

TOWN OF DOUGLAS
ANNUAL TOWN MEETING

Monday, May 5, 2014

Pursuant to the foregoing warrant the inhabitants of the Town of Douglas who are qualified to vote in elections and town affairs met at the Douglas High School Auditorium on 33 Davis Street on Monday, May 5, 2014 at 7:00 PM. There being a quorum present (133 registered voters); the meeting was called to order by the Moderator, Keith M. Menard. After saluting the flag, the service of the warrant and the Constable's return was read by Mr. Keith Menard. Mr. Menard did an introduction of Non-Resident Members of Town Meeting and also an introduction of the Finance Committee. At this time, the Town voted as follows:

A motion was made and seconded to recess Annual Town Meeting immediately following dissolving of the Special Town Meeting, hearing no objections, motion passed by Unanimous Consent.

Annual Town Meeting convened at 7:26 PM.

Articles 1, 2 & 3: Finance Committee Report, FY15 Budget, Salaries of Elected Officials:

Article 1: Finance Committee Report

To see if the Town will vote to hear and act upon the report and recommendations of the Finance Committee as presented and printed in the Finance Committee's Annual Town Meeting recommendations, or to take any other action relative thereto.

Finance Committee recommends.

Article 2: FY 15 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 2015, or take any other action relative thereto.

**TOWN OF DOUGLAS
FY15 Budget Recommendation**

| GENERAL FUND | FY13 Revised Budget STM 5/6/13 | FY14 Revised Budget STM 11/18/13 | FY15 Town Admin's Recomm. | FY15 Fin Comm. /BOS Recomm. |
|---------------------------|---|---|--|--|
| GENERAL GOVERNMENT | | | | |
| Selectmen | | | | |
| Wages | 164,400 | 164,976 | 170,351 | 170,351 |
| Expenses | <u>12,633</u> | <u>12,633</u> | <u>12,633</u> | <u>12,633</u> |
| Subtotal: | 177,033 | 177,609 | 182,984 | 182,984 |
| Awards & Recognition | 40 | 40 | 40 | 40 |
| Town Hall Office Supplies | 21,000 | 22,000 | 22,000 | 22,000 |
| Town Reports | 3,000 | 3,000 | 3,000 | 3,000 |
| Town Counsel | <u>70,000</u> | <u>75,000</u> | <u>75,000</u> | <u>75,000</u> |
| Total Selectmen: | 271,073 | 277,649 | 283,024 | 283,024 |

| GENERAL FUND | FY13 Revised Budget STM 5/6/13 | FY14 Revised Budget STM 11/18/13 | FY15 Town Admin's Recomm. | FY15 Fin Comm. /BOS Recomm. |
|--|---|---|--|--|
| Finance Director/Accountant | | | | |
| Wages | 101,542 | 107,636 | 116,188 | 116,188 |
| Expenses | <u>1,900</u> | <u>1,900</u> | <u>2,050</u> | <u>2,050</u> |
| Subtotal: | 103,442 | 109,536 | 118,238 | 118,238 |
| Audit | <u>20,500</u> | <u>20,500</u> | <u>21,000</u> | <u>21,000</u> |
| Finance Director/Accountant: | 123,942 | 130,036 | 139,238 | 139,238 |
| Assessors | | | | |
| Wages | 87,252 | 88,088 | 90,105 | 90,105 |
| Expenses | <u>33,618</u> | <u>34,368</u> | <u>34,498</u> | <u>34,498</u> |
| Subtotal: | 120,870 | 122,456 | 124,603 | 124,603 |
| Revaluation | | 60,000 | | |
| Total Assessors: | 120,870 | 182,456 | 124,603 | 124,603 |
| Treasurer/Collector | | | | |
| Wages | 167,967 | 168,369 | 173,732 | 173,732 |
| Expenses | <u>49,520</u> | <u>55,970</u> | <u>65,970</u> | <u>65,970</u> |
| Subtotal: | 217,487 | 224,339 | 239,702 | 239,702 |
| Tax Title | <u>14,000</u> | <u>17,000</u> | <u>17,000</u> | <u>17,000</u> |
| Total Treasurer/Collector: | 231,487 | 241,339 | 256,702 | 256,702 |
| Tax Taking | <u>6,000</u> | <u>7,000</u> | <u>7,000</u> | <u>7,000</u> |
| Total Tax Taking: | 6,000 | 7,000 | 7,000 | 7,000 |
| Finance Committee | | | | |
| Wages | 1,500 | 1,500 | 1,500 | 1,500 |
| Expenses | 4,000 | 4,000 | 4,200 | 4,200 |
| Reserve Fund | <u>38,500</u> ¹ | <u>50,000</u> | <u>50,000</u> | <u>50,000</u> |
| Total Finance Committee: | 44,000 | 55,500 | 55,700 | 55,700 |
| Technology | | | | |
| Wages | 10,300 | 10,300 | 10,300 | 10,300 |
| Expenses | <u>37,850</u> | <u>45,932</u> | <u>59,000</u> | <u>59,000</u> |
| Total Technology: | 48,150 | 56,232 | 69,300 | 69,300 |
| Town Clerk | | | | |
| Wages | 105,146 | 98,358 | 111,582 | 111,582 |
| Expenses | <u>16,500</u> | <u>16,500</u> | <u>16,500</u> | <u>16,500</u> |
| Total Town Clerk: | 121,646 | 114,858 | 128,082 | 128,082 |
| Public Building Maintenance | | | | |
| Wages | 58,680 | 38,680 | 39,945 | 39,945 |
| Expenses | <u>98,000</u> | <u>118,000</u> | <u>134,900</u> | <u>134,900</u> |
| Total Public Building Maintenance | 156,680 | 156,680 | 174,845 | 174,845 |
| Permanent Building Committee | | | | |
| Wages | 1,610 | 805 | 839 | 839 |
| Expenses | <u>1,500</u> | <u>1,500</u> | <u>1,500</u> | <u>1,500</u> |
| Total Permanent Building Comm: | 3,110 | 2,305 | 2,339 | 2,339 |

| GENERAL FUND | FY13 Revised Budget STM 5/6/13 | FY14 Revised Budget STM 11/18/13 | FY15 Town Admin's Recomm. | FY15 Fin Comm. /BOS Recomm. |
|--|---|---|--|--|
| Community Development | | | | |
| Wages | 205,169 | 171,473 | 173,784 | 173,784 |
| Expenses | <u>3,500</u> | <u>3,500</u> | <u>3,500</u> | <u>3,500</u> |
| Subtotal: | 208,669 | 174,973 | 177,284 | 177,284 |
| Planning Board | 2,910 | 2,910 | 2,910 | 2,910 |
| Economic Development | 1,000 | 1,000 | 1,000 | 1,000 |
| Zoning Board - Expenses | 3,460 | 3,460 | 3,460 | 3,460 |
| Open Space | 100 | 100 | 100 | 100 |
| Conservation Commission | <u>2,789</u> | <u>2,789</u> | <u>2,789</u> | <u>2,789</u> |
| Total Comm Development: | 218,928 | 185,232 | 187,543 | 187,543 |
| Other General Government | | | | |
| Moderator | 250 | 250 | 250 | 250 |
| Housing Authority | <u>100</u> | <u>100</u> | <u>100</u> | <u>100</u> |
| Total Other General Government: | 350 | 350 | 350 | 350 |
| Total General Government: | 1,346,236 | 1,409,637 | 1,428,726 | 1,428,726 |
| PUBLIC SAFETY | | | | |
| Police | | | | |
| Wages | 1,385,674 | 1,383,228 | 1,388,833 | 1,388,833 |
| Expenses | 152,518 | 148,518 | 148,518 | 148,518 |
| Cruiser | | <u>151,630</u> | <u>72,000</u> | <u>72,000</u> |
| Total Police: | 1,538,192 | 1,683,376 | 1,609,351 | 1,609,351 |
| Fire | | | | |
| Wages | 178,092 | 176,307 | 179,415 | 179,415 |
| Expenses | <u>57,350</u> | <u>65,450</u> | <u>70,000</u> | <u>70,000</u> |
| Total Fire: | 235,442 | 241,757 | 249,415 | 249,415 |
| Ambulance | | | | |
| Wages | 272,698 | 275,890 | 276,908 | 162,500 |
| Expenses | <u>80,500</u> | <u>70,500</u> | <u>70,500</u> | <u>70,500</u> |
| Total Ambulance: | 353,198 | 346,390 | 347,408 | 233,000 |
| Building Dept | | | | |
| Wages | 119,282 | 119,121 | 92,729 | 92,729 |
| Expenses | <u>6,826</u> | <u>8,026</u> | <u>6,500</u> | <u>6,500</u> |
| Total Building Dept: | 126,108 | 127,147 | 99,229 | 99,229 |
| Tree Warden | | | | |
| Wages | 600 | 600 | 600 | 600 |
| Expenses | <u>4,500</u> | <u>4,500</u> | <u>4,500</u> | <u>4,500</u> |
| Total Tree Dept: | 5,100 | 5,100 | 5,100 | 5,100 |
| Civil Defense | | | | |
| Wages | 325 | 325 | 325 | 325 |
| Expenses | <u>1,200</u> | <u>1,200</u> | <u>1,200</u> | <u>1,200</u> |

| GENERAL FUND | FY13 Revised Budget STM 5/6/13 | FY14 Revised Budget STM 11/18/13 | FY15 Town Admin's Recomm. | FY15 Fin Comm. /BOS Recomm. |
|---|---|---|--|--|
| Total Civil Defense: | 1,525 | 1,525 | 1,525 | 1,525 |
| Sealer Weights & Measures | | | | |
| Expenses | 750 | 750 | 750 | 750 |
| Total Sealer Weights & Measures: | 750 | 750 | 750 | 750 |
| Animal Control | | | | |
| Expenses | 24,900 | 24,900 | 24,900 | 24,900 |
| Total Animal Control | 24,900 | 24,900 | 24,900 | 24,900 |
| Total Public Safety: | 2,285,215 | 2,430,945 | 2,337,678 | 2,223,270 |
| PUBLIC WORKS | | | | |
| Cemetery | | | | |
| Expenses | 9,885 | 9,885 | 10,000 | 10,000 |
| Total Cemetery: | 9,885 | 9,885 | 10,000 | 10,000 |
| Highway | | | | |
| Wages | 411,554 | 416,068 | 421,050 | 421,050 |
| Expenses | 26,012 | 26,012 | 26,012 | 26,012 |
| Subtotal: | 437,566 | 442,080 | 447,062 | 447,062 |
| Maintenance | 121,200 | 121,200 | 121,200 | 121,200 |
| Special Sign Acct | 1,400 | 1,400 | 1,400 | 1,400 |
| Snow & Ice | 260,000 | 100,000 | 125,000 | 125,000 |
| Total Highway: | 820,166 | 664,680 | 694,662 | 694,662 |
| Other Public Works | | | | |
| Monitor Landfill | 1,235 | 1,235 | 1,235 | 1,235 |
| Monitor Wells | 9,950 | 9,950 | 9,950 | 9,950 |
| Street lighting | 41,550 | 41,550 | 41,550 | 41,550 |
| Total Other Public Works: | 52,735 | 52,735 | 52,735 | 52,735 |
| Total Public Works: | 882,786 | 727,300 | 757,397 | 757,397 |
| HEALTH & HUMAN SERVICES | | | | |
| Board of Health | | | | |
| Wages | 48,627 | 42,501 | 38,900 | 38,900 |
| Expenses | 7,000 | 7,000 | 7,000 | 7,000 |
| Subtotal Health: | 55,627 | 49,501 | 45,900 | 45,900 |
| Nurse | | | | |
| Wages | 14,701 | 14,979 | 14,979 | 14,979 |
| Subtotal Nurse: | 14,701 | 14,979 | 14,979 | 14,979 |
| Animal Inspection | | | | |
| Wages | 2,885 | 2,885 | 2,913 | 2,913 |
| Expenses | 350 | 350 | 350 | 350 |
| Subtotal Animal Inspection: | 3,235 | 3,235 | 3,263 | 3,263 |

| GENERAL FUND | FY13 Revised Budget STM 5/6/13 | FY14 Revised Budget STM 11/18/13 | FY15 Town Admin's Recomm. | FY15 Fin Comm. /BOS Recomm. |
|---|---|---|--|--|
| Total Board of Health: | 73,563 | 67,715 | 64,142 | 64,142 |
| Council on Aging | | | | |
| Wages | 78,765 | 79,569 | 82,020 | 82,020 |
| Expenses | 6,000 | 6,000 | 5,900 | 5,900 |
| Total Council on Aging: | 84,765 | 85,569 | 87,920 | 87,920 |
| Veterans | | | | |
| Expenses | 10,015 | 15,015 | 16,515 | 16,515 |
| Benefits | 100,000 | 100,000 | 65,000 | 65,000 |
| Total Veterans: | 110,015 | 115,015 | 81,515 | 81,515 |
| Total Health & Human Services: | 268,343 | 268,299 | 233,577 | 233,577 |
| CULTURE & RECREATION | | | | |
| Recreation | | | | |
| Expenses | 5,000 | 3,000 | 3,000 | 3,000 |
| Total Recreation: | 5,000 | 3,000 | 3,000 | 3,000 |
| Library | | | | |
| Wages | 153,784 | 155,243 | 158,988 | 158,988 |
| Expenses | 48,397 | 48,397 | 50,000 | 50,000 |
| Total Library: | 202,181 | 203,640 | 208,988 | 208,988 |
| Memorial Day | 1,750 | 1,750 | 1,750 | 1,750 |
| Total Culture & Recreation | 208,931 | 208,390 | 213,738 | 213,738 |
| Education | | | | |
| Douglas Schools | | | | |
| Personnel & Expenses | 11,503,678 | 11,862,507 | 12,241,633 | 12,241,633 |
| Transportation | 860,878 | 846,246 | 1,049,855 | 1,049,855 |
| Total Douglas Schools: | 12,364,556 | 12,708,753 | 13,291,488 | 13,291,488 |
| Blackstone Valley Regional * | | | | |
| Assessment | 498,159 | 563,647 | 626,220 ² | 614,993 |
| Debt Assessment | 56,895 | 55,559 | 54,177 | 54,177 |
| Representative Expense | 500 | 500 | 500 | 500 |
| Total Blackstone Valley: | 555,554 | 619,706 | 680,897 | 669,670 |
| Medicaid Reimbursement | 5,000 | 5,000 | 5,000 | 5,000 |
| Norfolk County Agricultural | 77,881 | 101,000 | 133,039 | 133,039 |
| Total Education: | 13,002,991 | 13,434,459 | 14,110,424 | 14,099,197 |
| Total Insurance/ Employee Benefits | 4,063,348 | 4,001,669 | 3,646,804 | 3,646,804 |
| Total Debt Service | 2,784,674 | 2,673,510 | 2,448,372 | 2,448,372 |
| Total Capital Outlay | | | Capital Article | Capital Article |
| Total Special Articles | 1,500 | 25,000 | | |

| GENERAL FUND | FY13 Revised Budget STM 5/6/13 | FY14 Revised Budget STM 11/18/13 | FY15 Town Admin's Recomm. | FY15 Fin Comm. /BOS Recomm. |
|--|---|--|------------------------------------|--------------------------------------|
| Transfer to Stabilization | | 20,000 | | |
| Summary - Expenditures | | | | |
| Total General Government: | 1,346,236 | 1,409,637 | 1,428,726 | 1,428,726 |
| Total Public Safety: | 2,285,215 | 2,430,945 | 2,337,678 | 2,223,270 |
| Total Public Works: | 882,786 | 727,300 | 757,397 | 757,397 |
| Total Health & Human Services: | 268,343 | 268,299 | 233,577 | 233,577 |
| Total Culture & Recreation | 208,931 | 208,390 | 213,738 | 213,738 |
| Total Education: | 13,002,991 | 13,434,459 | 14,110,424 | 14,099,197 |
| Total Insurance/ Employee Benefits | 4,063,348 | 4,001,669 | 3,646,804 | 3,646,804 |
| Total Debt Service | 2,784,674 | 2,673,510 | 2,448,372 | 2,448,372 |
| Total Capital Outlay | 0 | 0 | Capital Article | Capital Article |
| Total Special Articles | 1,500 | 25,000 | 0 | 0 |
| Total Transfers to Stabilization, Special Revenue Special Rev | 0 | 20,000 | - | - |
| TOTAL BUDGET REQUEST | 24,844,024 | 25,199,209 | 25,176,716 | 25,051,081 |

¹ Net of transfers

² \$626,220 represents the certified budget request for Blackstone Valley Regional

Finance Committee recommends the budget that we have presented.

Article 3: Salaries of Elected Officials:

To see if the Town will vote to fix the salary and compensation of all elected officials of the Town as provided by Chapter 41 Section 108 of the Massachusetts General Laws, as amended, as follows:

| | |
|---|--------------------|
| Board of Assessors | \$2,900 |
| Blackstone Valley Vocational School District Rep. | \$500 |
| Moderator | \$250 |
| Board of Selectmen | \$1,600 |
| Clerk | \$65,385.23 |
| Water/Sewer Commission | \$2,400 |

Or take any other action relative thereto.

Finance Committee recommends.

MOTION: I move that the Town vote to hear and act upon the report and recommendations of the Finance Committee and further to fix the salary and compensation of elected officials as presented in the Finance Committee's FY15 Budget Recommendation, and further to approve a total budget of **\$25,062,308**, consisting of **\$23,784** transferred from Reserved for Reduction of Excluded Debt Account, **\$233,000** transferred from Ambulance Receipts Reserved for Appropriation, **\$481,951** transferred from Free Cash and the remaining **\$24,323,573** to be raised and appropriated, all as set forth in the Column entitled "FY15 Finance Committee/Board of Selectmen Recommended Budget" in the handout entitled, "Finance Committee Budget Message for Fiscal Year 2015", for the purpose of funding the annual operating budget of the Town for Fiscal Year 2015.

AMENDMENT: I move that the Town vote to reduce the Blackstone Valley Regional Assessment from \$626,220 to \$614,995.

AMENDMENT PASSED BY STANDING VOTE. YES-75; NO-35

MOTION AS AMENDED: I move that the Town vote to hear and act upon the report and recommendations of the Finance Committee and further to fix the salary and compensation of elected officials as presented in the Finance Committee's FY15 Budget Recommendation, and further to approve a total budget of **\$25,051,081**, consisting of **\$23,784** transferred from Reserved for Reduction of Excluded Debt Account, **\$233,000** transferred from Ambulance Receipts Reserved for Appropriation, **\$481,951** transferred from Free Cash and the remaining **\$24,312,346** to be raised and appropriated, all as set forth in the Column entitled "FY15 Finance Committee/Board of Selectmen Recommended

Budget” in the handout entitled, “Finance Committee Budget Message for Fiscal Year 2015”, for the purpose of funding the annual operating budget of the Town for Fiscal Year 2015.

MODERATOR DECLARED MOTION AS AMENDED PASSED BY MORE THAN 2/3 VOICE VOTE.

Article 4: FY15 Transfer Station Fund:

To see if the Town will vote to raise and appropriate and/or transfer the sum of **\$274,947** from Transfer Station charges and fees to operate and maintain the Transfer Station.

| | |
|----------------|------------------|
| Salaries/Wages | \$50,597 |
| Expenses | \$224,350 |
| Total | \$274,947 |

Or take any other action relative thereto.

Finance Committee recommends.

MOTION: I move that the Town vote to transfer the sum of **\$264,947** from Transfer Station charges and fees and transfer the sum of **\$10,000** from Retained Earnings, for a total sum of **\$274,947** to operate and maintain the Transfer Station.

| | |
|----------------|------------------|
| Salaries/Wages | \$50,597 |
| Expenses | \$224,350 |
| Total | \$274,947 |

MOTION PASSED BY UNANIMOUS CONSENT.

Article 5: FY15 Water/Sewer Enterprise Fund:

To see if the Town will vote to raise and appropriate, and/or transfer the sum of **\$881,925** from Water & Sewer charges and fees, and transfer the sum of **\$191,807** from the reserved for debt account, and transfer the sum of **\$65,000** from retained earnings, and transfer the sum of **\$10,000** from reserved for sewer system development, and transfer the sum of **\$75,000** from the reserved for water system development, for a total budget of **\$1,223,732** to operate and maintain the Water/Sewer Department.

| | |
|----------------|--------------------|
| Salaries/Wages | \$355,157 |
| Expenses | \$591,768 |
| Debt | \$191,807 |
| Capital Outlay | \$85,000 |
| Total | \$1,223,732 |

Or take any other action relative thereto.

Finance Committee recommends.

MOTION: I move that the Town vote to transfer the sum of **\$881,925** from Water & Sewer charges and fees, and transfer the sum of **\$191,807** from the reserved for debt account, and transfer the sum of **\$77,500** from retained earnings, and transfer the sum of **\$10,000** from reserved for sewer system development, and transfer the sum of **\$62,500** from the reserved for water system development, for a total budget of **\$1,223,732** to operate and maintain the Water/Sewer Department.

| | |
|----------------|--------------------|
| Salaries/Wages | \$355,157 |
| Expenses | \$591,768 |
| Debt | \$191,807 |
| Capital Outlay | \$85,000 |
| Total | \$1,223,732 |

MOTION PASSED BY UNANIMOUS CONSENT.

Article 6: Personnel Bylaw Classification & Update:

To see if the Town will vote to approve the Personnel Classification and Compensation plans for Fiscal Year 2015, or to take any other action relative thereto.

| MANAGEMENT Compensation Plan – FY15 Budget | | | |
|---|---|--------------|---|
| Grade | Position | Grade | Position |
| M-1 | | M-4 | Fire Chief System Manager Water & Sewer Town Accountant |
| M-2 | Assistant Tax Collector Municipal Facilities Maint. Mgr. Principal Assessor | M-5 | Highway Superintendent Town Engineer |
| M-3 | Building Commissioner Director Senior Center Library Director Planning & Conservation Agent Treasurer / Collector | | |

| | COLA Increase % 1.00% | | | | | | | | | |
|---|------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 1 | 39,197.83 | 40,079.78 | 40,981.57 | 41,903.66 | 42,846.49 | 43,810.54 | 44,796.27 | 45,804.19 | 46,834.78 | 47,888.57 |
| 2 | 48,996.14 | 50,098.55 | 51,225.77 | 52,378.35 | 53,556.86 | 54,761.89 | 55,994.04 | 57,253.90 | 58,542.11 | 59,859.31 |
| 3 | 61,248.06 | 62,626.14 | 64,035.23 | 65,476.02 | 66,949.23 | 68,455.59 | 69,995.84 | 71,570.74 | 73,181.09 | 74,827.66 |
| 4 | 70,432.96 | 72,017.70 | 73,638.10 | 75,294.95 | 76,989.09 | 78,721.34 | 80,492.57 | 82,303.66 | 84,155.49 | 86,048.99 |
| 5 | 75,718.09 | 77,421.75 | 79,163.74 | 80,944.92 | 82,766.19 | 84,628.42 | 86,532.56 | 88,479.55 | 90,470.34 | 92,505.92 |

| OFFICE ADMINISTRATIVE Compensation Plan – FY15 Budget | | | |
|--|---|--------------|--|
| Grade | Position | Grade | Position |
| OA-1 | Library Assistant Meeting Minute Recorder | OA-4 | Assist. Town Clerk Children's Librarian Adm. Sec / Com Development Assessors' Admin Assist. |
| OA-2 | Adm. Sec Water & Sewer Highway Clerk Circulation Librarian Principal Clerk – Fire, Building, Assess. | OA-5 | Adm. Assist to Town Admin./BOS Adm. Supervisor / Brd Health |
| OA-3 | Admin Assist Treasurer / Collector Asst. to the Town Accountant Asst. Treasurer | | |

| | COLA Increase % 1.00% | | | | | | | | | |
|--------------|------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Grade | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 1 Hourly | 13.37 | 13.67 | 13.98 | 14.30 | 14.62 | 14.95 | 15.28 | 15.63 | 15.98 | 16.34 |
| 2 Hourly | 16.07 | 16.43 | 16.80 | 17.18 | 17.56 | 17.96 | 18.36 | 18.78 | 19.20 | 19.63 |
| 3 Hourly | 17.68 | 18.07 | 18.48 | 18.90 | 19.32 | 19.75 | 20.20 | 20.65 | 21.12 | 21.59 |
| 4 Hourly | 20.31 | 20.77 | 21.24 | 21.71 | 22.20 | 22.70 | 23.21 | 23.73 | 24.27 | 24.81 |
| 5 Hourly | 22.56 | 23.07 | 23.59 | 24.12 | 24.66 | 25.22 | 25.79 | 26.37 | 26.96 | 27.57 |

| PUBLIC WORKS Compensation Plan – FY15 Budget | | | |
|---|---|--------------|--|
| Grade | Position | Grade | Position |
| PM-1 | Truck Driver / Laborer | PM-4 | Group Leader |
| PM-2 | Asst Water / Sewer Operator Highway Laborer Operator | PM-5 | Water Operator Chief Operator Highway Mechanic |
| PM -3 | | | |

| | COLA % Increase 1.00 % | | | | | | | | | |
|----------|-------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 1 Hourly | \$17.12 | \$17.50 | \$17.90 | \$18.30 | \$18.71 | \$19.13 | \$19.56 | \$20.00 | \$20.45 | \$20.92 |
| 2 Hourly | \$18.70 | \$19.12 | \$19.55 | \$19.99 | \$20.44 | \$20.90 | \$21.37 | \$21.85 | \$22.34 | \$22.84 |
| 3 Hourly | \$19.61 | \$20.06 | \$20.51 | \$20.97 | \$21.44 | \$21.92 | \$22.42 | \$22.92 | \$23.44 | \$23.96 |
| 4 Hourly | \$20.57 | \$21.04 | \$21.51 | \$21.99 | \$22.49 | \$22.99 | \$23.51 | \$24.04 | \$24.58 | \$25.14 |
| 5 Hourly | \$22.71 | \$23.23 | \$23.75 | \$24.28 | \$24.83 | \$25.39 | \$25.96 | \$26.54 | \$27.14 | \$27.75 |

| MISCELLANEOUS Compensation Plan – FY15 Budget | | | |
|--|--|--------------|-----------------------------|
| Grade | Position | Grade | Position |
| MS-0 | Library Page Cable Recording Assistant | MS-3 | |
| MS-1 | Senior Center Clerk Transfer Station Employee | MS-4 | Senior Outreach Coordinator |
| MS-2 | Cable Access Coordinator | | |

| | | COLA % Increase 1.00 % | | | | | | | | | |
|---|--------|------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 0 | Hourly | \$8.00 | \$8.46 | \$8.65 | \$8.85 | \$9.05 | \$9.25 | \$9.46 | \$9.67 | \$9.89 | \$10.11 |
| 1 | Hourly | \$13.37 | \$13.67 | \$13.98 | \$14.30 | \$14.62 | \$14.95 | \$15.28 | \$15.63 | \$15.98 | \$16.34 |
| 2 | Hourly | \$16.07 | \$16.43 | \$16.80 | \$17.18 | \$17.56 | \$17.96 | \$18.36 | \$18.78 | \$19.20 | \$19.63 |
| 3 | Hourly | \$17.68 | \$18.07 | \$18.48 | \$18.90 | \$19.32 | \$19.75 | \$20.20 | \$20.65 | \$21.12 | \$21.59 |
| 4 | Hourly | \$20.31 | \$20.77 | \$21.24 | \$21.71 | \$22.20 | \$22.70 | \$23.21 | \$23.73 | \$24.27 | \$24.81 |

| PUBLIC SAFETY Compensation | | | |
|----------------------------|---|-------|---|
| 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 | Captain Fire Fighter Part-time Reserve Officer * | PS-7 | Full-time 911 Trainer |
| PS-4 | Full-time Dispatcher | PS-8 | |
| | | PS-9 | Administrative/Secretary/Dispatch |

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

| | | COLA % Increase 1.00 % | | | | | | | | | |
|---|--------|------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 1 | Hourly | | | | | | | | | | |
| 2 | Hourly | \$13.37 | \$13.67 | \$13.98 | \$14.30 | \$14.62 | \$14.95 | \$15.28 | \$15.63 | \$15.98 | \$16.34 |
| 3 | Hourly | \$16.07 | \$16.43 | \$16.80 | \$17.18 | \$17.56 | \$17.96 | \$18.36 | \$18.78 | \$19.20 | \$19.63 |
| 4 | Hourly | \$17.68 | \$18.07 | \$18.48 | \$18.90 | \$19.32 | \$19.75 | \$20.20 | \$20.65 | \$21.12 | \$21.59 |
| 5 | Hourly | \$18.54 | \$18.96 | \$19.39 | \$19.82 | \$20.27 | \$20.73 | \$21.19 | \$21.67 | \$22.16 | \$22.65 |
| 6 | Hourly | \$19.47 | \$19.91 | \$20.36 | \$20.82 | \$21.29 | \$21.76 | \$22.25 | \$22.75 | \$23.27 | \$23.79 |
| 7 | Hourly | \$20.46 | \$20.92 | \$21.39 | \$21.88 | \$22.37 | \$22.87 | \$23.39 | \$23.91 | \$24.45 | \$25.00 |
| 8 | Hourly | \$21.48 | \$21.97 | \$22.46 | \$22.97 | \$23.48 | \$24.01 | \$24.55 | \$25.10 | \$25.67 | \$26.25 |
| 9 | Hourly | \$22.57 | \$23.08 | \$23.60 | \$24.13 | \$24.67 | \$25.23 | \$25.80 | \$26.38 | \$26.97 | \$27.58 |

Explanation: The Town uses this salary matrix to guide salaries of non-union employees. Numbers within it have been increased by the recommended **COLA of 1 %**.

Finance Committee recommends.

MOTION: I move that the Town vote to approve the Personnel Classification and Compensation plans for Fiscal Year 2015 as printed in the warrant.

MOTION PASSED BY UNANIMOUS CONSENT.

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 2015 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 in Fiscal Year 2015 from State Aid Grants for the Public Library be transferred to a Special Account for the Simon Fairfield Public Library, or take any other action related thereto.

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 | Simon Fairfield Library pursuant to MGL Chapter 44, § 53E ½ | All fines received during Fiscal Year 2015 by the Simon Fairfield Library | The Simon Fairfield Library Board of Trustees may expend a sum not to exceed Five Hundred dollars (\$500) for the purpose of purchasing books, films and other library supplies and materials. |
| 2 | Home Composting Program pursuant to MGL Chapter 44, § 53E ½ | All receipts received in connection with the Home Composting Program | The Board of Health may expend a sum not to exceed two thousand five hundred dollars (\$2,500) for the purpose of operating the Home Composting Program. |
| 3 | Planning Board & Engineering – MGL Chapter 44, §53E ½ | Project fees received that are associated with staff review. | 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 \$50,000. |
| 4 | Conservation – MGL Chapter 44, §53E ½ | Project fees received that are associated with staff review. | The funds may be expended without further appropriation by the Conservation Commission or their Conservation Agent for such consulting and project review costs. Expenditures from the Fund may not exceed \$50,000. |
| 5 | Zoning Board of Appeals – MGL Chapter 44, §53E ½ | Project fees received that are associated with staff review. | The funds may be expended without further appropriation by the Zoning Board of Appeals or Town Engineer for such consulting and project review costs. Expenditures from the fund may not exceed \$50,000. |

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 2015 pursuant to MGL Chapter 44 § 53F, or take any other action related thereto.

H. Acceptance of Easements: To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, an easement or easements for the purpose of construction, installation, maintenance and repair of municipal drainage, sewer and water systems, and roadway, or take any other action relative thereto.

Finance Committee recommends.

MOTION: I move that the Town vote to approve the recurring business as written in the warrant.

MOTION PASSED BY UNANIMOUS CONSENT.

Article 8: Adoption of Revised FY15-19 Capital Improvement Plan:

To see if the Town will vote to approve the Town of Douglas FY15 – 19 Capital Improvement Plan as submitted by the Capital Improvement Committee, and to raise and appropriate, transfer, and/or borrow the sum of **\$1,341,508** to fund the following Capital Projects, or take any other action relative thereto.

| | |
|---|--------------------|
| Water & Sewer-Water Booster Station Replacement | \$250,000 |
| Municipal Center - HVAC Replacement | \$400,000 |
| Municipal Center – Gym Roof Replacement | \$110,000 |
| Municipal Center – 1 st Floor Window Replacement | \$70,000 |
| Highway - Dump truck with Plow & Sander | \$163,988 |
| Highway - Backhoe | \$123,000 |
| Financial Software | \$91,020 |
| Highway- 1 Ton Pickup Truck with Plow | \$35,000 |
| Fire – Jaws of Life | \$33,000 |
| Fire – Car 1 | \$41,000 |
| High School/Primary School – Security Cameras | \$12,500 |
| High School – Water Heater Repairs | \$12,000 |
| Total | \$1,341,508 |

Finance Committee recommends.

MOTION: I move that the Town vote to approve the Town of Douglas FY15 – 19 Capital Improvement Plan as submitted by the Capital Improvement Committee, and to raise and appropriate the sum of **\$95,000**, and transfer the sum of **\$83,910** from Water/Sewer Retained Earnings, and transfer the sum of **\$75,000** from Water System Development, and transfer the sum of **\$5,907** from Article 10 of the Special Town Meeting of October 25, 2004 (Accountant Software), and transfer from Stabilization the sum of **\$85,703**, and borrow the

sum of **\$991,988**, for a total sum of **\$1,337,508** to fund the following Capital Projects in the following estimated amounts:

| | |
|---|--------------------|
| Water & Sewer-Water Booster Station Replacement | \$250,000 |
| Municipal Center - HVAC Replacement | \$400,000 |
| Municipal Center – Gym Roof Replacement | \$110,000 |
| Municipal Center – 1 st Floor Window Replacement | \$70,000 |
| Highway - Dump truck with Plow & Sander | \$163,988 |
| Highway - Backhoe | \$123,000 |
| Financial Software | \$91,020 |
| Highway- 1 Ton Pickup Truck with Plow | \$34,000 |
| Fire – Jaws of Life | \$33,000 |
| Fire – Car 1 | \$38,000 |
| High School/Primary School – Security Cameras | \$12,500 |
| High School – Water Heater Repairs | \$12,000 |
| Total | \$1,337,508 |

MOTION PASSED BY STANDING VOTE. YES~84; NO~28 (2/3RD REQUIRED)

Article 9: Blackstone Valley Vocational Regional School District – Approval of Debt – Renovation Project:

To see if the Town will vote to approve the total **\$2.9 million** debt authorized by the Blackstone Valley Vocational Regional District School Committee on April 17, 2014 for costs of adding to, equipping, reconstructing and making extraordinary repairs to the regional school, including all costs incidental and related thereto, with the Town’s apportioned share of debt payments computed in accordance with the Regional Agreement and commencing in fiscal year 2016. The approval of this debt shall be contingent upon a vote of the Town to exclude the Town’s allocable share of this debt from the limitations of Chapter 59, Section 21C of the General Laws, also known as Proposition 2-1/2. Or take any other action relative thereto.

Finance Committee does NOT RECOMMEND.

MOTION: I move that the Town approve the total *\$2.9 million* debt authorized by the Blackstone Valley Vocational Regional District School Committee on April 17, 2014, and that such approval be contingent upon a vote of the Town to exclude the Town’s allocable share of this debt from the limitations of Chapter 59, Section 21C of the General Laws, also known as Proposition 2-1/2, and further, I move that the failure to pass the Proposition 2 1/2 ballot question shall constitute a disapproval of the debt authorization.

MOTION WAS DEFEATED BY MAJORITY VOICE VOTE.

Moderator allowed Town Council to bring forth a motion for legal purposes to finalize vote.

Town Council cited from the Finance Laws Statue 71 §16D, regarding regional schools. A motion to disapprove the requested debt should be made to finalize the vote taken.

MOTION MADE AND SECONDED TO DISAPPROVE REQUESTED DEBT.

MOTION TO DISAPPROVE REQUESTED DEBT PASSED BY MAJORITY VOICE VOTE.

Article 10: Removal of Members from Appointed Boards:

To see if the Town will vote to amend the Town By-laws by deleting Section 4 of Article 2 in its entirety and replacing it with the following:

“Non-Attendance by Members of Appointed Boards and Committees

2.4.1 Purpose and Scope:

The business of the Town requires the active participation of the members of its appointed boards, committees, and commissions (hereinafter collectively referred to as “board”).

2.4.2. Excused and Unexcused Absence Defined:

An “excused absence” is defined as one where the absent board member gives the board chairperson notice prior to the meeting that he or she will be absent from that meeting. An “unexcused absence” is defined as one where the absent member fails to notify the chairperson of the board prior to the meeting from which the member will be absent. The chairperson is not required to do anything other than to report to the board at its meeting whether a prior notice of absence was or was not given by the absent member.

2.4.3. Minutes Requirements:

Each board to which this bylaw applies shall list membership attendance in its minutes for each meeting by identifying the members present and absent. For each absent member, the minutes must state whether the member absence was “excused” or “unexcused”.

2.4.4. Automatic Removal:

A member with four (4) consecutive unexcused meeting absences during any fiscal year shall be deemed to have resigned. Written notice will be given by the board chairperson to the former member with copies to the Town Clerk, Board of Selectmen, and appointing authority.

2.4.5. Exceptions:

The provisions of this bylaw shall not apply where law has otherwise specified a mechanism for the removal of a member.” Or take any other action relative thereto.

Finance Committee recommends.

MOTION: I move that the Town vote to amend the Town By-laws by deleting Section 4 of Article 2 in its entirety and replacing it with the language as written in the warrant.

MOTION PASSED BY UNANIMOUS CONSENT.

Article 11: Zoning Change – RC-2 Dimensional Regulations

To see if the Town will vote to amend the table included in Appendix B – Town of Douglas Dimensional Regulations within the Town of Douglas Zoning By-law, Douglas, Massachusetts, adopted by Town Meeting, October 25, 2004 and revised thru May 2, 2011 by revising the following row within the table from:

| ZONING DISTRICT | USE | MIN. LOT AREA SQ. FT. OR AS NOTED | MIN. LOT FRONTAGE ON PUBLIC STREET | MIN. YARD SIZES IN FEET | | | MAXIMUM HEIGHT | |
|-----------------|------------------------|-----------------------------------|------------------------------------|-------------------------|------|------|----------------|---------|
| | | | | FRONT | SIDE | REAR | FEET | STORIES |
| RC-2 | Single-family dwelling | 90,000 | 200 | 50 | 25 | 25 | 35 | 2 1/2 |

to:

| ZONING DISTRICT | USE | MIN. LOT AREA SQ. FT. OR AS NOTED | MIN. LOT FRONTAGE ON PUBLIC STREET | MIN. YARD SIZES IN FEET | | | MAXIMUM HEIGHT | |
|-----------------|------------------------|-----------------------------------|------------------------------------|-------------------------|------|------|----------------|---------|
| | | | | FRONT | SIDE | REAR | FEET | STORIES |
| RC-2 | Single-family dwelling | 60,000 | 150 | 50 | 20 | 25 | 35 | 2 1/2 |

Or take any other action relative thereto.

Planning Board Recommends

Finance Committee does NOT RECOMMEND.

**9:59 PM – Motion to extend Town Meeting to 10:15 PM
 MODERATOR DECLARED PASSED BY MORE THAN 2/3RD VOICE VOTE.**

MOTION: I move that the Town vote to amend the table included in Appendix B – Town of Douglas Dimensional Regulations within the Town of Douglas Zoning By-law, Douglas, Massachusetts, adopted by Town Meeting, October 25, 2004 and revised thru May 2, 2011 as written in the warrant.

MOTION WAS DEFEATED BY STANDING VOTE. YES~25; NO~51 (2/3RD REQUIRED)

Article 12: Zoning Change from Village Residential to Village Business

**10:15 PM – Motion to extend Town Meeting to 10:30 PM
 MODERATOR DECLARED PASSED BY MORE THAN 2/3RD VOICE VOTE.**

To see if the Town will vote to amend the Zoning Map incorporated into its Zoning By-laws by changing the zoning designation of the following parcel of land from Village Residential to Village Business, to wit:

A parcel of land in Douglas, Massachusetts, situated on the southerly side of Main Street, being bounded and described as follows:

Beginning at the point created by the westerly edge of Assessors Map 163, Parcel 111 where the existing Village Business and Village Residential Zones meet;

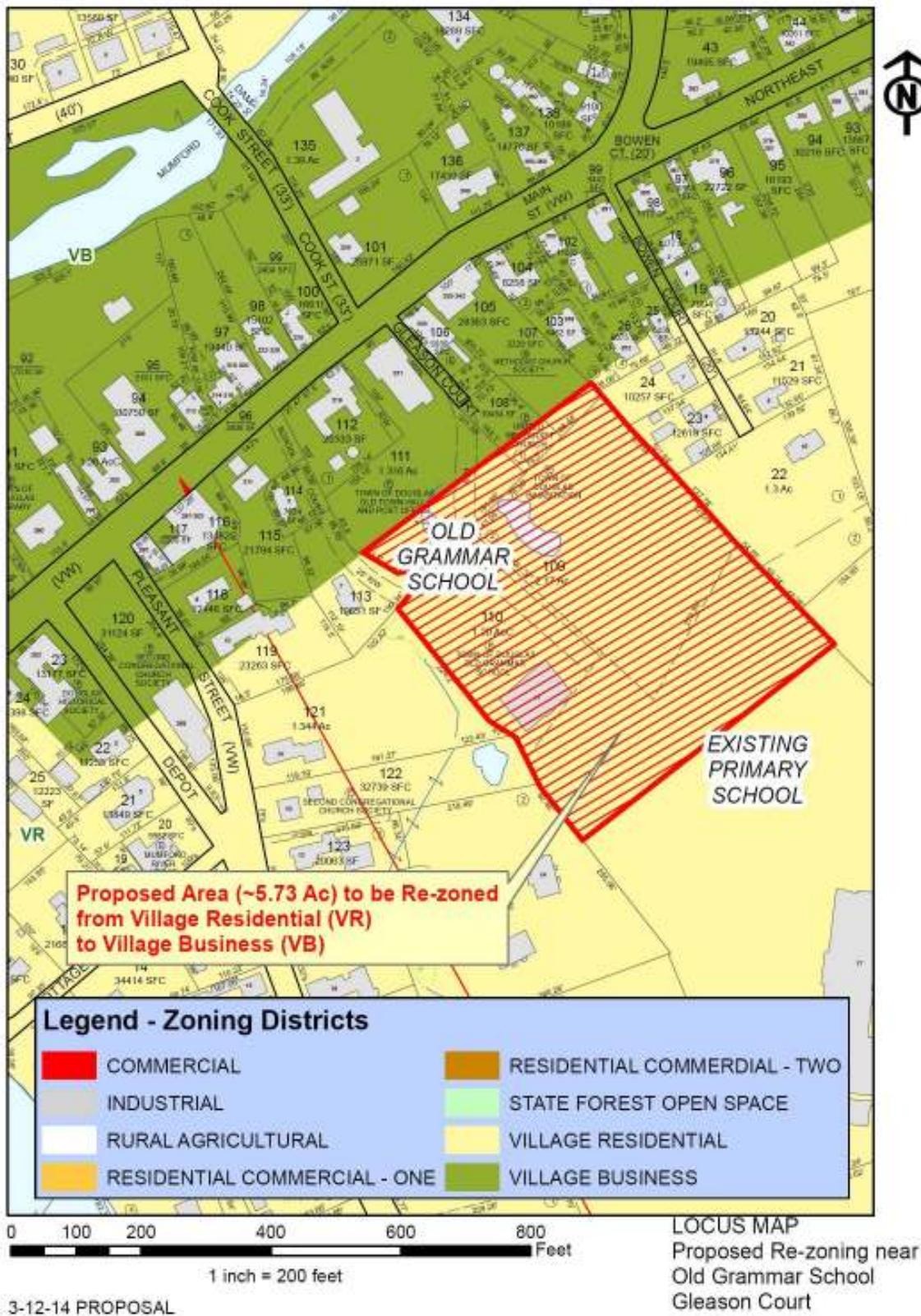
Thence: Northeasterly, a distance of 430 feet, more or less, along the existing Village Business and Village Residential common zoning district boundary line to the easterly boundary line of Assessors Map 163, Parcel 105;

Thence: Southeasterly, a distance of 550 feet, more or less, along the easterly boundary line of Assessors Map 163, Parcel 105; Assessors Map 163, Parcel 109; and Assessors Map 164, Parcel 13 to a point that is located 800 feet from the southerly edge of the Main Street, Route 16 Layout;

Thence: Southwesterly, a distance of 485 feet, more or less, offset 800 feet from the southerly edge of the Main Street, Route 16 Layout to a point created at the westerly edge of Assessors Map 164, Parcel 13;

Thence: Northwesterly, a distance of 207 feet, more or less, along the westerly boundary line of Assessors Map 164, Parcel 13; Assessors Map 163, 110; and Assessors Map 163, Parcel 111, to the point of beginning;

Containing 5.7 acres of land, more or less;



Or take any other action relating thereto.

Planning Board Recommends

Finance Committee recommends.

MOTION: I move that the Town vote to amend the Zoning Map incorporated into its Zoning By-Laws as written and shown in the warrant.

MOTION PASSED BY STANDING VOTE. YES~74; NO~4 (2/3RD REQUIRED)

Article 13: BY PETITION – Zoning Change – Monroe Street

To see if the Town will vote to amend the Zoning Map incorporated into its Zoning By-laws by changing the zoning designation of the following parcel of land from Industry to Rural-Agricultural, to wit:

A parcel of land in Douglas, Massachusetts, situated on the easterly side of Monroe Street, being bounded and described as follows:

Beginning at the northwest corner of said parcel of land, at a point on the centerline of Monroe Street, bounded northerly by land of the Commonwealth of Massachusetts, formerly the location of the New York, New Haven and Hartford Railroad and now sometimes known as the Southern New England Trunkline Trail;

Thence: Southeasterly, a distance of 3,720 feet, more or less, bounded northerly by said land of the Commonwealth of Massachusetts, to the boundary line between the Town of Douglas and the Town of Uxbridge;

Thence: Southerly, a distance of 674 feet, more or less, along said town boundary line, to the boundary line between the current Industry zoning district and the current Rural Agricultural zoning district;

Thence: Northwesterly, a distance of 3,395 feet, more or less, along said zoning boundary line, to the centerline of Monroe Street;

Thence: Northerly, a distance of 973 feet, more or less, following the centerline of Monroe Street, to the point of beginning; Containing 58 acres of land, more or less;

Or take any other action relating thereto.

Planning Board Recommends

Finance Committee does NOT RECOMMEND.

MOTION MADE AND SECONDED TO PASSOVER ARTICLE

MOTION TO PASSOVER ARTICLE PASSED BY UNANIMOUS CONSENT.

Motion made and seconded to dissolve Annual Town Meeting.

The meeting adjourned at 10:17 PM

True Copy,

ATTEST: _____
Christine E. G. Furno, CMC/CMMC
Douglas Town Clerk

**ANNUAL TOWN MEETING
SUMMARY**

May 5, 2014

| | | |
|--|---|--------------|
| MONEY TO BE RAISED & APPROPRIATED: (from tax levy) | | |
| Articles 1, 2, & # | General Government | \$24,312,346 |
| Article 8 | Capital Projects | \$95,000 |
| MONEY TO BE TRANSFERRED: | | |
| Articles 1,2, & 3 | from Reserved fro Reduction of Excluded Debt Acct. | \$23,784 |
| | from Ambulance Receipts | \$233,000 |
| | from Free Cash | \$481,951 |
| | TOTAL | \$738,735 |
| ENTERPRISE FUND (Transfer Station): | | |
| Article 4 | from Transfer Station charges and fees | \$264,947 |
| | from Retained Earnings | \$10,000 |
| | TOTAL | \$274,947 |
| ENTERPRISE FUND (Water/Sewer): | | |
| Article 5 | Transfer from Water/Sewer charges and fees | \$881,925 |
| | Transfer from Water/Sewer Reserved for Debt Account | \$191,807 |
| | Transfer from retained earnings | \$77,500 |
| | Transfer from Reserved for Sewer System Development | \$10,000 |
| | Transfer from Reserved for Water System | \$62,500 |
| | TOTAL WATER/SEWER | \$1,223,732 |
| REVOLVING ACCOUNTS: | | |
| Article 7 | Simon Fairfield Library Board of Trustees | \$500 |
| | Board of Health – Home Composting Program | \$2,500 |
| | Planning Board 53E ½ | \$50,000 |
| | Conservation 53E ½ | \$50,000 |
| | Zoning Board of Appeals 53E ½ | \$50,000 |
| MONEY TO BE TRANSFERRED: (for Capital Projects) | | |
| Article 8 | from Water/Sewer Retained Earnings | \$83,910 |
| | from Water System Development | \$75,000 |
| | from Art. 10 of STM 10/25/04 (Software) | \$5,907 |
| | from Stabilization | \$85,703 |
| MONEY TO BE BORROWED: | | |
| Article 8 | for Capital Projects | \$991,988 |