

Semi-Annual Town Meeting
October 21, 2019
Town Clerk Meeting Minutes

Elaine S. Novia, Town Clerk
Lynn Harding-McGrail, Assistant Town Clerk

October 10, 2019

Brian M. Maser
bmaser@k-plaw.com

BY FACSIMILE (774-261-4012)
AND FIRST CLASS MAIL

Ms. Nancy Lucier
Town Administrator
West Boylston Town Hall
140 Worcester Street
West Boylston, MA 01583

Re: Warrant for Fall 2019 Semi-Annual Town Meeting

Dear Ms. Lucier:

At your request, I have reviewed the quantum of vote required under the several articles in the Fall Semi-Annual Town Meeting Warrant called for October 21, 2019. The articles are approved as to legal form and I make the following comments:

The following articles require more than a majority vote:

Article 2: An appropriation for unpaid bills of a previous fiscal year at a special town meeting requires a *9/10ths* vote. G.L. c. 44, §64;

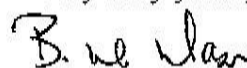
Article 9: An appropriation of funds *from* the Capital Investment Fund requires a *2/3rds* vote. Chapter 117 of the Acts of 1995.

Article 13: An amendment to the Zoning Bylaws requires a *2/3rds* vote. G.L. c. 40A, §5.

Article 22: An amendment to the Zoning Bylaws requires a *2/3rds* vote. G.L. c.40A, §5.

If you have other questions or concerns regarding any of the warrant articles, do not hesitate to contact me.

Very truly yours,



Brian M. Maser

BMM/jsh
701232/WBOY/0275

COMMONWEALTH OF MASSACHUSETTS
TOWN OF WEST BOYLSTON

SEMI-ANNUAL TOWN MEETING WARRANT
OCTOBER 21, 2019

Worcester ss.

To the Constables of the Town of West Boylston,

GREETINGS:

In the name of the Commonwealth of Massachusetts, you are directed to notify and warn the inhabitants of the Town of West Boylston qualified to vote in elections and town affairs, to meet in the Auditorium of the Middle/High School, 125 Crescent Street in said Town on Monday, October 21, 2019 at 7:00 p.m.

in the evening, then and there to act on the following articles.

**ARTICLE 1 - AUTHORIZATION TO HEAR THE REPORTS OF OFFICERS AND
COMMITTEES OF THE TOWN**

To see if the Town will vote to hear the reports of the officers and standing committees of the Town; or take any other action relative thereto.

ARTICLE 2 -AUTHORIZATION TO PAY BILLS FROM PREVIOUS FISCAL YEARS

To see if the Town will vote to appropriate a sum of money to pay bills being held by the Town Accountant from prior fiscal years for which no encumbered funds are available; or take any other action relative thereto.'

**ARTICLE 3 - AUTHORIZATION TO MODIFY FISCAL YEAR 2020
APPROPRIATIONS AND OTHER NECESSARY ADJUSTMENTS TO THE FISCAL
YEAR 2020 BUDGET**

To see if the Town will vote to raise and appropriate or transfer from available funds or from any unexpended balances of Fiscal Year 2020 appropriations hitherto made, to Fiscal Year 2020 appropriation accounts; or take any other action relative thereto.

**ARTICLE 4 - VOTE TO APPROPRIATE FUNDS FOR COMMUNITY
PRESERVATION
FUND PROJECTS AS RECOMMENDED BY THE COMMUNITY PRESERVATION
COMMITTEE**

To see if the Town will vote that the following amount shall be appropriated from Community Preservation Fund Revenues, or transferred from prior year reserves for Community Preservation purposes with each appropriation being treated as a separate item:

	Project	Total Appropriation	Source of Appropriation
	Appropriations:		
A	<p>To Fund for Affordable Housing Purposes:</p> <p>A grant to pay for community housing needs. Submitted by the West Boylston Affordable Housing Trust be expended under the direction of the Town Administrator.</p>	\$25,000	\$25,000 from the fund balance designated for affordable housing.
B	<p>To Fund for Recreation Purposes:</p> <p>A grant for the purpose of creating parking at "Blueberry Hill", the Town-owned recreation land on Goodale Street. Submitted by the Open Space Implementation Committee & the Conservation Commission and to be expended under the direction of the Town Administrator</p>	\$18,000	\$18,000 from the undesignated fund balance.
C	<p>To Fund for Historic Preservation Purposes</p> <p>A grant for the preservation and repointing of the Holbrook Chapel roof. Submitted by and to be expended under the direction of the Mount Vernon Cemetery Trustees.</p>	\$30,000	\$30,000 from the fund balance designated for Historic Preservation.
D	<p>To Fund for Historic Preservation Purposes</p> <p>A grant for the rehabilitation and painting of the historical portion of the Beaman Memorial Library. Submitted by and to be expended under the direction of the Trustees of the Beaman Memorial Public Library.</p>	\$70,000	\$70,000 from the fund balance designated for Historic Preservation.

E	<p>To Fund for Historic Preservation Purposes</p> <p>A grant for the preservation and rebuilding of the chimney on the historical portion of the Beaman Memorial Library. Submitted by and to be expended under the direction of the Trustees of the Beaman Memorial Public Library.</p>	\$16,000	\$16,000 from the fund balance designated for Historic Preservation.
---	--	----------	--

or take any other action relative thereto.

ARTICLE 5 - TRANSFER OF CEMETERY FUNDS

To see if the Town will vote to transfer the sum of Two Thousand Five Hundred Dollars and No Cents (\$2,500.00) from the Sale of Lots Account for necessary cemetery maintenance and improvements; or take any other action relative thereto.

ARTICLE 6 - CONSIDER ACCEPTING MGL CHAPTER 41, SECTION 19J

To see if the Town will vote to accept the provisions of Chapter 41, Section 19J of the Massachusetts General Laws to provide additional compensation for serving as a member of the Board of Registrars of Voters, or take any other action relative thereto.

ARTICLE 7 -AUTHORIZATION TO APPROPRIATE FUNDS FROM THE COMMONWEALTH TRANSPORTATION INFRASTRUCTURE FUND

To see if the Town will vote to appropriate the sum of \$942.90, said amount being the funds received from the Commonwealth Transportation Infrastructure Fund, to be used for transportation-related projects by the Department of Public Works; or take any other action relative thereto.

ARTICLE 8 -AUTHORIZATION TO APPROPRIATE FUNDS TO THE OPEB TRUST FUND

To see if the Town will vote to raise and appropriate and/or transfer from available funds a sum of money to the Other Post Employment Trust Fund; or take any other action relative thereto.

**ARTICLE 9 - VOTE TO APPROPRIATE FUNDS FOR CAPITAL
IMPROVEMENT
PURCHASE**

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to purchase an extended wing blade for use by the Department of Public Works, including all incidental and related costs; or take any other action relative thereto.

**ARTICLE 10 -AUTHORIZATION TO TRANSFER FUNDS TO THE
STABILIZATION FUND**

To see if the Town will vote to transfer a sum of money to the Stabilization Fund; or take any other action relative thereto.

**ARTICLE 11 - AUTHORIZATION TO TRANSFER FUNDS TO THE
CAPITAL INVESTMENT FUND**

To see if the Town will vote to transfer a sum of money to the Capital Investment Fund; or take any other action relative thereto.

**ARTICLE 12 -AUTHORIZATION TO PETITION THE GENERAL COURT TO AMEND
THE SPECIAL ACT TO RENAME THE BOARD OF SELECTMEN TO SELECT
BOARD**

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for a special act in the form set forth below, amending the 1995 special act establishing a Board of Selectmen-Town Administrator form of government, by deleting the words "Board of Selectmen" where they appear and inserting in their place the words "Select Board"; 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 the 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 RENAMING OF THE BOARD OF SELECTMEN
TO SELECT BOARD IN THE TOWN OF WEST BOYLSTON.

*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. Chapter 23 of the Acts of 1995, entitled "An Act Establishing a Board of Selectmen-Town Administrator Form of Government in the Town of West Boylston," is hereby amended in Section 2 (b) by striking out the word "selectmen," and inserting in place thereof the words, "select board."

SECTION 2. Section 3 of said act is hereby deleted in its entirety and inserted in its place shall be the following:

The executive powers of the town shall be vested in the select board, who shall serve as the chief policymaking board of the town. Said select board shall have and exercise all the powers and duties vested in boards of selectmen under the General Laws or by vote of the town, except as provided herein

SECTION 3. Section 4 of said act is hereby amended by striking out the words "board of selectmen," and inserting in place thereof the words "select board."

SECTION 4. Section 5 of said act is hereby amended by striking out the words "board of selectmen," and inserting in place thereof the words "select board."

SECTION 5. Section 7 of said act is hereby amended by striking out the words "board of selectmen," and inserting in place thereof the words "select board"; and further amended by striking out, in every instance in which it appears, the word "selectman" and inserting in place thereof the words "select board member."

SECTION 6. Section 8 of said act is hereby amended by striking out, in every instance in which they appear, the words "board of selectmen," and inserting in place thereof the words "select board."

SECTION 7. Section 9 of said act is hereby amended by striking out the words "board of selectmen," and inserting in place thereof the words "select board."

SECTION 8. Section 10 of said act is hereby amended by striking out the words "board of selectmen," and inserting in place thereof the words "select board."

SECTION 9. Section 14 of said act is hereby amended by striking out the words "board of selectmen," and inserting in place thereof the words "select board."

SECTION 10. This act shall take effect upon its passage.

or take any other action relative thereto.

**ARTICLE 13 -AUTHORIZATION TO AMEND GENERAL, ZONING AND
PERSONNEL
BYLAWS OF THE TOWN**

To see if the Town will vote to amend the General Bylaws, Zoning Bylaws, and Personnel Bylaw of the Town, by striking out, in every instance in which they appear, the words "Board of Selectmen" and inserting in place thereof, the words "Select Board", and further to strike out of said Bylaws, in every instance in which it appears, the word "Selectman" or "Selectmen" and insert in place thereof, the words "Select Board member" or "Select Board members" respectively; and further to authorize the Town Clerk to make such changes as appropriate in the Bylaws; or take any other action relative thereto.

ARTICLE 14 -AUTHORIZATION TO AMEND THE PERSONNEL BYLAWS

To see if the Town will vote to amend Article XXI, Section 5, **Z- GRIEVANCE PROCEDURE**, by deleting the below current language:

'Z- GRIEVANCE PROCEDURE

Any employee who has been aggrieved by the application of any of the rules and regulations contained within this bylaw may make such grievance known through the process delineated herein. A grievance shall be limited to questions of interpretation and application of these rules and regulations and must be started within seven (7) calendar days of the occurrence of the alleged violation. The aggrieved employee shall present the grievance in writing to the department head for resolution. If it is not resolved at that level within seven (7) calendar days, the aggrieved employee shall present the grievance to the Town Administrator or appropriate elected board, commission or committee, in writing, within seven (7) calendar days of the department head's action on the grievance. The Town Administrator or appropriate elected board, commission or committee shall have fourteen (14) calendar days to process the grievance.

If the aggrieved employee is not satisfied with the actions of the Town Administrator or elected board, commission or committee, the aggrieved employee may present a grievance, in writing, to the Personnel Board, and shall send copies of same to the appropriate department head, Town Administrator and appropriate elected board, commission and committee within seven (7) calendar days for final action. The written notice shall include the following: a) statement of the grievance and relevant facts;

b) remedy sought; and

c) reasons for dissatisfaction with the department head's solution.

The Personnel Board shall consider the grievance at a public meeting. Final action shall be taken by the Personnel Board within fourteen (14) days of receipt of the grievance by the Personnel Board.'

and replacing it with the following language:

'Z- GRIEVANCE PROCEDURE

The Town will promptly consider and respond to employee grievances. The preferred method of addressing grievances is informally, to correct the cause of the grievance and encourage employees and supervisors to address and resolve problems as they arise. If the cause of a grievance cannot be resolved informally, the below process should be followed.

Grievance should be submitted in writing to the department head or appropriate governing board within 15 calendar days of the occurrence. If it is not resolved at that level, the aggrieved employee shall present the grievance to the Town Administrator within 15 calendar days of the department head's action on the grievance. The Town Administrator shall have 15 calendar days to process the grievance.

If the aggrieved employee is not satisfied with the actions of the Town Administrator, the aggrieved employee may present a grievance in writing, to the Personnel Board and send copies of same to the appropriate department head or appropriate governing board, and Town Administrator within 7 calendar days for final action. The written notice shall include the following:

- a) Statement of the grievance and relevant facts
- b) Remedy sought
- c) Reasons for dissatisfaction with the department head or appropriate governing board and Town Administrator's solutions.

The Personnel Board shall review the grievance filed and the actions taken and will recommend a resolution with 15 days from the public meeting date.' Or take any other action relative thereto.

ART CLE 15 - AUTHORIZATION TO AMEND THE PERSONNEL BYLAWS

To see if the Town will vote to amend Article XXI, Section 5, **P- PERSONAL DAYS**, by deleting the below current language

'P- PERSONAL DAYS

Each full-time employee may receive three paid days off each year. Each part-time employee may receive two paid days off each year for the purpose of conducting personal business. A day for part-time employees shall be the regularly scheduled hours of the workday taken off.'

And replacing it with the following language,

'P- PERSONAL DAYS

Personal Days/Hours will be based on an employee's weekly number of hours worked.

Full Time Employees, as defined in Section **F-TYPES OF EMPLOYEES**, 32.5 + hours per week year round, are entitled to 3 days a year at 3/5 week's hours. For example: 40 hours worked a week= 24 Personnel Hours, 32.5 hours worked a week= 19.5 hours.

Part Time Employees, as defined in Section **F-TYPES OF EMPLOYEES**, 20-less than 32.5 hours a week year round, are entitled to 2 days a year at 2/5 week's hours. For example: 20 hours worked a week= 8 hours per year. 24 hours worked a week= 10 hours per year. 30 hours worked a week= 12 hours per year.

Fractional & Seasonal Employees, as defined in Section **F-TYPES OF EMPLOYEES**, are not entitled to any Personal Days/Hours.'

Or take any other action relative thereto.

ARTICLE 16-AUTHORIZATION TO AMEND THE PERSONNEL BYLAWS

To see if the Town will vote to amend Article XXI, Section **K - WORK HOURS** by deleting the second paragraph which reads, 'The normal scheduled workweek for emergency fire personnel shall be fortyfive (45) hours as scheduled by the Fire Chief. Personnel are expected to respond to calls and attend meetings and training outside of the normal hours on an as needed basis. or take any other action relative thereto.

ARTICLE 17 - AUTHORIZATION TO AMEND THE PERSONNEL BYLAWS

To see if the Town will vote to amend Article XXI, **Section L. OVERTIME**, **2. Emergency Fire Personnel** by deleting the following language,

' Overtime for full-time Fire Department employees, including firefighters, Emergency Medical Technicians and Paramedics shall be paid at the rate of one and one-half (1.5) times their regular rate of pay for all hours worked in excess of fifty-three (53) hours within a work week.'

And replacing it with the following language:

'Overtime for Fire Department employees, including firefighters, Emergency Medical Technicians and Paramedics shall be paid at the rate of one and one-half (1.5) times their regular rate of pay for all hours worked in excess of one hundred and six (106) hours within a work period.'

Or take any other action relative thereto.

ARTICLE 18 - AUTHORIZATION TO AMEND THE PERSONNEL BYLAWS

To see if the Town will vote to amend Article XXI, **Section L. OVERTIME, 3. Emergency Fire Personnel** by deleting the following language,

'Members of the Fire Department, including Emergency Medical Technicians and Paramedics called to duty between the hours of 11:00 p.m. and 6:00 a.m. are guaranteed payment for two (2) hours.'

And replacing it with the following language:

'Members of the Fire Department, including Emergency Medical Technicians and Paramedics called to duty are guaranteed payment for two (2) hours.'

Or take any other action relative thereto.

ARTICLE 19 - AUTHORIZATION TO AMEND THE PERSONNEL BYLAWS

To see if the Town will vote to amend Article XXI, **Section AA. CLASSIFICATION AND COMPENSTION PLAN** 1) Classification

Plan By deleting the following chart:

Non-Exempt Emergency Fire and Medical Employees	
Grade IF	Call Support Employees
Grade 2F	Call, full-time, part-time and per diem firefighters Call, full-time, part-time and per diem EMT's (basic and Intermediate)
Grade 3 F	Full-time, part-time and per diem Firefighter/Emergency Medical technician (EMT) Full-time, part-time and per diem Firefighter/Emergency Medical Technician (EMT) Clerk

Grade 4F	Call, full-time, part-time and per diem Firefighter/Paramedic (PAR) Call, full-time, part-time and per diem Firefighter/Paramedic (PAR) Clerk
----------	--

And replacing it with the following chart:

Non-Exempt Emergency Fire and Medical Employees	
Grade IF	Call Support Employees
Grade 2F	Call, part-time and per diem firefighters Call part-time and per diem EMT's (basic and Intermediate)
Grade 3 F	Part-time and per diem Firefighter/Emergency Medical technician (EMT) Part-time and per diem Firefighter/Emergency Medical Technician (EMT) Clerk
Grade 4F	Call, part-time and per diem Firefighter/Paramedic (PAR) Call, part-time and per diem Firefighter/Paramedic (PAR) Clerk

Or take any other action relative thereto.

ARTICLE 20 - AUTHORIZATION TO AMEND THE PERSONNEL BYLAWS

To see if the Town will vote to amend Article XXI, **Section AA. CLASSIFICATION AND COMPENSTION PLAN,** 1) Classification

Plan By deleting the following language

'Per Diem positions are used to fill open shifts within the fire department. Per Diem employees are paid by the hour with no benefits. Officers-in-Charge who are on call for weekends are paid three hours for being available to respond to calls, and paramedics and EMT's who sign up to be "on call" for open shifts are paid 1 hour for every two hours on call.'

And replacing it with the following language:

'Per Diem positions are used to fill open shifts within the fire department. Per Diem employees are paid by the hour with no benefits. Officers-in-Charge who are on call are paid three hours for being available to respond to calls, and paramedics and EMT's who sign up to be "on call" for open shifts are paid **1** hour for every two hours on call. Detail Rate is established by the Fire Chief.'

Or take any other action relative thereto.

ARTICLE 21 - AUTHORIZATION TO AMEND THE PERSONNEL BYLAWS

To see if the Town will vote to amend Article XXI, **Section AA. CLASSIFICATION AND COMPENSTION PLAN,** 2) Compensation Plan

By deleting the following language

'The Non- Exempt Emergency Fire and Medical Services Employees Classification Plan and Compensation Plan shall become effective on the following dates: January 1, 2000 for Grades F3 and F4, and July 1, 2000 for Grades F1 and F2.'

Or take any other action relative thereto.

ARTICLE 22 - REQUEST FOR ZONING CHANGE FOR HOLT STREET, WEST BOYLSTON

To see if the Town will vote to amend Section 2-3 of the Zoning Bylaws, as most recently amended by re-zoning the parcel of land located at 20 Holt Street and containing approximately 0.921 acres of land as shown on Assessors Map 139, Parcel 3, as described below from the Single Residence Zoning District to the Business Zoning District, and further, that the Town vote to amend Section 2-2 of the Town's Zoning Bylaws by amending the Zoning Map for the purpose of removing said parcel of land from the Single Residence Zoning District and including said parcel in the Business Zoning District. Said parcel is described as follows:

A parcel situated on the easterly side of Holt Street, beginning at the northwest corner of Assessors Map 139, Parcel 3, known as 20 Holt Street, and running thence:

- 1.) S 22° 07'033" E, with the easterly line of Holt Street, a distance of 254.24' to a point in the existing Single Residence/Business zoning district line defined as a line 300' from the Right of Way line of Sterling Street, and running thence;
- 2.) N 57° 24' 54" E., with said existing zoning district line, a distance of 113.32' to a point of curvature in said zoning district line, and running thence;
- 3.) Continuing with said zoning district line, along a non-radial curve to the left, having a radius of 565.00', for an arc length of 255.98', to a point in the southerly line of Assessors Map 131, Parcel 13, and running thence;
- 4.) S 84° 41' 30" W, with the southerly line of said Map 131, Parcel 13, a distance of 340.98', to the Place of Beginning.

Or take any other action relative thereto.

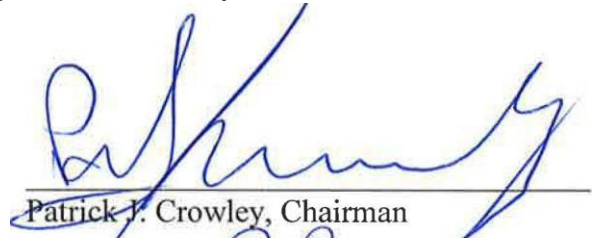
And you are directed to serve this Warrant by posting an attested copy thereof at the place of said meeting as aforesaid and at the Post Office in said Town fourteen (14) days at least before the time of said meeting.

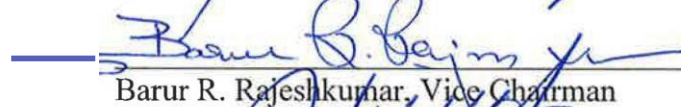
Hereof, fail not, make due return of this warrant with your doings thereon to the Town Clerk at the time and place of said meeting as aforesaid.

Given under our hands this 25th day of September in the year of our Lord, Two Thousand and Nineteen.

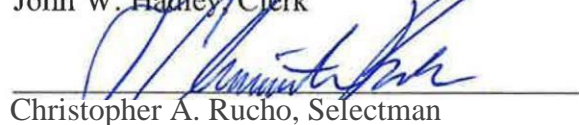
A true copy attest:

Elaine Novia


Patrick J. Crowley, Chairman


Barur R. Rajeshkumar, Vice Chairman


John W. Hadley, Clerk


Christopher A. Rucho, Selectman

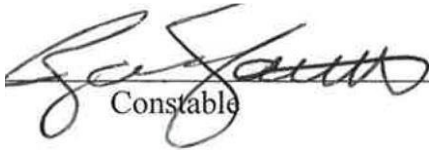
Michael J. Kittredge, III, Selectman

**Board of Selectmen
Town of West Boylston**

Honorable Board of Selectmen:

I have served this Warrant by posting duly attested copies thereof at the following places:

Municipal Office Building
West Boylston Middle/High School_ _
West Boylston Post Office
Pruneau's Barber Shop
Municipal Lighting Plant
Beaman Library


Constable


Date

**SEMI-ANNUAL TOWN MEETING
OCTOBER 21, 2019
Town Clerk Meeting Minutes**

Article 1 Section 3 of the Town of West Boylston's General Bylaws states that "One Hundred (100) legal voters, including the presiding officer and the clerk, shall constitute a quorum, provided that a number less than a quorum may vote an adjournment; and that not more than Seventy-five (75) shall be required to maintain a quorum once the meeting has been called to order by the Moderator and that a quorum of Seventy-five (75) be required to reconvene any adjourned session of any such meeting."

Elaine S. Novia, Town Clerk, informed Moderator Jonathan Meindersma that 101 registered voters were in attendance and that the quorum requirement as set out in the General Bylaws has been met. At 7:10 p.m. the meeting was called to order.

The following people were chosen as tellers by the Town Clerk;

John McCormick	Robert Barrell
Siobhan Bohnson	Pat Barrie
Gordon Cocks	Mary Ellen Cocks
Carol McGuiggan	Denise Nephew

M.G.L. Ch. 39 § 15 was accepted at the Oct. 20, 2008 Semi-Annual Town Meeting and placed in the General Bylaws Article I § 7. This bylaw section states: "If a two-thirds vote of Town Meeting is required by statute, the Moderator may, at his or her discretion, decline to verify a voice vote by polling the voters or by dividing the meeting, and may record the vote as a two thirds vote without taking such a count."

After the Pledge of Allegiance, a moment of silence was conducted for all citizens whom have passed since our last meeting and to all those who serve in the military service, here and around the world, who have paid the ultimate sacrifice.

Upon a motion by **Christopher Rucho** and duly seconded by **Patrick Crowley**, it was **unanimously voted** to waive the reading of the Warrant and refer it as subject matter only.

**ARTICLE 1 - AUTHORIZATION TO HEAR THE REPORTS OF OFFICERS AND
COMMITTEES OF THE TOWN**

Motion- Christopher Rucho
Second- John Hadley

Recommendation- none

It was unanimously voted to hear the reports of the officers and standing committees of the Town.

REPORTS:

Beaman Memorial Public Library – Anna Shaw

Thank you, Mr. Moderator.

My name is Anna Shaw; I am the Director of the Beaman Memorial Public Library.

I am pleased to report that Library attendance continues to increase. This year we set a new record with over 71,000 visitors-- an average of 32 people per hour!

I want to share some exciting news; the Library has been awarded 3 gifts and grants this year.

Representative Jim O'Day has worked together with Senator Harriette Chandler to secure \$24,000 for computer upgrades and other technology for our Library. We expect these funds to be released to the Library in early 2020.

The second grant is from our local Walmart, who has given the library a \$1,000 grant.

And finally- you may already know this one- the library is enjoying the third year of extended Saturday hours: a gift to the community made possible by the College of the Holy Cross.

This gift extends Library hours until 5pm on Saturdays from September through May and allows the Library to remain open on Saturday mornings throughout the summer. We are grateful to have so many supporters in our community.

Tonight, the Library will be requesting Community Preservation Funds for two projects.

The Library building is on the National Register of Historic places, and needs some repairs to preserve the town's investment.

The first project is to repair the masonry that is beginning to crumble on the 100-year-old chimney.

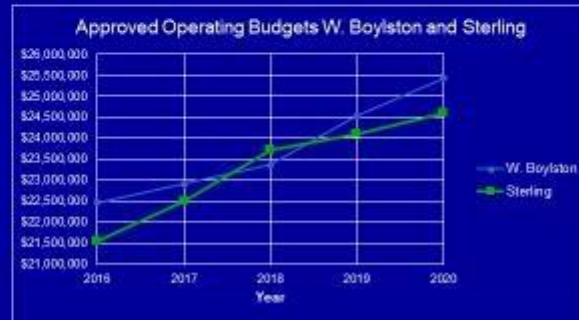
The second project is to repaint the wood trim around the windows and along the roofline on the exterior of the historical portion of the Library.

And now an invitation and save the date: Thee Friends of the Library will be holding their annual book sale from March 20-28! The library accepts your gently used book donations year-round. Nearly all library events, programs, and guest speakers are paid for by the Friends of the Library. The Friends membership drive starts next week and I hope you will consider joining or renewing your Friends membership. Thank you for your support, and I hope to see you at the Library! Anna Shaw, Library Director

West Boylston, MA

Growth of Operating Budget

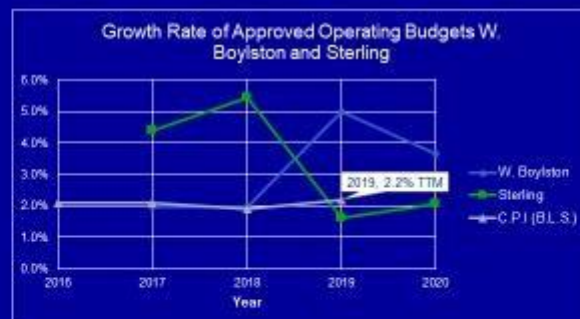
Financial Impact



West Boylston, MA

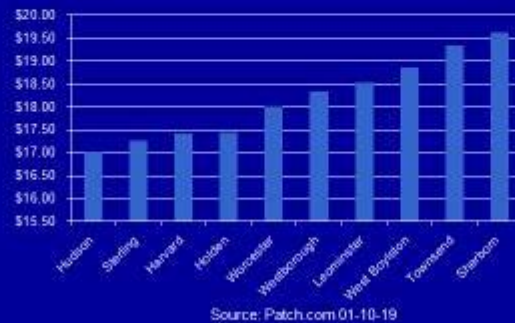
Growth of Operating Budget

Financial Impact



West Boylston, MA

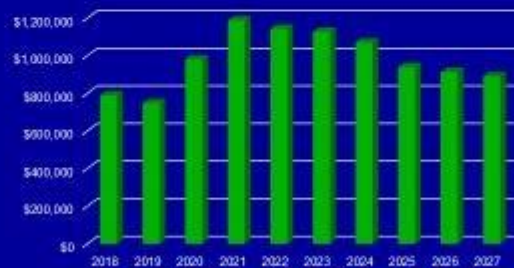
FY 2019 Residential Property Tax Rates



West Boylston, MA

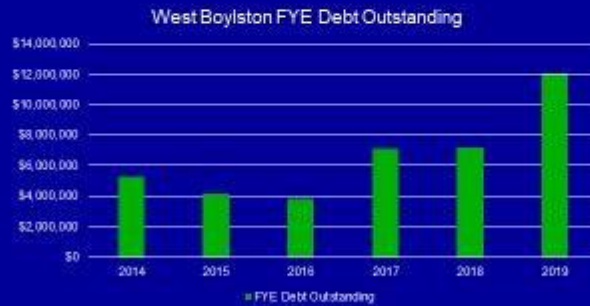
Forecast Debt Service

West Boylston Forecast Debt Payments



West Boylston, MA

Historic Debt Levels



8

West Boylston, MA

Police Station and Senior Center Completed DRAFT of Upcoming Capital Needs

Summaries by Department											
	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
DPW	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Library	\$ 88,018	\$ 98,900	\$ 84,101	\$ 80,097	\$ 88,188	\$ 88,848	\$ 79,881	\$ 21,838	\$ 8,202	\$ -	\$ -
Schools	\$ 23,482	\$ 8,848	\$ 287,097	\$ -	\$ 481,882	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Town Hall	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Public Safety	\$ 138,009	\$ 105,000	\$ 91,341	\$ 881,710	\$ 358,285	\$ 183,942	\$ 48,415	\$ 485,321	\$ 285,418	\$ 93,317	\$ -
WBC Other	\$ -	\$ 1,000,000	\$ 1,861,100	\$ 530,604	\$ 1,082,432	\$ 21,081,816	\$ 1,689,144	\$ -	\$ -	\$ -	\$ -
Totals	\$ 233,477	\$ 1,255,308	\$ 2,283,618	\$ 1,503,411	\$ 1,895,599	\$ 22,311,101	\$ 1,818,900	\$ 487,148	\$ 289,618	\$ 93,317	\$ -
Summaries by Funding Source											
	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
State or Appropriate	\$ -	\$ -	\$ -	\$ 47,754	\$ -	\$ 11,041	\$ -	\$ -	\$ -	\$ -	\$ -
Grants	\$ -	\$ -	\$ 214,182	\$ -	\$ 219,783	\$ 81,276	\$ -	\$ -	\$ -	\$ -	\$ -
Operating Budget	\$ 88,818	\$ 98,900	\$ 84,101	\$ 80,097	\$ 88,188	\$ 88,848	\$ 79,881	\$ 21,838	\$ 8,202	\$ -	\$ -
West Boylston Override	\$ -	\$ 1,000,000	\$ 2,861,100	\$ 937,009	\$ 1,481,285	\$ 27,081,816	\$ 1,689,144	\$ 289,321	\$ -	\$ -	\$ -
Capital Investment Fund	\$ 141,793	\$ 191,448	\$ 185,205	\$ 95,091	\$ 149,317	\$ 109,599	\$ 70,831	\$ -	\$ -	\$ -	\$ -
Prop 2.5 General Override	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
DPW	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Library	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Schools	\$ 23,482	\$ 8,848	\$ 287,097	\$ -	\$ 481,882	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Town Hall	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Public Safety	\$ 138,009	\$ 105,000	\$ 91,341	\$ 881,710	\$ 358,285	\$ 183,942	\$ 48,415	\$ 485,321	\$ 285,418	\$ 93,317	\$ -
WBC Other	\$ -	\$ 1,000,000	\$ 1,861,100	\$ 530,604	\$ 1,082,432	\$ 21,081,816	\$ 1,689,144	\$ -	\$ -	\$ -	\$ -
Totals	\$ 233,477	\$ 1,255,308	\$ 2,283,618	\$ 1,503,411	\$ 1,895,599	\$ 22,311,101	\$ 1,818,900	\$ 487,148	\$ 289,618	\$ 93,317	\$ -

9

West Boylston, MA

Efforts to Preserve and Extend the Useful Life of the Town's Municipal Buildings

- Building Superintendent Position
- Selectboard and Municipal Leadership is committed to identify personnel to address preservation of Town's buildings

10

West Boylston, MA

Finance Committee

- Welcome Citizens interested in serving on Finance Committee
- Please reach out to the Town Administrator (Nancy Lucier) or any Finance Committee members for more information

11

Solid Waste Advisory Team – Julianne deRivera

Pink Bag Program - Starting November 4



NEW CURBSIDE COLLECTION PROGRAM

simple recycling
A convenient outside collection program for pre-loved clothing, shoes, accessories and household goods

ONLY 15% OF UNWANTED TEXTILES ARE DONATED OR RECYCLED. HELP DECREASE THE 85% WASTE BY USING YOUR PINK SIMPLE RECYCLING BAGS.

STEP 1 Place this bag in your closet and fill it with clothing & shoes

STEP 2 Set your bags out by 7am on your regular collection day

STEP 3 Our friendly drivers will pick up your bags and leave replacement bags behind

BEGINS TBD, 2019

Need additional bags? Visit www.SimpleRecycling.com or call 866.835.5463 or email info@simplerecycling.com

TOWN OF WEST BOSTON

Free voluntary program to make it easy to recycle textiles and small home goods.

Simple Recycling vans will collect them for sorting later.

Replacement bags will be left at your home and available in some town buildings.

It costs residents nothing to participate and the town earns \$.01 per pound.

What goes in the pink bag?



RECYCLE CLOTHING SHOES & MORE

We accept • Clothing • Shoes • Coats • Jewelry & more! For a full list go to: www.simplerecycling.com in the FAQ section

Brought to you by:

TOWN OF WEST BOSTON

A convenient collection program for pre-loved clothing, shoes, kitchenware & small appliances. See www.simplerecycling.com for a complete list.

Place your **PINK** Simple Recycling bags **BESIDE YOUR RECYCLING** by 7am, on your regular recycling day

Clean pre-loved clothing and accessories, including those in need of repair, stained, ripped, single socks etc and small household goods that fit into the bag are all recyclable.

- All clothing
- Shoes, belts, scarfs, purses, hats, gloves, backpacks, bibs, coats, boots, sneakers, ties, etc.
- Household textiles - curtains/drapes, bedspreads, sheets, pillows, sleeping bags, towels, etc
- Kitchenware - glasses, dishes, silverware, pans, etc
- Small electronics - radios, hair dryers, curling irons etc.
- Small decorative items - knick knacks, pictures, etc.
- Miscellaneous: jewelry, toys, tools, books, or other small home goods that can fit in the bag.

Top 5 Curbside Recycling Contaminants



Do Not Bag
Recyclables
No Garbage



No Plastic Bags
(return to retail)



No Food
or Liquid
(empty all
containers)



No Clothing
or Linens
(use donation
programs)



No Tangles
(no hoses, wires,
chains, or electronics)

What belongs in regular curbside recycling?



Metal Food
& Beverage Cans
Empty and rinse



Plastic Bottles, Jars, Jugs
& Tubs
Empty and replace cap



Glass Bottles
& Jars
Empty and rinse



Paper &
Cardboard
Empty and flatten

Please do not put your recyclables in a plastic bag. Bagged recycling is trashed.

ARTICLE 2 - AUTHORIZATION TO PAY BILLS FROM PREVIOUS FISCAL YEARS

Motion- John Hadley

Second- Christopher Rucho

Recommendation- Fin Com recommends approval

It was unanimously voted to appropriate a sum of money to pay bills being held by the Town Accountant from prior fiscal years for which no encumbered funds are available.

ARTICLE 3 - AUTHORIZATION TO MODIFY FISCAL YEAR 2020 APPROPRIATIONS AND OTHER NECESSARY ADJUSTMENTS TO THE FISCAL YEAR 2020 BUDGET

Motion- Patrick Crowley

Second- Barur Rajeshkumar

Recommendation- Fin Com recommends approval

It was unanimously voted to raise and appropriate or transfer from available funds or from any unexpended balances of Fiscal Year 2020 appropriations hitherto made, to Fiscal Year 2020 appropriation accounts.

Transfer From			Transfer To		
Acct #	Description	Amount Required	Acct #	Description	Amount Required
01-751-5900-5051	Maturing Debt Interest	\$63,413.00	01-752-5900-5925	Int. on Temp Loans	\$63,413.00
01-751-5900-5051	Maturing Debt Interest	\$46,510.00	01-410-5900-5910	Maturing Debt Principal	\$46,510.00
	Free Cash	\$25,000	01-420-5200-5450	DPW Municipal Fuel	\$25,000
		\$134,923.00	Total Appropriations		\$134,923.00

ARTICLE 4- VOTE TO APPROPRIATE FUNDS FOR COMMUNITY PRESERVATION FUND PROJECTS AS RECOMMEDED BY THE COMMUNITY PRESERVATION COMMITTEE

Motion- Steven T. Blake

Second – John Hadley- A, Patrick Crowley - B, John Hadley – C, Patrick Crowley – D, and Christopher Rucho – E.

Recommendation- Fin Com recommends approval, Board of Selectmen recommends approval on all items

A. It was unanimously voted to appropriate \$25,000 to fund Affordable Housing Purposes.

B.

Discussion (B) – Sandra Namin, 157 Lee Street – parking is next to houses, **Open Space** – met with the neighbors, said parking is close to the street, six spaces. **Mehrdad Namin, 157 Lee Street** – it will be very tight space and will interfere with privacy of homes, also there are pools of water, is there a plan for diversion of the water runoff. **Vinny Vignaly – Open Space** – other options, too dangerous to park on the shoulder, 6 spaces are proposed, in the center of the property away from abutters, Holden side - decision on 12 spaces on that side still pending. **Patrick Crowley – CPC** – CPC funds cannot be used to address the drainage issue per the law governing the use of CPC funds.

It was voted by majority to appropriate \$18,000 to fund creating parking at Blueberry Hill.

C. It was unanimously voted to appropriate \$30,000 for the preservation and repainting of the Holbrook Chapel Roof.

D. It was unanimously voted to appropriate \$70,000 for the rehabilitation and painting of historical portion of the Beaman Memorial Library

E. It was unanimously voted to appropriate \$16,000 for the preservation and rebuilding of the chimney on the historical portion of the Beaman Memorial Public Library

	Project	Total Appropriation	Source of Appropriation
	Appropriations:		
A	To Fund for Affordable Housing Purposes: A grant to pay for community housing needs. Submitted by the West Boylston Affordable Housing Trust be expended under the direction of the Town Administrator.	\$25,000	\$25,000 from the fund balance designated for affordable housing.

B	<p>To Fund for Recreation Purposes:</p> <p>A grant for the purpose of creating parking at "Blueberry Hill", the Town-owned recreation land on Goodale Street. Submitted by the Open Space Implementation Committee & the Conservation Commission and to be expended under the direction of the Town Administrator</p>	\$18,000	\$18,000 from the undesignated fund balance.
C	<p>To Fund for Historic Preservation Purposes</p> <p>A grant for the preservation and repainting of the Holbrook Chapel roof. Submitted by and to be expended under the direction of the Mount Vernon Cemetery Trustees.</p>	\$30,000	\$30,000 from the fund balance designated for Historic Preservation.
D	<p>To Fund for Historic Preservation Purposes</p> <p>A grant for the rehabilitation and painting of the historical portion of the Beaman Memorial Library. Submitted by and to be expended under the direction of the Trustees of the Beaman Memorial Public Library.</p>	\$70,000	\$70,000 from the fund balance designated for Historic Preservation.
E	<p>To Fund for Historic Preservation Purposes</p> <p>A grant for the preservation and rebuilding of the chimney on the historical portion of the Beaman Memorial Library. Submitted by and to be expended under the direction of the Trustees of the Beaman Memorial Public Library.</p>	\$16,000	\$16,000 from the fund balance designated for Historic Preservation.

ARTICLE 5 - TRANSFER OF CEMETERY FUNDS

Motion- Barur Rajeshkumar

Second- Christopher Rucho

Recommendation- Fin Com recommends approval

It was unanimously voted to transfer the sum of Two Thousand Five Hundred Dollars and No Cents (\$2,500.00) from the Sale of Lots Account for necessary cemetery maintenance and improvements.

ARTICLE 6- CONSIDER ACCEPTING MGL CHAPTER 41, SECTION 19J

Motion- John Hadley

Second- Barur Rajeshkumar

Recommendation- no opinion

Discussion – Compensation would be not less than \$50 per 1000 voters and not more than \$100 per 1000 voters. John McCormick, III, 175 Maple Street – why does Fin Com have no opinion – answer: it has no financial impact on the town

It was voted by majority to accept the provisions of Chapter 41, Section I 9J of the Massachusetts General Laws to provide additional compensation for serving as a member of the Board of Registrars of Voters.

ARTICLE 7 -AUTHORIZATION TO APPROPRIATE FUNDS FROM THE COMMONWEALTH TRANSPORTATION INFRASTRUCTURE FUND

Motion- Christopher Rucho

Second- John Hadley

Recommendation- Fin Com recommends approval

Discussion: Gary Kellaher spoke about the road/street signs being planned and showed an example

It was voted by majority to appropriate the sum of \$942.90, said amount being the funds received from the Commonwealth Transportation Infrastructure Fund, to be used for transportation-related projects by the Department of Public Works.

ARTICLE 8 -AUTHORIZATION TO APPROPRIATE FUNDS TO THE OPEB TRUST FUND

Motion- John Hadley

Second- Patrick Crowley

Recommendation- Fin Com and Board of Selectmen recommend approval

It was unanimously voted to raise and appropriate and/or transfer from available funds a sum of money to the Other Post Employment Trust Fund.

ARTICLE 9 - VOTE TO APPROPRIATE FUNDS FOR CAPITAL IMPROVEMENT PURCHASE

Motion- Christopher Berglund

Second- Barur Rajeshkumar

Recommendation- Fin Com and Capital Investment Board recommend approval

Discussion – Gary Kellahe – DPW Director – This will save \$5000.00 a year in contracted labor, will pay for itself in 4 years.

It was unanimously voted to raise and appropriate or transfer from available funds a sum of money to purchase an extended wing blade for use by the Department of Public Works, including all incidental and related costs.

ARTICLE 10 - AUTHORIZATION TO TRANSFER FUNDS TO THE STABILIZATION FUND

Motion- Patrick Crowley

Second- Barur Rajeshkumar

Recommendation- Fin Com recommends approval

It was unanimously voted to transfer a sum of money to the Stabilization Fund.

ARTICLE 11 - AUTHORIZATION TO TRANSFER FUNDS TO THE CAPITAL INVESTMENT FUND

Motion- Barur Rajeshkumar

Second- Christopher Rucho

Recommendation- Fin Com and Capital Investment Board recommend approval

It was unanimously voted to transfer a sum of money to the Capital Investment Fund.

ARTICLE 12 - AUTHORIZATION TO PETITION THE GENERAL COURT TO AMEND THE SPECIAL ACT TO RENAME THE BOARD OF SELECTMEN TO SELECT BOARD

Motion- Patrick Crowley

Second- John Hadley

Recommendation- Board of Selectmen endorses this article

It was voted by majority to authorize the Board of Selectmen to petition the General Court for a special act in the form set forth below, amending the 1995 special act establishing a Board of Selectmen-Town Administrator form of government, by deleting the words "Board of Selectmen" where they appear and inserting in their place the

words "Select Board"; 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 the 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 RENAMING OF THE BOARD OF SELECTMEN TO SELECT BOARD IN THE TOWN OF WEST BOYLSTON.

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. Chapter 23 of the Acts of 1995, entitled "An Act Establishing a Board of SelectmenTown Administrator Form of Government in the Town of West Boylston," is hereby amended in Section 2 (b) by striking out the word "selectmen," and inserting in place thereof the words, "select board."

SECTION 2. Section 3 of said act is hereby deleted in its entirety and inserted in its place shall be the following:

The executive powers of the town shall be vested in the select board, who shall serve as the chief policymaking board of the town. Said select board shall have and exercise all the powers and duties vested in boards of selectmen under the General Laws or by vote of the town, except as provided herein

SECTION 3. Section 4 of said act is hereby amended by striking out the words "board of selectmen," and inserting in place thereof the words "select board."

SECTION 4. Section 5 of said act is hereby amended by striking out the words "board of selectmen," and inserting in place thereof the words "select board."

SECTIONS. Section 7 of said act is hereby amended by striking out the words "board of selectmen," and inserting in place thereof the words "select board"; and further amended by striking out, in every instance in which it appears, the word "selectman" and inserting in place thereof the words "select board member."

SECTION 6. Section 8 of said act is hereby amended by striking out, in every instance in which they appear, the words "board of selectmen," and inserting in place thereof the words "select board."

SECTION 7. Section 9 of said act is hereby amended by striking out the words "board of selectmen," and inserting in place thereof the words "select board."

SECTION 8. Section 10 of said act is hereby amended by striking out the words "board of selectmen," and inserting in place thereof the words "select board."

SECTION 9. Section 14 of said act is hereby amended by striking out the words "board of selectmen," and inserting in place thereof the words "select board."

SECTION 10. This act shall take effect upon its Passage.

ARTICLE 13 -AUTHORIZATION TO AMEND GENERAL, ZONING AND PERSONNEL BYLAWS OF THE TOWN

Motion – Christopher Rucho

Second- Patrick Crowley

Recommendation- Bylaws Committee, Planning Board, Board of Selectmen recommend approval

It was unanimously voted to amend the General Bylaws, Zoning Bylaws, and Personnel Bylaw of the Town, by striking out, in every instance in which they appear, the words "Board of Selectmen" and inserting in place thereof, the words "Select Board", and further to strike out of said Bylaws, in every instance in which it appears, the word "Selectman" or "Selectmen" and insert in place thereof, the words "Select Board member" or "Select Board members" respectively; and further to authorize the Town Clerk to make such changes as appropriate in the Bylaws.

ARTICLE 14 - AUTHORIZATION TO AMEND THE PERSONNEL BYLAWS

Motion- John Hadley

Second- Christopher Rucho

Recommendation- Bylaws Committee recommends approval

It was unanimously voted to amend **Article XXI, Section 5, Z- GRIEVANCE PROCEDURE**, by deleting the below current language:

Z- GRIEVANCE PROCEDURE

Any employee who has been aggrieved by the application of any of the rules and regulations contained within this bylaw may make such grievance known through the process delineated herein. A grievance shall be limited to questions of interpretation and application of these rules and regulations and must be started within seven (7) calendar days of the occurrence of the alleged violation. The aggrieved employee shall present the grievance in writing to the department head for resolution. If it is not resolved at that level within seven (7) calendar days, the aggrieved employee shall present the grievance to

the Town Administrator or appropriate elected board, commission or committee, in writing, within seven (7) calendar days of the department head's action on the grievance. The Town Administrator or appropriate elected board, commission or committee shall have fourteen (14) calendar days to process the grievance.

If the aggrieved employee is not satisfied with the actions of the Town Administrator or elected board, commission or committee, the aggrieved employee may present a grievance, in writing, to the Personnel Board, and shall send copies of same to the appropriate department head, Town Administrator and appropriate elected board, commission and committee within seven (7) calendar days for final action. The written notice shall include the following:

- a) statement of the grievance and relevant facts;
- b) remedy sought; and
- c) reasons for dissatisfaction with the department head's solution.

The Personnel Board shall consider the grievance at a public meeting. Final action shall be taken by the Personnel Board within fourteen (14) days of receipt of the grievance by the Personnel Board.

and replacing it with the following language:

'Z- GRIEVANCE PROCEDURE

The Town will promptly consider and respond to employee grievances. The preferred method of addressing grievances is informally, to correct the cause of the grievance and encourage employees and supervisors to address and resolve problems as they arise. If the cause of a grievance cannot be resolved informally, the below process should be followed.

Grievance should be submitted in writing to the department head or appropriate governing board within 15 calendar days of the occurrence. If it is not resolved at that level, the aggrieved employee shall present the grievance to the Town Administrator within 15 calendar days of the department head's action on the grievance. The Town Administrator shall have 15 calendar days to process the grievance.

If the aggrieved employee is not satisfied with the actions of the Town Administrator, the aggrieved employee may present a grievance in writing, to the Personnel Board and send copies of same to the appropriate department head or appropriate governing board, and Town Administrator within 7 calendar days for final action. The written notice shall include the following:

- a) Statement of the grievance and relevant facts
- b) Remedy sought
- c) Reasons for dissatisfaction with the department head or appropriate governing board and Town Administrator's solutions.

The Personnel Board shall review the grievance filed and the actions taken and will recommend a resolution with 15 days from the public meeting date.'

ARTICLE 15-AUTHORIZATION TO AMEND THE PERSONNEL BYLAWS

Motion- Patrick Crowley

Second- John Hadley

Recommendation- Bylaws Committee recommends approval

It was voted by majority to amend Article XXI, Section 5, **P- PERSONAL DAYS**, by deleting the below current language

'P- PERSONAL DAYS

Each full-time employee may receive three paid days off each year. Each part-time employee may receive two paid days off each year for the purpose of conducting personal business. A day for part- time employees shall be the regularly scheduled hours of the workday taken off.'

And replacing it with the following language,

'P- PERSONAL DAYS

Personal Days/Hours will be based on an employee's weekly number of hours worked.

Full Time Employees, as defined in Section **F-TYPES OF EMPLOYEES**, 32.5 + hours per week year-round, are entitled to 3 days a year at 3/5 week's hours. For example: 40 hours worked a week= 24 Personnel Hours, 32.5 hours worked a week= 19.5 hours.

Part Time Employees, as defined in Section **F-TYPES OF EMPLOYEES**, 20- less than 32.5 hours a week year-round, are entitled to 2 days a year at 2/5 week's hours. For example: 20 hours worked a week= 8 hours per year. 24 hours worked a week= 10 hours per year. 30 hours worked a week= 12 hours per year.

Fractional & Seasonal Employees, as defined in Section F-TYPES OF EMPLOYEES, are not entitled to any Personal Days/Hours.'

ARTICLE 16- AUTHORIZATION TO AMEND THE PERSONNEL BYLAWS

Motion- Barur Rajeshkumar

Second- Christopher Rucho

Recommendation- Bylaws Committee recommends approval

It was unanimously voted to amend **Article XXI, Section K - WORK HOURS** by deleting the second paragraph which reads, 'The normal scheduled workweek for emergency fire personnel shall be forty-five (45) hours as scheduled by the Fire Chief. Personnel are expected to respond to calls and attend meetings and training outside of the normal hours on an as needed basis.'

ARTICLE 17 -AUTHORIZATION TO AMEND THE PERSONNEL BYLAWS

Motion- Barur Rajeshkumar

Second- John Hadley

Recommendation- Bylaws Committee recommends approval

Discussion – Chief Welsh recommends change, to facilitate payroll

It was unanimously voted to amend **Article XXI, Section L. OVERTIME, 2. Emergency Fire Personnel** by deleting the following language,

'Overtime for full-time Fire Department employees, including firefighters, Emergency Medical Technicians and Paramedics shall be paid at the rate of one and one-half (1.5) times their regular rate of pay for all hours worked in excess of fifty-three (53) hours within a work week.'

And replacing it with the following language:

'Overtime for Fire Department employees, including firefighters, Emergency Medical Technicians and Paramedics shall be paid at the rate of one and one-half (1.5) times their regular rate of pay for all hours worked in excess of one hundred and six (106) hours within a work period.'

ARTICLE 18 - AUTHORIZATION TO AMEND THE PERSONNEL BYLAWS

Motion- Christopher Rucho

Second- Barur Rajeshkumar

Recommendation- Bylaws Committee recommends approval

Discussion – Chief Welsh pointed out that there are 7 active call members and coverage is needed 24 hours a day.

It was unanimously voted to amend Article XXI, **Section L. OVERTIME, 3. Emergency Fire Personnel** by deleting the following language,

'Members of the Fire Department, including Emergency Medical Technicians and Paramedics called to duty between the hours of 11:00 p.m. and 6:00 a.m. are guaranteed payment for two (2) hours.'

And replacing it with the following language:

'Members of the Fire Department, including Emergency Medical Technicians and Paramedics called to duty are guaranteed payment for two (2) hours.'

ARTICLE 19- AUTHORIZATION TO AMEND THE PERSONNEL BYLAWS

Motion- John Hadley

Second- Christopher Rucho

Recommendation- Bylaws Committee recommends approval

It was unanimously voted to amend Article XXI, **Section AA. CLASSIFICATION AND COMPENSATION**

PLAN, 1) Classification Plan

By deleting the following chart:

Non-Exempt Emergency Fire and Medical Employees	
Grade IF	Call Support Employees
Grade 2F	Call, full-time, part-time and per diem firefighters Call, full-time, part-time and per diem EMT's (basic and Intermediate)
Grade 3 F	Full-time, part-time and per diem Firefighter/Emergency Medical technician (EMT) Full-time, part-time and per diem Firefighter/Emergency Medical Technician (EMT) Clerk

Grade 4F	Call, full-time, part-time and per diem Firefighter/Paramedic (PAR) Call, full-time, part-time and per diem Firefighter/Paramedic (PAR) Clerk
----------	--

And replacing it with the following chart:

Non-Exempt Emergency Fire and Medical Employees	
Grade IF	Call Support Employees
Grade 2F	Call, part-time and per diem firefighters Call part-time and per diem EMT's (basic and Intermediate)
Grade 3 F	Part-time and per diem Firefighter/Emergency Medical technician (EMT) Part-time and per diem Firefighter/Emergency Medical Technician (EMT) Clerk
Grade 4F	Call, part-time and per diem Firefighter/Paramedic (PAR) Call, part-time and per diem Firefighter/Paramedic (PAR) Clerk

ARTICLE 20 - AUTHORIZATION TO AMEND THE PERSONNEL BYLAWS

Motion- Patrick Crowley

Second- Christopher Rucho

Recommendation- Bylaws Committee recommends approval

It was unanimously voted to amend Article XXI, **Section AA. CLASSIFICATION AND COMPENSTION PLAN,** 1) Classification Plan

By deleting the following language

'Per Diem positions are used to fill open shifts within the fire department. Per Diem employees are paid by the hour with no benefits. Officers-in-Charge who are on call for weekends are paid three hours for being available to respond to calls, and paramedics and EMT's who sign up to be

"on call' for open shifts are paid 1 hour for every two hours on call.'

And replacing it with the following language:

'Per Diem positions are used to fill open shifts within the fire department. Per Diem employees are paid by the hour with no benefits. Officers-in-Charge who are on call are

paid three hours for being available to respond to calls, and paramedics and EMT's who sign up to be "on call" for open shifts are paid 1 hour for every two hours on call. Detail Rate is established by the Fire Chief.'

ARTICLE 21 - AUTHORIZATION TO AMEND THE PERSONNEL BYLAWS

Motion- Barur Rajeshkumar

Second- John Hadley

Recommendation- Bylaws Committee recommends approval

It was unanimously voted to amend Article XXI, Section AA. **CLASSIFICATION AND COMPENSTION PLAN, 2) Compensation Plan**

By deleting the following language

'The Non- Exempt Emergency Fire and Medical Services Employees Classification Plan and Compensation Plan shall become effective on the following dates: January 1, 2000 for Grades F3 and F4, and July 1, 2000 for Grades F1 and F2.

Article 22 - REQUEST FOR ZONING CHANGE FOR HOLT STREET, WEST BOYLSTON

Motion- Christopher Rucho

Second- Patrick Crowley

Recommendation-Planning Board and Bylaws Committee recommend approval

Discussion – Elise Wellington, 66 Malden St. – do we have a map? A map was produced for viewing; Paul Lenkarski, 5 Winthrop St. –recommends extending zone currently split to be business zone all across the parcel.

It was voted by 2/3rds majority as declared by the Moderator, to amend Section 2-3 of the Zoning Bylaws, as most recently amended by re-zoning the parcel of land located at 20 Holt Street and containing approximately 0.921 acres of land as shown on Assessors Map 139, Parcel 3, as described below from the Single Residence Zoning District to the Business Zoning District, and further, that the Town vote to amend Section 2-2 of the Town's Zoning Bylaws by amending the Zoning Map for the purpose of removing said parcel of land from the Single Residence Zoning District and including said parcel in the Business Zoning District. Said parcel is described as follows:

A parcel situated on the easterly side of Holt Street, beginning at the northwest corner of Assessors Map 139, Parcel 3, known as 20 Holt Street, and running thence:

- 1.) S 22° 07'033" E, with the easterly line of Holt Street, a distance of 254.24' to a point in the existing Single Residence/Business zoning district line defined as a line 300' from the Right of Way line of Sterling Street, and running thence;
- 2.) N 57° 24' 54" E., with said existing zoning district line, a distance of 113.32' to a point of curvature in said zoning district line, and running thence;
- 3.) Continuing with said zoning district line, along a non-radial curve to the left, having a radius of 565.00', for an arc length of 255.98', to a point in the southerly line of Assessors Map 131, Parcel 13, and running thence;
- 4.) S 84° 41' 30" W, with the southerly line of said Map 131, Parcel 13, a distance of 340.98' to the Place of Beginning.

John Meindersma, Moderator moved to dissolve the meeting at 8:20 pm. Second – Christopher Rucho Meeting Dissolved at 8:20 pm