

FINANCE COMMITTEE VOTER INFORMATION FLYER

Town of Douglas

May 2006

Annual Town Meeting
 Monday, May 1, 2006
 7:00 pm
 Douglas High School Auditorium

Budget Message for Fiscal Year 2007

The FY2007 Budget will be funded by the projected revenues below:

Revenue Source

Tax Levy -	\$8,699,294	}	Raise & Appropriate (after offsets) =
Debt exclusions -	\$1,894,032		
Local receipts -	\$1,330,000		
Post Office Rental	\$29,470		
Net. State Aid -	\$7,453,930		
Ambulance Receipts -	\$178,979		
Overlay Surplus -	\$60,000		
Chamberlain Land -	\$22,339		
Free Cash -	\$427,085		
Stabilization -	\$172,915		
	=====		
TOTAL Available Revenue			\$20,018,044

Shown in the above table are the changes to each revenue source from this current 2006 Fiscal Year with parentheses representing a negative number. The 2 ½ percent change to the Tax Levy for this year is \$205,288; adding the taxable New Growth in Douglas of \$282,487 brings \$487,775 in new revenues. Other than Local Receipts, this is the only stable revenue source available to fund increases to the Town operating budget. Not shown, in the interest of space, are offset amounts that may be committed per law. As you can see, there is no expected increase in Local Receipts for the coming year. The Town relies heavily on the State for Chapter 70 Aid to our Schools as well as Payments in Lieu of Taxes for the State Owned Land. After reducing this State Aid by Assessments and Charges, the increase is expected to be \$392,003 according to the most recent figures available from the House Ways & Means Committee. The Town will not have the benefit of knowing the outcome of the State budget, and our final Aid amount, until after the Senate and House reach a compromise later in the summer. We are at the mercy of the protracted yearly State budgetary process in attempting to bring a timely final budget to the Town Meeting for approval. Also shown above, is a judicious use of other individually itemized receipts associated with expenditures within this budget. You will note that the Free-cash used in this budget is \$479,915 less than last year and that an additional amount from Stabilization will bring the figure to a \$600,000 influx of one-time revenues. An amount of \$900,000 was used for the prior two years and, as discussed in those years, budgetary pressures have resulted in a reduced Free-cash amount being available. An expected adequate amount of Free-cash to be certified in the Fall will replace the amount from the Stabilization Account.

The Town, and the Fiscal 2007 budget, is faced with pressure from two sides. The expenditure realities of increasing costs of serving a growing community, enlarging, improving and maintaining the current assets and infrastructure of the Town, mandates of State & Federal laws that require spending by Departments, providing equitable salaries & benefits to all employees whether unionized or not, double digit percentage increases to Health Care Costs and unknown escalation of costs to meet Town energy needs. Revenue realities are demonstrated with the constraints of Proposition 2 ½ on Property taxation, lower Free-cash amounts caused by tightening budgets and a necessary reliance on State Aid to supplement the yearly operating budget.

The 'fix' we are in currently can be attributed to all of the above. There is no opportunity for an increase to revenues without an Override to Proposition 2 ½. We have addressed both revenues and expenditures cautiously. The recommended Budget provides for maintaining the current level of Town services with no added personnel. There are 3 Budget columns for FY07: Departmental Requests, a budget with an Override of \$450,000 and a budget with No Override. The Budget listed with Override recommends expenditures by the Town Administrator and it is contingent upon passage by a majority of voters at the Town Election; the Finance Committee declined to recommend this portion of the Budget. The Finance Committee has recommended only the Budget with No Override labeled Column A. (see Glossary definition at back)

FY07 Budget Facts:

- All Municipal budget changes total = \$ 381,123
- School budget changes total = \$ 332,892
- Health Insurance premiums increase 14%
- Energy costs expected to rise ? —————▶ X %
- Total FY07 available revenues change = \$ 208,489

A 2/3 majority of attendees at the Annual Town Meeting must agree to approve this budget due to the use of Stabilization Funds. Other important articles are listed and explained in this flyer and will be voted at this meeting. We urge your attendance and participation in this most important meeting for the Town of Douglas.

Pamela Holmes for the Douglas Finance Committee

-
- | | |
|---|--|
| <ul style="list-style-type: none"> 1. Finance Committee Report 2. FY07 Budget 3. Salaries of Elected Officials 4. FY07 Transfer Station Enterprise Fund 5. FY07 Water/Sewer Enterprise Fund 6. Personnel Bylaw Classification & Update 7. Recurring Business 8. Acceptance of Easements 9. Adoption of Revised FY 07 – 12 Capital Improvement Plan 10. Planning Board & Engineering – MGL Chapter 44, § 53E ½ 11. Conservation – MGL Chapter 44, § 53E ½ | <ul style="list-style-type: none"> 12. Zoning Board of Appeals - MGL Chapter 44, § 53E ½ 13. 4 Town Group Planning Study 14. Intermunicipal Agreement 15. Intermunicipal Agreement 16. Intermunicipal Agreement 17. Mutual Aid Agreement 18. Building & Facilities Construction Committee Bylaw 19. Master Plan – Zoning Bylaw Change 20. Master Plan – Zoning Map Change 21. Special Act for the Creation of a Department of Public Works |
|---|--|

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.

Explanation: This will be part of a combination of Articles 1, 2, 3. It presents the Finance Committee's recommended FY07 budget in Column A. along with funding sources and the embedded salaries of elected officials.

Finance Committee: RECOMMEND Column A.

Article 2. FY07 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 2007, or take any other action related thereto.

Explanation: This will be part of a combination of Articles 1, 2, 3. It presents the Finance Committee's recommended budget along with funding sources and the embedded salaries of elected officials.

Finance Committee: RECOMMEND Column A.

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	\$49,746.00
Moderator	\$250.00
Board of Selectmen	\$1,600.00
Clerk	\$50,844.00
Treasurer	\$54,320.00
Water/Sewer Commission	\$2,400.00

Explanation: This will be part of a combination of Articles 1, 2, 3. It presents the Finance Committee's recommended budget along with funding sources and the embedded salaries of elected officials.

Finance Committee: RECOMMEND Column A.

General Fund	(B)			(A)	
	FY05 Approved	FY06 Actual Revised Budget	FY07 Dept Request	FY07 BOS Rec w/ Override	FY07 BOS & FinCom Rec w/o Override
General Government					
Selectmen					
Wages	146,986	155,545	163,004	162,404	162,404
Expenses	19,767	23,156	24,745	24,745	24,745
Subtotal:	166,753	178,701	187,749	187,149	187,149
Awards & Recognition	0	0	100	100	100
Town Hall Office Supplies	19,834	18,208	20,000	20,000	20,000
Town Reports	3,500	3,500	3,500	3,500	3,500
Town Counsel	60,000	65,000	85,000	85,000	85,000
Total Selectmen:	250,087	265,409	296,349	295,749	295,749
Accountant					
Wages	92,698	59,306	87,080	87,080	87,080
Expenses	4,750	32,520	4,750	4,750	4,750
Subtotal:	97,448	91,826	91,830	91,830	91,830
Audit	18,000	18,000	21,000	21,000	21,000
Total Accountant:	115,448	109,826	112,830	112,830	112,830

General Fund	(B)			(A)	
	FY05 Approved	FY06 Actual Revised Budget	FY07 Dept Request	FY07 BOS Rec w/ Override	FY07 BOS & FinCom Rec w/o Override
General Government – Cont.					
Assessors					
Wages	108,808	114,311	115,752	97,396	97,396
Expenses	6,630	11,630	20,285	20,285	20,285
Subtotal:	115,438	125,941	136,037	117,681	117,681
Revaluation	0	0	67,950	67,950	67,950
	0	0			
Total Assessors:	115,438	125,941	203,987	185,631	185,631
Treasurer					
Wages	85,428	89,489	95,916	94,416	94,416
Expenses	15,635	22,380	25,380	25,380	25,380
Subtotal:	101,063	111,869	121,296	119,796	119,796
Tax Title	9,000	9,000	9,000	9,000	9,000
Total Treasurer:	110,063	120,869	130,296	128,796	128,796
Collector					
Wages	45,070	54,241	58,178	57,078	57,078
Expenses	17,145	17,410	18,213	18,213	18,213
Subtotal:	62,215	71,651	76,391	75,291	75,291
Tax Taking	6,500	6,500	6,500	6,500	6,500
Total Collector:	68,715	78,151	82,891	81,791	81,791

General Fund	(B)			(A)	
	FY05 Approved	FY06 Actual Revised Budget	FY07 Dept Request	FY07 BOS Rec w/ Override	FY07 BOS & FinCom Rec w/o Override
General Government – Cont.					
Finance Committee					
Wages			2,500	2,500	2,500
Reserve Fund	25,000	40,000	40,000	40,000	40,000
Expenses	6,947	7,000	7,000	7,000	7,000
Total Finance Committee:	31,947	47,000	49,500	49,500	49,500
Technology					
Wages	0	5,000	10,300	10,300	10,300
Expenses	31,050	31,050	43,530	43,530	43,530
Total Technology:	31,050	36,050	53,830	53,830	53,830
Town Clerk					
Wages	72,754	77,468	83,068	81,368	81,368
Expenses	16,287	18,472	20,585	20,585	20,585
Total Town Clerk:	89,041	95,940	103,653	101,953	101,953
Municipal Buildings					
Wages	43,614	45,927	48,276	47,676	47,676
Expenses	87,555	87,555	108,760	108,760	108,760
Total Municipal Building:	131,169	133,482	157,036	156,436	156,436
Community Development					
Wages	158,163	166,434	178,529	176,429	176,429
Expenses	15,100	12,430	8,650	8,650	8,650
Subtotal:	173,263	178,864	187,179	185,079	185,079
Planning Board	3,876	3,876	9,826	9,826	9,826

General Fund	(B)				(A)
	FY05 Approved	FY06 Actual Revised Budget	FY07 Dept Request	FY07 BOS Rec w/ Override	FY07 BOS & FinCom Rec w/o Override
General Government – Cont.					
Master Plan Implementation	4,800	4,800	4,800	4,800	4,800
Economic Development	7,500	7,500	7,500	7,500	7,500
Zoning Board - Wages	6,000	6,000	9,000	9,000	9,000
Zoning Board - Expenses	4,115	4,115	4,115	4,115	4,115
Subtotal:	10,115	10,115	13,115	13,115	13,115
Open Space	1,000	1,000	1,000	1,000	1,000
Conservation Commission	3,260	3,260	3,260	3,260	3,260
Total Comm Development:	203,814	209,415	226,680	224,580	224,580
Other General Government					
Moderator	250	250	250	250	250
Octoberfest	1,500	1,500	1,500	1,500	1,500
Housing Authority	1,500	1,500	1,500	1,500	1,500
Total Other General Government:	3,250	3,250	3,250	3,250	3,250
Total General Government:	1,150,022	1,225,333	1,420,302	1,394,346	1,394,346

(B) (A)

General Fund	FY05 Approved	FY06 Actual Revised Budget	FY07 Dept Request	FY07 BOS Rec w/ Override	FY07 BOS & FinCom Rec w/o Override
Public Safety					
Police					
Wages	992,417	1,115,644	1,246,786	1,246,786	1,205,074
Expenses	124,325	131,625	151,050	151,050	151,050
Cruiser	27,000	42,500	42,500	42,500	42,500
Total Police:	1,143,742	1,289,769	1,440,336	1,440,336	1,398,624
Fire					
Wages	142,196	149,689	189,971	189,971	156,296
Expenses	48,550	48,700	55,700	55,700	55,700
Total Fire:	190,746	198,389	245,671	245,671	211,996
Ambulance					
Wages	77,408	117,441	125,779	125,779	125,779
Expenses	40,496	40,995	53,200	53,200	53,200
Total Ambulance:	117,904	158,436	178,979	178,979	178,979
Building Dept					
Wages	98,201	102,998	109,346	107,646	107,646
Expenses	6,200	6,600	6,850	6,850	6,850
Total Building Dept:	104,401	109,598	116,196	114,496	114,496
Trees					
Wages	600	600	600	600	600
Expenses	6,600	6,600	6,600	6,600	6,600
Total Tree Dept:	7,200	7,200	7,200	7,200	7,200

(B) (A)

General Fund	FY05 Approved	FY06 Actual Revised Budget	FY07 Dept Request	FY07 BOS Rec w/ Override	FY07 BOS & FinCom Rec w/o Override
Public Safety – Cont.					
Civil Defense					
Wages	315	315	315	315	315
Expenses	1,200	1,200	1,200	1,200	1,200
Total Civil Defense:	1,515	1,515	1,515	1,515	1,515
Sealer Weights & Measures					
Expenses	1,500	1,500	1,500	1,500	1,500
Total Sealer Weights & Measures:	1,500	1,500	1,500	1,500	1,500
Total Public Safety:	1,567,008	1,766,407	1,991,397	1,989,697	1,914,310
Public Works					
Cemetery					
Expenses	8,000	8,000	16,500	16,500	16,500
Total Cemetery:	8,000	8,000	16,500	16,500	16,500
Highway					
Wages	362,287	403,527	429,716	424,916	424,916
Expenses	29,150	29,450	32,150	32,150	32,150
Subtotal:	391,437	432,977	461,866	457,066	457,066
Capital Items	35,650	0			
Maintenance	148,880	168,880	175,330	175,330	175,330

(B) (A)

General Fund	FY05 Approved	FY06 Actual Revised Budget	FY07 Dept Request	FY07 BOS Rec w/ Override	FY07 BOS & FinCom Rec w/o Override
Public Works – Cont.					
Special Sign Acct	6,000	6,000	6,000	6,000	6,000
Snow & Ice	84,535	84,535	84,535	84,535	84,535
Total Highway:	666,502	692,392	727,731	722,931	722,931
Other Public Works					
Monitor Landfill	2,000	2,000	2,000	2,000	2,000
Monitor Wells	12,500	10,000	11,000	11,000	11,000
Streetlighting	35,000	35,000	39,000	39,000	39,000
Total Other Public Works:	49,500	47,000	52,000	52,000	52,000
Total Public Works:	724,002	747,392	796,231	791,431	791,431
Health & Human Services					
Board of Health					
Wages	37,891	40,083	43,277	41,977	41,977
Expenses	10,840	11,440	11,440	11,440	11,440
Subtotal Health:	48,731	51,523	54,717	53,417	53,417
Nurse					
Wages	24,461	16,128	16,612	16,612	16,612
Subtotal Nurse:	24,461	16,128	16,612	16,612	16,612

(B) (A)

General Fund	FY05 Approved	FY06 Actual Revised Budget	FY07 Dept Request	FY07 BOS Rec w/ Override	FY07 BOS & FinCom Rec w/o Override
Health & Human Services – Cont.					
Animal Inspection					
Wages	1,486	2,486	2,561	2,561	2,561
Expenses	300	300	300	300	300
Subtotal Animal Inspection:	1,786	2,786	2,861	2,861	2,861
Total Board of Health:	74,978	70,437	74,190	72,890	72,890
Council on Aging					
Wages	50,725	55,625	59,561	59,561	59,561
Expenses	7,400	7,400	7,542	7,542	7,542
Total Council on Aging:	58,125	63,025	67,103	67,103	67,103
Veterans					
Wages	6,991	7,000			
Expenses	1,005	1,000	8,466	8,466	8,466
Benefits	8,500	8,500	8,500	8,500	8,500
Total Veterans:	16,496	16,500	16,966	16,966	16,966
Total Health & Human Services:	149,599	149,962	158,259	156,959	156,959
Culture & Recreation					
Recreation					
Wages	6,400	6,400	6,400	6,400	6,400
Expenses	22,031	27,031	27,031	27,031	27,031
Total Recreation:	28,431	33,431	33,431	33,431	33,431

(B) (A)

General Fund	FY05 Approved	FY06 Actual Revised Budget	FY07 Dept Request	FY07 BOS Rec w/ Override	FY07 BOS & FinCom Rec w/o Override
Culture & Recreation – Cont.					
Library					
Wages	113,000	118,886	126,935	124,990	124,990
Expenses	41,895	46,435	53,409	53,409	53,409
Total Library:	154,895	165,321	180,344	178,399	178,399
Culture & Recreation					
Memorial Day	1,075	1,500	1,593	1,593	1,593
	1,075	1,500	1,593	1,593	1,593
Total Culture & Recreation	184,401	200,252	215,368	213,423	213,423
Education					
Douglas Schools					
Personnel & Expenses	8,733,137	9,173,520	10,569,250	10,348,148	10,073,535
Transportation/Fixed Assets	588,123	567,123	0	0	0
Total Douglas Schools:	9,321,260	9,740,643	10,569,250	10,348,148	10,073,535
Blackstone Valley Regional *					
Assessment	656,832	636,248	559,070	559,070	559,070
Debt Assessment	89,376	56,396	64,190	64,190	64,190
Representative Expense	500	500	500	500	500
Total Blackstone Valley:	746,708	693,144	623,760	623,760	623,760
Norfolk County Agricultural			17,527	17,527	17,527
Total Education:	10,067,968	10,433,787	11,210,537	10,989,435	10,714,822

(B) (A)

General Fund	FY05 Approved	FY06 Actual Revised Budget	FY07 Dept Request	FY07 BOS Rec w/ Override	FY07 BOS & FinCom Rec w/o Override
Insurance/Employee Benefits *					
Ins - Prop, Liab & Work Comp	164,308	180,000	180,000	180,000	180,000
Unemployment	20,000	56,000	20,000	20,000	20,000
Ins - Health & Life	1,537,600	1,910,656	2,227,223	2,116,148	2,016,148
Retirement/Medicare	535,477	613,808	655,385	655,385	655,385
Total Employee Benefits	2,257,385	2,760,464	3,082,608	2,971,533	2,871,533
Debt Service *					
Debt Exclusions					
Long-Term Principal	740,769	1,100,900	1,113,906	1,113,906	1,113,906
Long-Term Interest	469,392	751,035	715,936	715,936	715,936
Short-Term Interest	671,300	420,000			
Subtotal	1,881,461	2,271,935	1,829,842	1,829,842	1,829,842
Non-Debt Exclusion					
Post Office Principal	16,786	17,668	18,595	18,595	18,595
Capital 560k Principal			55,000	55,000	55,000
Ch61 Land Principal			15,000	15,000	15,000
Post Office Interest	12,684	11,802	10,875	10,875	10,875
Ch 61 Land Interest			7,339	7,339	7,339
Capital 560k Interest		1,300	15,675	15,675	15,675
Other Expenses			8,894	8,894	8,894
Subtotal	29,470	30,770	131,378	131,378	131,378
Total Debt Service	1,910,931	2,302,705	1,961,220	1,961,220	1,961,220

(B) (A)

General Fund	FY05 Approved	FY06 Actual Revised Budget	FY07 Dept Request	FY07 BOS Rec w/ Override	FY07 BOS & FinCom Rec w/o Override
Total Capital Outlay	65,000	199,605			
Summary – Expenditures					
Total General Government:	1,150,022	1,225,333	1,420,302	1,394,346	1,394,346
Total Public Safety:	1,567,008	1,766,407	1,991,397	1,989,697	1,914,310
Total Public Works:	724,002	747,392	796,231	791,431	791,431
Total Health & Human Services:	149,599	149,962	158,259	156,959	156,959
Total Culture & Recreation	184,401	200,252	215,368	213,423	213,423
Total Education:	10,067,968	10,433,787	11,210,537	10,989,435	10,714,822
Total Employee Benefits	2,257,385	2,760,464	3,082,608	2,971,533	2,871,533
Total Debt Service	1,910,931	2,302,705	1,961,220	1,961,220	1,961,220
Total Capital Outlay	65,000	199,605			
Total FY06 Budget Request	18,076,316	19,785,907	20,835,922	20,468,044	20,018,044

Article 4. FY07 Transfer Station Enterprise Fund:

To see if the Town will vote to raise and appropriate the sum of **\$260,000** from Transfer Station charges and fees and **\$26,980** to be taken from Transfer Station retained earnings, for a total budget of **\$286,980**, to operate and maintain the Transfer Station, or take any other action related thereto.

Explanation: This approves the funding sources and amounts for operating the Transfer Station in FY07 contract.

Finance Committee: RECOMMEND

Article 5. FY07 Water/Sewer Enterprise Fund:

To see if the Town will vote to approve the sum of **\$775,592** to operate and maintain the Water/Sewer Department; and to further see if the Town will vote to approve the sum of **\$285,945** to pay Water/Sewer Debt and Interest, for a total budget of **\$1,061,537**, or take any other action related thereto.

Explanation: This approves the funding sources and amounts for operating the Water & Sewer Enterprise for Fiscal Year 2007. Rate and fee structures to support Revenues must be formally voted by the Commissioners prior to recommendation; this is expected to occur before the Town Meeting.

Finance Committee: Recommendation will be given at Annual Town Meeting.

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.

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

Finance Committee: NOT RECOMMEND

MANAGEMENT

MANAGEMENT Compensation Plan - FY07 Budget Preparation

Grade	Position	Grade	Position
M-1		M-4	Fire Chief
			System Manager Water & Sewer
M-2	Asst Assessor		Town Accountant
	Municipal Facilities Maint. Mgr		
		M-5	Town Engineer
M-3	Building Commissioner		
	Library Director		
	Planning & Conservation Agent		
	Director Senior Center		
			Hwy Superintendent

MANAGEMENT Compensation Plan –Cont.

COLA Increase % 3.00%
Annual Salary Factor 52

	1	2	3	4	5	6	7	8	9	10
1	\$34,124	\$34,892	\$35,678	\$36,481	\$37,301	\$38,140	\$39,000	\$39,876	\$40,773	\$41,690
2	\$42,654	\$43,614	\$44,595	\$45,599	\$46,625	\$47,676	\$48,746	\$49,844	\$50,964	\$52,113
3	\$53,320	\$54,520	\$55,745	\$57,000	\$58,282	\$59,593	\$60,934	\$62,306	\$63,708	\$65,140
4	\$61,316	\$62,696	\$64,108	\$65,551	\$67,024	\$68,533	\$70,075	\$71,651	\$73,264	\$74,912
5	\$65,917	\$67,398	\$68,915	\$70,467	\$72,051	\$73,673	\$75,329	\$77,025	\$78,758	\$80,530

OFFICE ADMINISTRATIVE POSITIONS

OFFICE ADMINSTRATIVE Compensation Plan - FY07 Budget Preparation

<i>Grade</i>	<i>Position</i>	<i>Grade</i>	<i>Position</i>
OA-1	Library Assistant	OA-3	Dispatcher
	Jr. Clerk Assesors		Asst Tax Collector
			Asst Town Clerk
OA-2	Principal Clerk		Asst Treasurer
	Fire, Building, Assessors		Assessor Asst. Adm. Secretary
			Adm Sec/Comm Development
	Hwy Clerk	OA-4	Adm. Secretary/Dispatcher
	Adm. Sec Bd Selectmen		Adm. Supervisor/Bd Health
	Senior Clerk		Adm. Asst. to Exec Adm./Selct.

COLA Increase % 3.00%
Annual Salary Factor 52

Grade	1	2	3	4	5	6	7	8	9	10
1 Hourly	\$11.65	\$11.92	\$12.17	\$12.45	\$12.74	\$13.03	\$13.32	\$13.61	\$13.93	\$14.23
2 Hourly	\$13.99	\$14.29	\$14.62	\$14.95	\$15.29	\$15.63	\$15.98	\$16.34	\$16.71	\$17.08
3 Hourly	\$15.39	\$15.72	\$16.08	\$16.45	\$16.81	\$17.19	\$17.58	\$17.97	\$18.36	\$18.80
4 Hourly	\$17.69	\$18.09	\$18.50	\$18.89	\$19.33	\$19.77	\$20.22	\$20.67	\$21.14	\$21.61

Part-Time Compensation Plan – Cont.

COLA % Increase 3.00%
Annual Salary Factor 52

	1	2	3	4	5	6	7	8	9	10
1 Hourly	\$11.65	\$12.24	\$12.83	\$13.48	\$14.16	\$14.87	\$15.61	\$16.39	\$17.21	\$18.08
2 Hourly	\$13.99	\$14.69	\$15.42	\$16.19	\$17.01	\$17.85	\$18.75	\$19.68	\$20.66	\$21.70
3 Hourly	\$15.39	\$16.15	\$16.96	\$17.81	\$18.70	\$19.64	\$20.62	\$21.64	\$22.72	\$23.88
4 Hourly	\$17.69	\$18.57	\$19.50	\$20.47	\$21.51	\$22.57	\$23.70	\$24.87	\$26.13	\$27.44

Public Safety

Public Safety Compensation Plan - FY07 Budget Preparation

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

* Police part-time position have a one year probationary period.

COLA % Increase 3.00%
Annual Salary Factor 52

	1	2	3	4	5	6	7	8	9	10
1										
2	\$11.65	\$12.24	\$12.83	\$13.48	\$14.16	\$14.87	\$15.61	\$16.39	\$17.21	\$18.08
3	\$13.99	\$14.69	\$15.42	\$16.19	\$17.01	\$17.85	\$18.75	\$19.68	\$20.66	\$21.70
4	\$15.39	\$16.15	\$16.96	\$17.81	\$18.70	\$19.64	\$20.62	\$21.64	\$22.72	\$23.88
5	\$16.15	\$16.96	\$17.81	\$18.70	\$19.64	\$20.62	\$21.64	\$22.72	\$23.88	\$25.06
6	\$16.96	\$17.81	\$18.70	\$19.64	\$20.62	\$21.64	\$22.72	\$23.88	\$25.06	\$26.31
7	\$17.81	\$18.68	\$19.64	\$20.62	\$21.63	\$22.72	\$23.88	\$25.06	\$26.31	\$27.62
8	\$18.70	\$19.64	\$20.62	\$21.63	\$22.72	\$23.88	\$25.06	\$26.31	\$27.62	\$29.00
9	\$19.65	\$20.62	\$21.64	\$22.72	\$23.88	\$25.06	\$26.32	\$27.62	\$29.02	\$30.47

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 2007, 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 2007 from State Aid Grants for the Public Library be transferred to the Special Interest Bearing Account for the Simon Fairfield Public Library, 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 account funds and to authorize the expenditure of funds from said fund for the below indicated purposes and not to exceed amount, 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 (\$26,630) for the purpose of operating & maintaining the Animal Control Program including the operation & maintenance of a Town or regional animal kennel, if any provided.
2	Simon Fairfield Library pursuant to MGL Chapter 44, § 53E ½	All fines received during Fiscal Year 2006 by the Simon Fairfield Library	The Simon Fairfield Library Board of Trustees may expend a sum not to exceed Three Hundred dollars (\$300) for the purpose of purchasing books, films and other library supplies and materials.

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 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.

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 2007 pursuant to MGL Chapter 44 § 53F, or take any other action related thereto.

Explanation: This multi-part Article relates to Town business that must be voted and approved on an annual basis. Most clauses are self-explanatory. Section E. allows continuation of Special Accounts to continue and not-to-exceed an amount greater than collections in the previous Fiscal Year. Section G. allows the Treasurer to negotiate and offset bank charges with interest rates earned.

Finance Committee: RECOMMEND

Article 8. 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 in related thereto.

Explanation: This will allow the Town to acquire rights to access property through a legal easement for purposes of Municipal Construction and Maintenance.

Finance Committee: RECOMMEND

Article 9. Adoption of Revised FY 07 – 12 Capital Improvement Plan:

To see if the Town will approve the Town of Douglas FY 07 – 12 Capital Improvement Plan as submitted by the Capital Improvement Committee, and to raise and appropriate, transfer, or borrow the sum of \$414,737 to fund the FY07 Capital Plan, or take any other action related thereto.

Explanation: The Capital Committee has proposed funding for the FY2007 portion of the Capital Plan. The size of the request from Stabilization Account and the large financial impact in a fiscally unstable year caused the Finance Committee concern. The original intent was to fund the Capital Plan from within the entire Budget and to set-aside approximately 2% yearly. This has not been possible for a few years due to Fiscal constraints.

Finance Committee: NOT RECOMMEND

Department	Item	Cost	Ch90 Funds	TM Amount
Selectmen	Building Use Study	\$50,000		\$50,000
Comm. Dev.	NPDES Permit (year 2 of 3)	\$29,600		\$29,600
Selectmen	Hemlock Street paving	\$174,348	\$20,921	\$153,427
Selectmen	Route 16 Full Width Overlay	\$80,000	\$9,600	\$70,400
Buildings	Masonry repair - Post Office/Municipal Ctr	\$20,000		\$20,000
Highway	1 Ton Dump Truck	\$39,000		\$39,000
Fire	Brush vehicle (Ford F-350)	\$30,000		\$30,000
Cemetery	Fencing for Pine Grove	\$22,310		\$22,310
Selectmen	Route 16 Sidewalk Construction/completion	\$55,000	\$55,000	\$0
Total		\$500,258	\$85,521	\$414,737

FY07 projects requested but not funded:

Department	Item	Cost
Fire	4" hose for ladder truck	\$10,000
School	Intermediate Elementary School A/C and air handling	\$500,000
Comm. Dev.	Aquifer Protection Study/bylaw	\$50,000
Fire	Fire Station exhaust system	\$80,000
Highway	Dump Truck	\$121,560
Recreation	Martin Road Park road access, rest rooms, field improvements	\$886,519
Total		\$1,648,079

FY2008 and future project funding requests

2008	Council on Aging - Ramp improvements construction	TBD
2008	Selectmen - North Street pedestrian bridge - construction	\$165,000
2008	Comm. Dev. - National pollutant Discharge Elimination (NPDES) permit)	\$20,000
2008	Selectmen - New sidewalk construction	\$55,000
2008	Buildings - Municipal Ctr Boiler Replacement	\$342,000
2008	Buildings - Municipal Ctr Electrical System Upgrade	\$90,000
2009	Selectmen - New sidewalk construction (design)	\$23,000
2009	Buildings - Old Fire Station Painting	\$15,000
2010	Selectmen - New sidewalk construction	\$48,000
2010	Buildings - Municipal Ctr Air Conditioning Replacement	\$25,000
2010	Buildings - Post Office/Sr. Center Window Replacement	\$80,000
2011	Selectmen - New sidewalk construction	\$48,000

Projects will be defined and added based upon outcome of current planning and design, such as Municipal Center electrical and heating systems upgrades, Police Station and Highway Garage construction, and town well land purchases and installation. We also expect to add School Department items, such as construction and/or renovations, to this list in the coming years.

projects will be funded partially or fully with state highway funding. As a result there is no new tax impact for any of these projects.

Capital Improvement Committee Report

The Capital Improvement Committee is recommending the following projects for funding in FY2007. We consider all projects of very high priority for the town. There are also several legitimate projects requested for the current year which are not able to be funded.

Due to the recent state reimbursement of \$14 Million for the recent high school construction project, it is no longer necessary to maintain the high balance of \$2.1 Million in the Stabilization account. A moderate draw-down of approximately \$400,000 on this account for non-recurring expenses, such as Capital items, is appropriate and sound fiscal policy. The Stabilization account was funded in prior years with taxpayer dollars. In addition, three of this year's

The Building Use Study is the most important project on this year's Capital Plan. It is a study combining the talents of in-house staff with outside expertise to develop a long-term plan for municipal space needs. The need for the study is warranted by the age of several buildings combined with the demands of our increasing population. The municipal center serves three functions – Police, School, and general municipal, all of which will need additional space in coming years. The highway garage is very old and does not properly house newer vehicles. We have one vacant building, the 1898 Old Elementary School. Two buildings, the old Fire Station and the VFW, are underused. The Building Use Study will review department needs and existing facilities to determine the most

cost-effective long-term approach to resolve these concerns. We expect the result of the study to be a prioritized set of projects including renovation, new construction, grant availability, complete with timelines and costs for each project.

The National Pollutant Discharge Elimination System (NPDES) Permit is a federally-mandated three-year permit process relating to stormwater discharge. This is the second of these three years. This is an “unfunded mandate” but is still required.

Hemlock Street, located off South Street (Route 96), is a lengthy unpaved road. The Highway Department currently expends time and materials annually to keep the road passable, yet continues it to have drainage issues. Emergency vehicles are unable to travel appropriately, and residents have experienced vehicle damage. This project will be partially paid for with state highway (“Chapter 90”) funding.

The Route 16 Full Width Overlay will complete the state-funded project widening the section of Route 16 between the old and new High Schools. This overlay will provide a better surface to the road, significantly lowering the town’s long-term maintenance costs. This project itself will also be partially funded from the state highway program.

The Post Office building and the Municipal Center are in need of minor exterior masonry repair. This project is important now to prevent more severe damage and expensive repairs later.

The Highway Department is in need of replacing an old pickup truck with a more versatile one-ton dump truck. This will reduce wear on the larger dump trucks which will no longer be used for needed for smaller jobs.

The Fire Department’s existing brush vehicle is very old and currently out of service. The new brush vehicle is needed for forest and other brush fires common in our area. The firefighting equipment on the existing brush vehicle is operational and will be moved to the bed of the new truck.

Pine Grove Cemetery, located between Cook and Cemetery Streets near Main Street, is in need of new fencing. The old fencing was determined to be inadequate and unsafe and was removed. This will also prevent damage from unauthorized vehicle traffic in the cemetery, which is currently a problem.

The section of Route 16 between the old and new High Schools is an area used by school-age children for walking, yet does not have a sidewalk. We are able to install sidewalk on this section of road at a low cost as part of the current road widening. With the town funding of the Hemlock Street paving project, the entirety of the sidewalk project will be paid for under the state’s Chapter 90 highway allocation.

Mitch Cohen is the chairman of the Capital Improvement Committee. Other Committee members are Selectman Paula Brouillette, Terri Feuersanger, Police Lieutenant Glenn Gilbert, Selectman Shirley Moczynski, former Selectman Betty Therrien, and Firefighter/EMT Kent Vinson.

Article 10. 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.

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

Finance Committee: RECOMMEND

Article 11. 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.

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

Finance Committee: RECOMMEND

Article 12. 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.

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

Finance Committee: RECOMMEND

Article 13. 4 Town Group Planning Study:

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 connection with the Four-Town Group Working Committee to complete Phase 2 of a Four-Town Planning Study to deal with industrial/commercial development along the route 146 corridor, or take any other action related thereto.

Explanation: Working to enhance and develop opportunities for Economic Development in the area will benefit the 4 Member Communities. Matching Grant Funds will be requested to help this Regional project progress and succeed.

Finance Committee: RECOMMEND

Article 14. 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, Section 4A, to enter into an Intermunicipal Agreement with the Town of Sutton on such terms and conditions as the Selectmen deem to be in the best interests of the Town for the purpose of determining the division of responsibilities between both towns for the drainage, plowing, and general roadway maintenance of South Cove Way (Definitive Subdivision) and Char-Mak Hill (Preliminary Subdivision), or take any other action related thereto.

Explanation: The article is not financial in nature.

Finance Committee: No recommendation

Article 15. 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, Section 4A, to enter into an Intermunicipal Agreement with the Town of Sutton on such terms and conditions as the Selectmen deem to be in the best interests of the Town for the purpose of servicing Douglas properties in the Manchaug Road section of Douglas with sewer from the Town of Sutton, or take any other action related thereto.

Explanation: The article is not financial in nature.

Finance Committee: No recommendation

Article 16. 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, Section 4A, to enter into an Intermunicipal Agreement with the Town of Webster on such terms and conditions as the Selectmen deem to be in the best interests of the Town for the purpose of servicing Douglas properties in the area of Route 16 near the Webster town line with water and sewer from the Town of Webster, or take any other action related thereto.

Explanation: The article is not financial in nature.

Finance Committee: No recommendation

Article 17. Mutual Aid Agreement:

To see if the Town of Douglas will, in accordance with Massachusetts General Laws Chapter 40, Section 4A, authorize the Douglas Board of Selectmen, in consultation with the Board of Health, to enter into an inter-municipal agreement with one or more other governmental units to provide emergency public health services which the Board of Health is authorized to perform, in accordance with an Intermunicipal Mutual Aid Agreement to be entered into between the Town of Douglas and various governmental units, or take any other action related thereto.

Explanation: The article is not financial in nature.

Finance Committee: No recommendation

Article 18. Building & Facilities Construction Committee Bylaw:

To see if the Town of Douglas will vote to amend the General Bylaws by adopting the following new bylaw:

ARTICLE 10: BUILDING & FACILITIES CONSTRUCTION COMMITTEE

Section 1 - Purpose

To oversee and direct major public improvements constructed within the Town and provide consistent and professional oversight over public construction projects within the Town of Douglas.

Section 2 - Establishment

A permanent building and facilities construction committee (the "Committee") shall be established to implement and execute this bylaw.

A. Members

The Committee shall consist of seven voting members of whom three shall be appointed by the Town Moderator, three shall be appointed by the Board of Selectmen, and one shall be appointed by the school committee. The appointing authorities shall seek to include in the Committee membership an engineer, an architect, an attorney, a financial professional and a person representing the building and construction trades. All seven voting members shall be registered voters of the Town.

B. Terms

Voting members shall serve for three year terms; provided however, that the Selectmen and the Moderator shall each make initial appointments as follows: one appointment for a three-year term, one appointment for a two-year term; and one appointment for a one-year term; and the School Committee shall make its initial appointment for a three-year term. Vacancies shall be filled by the appropriate appointing authority for the remainder of the unexpired term. Any member of the Committee may be removed for cause by their respective appointing authority after hearing.

C. Non-Voting Members

The Town Engineer shall be an ex-officio member of the Committee. In addition, the Committee shall appoint at least one project proponent for each project, who need not be a resident of the Town, to serve as a project liaison to the Committee for the duration of each project. The department, board, committee, or other Town entity proposing the project shall provide a recommendation to the Committee for appointment of the project liaison. The project liaison may participate in Committee discussions on the project with which the liaison is involved, but shall not participate in the vote on said project.

Section 3 - Authorities and Responsibilities

The Committee shall be primarily responsible for all work in connection with projects falling within its jurisdiction, including project manager selection, if necessary, designer selection, site planning, preliminary architectural plans and drawings, detailed architectural plans and drawings, all bid documents as well as construction supervision.

The Committee shall also:

- A. Develop, maintain and implement a municipal building and facilities needs plan;
- B. Assist policy boards and department heads in prioritizing projects and developing construction contract documents;

C Make recommendations to Town Meeting, the Board of Selectmen or department, board or committee requesting a project, on projects that fall under its jurisdiction;

D. Review project status, pay requests, and change orders for projects falling under its jurisdiction.

Section 4 - Jurisdiction

The Committee shall have jurisdiction over any public construction or reconstruction project that exceeds ten thousand dollars (\$10,000). Additionally, the Board of Selectmen may, in its sole discretion, place under the jurisdiction of the Committee any public construction or reconstruction project under ten thousand dollars (\$10,000) which the Board of Selectmen deems significant.

Section 5 - Interrelationships

The Committee shall serve in an advisory capacity to various Town entities, as follows:

A. Assist the board of selectmen to establish policies governing the selection of architects and designers, and to assure compliance with public bidding and procurement statutes and other requirements. The Committee shall provide project updates as requested by the Board of Selectmen, and at least annually. The Board of Selectmen shall award and execute all designer services contracts and construction contracts.

B Meet regularly with Executive Administrator to discuss ongoing projects and other tasks and to facilitate an orderly interface with municipal entities. The Executive Administrator shall provide clerical and professional assistance to the Committee. All solicitations for designer services and invitations for bids for construction shall be coordinated by the Executive Administrator as Chief Procurement Officer.

C. Meet regularly with other Town boards, committees, commissions, and officers to ensure that the Committee is fully apprised of the needs and requirements of those entities.

Section 6 - Meetings

The Committee shall meet as warranted by public construction projects.

Section 7 – Annual Report

The Committee shall make a report of its activities to be included in the Annual Town Report.

Or take any other action relative thereto.

Explanation: The article is not financial in nature.

Finance Committee: No recommendation

Article 19. Master Plan – Zoning Bylaw Change:

To see if the Town will vote to make the following change to the Town of Douglas Zoning By-laws:

ZBL-4: Change the name of the Central Business (CB) zoning district to Village Business (VB), and to revise text, tables and maps to reflect this change, or take any other action related thereto.

Explanation: The article is not financial in nature.

Finance Committee: No recommendation

Article 20 Master Plan – Zoning Map Change:

To see if the Town will vote to make the following change to the Town of Douglas Zoning Map:

ZM-10: Rezone the old Douglas Grammar School area from Village Residential (VR) to Village Business (VB) as detailed on the attached map, Figure 1 and written description, or take any other action related thereto.

Explanation: The article is not financial in nature.

Finance Committee: No recommendation

Description of Proposed VB Zone Area

The following is a description of the area proposed for zoning change from Village Residential (VR) to Village Business (VB) as shown on the attached map.

The northeasterly point of the proposed new VB zone begins on the common boundary line between Assessors Parcels 163-105 and 163-103 at a point where the present Commercial (C) zone meets the present Village Residential (VR) zone, this point being approximately 170 feet south of the southerly edge of Main Street (Route 16).

From this point the zone border proceeds southeasterly along the eastern property line of Assessors Parcel163-105. Thence continuing southeasterly along the eastern border of Assessors Parcel163-109, ending at the southeasterly corner of lot 163-109.

Thence southwesterly along the southern border of Assessors Parcel163-109 for approximately 273.99 feet and continuing in a straight line beyond that point for approximately 240 feet to a point where said line intersects the easterly border of Assessors Parcel163-124.

Thence northwesterly along the eastern border of Assessors Parcel163-124, continuing northwesterly along the eastern border of Assessors Parcel163-122, continuing northwesterly along the eastern border of Assessors Parcel163-121 to a point where Assessors Parcels163-121, 163-113 and 163-110 intersect.

Thence continuing northeasterly along the northern border of Assessors Parcel163-110 to a point where Assessors Parcels163-110, 163-111 and 163-113 intersect.

Thence northwesterly along the southwestern border of Assessors Parcel163-111 to a point where Assessors Parcel163-111 meets Assessors Parcel163-112, which is also the border of the present Commercial zone.

Thence continuing in a northwesterly direction along the existing common zone line between the Commercial zone and the Village Residential zone to the point of beginning.



Article 21 Special Act for the Creation of a Department of Public Works:

To see if the Town will vote to authorize the Board of Selectmen to request special legislation as set forth below; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approve amendments to bill before enactment by the General Court; and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition:

AN ACT PROVIDING FOR THE ESTABLISHMENT OF DEPARTMENT OF PUBLIC WORKS IN THE TOWN OF DOUGLAS

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1. Notwithstanding any special or general law to the contrary, there is hereby established in the town of Douglas a department of public works, hereinafter called "the department", which shall be under the supervision and control of the board of selectmen, hereinafter called the "board".

SECTION 2. Commencing on July 1, 2007, the department of public works shall be responsible for:

maintenance, repair, and cleaning of roads, sidewalks, storm drains, bridges and other public way related structures;

maintenance, repair, and cleaning of all buildings owned or leased by the Town, except those under the control of the school department;

maintenance of all cemeteries, parks and recreation facilities;

snow removal at all buildings and grounds owned or leased by the Town, including driveways and parking areas under the control of the school department;

providing for and supervising collection and disposal of garbage and other refuse, and the maintenance and operation of all facilities for the disposal of the same;

operation and maintenance of all water and sewer facilities;

providing for insect pest control; and

supervision, care, and replacement of trees.

SECTION 3. The department shall have such additional powers with regard to the furnishing of engineering services, the collection and disposal of garbage and refuse, and the performance of such duties of any other boards, departments and offices of the town as may be reasonably related to the duties and responsibilities of a department of public works, as the town may, from time to time, by by-law or by vote of the town meeting provide, any other provisions of law to the contrary notwithstanding.

SECTION 4. The board shall appoint and, subject to appropriation, fix the compensation of a director of public works, who shall exercise and perform, under the supervision and direction of the board, such of the powers, rights and duties which have been transferred to the department hereunder as it may from time to time designate. The director shall, subject to the direction of the board, be responsible for the efficient exercise and performance of such powers, rights and duties and shall hold office, subject to the will of the board. The board may establish an employment contract with the director for the salary, fringe benefits and other conditions of employment, including but not limited to, severance pay, relocation expenses, reimbursement for expenses incurred in the performance of his duties or office, liability insurance, conditions of discipline, termination, dismissal, and reappointment, performance standards and leave. The director shall not be subject to the provisions of G.L. c.30, §9A or G.L. c.31.

The director shall be a registered professional engineer, in the discipline of civil engineering, in the commonwealth or be able to obtain the registered professional engineer certificate within a reasonable time as determined by the board of selectmen, and shall be specially fitted by education, training and experience to perform the duties of said office, and may or may not be a resident of the town. Except as otherwise set forth herein, during the director's tenure the director shall hold no elective or other appointive office, nor be engaged in any other business or occupation.

The director shall, subject to the approval of the board, appoint, suspend and/or remove such assistants, agents and employees as the exercise and performance of the director's powers, rights and duties may require. The director shall keep full and complete records of the doings of the office and render to the board as often as it may require a full report of all operations under the director's control during the period reporting upon.

SECTION 5. The director shall establish within the department the following functions: highway; water maintenance; sewer maintenance; cemetery maintenance; park maintenance; forestry; solid waste disposal; recycling; tree warden; pest control and building and ground maintenance.

SECTION 6. All persons employed by or under the supervision of the highway department, water department, sewer department, recreation department, cemetery

department, insect pest control department, tree warden, buildings maintenance department, and recycling and refuse collection department shall upon July 1, 2007, be transferred to the department. All such transfers of employees shall be made without loss of pay, and without change of rating, seniority, retirement or pension rights, or any other privileges under any provision of law or by-law.

SECTION 7. All equipment owned by the town of Douglas and under the control of the various departments listed in Section 6 shall, on July 1, 2007, be transferred to and be under the control and direction of the department.

SECTION 8. The water and sewer commission shall continue to have responsibility for the setting of rates to be charged for all water and sewer services, for approving the construction of all new water and sewer mains and buildings, and for approving policies in regards to user access to the water and sewer system.

SECTION 9. The parks and recreation commission shall continue to have responsibility for the development and acquisition of new parks and park land, the expansion or upgrade of existing parks and park land, and the scheduling and operation of recreation programs.

SECTION 10. The cemetery commissioners shall continue to determine eligibility for and the rates to be charged for burial in the town's cemeteries, and to supervise the investment and expenditure of the cemetery funds now existing or hereafter paid for the purchase of cemetery lots and maintenance agreements.

SECTION 11. The director shall perform the duties assigned by the General Laws to the tree warden; provided, however, that the director may designate a resident of the town to perform such duties under the direction of the director.

SECTION 12. On July 1, 2007, the positions of highway superintendent, tree warden, insect pest control superintendent, shall thereupon be abolished. No contracts or liabilities then in force shall be affected by such abolishment of such positions, or by the transfer of any of the duties and responsibilities of the departments and offices provided for herein. The department shall in all respects be the lawful successor of departments and offices so abolished.

SECTION 13. This act shall be submitted for acceptance to the voters of the town of Douglas at an annual or special town election in the form of the following question which shall be placed on the official ballot: "Shall an act passed by the general court in the year 2006, entitled 'An Act Providing for the Establishment of a Department of Public Works in the Town of Douglas' be accepted?"

If a majority of the votes cast in answer to this question is in the affirmative, sections one through 12 of this act shall take effect, but not otherwise.

SECTION 14. Section 13 of this act shall take effect upon passage.

Explanation: The article is not financial in nature, however, the Finance Committee is concerned that there will be additional costs associated with implementation of this position.

Finance Committee: NOT RECOMMEND

**• GLOSSARY DEFINITION:
OVERRIDE**

A vote by a community at an election that permanently increases the levy limit. The override ballot question must state a purpose for the override and a dollar amount. This amount adds to the tax revenue of a Town.

TO: Douglas Residents
FROM: Open Space & Recreation Plan Committee
DATE: 2006
RE: Open Space and Recreation Survey

The Douglas Open Space & Recreation Plan Committee is updating the town's **Open Space & Recreation Plan** to be filed with the state. This plan will be used to acquire grants for the purchase of open space and recreational property as well as to expand and improve existing facilities. We would appreciate your time and consideration in answering the following questions. *Please return this survey by **May 20, 2006** by folding, sealing and stamping this self-addressed sheet or by dropping this survey at the Municipal Center when you vote on May 9, 2006.*

1. In the past year, how often have members of your household participated in these **outdoor** recreational activities? [N=Never; S=Sometimes (1-3 times); F=Frequently, (4 or more times)].

Bicycling _____ Horseback Riding _____ Kayaking/Canoeing _____ X-Country Skiing _____ Ice Skating _____
Picnicking _____ Jogging/Track _____ Walking/Hiking _____ Skate Park _____ Tennis _____
Euro Course _____
Playground _____ Soccer _____ Baseball Field Activity _____ Basketball _____ Swimming _____
Volleyball _____
Other _____

2. What recreation/conservation areas does your family use? Martin Road _____
Yew Street _____ Manchaug Road _____ VFW Soccer Fields _____
Wallum Lake Beach _____ Douglas State Forest _____

3. Which of the following activities/services should be introduced or increased in Douglas? Check all that apply.

Tennis Courts Outdoor Swimming Facilities Conservation Areas Picnic Areas Bike Paths or Lanes Playgrounds Ballfields Canoe/Kayak Access Bridle Paths Hiking/X-Country Skiing Trails Ice Skating Skate Park
Other _____

4. Would you like to see the town sponsor recreational facilities for children teenagers adults senior citizens persons with disabilities

5. The Community Preservation Act (CPA) allows communities to generate funds through a increase in property tax (1–3%) *with exemptions*. These funds are then matched by the state and can be used for open space acquisition, historic preservation and affordable housing.

For instance, Douglas could be eligible for the state matching funds by supporting the CPA through a 1% increase with exemptions for assessed property values of \$150,000 and below and for senior citizens over age 70.

For example, under the CPA at 1%, a property assessed at \$300,000 will contribute \$300 each year (less than a dollar a day). Their neighbor, with a property assessed at \$145,000 is exempt from the increase with the CPA exemption of \$150,000 and below. Their uncle on the other side of town who is 75 years old is also exempt from the increase because under the CPA he is over 70 years of age.

Would you support a Town Meeting question to support the CPA through a 1% increase with exemptions for assessed property values of \$150,000 below and for senior citizens over age 70?
Yes _____ No _____

6. Should Douglas-owned recreational facilities be available to residents free of charge or on a "user fee" basis ?

Should they be available to non-residents free of charge or on a "user fee" basis ?

7. Do you know of any property that Douglas should consider acquiring for open space and/or recreational purposes? Please describe:

Please include any thoughts or suggestions on an additional piece of paper and include them with this survey.



place
stamp
here

Open Space Committee
Municipal Center
29 Depot Street
Douglas, MA 01516

Thank you for taking the time to complete this survey and return it to us.

If you would like to volunteer or to contribute to this effort and would like to speak with us, please leave a message with Sue Perkins, Chair of the Open Space Committee at 476-2872 or e-mail wilhelmina5@hotmail.com.



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 1, 2006
Douglas, High School Auditorium**