

TOWN OF DOUGLAS
ANNUAL & SPECIAL TOWN MEETING
VOTER INFORMATION BULLETIN
Monday, May 5, 2025
Douglas High School Auditorium
7:00 PM

FINANCE COMMITTEE MESSAGE

Dear fellow residents,

The warrants you have before you include not only the budget, but also other items having to do with the quality of life in our town. We encourage you to read through carefully and come to town meeting ready to take part in our warrant article discussions.

The two largest parts of spending are education, as well as insurance and benefits. These two line items make up about 70% of our annual spending. The upward pressure on costs for these line items, as well as other areas of our town's spending is increasing and has been of great concern to us.

Similarly, on the revenue side of the budget our two biggest categories are real estate taxes, as well as state aid, which make up around 70% of our revenue. Due to the limitations on property taxes of 2.5% and the uncertainty surrounding state aid, since the state itself is under growing financial pressures, we have been paying special attention to our revenue sources.

The budget we are recommending is the result of the hard work and diligent efforts of our town's departments and staff, and we present it to you with the hope that it will contribute to the steady progress of our town.

Sincerely,
Your Finance Committee

Dick Vandenberg, Chairman

Sandy Kuipers, Vice Chair
Howard D'Amico
Carol Gogolinski
Ryan Hogan

Michael Hutnak
Robert Leonardi
Heather Morin
Lynne Mussulli

SPECIAL TOWN MEETING

Article 1. Fiscal Year 2025 Budget Transfers / Amendments

Article 2. Snow & Ice Account Transfer

Article 3. Prior Year Bills

Article 4. Prior Year Bills – Enterprise Fund

Article 1: Fiscal Year 2025 Budget Transfers / Amendments

To see if the Town will vote to amend the action taken on Article 2 of the Annual Town Meeting of Monday, May 6, 2024 by transferring from available funds the following sums of money to the following budget line items in the Fiscal Year 2025 Budget; or take any other action related thereto.

Increase Treasurer/Collector Wages	\$17,400
Increase Fin Com Expenses	\$1,000
Increase Town Reports	\$1,000
Increase Town Audit	\$1,500
Increase Town Clerk Wages	\$13,671
Increase Town Hall Office Supplies	\$3,000
Increase Board of Health Wages	\$500
Increase Landfill Maintenance	\$600
Increase Ambulance Wages	\$27,000

Increase Police Wages	\$30,000
Increase Highway Maintenance Expenses	\$20,000
Increase Highway Admin Expenses	\$5,000
Decrease Assessors Expenses	\$5,000
Decrease Treasurer/Collector Expenses	\$4,000
Decrease Police Expenses	\$5,000
Decrease Tax Taking Expenses	\$2,500
Decrease Nurse Wages	\$10,000
Decrease Highway Wages	\$37,000
Decrease Public Building Wages	\$30,171
Transfer from Ambulance Receipts Reserved for Appropriation	\$27,000

Explanation: This is standard procedure in order to take care of changes in spending and costs that have occurred during Fiscal Year 2025.

FinCom Voted to Recommend this Article Unanimously

Article 2: Snow & Ice Account Transfer

To see if the Town will vote to transfer from **Free Cash** the sum of **\$175,000** to the FY25 Snow & Ice Account; or take any other action related thereto.

Explanation: This is standard procedure in order to take care of changes in spending and costs that have occurred during Fiscal Year 2025.

FinCom Voted to Recommend this Article Unanimously

Article 3: Prior Year Bills

To see if the Town will vote to transfer from **Free Cash** the sum of **\$610** to pay the following prior year's bills; or take any other action related thereto.

• Moving Minds (School Department)	\$250
• Douglas Water & Sewer (School Department)	\$250
• American Family Care (Highway Department)	\$110
	\$610

Explanation: This is standard procedure in order pay prior year bills.

FinCom Voted to Recommend this Article Unanimously

Article 4: Prior Year Bills – Enterprise Funds

To see if the Town will vote to transfer from **Retained Earnings** the sum of **\$6,542.83** to pay the following prior year's bills; or take any other action related thereto.

• RWE (Con Ed)	\$6,542.83
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Explanation: This is standard procedure in order pay prior year bills.

FinCom Voted to Recommend this Article Unanimously

ANNUAL TOWN MEETING

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 Expenses	\$247,682 \$17,515	\$253,687 \$19,730	\$263,652 \$19,750
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
Finance Director / Accountant / Audit			
Wages Expenses	\$155,850 \$5,650	\$174,225 \$5,663	\$178,732 \$5,675
Audit	\$161,500	\$179,888	\$184,407
Total Finance Director / Accountant / Audit	\$38,000	\$38,000	\$38,000
	\$199,500	\$217,888	\$222,407

Assessors	Wages	\$125,198	\$128,791	\$135,506
	Expenses	\$55,493	\$66,887	\$65,125
Total Assessors	Revaluation	\$180,691	\$195,678	\$200,631
		\$-	\$-	\$-
Total Assessors		\$180,691	\$195,678	\$200,631
Treasurer / Collector				
	Wages	\$229,179	\$245,689	\$228,642
	Expenses	\$73,725	\$82,054	\$75,403
	Tax Taking	\$302,904	\$327,743	\$304,045
	Tax Title	\$5,000 \$25,125	\$5,000 \$25,470	\$5,000 \$25,822
Total Treasurer / Collector		\$333,029	\$358,213	\$334,867
Finance Committee				
	Wages	\$868	\$906	\$924
	Expenses	\$5,000	\$9,500	\$9,500
	Reserve Fund	\$50,000	\$50,000	\$56,922
		\$55,868	\$60,406	\$67,346
Technology				
Total Technology	Expenses	\$133,177	\$166,171	\$170,146
		\$133,177	\$166,171	\$170,146
Town Clerk				
	Wages	\$150,539	\$164,427	\$162,362
	Expenses	\$18,750	\$18,750	\$18,750
Total Town Clerk		\$169,289	\$183,177	\$181,112
Public Building Maintenance				
	Wages	\$-	\$56,000	\$-
	Expenses	\$200,099	\$201,951	\$196,727
Total Public Building Maintenance		\$200,099	\$257,951	\$196,727
Permanent Building Committee				
	Wages	\$750	\$782	\$798
	Expenses	\$700	\$708	\$300
Total Permanent Building Committee		\$1,450	\$1,490	\$1,098
Community Development				
	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
Total Community Development	Conservation Commission	\$1,789	\$1,795	\$7,800
Total Community Development		\$325,342	\$360,045	\$339,984

Other General Government				
Total Other General Government	Moderator	\$250	\$250	\$250
	Housing Authority	\$100	\$100	\$100
		\$350	\$350	\$350
Total General Government		\$1,972,098	\$2,189,493	\$2,114,409
PUBLIC SAFETY				
Police				
Total Police	Wages	\$1,895,042	\$2,180,724	\$2,187,917
	Expenses	\$196,270	\$201,195	\$200,906
	Cruisers	\$-	\$140,000	\$147,000
		\$2,091,312	\$2,521,919	\$2,535,823
Fire				
Total Fire	Wages	\$599,181	\$616,082	\$627,241
	Expenses	\$187,438	\$196,266	\$199,833
		\$786,619	\$812,348	\$827,074
Ambulance				
Total Ambulance	Wages	\$637,062	\$621,537	\$665,447
	Expenses	\$135,313	\$136,059	\$141,559
		\$772,375	\$757,596	\$807,006
Building Department				
Total Building Department	Wages	\$184,092	\$186,917	\$190,633
	Expenses	\$34,279	\$35,804	\$36,083
		\$218,370	\$222,721	\$226,716
Tree Warden				
Total Tree Warden	Wages	\$3,000	\$3,000	\$3,000
	Expenses	\$60,550	\$60,550	\$550
		\$63,550	\$63,550	\$3,550
Civil Defense				
Total Civil Defense	Wages	\$5,000	\$5,000	\$5,000
	Expenses	\$45,123	\$46,368	\$47,669
		\$50,123	\$51,368	\$52,669
Sealer of Weights and Measures				
Animal Control				
Total Public Safety		\$4,026,998	\$4,473,323	\$4,499,399
PUBLIC WORKS				
Cemetery				
Total Highway		\$12,760	\$15,660	\$15,660
Highway				
Total Highway	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
		\$1,068,165	\$1,132,943	\$1,113,089

Other Public Works	Landfill Maintenance	\$2,132	\$2,132	\$2,165
	Monitor Wells	\$20,600	\$21,012	\$21,433
	Street lighting	\$20,225	\$20,454	\$20,686
Total Other Public Works		\$42,957	\$43,598	\$44,284
Total Public Works		\$1,123,882	\$1,192,201	\$1,173,033
HEALTH AND HUMAN SERVICES				
Board of Health				
	Wages	\$73,718	\$75,173	\$79,328
	Expenses	\$7,933	\$7,991	\$8,050
		\$81,651	\$83,164	\$87,378
Public Health Nurse				
	Wages	\$41,891	\$42,894	\$43,752
	Expenses	\$1,813	\$1,828	\$1,859
		\$43,704	\$44,722	\$45,611
Animal Inspection				
	Wages	\$3,269	\$3,269	\$3,269
	Expenses	\$650	\$650	\$650
		\$3,919	\$3,919	\$3,919
Total Board of Health		\$129,274	\$131,805	\$136,908
Council on Aging				
	Wages	\$137,304	\$167,738	\$171,454
	Expenses	\$10,837	\$10,746	\$10,809
Total Council on Aging		\$148,141	\$178,484	\$182,263
Veterans				
	Expenses	\$17,820	\$18,147	\$18,480
	Benefits	\$40,000	\$40,000	\$25,000
Total Veterans		\$57,820	\$58,147	\$43,480
Total Health and Human Services		\$335,235	\$368,436	\$362,651
CULTURE & RECREATION				
Recreation				
		\$5,000	\$5,000	\$5,000
Library				
	Wages	\$215,137	\$268,725	\$278,476
	Expenses	\$83,058	\$135,630	\$139,020
Total Library		\$298,195	\$404,355	\$417,496
Memorial Day				
		\$1,750	\$1,750	\$1,750
Parks				
	Expenses	\$500	\$500	\$500
Total Parks		\$500	\$500	\$500
Total Culture & Recreation		\$305,445	\$411,605	\$424,746
EDUCATION				
Douglas Public Schools				
	Personnel & Expenses	\$14,753,704	\$15,343,852	\$15,957,606
	Transportation	\$2,011,033	\$1,932,603	\$2,382,899
Total Douglas Public Schools		\$16,764,737	\$17,276,455	\$18,340,505

Blackstone Valley Regional		(Voted as separate article)	
	Assessment	\$1,609,010	\$1,848,282
	Debt Assessment	\$35,677	\$34,211
	Representative Expense	\$500	\$500
Total Blackstone Valley Regional		\$1,645,187	\$1,882,993
Medicaid Reimbursement		\$5,000	\$5,000
Norfolk County Agricultural		\$353,294	\$256,795
Total Education		\$18,768,218	\$19,421,243
Total Insurance, Employee Benefits & Court Judgments		\$5,280,773	\$5,527,452
Total Debt Service		\$2,051,173	\$2,004,878
Total Capital Outlay	Capital Article	Capital Article	Capital Article
Total Special Articles	\$-	\$-	\$-
Transfer to Special Articles	\$-	\$-	\$-
Transfer to Special Revenue Funds	\$-	\$-	\$-
Transfer Capital Projects	\$-	\$-	\$-
Transfer to Stabilization	\$-	\$-	\$-
Transfer to OPEB	\$-	\$-	\$-
Summary - Expenditures			
Total General Government	\$1,972,098	\$2,189,493	\$2,114,409
Total Public Safety	\$4,026,998	\$4,473,323	\$4,499,399
Total Public Works	\$1,123,882	\$1,192,201	\$1,173,033
Total Health and Human Services	\$335,235	\$368,436	\$362,651
Total Culture and Recreation	\$305,445	\$411,605	\$424,746
Total Education	\$18,768,218	\$19,421,243	\$18,732,224
Total Insurance / Employee Benefits	\$5,280,773	\$5,527,452	\$5,908,797
Total Debt Service	\$2,051,173	\$2,004,878	\$1,622,185
Total Capital Outlay	Capital Article	Capital Article	Capital Article
Total Special Articles	\$-	\$-	\$-
Total Transfers	\$-	\$-	\$-
TOTAL BUDGET REQUEST	\$33,863,822	\$35,588,631	\$34,837,444

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

Explanation: Articles 1-3 are combined since together they represent the budget as worked on by the Town Administrator, department heads, town staff, input of the Selectboard and Finance Committee, as well as other committees and boards.

FinCom Voted to Recommend Articles 1-3 Unanimously

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.

Explanation: As one of the thirteen member towns that support BVT, Douglas pays a certain percentage of the budget each year.

FinCom Voted to Recommend this Article (3 yes, 3 no)

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	\$76,728
Expenses	\$292,856
Total	\$369,584

Explanation: This approves funding sources and amounts for operating the Transfer Station Enterprise Fund for FY26.

FinCom Voted to Recommend this Article Unanimously

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	\$614,494
Expenses	\$1,267,570
Capital	\$122,500
Debt	\$20,000
Total	\$2,024,564

Explanation: This approves funding sources and amounts for operating the Water and Sewer Enterprise Fund for FY26.

FinCom Voted to Recommend this Article Unanimously

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	\$81,904
Expenses	\$42,294
Total	\$124,198

Explanation: This approves funding sources and amounts for operating the Cable Department for FY26.

FinCom Voted to Recommend this Article Unanimously

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 Fiscal Year 2026 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.

Explanation: This multi-part article refers to Town Business that must be voted and approved on an annual basis.

FinCom Voted to Recommend this Article Unanimously

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

M-3: Community Development Director
Facilities Director

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
FF Only	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
FF/EMT-Basic	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
Paramedic Only	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
FF/Paramedic	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
Lieutenant/EMT-Basic	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
Lieutenant/Paramedic	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
Captain/EMT-Basic	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
Captain/Paramedic	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
Chief Officer	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)

Explanation: These tables represent the proposed compensation schedule for FY26.

FinCom Voted to Recommend this Article Unanimously

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
Total:	\$1,018,000

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

FinCom Voted to Recommend this Article Unanimously

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	\$475,000

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 st & 2 nd 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	\$1,435,000
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	\$1,485,000

FY2029

Roadway Paving / Repairs and Associated Costs	\$360,000
Municipal 1 st & 2 nd 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	\$1,162,042

FY2030

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	\$1,165,000

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

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

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.

Explanation: If accepted, this article recognizes these groups' contributions by increasing their exemptions of up to 50% of the statutory amounts.

FinCom Voted to Recommend this Article Unanimously

Article 12. Stormwater Bylaw & Map

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

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, seepage, 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, alteration, 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.

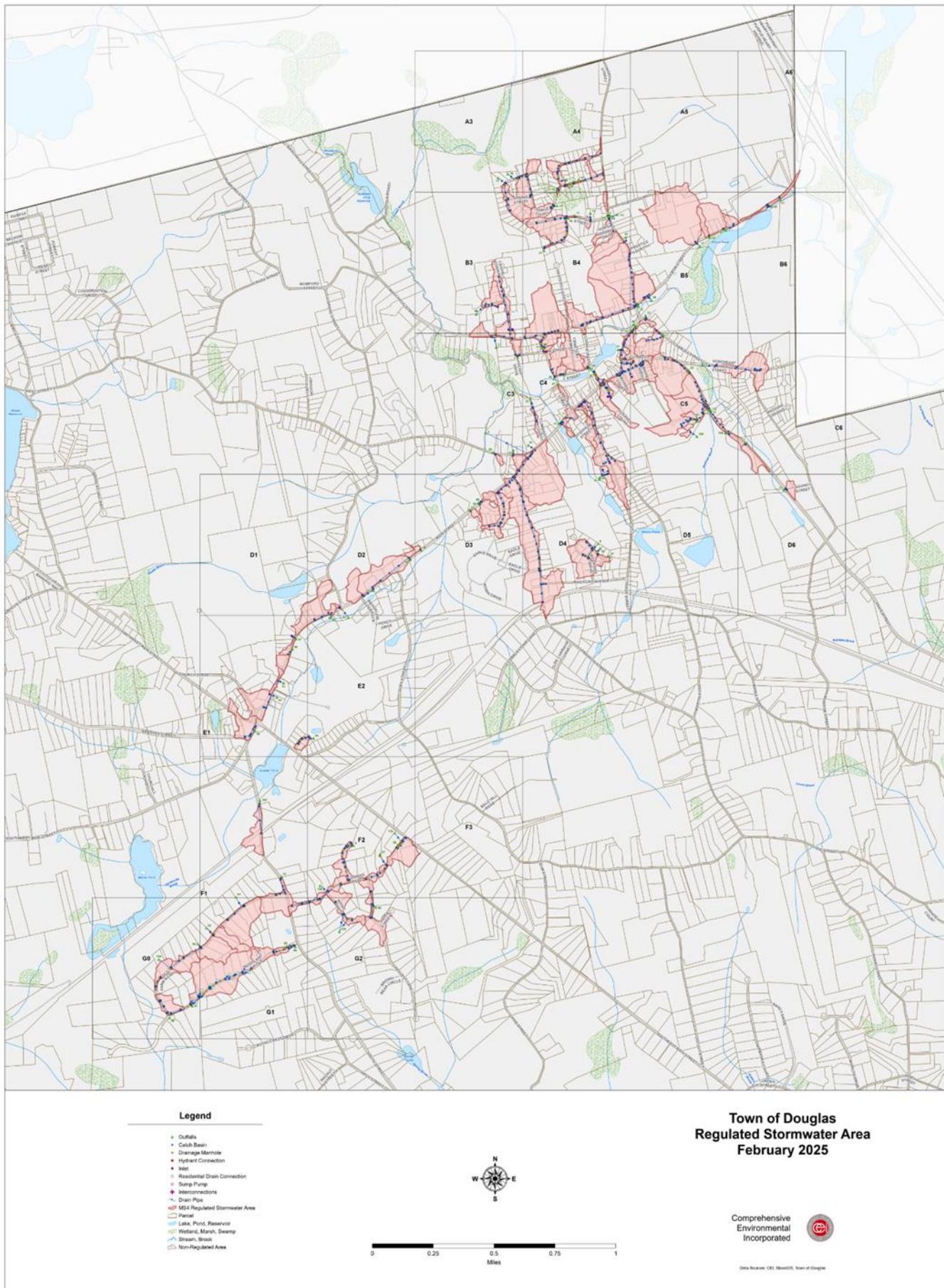
9. Appeals

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.

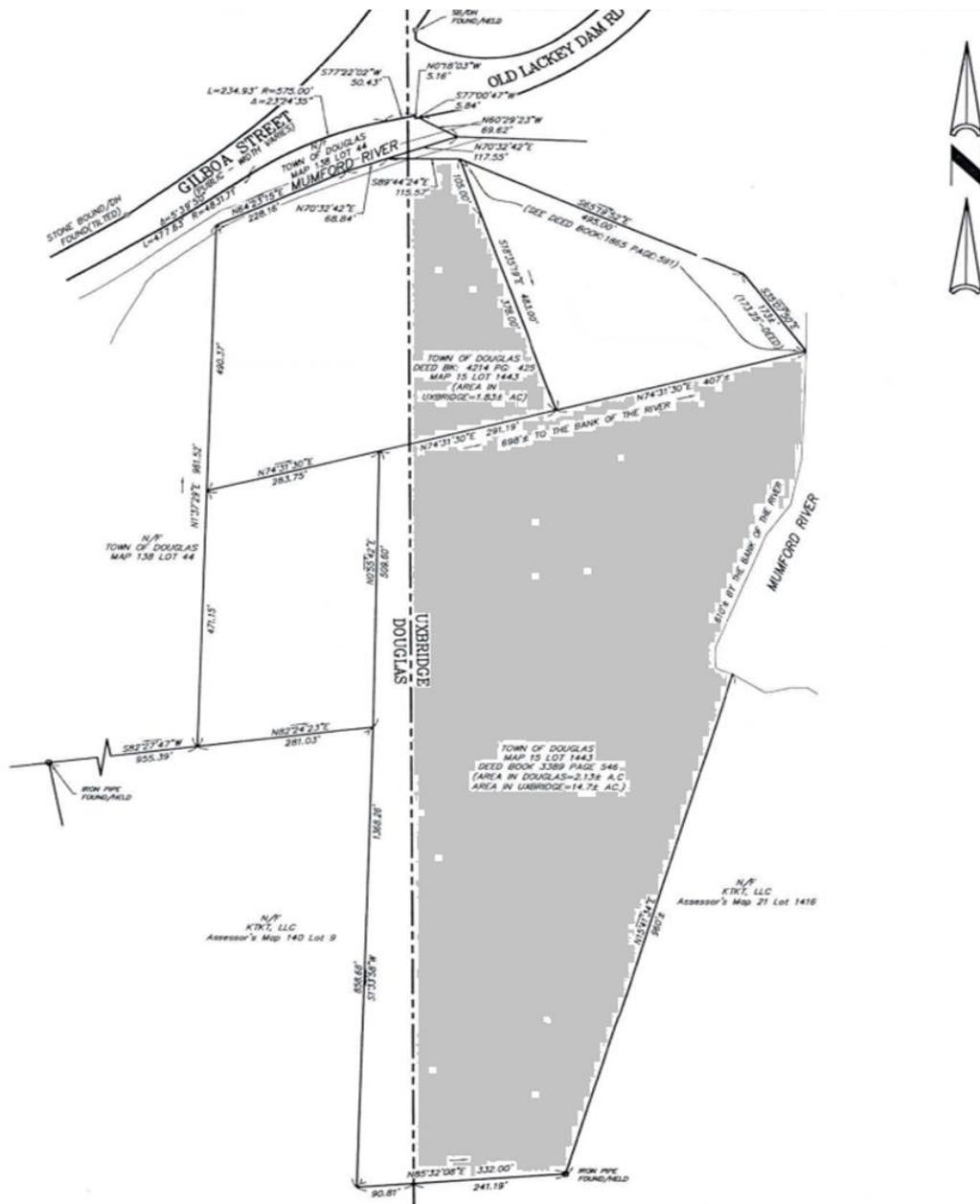


Explanation: This will enable the town to meet federal standards for the management of stormwater.

FinCom Vote to Recommend this Article (5 yes, 1 abstain)

Article 13: Town Owned Land in Uxbridge

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.



Explanation: This enables the Selectboard to act in the town's best interest to assist the warehouse owner in attracting a tenant for economic development growth.

FinCom Voted to Recommend this Article Unanimously

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

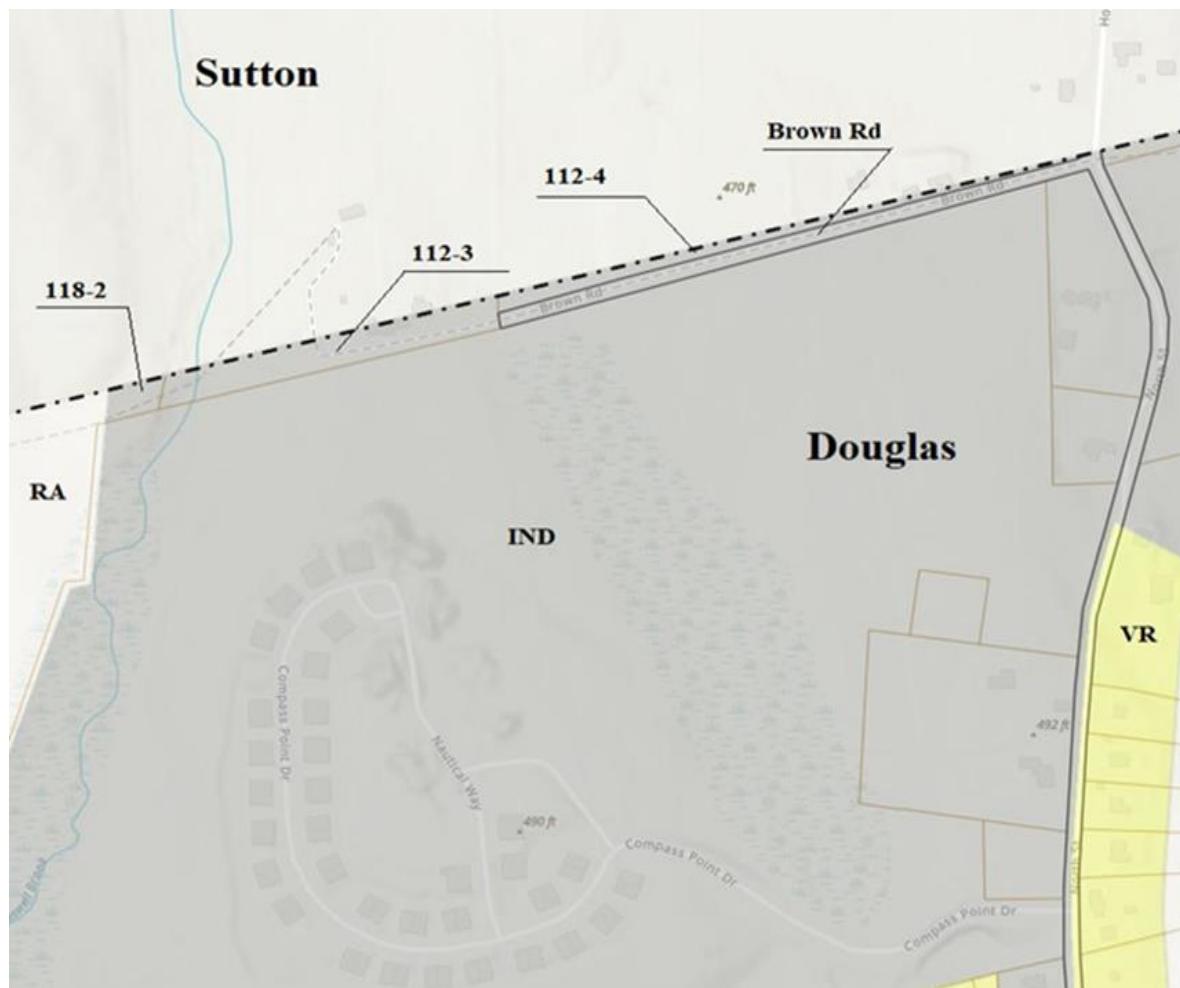
To see if the Town will vote to transfer from Free Cash the sum of **\$15,000** to design and permit repairs to the final cap at the Douglas Landfill located off Riedell Road. A portion of the cap installed in 1988 has settled and requires regrading and repair to comply with MassDEP Solid Waste Management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

Explanation: This enables the Board of Health to begin design work to address pooling on top of the cap and other issues at the town landfill.

FinCom Voted to Recommend this Article Unanimously

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.



Explanation: This will change the zoning of a small strip of land to match the zoning of the surrounding parcels.

FinCom Voted to Recommend this Article Unanimously

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.

Explanation: If approved, this article will accept Joseph Road as an official town way.

FinCom Voted to Recommend this Article Unanimously

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.

Explanation: We are part of a long-term state program to upgrade and improve our stormwater management systems and this will enable that program to continue.

FinCom Voted to Recommend this Article Unanimously

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.”

Explanation: This updates the language of the current bylaw to address Holiday Pay.

FinCom Voted to Recommend the Article Unanimously

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.

Explanation: This enables the town to match state and federal grants in order to implement phase 1 of a project to make improvements on North Street.

FinCom Voted to Recommend this Article Unanimously

Article 20. BVT Stabilization Account

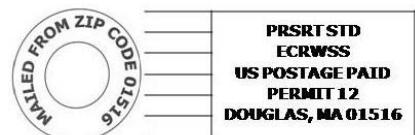
To see if the Town will vote, pursuant to M.G.L. c.71, §16G ½, to approve the establishment of a stabilization account for the Blackstone Valley Vocational Regional School District, consistent with the September 14, 2023 vote of the Blackstone Valley Vocational Regional School District Committee, and 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.

Explanation: If approved by nine of the thirteen member communities, this article creates a new stabilization account for BVT.

FinCom Voted to Recommend this Article (1 yes, 5 no)

DOUGLASS

Town of Douglas
29 Depot Street
Douglas, MA 01516



**CURRENT RESIDENT
DOUGLAS, MA 01516**