812,348</b>	<b>\$827,074</b>
<b>Ambulance</b>				
	Wages	\$637,062	\$621,537	\$665,447
	Expenses	\$135,313	\$136,059	\$141,559
<b>Total Ambulance</b>		<b>\$772,375</b>	<b>\$757,596</b>	<b>\$807,006</b>
<b>Building Department</b>				
	Wages	\$184,092	\$186,917	\$190,633
	Expenses	\$34,279	\$35,804	\$36,083
<b>Total Building Department</b>		<b>\$218,370</b>	<b>\$222,721</b>	<b>\$226,716</b>
<b>Tree Warden</b>				
	Wages	\$3,000	\$3,000	\$3,000
	Expenses	\$60,550	\$60,550	\$550
<b>Total Tree Warden</b>		<b>\$63,550</b>	<b>\$63,550</b>	<b>\$3,550</b>
<b>Civil Defense</b>				
	Wages	\$5,000	\$5,000	\$5,000
	Expenses	\$45,123	\$46,368	\$47,669
<b>Total Civil Defense</b>		<b>\$50,123</b>	<b>\$51,368</b>	<b>\$52,669</b>
<b>Sealer of Weights and Measures</b>		\$1,750	\$2,561	\$2,561
<b>Animal Control</b>		\$42,900	\$41,260	\$44,000
<b>Total Public Safety</b>		<b>\$4,026,998</b>	<b>\$4,473,323</b>	<b>\$4,499,399</b>

<b>PUBLIC WORKS</b>				
<b>Cemetery</b>		\$12,760	\$15,660	\$15,660
<b>Highway</b>				
	Wages	\$556,223	\$589,778	\$577,167
	Expenses	\$52,319	\$73,098	\$56,444
		\$608,541	\$662,876	\$633,611
	Maintenance	\$211,662	\$210,648	\$209,726
	Special Sign Account	\$3,553	\$3,607	\$3,661
	Snow & Ice	\$244,409	\$255,812	\$266,091
<b>Total Highway</b>		<b>\$1,068,165</b>	<b>\$1,132,943</b>	<b>\$1,113,089</b>
<b>Other Public Works</b>				
	Landfill Maintenance	\$2,132	\$2,132	\$2,165
	Monitor Wells	\$20,600	\$21,012	\$21,433
	Street lighting	\$20,225	\$20,454	\$20,686
<b>Total Other Public Works</b>		<b>\$42,957</b>	<b>\$43,598</b>	<b>\$44,284</b>
<b>Total Public Works</b>		<b>\$1,123,882</b>	<b>\$1,192,201</b>	<b>\$1,173,033</b>
<b>HEALTH AND HUMAN SERVICES</b>				
<b>Board of Health</b>				
	Wages	\$73,718	\$75,173	\$79,328
	Expenses	\$7,933	\$7,991	\$8,050
		\$81,651	\$83,164	\$87,378
<b>Public Health Nurse</b>				
	Wages	\$41,891	\$42,894	\$43,752
	Expenses	\$1,813	\$1,828	\$1,859
		\$43,704	\$44,722	\$45,611
<b>Animal Inspection</b>				
	Wages	\$3,269	\$3,269	\$3,269
	Expenses	\$650	\$650	\$650
		\$3,919	\$3,919	\$3,919
<b>Total Board of Health</b>		<b>\$129,274</b>	<b>\$131,805</b>	<b>\$136,908</b>
<b>Council on Aging</b>				
	Wages	\$137,304	\$167,738	\$171,454
	Expenses	\$10,837	\$10,746	\$10,809
<b>Total Council on Aging</b>		<b>\$148,141</b>	<b>\$178,484</b>	<b>\$182,263</b>
<b>Veterans</b>				
	Expenses	\$17,820	\$18,147	\$18,480
	Benefits	\$40,000	\$40,000	\$25,000
<b>Total Veterans</b>		<b>\$57,820</b>	<b>\$58,147</b>	<b>\$43,480</b>
<b>Total Health and Human Services</b>		<b>\$335,235</b>	<b>\$368,436</b>	<b>\$362,651</b>

<b>CULTURE &amp; RECREATION</b>				
<b>Recreation</b>		\$5,000	\$5,000	\$5,000
<b>Library</b>				
	Wages	\$215,137	\$268,725	\$278,476
	Expenses	\$83,058	\$135,630	\$139,020
<b>Total Library</b>		\$298,195	\$404,355	\$417,496
<b>Memorial Day</b>		\$1,750	\$1,750	\$1,750
<b>Parks</b>				
	Expenses	\$500	\$500	\$500
<b>Total Parks</b>		\$500	\$500	\$500
<b>Total Culture &amp; Recreation</b>		<b>\$305,445</b>	<b>\$411,605</b>	<b>\$424,746</b>
<b>EDUCATION</b>				
<b>Douglas Public Schools</b>				
	Personnel & Expenses	\$14,753,704	\$15,343,852	\$15,957,606
	Transportation	\$2,011,033	\$1,932,603	\$2,382,899
<b>Total Douglas Public Schools</b>		<b>\$16,764,737</b>	<b>\$17,276,455</b>	<b>\$18,340,505</b>
<b>Blackstone Valley Regional</b>		(Voted as separate article)		
	Assessment	\$1,609,010	\$1,848,282	
	Debt Assessment	\$35,677	\$34,211	\$-
	Representative Expense	\$500	\$500	\$500
<b>Total Blackstone Valley Regional</b>		<b>\$1,645,187</b>	<b>\$1,882,993</b>	<b>\$500</b>
<b>Medicaid Reimbursement</b>		\$5,000	\$5,000	\$5,000
<b>Norfolk County Agricultural</b>		\$353,294	\$256,795	\$386,219
<b>Total Education</b>		<b>\$18,768,218</b>	<b>\$19,421,243</b>	<b>\$18,732,224</b>
<b>Total Insurance, Employee Benefits &amp; Court Judgments</b>		<b>\$5,280,773</b>	<b>\$5,527,452</b>	<b>\$5,908,797</b>
<b>Total Debt Service</b>		<b>\$2,051,173</b>	<b>\$2,004,878</b>	<b>\$1,622,185</b>
<b>Total Capital Outlay</b>		<b>Capital Article</b>	<b>Capital Article</b>	<b>Capital Article</b>
<b>Total Special Articles</b>		\$-		\$-
<b>Transfer to Special Articles</b>		\$-	\$-	\$-
<b>Transfer to Special Revenue Funds</b>		\$-	\$-	\$-
<b>Transfer Capital Projects</b>		\$-	\$-	\$-
<b>Transfer to Stabilization</b>		\$-	\$-	\$-

<b>Transfer to OPEB</b>	\$-	\$-	\$-
<b>Summary - Expenditures</b>			
<b>Total General Government</b>	\$1,972,098	\$2,189,493	\$2,114,409
<b>Total Public Safety</b>	\$4,026,998	\$4,473,323	\$4,499,399
<b>Total Public Works</b>	\$1,123,882	\$1,192,201	\$1,173,033
<b>Total Health and Human Services</b>	\$335,235	\$368,436	\$362,651
<b>Total Culture and Recreation</b>	\$305,445	\$411,605	\$424,746
<b>Total Education</b>	\$18,768,218	\$19,421,243	\$18,732,224
<b>Total Insurance / Employee Benefits</b>	\$5,280,773	\$5,527,452	\$5,908,797
<b>Total Debt Service</b>	\$2,051,173	\$2,004,878	\$1,622,185
<b>Total Capital Outlay</b>	Capital Article	Capital Article	Capital Article
<b>Total Special Articles</b>	\$-	\$-	\$-
<b>Total Transfers</b>	\$-	\$-	\$-
<b>TOTAL BUDGET REQUEST</b>	<b>\$33,863,822</b>	<b>\$35,588,631</b>	<b>\$34,837,444</b>

### 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; or take any other action relative thereto.

Board of Assessors	<b>\$2,900</b>
Blackstone Valley Vocational School District Rep.	<b>\$500</b>
Moderator	<b>\$250</b>
Board of Selectmen	<b>\$13,000</b>
Town Clerk ( <i>including stipends</i> )	<b>\$101,836</b>
Water/Sewer Commission	<b>\$3,600</b>

### Article 4: Blackstone Valley Vocational Regional School District FY26 Budget

To see if the Town will vote to raise and appropriate the sum of **\$2,078,653** for its operating and capital assessment by the Blackstone Valley Vocational Regional School District (the "District") for the Fiscal Year commencing July 1, 2025; or take any other action relative thereto.

### Article 5: FY26 Transfer Station Enterprise Fund

To see if the Town will vote to raise and appropriate and/or transfer the sum of \$329,584 from Transfer Station charges and fees, and transfer the sum of \$40,000 from Retained Earnings, for a total of **\$369,584** to operate and maintain the Transfer Station; or take any other action relative thereto.

Salaries/Wages	<b>\$76,728</b>
Expenses	<b>\$292,856</b>
<b>Total</b>	<b>\$369,584</b>

### Article 6: FY26 Water/Sewer Enterprise Fund

To see if the Town will vote to raise and appropriate, and/or transfer the sum of \$1,604,064 from Water & Sewer charges and fees and transfer the sum of \$420,500 from Water / Sewer Retained Earnings (*Retained Earnings \$379,514.28, Sewer System Development \$25,000, Water System Development \$15,000 and Reserve for Debt \$985.72*) for a total budget of **\$2,024,564** to operate and maintain the Water/Sewer Department; or take any other action relative thereto.

Salaries/Wages	<b>\$614,494</b>
Expenses	<b>\$1,267,570</b>
Capital	<b>\$122,500</b>
Debt	<b>\$20,000</b>
<b>Total</b>	<b>\$2,024,564</b>

#### **Article 7: FY26 PEG Access and Cable Receipts Reserved for Appropriation**

To see if the Town will vote to transfer the sum of **\$124,198** from the PEG Access and Cable Receipts Reserved for Appropriation Account to operate and maintain the Cable Department; or take any other action relative thereto.

Salaries/Wages	<b>\$81,904</b>
Expenses	<b>\$42,294</b>
<b>Total</b>	<b>\$124,198</b>

#### **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 to said member for **Fiscal Year 2026**; 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 2026** 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 <b>Fiscal Year 2026</b> 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	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.

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 2026** 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.

### Article 9: Personnel Bylaw Classification & Update

To see if the Town will vote to approve the Personnel Classification and Compensation plans for **Fiscal Year 2026**; or take any other action relative thereto.

#### Management Roles (annual salary) 2% COLA Included

Step	Probation	1	2	3	5	10	15	20	25	30
M-1	\$ 60,785	\$ 63,985	\$ 65,424	\$ 66,864	\$ 69,423	\$ 72,623	\$ 75,822	\$ 79,661	\$ 83,500	\$ 87,339
M-2	\$ 76,599	\$ 80,631	\$ 82,445	\$ 84,259	\$ 87,485	\$ 91,516	\$ 95,548	\$ 100,386	\$ 105,223	\$ 110,061
M-3	\$ 88,460	\$ 93,116	\$ 95,211	\$ 97,306	\$ 101,031	\$ 105,686	\$ 110,342	\$ 115,929	\$ 121,516	\$ 127,103
M-4	\$ 102,297	\$ 107,681	\$ 110,104	\$ 112,527	\$ 116,834	\$ 122,218	\$ 127,602	\$ 134,063	\$ 140,524	\$ 146,985

M-4: Highway Superintendent  
Systems Manager, Water/Wastewater

M-3: Community Development Director  
Facilities Director

M-2: Adult Social Center Director  
Library Director  
Principal Assessor  
Treasurer/Collector  
Building Commissioner  
Highway Manager  
Office Manager, BOH  
Cable TV Manager

M-1: Economic Development Director  
Payroll & Benefits Administrator  
Assistant Treasurer/Collector

#### Office Assistant (hourly) 2% COLA Included

Step	Probation	1	2	3	5	10	15	20	25	30
OA-1	\$ 19.08	\$ 20.08	\$ 20.53	\$ 20.98	\$ 21.79	\$ 22.79	\$ 23.79	\$ 25.00	\$ 26.20	\$ 27.41
OA-2	\$ 21.93	\$ 23.09	\$ 23.61	\$ 24.13	\$ 25.05	\$ 26.20	\$ 27.36	\$ 28.74	\$ 30.13	\$ 31.51
OA-3	\$ 25.20	\$ 26.53	\$ 27.13	\$ 27.72	\$ 28.79	\$ 30.11	\$ 31.44	\$ 33.03	\$ 34.62	\$ 36.21

OA-3: Office Assistant, Building & Zoning  
Office Assistant, Comm. Dev. (F/T)  
Assistant Town Clerk  
Assistant to the Town Accountant  
Office Assistant, Assessors  
Children's Librarian  
Office Assistant, Water/Wastewater

OA-2: Office Assistant, Highway Department  
Office Assistant, Board of Health (P/T)  
Administrative Outreach Assistant,  
Adult Social Center  
Office Assistant, Fire & Ambulance  
Office Assistant, Comm. Dev. (P/T)  
Circulation Librarian Archivist

OA-1: Minute Taker  
Library Assistant  
Adult Social Center Aide



### Property Maintenance (Highway Dept. hourly) 2% COLA Included

Step	Probation	1	2	3	5	10	15	20	25	30
PM-1	\$ 21.13	\$ 22.24	\$ 22.74	\$ 23.24	\$ 24.13	\$ 25.25	\$ 26.36	\$ 27.69	\$ 29.03	\$ 30.36
PM-2	\$ 23.48	\$ 24.72	\$ 25.28	\$ 25.83	\$ 26.82	\$ 28.06	\$ 29.29	\$ 30.78	\$ 32.26	\$ 33.74
PM-3	\$ 26.09	\$ 27.47	\$ 28.08	\$ 28.70	\$ 29.80	\$ 31.17	\$ 32.55	\$ 34.20	\$ 35.84	\$ 37.49

PM-3: Project Leader  
PM-2 Driver/Operator  
PM-1 Laborer

### Water / Wastewater (hourly) 2% COLA Included

Step	Probation	1	2	3	5	10	15	20	25	30
WS-4	\$33.61	\$35.37	\$36.18	\$36.96	\$38.38	\$40.15	\$41.92	\$44.04	\$46.17	\$48.29
WS-3	\$29.23	\$30.77	\$31.48	\$32.16	\$33.38	\$34.92	\$36.47	\$38.32	\$40.16	\$42.01
WS-2	\$27.77	\$29.23	\$29.89	\$30.56	\$31.72	\$33.18	\$34.65	\$36.40	\$38.15	\$39.91
WS-1	\$24.16	\$25.44	\$26.01	\$26.58	\$27.60	\$28.84	\$30.14	\$31.67	\$33.19	\$34.72

WS-4: Chief Wastewater Operator  
Primary Water Operator  
WS-3: Assistant Chief Wastewater Operator  
WS-2: Secondary Water Operator  
WS-1: Wastewater/Water Operator

### Miscellaneous (seasonal, part time, specialty roles hourly) 2% COLA Included

Step	1	2	3	4	5	6	7	8	9	10
MS-1	\$ 15.92	\$ 16.27	\$ 16.65	\$ 17.02	\$ 17.40	\$ 17.79	\$ 18.20	\$ 18.60	\$ 19.02	\$ 19.45
MS-2	\$ 16.51	\$ 16.89	\$ 17.27	\$ 17.66	\$ 18.05	\$ 18.46	\$ 18.87	\$ 19.30	\$ 19.74	\$ 20.17
MS-3	\$ 19.83	\$ 20.28	\$ 20.72	\$ 21.20	\$ 21.67	\$ 22.16	\$ 22.66	\$ 23.17	\$ 23.69	\$ 24.22
MS-4	\$ 25.05	\$ 25.61	\$ 26.20	\$ 26.78	\$ 27.38	\$ 28.01	\$ 28.63	\$ 29.28	\$ 29.93	\$ 30.61

MS-4: No positions in FY2026  
MS-3: COA Cook/Chef  
MS-2: Transfer Station employees  
Election Workers  
COA Bus Driver  
MS-1: Library Page  
Cable Recording Assistant

### Other Public Safety Positions

- Part Time Police Officers \$31.63 (hourly rate) 2% COLA Included
- Public Health Officer/Nurse \$44.12 (hourly rate) 2% COLA Included

### Call Fire / EMS Chart 2% COLA Included

	Steps	Regular Rate	Extra Duty Rate
Recruit/Support & Logistics		\$17.34	
EMT-Basic Only	1	\$18.26	
	2	\$18.68	
	3	\$19.09	
	5	\$19.82	
	10	\$20.73	
	15	\$21.64	
	20	\$22.74	

	Steps	Regular Rate	Extra Duty Rate
<b>FF Only</b>	1	\$18.26	\$21.37
	2	\$18.68	\$21.86
	3	\$19.09	\$22.34
	5	\$19.82	\$23.19
	10	\$20.73	\$24.26
	15	\$21.64	\$25.32
	20	\$22.74	\$26.61

	Steps	Regular Rate	Extra Duty Rate
<b>FF/EMT-Basic</b>	1	\$20.42	\$23.90
	2	\$20.88	\$24.43
	3	\$21.34	\$24.97
	5	\$22.16	\$25.93
	10	\$23.18	\$27.13
	15	\$24.20	\$28.32
	20	\$25.43	\$29.76

	Steps	Regular Rate	Extra Duty Rate
<b>Paramedic Only</b>	1	\$26.57	
	2	\$27.17	
	3	\$27.77	
	5	\$28.83	
	10	\$30.16	
	15	\$31.49	
	20	\$33.08	

	Steps	Regular Rate	Extra Duty Rate
<b>FF/Paramedic</b>	1	\$24.41	\$28.56
	2	\$24.96	\$29.21
	3	\$25.51	\$29.85
	5	\$26.49	\$31.00
	10	\$27.71	\$32.43
	15	\$28.93	\$33.85
	20	\$30.40	\$35.57

	Steps	Regular Rate	Extra Duty Rate
<b>Lieutenant/EMT-Basic</b>	1	\$28.49	\$33.34
	2	\$29.14	\$34.10
	3	\$29.78	\$34.85
	5	\$30.92	\$36.18
	10	\$32.34	\$37.84
	15	\$33.77	\$39.52
	20	\$35.48	\$41.52

	Steps	Regular Rate	Extra Duty Rate
<b>Lieutenant/Paramedic</b>	1	\$30.63	\$35.84
	2	\$31.32	\$36.65
	3	\$32.01	\$37.46
	5	\$33.24	\$38.90
	10	\$34.77	\$40.69
	15	\$36.30	\$42.48
	20	\$38.14	\$44.63

	Steps	Regular Rate	Extra Duty Rate
<b>Captain/EMT-Basic</b>	1	\$37.18	\$43.51
	2	\$38.02	\$44.49
	3	\$38.86	\$45.47
	5	\$40.35	\$47.21
	10	\$42.20	\$49.38
	15	\$44.06	\$51.56
	20	\$46.29	\$54.16

	Steps	Regular Rate	Extra Duty Rate
<b>Captain/Paramedic</b>	1	\$39.22	\$45.89
	2	\$40.11	\$46.93
	3	\$40.99	\$47.96
	5	\$42.56	\$49.80
	10	\$44.52	\$52.09
	15	\$46.48	\$54.39
	20	\$48.83	\$57.14

	Steps	Regular Rate	Extra Duty Rate
<b>Chief Officer</b>	1	\$46.94	\$54.92
	5	\$50.93	\$59.59
	10	\$53.28	\$62.34
	15	\$55.62	\$65.08
	20	\$58.44	\$68.38

Steps indicate years of service and are merit based; assigned at discretion of the Fire Chief

FF ranks - Cannot pass step 3 without becoming fire apparatus driver/operator

Extra Duty Rate shall be applied for the following:

Fill-in scheduled shifts on ambulance (FF/Basic ranks and above)

Career officer fill-in (LT/Basic ranks and above)

Scuba divers assigned to D7 Team (performing incident response & training activities)

**Article 10: Adoption of Revised FY26 – FY31 Capital Improvement Plan**

To see if the Town will vote to approve the Town of Douglas **FY26 – FY31** Capital Improvement plan as submitted by the Capital Improvement Committee, transfer from available funds to fund the following Capital Projects and all associated costs; or take any other action relative thereto.

Roadway Paving / Repairs and Associated Costs	\$360,000
Ambulance and Equipment Purchase and all Associated Costs	\$500,000
Ductless Replacement for Historical Records Area and all Associated Costs	\$23,000
School Front Mounted Field Mower Replacement and all Associated Costs	\$35,000
Transfer to Capital Stabilization Fund	\$100,000
<b>Total:</b>	<b>\$1,018,000</b>

*Explanation: The Capital Improvement Committee voted to fund these items based on the needs and funds available.*

Not funded on the May 2025 ATM: Highway Building amount TBD. Will require a debt exclusion.

**FY2026 (not funded at this time)**

Fire Department HVAC and Electrical Upgrade and all Associated Costs	\$425,000
Highway Department Asphalt Hotbox, Compactor Plate, Jumping Jack, and all Associated Costs	\$50,000
Subtotal	<b>\$475,000</b>

**FY 2026 Capital Improvement Committee Report**

The Capital Improvement Committee reviews, prioritizes, and offers recommendations concerning all requests for funds for capital projects submitted by departments. The following summary five year plan reflects the recommendations of the Committee based on the information available today and known priorities, and will be refined each year going forward. A more detailed plan, including a list of all projects requested and potential funding sources can be requested from the Selectmen's office.

**FY2027**

Fire Department Tanker Replacement	\$600,000
Municipal Flooring/Carpet Replacement	\$75,000
Municipal 1 <sup>st</sup> & 2 <sup>nd</sup> Floor Renovation	\$150,000
Document Digitizer Phase I	\$150,000
Roadway Paving / Repairs and Associated Costs	\$360,000
Transfer to Special Stabilization Fund	\$100,000
Subtotal	<b>\$1,435,000</b>
Library Handicap Accessibility *	TBD

*\*Would most likely require a capital and/or debt exclusion.*

**FY2028**

Roadway Paving / Repairs and Associated Costs	\$360,000
Post Office & Adult Social Center Windows	\$275,000
Fire Department Jaws of Life / Auto Extrication Tools	\$50,000
Fire Department Self Contained Breathing Apparatus (Air Packs)	\$250,000
Document Digitizer Phase II	\$150,000
Highway Department Backhoe w/ Plow	\$220,000
Highway Department Pick-up w/ Plow	\$80,000
Transfer to Capital Stabilization Fund	\$100,000
Subtotal	<b>\$1,485,000</b>

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**FY2029**

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Roadway Paving / Repairs and Associated Costs	\$360,000
Municipal 1 <sup>st</sup> & 2 <sup>nd</sup> Floor Lobby Windows	\$25,000
Police Department Electrical Upgrade	\$95,000
Municipal & PD Parking Lot Paving	\$175,000
Highway Department 6 Wheel Dump Truck w/Plow & Sander	\$285,000
DHS Replace Auditorium Projector	\$12,000
DHS LCD Projectors Replacement	\$65,000
DHS Convection Oven (Cafeteria)	\$9,474
DPS/DHS Crack Seal Driveways & Parking Lots	\$22,400
DMS Steamer (Cafeteria)	\$13,168
Transfer to Capital Stabilization Fund	\$100,000
Subtotal	<b>\$1,162,042</b>

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**FY2030**

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Roadway Paving / Repairs and Associated Costs	\$360,000
Highway Department Small Dump Truck w/Plow & Sander	\$150,000
Highway Department Small Dump Truck w/Plow & Sander	\$150,000
Highway Department 6 Wheel Dump Truck Catch Basin Cleaner w/Plow & Sander	\$350,000
Highway Department Tow Behind Compressor	\$55,000
Transfer to Capital Stabilization Fund	\$100,000
Subtotal	<b>\$1,165,000</b>

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**FY2031**

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Roadway Paving / Repairs and Associated Costs	\$360,000
Highway Department Grader w/Plow	\$530,000
Transfer to Capital Stabilization Fund	\$100,000
Subtotal	<b>\$990,000</b>

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**Article 11. Adopt Chapter 59 § 5C1/2 Tax Exemption for Veterans, Seniors and the Blind**

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To see if the Town will vote to accept the provisions of General Laws Chapter 59 § 5C1/2, which includes certain tax exemptions for Veterans, Seniors and the Blind; or take any other action relative thereto.

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**Article 12. Stormwater Bylaw & Map**

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To see if the Town will vote to accept "*Article 12 Douglas Stormwater Bylaw*" as printed below, and accept the map titled "*Town of Douglas Regulated Stormwater Area February 2025*" as on file in the office of the Town Clerk, or take any other action relative thereto:

**Article 12  
DOUGLAS  
STORMWATER  
BYLAW**

- 1. Purpose**
- 2. Authority**
- 3. Definitions**
- 4. Administration**
- 5. Applicability**

- 6. Procedures**
- 7. Enforcements**
- 8. Waivers & Relief**
- 9. Appeals**
- 10. Severability**

**GENERAL REFERENCES**

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## **1. Purpose**

A. The purpose of this Bylaw is to meet and shall not exceed the minimum requirements of the Federal Environmental Protection Agency, MS-4 Requirements, and to protect the public health, safety, environment and general welfare by establishing requirements and procedures to manage storm water runoff, promote groundwater recharge and to prevent water pollution from new development and redevelopment within the Town of Douglas Regulated Stormwater Area Map dated February 2025. This Bylaw seeks to meet that purpose through the following objectives:

- (1) Establish regulations for land development activities that preserve the health of water resources;
- (2) Require that the quantity and quality of storm water from new development is equal to or better than pre-development conditions in order to reduce flooding, stream erosion, pollution, property damage and harm to aquatic life;
- (3) Establish storm water management standards, procedures, and design criteria to control the quantity and quality of storm water runoff;
- (4) Encourage the use of “low impact development practices”, such as reducing impervious cover and preserving greenspace and other natural areas;
- (5) Establish maintenance provisions to ensure that storm water treatment practices will continue to function as designed and pose no threat to public safety;
- (6) Establish procedures for the Town’s review of storm water management plans and for the Town’s inspection of approved storm water treatment practices.
- (7) Prevent, minimize, and eliminate non-storm water discharges to the Town’s municipal separate storm sewer system (MS4).
- (8) Prohibit illicit connections and unauthorized discharges to the MS4, and promote the removal of all such illicit connections.

B. Nothing in this bylaw is intended to replace the requirements of the Town of Douglas Zoning Bylaw, or any other Bylaw that may be adopted by the Town of Douglas. Any activity subject to the provisions of the above-cited Bylaws must comply with the specifications of each.

## **2. Authority**

This Bylaw is adopted pursuant to the regulations of the federal Clean Water Act, and as authorized by the residents of the Town of Douglas at Town Meeting, dated May \_\_\_, 2025.

## **3. Definitions**

Unless the content specifically indicates otherwise, the meaning of the terms used in this article shall be as follows:

**AGRICULTURAL USE:** The normal maintenance or improvement of land in agricultural use, as defined by the Massachusetts Wetlands Protection Act.

**BEST MANAGEMENT PRACTICE (BMP):** Structural, non-structural and managerial techniques that are recognized to be the most effective and practical means to prevent and/or reduce increases in storm water volumes and flows, reduce point source and nonpoint source pollution, and promote storm water quality and protection of the environment. “Structural” BMPs are devices that are engineered and constructed to provide temporary storage and treatment of storm water runoff. “Nonstructural” BMPs

use natural measures to reduce pollution levels, do not require extensive construction efforts, and/or promote pollutant reduction by eliminating the pollutant source.

**BETTER SITE DESIGN:** Site design approaches and techniques that can reduce a site's impact on the watershed through the use of nonstructural storm water management practices. Better site design includes conserving and protecting natural areas and greenspace, reducing impervious cover, and using natural features for storm water management.

**DISCHARGE OF POLLUTANTS:** The addition from any source of any pollutant or combination of pollutants into the municipal storm drain system and enters into the Waters of the United States.

**DISTURBANCE:** Action to alter or disturb existing vegetation and underlying soil of a site, such as clearing, grading, site preparation (e.g. excavating, cutting and filling), soil compaction, and movement and stockpiles of top soils.

**ENFORCEMENT ORDER:** A written order issued by the Planning Board or its Reviewing Agent in order to enforce the provisions of this Bylaw as issued in accordance with Section 7 of this Bylaw.

**MASSACHUSETTS STORM WATER MANAGEMENT POLICY:** The Policy issued by the Department of Environmental Protection, and as amended, that coordinates the requirements prescribed by state regulations promulgated under the authority of the Massachusetts Wetlands Protection Act G.L. c. 131 § 40 and Massachusetts Clean Waters Act G.L. c. 21, §. 23-56. The Policy addresses Storm Water impacts through implementation of performance standards to reduce or prevent pollutants from reaching water bodies and control the quantity of runoff from a site.

**MUNICIPAL SEPARATE STORM SEWER SYSTEM (MS-4):** The system of conveyances designed or used for collecting or conveying storm water, including any road with a drainage system, street, gutter, curb, inlet, piped storm drain, pumping facility, retention or detention basin, natural or manmade or altered drainage channel, reservoir, and other drainage structure that together comprise the storm drainage system owned or operated by the Town of Douglas and enters into the waters of the United States.

**NEW DEVELOPMENT:** Any construction of land disturbance on a parcel of land that is currently in a natural vegetated state and does not contain alteration by man-made activities.

**NONPOINT SOURCE POLLUTION:** Pollution from many diffuse sources caused by rainfall or snowmelt moving over and through the ground. As the runoff moves, it picks up and carries away natural and human-made pollutants, finally depositing them into water resource areas.

**NON-STORM WATER DISCHARGE:** Discharge to the MS4 not composed entirely of storm water. The following non-storm water discharges are exempt from this definition, provided that the source is not a significant contributor of a pollutant to the MS4: water line or hydrant flushing; discharges from firefighting activities; foundation or footing drains; landscape irrigation and lawn watering; air conditioning condensation; dechlorinated (<1part per million chlorine) swimming pool discharges; water from individual residential car washing; discharge from street sweeping; flow from potable water sources; flow from springs; wetlands, diverted streams, or riparian habitats; rising groundwater, including uncontaminated infiltrated or pumped groundwater; and others with approval.

**PERSON:** Any individual, group of individuals, association, partnership, corporation, company, business organization, trust, estate, the Commonwealth or political subdivision thereof to the extent subject to Town Bylaws, administrative agency, public or quasi-public corporation or body, the Town of Douglas, and any other legal entity, its legal representatives, agents, or assigns.

**POLLUTANT:** Contaminant including, but not limited to, heavy metals, toxins, oil and grease, solvents, nutrients, viruses and bacteria, solid waste, sewage, septage, agricultural waste, gasoline, diesel fuel, heat chemicals, detergents, fertilizers and pesticides, and animal waste.

**PRE-DEVELOPMENT:** The conditions that exist at the time that plans for the land development of a tract of land are submitted to the Storm Water Authority. Where phased development or plan approval occurs (preliminary grading, roads and utilities, etc.), the existing conditions at the time just prior to the first plan submission shall establish pre-development conditions.

**POST-DEVELOPMENT:** The conditions that reasonably may be expected or anticipated to exist after completion of the land development activity on a specific site or tract of land. Post-development refers to the phase of a new development or redevelopment project after completion, and does not refer to the construction phase of a project.

**PROFESSIONAL ENGINEER (P.E.):** A licensed Professional Engineer in good standing in the state of Massachusetts.

**RECHARGE:** The replenishment of underground water reserves.

**REDEVELOPMENT:** Any construction, alternation, or improvement exceeding land disturbance of one acre (43,560 [gross] square feet, where the existing land use is commercial or industrial.

**STORM WATER:** Storm water runoff, snow melt runoff, and surface water runoff and drainage.

**STORM WATER AUTHORITY:** The Planning Board is the Town of Douglas's Storm Water Authority. The Storm Water Authority is responsible for coordinating the review, approval and permit process as defined in this Bylaw.

**STORM WATER DISCHARGE:** Conveyance or system of conveyances (including pipes, conduits, ditches and channels) primarily used for collecting and conveying storm water runoff.

**STORM WATER MANAGEMENT PERMIT (SMP):** A permit issued by the *Storm Water Authority*, after review of an application, plans, calculations, and other supporting documents, which is designed to protect the environment of the Town from the deleterious effects of uncontrolled and untreated storm water runoff.

Definitions shall apply in the interpretation and implementation of the Bylaw. Terms not defined in the bylaw shall be understood according to their customary and usual meaning. Additional definitions may be adopted by separate regulation.

#### **4. Administration**

- A. The Storm Water Authority, shall administer, implement and enforce this Bylaw. Any powers granted to or duties imposed upon the Storm Water Authority may be delegated in writing by the Storm Water Authority to its employees or agents. The Storm Water Authority shall be the Douglas Planning Board, which may request input or involvement from the Highway Department, the Conservation Administrator and/or Conservation Commission, the Board of Health, and other Boards and/or Departments as it may deem necessary or appropriate to administer, implement, and enforce specific components of this Bylaw.
- B. Storm Water Regulations. The Storm Water Authority may adopt, and periodically amend, rules and regulations relating to the terms, conditions, definitions, enforcement, fees (including application, inspection, and/or consultant fees), procedures and administration of this Storm Water Bylaw by majority vote of the Storm Water Authority, after conducting a public hearing to receive comments on any proposed revisions. Such hearing dates shall be advertised in a newspaper of general local circulation, at least 14 days prior to the hearing date. After public notice and public hearing, the Storm Water Authority may issue rules and regulations to fulfill the purposes of this Bylaw. Failure by the Storm Water Authority to issue such rules and



regulations or a legal declaration of their invalidity of any such rule or regulation by a court shall not act to suspend or invalidate the effect of this Bylaw.

- C. Storm Water Management Manual. The Storm Water Authority will adopt the policy, criteria, and information including specifications and standards, set forth in the latest edition of the Massachusetts Storm water Handbook, to implement the provisions of this Bylaw. This Handbook includes a list of acceptable storm water treatment practices, including the specific design criteria for each. The Handbook may be updated and expanded periodically, based on improvements in engineering, science, monitoring, and local maintenance experience. Unless specifically altered in the Storm Water Regulations, storm water management practices that are designed, constructed, and maintained in accordance with the Handbook's design and sizing criteria will be presumed to be protective of Massachusetts water quality standards.
- D. Actions by the Storm Water Authority. The Storm Water Authority may take any of the following actions as a result of an application for a Storm Water Management Permit: Approval, Approval with Conditions, Disapproval, or Disapproval without Prejudice.

## **5. Applicability**

- A. This bylaw shall be applicable to all new development and redevelopment within the Town of Douglas Regulated Stormwater Area as shown on the February 2025 map. The Bylaw shall apply to any activities that will result in an increased amount of storm water runoff or pollutants from a parcel of land, or that will alter the drainage characteristics of a parcel of land, unless exempt under Section 5.B of this Bylaw. All new development and redevelopment under the jurisdiction of this Bylaw shall be required to obtain a Storm Water Management Permit.
- B. EXEMPTIONS. No person shall alter land within the Town of Douglas without having obtained a Storm Water Management Permit (SMP) for the property with the following exceptions:
  - 1. Any activity that will disturb an area less than one acre (43,560 [gross] square feet) of a property;
  - 2. Normal maintenance and improvement of land in agricultural use as defined by the Wetlands Protection Act.
  - 3. Conversion of land to agricultural use for crops and/or pasture uses;
  - 4. Maintenance of existing landscaping, gardens or lawn areas;
  - 5. Repair or replacement of an existing roof;
  - 6. Construction of a single-family dwelling, where approval is not required, as such term is defined in the Subdivision Control Law (G.L. c. 41, §81P), unless the associated land disturbance activity exceeds one acre (43,560 [gross] square feet).
  - 7. Repair or replacement of an existing septic system. Persons repairing or replacing septic systems are strongly encouraged to consult with the Town Board of Health about actions to reduce storm water impacts during and after construction;
  - 8. The construction of any fence that will not alter existing terrain or drainage patterns;
  - 9. Construction of a deck, patio, retaining wall, expansion of an existing driveway, construction of a shed, swimming pool, tennis or basketball court (or similar) appurtenant to a residential dwelling;

10. Construction of utilities (gas, water, electric, telephone, etc.) other than drainage, which will not alter terrain, ground cover, or drainage patterns;
11. Emergency repairs to any storm water management facility that poses a threat to public health or safety, or as deemed necessary by the Storm Water Authority;
12. Any work or projects for which all necessary approvals and permits have been issued or an application is formally submitted before the effective date of this Bylaw;
13. Timber harvesting under an approved Forest Cutting Plan as defined by the Forest Cutting Practices Act regulation 304 CMR 11.00 and MGL Chapter 132 Sections 40 through 46, and forestry cutting practices under Wetlands Protection Act;
14. Normal maintenance and improvements of the Town of Douglas's publicly owned roadways and associated drainage infrastructure;
15. An application already before the Planning Board where storm water management is required under an equivalent permitting process;

## **6. Procedures**

Permit Procedures and Requirements shall be defined and included as part of any rules and regulations promulgated under Section 4 of this Bylaw.

An application for a stormwater permit to perform work shall be accompanied by a project narrative, engineered Site Plans depicting stormwater management systems, and a stormwater management report. A public hearing is required and notice shall be given by publication in a newspaper of general circulation in the town once in each of two successive weeks, the first publication to be not less than fourteen days before the day of the hearing and by posting such notice in a conspicuous place in the town hall for a period of not less than fourteen days before the day of such hearing. In all cases where notice to individuals or specific boards or other agencies are required, notice shall be sent by mail, postage prepaid. Additional submittal requirements may be set forth in the regulations promulgated hereunder.

The Planning Board shall review and act upon the site plan, with such conditions as may be deemed appropriate, within ninety (90) days of, the Public Hearing Date, and notify the applicant of its decision. The decision of the Planning Board shall be upon a majority of those present, constituting at least a quorum, and shall be in writing. No building permit shall be issued by the Building Inspector without the written approval of the site plan permit by the Planning Board, or unless 90 days lapse from the date of the site plan public hearing without action by the Board.

## **7. Enforcement**

The Planning Board or its designee shall enforce these Regulations, and may pursue all available remedies for violations, including issuance of a written enforcement order. If remediation is required, the order may set forth a deadline when work shall be completed. Said order may further advise that failure to remedy violations may require the Town of Douglas to correct violations and pursue measures to obtain reimbursement from the property owner. If such corrective action by the Town is undertaken, within 30 days after correcting the violation, the violator and the property owner shall be notified of the costs incurred by the Town of Douglas, including reasonable administrative costs.

Any person, who violates any provision of the Town of Douglas Storm Water Bylaw, or any Regulation adopted or permit issued thereunder, may be ordered to correct the violation and/or shall be punished by a fine of not more than \$100.00 per day or part thereof that such violation occurs or continues. Each day during which such violation continues after notification of the violation by the Town shall constitute a separate offense for purposes of this section. The Planning Board has the ability to reduce or waive fines if justified in their opinion.

## **8: Waivers and Provisions for Relief**

- A. The Planning Board or its Reviewing Agent may waive strict compliance with any requirement of this Bylaw promulgated hereunder, where:
  - 1. Such action is allowed by federal, state and local statutes and/or regulations,
  - 2. Is in the public interest,
  - 3. A public safety issue exists, and/or
  - 4. Is not inconsistent with the purpose and intent of this Bylaw.
- B. Any applicant may submit a written request to be granted such a waiver. Such a request shall be accompanied by an explanation or documentation supporting the waiver request and demonstrating that strict application of this Bylaw does not further the purposes or objectives of this Bylaw. The Planning Board or its Reviewing Agent may require documentation to be submitted and stamped by a qualified licensed P.E.

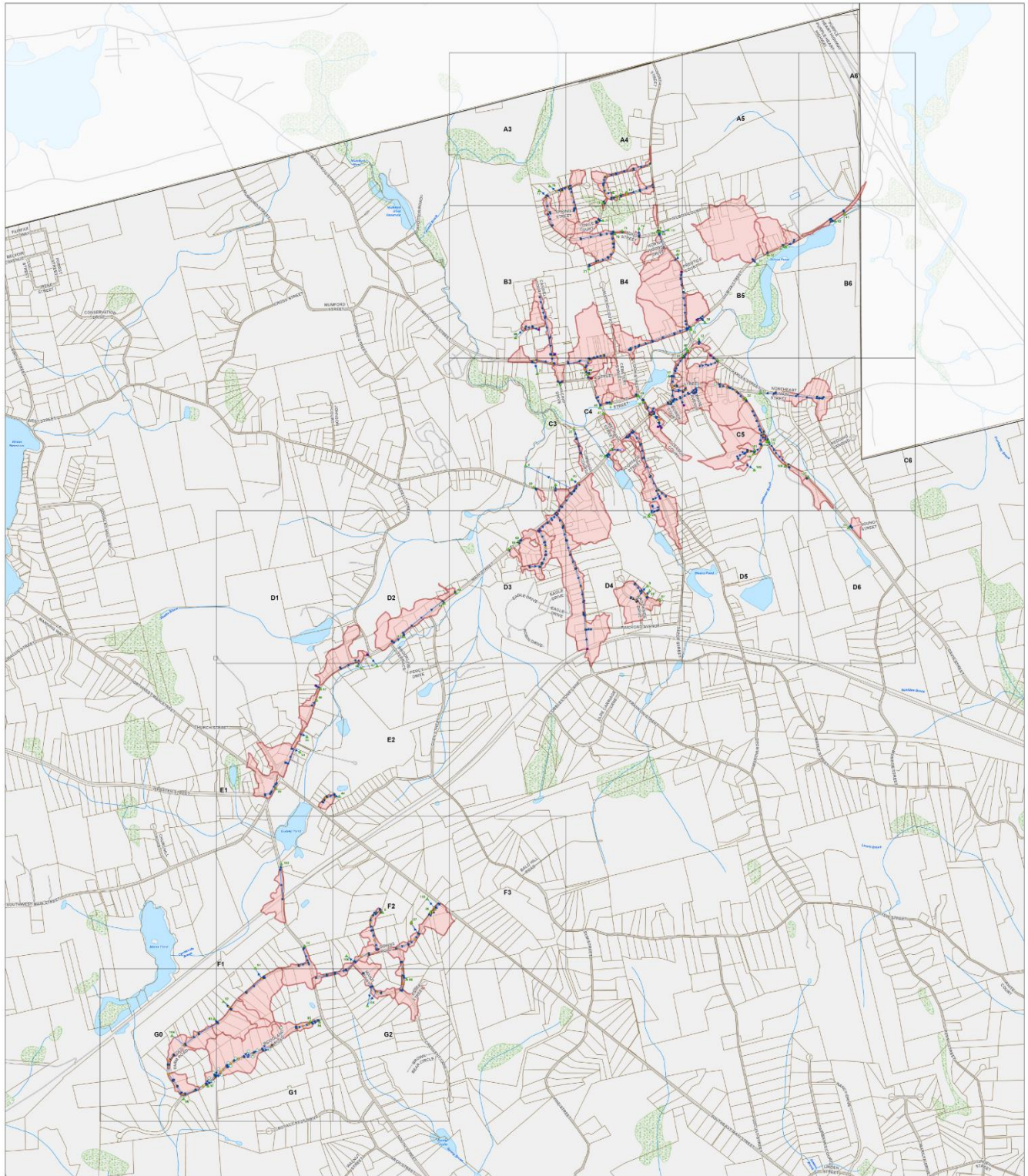
## **9. Appeals**

Any decision of the Storm Water Authority pursuant to this Article may be appealed to a court of competent jurisdiction pursuant to G.L. c. 249, § 4, to the extent permitted by law.

The remedies described in these Regulations are cumulative in nature and shall not preclude the exercise of any other remedies available under any applicable federal, state or local law.

## **10. Severability**

The invalidity of any section, provision, paragraph, sentence, or clause of this Bylaw shall not invalidate any other section, provision, paragraph, sentence, or clause thereof, nor shall it invalidate any permit or determination that previously has been issued.



#### Legend

- ▲ Outfall
- Catch Basin
- Drainage Manhole
- Hydrant Connection
- Inlet
- Residential Drain Connection
- Pump Pump
- ◆ Interconnections
- Drain Pipe
- MSA Regulated Stormwater Area
- Parcel
- Lake, Pond, Reservoir
- Wetland, Marsh, Swamp
- Stream, Brook
- Non-Regulated Area



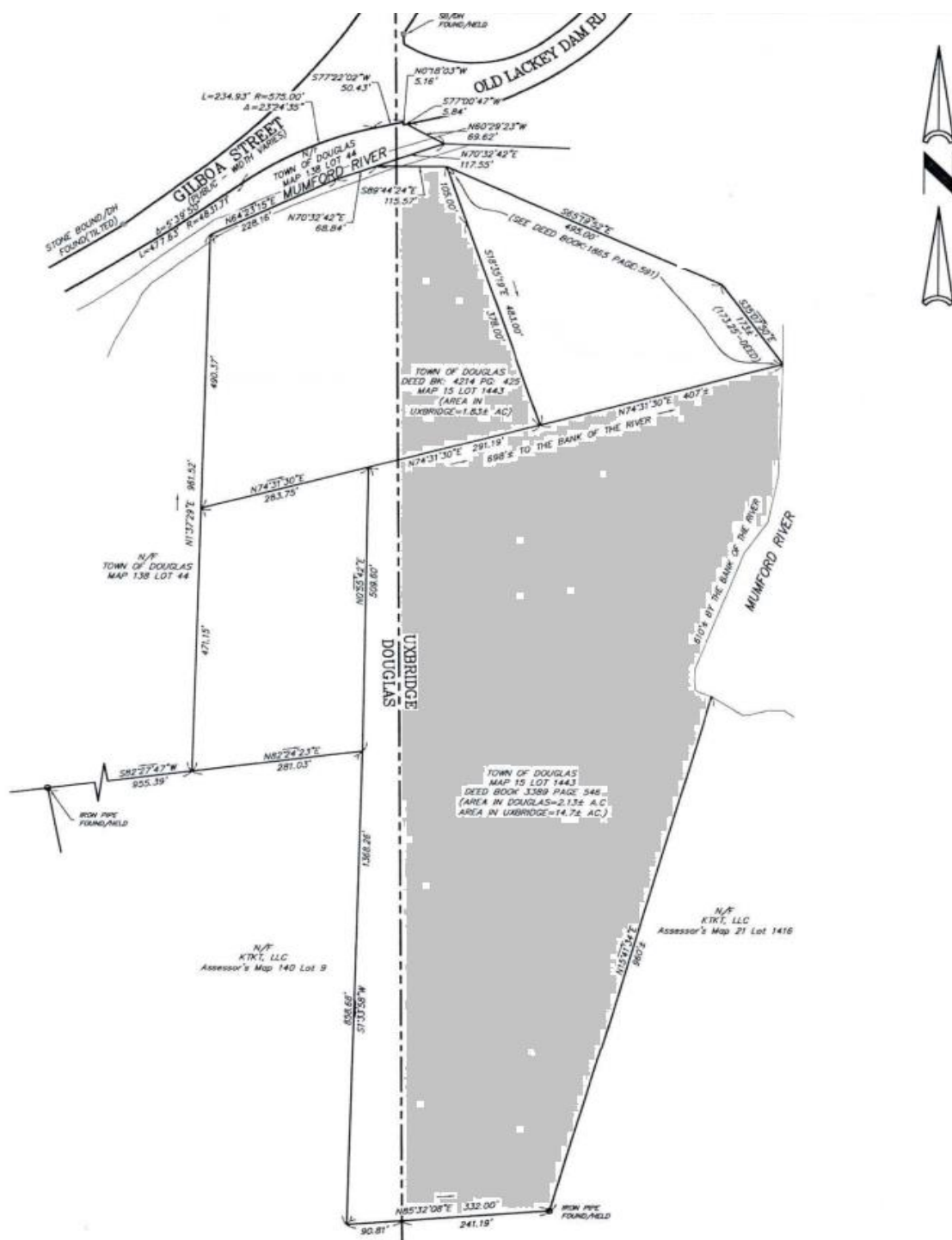
#### Town of Douglas Regulated Stormwater Area February 2025

Comprehensive  
Environmental  
Incorporated



Data Source: GIS, March 2025, Town of Douglas

To see if the Town will vote to transfer to the Board of Selectmen for purposes of conveyance certain parcels of land owned by the Town consisting of A) 1.83 acres more or less granted to the Town by Walter T. Murphy on August 8, 1961 (Worcester County Registry of Deeds Book 4214, Pages 425-426) and B) 14.7 acres more or less granted to the Town by Seddie Aldrich on May 7, 1951 (Worcester County Registry of Deeds Book 3389, Pages 546-547); copies of the deeds, survey and property record card also being on file in the office of the Town Clerk, and further, to authorize the Board of Selectmen to convey such land on terms as it deems appropriate; or take any other action relative thereto.



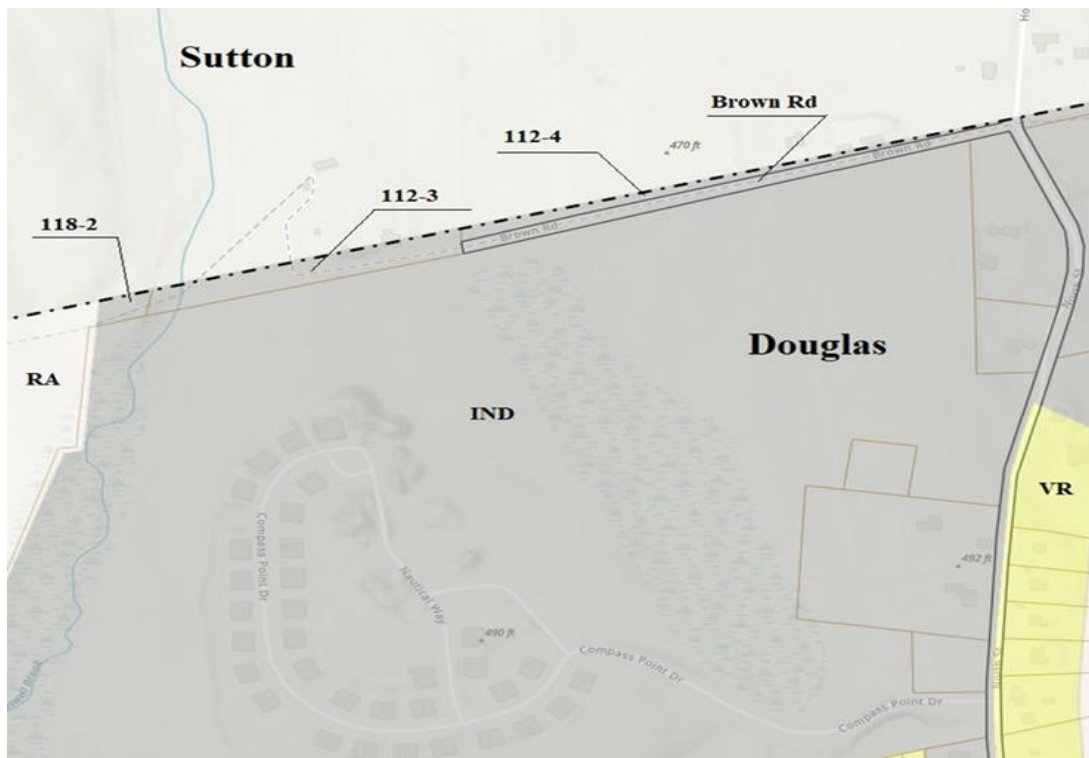


#### **Article 14. Board of Health Design & Permitting of Landfill Cap Repair**

To see if the Town will vote to transfer from Free Cash the sum of **\$15,000** to design and permit repairs to the final cap at the Douglas Landfill located off Riedell Road. A portion of the cap installed in 1988 has settled and requires regrading and repair to comply with MassDEP Solid Waste Management Regulations (310 CMR 19.000); or take any other action relative thereto.

#### **Article 15. Zoning Map Amendment – Brown Road Douglas, MA**

To see if the Town will vote to amend the Zoning Map for the Town of Douglas, Massachusetts to reflect the following change: Industrial (Ind) Zoning District to Rural Agricultural (R-A) Zone on the following Town Tax Assessor Parcels: Map 112 Parcels 3 & 4, a portion of Map 118 Parcel 2, and the entirety of a private way known as Brown Road, or take any other action relative thereto.



#### **Article 16. Street Acceptance – Joseph Road**

To see if the Town will vote to accept as a public way "Joseph Road" as laid out by the Board of Selectmen and as shown on a plan of land on file in the office of the Town Clerk entitled "Layout Plan of Land Joseph Road Douglas Mass Scale 1"=80' Date: August 26, 2024", and further, authorize the Board of Selectmen to acquire by gift, purchase or eminent domain rights sufficient to use said Joseph Road for all purposes for which public ways are used in the Town of Douglas along with all drainage and utility easements associated with such roadway, and to authorize the Board of Selectmen to enter into any such agreements as are necessary to effectuate such purposes on terms that the Board of Selectmen deem to be appropriate; or take any other action relative thereto.

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**Article 17. Municipal Separate Storm Sewer System (MS-4) Compliance – Year 8 Funding**

To see if the Town will vote to transfer from Free Cash the sum of **\$40,000** for funding Year 8 of the Municipal Separate Storm Sewer System (MS-4) Compliance Services; or take any other action relative thereto.

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**Article 18. Personnel Bylaw Amendment - Section C. Holidays**

To see if the Town will vote to amend the Douglas Personnel Bylaw; or take any other action relative thereto.

Remove the following language:

“Limited part-time, temporary, fill-in, per diem and seasonal employees shall not receive holiday pay.”

Replace with the following language:

“Limited part-time, temporary, fill-in, per diem, call and seasonal employees performing their official duties on a holiday shall be paid at the rate of one and one-half their hourly rate of compensation.”

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**Article 19. Water/Sewer Elevated Water Storage Tank**

To see if the Town will vote to transfer a sum not to exceed the amount of **\$250,000** from **Water/Sewer retained earnings** to fund a grant match to construct an elevated potable water storage tank and appurtenances, and all associated costs, on North Street, Town GIS map Parcel # 117-61.1; or take any other action relative thereto.

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**Article 20. BVT Stabilization Account**

To see if the Town will vote, pursuant to M.G.L. c.71, §16G ½, to approve the establishment of a stabilization account for the Blackstone Valley Vocational Regional School District, consistent with the September 14, 2023 vote of the Blackstone Valley Vocational Regional School District Committee, and the member community of Hopedale, which action will provide additional flexibility with respect to future capital improvements, such account to be expended by a 2/3 vote of Regional School District Committee for any purpose for which regional school districts may borrow money or for such other district purpose as the Massachusetts Commissioner of Elementary and Secondary Education may approve; or take any action relative 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.

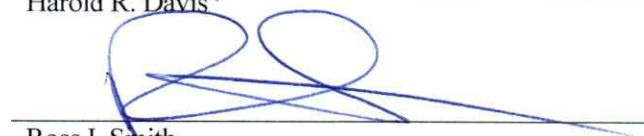
GIVEN UNDER OUR HANDS THIS **FIRST DAY OF APRIL 2025**, A.D.


**THE HONORABLE BOARD OF SELECTMEN**

  
\_\_\_\_\_  
Timothy P. Bonin, Chairman

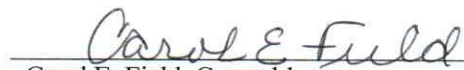
  
\_\_\_\_\_  
Michael E. Fitzpatrick, Vice Chairman

  
\_\_\_\_\_  
Harold R. Davis

  
\_\_\_\_\_  
Ross I. Smith

  
\_\_\_\_\_  
Leslie M. Stevens

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  
Benjamin Tusino, Constable

4.14.2025  
Date

