



## AMENDED WARRANT

for

### **Special Town Meeting**

November 4, 2013  
7:00 p.m.  
Hamilton-Wenham Regional High School  
Auditorium

### **Special Town Election**

November 21, 2013  
7 a.m. - 8 p.m.  
Winthrop School  
Cafeteria

## **Town By-Laws**

### **CHAPTER II**

#### **RULES AND PROCEDURE OF TOWN MEETINGS**

**SECTION 1.** All articles in the warrant shall be taken up in the order of their arrangement, unless otherwise decided by a two-thirds vote, except that unanimous consent shall be required for inclusion of an Article in a "Consent Motion" group of Articles that will be taken up by the meeting for voting on the group.

**SECTION 2.** In case of motions to amend, or to fill out blanks, the one expressing the largest sum or the longest time shall be put first, and an affirmative vote thereon shall be a negative vote on any smaller sum or shorter time.

**SECTION 3.** The report of a committee shall be deemed properly before a meeting if a request for its acceptance is included in an article of the warrant and a copy is published in the Special Report or is filed with the Town Clerk fifteen days prior to the meeting. A vote to accept a final report shall discharge the committee but shall not be equivalent to a vote to carry out its recommendations. A vote on recommendations included in a committee report shall only be in order under an article to that effect in the warrant. A vote to accept a report of progress shall continue the committee under its original authority unless otherwise specified.

**SECTION 4.** If an article of the Warrant has once been acted upon and disposed of, it shall not be again considered at the meeting except by a two-thirds vote.

**SECTION 5.** No money shall be appropriated from the Stabilization Fund except by a 2/3 vote at a Town Meeting.

**SECTION 6.** Only registered voters of the Town shall be admitted and entitled to vote at any Annual or Special meeting provided that upon prior request the Moderator may admit to the meeting persons who are not registered voters and in his discretion may permit them to speak on a subject. Any person so permitted to speak at a meeting shall announce his full name and address to the meeting.

**SECTION 7.** Motions at Town Meeting shall be made orally, but the Moderator may require any motion also to be submitted in writing. Unless otherwise directed thereby the Moderator shall appoint all committees created by the vote of the Town.

**SECTION 8.** The conduct of all Town Meetings not prescribed by law or by the foregoing rules shall be determined by the rules of practice contained in Town Meeting Time, A Handbook of Parliamentary Law, Second Edition.

**SECTION 9.** On matters requiring a two-thirds vote, either by statute or these By-Laws, a count need not be taken and the vote need not be recorded unless the vote declared is immediately questioned by seven or more voters as provided in General Laws, Chapter 39, Section 15.

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Special Town Meeting – November 4, 2013



ESSEX, SS

**TO THE CONSTABLE OF THE TOWN OF HAMILTON:**

**GREETINGS:**

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of the Town of Hamilton qualified to vote in election and town affairs, to meet at the Hamilton-Wenham Regional High School in said town, on Tuesday, the fourth day of November, in the year Two Thousand Thirteen (November 4, 2013) at seven o'clock in the evening 7:00 p.m., then and there to act on the following articles.

***SECTION 1: REPORTS***

<b>ARTICLE 2013/11 1-1</b> Reports	To hear reports of Town Officers and selected committees and to take action thereon or relative thereto. Reports will appear in the Town Report for Calendar Year 2013.
<b>ARTICLE 2013/11 1-2</b> Article for Consent Motion	To see if the Town will consolidate in one consent motion containing the motions for those articles that, in the opinion of the Moderator, are not controversial and can be passed without debate, or take any other action thereon or relative thereto.

***SECTION 2: FINANCIAL ACTIONS***

<b>ARTICLE 2013/11 2-1</b> Classification/ Compensation Table	To see if the Town will amend the Personnel By-law by adopting changes to the classification and compensation table, or take any other action thereon or relative thereto.  [The proposed table is set forth in Appendix A to the Fall 2013 Warrant book.]  The Board of Selectmen and the Finance and Advisory Committee will make recommendations at Special Town Meeting.
<b>ARTICLE 2013/11 2-2</b> Water Enterprise Budget	To see if the Town will approve the amended FY '14 Water Enterprise Budget or take any other action thereon or relative thereto.  [The proposed amended budget is set forth in Appendix B to the Fall 2013 Warrant book.]  The Board of Selectmen and the Finance and Advisory Committee will make recommendations at Special Town Meeting.

**Special Town Meeting – November 4, 2013**

<p><i>ARTICLE 2013/11 2-3</i></p> <p>Amendments to Annual Appropriations</p>	<p>To see if the Town will raise and appropriate or transfer from available funds the following additional FY '14 General Town appropriations, or take any other action thereon or relative thereto:</p> <ul style="list-style-type: none"> <li>a. Increase the appropriation for Protection of Persons &amp; Property; (expected amount of \$45,000)</li> <li>b. Increase the appropriation for Health &amp; Human Services; (expected amount of \$5,300)</li> <li>c. Increase the appropriation for Library Joint Program; (expected amount of \$24,000-\$50,000)</li> </ul> <p>The Board of Selectmen and the Finance and Advisory Committee will make recommendations at Special Town Meeting.</p>
<p><i>ARTICLE 2013/11 2-4</i></p> <p>FLSA Back Pay</p>	<p>To see if the Town will raise and appropriate from certified free cash the following additional FY '14 General Town appropriations, or take any other action thereon or relative thereto:</p> <ul style="list-style-type: none"> <li>a. Increase the appropriation for Health and Human Services; (expected amount is \$5,000)</li> <li>b. Increase the appropriation for the Department of Public Works. (expected amount is \$25,000)</li> </ul> <p>The Board of Selectmen and the Finance and Advisory Committee will make recommendations at Special Town Meeting.</p>
<p><i>ARTICLE 2013/11 2-5</i></p> <p>HWRSD Debt Buker School Heating System</p>	<p>To see if the Town will approve the borrowing authorized by the Hamilton-Wenham Regional School District (the "District"), for the purpose of paying costs of replacing the heating system at the Bessie Buker Elementary School, located at 1 School Street, in Wenham, including the payment of all costs incidental or related thereto (the "Project"), which proposed repair project would materially extend the useful life of the Bessie Buker Elementary School and preserve an asset that otherwise is capable of supporting the required educational program, and for which the District may be eligible for a school construction grant from the Massachusetts School Building Authority ("MSBA"), said amount to be expended at the direction of the School Building Committee. The MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any Project costs the District incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the District and its member municipalities. Any grant that the District may receive from the MSBA for the Project shall not exceed the lesser of (1) the MSBA approved percentage of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA, or take any other action thereon or relative thereto. (Expected amount is \$600,000)</p> <p align="center"><b>See Ballot Question # 1 at the end of the Warrant</b></p> <p>The Board of Selectmen and the Finance and Advisory Committee will make recommendations at Special Town Meeting.</p>

**Special Town Meeting – November 4, 2013**

<p><i>ARTICLE 2013/11 2-6</i></p> <p align="center">HWRSD Debt Winthrop School Heating System and Windows Project</p>	<p>To see if the Town will approve the borrowing authorized by the Hamilton-Wenham Regional School District (the “District”), for the purpose of paying costs of replacing the heating system and windows at the Winthrop Elementary School, located at 325 Bay Road, in South Hamilton, including the payment of all costs incidental or related thereto (the “Project”), which proposed repair project would materially extend the useful life of the Winthrop Elementary School and preserve an asset that otherwise is capable of supporting the required educational program, and for which the District may be eligible for a school construction grant from the Massachusetts School Building Authority (“MSBA”), said amount to be expended at the direction of the School Building Committee. The MSBA’s grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any Project costs the District incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the District and its member municipalities. Any grant that the District may receive from the MSBA for the Project shall not exceed the lesser of (1) the MSBA approved percentage of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA, or take any other action thereon or relative thereto. (Expected amount is \$2,150,000)</p> <p align="center"><b>See Ballot Question # 2 at the end of the Warrant</b></p> <p>The Board of Selectmen and the Finance and Advisory Committee will make recommendations at Special Town Meeting.</p>
<p><i>ARTICLE 2013/11 2-7</i></p> <p align="center">HWRSD Debt Winthrop School Heating Distribution System Project</p>	<p>To see if the Town will approve the borrowing authorized by the Hamilton-Wenham Regional School District (the “District”), for the purpose of paying costs of the installation of a heating distribution system at the Winthrop Elementary School, including the payment of all costs incidental or related thereto, or take any other action thereon or relative thereto. (Expected amount \$875,000)</p> <p align="center"><b>See Ballot Question # 3 at the end of the Warrant</b></p> <p>The Board of Selectmen and the Finance and Advisory Committee will make recommendations at Special Town Meeting.</p>
<p><i>ARTICLE 2013/11 2-8</i></p> <p align="center">HWRSD Debt Buker Fire Suppression System</p>	<p>To see if the Town will approve the borrowing authorized by the Hamilton-Wenham Regional School District (the “District”), for the purpose of paying costs of the installation of the fire suppression system at the Bessie Buker Elementary School, including the payment of all costs incidental or related thereto, or take any other action thereon or relative thereto. (Expected amount \$500,000)</p> <p align="center"><b>See Ballot Question # 4 at the end of the Warrant</b></p> <p>The Board of Selectmen and the Finance and Advisory Committee will make recommendations at Special Town Meeting.</p>
<p><i>ARTICLE 2013/11 2-9</i></p> <p align="center">Community Preservation Fund Projects</p>	<p>To see if the Town will appropriate monies from Community Preservation fund special revenues, specific reserves, or other available funds for the undertaking of community preservation projects as recommended by the Community Preservation Committee, or take any other action thereon or relative thereto.</p> <p>[The proposed amendments are set forth in Appendix C to the Fall 2013 Warrant book.]</p> <p>The Board of Selectmen and the Finance and Advisory Committee will make recommendations at Special Town Meeting.</p>

**Special Town Meeting – November 4, 2013**

<p><b>ARTICLE 2013/11 2-10</b></p> <p>CPC Funds for the Replacement of the Pool at Patton Park</p>	<p>To see if the Town will appropriate a sum of money to pay costs of reconstructing the Patton Park Pool, including the payment of all costs incidental and related thereto; to determine whether this amount shall be raised by borrowing, including the borrowing of all or any portion of this appropriation pursuant to the Community Preservation Act, transfer from available funds, taxation, or any combination of the foregoing, as recommended by the Community Preservation Committee, or take any other action thereon or relative thereto. (Expected amount \$2.5 million.)</p> <p>The Board of Selectmen and the Finance and Advisory Committee will make recommendations at Special Town Meeting.</p>
<p><b>ARTICLE 2013/11 2-11</b></p> <p>Capital Improvements - Culverts</p>	<p>To see if the Town will raise and appropriate or transfer from available funds a sum of money to fund improvements to culverts on Howard and Linden Streets, or take any other action thereon or relative thereto. (Expected amount of \$50,000)</p> <p>The Board of Selectmen and the Finance and Advisory Committee will make recommendations at Special Town Meeting.</p>

**SECTION 4: TOWN BY-LAW AMENDMENTS**

<p><b>ARTICLE 2013/11 4-1</b></p> <p>Council on Aging By-law</p>	<p>To see if the Town will amend the Town General By-laws to assign as Ch. XXXIII “Council on Aging”, the Council on Aging By-law adopted by the 1966 Annual Town Meeting, or take any other action thereon or relative thereto.</p> <p>The Board of Selectmen and the Finance and Advisory Committee will make recommendations at Special Town Meeting.</p>
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**SECTION 5: OTHER APPROPRIATIONS AND ACTIONS**

<p><b>ARTICLE 2013/11 5-1</b></p> <p>Grant of Septic System Easement</p>	<p>To see if the Town will grant an easement to 367 Lake Avenue for maintenance of a septic system underneath the Town’s right of way, on terms acceptable to the selectmen, or take any other action thereon or relative thereto.</p> <p>The Board of Selectmen and the Finance and Advisory Committee will make recommendations at Special Town Meeting.</p>
<p><b>ARTICLE 2013/11 5-2</b></p> <p>Discover Hamilton Trails</p>	<p>To see if the Town will authorize the Board of Selectmen to accept an easement being shown on a plan on file with the Town Clerk for recreational purposes as part of the Discover Hamilton Trail program, or take any other action thereon or relative thereto.</p> <p>The Board of Selectmen and the Finance and Advisory Committee will make recommendations at Special Town Meeting.</p>

**SECTION 6: CLOSING FINANCIAL ACTIONS**

<p><b>ARTICLE 2013/11 6-1</b></p> <p>Free Cash Application</p>	<p>To see if the Town will transfer from certified free cash a sum of money to reduce the tax rate for the Fiscal Year beginning July 1, 2013, or take any action thereon or relative thereto.</p> <p>The Board of Selectmen and the Finance and Advisory Committee will make recommendations at Special Town Meeting.</p>
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**Special Town Meeting – November 4, 2013**

**Proposition 2 ½ Debt Exclusion Ballot Questions**

***Buker School Heating System Project***

Shall the Town of Hamilton be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay the Town's allocable share of the bond issued by the Hamilton-Wenham Regional School District for the purpose of paying costs of replacing the heating system at the Bessie Buker Elementary School, located at 1 School Street, in Wenham, including the payment of all costs incidental or related thereto?

***Winthrop School Heating System and Windows Project***

Shall the Town of Hamilton be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay the Town's allocable share of the bond issued by the Hamilton-Wenham Regional School District for the purpose of paying costs of replacing the heating system and windows at the Winthrop Elementary School, located at 325 Bay Road, in South Hamilton, including the payment of all costs incidental or related thereto?

***Winthrop School Heating Distribution System Project***

Shall the Town of Hamilton be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay the Town's allocable share of the bond issued by the Hamilton-Wenham Regional School District for the purpose of paying costs of the installation of the heating distribution system at the Winthrop Elementary School, including the payment of all costs incidental or related thereto?

***Buker School Fire Suppression System Project***

Shall the Town of Hamilton be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay the Town's allocable share of the bond issued by the Hamilton-Wenham Regional School District for the purpose of paying costs of the installation of the fire suppression system at the Bessie Buker Elementary School, including the payment of all costs incidental or related thereto?




Special Town Meeting – November 4, 2013

ADJOURNMENT


Given under our hands October 7, 2013

*HAMILTON BOARD OF SELECTMEN*

  
\_\_\_\_\_  
*Marc J. Johnson, Chair*

  
\_\_\_\_\_  
*Jennifer Scuteri*

\_\_\_\_\_  
*David G. Neill*

  
\_\_\_\_\_  
*Jeffrey Hubbard*

  
\_\_\_\_\_  
*Scott Maddern*

*Hamilton, Massachusetts*

*I have this day served this warrant as directed by Chapter 1, Section 1b of the Town By-laws.*

*Constable*

DEMOCRACY  
IS NOT A  
SPECTATOR  
SPORT

Town of Hamilton  
577 Bay Road  
Hamilton, MA  
01936

*Please join us*

*Monday, November 4 2013*

*Special TOWN MEETING*

*H-W Regional High School Auditorium*

*7:00 p.m.*

Visit our website at [www.hamiltonma.gov](http://www.hamiltonma.gov)

**PLEASE BRING THIS WITH YOU TO TOWN MEETING**

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HAMILTON, MA  
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\*\*\*\*\*ECRWSSDDM\*\*\*\*\*

Local

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**APPENDIX A**  
**COMPENSATION / CLASSIFICATION TABLE**  
**FISCAL YEAR 2014**

**Salary and Wage Positions**

(#) = See footnote - end of Comp. Table

**Salaried Positions**

	Steps	I	II	III	IV	V	VI	VII
		Start	6 months	18 months	30 months	42 months	54 months	66 months
	Chief Appraiser	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
	Chief of Fire	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
2	Chief of Police	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
	Director of Finance/Accountant	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
	Director of Planning & Development	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
	Director of Public Works	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
	Director of Assessors	55,805.69	58,037.92	60,359.44	62,773.82	65,284.77	67,896.16	70,612.01
2	Health Agent	55,805.69	58,037.92	60,359.44	62,773.82	65,284.77	67,896.16	70,612.01
2	Health Inspector	55,805.69	58,037.92	60,359.44	62,773.82	65,284.77	67,896.16	70,612.01
2	Public Health Nurse	55,805.69	58,037.92	60,359.44	62,773.82	65,284.77	67,896.16	70,612.01
1	Treasurer-Collector	55,805.69	58,037.92	60,359.44	62,773.82	65,284.77	67,896.16	70,612.01
	Council on Aging Director	47,289.01	49,180.57	51,147.79	53,193.70	55,321.45	57,534.31	59,835.68
	Emergency Center Supervisor	47,289.01	49,180.57	51,147.79	53,193.70	55,321.45	57,534.31	59,835.68
	Recreation Director	47,289.01	49,180.57	51,147.79	53,193.70	55,321.45	57,534.31	59,835.68
	Town Accountant (Vacant)	47,289.01	49,180.57	51,147.79	53,193.70	55,321.45	57,534.31	59,835.68
2	Building/Zoning Inspector	40,089.15	41,692.72	43,360.43	45,094.85	46,898.64	48,774.59	50,725.57
	Conservation Coordinator	40,089.15	41,692.72	43,360.43	45,094.85	46,898.64	48,774.59	50,725.57
	CPA Coordinator	40,089.15	41,692.72	43,360.43	45,094.85	46,898.64	48,774.59	50,725.57
	Planning Coordinator	40,089.15	41,692.72	43,360.43	45,094.85	46,898.64	48,774.59	50,725.57

**Hourly Waged Positions**

	Steps	I	II	III	IV	V	VI	VII
		Start	6 months	18 months	30 months	42 months	54 months	66 months
	Asst. to the Town Manager	20.13	20.94	21.78	22.65	23.56	24.50	25.48
	Assistant Town Accountant	21.71	22.58	23.48	24.42	25.40	26.42	27.48
	Assistant Treasurer/Collector	21.71	22.58	23.48	24.42	25.40	26.42	27.48
	Facilities Maintenance Technician	19.99	20.79	21.62	22.48	23.38	24.32	25.29
	Social Services Specialists	17.22	17.91	18.63	19.38	20.16	20.97	21.81
7	Animal Control Officer	15.28	15.89	16.53	17.19			
	Clerk/Typist	15.47	16.09	16.73	17.40			
	Custodian	16.18	16.83	17.50	18.20			
	Emergency Center Dispatcher (P/T)	16.18	17.15	18.18	19.27			
	Fire Equipment Mechanic	23.76	24.71	25.70	26.73			
	Matron	17.55	18.60	19.72	20.90			
	Reserve Patrolman	17.55	18.60	19.72	20.90			

**Call Firefighters**

Rank	Hourly Wage	Certified 5%					
Deputy Chief	25.97	27.27					
Captain	24.06	25.26					
Lieutenant	22.12	23.23					
Inspector; Electrical/Building	22.12	n/a					
Firefighter w/ CPR Ist. Responder	19.23	20.19					
Probationary Firefighter	16.35	n/a					

**APPENDIX A**  
**COMPENSATION / CLASSIFICATION TABLE**  
**FISCAL YEAR 2014**

**Collective Bargaining Unions**

*Administrative Union - Hourly Compensation table established by Union Contract. Negotiations in progress.*

Steps	I	II	III	IV	V	VI	VII
	Start	6 months	18 months	30 months	42 months	54 months	66 months
Administrative Assts. - Grade I	16.74	17.41	18.11	18.83	19.58	20.36	21.17
Administrative Assts. - Grade II	17.91	18.63	19.38	20.16	20.97	21.81	22.68

*DPW Union - Hourly Compensation table established by Union Contract.*

*7/1/2013 - 1% Increase*

Steps	I	II	III	IV	V		
	Start	9 months	21 months	33 months	45 months		
Foreman	21.69	22.56	23.46	24.40	25.38		
Mechanic	21.69	22.56	23.46	24.40	25.38		
Plant Operator - Primary	21.69	22.56	23.46	24.40	25.38		
Foreman 2	19.81	20.60	21.42	22.28	23.17		
Plant Operator - Secondary	19.47	20.25	21.06	21.90	22.78		
Heavy Equipment Operator	18.82	19.57	20.35	21.16	22.01		
Truck Driver/Laborer	17.52	18.22	18.95	19.71	20.50		

*1/1/2014 - 1% Increase*

Steps	I	II	III	IV	V		
	Start	9 months	21 months	33 months	45 months		
Foreman	21.91	22.79	23.70	24.65	25.64		
Mechanic	21.91	22.79	23.70	24.65	25.64		
Plant Operator - Primary	21.91	22.79	23.70	24.65	25.64		
Foreman 2	20.01	20.81	21.64	22.51	23.41		
Plant Operator - Secondary	19.66	20.45	21.27	22.12	23.00		
Heavy Equipment Operator	19.01	19.77	20.56	21.38	22.24		
Truck Driver/Laborer	17.70	18.41	19.15	19.92	20.72		

*Firefighter Union - Hourly Compensation table established by Union Contract.*

Steps	I	II	III	IV	V	VI	VII
	0	1 yrs.	2 yrs.	3 yrs.	4 yrs.	5 yrs.	6 yrs.
Firefighter/EMT	20.19	21.00	21.84	22.71	23.62	24.56	25.54
Fire Inspector	23.62	24.57	25.55	26.57	27.63	28.74	29.89
EMT Certification Stipend (Weekly)	50.00						

*Police Union - Hourly Compensation table established by Union Contract.*

Steps	I	II	III	IV	V	VI	VII
	0	1 yrs.	5 yrs.	10 yrs.	15 yrs.	20 yrs.	25 yrs.
Upon completion of years of service							
Employees Hired Prior to 7/1/2010							
1, 5, 6 W/O College Degree	20.09	24.59	25.20	25.80	26.42	27.03	27.41
1, 5, 6 BA/BS	24.12	29.52	30.26	30.99	31.73	32.46	32.91
1, 5, 6 MA/MS	25.12	30.75	31.52	32.28	33.05	33.81	34.28
Employees Hired After 7/1/2010							
1, 5, 6 W/O College Degree	20.09	24.59	25.20	25.80	26.42	27.03	27.41
1, 5, 6 BA/BS	22.10	27.05	27.73	28.40	29.08	29.75	30.17
1, 5, 6 MA/MS	22.61	27.67	28.36	29.04	29.74	30.42	30.85

**APPENDIX A**  
**COMPENSATION / CLASSIFICATION TABLE**  
**FISCAL YEAR 2014**

**Police & Fire Signal Operator Union - Weekly Comp. table established by Union Contract.**  
**7/1/2013 - 1% Increase**

	Steps	I	II	III	IV	V	VI	VII
		Start	6 months	18 months	36 months	48 months	60 months	72 months
5	Dispatcher (Weekly rates)	644.80	683.60	724.80	768.40	799.20	831.20	864.40
	Dispatcher (Hourly rates)	16.12	17.09	18.12	19.21	19.98	20.78	21.61
4	EMD Stipend (Weekly rate)	30.00						

**1/1/2014 - 1% Increase**

	Steps	I	II	III	IV	V	VI	VII
		Start	6 months	18 months	36 months	48 months	60 months	72 months
5	Dispatcher (Weekly rates)	651.20	690.40	732.00	776.00	807.20	839.60	873.20
	Dispatcher (Hourly rates)	16.28	17.26	18.30	19.40	20.18	20.99	21.83
4	EMD Stipend (Weekly rate)	30.00						

**Other**

	Elected/Appointed Positions (MGL 41 s.108 & 108A)	Annual Salary
	Town Manager	132,000.75
	Chief of Police	118,800.68
1	Town Clerk (Elected)	59,836.20
	Selectmen/Chairman	3,225
	Board of Assessors/Chairman	2,878
	Selectmen/Members	2,852
	Board of Assessors/Members	2,150
	Board of Appeals/Chairman	1,648
	Board of Health/Chairman	856
	Board of Health/Members	485

	Professional Stipends	Annual Rate
	Animal Pick-Up (Deceased)	2,400
	Animal Control Officer/Wildlife	2,400
	Dog Officer	2,400
	Call Fire Deputy Chief	1,500
	EMT Certification (Police Officers)	1,500
	Harbormaster	1,200
8	Cert. Treas/Collector & Town Clerk	1,000
	Call Fire Captain	750
	Call Fire Training Officer	500
	Accreditation Stipend (Police)	250

	Inspectional Services	Annual Pay
	Building/Zoning Inspector	26,000
	Plumbing/Gas Inspector	13,147
	Electrical Inspector	13,147
	Animal Inspector	3,999
	Sealer of Weights & Measures	1,845
	Asst. Plumbing/Gas Inspector	809
	Asst. Electrical Inspector	809
	Asst. Building Inspector	809

	Contract Rates - Part-time	Contract Rate
	MIS Systems Analyst (annually)	30,013
	Health Agent (hourly)	46.30

	Occasional Help	Range of Compensation
	Registrar of Voters (annually)	298.00
	Poll Worker (hourly)	8.00 10.00
	Recreation Instructor (hrly./per class)	8.00 80.00
	Seasonal Employee (hourly)	8.00 20.00
	Senior Work-Off Prog. (hourly)	8.00

**Legend:**

- 1 Position receives a "Professional Stipend"
- 2 Differs from Wage and Salary table; see "OTHER" section at the end of Compensation Table.
- 3 Less than full-time. Hourly wage is based on annual salary from table calculated on a 37.5 hr. work week.
- 4 Dispatchers who hold Emergency Medical Dispatch Certification.
- 5 Shift differential is 5% for Evening and 7% for Midnight shift
- 6 Lieutenants shall receive 25% more than the corresponding patrolman's rate. Sergeants and Inspectors shall receive 15% more than the corresponding patrolman's rate.
- 7 Compensation paid by stipend. See Stipend Table.
- 8 Additional Compensation for Certification. See M.G.L. Ch. 41, Sec. 19K & 109P

APPENDIX B

WATER ENTERPRISE APPROPRIATION

	FY2010 Actual	FY2011 Actual	FY2012 Actual	FY2013 Actual	FY2014 ATM	FY2014 STM	Variance STM to FY13 ACTUAL
<b>REVENUE</b>							
User Charges	\$ 964,978	\$ 971,995	\$ 960,036	\$ 945,055	\$ 979,000	\$ 995,305	5.32%
Water Lien	\$ 1,207	\$ 43,711	\$ 35,413	\$ 29,723	\$ 21,827	\$ 21,827	-26.57%
Miscellaneous	\$ 8,470	\$ 7,137	\$ 11,336	\$ 7,625	\$ 6,479	\$ 6,479	-15.03%
Penalty & Interest	\$	\$ 2,877	\$ 2,974	\$ 3,008	\$ 2,929	\$ 2,929	-2.63%
Other Financing Source	\$ 631	\$ 7,701	\$ 25	\$ 15,179	\$	\$	
<b>TOTAL REVENUE</b>	\$ 975,286	\$ 1,033,421	\$ 1,009,784	\$ 1,000,590	\$ 1,010,235	\$ 1,026,540	2.59%
<b>EXPENSES</b>							
<b>PERSONNEL EXPENSE</b>							
Salaries and Wages	\$ 200,101	\$ 202,072	\$ 209,846	\$ 215,397	\$ 202,446	\$ 187,370	-13.01%
Overtime Wages	\$ 49,895	\$ 66,959	\$ 49,914	\$ 46,456	\$ 39,962	\$ 75,814	63.20%
Allowances/Medicare	\$ 1,805	\$ 5,948	\$ 6,672	\$ 6,170	\$ 6,225	\$ 6,225	0.90%
<i>Total</i>	\$ 251,801	\$ 274,979	\$ 266,432	\$ 268,022	\$ 248,633	\$ 269,409	0.52%
<b>PURCHASE OF SERVICES</b>							
Utilities	\$ 84,660	\$ 95,683	\$ 86,321	\$ 74,515	\$ 93,000	\$ 93,000	24.81%
Repair & Mtce of Vehicles	\$ 1,505	\$ 700	\$ 436	\$	\$ 2,000	\$ 2,000	
Repair & Mtce of Plant	\$ 13,370	\$ 38,288	\$ 22,288	\$ 28,508	\$ 25,000	\$ 25,000	-12.31%
Repair & Mtce of Distribution	\$ 7,664	\$ 25,962	\$ 16,681	\$ 22,970	\$ 25,000	\$ 25,000	8.84%
Rental & Lease	\$ 2,986	\$ 1,612	\$ 1,441	\$ 1,707	\$ 1,100	\$ 1,100	-35.56%
Legal Services	\$ 35,595	\$ 12,399	\$ 22,122	\$ 3,130	\$ 15,000	\$ 15,000	379.23%
Billing, Consultative & Inspectional	\$ 54,220	\$ 30,164	\$ 30,554	\$ 29,245	\$ 34,000	\$ 34,000	16.26%
Media and Communication	\$ 13,444	\$ 11,847	\$ 12,978	\$ 14,061	\$ 14,000	\$ 14,000	-0.43%
Public Safety Detail	\$ 1,643	\$ 697	\$ 3,886	\$ 986	\$ 4,500	\$ 4,500	356.39%
Professional Training	\$ 1,545	\$ 576	\$ 1,510	\$ 1,280	\$ 1,700	\$ 1,700	32.81%
<i>Total</i>	\$ 216,632	\$ 217,928	\$ 198,217	\$ 176,402	\$ 215,300	\$ 215,300	22.05%

APPENDIX B

WATER ENTERPRISE APPROPRIATION

	FY2010 Actual	FY2011 Actual	FY2012 Actual	FY2013 Actual	FY2014 ATM	FY2014 STM	Variance STM to FY13 ACTUAL
<b>OPERATING SUPPLIES</b>							
Building-HVAC to Custodial	\$ 1,537	\$ 3,139	\$ 3,494	\$ 5,149	\$ 2,500	\$ 2,500	-51.45%
Vehicle & Equipment Fuel	\$ 10,721	\$ 9,353	\$ 11,447	\$ 12,639	\$ 10,000	\$ 10,000	-20.88%
Vehicle & Equipment Supplies			\$ 4,301	\$ 1,485	\$ 2,800	\$ 2,800	88.55%
Small Equipment	\$ 1,890	\$ 1,890	\$ 2,652	\$ 1,713	\$ 1,000	\$ 1,000	-41.61%
Food & Medical	\$ 988	\$ 713	\$ 650	\$ 714	\$ 900	\$ 900	26.05%
Water Treatment	\$ 55,608	\$ 54,264	\$ 42,828	\$ 38,506	\$ 50,000	\$ 50,000	29.85%
<i>Total</i>	\$ 70,744	\$ 69,359	\$ 65,372	\$ 60,206	\$ 67,200	\$ 67,200	11.62%
<b>OTHER CHARGES</b>							
Governmental & Professional Fees	\$ 1,557	\$ 3,390	\$ 4,158	\$ 1,171	\$ 4,000	\$ 4,000	241.59%
Travel			\$ 10	\$ 2,393	\$ 400	\$ 400	-83.28%
Water Emergency Fund					\$ 15,000	\$ 15,000	0.00%
Other Financing Use-Town	\$ 194,000	\$ 332,338	\$ 303,784	\$ 334,307	\$ 334,307	\$ 334,307	0.00%
<i>Total</i>	\$ 195,557	\$ 335,728	\$ 307,952	\$ 337,871	\$ 353,707	\$ 353,707	4.69%
<b>CAPITAL EXPENSE</b>							
Debt Service Interest	\$ 55,541	\$ 2,217	\$ 8,589	\$ 5,924	\$ 5,924	\$ 5,924	0.00%
Debt Service Principal	\$ 87,500		\$ 45,000	\$ 45,000	\$ 45,000	\$ 45,000	0.00%
Debt Borrowing		\$ 6,079			\$ 45,000	\$ 45,000	
Art 2006-2-4 Radio Meters	\$ 1,674						
Capital Plant. Distribution & Meters	\$ 13,933	\$ 27,844	\$ 29,770	\$ 30,330	\$ 25,000	\$ 25,000	-17.57%
<i>Total</i>	\$ 158,648	\$ 36,140	\$ 83,359	\$ 81,254	\$ 120,924	\$ 120,924	48.82%
<b>TOTAL EXPENSE</b>	\$ 893,382	\$ 934,134	\$ 921,332	\$ 923,755	\$ 1,005,764	\$ 1,026,540	11.13%
<b>NET OPERATING</b>	\$ 81,904	\$ 99,287	\$ 88,452	\$ 76,835	\$ 4,471	\$ -	
<b>CERTIFIED RETAINED EARNINGS</b>	\$ 181,052	\$ 276,564	\$ 195,942				

APPENDIX C

COMMUNITY PRESERVATION COMMITTEE BUDGET

No.	PURPOSE
	<b><u>Historic Preservation - Project</u></b>
1.	To appropriate \$15,000.00 of FY14 Community Preservation Fund Revenues to fund the restoration of the balustrade of the Hamilton Senior Center.
	<b><u>Recreation - Project</u></b>
2.	To appropriate \$35,000.00 of FY14 Community Preservation Fund Revenues to fund the design and construction of the Patton Homestead Riverwalk.