

**TOWN OF DOUGLAS
ANNUAL & SPECIAL TOWN MEETING
VOTER INFORMATION BULLETIN**
**Though Posted for May 3rd, as required by the General Bylaws,
for reasons of Public Safety, the meeting will commence on:
Saturday, May 15, 2021
Elementary School Field
10:30 AM**

FINANCE COMMITTEE MESSAGE

Despite the effects of Covid over the last year, the town has been able to continue to stabilize its annual financial position. New contracts are being completed for departments such as fire and police.

This year the town is able to propose to you a budget that has further savings initiatives, and is once again able to have a 1.5 percent increase for the upcoming Douglas school department budget.

This year the Finance Committee has been able to maintain its make up from the previous year, and as always we endeavor to complete our tasks for the town and provide good information and solid recommendations for the upcoming town meeting.

Howard D'Amico, Chairman
Dick VandenBerg, Vice Chairman
Carol Gogolinski
Lynne Mussulli

Heather Morin
Sandy Kuipers
Phil Landry
Michael Hutnak

SPECIAL TOWN MEETING

Article 1.	Fiscal Year 2021 Budget Transfers / Amendments
Article 2.	Assessors' Revaluation
Article 3.	Snow & Ice Account Transfer
Article 4.	Water / Sewer Generator
Article 5.	Infrastructure Improvements Engineering & Design
Article 6.	Phase I Inflow and Infiltration Study Engineering
Article 7.	Green Communities Grant Funding - Electric Vehicle Charging Ports

Article 1: Fiscal Year 2021 Budget Transfers/Amendments

To see if the Town will vote to amend the action taken on Article 2 of the Annual Town Meeting of September 12, 2020 by transferring from available funds the following sums of money to the following budget line items in the Fiscal Year 2021 Budget:

Increase Selectmen Wages	\$7,093
Increase Selectmen Expenses	\$1,500
Increase Treasurer / Collector Expenses	\$8,500
Increase Community Development Expenses	\$20,000
Increase Tax Title Expenses	\$5,000
Increase Police Wages	\$20,000
Increase Fire Department Expenses	\$10,000
Decrease Building Department Wages	\$5,000
Decrease Community Development Wages	\$20,000
Decrease Highway Administration Wages	\$28,320
Decrease Insurance / Employee Benefits	\$16,273
Decrease Tax Taking	\$2,500

;or take any other action related thereto.

• **FinCom Voted to Recommend This Article.**

Article 2: Assessors' Revaluation

To see if the Town will vote to transfer the total sum of **\$49,900** from Free Cash to fund all costs associated with the FY2023 Town's Revaluation, or take any other action related thereto.

• **FinCom Voted to Recommend This Article.**

Article 3: Snow & Ice Account Transfer

To see if the Town will vote to transfer the sum of **\$150,000** from Free Cash to the FY21 Snow & Ice Account; or take any other action related thereto.

• **FinCom Voted to Recommend This Article.**

Article 4: Water / Sewer Generator

To see if the Town will vote to transfer the sum of **\$50,000** from Water / Sewer retained earnings for the engineering and/or purchase of a new backup generator for the Wastewater Treatment facility; or take any other action related thereto.

• **FinCom Voted to Recommend This Article.**

Article 5: Infrastructure Improvements Engineering & Design

To see if the Town will vote to transfer the sum of **\$53,200** from Water and Sewer Department retained earnings to the FY2021 Water and Sewer Expense budget for the engineering and design of infrastructure improvements to support the proposed project including:

1. Water main replacement in or along North Street from Main Street to the bridge on North Street at Charles Street
2. Water main replacement in or along Gilboa street from North street Intersection to the 12 inch main located at the parking lot of 120 Gilboa street, as well as new water main to continue from the existing water main starting at the shell station on Lackey dam road to the proposed Blackstone Valley Logistics project.
3. Water main replacement in or along North East Main Street from Davis Street to the Uxbridge Line on Northeast Main Street.

or take any other action related thereto.

• **FinCom Voted to Recommend This Article.**

Article 6. Phase I Inflow and Infiltration Study Engineering

To see if the Town will vote to transfer the sum of **\$31,000** from Water / Sewer Department retained earnings to the FY2021 Water and Sewer Department Expense budget for the remaining engineering to complete the first phase of required Inflow & Infiltration Study; or take any other action related thereto.

• **FinCom Voted to Recommend This Article.**

Article 7. Green Communities Grant Funding - Electric Vehicle Charging Ports

To see if the Town will vote to transfer from Free Cash, the sum of **\$6,161**, for the purpose of funding the purchase of equipment and software and all labor and utility costs associated with the installation of an electric vehicle charging facility with four (4) charging stations, at the Municipal Center, and other associated costs, which shall supplement grant funding provided by the Commonwealth of Massachusetts of \$50,000 for the project, the same to be spent under the direction of the Town Administrator, or take any other action related thereto.

• **FinCom Voted to Table Recommendation until Their Meeting Prior to Town Meeting.**

Article 8. Approve School Committee's Transfer of Parcel 168-16, aka 77 Davis Street

• **FinCom Voted to Table Recommendation until Their Meeting Prior to Town Meeting.**

ANNUAL TOWN MEETING

1. Finance Committee Report	9. Personnel Bylaw Classification & Update
2. FY22 Budget	10. Adoption of Revised FY22-26 Capital Improvement Plan
3. Salaries of Elected Officials	11. Personnel Bylaw Change - Longevity
4. Blackstone Valley Vocational Regional School District FY22 Budget	12. Ratify Police Union Contract
5. FY22 Transfer Station Enterprise Fund	13. Ratify Fire Union Contract
6. FY22 Water/Sewer Enterprise Fund	14. School Bus Transportation Contract
7. FY22 PEG Access and Cable Receipts Reserved for Appropriation	15. School Textbook Digital Subscriptions & Consumables Contract
8. Recurring Business	

Article 1: Finance Committee Report:

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

Article 2: FY22 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 2021; or take any other action relative thereto.

	FY 2020 Revised Budget STM Nov 2019 net of Reserve Fd and Inter/Intra Transfers (May 20 STM was not held due to COVID)	FY 2021 Revised Budget STM Nov 2020 - Net of Reserve Fd Transfers thru Mar 2021	FY 2022 FinCom/BOS/TA Recommended Budget
General Fund			
General Government			
Selectmen			
Wages	\$192,889	\$201,641	\$216,738
Expenses	\$11,668	\$20,580	\$12,029
Subtotal	\$204,557	\$222,221	\$228,767
Awards and Recognition	\$50	\$50	\$50
Town Hall Office Supplies	\$24,244	\$26,963	\$24,757
Town Reports	\$3,000	\$2,925	\$3,000
Town Counsel	\$77,170	\$78,254	\$76,000
Total Selectmen	\$309,021	\$330,413	\$332,574
Finance Director / Accountant / Audit			
Wages	\$135,013	\$137,968	\$141,148
Expenses	\$2,195	\$2,205	\$2,215
Subtotal	\$137,208	\$140,173	\$143,363

	FY 2020 Revised Budget STM Nov 2019 net of Reserve Fd and Inter/Intra Transfers (May 20 STM was not held due to COVID)	FY 2021 Revised Budget STM Nov 2020 - Net of Reserve Fd Transfers thru Mar 2021	FY 2022 FinCom/ BOS/TA Recommended Budget
General Fund			
Audit	\$23,500	\$23,500	\$23,500
Total Finance Director / Accountant / Audit	\$160,708	\$163,673	\$166,863
Assessors			
Wages	\$106,983	\$110,961	\$129,139
Expenses	\$47,396	\$49,059	\$45,476
Subtotal	\$154,379	\$160,020	\$174,615
Revaluation	\$-	\$-	\$-
Total Assessors	\$154,379	\$160,020	\$174,615
Treasurer / Collector			
Wages	\$192,322	\$195,995	\$198,947
Expenses	\$64,165	\$60,090	\$64,630
Subtotal	\$256,487	\$256,085	\$263,577
Tax Taking	\$5,000	\$4,875	\$5,000
Tax Title	\$25,010	\$41,349	\$26,650
Total Treasurer / Collector	\$286,497	\$302,309	\$295,227
Finance Committee			
Wages	\$733	\$762	\$659
Expenses	\$5,000	\$10,918	\$5,000
Reserve Fund	\$8,700	\$20,500	\$50,000
Total Finance Committee	\$14,433	\$32,180	\$55,659
Technology			
Wages		\$-	\$-
Expenses	\$111,586	\$131,620	\$146,654
Total Technology	\$111,586	\$131,620	\$146,654
Town Clerk			
Wages	\$111,821	\$121,964	\$116,668
Expenses	\$16,750	\$18,769	\$18,750
Total Town Clerk	\$128,571	\$140,733	\$135,418
Public Building Maintenance			
Wages	\$13,325	\$13,807	\$-
Expenses	\$174,239	\$162,583	\$185,263
Total Public Building Maintenance	\$187,564	\$176,390	\$185,263
Permanent Building Committee			
Wages	\$633	\$658	\$680
Expenses	\$500	\$500	\$500
Total Permanent Building Committee	\$1,133	\$1,158	\$1,180

	FY 2020 Revised Budget STM Nov 2019 net of Reserve Fd and Inter/Intra Transfers (May 20 STM was not held due to COVID)	FY 2021 Revised Budget STM Nov 2020 - Net of Reserve Fd Transfers thru Mar 2021	FY 2022 FinCom/ BOS/TA Recommended Budget
General Fund			
Community Development			
Wages	\$189,926	\$178,339	\$165,143
Expenses	\$3,653	\$13,608	\$3,726
Subtotal	\$193,579	\$191,947	\$168,869
Planning Board	\$3,736	\$3,702	\$3,859
Economic Development wages		\$14,200	\$23,094
Economic Development expenses	\$4,233	\$5,000	\$3,000
Zoning Board	\$3,460	\$3,374	\$3,460
Open Space	\$100	\$100	\$100
Conservation Commission	\$2,789	\$2,719	\$2,789
Total Community Development	\$207,897	\$221,042	\$205,171
Other General Government			
Moderator	\$250	\$250	\$250
Housing Authority	\$100	\$100	\$100
Total Other General Government	\$350	\$350	\$350
Total General Government	\$1,562,139	\$1,659,888	\$1,698,974
Public Safety			
Police			
Wages	\$1,584,171	\$1,590,995	\$1,675,753
Expenses	\$153,810	\$152,198	\$162,195
Cruisers	\$122,500	\$-	\$-
Total Police	\$1,860,481	\$1,743,193	\$1,837,948
Fire			
Wages	\$403,267	\$456,940	\$471,363
Expenses	\$114,253	\$126,962	\$137,950
Total Fire	\$517,520	\$583,902	\$609,313
Ambulance			
Wages	\$400,621	\$367,122	\$398,403
Expenses	\$93,413	\$94,182	\$103,861
Total Ambulance	\$494,034	\$461,304	\$502,264
Building Department			
Wages	\$90,882	\$135,632	\$139,407
Expenses	\$32,155	\$10,987	\$10,545
Total Building Department	\$123,037	\$146,619	\$149,952

	FY 2020 Revised Budget STM Nov 2019 net of Reserve Fd and Inter/Intra Transfers (May 20 STM was not held due to COVID)	FY 2021 Revised Budget STM Nov 2020 - Net of Reserve Fd Transfers thru Mar 2021	FY 2022 FinCom/ BOS/TA Recommended Budget
General Fund			
Tree Warden			
Wages	\$600	\$600	\$600
Expenses	\$70,300	\$70,425	\$20,525
Total Tree Warden	\$70,900	\$71,025	\$21,125
Civil Defense			
Wages	\$18,325	\$325	\$3,500
Expenses	\$12,800	\$5,733	\$28,480
Total Civil Defense	\$31,125	\$6,058	\$31,980
Sealer of Weights and Measures	\$750	\$750	\$750
Animal Control	\$25,000	\$25,000	\$16,500
Total Public Safety	\$3,122,847	\$3,037,851	\$3,169,832
Public Works			
Cemetery	\$13,610	\$11,860	\$9,710
Highway			
Wages	\$459,883	\$488,505	\$512,261
Expenses	\$34,692	\$31,043	\$34,327
Subtotal	\$494,575	\$519,548	\$546,588
Maintenance	\$146,914	\$164,562	\$172,418
Special Sign Account	\$1,566	\$1,649	\$2,750
Snow & Ice	\$199,950	\$208,100	\$218,606
Total Highway	\$843,005	\$893,859	\$940,362
Other Public Works			
Landfill Maintenance	\$1,600	\$2,100	\$2,100
Monitor Wells	\$11,250	\$10,249	\$19,600
Street lighting	\$17,643	\$18,074	\$18,500
Total Other Public Works	\$30,493	\$30,423	\$40,200
Total Public Works	\$887,108	\$936,142	\$990,272
Health & Human Services			
Board of Health			
Wages	\$37,759	\$39,221	\$52,782
Expenses	\$7,557	\$7,412	\$7,755
Subtotal	\$45,316	\$46,633	\$60,537

	FY 2020 Revised Budget STM Nov 2019 net of Reserve Fd and Inter/Intra Transfers (May 20 STM was not held due to COVID)	FY 2021 Revised Budget STM Nov 2020 - Net of Reserve Fd Transfers thru Mar 2021	FY 2022 FinCom/ BOS/TA Recommended Budget
General Fund			
Public Health Nurse wages			
Wages	\$13,000	\$14,070	\$25,280
Expenses	\$-	\$-	\$720
Subtotal	\$13,000	\$14,070	\$26,000
Animal Inspection			
Wages	\$3,269	\$3,269	\$3,269
Expenses	\$650	\$650	\$650
Subtotal	\$3,919	\$3,919	\$3,919
Total Board of Health	\$62,235	\$64,622	\$90,456
Council on Aging			
Wages	\$87,318	\$102,673	\$116,070
Expenses	\$5,921	\$13,017	\$7,281
Total Council on Aging	\$93,239	\$115,690	\$123,351
Veterans			
Expenses	\$20,850	\$18,700	\$18,600
Benefits	\$75,000	\$75,000	\$65,000
Total Veterans	\$95,850	\$93,700	\$83,600
Total Health and Human Services	\$251,324	\$274,012	\$297,407
Culture & Recreation			
Recreation expenses	\$3,000	\$3,000	\$3,000
Library			
Wages	\$171,282	\$176,748	\$181,932
Expenses	\$62,636	\$75,170	\$81,653
Total Library	\$233,918	\$251,918	\$263,585
Memorial Day	\$1,750	\$1,750	\$1,750
Parks			
Expenses	\$500	\$500	\$500
Total Parks	\$500	\$500	\$500
Total Culture & Recreation	\$239,168	\$257,168	\$268,835

	FY 2020 Revised Budget STM Nov 2019 net of Reserve Fd and Inter/Intra Transfers (May 20 STM was not held due to COVID)	FY 2021 Revised Budget STM Nov 2020 - Net of Reserve Fd Transfers thru Mar 2021	FY 2022 FinCom/ BOS/TA Recommended Budget
General Fund			
Education			
Douglas Public Schools			
Personnel & Expenses	\$13,589,970	\$13,793,820	\$14,000,727
Transportation	\$1,558,004	\$1,612,534	\$1,542,389
Total Douglas Public Schools	\$15,147,974	\$15,406,354	\$15,543,116
Blackstone Valley Regional	(Voted as separate article)		
Assessment			\$-
Debt Assessment			\$-
Representative Expense	\$500	\$500	\$500
Total Blackstone Valley Regional	\$500	\$500	\$500
Medicaid Reimbursement	\$5,000	\$5,000	\$5,000
Norfolk County Agricultural	\$182,177	\$267,810	\$322,243
Total Education	\$15,335,651	\$15,679,664	\$15,870,859
Total Insurance, Employee Benefits & Court Judgments	\$4,467,599	\$4,714,716	\$4,899,518
Total Debt Service	\$2,506,090	\$2,519,585	\$2,539,246
Total Capital Outlay	Capital Article	Capital Article	Capital Article
Total Special Articles	\$82,655.00	\$129,410	\$-
Transfer to Special Articles	\$-	\$-	\$-
Transfer to Special Revenue Funds	\$-	\$-	\$-
Transfer Capital Projects	\$-	\$-	\$-
Transfer to Stabilization	\$-	\$10,000	\$-
Transfer to OPEB	\$100,000	\$77,000	\$50,000
Summary - Expenditures			

	FY 2020 Revised Budget STM Nov 2019 net of Reserve Fd and Inter/Intra Transfers (May 20 STM was not held due to COVID)	FY 2021 Revised Budget STM Nov 2020 - Net of Reserve Fd Transfers thru Mar 2021	FY 2022 FinCom/ BOS/TA Recommended Budget
General Fund			
Total General Government	\$1,562,139	\$1,659,888	\$1,698,974
Total Public Safety	\$3,122,847	\$3,037,851	\$3,169,832
Total Public Works	\$887,108	\$936,142	\$990,272
Total Health and Human Services	\$251,324	\$274,012	\$297,407
Total Culture and Recreation	\$239,168	\$257,168	\$268,835
Total Education	\$15,335,651	\$15,679,664	\$15,870,859
Total Insurance / Employee Benefits	\$4,467,599	\$4,714,716	\$4,899,518
Total Debt Service	\$2,506,090	\$2,519,585	\$2,539,246
Total Capital Outlay	Capital Article	Capital Article	Capital Article
Total Special Articles	\$82,655	\$129,410	\$-
Total Transfers	\$100,000	\$87,000	\$50,000
TOTAL BUDGET REQUEST	\$28,554,581	\$29,295,436	\$29,784,943

- **FinCom Voted to Recommend This Article.**

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	\$13,000
Clerk	\$83,168.81
Water/Sewer Commission	\$3,000

;or take any other action relative thereto.

- **FinCom Voted to Recommend This Article.**

Article 4: Blackstone Valley Vocational Regional School District FY22 Budget:

To see if the Town will vote to raise and appropriate the sum of **\$1,578,505** for its operating and capital assessment by the Blackstone Valley Vocational Regional School District (the "District") *for the Fiscal Year commencing July 1, 2021, which is inclusive of \$39,116 of Proposition 2 1/2 exempted funds to be applied against debt service associated with Douglas' previously (2001) voted amount for the District's addition/renovation project; or take any other action relative thereto.*

- **FINANCE COMMITTEE Voted to Deny this Article: (3 – yes, 3 – no. – Recommendation did not pass)**

Article 5: FY22 Transfer Station Enterprise Fund:

To see if the Town will vote to raise and appropriate and/or transfer the sum of **\$225,500** from Transfer Station charges and fees, and transfer the sum of **\$124,500** from Retained Earnings, for a total of **\$350,000** to operate and maintain the Transfer Station.

Salaries/Wages	\$82,016
Expenses	\$267,984
Total	\$350,000

;or take any other action relative thereto.

• **FinCom Voted to Recommend This Article.**

Article 6: FY22 Water/Sewer Enterprise Fund:

To see if the Town will vote to raise and appropriate, and/or transfer the sum of **\$1,075,398** from Water & Sewer charges and fees, transfer the sum of **\$102,343** from the Reserved For Debt account, and transfer the sum of **\$298,000** from Water / Sewer Retained Earnings, for a total budget of **\$1,475,741** to operate and maintain the Water/Sewer Department.

Salaries/Wages	\$416,860
Expenses	\$922,984
Capital	\$33,000
Debt	\$102,897
Total	\$1,475,741

;or take any other action relative thereto.

• **FinCom Voted to Recommend This Article.**

Article 7: FY22 PEG Access and Cable Receipts Reserved for Appropriation:

To see if the Town will vote to transfer the sum of **\$74,555** from the PEG Access and Cable Receipts Reserved for Appropriation to operate and maintain the Cable Department.

Salaries/Wages	\$53,005
Expenses	\$21,550
Total	\$74,555

;or take any other action relative thereto.

• **FinCom Voted to Recommend This Article.**

Article 8: Recurring Business:

A. Assessors To Work Additional Hours: To see if the Town will vote to authorize the Board of Assessors to appoint one or more of their members to work for compensation, in accordance with the provisions of the Town's Personnel Bylaw, and to establish such compensation to be paid said member for **Fiscal Year 2022**; or take any other action related thereto.

B. Ambulance Receipts Reserved for Appropriation: To see if the Town will vote to reserve all receipts received by the Town from ambulance user charges, user billings, and ambulance donations and gifts to the Ambulance Receipts Reserved Account; or take any other action related thereto.

C. Cable Receipts Reserved for Appropriation: To see if the Town will vote to reserve all receipts received by the Town from Cable user charges, to the Cable Receipts Reserved Account; or take any other action related thereto.

D. Simon Fairfield Public Library: To see if the Town will vote to require that all funds received in **Fiscal Year 2022** from State Aid Grants for the Public Library be transferred to a Special Account for the Simon Fairfield Public Library; or take any other action related thereto.

E. State and Federal Grants: To see if the Town will vote to authorize the Board of Selectmen to apply for and accept State or Federal grants they deem beneficial to the Town, provided that the Board of Selectmen shall hold a public hearing prior to the Board's acceptance of any such grant, if said grant requires the Town to meet future conditions or requirements; or take any other action related thereto.

F. Separate Account Funds: To see if the Town will vote to adopt a Revolving Fund Bylaw to be placed at Article 2, section 11 as “Revolving Funds”, as follows, “The Town is authorized to adopt revolving funds pursuant to MGL Chapter 44, § 53E ½, subject to specific annual authorization of the terms”; or take any other actions related thereto:

#	Department	Receipts	Expenditures
1	Simon Fairfield Library pursuant to MGL Chapter 44, § 53E ½	All fines received during Fiscal Year 2022 by the Simon Fairfield Library	The Simon Fairfield Library Board of Trustees may expend a sum not to exceed Two Thousand Five Hundred dollars (\$2,500) for the purpose of purchasing books, films and other library supplies and materials.
2	Home Composting Program pursuant to MGL Chapter 44, § 53E ½	All receipts received in connection with the Home Composting Program	The Board of Health may expend a sum not to exceed Two Thousand Five Hundred dollars (\$2,500) for the purpose of operating the Home Composting Program.
3	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 \$30,000.
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 \$30,000.
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 \$30,000.

G. Acceptance of Chapter 90: To see if the Town will vote to authorize to accept and enter into contracts for the expenditure of funds to be allotted by the State under authorization of Chapter 90 of the Massachusetts General Laws (as pertaining to Highway Funds), for the construction, reconstruction and improvement of Town roads, said funds may be borrowed in anticipation of State Revenue, and expended without further appropriation under the direction of the Highway Superintendent with the approval of the Board of Selectmen; or take any other action related thereto.

H. Compensating Balance Agreements: To see if the Town will vote to authorize the Treasurer to enter into a compensating balance agreement or agreements for **Fiscal Year 2022** pursuant to MGL Chapter 44 § 53F; or take any other action related thereto.

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

• **FinCom Voted to Recommend This Article.**

MISCELLANEOUS Compensation Plan - FY22 Budget

Grade	Position	Position	Grade	Position							
MS-0		Library Page Cable Recording Assistant	MS-3								
MS-1		Senior Center Clerk Transfer Station Employees	MS-4	Economic Development Project Coordinator							
MS-2		Cable Access Coordinator									
				COLA % Increase	1.00%						
		1	2	3	4	5	6	7	8	9	10
0 Hourly		\$13.50	\$13.80	\$14.11	\$14.43	\$14.76	\$15.09	\$15.43	\$15.78	\$16.13	\$16.49
1 Hourly		\$14.96	\$15.30	\$15.64	\$16.00	\$16.36	\$16.72	\$17.10	\$17.49	\$17.88	\$18.28
2 Hourly		\$17.96	\$18.37	\$18.78	\$19.20	\$19.64	\$20.08	\$20.53	\$20.99	\$21.46	\$21.95
3 Hourly		\$19.75	\$20.20	\$20.65	\$21.12	\$21.59	\$22.08	\$22.57	\$23.08	\$23.60	\$24.13
4 Hourly		\$22.70	\$23.21	\$23.73	\$24.27	\$24.81	\$25.37	\$25.94	\$26.53	\$27.12	\$27.73

Public Safety Compensation Plan - FY22 Budget

Grade	Position	Position	Grade	Position							
PS-1		Probationary Call Fire Fighter	PS-5	Deputy Fire Chief Assistant Fire Chief							
PS-2		Basic Call Fire Fighter Lt. Call Fire Fighter Part-time Dispatcher*	PS-6	Part-time Call EMT P							
PS-3		Captain Fire Fighter Part-time Reserve Officer*	PS-7	Full-time 911 Trainer							
			PS-8								
PS-4		Full-time Dispatcher Part-time Call EMT B	PS-9	Administrative/Secretary/Dispatcher							
				COLA % Increase	1.00%						
		1	2	3	4	5	6	7	8	9	10
1 Hourly		\$13.50	\$13.80	\$14.11	\$14.43	\$14.76	\$15.09	\$15.43	\$15.78	\$16.13	\$16.49
2 Hourly		\$14.96	\$15.30	\$15.64	\$16.00	\$16.36	\$16.72	\$17.10	\$17.49	\$17.88	\$18.28
3 Hourly		\$17.96	\$18.37	\$18.78	\$19.20	\$19.64	\$20.08	\$20.53	\$20.99	\$21.46	\$21.95
4 Hourly		\$19.75	\$20.20	\$20.65	\$21.12	\$21.59	\$22.08	\$22.57	\$23.08	\$23.60	\$24.13
5 Hourly		\$20.72	\$21.19	\$21.67	\$22.16	\$22.65	\$23.16	\$23.69	\$24.22	\$24.76	\$25.32
6 Hourly		\$21.76	\$22.25	\$22.75	\$23.26	\$23.79	\$24.32	\$24.87	\$25.43	\$26.00	\$26.58
7 Hourly		\$22.88	\$23.39	\$23.92	\$24.46	\$25.01	\$25.57	\$26.15	\$26.74	\$27.34	\$27.95
8 Hourly		\$24.01	\$24.55	\$25.10	\$25.67	\$26.24	\$26.83	\$27.44	\$28.05	\$28.69	\$29.33
9 Hourly		\$25.24	\$25.81	\$26.39	\$26.98	\$27.59	\$28.21	\$28.85	\$29.50	\$30.16	\$30.84

• **FinCom Voted to Recommend This Article.**

Article 10: Adoption of Revised FY 22 – 26 Capital Improvement Plan:

To see if the Town will vote to approve the Town of Douglas **FY 22 – 26** Capital Improvement Plan as submitted by the Capital Improvement Committee, and transfer **\$639,800** from Free Cash to fund the following Capital Projects; or take any other action relative thereto.

- | | |
|--|-------------------|
| 1. Emergency Generator located at the Municipal Center. For the design, written specifications, bid documents, procurement support, demolition and resulting cleanup, construction, electrical wiring, and removal of unused wiring, installation and other related expenses associated with the replacement and upgrade. | \$ 215,000 |
| 2. Additions and Improvements to the Security Alarm System in the Various School Buildings. | \$ 14,800 |
| 3. Replacement and Upgrade of the Main Roof of the Municipal Center | \$345,000 |
| 4. One-Ton, Four Wheel Drive Pickup Truck with Utility Body, Plow, and Other Specifications | \$65,000 |

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

FY 2022 Capital Improvement Committee Report

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

FY 2022	
Highway Mower and Attachments	\$15,000
Highway Sidewalk Tractor/Plow/Snowblower	\$131,000
Water Department Gilboa Street Main Upgrade	\$710,000
Highway Dump Truck with Sander and Straight Plow	\$183,240
	\$1,039,240

FY 2023	
School Department Recoat and Paint Running Track	\$100,000
School Department Primary School Major Renovation*	\$639,000
Old Town Hall HVAC Replacement	\$60,000
Fire Department Fire Station Roof, HVAC, and Floors	\$125,000
Highway Dump Truck with Sander and Straight Plow	\$183,240
	\$1,107,240

*Would be seeking State program assistance

FY 2024	
Fire Department Replace Engine/Pumper	\$600,000
Old Town Hall Replace Windows	\$270,000
Police Headquarters Feasibility / Options Study	\$150,000
Highway New Building*	\$2,750,000
	\$3,770,000

*Would most likely require capital exclusion or debt funding

• **FinCom Voted to Recommend This Article.**

Article 11. Personnel Bylaw Change – Longevity:

To see if the Town will vote to add the following language to the Douglas Personnel Bylaw as follows:

F. Beginning in Fiscal Year 2022, all non-union full time, regular part time and limited part time employees of the Town subject to the terms of a personal employment contract or the terms of this by-law shall receive a longevity incentive provided that:

- 1) The employee has worked for a total of fifteen (15) years for the Town of Douglas as of June 30 of the previous fiscal year; and
- 2) The employee is in the employ of the Town as of July 1 of the fiscal year in which payment will be made.

Full time employees shall receive a one thousand dollar (\$1,000) incentive payment in the first full pay period after July 1 each year for the duration of this program. Regular and limited part time employees shall receive a prorated incentive calculated as (\$1,000) times the fraction (average weekly hours/thirty [30]). Employee longevity incentives will be calculated each year using the employee’s status as a full time, regular or limited part time employee as of July 1.

Longevity incentive pay will be awarded each year until Town Meeting approves a new compensation system to replace the compensation system in place as of July 1, 2021.

Or take any action relative thereto.

- **FinCom Voted to Table Recommendation until Their Meeting Prior to Town Meeting.**

Article 12: Ratify Police Union Contract:

To see if the Town will vote to ratify the collective bargaining agreement with the Board of Selectmen and the Police on April 13, 2021, or take any other action relative thereto.

- **FinCom Voted to Table Recommendation until Their Meeting Prior to Town Meeting.**

Article 13: Ratify Fire Union Contract:

To see if the Town will vote to ratify the collective bargaining agreement with the Board of Selectmen and the Fire Union on April 13, 2021, or take any other action relative thereto.

- **FinCom Voted to Table Recommendation until Their Meeting Prior to Town Meeting.**

Article 14. School Bus Transportation Contract:

To see if the Town of Douglas will authorize, pursuant to Chapter 30B, Section 12 (b), the School Committee to enter into a contract in excess of three years' duration for the provision of school bus transportation services upon such terms and conditions as are deemed by the School Committee to be in the best interest of the Town, subject to appropriation and all other approvals as may be required by law regarding any such contracts; or take any other action relative thereto.

- **FinCom Voted to Recommend This Article.**

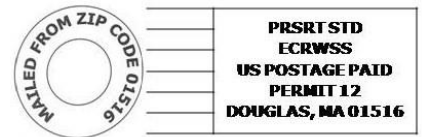
Article 15. School Textbook Digital Subscriptions & Consumables Contract:

To see if the Town of Douglas will authorize, pursuant to Chapter 30B, Section 12 (b), the School Superintendent, or designee, to enter into contracts in excess of three years' duration for textbook digital subscriptions and consumables, subject to appropriation and all other approvals as may be required by law regarding any such contracts; or take any other action relative thereto.

- **FinCom Voted to Recommend This Article.**

DOUGLAS

Town of Douglas
29 Depot Street
Douglas, MA 01516



CURRENT RESIDENT
DOUGLAS, MA 01516