

## Voter Information Bulletin

Town of Douglas

May 2004

Annual Town Meeting  
Monday, May 17, 2004 at 7:00 PM  
Douglas High School Auditorium

### **Budget Message from Finance Committee:**

The Finance Committee has completed a review of the Fiscal Year 2005 estimated revenues and proposed expenditures and presents its recommendations to the Annual Town Meeting for approval. Some of the original requests reflect a recommended reduction due to revenue constraints. The FY04-FY05 changes represent a cost of living adjustment to employees of 3%, negotiated salary increases to elected officials, purchase of additional voter booths, the addition of one monitoring well at the closed dump site, one additional Police Patrolman, upgrade of Ambulance service to Advanced Life Support and a vehicle for the Department Head and an increase of approximately \$668,000 to the Douglas Schools. Also included are increased Health Insurance costs of 10%, an increase in Liability Insurance due to rate increases and the addition of the new School and a small budget for the Housing Authority.

In this budget, the requests that we could not recommend because of limited revenues represent 2 Patrolmen for the Police Department, a 1 ton truck and an employee rehire for the Highway Department, a specialized printer/copier for the Assessors office, additional funding of \$410,000 for the Schools, an increase of \$61,000 for Blackstone Valley Tech. and numerous Capital items that the Capital Improvement Committee has prioritized as part of the Capital Plan.

Other pertinent information regarding this budget involves the use of 'one time revenues' for operating costs. These funds are not expected to be re-generated for the next year. Our receipts from the State have increased in support of education, but are reduced in other areas. The impact of the loss of these revenues from Lottery, Payments in Lieu of Taxes for State-owned Land, Chapter 81, School Transportation amount to a substantial burden in adequately funding Town services. The Town simply cannot keep pace within our current available Levy capacity with consistent pressures on fixed personnel costs and increased need for services.

Please consider attending the Annual Town Meeting to support the recommendations for the FY05 budget.

Pamela Holmes for the Town of Douglas Finance Committee

1. Finance Committee Report
2. FY05 Budget
3. Salaries of Elected Officials
4. FY05 Transfer Station Enterprise Fund
5. FY05 Water/Sewer Enterprise Fund
6. Personnel Bylaw Classification & Update
7. Recurring Business
8. Adoption of Revised FY 05 – 10 Capital Improvement Plan
9. Four-Town Account
10. Adopt Chapter 46 Section 12
11. Planning Board & Engineering – MGL Chapter 44, §53E ½
12. Conservation – MGL Chapter 44, §53E ½
13. Zoning Board of Appeals - MGL Chapter 44, §53E ½
14. Acceptance of Laurel Heights – Jepherson Drive
15. Taking of Easements – Douglas Reconstruction of Route 16
16. Amend Zoning Bylaw – Rezone and Amend existing Zoning Map
17. Medicaid Appropriation
18. Choice Out Savings Appropriation
19. Board of Health – Discarding of Garbage Bylaw Change
20. Board of Health – Well / Cesspool Coverings Bylaw Change
21. Board of Health Disposal of Solid Wastes Bylaw Change
22. Board of Health Water Supply Emergency Bylaw Amendment (a3, s16e)
23. Board of Health Water Supply Emergency Bylaw Amendment (a3, s16g)
24. Water / Sewer Hydrants, Gates, etc. Bylaw Change
25. Water / Sewer Enforcing Agent Bylaw Amendment
26. Water / Sewer Bylaw Consolidation
27. Inter-Municipal Agreement

**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 related thereto.

*This Article is usually combined with Article 2 and asks Town Meeting to approve the Finance Committee's recommendations for the Town's FY05 Budget.*

**Finance Committee : RECOMMEND**

**Article 2. FY05 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 2005, or take any other action related thereto.

*This is usually combined with Article 1 and will state the amounts from available revenues to fund the FY05 Budget for the Town.*

**Finance Committee : RECOMMEND**

♦ See page 9 for FY05 Budget.

**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 41m Section 108 of the Massachusetts General Laws, as amended, as follows:

Board of Assessors	\$2,900.00
Blackstone Valley Vocational School District Rep.	\$500.00
Collector	\$38,432.00
Moderator	\$250.00
Board of Selectmen	\$1,600.00
Clerk	\$44,939.00
Treasurer	\$49,039.00
Water/Sewer Commission	\$2,400.00

*This Article follows State Law regarding approval of salaries for elected officials. The salaries will also be shown in the Town's budget for FY05.*

**Finance Committee : RECOMMEND**

**Article 4. FY05 Transfer Station Enterprise Fund:**

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 operate and maintain the Transfer Station, or take any other action related thereto.

*This approves the funding sources and amounts for running the Transfer Station under the current contract.*

**Finance Committee : RECOMMEND**

**Article 5. FY05 Water/Sewer Enterprise Fund:**

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 operate and maintain the Water / Sewer Department, or take any other action related thereto.

*This shows the funding sources and amounts for funding the Water/Sewer Enterprise for FY2005.*

**Finance Committee : RECOMMEND**

**Article 6. Personnel Bylaw Classification & Update:**

To see if the Town will vote to approve the following personnel classification and compensation plans; or to take any other action related thereto.

*This shows the proposed schedule for the upcoming fiscal year as approved by the Personnel Board.*

**Finance Committee : RECOMMEND**

<b>MANAGEMENT</b>										
<b>Management Classification Plan</b>										
	<i>Grade</i>	<i>Position</i>				<i>Grade</i>	<i>Position</i>			
	<b>M-1</b>					<b>M-4</b>	Fire Chief			
	<b>M-2</b>	Director Senior Center					System Manager Water & Sewer			
	<b>M-3</b>	Asst Assessor					Town Accountant			
		Building Commissioner				<b>M-5</b>	Town Engineer			
		Library Director					Hwy Superintendent			
		Planning & Conservation Agent								

<b>MANAGEMENT Compensation Plan – Proposed FY05</b>						<b>COLA Increase %</b>		<b>3.00%</b>			
	1	2	3	4	5	6	7	8	9	10	
1	\$32,165	\$32,889	\$33,630	\$34,386	\$35,160	\$35,950	\$36,761	\$37,587	\$38,432	\$39,297	
2	\$40,206	\$41,111	\$42,035	\$42,982	\$43,949	\$44,939	\$45,948	\$46,983	\$48,039	\$49,121	
3	\$50,259	\$51,390	\$52,545	\$53,728	\$54,936	\$56,172	\$57,436	\$58,729	\$60,050	\$61,401	
4	\$57,796	\$59,097	\$60,428	\$61,788	\$63,177	\$64,599	\$66,052	\$67,538	\$69,058	\$70,612	
5	\$62,133	\$63,529	\$64,959	\$66,422	\$67,915	\$69,444	\$71,005	\$72,604	\$74,237	\$75,907	

<b>OFFICE ADMINISTRATIVE POSITIONS</b>										
<b>Office Adm. Classification Plan</b>										
	<i>Grade</i>	<i>Position</i>				<i>Grade</i>	<i>Position</i>			
	<b>OA-1</b>	Library Assistant				<b>OA-3</b>	Dispatcher			
	<b>OA-2</b>	Principal Clerk:					Asst Tax Collector			
		Fire, Building, Assessors					Asst Town Clerk			
		Hwy Clerk					Asst Treasurer			
		Adm. Sec Bd Selectmen					Adm Sec/Comm Development			
		Senior Clerk					Assessors' Administrative Clerk			
						<b>OA-4</b>	Adm. Secretary/Dispatcher			
							Adm. Supervisor/Bd Health			
							Adm. Asst. to Exec Adm./Selct.			

<b>OFFICE ADMINISTRATIVE Compensation Plan – Proposed FY 05</b>						<b>COLA Increase %</b>		<b>3.00%</b>		<b>Weekly Hrs</b>	<b>30</b>
						<b>Annual Salary Factor</b>					<b>52.25</b>
	<b>Grade</b>	1	2	3	4	5	6	7	8	9	10
1	Hourly	\$10.98	\$11.23	\$11.48	\$11.74	\$12.01	\$12.28	\$12.55	\$12.83	\$13.13	\$13.42
	Weekly	\$329.40	\$336.90	\$344.40	\$352.20	\$360.30	\$368.40	\$376.50	\$384.90	\$393.90	\$402.60
	Annual	\$17,211.15	\$17,603.03	\$17,994.90	\$18,402.45	\$18,825.68	\$19,248.90	\$19,672.13	\$20,111.03	\$20,581.28	\$21,035.85
2	Hourly	\$13.18	\$13.47	\$13.78	\$14.09	\$14.41	\$14.73	\$15.06	\$15.40	\$15.75	\$16.10
	Weekly	\$395.40	\$404.10	\$413.40	\$422.70	\$432.30	\$441.90	\$451.80	\$462.00	\$472.50	\$483.00
	Annual	\$20,659.65	\$21,114.23	\$21,600.15	\$22,086.08	\$22,587.68	\$23,089.28	\$23,606.55	\$24,139.50	\$24,688.13	\$25,236.75
3	Hourly	\$14.50	\$14.82	\$15.16	\$15.50	\$15.84	\$16.20	\$16.57	\$16.94	\$17.31	\$17.72
	Weekly	\$435.00	\$444.60	\$454.80	\$465.00	\$475.20	\$486.00	\$497.10	\$508.20	\$519.30	\$531.60
	Annual	\$22,728.75	\$23,230.35	\$23,763.30	\$24,296.25	\$24,829.20	\$25,393.50	\$25,973.48	\$26,553.45	\$27,133.43	\$27,776.10
4	Hourly	\$16.67	\$17.05	\$17.44	\$17.81	\$18.22	\$18.63	\$19.06	\$19.49	\$19.92	\$20.37
	Weekly	\$500.10	\$511.50	\$523.20	\$534.30	\$546.60	\$558.90	\$571.80	\$584.70	\$597.60	\$611.10
	Annual	\$26,130.23	\$26,725.88	\$27,337.20	\$27,917.18	\$28,559.85	\$29,202.53	\$29,876.55	\$30,550.58	\$31,224.60	\$31,929.98

<b>PUBLIC WORKS POSITIONS</b>												
<b>Public Works Classification Plan</b>												
	<i>Grade</i>	<i>Position</i>				<i>Grade</i>	<i>Position</i>					
	<b>PM-1</b>	Truck Driver/Laborer				<b>PM-4</b>	Group Leader					
	<b>PM-2</b>	Ast Water/Sewer Operator				<b>PM-5</b>	Water Operator					
		Hwy Laborer Operator					Chief Operator					
	<b>PM-3</b>	Municipal Facilities Maint. Mgr				<b>PM-6</b>	Group Leader/Mechanic					
<b>PUBLIC WORKS Compensation Plan - Proposed FY 05</b>							<b>COLA % Increase</b>	<u>3.00%</u>	<b>Weekly Hrs</b>	<u>40</u>		
							<b>Annual Salary Factor</b>				52.2	
		1	2	3	4	5	6	7	8	9	10	
1	Hourly	\$14.06	\$14.37	\$14.71	\$15.04	\$15.37	\$15.72	\$16.07	\$16.43	\$16.80	\$17.18	
	Weekly	\$562.40	\$574.80	\$588.40	\$601.60	\$614.80	\$628.80	\$642.80	\$657.20	\$672.00	\$687.20	
	Annual	\$29,357.28	\$30,004.56	\$30,714.48	\$31,403.52	\$32,092.56	\$32,823.36	\$33,554.16	\$34,305.84	\$35,078.40	\$35,871.84	
2	Hourly	\$15.34	\$15.67	\$16.03	\$16.39	\$16.75	\$17.12	\$17.51	\$17.91	\$18.32	\$18.73	
	Weekly	\$613.60	\$626.80	\$641.20	\$655.60	\$670.00	\$684.80	\$700.40	\$716.40	\$732.80	\$749.20	
	Annual	\$32,029.92	\$32,718.96	\$33,470.64	\$34,222.32	\$34,974.00	\$35,746.56	\$36,560.88	\$37,396.08	\$38,252.16	\$39,108.24	
3	Hourly	\$16.09	\$16.45	\$16.83	\$17.21	\$17.58	\$17.98	\$18.39	\$18.81	\$19.23	\$19.66	
	Weekly	\$643.60	\$658.00	\$673.20	\$688.40	\$703.20	\$719.20	\$735.60	\$752.40	\$769.20	\$786.40	
	Annual	\$33,595.92	\$34,347.60	\$35,141.04	\$35,934.48	\$36,707.04	\$37,542.24	\$38,398.32	\$39,275.28	\$40,152.24	\$41,050.08	
4	Hourly	\$16.89	\$17.27	\$17.67	\$18.08	\$18.46	\$18.88	\$19.30	\$19.75	\$20.19	\$20.64	
	Weekly	\$675.60	\$690.80	\$706.80	\$723.20	\$738.40	\$755.20	\$772.00	\$790.00	\$807.60	\$825.60	
	Annual	\$35,266.32	\$36,059.76	\$36,894.96	\$37,751.04	\$38,544.48	\$39,421.44	\$40,298.40	\$41,238.00	\$42,156.72	\$43,096.32	
5	Annual	\$38,808.28	\$39,681.53	\$40,574.09	\$41,487.10	\$42,420.54	\$43,375.56	\$44,351.02	\$45,349.19	\$46,368.93	\$47,412.53	
6	Hourly	\$17.94	\$18.34	\$18.76	\$19.18	\$19.61	\$20.05	\$20.50	\$20.96	\$21.44	\$21.92	
	Weekly	\$717.60	\$733.75	\$750.26	\$767.14	\$784.40	\$802.05	\$820.09	\$838.54	\$857.41	\$876.70	
	Annual	\$37,458.72	\$38,301.54	\$39,163.33	\$40,044.50	\$40,945.50	\$41,866.78	\$42,808.78	\$43,771.98	\$44,756.85	\$45,763.87	
<b>Fire Classification Plan</b>												
	<i>Grade</i>	<i>Position</i>					41711					
	<b>F-1</b>	Firefighter/EMT					\$1,348.24					
							3.23%					
<b>FIRE Compensation Plan - Proposed FY05</b>							<b>COLA % Increase</b>	3.00%	<b>Weekly Hrs</b>	<u>40</u>		
							<b>Annual Salary Factor</b>				52.2	
		1	2	3	4	5	6	7	8	9	10	
1	Hourly	\$15.26	\$15.60	\$15.95	\$16.32	\$16.68	\$17.06	\$17.45	\$17.85	\$18.23	\$18.64	
	Weekly	\$610.40	\$624.00	\$638.00	\$652.80	\$667.20	\$682.40	\$698.00	\$714.00	\$729.20	\$745.60	
	Annual	\$31,862.88	\$32,572.80	\$33,303.60	\$34,076.16	\$34,827.84	\$35,621.28	\$36,435.60	\$37,270.80	\$38,064.24	\$38,920.32	
<b>Part-Time Positions</b>												
	<i>Grade</i>	<i>Position</i>				<i>Grade</i>	<i>Position</i>					
	<b>PT-1</b>	Senior Center Clerk				<b>PT-3</b>						
		Transfer Station Employees				<b>PT-4</b>	Senior Outreach Coordinator					
	<b>PT-2</b>	Assessor Lister										
		Highway Clerk										

Part-Time Compensation Plan - Proposed FY05						COLA % Increase		3.00%			
		1	2	3	4	5	6	7	8	9	10
1	Hourly	\$10.98	\$11.53	\$12.10	\$12.71	\$13.35	\$14.02	\$14.72	\$15.45	\$16.22	\$17.04
2	Hourly	\$13.18	\$13.84	\$14.53	\$15.26	\$16.03	\$16.83	\$17.67	\$18.55	\$19.48	\$20.46
3	Hourly	\$14.50	\$15.22	\$15.99	\$16.79	\$17.63	\$18.51	\$19.44	\$20.40	\$21.42	\$22.50
4	Hourly	\$16.67	\$17.50	\$18.38	\$19.29	\$20.27	\$21.27	\$22.34	\$23.45	\$24.63	\$25.86

**Public Safety**

**Public Safety Classification Plan**

	<i>Grade</i>	<i>Position</i>	<i>Grade</i>	<i>Position</i>
	PS-1	vacant	PS-5	Part Time Reserve Officer
	PS-2	Basic Call Fire Fighter		Assistant Fire Chief
		Lt. Fire Fighter		Deputy Fire Chief
	PS-3	Part Time Fire Clerk	PS-6	Part Time EMT (on call)
		Part Time Dispatcher	PS-7	Part Time Nurse
		Captain Fire Fighter		Full Time 9/11 Trainer
	PS-4	Full Time Dispatcher	PS-8	Full Time Fire/EMT
			PS-9	Administrative/Secretary/Dispatcher

Public Safety Compensation Plan - Proposed FY05						COLA % Increase		3.00%			
		1	2	3	4	5	6	7	8	9	10
1											
2		\$10.98	\$11.53	\$12.10	\$12.71	\$13.35	\$14.02	\$14.72	\$15.45	\$16.22	\$17.04
3		\$13.18	\$13.84	\$14.53	\$15.26	\$16.03	\$16.83	\$17.67	\$18.55	\$19.48	\$20.46
4		\$14.50	\$15.22	\$15.99	\$16.79	\$17.63	\$18.51	\$19.44	\$20.40	\$21.42	\$22.50
5		\$15.22	\$15.99	\$16.79	\$17.63	\$18.51	\$19.44	\$20.40	\$21.42	\$22.50	\$23.62
6		\$15.99	\$16.79	\$17.63	\$18.51	\$19.44	\$20.40	\$21.42	\$22.50	\$23.62	\$24.80
7		\$16.79	\$17.61	\$18.51	\$19.44	\$20.39	\$21.42	\$22.50	\$23.62	\$24.80	\$26.04
8		\$17.63	\$18.51	\$19.44	\$20.39	\$21.42	\$22.50	\$23.62	\$24.80	\$26.04	\$27.34
9		\$18.52	\$19.44	\$20.40	\$21.42	\$22.50	\$23.62	\$24.81	\$26.04	\$27.35	\$28.72

**Article 7. Recurring Business:**

**A. Assessor's To Work Additional Hours:** To see if the Town will vote to authorize the Board of Assessors to appoint one or more of their members to work for compensation, in accordance with the provisions of the Town's Personnel Bylaw, and to establish such compensation to be paid said member for Fiscal Year 2005, 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. Simon Fairfield Public Library:** To see if the Town will vote to require that all funds received into the

General Fund during the Fiscal Year 2005 from State Aid Grants for the Public Library be transferred to the Special Interest Bearing Account for the Simon Fairfield Public Library and further, that all fines received during Fiscal Year 2004 by the Simon Fairfield Library be retained by the library for the purpose of purchasing books, films and other library supplies and materials, or take any other action related thereto.

**D. 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.

**E. Separate Account Funds:** To see if the Town will vote to continue the following separate account funds and to authorize the expenditure of funds from said funds for the below indicated purposes and not to exceed amounts, or to take other actions related thereto:

#	Department	Receipts	Expenditures
1	Animal Control pursuant to MGL Chapter 44, § 53E ½	All receipts received in connection with the operation of the Dog Control Program	The Animal Control Officer may expend a sum not to exceed Twenty Six Thousand Six Hundred Thirty dollars <b>(\$26,630)</b> for the purpose of operating & maintaining the Animal Control Program including the operation & maintenance of a Town or regional animal kennel, if any provided.
#	Department	Receipts	Expenditures
2	Board of Health Sanitation Fee Account pursuant to MGL Chapter 44 53E	All receipts from the various sanitation fees paid to the Town	The Board of Health may expend a sum not to exceed Sixty Thousand dollars <b>(\$60,000)</b> for the purpose of offsetting the cost of operating the Board of Health.

**F. 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 under the direction of the Highway Superintendent, or take any other action related thereto.

**G. 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 2005 pursuant to MGL Chapter 44 § 53F, or take any other action related thereto.

*This Article contains Town business that must be voted and approved on an annual basis.*

**Finance Committee : RECOMMEND**

**Article 8. Adoption of Revised FY 05 – 10 Capital Improvement Plan:**

To see if the Town will approve the Town of Douglas FY 05 – 10 Capital Improvement Plan as submitted by the Capital Improvement Committee, or take any other action related thereto.

*The Fiscal Year 2005 plan was approved. Funding is not part of this approval.*

**Finance Committee : “RECOMMEND revised FY05 Capital Improvement Plan”**

♦ See page 14 for FY05 Capital Plan.

**Article 9. Four-Town Account:**

To see if the Town will vote to raise and appropriate, or transfer from available funds the sum of **\$5,000** to be placed in a special Four-Town Account, to be expended under the auspices of the Selectmen in the anticipated formulation of a Four-Town Working Committee (Douglas, Northbridge, Sutton and Uxbridge) to deal with industrial/commercial development along the Rte. 146 corridor, or take any other action related thereto.

*This article supports the endeavors of the Board of Selectmen to increase Economic Development in the area of Rte.146 in the Town of Douglas.*

**Finance Committee : RECOMMEND**

**Article 10. Adopt Chapter 46 Section 12:**

To see if the Town will vote to designate the Town’s call and volunteer public safety personnel as “employees” under G.L. c.32B, §2, as amended by Section 12 of Chapter 46 of the Acts of 2003, to make such employees eligible for Town employee group insurance benefits, provided that such employees pay 100% of the premium, or take any other action related thereto.

*This accepts the provision of State Law regarding who can be designated an employee for purposes of insurance eligibility. This will be completely employee paid.*

**Finance Committee : RECOMMEND**

**Article 11. Planning Board & Engineering – MGL Chapter 44, §53E ½:**

To see if the Town will vote to authorize a Planning Board and Engineering Revolving Fund in accordance with MGL Chapter 44, Section 53E ½ . The purpose of this Fund is to cover the cost of consulting fees and project reviews; funding will come from consulting and project review fees and the funds may be expended without further appropriation by the Planning Board or Town Engineer for such consulting and project review costs. Expenditures from the fund may not exceed **\$60,000**, or take any other action related thereto.

*This is a yearly approval to continue the authorization of this account and caps the amount of expenditures.*

**Finance Committee : RECOMMEND**

**Article 12. Conservation—MGL Chapter 44, §53E ½:**

To see if the Town will vote to authorize a Conservation Revolving Fund in accordance with MGL Chapter 44, Section 53E ½. The purpose of this Fund is to cover the cost of consulting charges and project review costs; funding will come from application fees, consulting and project review fees and the funds may be expended without further appropriation by the Conservation Agent for such consulting and project review costs. Expenditures from the Fund may not exceed **\$60,000**; or take any other action related thereto.

*This is a yearly approval to continue the authorization of this account and caps the amount of expenditures.*

**Finance Committee : RECOMMEND**

**Article 13. Zoning Board of Appeals - MGL Chapter 44, §53E ½:**

To see if the Town will vote to authorize a Zoning Board of Appeals Revolving Fund in accordance with MGL Chapter 44, Section 53E ½. The purpose of this Fund is to cover the cost of consulting fees and project reviews; funding will come from consulting and project review fees and the funds may be expended without further appropriation by the Zoning Board of Appeals for such consulting and project review costs.

Expenditures from the fund may not exceed **\$60,000**; or take any other action related thereto.

*This is a yearly approval to continue the authorization of this account and caps the amount of expenditures.*

**Finance Committee : RECOMMEND**

**Article 14. Acceptance of Laurel Heights – Jepherson Drive:**

To see if the Town will vote to accept as a public way “Jepherson Drive” as shown on the plan entitled “Layout Plan of Jepherson Drive” in Douglas, MA, property owned by White Development Corp, Auburn, MA which plans are dated October 2, 2002, prepared by Guerriere & Halnon, Inc. Whitinsville, MA, and laid out by order of the Board of Selectmen and filed with the Town Clerk, and will further vote to authorize the Board of Selectmen to acquire by gift, purchase or eminent domain an easement to use said way for all purposes for which public ways are used in the Town of Douglas, or take any other action related thereto.

*The road has not met standards for approval.*

**Finance Committee : “RECOMMEND to PASSOVER”**

**Article 15. Taking of Easements – Douglas Reconstruction of Route 16:**

To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, or eminent domain temporary easements or fee interests in land needed for the Douglas Davis Street (Route 16) reconstruction project, as depicted on a plan on file with the Town Clerk, to raise and appropriate a sum of

money for the purpose of such acquisitions including any costs associated therewith, and further, to authorize the Board of Selectmen to enter into all agreements and take all related actions necessary or appropriate to carry out such acquisitions, on such terms and conditions as the Board of Selectmen deems appropriate, or take any other action relative thereto.

*Information regarding this article is not final at the time of the Finance Committee review.*

**Finance Committee : Recommendation to be made at Town Meeting.**

**Article 16. Amend Zoning Bylaw – Rezone and Amend existing Zoning Map:**

To see if the Town will vote to amend its Zoning Bylaw to rezone and amend the existing Zoning Map of the Town of Douglas as follows:

By removing the following area from the Commercial and RC-II District and establishing the same as an Industrial (I) District:

The area bounded westerly by the Town Line with the Town of Webster, easterly by the area currently designated and zoned as SFOS (State Forest Open Space), northerly by the northern side of the presently existing highway layout for Route 16 (Webster Street), and southerly by a line running parallel to the northern side of the presently existing highway layout for Route 16 (Webster Street) a distance of 5,280 feet (1 mile) due south from said highway layout, or take any other action related thereto.

*The article is not financial in nature. The proposal is tied to Economic Development and is dependent upon important concurrent changes from the Planning Board.*

**Finance Committee : No recommendation**

**Article 17. Medicaid Appropriation:**

To see if the Town will vote to appropriate **\$60,000** out of funds received from the United States and the Commonwealth of Massachusetts for the Municipal Medicaid Reimbursement Fund to the Town for the Douglas Public Schools. These funds are in connection with services provided by the School District to students in accordance with the Massachusetts General Laws, or take any other action related thereto.

*Documentation has not been provided to factually support the current article as worded.*

**Finance Committee : NOT RECOMMEND**

**Article 18. Choice Out Savings Appropriation:**

To see if the Town will vote to appropriate **\$70,000** of unexpended Choice Out funds to the Douglas Public Schools for the purpose of defraying additional unanticipated utility expenses. (These funds were budgeted to cover the cost of sending Douglas

students to other districts but were not needed for that purpose, or take any other action related thereto.

*The funds discussed in this article have already been accounted for in the estimated revenues supporting this FY05 budget. These funds are not available.*

**Finance Committee : NOT RECOMMEND**

**Article 19. Board of Health – Discarding of Garbage Bylaw Change:**

To see if the Town will vote to amend Article 3-Public Safety, Section 1 of the Bylaws by deleting the figure twenty-five (\$25.00) dollars in the Penalty section and by inserting the figure one hundred (\$100.00) dollars for a first offense and by deleting the figure fifty (\$50.00) dollars and by inserting the figure two hundred (\$200.00) dollars for each subsequent offense, or take any other action related thereto.

*This is an update of the fee structures under the control of the Board of Health.*

**Finance Committee : RECOMMEND**

**Article 20. Board of Health – Well / Cesspool Coverings Bylaw Change:**

To see if the Town will vote to amend Article 3-Public Safety, Section 4 of the Bylaws by deleting the figure twenty-five (\$25.00) dollars in the Penalty section and by inserting the figure one hundred (\$100.00) dollars for a first offense and by deleting the figure fifty (\$50.00) dollars and by inserting the figure two hundred (\$200.00) dollars for each subsequent offense, or take any other action related thereto.

*This is an update of the fee structures under the control of the Board of Health.*

**Finance Committee : RECOMMEND**

**Article 21. Board of Health Disposal of Solid Wastes Bylaw Change:**

To see if the Town will vote to amend Article 3 - Public Safety, Section 14 of the Bylaws by deleting the figure twenty-five (\$25.00) dollars in the Penalty section and by inserting the figure one hundred (\$100.00) dollars for a first offense and by deleting the figure fifty (\$50.00) dollars and by inserting the figure two hundred (\$200.00) dollars for each subsequent offense, or take any other action related thereto.

*This is an update of the fee structures under the control of the Board of Health.*

**Finance Committee : RECOMMEND**

**Article 22. Board of Health Water Supply Emergency Bylaw Amendment (a3, s16e):**

To see if the Town will vote to amend Article 3-Public Safety Section 16(e)-PENALTY, of the Bylaws by deleting the figure fifty (\$50.00) dollars in the PENALTY section and by inserting the figure one hundred (\$100.00) dollars for a first offense and by deleting the figure one hundred (\$100.00) dollars and by inserting the figure two hundred (\$200.00) dollars

for each subsequent offense, or take any other action related thereto.

*This is an update of the fee structures under the control of the Board of Health.*

**Finance Committee : RECOMMEND**

**Article 23. Board of Health Water Supply Emergency Bylaw Amendment (a3, §16g):**

To see if the Town will vote to amend Article 3-Public Safety/Section 16(g)-Severability, of the Bylaws by deleting the figure two hundred (\$200.00) dollars, in the PENALTY section and inserting the figure three hundred (\$300.00) dollars, and by deleting reference to the Water Superintendent as an “enforcing agent” and inserting in place thereof, the words, “Systems Manager of the Water / Sewer Department”, or take any other action related thereto.

*This is an update of the fee structures under the control of the Board of Health. It also clarifies titles and responsible parties.*

**Finance Committee : RECOMMEND**

**Article 24. Water / Sewer Hydrants, Gates, etc. Bylaw Change:**

To see if the Town will vote to amend Article 3-Public Safety, Section 10 of the Bylaws by deleting all references to the “Board of Water Commissioners” and inserting in place thereof, the “Board of Water/Sewer Commissioners”, and further, by deleting reference to the “Superintendent of the Water Department” and replacing it with, “Systems Manager of the Water/Sewer Department”, or take any other action related thereto.

*The article clarifies descriptions of current personnel.*

*It is not financial in nature.*

**Finance Committee : no recommendation**

**Article 25. Water / Sewer Enforcing Agent Bylaw Amendment:**

To see if the Town will vote to amend Article 3-Public Safety/Section 16(g)-Severability, of the Bylaws by changing the Enforcing Agent from “Water Superintendent/Board of Health/Police Officers” to “Systems Manager of the Water/Sewer Department”, Board of Health/Police Officers, or take any other action related thereto.

*The article clarifies descriptions of current personnel.*

*It is not financial in nature.*

**Finance Committee : no recommendation**

**Article 26. Water / Sewer Bylaw Recodification:**

To see if the Town will vote to make certain clerical amendments to the General Bylaws by renumbering Article 5, Section 5, “Water Use Restriction,” and Article 3, Section 16, “Water Supply Emergency,” as Article 6, Section 4 and Article 6, Section 5, respectively, as on file with the Town Clerk, or take any other action related thereto.

The article clarifies the numbering within the Bylaw. It is not financial in nature.

**Finance Committee : no recommendation**

**Article 27. Inter-Municipal Agreement:**

To see if the Town will vote to authorize the Board of Selectmen, pursuant to the provisions of Massachusetts General Law Chapter 40, §4A, to enter into an inter-municipal Agreement with the Town of Uxbridge on such terms and conditions as the

Selectmen deem to be in the best interests of the Town for the purpose of servicing Uxbridge properties in the Lackey Dam section of Uxbridge with water from the Town of Douglas, Massachusetts or take any other action related thereto.

*This article is self-explanatory. It requires oversight as it will have some financial effect.*

**Finance Committee : RECOMMEND**

	<b>FY03 Final Budget</b>	<b>FY04 Approved</b>	<b>FY05 Dept Request</b>	<b>FY05 FinComm BOS/Admin. Recommend</b>
<b>General Fund</b>				
<b>General Government</b>				
<b>Selectmen</b>				
Wages	124,194	141,316	146,986	146,986
Expenses	32,600	14,535	19,767	19,767
Awards & Recognition	-	-	-	-
Town Hall Office Supplies	20,000	19,834	19,834	19,834
Town Reports	4,000	3,500	3,500	3,500
Town Counsel	75,000	55,000	60,000	60,000
<b>Total Selectmen</b>	<b>255,794</b>	<b>234,185</b>	<b>250,087</b>	<b>250,087</b>
<b>Accountant</b>				
Wages	82,035	89,528	92,698	92,698
Expenses	5,050	4,750	4,750	4,750
Audit	20,000	16,000	18,000	18,000
<b>Total Accountant</b>	<b>107,085</b>	<b>110,278</b>	<b>115,448</b>	<b>115,448</b>
<b>Assessors</b>				
Wages	89,220	103,554	108,808	108,808
Expenses	6,630	6,330	10,630	6,630
Reval	-	50,000	-	-
Special Mapping	-	-	-	-
<b>Total Assessors</b>	<b>95,850</b>	<b>159,884</b>	<b>119,438</b>	<b>115,438</b>
<b>Collector</b>				
Wages	41,060	43,997	45,070	45,070
Expenses	17,145	16,395	17,145	17,145
Tax Taking	3,000	4,500	6,500	6,500
<b>Total Collector</b>	<b>61,205</b>	<b>64,892</b>	<b>68,715</b>	<b>68,715</b>
<b>Treasurer</b>				
Wages	66,965	75,593	84,428	84,428
Additional Compensation	1,000	1,000	1,000	1,000
Expenses	12,150	11,685	15,635	15,635
Tax Title	9,000	9,000	9,000	9,000
<b>Total Treasurer</b>	<b>89,115</b>	<b>97,278</b>	<b>110,063</b>	<b>110,063</b>

	<b>FY03 Final Budget</b>	<b>FY04 Approved</b>	<b>FY05 Dept Request</b>	<b>FY05 FinComm BOS/Admin. Recommend</b>
<b>General Fund</b>				
<b>Finance Committee</b>				
Reserve Fund	30,000	25,000	30,000	25,000
Expenses	7,297	6,947	7,297	6,947
Personnel Records	-	-	-	-
<b>Total Fin Comm</b>	<b>37,29</b>	<b>31,947</b>	<b>37,297</b>	<b>31,947</b>
<b>Technology</b>				
Wages	-	-	-	-
Expenses	41,087	31,050	31,050	31,050
<b>Total Technology</b>	<b>41,087</b>	<b>31,050</b>	<b>31,050</b>	<b>31,050</b>
<b>Clerk</b>				
Wages	56,200	63,308	72,754	72,754
Expenses	9,905	9,324	16,287	16,287
<b>Total Clerk</b>	<b>66,105</b>	<b>72,632</b>	<b>89,041</b>	<b>89,041</b>
<b>Muni Buildings</b>				
Wages	38,565	41,560	43,614	43,614
Expenses	92,555	87,555	87,555	87,555
<b>Total Muni Bldg</b>	<b>131,120</b>	<b>129,115</b>	<b>131,169</b>	<b>131,169</b>
<b>Comm Development</b>				
Wages	139,885	150,045	158,163	158,163
Expenses	21,100	15,100	15,100	15,100
Planning Board	3,876	3,876	3,876	3,876
Master Plan Implementation	4,800	4,800	4,800	4,800
Economic Development	10,000	10,000	7,500	7,500
Zoning Board - Wages	6,000	6,000	6,000	6,000
Zoning Board - Expenses	4,115	4,115	4,115	4,115
Open Space	1,000	1,000	1,000	1,000
Conservation Commission	3,260	3,260	3,260	3,260
<b>Total Comm Development</b>	<b>194,036</b>	<b>198,196</b>	<b>203,814</b>	<b>203,814</b>
<b>Other Gen Govt</b>				
Moderator	250	250	250	250
Octoberfest	1,500	1,500	1,500	1,500
Housing Authority	-	-	1,500	1,500
<b>Total Other Gen Govt</b>	<b>1,750</b>	<b>1,750</b>	<b>3,250</b>	<b>3,250</b>
<b>Total General Govt.</b>	<b>1,080,444</b>	<b>1,131,207</b>	<b>1,159,372</b>	<b>1,150,022</b>
<b>Public Safety</b>				
<b>Police</b>				
Wages	857,724	900,735	981,667	992,417
Expenses	102,775	104,750	124,325	124,325
Cruiser	25,000	27,000	27,000	27,000
<b>Total Police</b>	<b>985,499</b>	<b>1,032,485</b>	<b>1,132,992</b>	<b>1,143,742</b>

	<b>FY03 Final Budget</b>	<b>FY04 Approved</b>	<b>FY05 Dept Request</b>	<b>FY05 FinComm BOS/Admin. Recommend</b>
<b>General Fund</b>				
<b>Fire</b>				
Wages	129,333	136,963	142,196	142,196
Expenses	47,740	42,255	48,550	48,550
<b>Total Fire</b>	<b>177,073</b>	<b>179,218</b>	<b>190,746</b>	<b>190,746</b>
<b>Ambulance</b>				
Wages	62,149	73,875	77,408	77,408
Expenses	19,400	26,500	40,496	40,496
<b>Total Ambulance</b>	<b>81,549</b>	<b>100,375</b>	<b>117,904</b>	<b>117,904</b>
<b>Public Safety</b>				
<b>Buidling Dept</b>				
Wages	84,914	91,960	98,201	98,201
Expenses	6,206	6,085	6,200	6,200
<b>Total Bldg Dept.</b>	<b>91,120</b>	<b>98,045</b>	<b>104,401</b>	<b>104,401</b>
<b>Trees</b>				
Wages	600	600	600	600
Expenses	6,600	6,000	6,600	6,600
<b>Total Tree Dept.</b>	<b>7,200</b>	<b>6,600</b>	<b>7,200</b>	<b>7,200</b>
<b>Civil Defense</b>				
Wages	300	315	315	315
Expenses	1,500	1,200	1,500	1,200
<b>Total Civil Defense</b>	<b>1,800</b>	<b>1,515</b>	<b>1,815</b>	<b>1,515</b>
<b>Sealer Weights &amp; Measures</b>				
Expenses	1,500	1,500	1,500	1,500
<b>Total Sealer Weights &amp; Measures</b>	<b>1,500</b>	<b>1,500</b>	<b>1,500</b>	<b>1,500</b>
<b>Total Public Safety</b>	<b>1,345,741</b>	<b>1,419,738</b>	<b>1,556,558</b>	<b>1,567,008</b>
<b>Health &amp; Human Services</b>				
<b>Board of Health</b>				
Wages	33,926	35,870	37,891	37,891
Expenses	9,295	10,840	10,840	10,840
<i>Subtotal Health</i>	<b>43,221</b>	<b>46,710</b>	<b>48,731</b>	<b>48,731</b>
<i>Nurse</i>				
Wages	24,461	24,461	24,461	24,461
Expenses	-	-	-	-
<i>Subtotal Nurse</i>	<b>24,461</b>	<b>24,461</b>	<b>24,461</b>	<b>24,461</b>

	<b>FY03 Final Budget</b>	<b>FY04 Approved</b>	<b>FY05 Dept Request</b>	<b>FY05 FinComm BOS/Admin. Recommend</b>
<b>General Fund</b>				
<i>Animal Inspection</i>				
Wages	1,415	1,486	1,486	1,486
Expenses	300	300	300	300
<i>Subtotal Animal Inspection</i>	1,715	1,786	1,786	1,786
<b>Total Board of Health</b>	69,397	72,957	74,978	74,978
<b>Council on Aging</b>				
Wages	36,946	48,689	50,725	50,725
Expenses	7,400	7,050	7,400	7,400
<b>Total COA</b>	44,346	55,739	58,125	58,125
<b>Veterans</b>				
Wages	3,638	6,991	6,991	6,991
Expenses	1,005	1,005	1,005	1,005
Benefits	8,500	22,000	8,500	8,500
<b>Total Veterans</b>	13,143	29,996	16,496	16,496
<b>Total Health &amp; Human Services</b>	126,886	158,692	149,599	149,599
<b>Public Works</b>				
<b>Cemetery</b>				
Wages	-	-	-	-
Expenses	8,000	6,500	8,000	8,000
<b>Total Cemetery</b>	8,000	6,500	8,000	8,000
<b>Highway</b>				
Wages - regular	343,861	369,459	387,365	362,287
Wages - OT (not Snow)	-	-	-	-
Expenses	33,200	33,200	29,150	29,150
Cap Items	55,651	-	35,650	35,650
Maintenance	143,730	136,830	188,530	148,880
Special Sign Acct	6,000	6,000	6,000	6,000
Snow & Ice	84,535	84,535	84,535	84,535
<b>Total Highway</b>	666,977	630,024	731,230	666,502
<b>Other Public Works</b>				
Monitor Landfill	2,000	2,000	2,000	2,000
Monitor Wells	9,000	9,000	12,500	12,500
Remove Hazardous Materials	-	-	-	-
Streetlighting	43,000	35,000	35,000	35,000
<b>Total Other Public Works</b>	54,000	46,000	49,500	49,500
<b>Total Public Works</b>	728,977	682,524	788,730	724,002

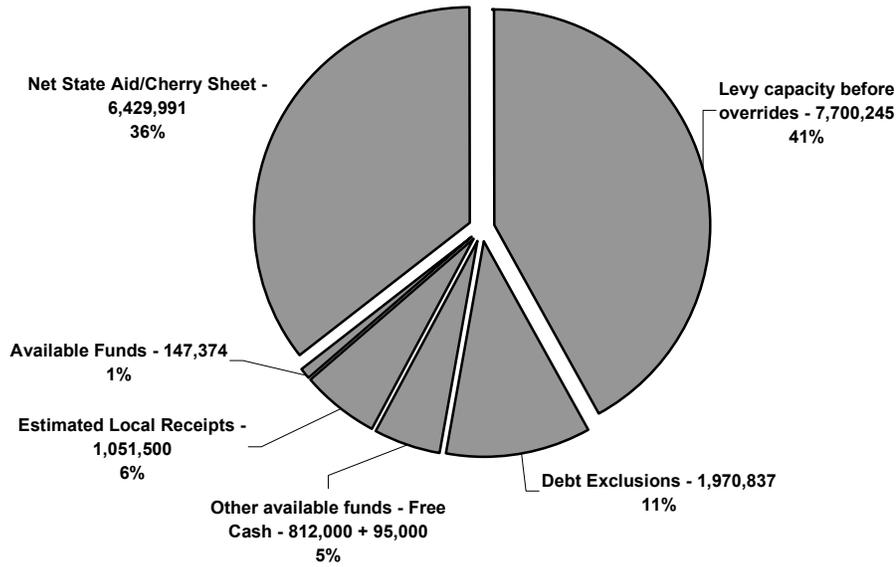
	<b>FY03 Final Budget</b>	<b>FY04 Approved</b>	<b>FY05 Dept Request</b>	<b>FY05 FinComm BOS/Admin. Recommend</b>
<b>General Fund</b>				
<b>Culture &amp; Recreation</b>				
<b>Recreation</b>				
Wages	6,400	6,400	6,400	6,400
Expenses	27,031	22,031	27,031	22,031
<b>Total Recreation</b>	<b>33,431</b>	<b>28,431</b>	<b>33,431</b>	<b>28,431</b>
<b>Library</b>				
Wages	97,746	106,957	113,000	113,000
Expenses	38,338	38,338	41,895	41,895
<b>Total Library</b>	<b>136,084</b>	<b>145,295</b>	<b>154,895</b>	<b>154,895</b>
<b>Culture &amp; Recreation</b>				
<b>Memorial Day</b>	<b>1,075</b>	<b>1,075</b>	<b>1,075</b>	<b>1,075</b>
	1,075	1,075	1,075	1,075
<b>Total Culture &amp; Recreation</b>	<b>170,590</b>	<b>174,801</b>	<b>189,401</b>	<b>184,401</b>
<b>Education</b>				
<b>Douglas Schools</b>				
Personnel & Expenses	7,957,041	8,041,733	9,143,137	8,733,137
Transportation/Fixed Assets	638,737	611,369	588,123	588,123
<b>Total Douglas Schools</b>	<b>8,595,778</b>	<b>8,653,102</b>	<b>9,731,260</b>	<b>9,321,260</b>
<b>Blackstone Valley Regional</b>				
Assessment	631,750	595,220	656,832	595,220
Debt Assessment	89,376	89,376	89,376	89,376
Ch. 70 Direct Aid				
Representative Expense	500	500	500	500
<b>Total Blackstone Valley</b>	<b>726,582</b>	<b>685,096</b>	<b>746,708</b>	<b>685,096</b>
<b>Total Education</b>	<b>9,322,360</b>	<b>9,338,198</b>	<b>10,477,968</b>	<b>10,006,356</b>
<b>Insurance/Employee Benefits</b>				
Ins - Prop, Liab & Work Comp	137,805	144,696	164,308	164,308
Unemployment	20,000	20,000	20,000	20,000
Ins - Health & Life	1,074,717	1,387,307	1,537,600	1,537,600
Retirement/Medicare	400,396	489,092	535,477	535,477
<b>Total Employee Benefits</b>	<b>1,632,918</b>	<b>2,041,095</b>	<b>2,257,385</b>	<b>2,257,385</b>
<b>Debt Service</b>				
Debt Exclusions				
Long-Term Principal	480,923	816,718	740,769	740,769
Long-Term Interest	161,383	512,594	469,392	469,392
Short-Term Interest	725,080	671,300	671,300	671,300
<b>Subtotal</b>	<b>1,367,386</b>	<b>2,000,612</b>	<b>1,881,461</b>	<b>1,881,461</b>

	FY03 Final Budget	FY04 Approved	FY05 Dept Request	FY05 FinComm BOS/Admin. Recommend
<b>General Fund</b>				
Non-Debt Exclusion				
Long-Term Principal			16,786	16,786
Long-Term Interest			12,684	12,684
Short-Term Interest			-	-
<b>Subtotal</b>	-	-	29,470	29,470
<b>Total Debt Service</b>	1,367,386	2,000,612	1,910,931	1,910,931
<b>Total Capital Outlay</b>	60,000	201,200	340,000	65,000
<b>Summary - FY05 Expenditures</b>				
<b>Total General Govt.</b>	<b>1,080,444</b>	<b>1,131,207</b>	<b>1,159,372</b>	<b>1,150,022</b>
<b>Total Public Safety</b>	<b>1,345,741</b>	<b>1,419,738</b>	<b>1,556,558</b>	<b>1,567,008</b>
<b>Total Health &amp; Human Services</b>	<b>126,886</b>	<b>158,692</b>	<b>149,599</b>	<b>149,599</b>
<b>Total Public Works</b>	<b>728,977</b>	<b>682,524</b>	<b>788,730</b>	<b>724,002</b>
<b>Total Culture &amp; Recreation</b>	<b>170,590</b>	<b>174,801</b>	<b>189,401</b>	<b>184,401</b>
<b>Total Education</b>	<b>9,322,360</b>	<b>9,338,198</b>	<b>10,477,968</b>	<b>10,006,356</b>
<b>Total Employee Benefits</b>	<b>1,632,918</b>	<b>2,041,095</b>	<b>2,257,385</b>	<b>2,257,385</b>
<b>Total Debt Service</b>	<b>1,367,386</b>	<b>2,000,612</b>	<b>1,910,931</b>	<b>1,910,931</b>
<b>Total Capital Outlay</b>	<b>60,000</b>	<b>201,200</b>	<b>340,000</b>	<b>65,000</b>
<b>Total FY05 Budget Request</b>	<b>15,835,302</b>	<b>17,148,067</b>	<b>18,829,944</b>	<b>18,014,704</b>

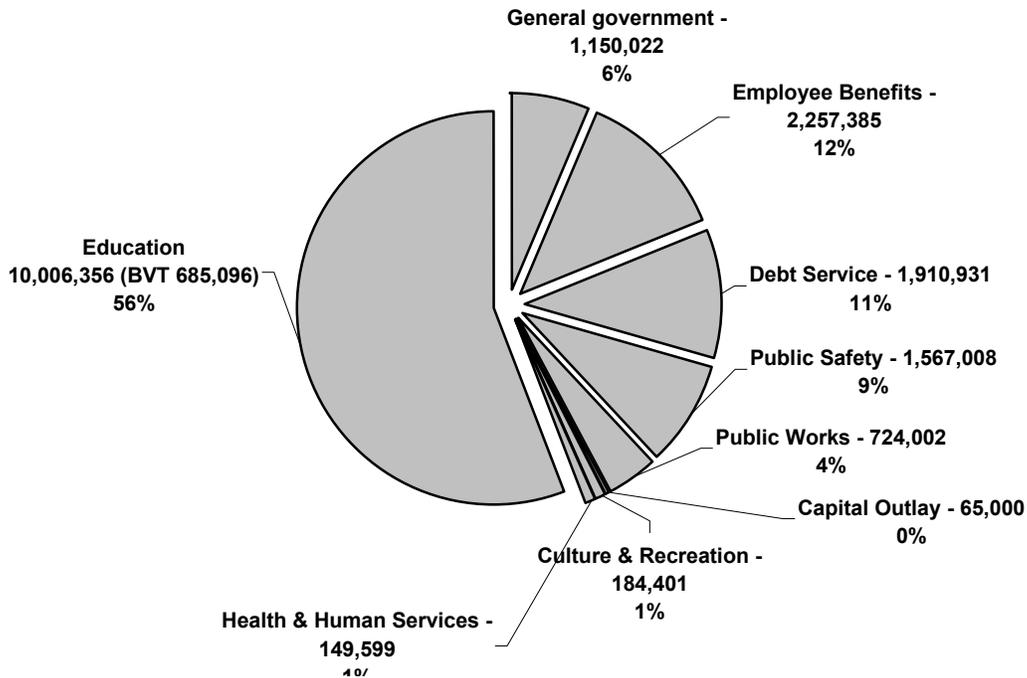
Capital Improvement Committee - FY05 ranking		AS APPROVED January 15, 2004		
Dept.	Project	Cost	CIC Ranking	Note
Recreation	Martin Road field stabilization	\$ 55,000	46	
Buildings	Facilities Master Plan	\$ 30,000	45	
Buildings	Municipal Center Boiler	\$ 180,000	42	
School	Elementary School boiler/AC replacement	\$ 185,000	42	
Water/Sewer	Well exploration	\$ 75,000	40	
Senior Center	Ramp covering	*TBD	39	
Fire	Replace Brush 3	\$ 50,000	37	
Buildings	Municipal Center Electrical	\$ 82,047	34	
Fire	Refurbish Ladder 1	\$ 110,000	34	
Accounting	Accounting software	\$ 50,000	34	FY04
Fire	Replace car 1	\$ 20,000	32	
Highway	Sidewalk plow	\$ 78,000	30	
Highway	Dump truck with plow	\$ 82,000	30	
Open Space	Land Acquisition fund	\$ 100,000	29	
Cable	Cable TV equipment (Charter grant)	\$ 60,000	29	
Library	Air Conditioning	\$ 25,000	25	
Buildings	Post office and Old Fire Station exterior paint	\$ 15,000	24	
<b>Total</b>		<b>\$ 1,197,047</b>		

\* As of January 22, 2004, the Senior Center Ramp Covering is undergoing redesign to lower costs. \$7300 is available from Sunshine Group for this project.

## Douglas Budgeted Revenues FY05 - \$18,076,947 \*



## Douglas Expenditures FY05 - \$18,014,704 \*



\* Disparity due to recommended level-funding / rejection of BVRVTHS budget. Funds will be retained until district-wide ratification of FY05 BVRVTHS budget.

## Tax Rates compared to Tax Dollars

Fiscal Year	Tax Rate /per \$1000	Average single family home value	Average Tax Bill paid in dollars	Average Tax bill increase
2005	-	-	-	-
2004	\$ 16.48	\$ 183,705	\$ 3,027	11.18 %
2003	\$ 14.99	\$ 181,662	\$ 2,723	5.49 %
2002	\$ 14.42	\$ 179,008	\$ 2,581	8.52 %
2001	\$ 15.56	\$ 152,871	\$ 2,379	5.27 %
2000	\$ 16.99	\$ 132,996	\$ 2,260	6.27 %
1999	\$ 16.32	\$ 130,283	\$ 2,126	4.53 %
1998	\$ 17.15	\$ 118,600	\$ 2,034	



Town of Douglas  
29 Depot Street  
Douglas, MA 01516

BULK RATE  
U.S. POSTAGE PAID  
PERMIT NO. 12  
DOUGLAS, MA 01516

RESIDENT

DOUGLAS, MA 01516

**Annual Town Meeting  
Monday, May 17, 2004  
Douglas High School Auditorium**