

WARRANT

For

Special Town Meeting

October 13, 2012

9:00 a.m.

Hamilton-Wenham Regional High School
Auditorium

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.

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*.

Special Town Meeting – October 13, 2012

TABLE OF CONTENTS

WARRANT ARTICLE	DESCRIPTION	PAGE No.
SECTION 1	ELECTIONS, REPORTS, PROCEDURES	
	NONE	
SECTION 2	FINANCIAL ACTIONS	
2012/10 2-1	Approval of Hamilton-Wenham Regional School District Borrowing – Cutler Elementary School Roof Project	1
2012/10 2-2	Approval of Hamilton Wenham Regional School District Borrowing – Various Capital Projects	2
2012/10 2-3	CPA Project Appropriations	2
2012/10 2-4	Council on Aging Appropriation Increase	2
2012/10 2-5	Appropriations to Hamilton Development Corporation	2
2012/10 2-6	Compensation/Classification Table	2
2012/10 2-7	General Fund Appropriation Increase-Retroactive Cost of Living	3
2012/10 2-8	General Fund Appropriation Transfer – Cost of Living Adjustment	3
SECTION 3	PLANNING / ZONING ACTIONS	
	NONE	
SECTION 4	TOWN BY-LAW AMENDMENTS	
2012/10 4-1	Adopt By-law to Provide Water through Mutual Aid Agreement	3
SECTION 5	OTHER ACTIONS	
2012/10 5-1	Beech St. Easement	3
2012/10 5-2	Drainage Easements	3
SECTION 6	CLOSING FINANCIAL ACTIONS	
6-1	Free Cash Application	4

DEMOCRACY IS NOT A SPECTATOR SPORT

Please bring this warrant with you to the Town Meeting. Thank you.

Special Town Meeting – October 13, 2012

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 Saturday, the Thirteenth day of October, in the year Two Thousand Twelve (October 13, 2012) at nine o'clock in the morning (9:00 a.m.), then and there to act on the following articles.

SECTION 1: ELECTIONS, REPORTS, PROCEDURES

	<i>NONE</i>
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SECTION 2: FINANCIAL ACTIONS

<p>ARTICLE 2012/10 2-1</p> <p>Approval of Hamilton-Wenham Regional School District Borrowing – Cutler Elementary School Roof Project</p>	<p>To see if the Town will approve the \$575,000 borrowing authorized by the Hamilton-Wenham Regional School District (the “District”) for the purpose of paying costs of replacing the roof at the Cutler Elementary School, located at 237 Asbury Street in Hamilton, including the payment of all costs incidental or related thereto (the “Project”), which proposed project would materially extend the useful life of the Cutler 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) forty-three percent (43%) 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.</p> <p>The Board of Selectmen recommends favorable action. The Finance and Advisory Committee will make their recommendations at the Town Meeting.</p>														
<p>ARTICLE 2012/10 2-2</p> <p>Approval of Hamilton Wenham Regional School District Borrowing – Various Capital Projects</p>	<p>To see if the Town will approve the \$1,500,000 borrowing authorized by the Hamilton-Wenham Regional School District (the “District”), for the purpose of paying costs of the following capital projects within the District:</p> <table border="1"> <thead> <tr> <th align="left">Project</th> <th align="right">Approximate Amount</th> </tr> </thead> <tbody> <tr> <td>Replace Winthrop School roof</td> <td align="right">\$713,000</td> </tr> <tr> <td>Install insulation at the Buker School</td> <td align="right">\$60,000</td> </tr> <tr> <td>Replace windows on the Buker School</td> <td align="right">\$114,000</td> </tr> <tr> <td>Install a fire suppression system in the Buker School</td> <td align="right">\$154,000</td> </tr> <tr> <td>Replace windows in the Cutler School</td> <td align="right">\$50,000</td> </tr> <tr> <td>Repair and reconstruction in all HWRSD buildings</td> <td align="right">\$409,000</td> </tr> </tbody> </table>	Project	Approximate Amount	Replace Winthrop School roof	\$713,000	Install insulation at the Buker School	\$60,000	Replace windows on the Buker School	\$114,000	Install a fire suppression system in the Buker School	\$154,000	Replace windows in the Cutler School	\$50,000	Repair and reconstruction in all HWRSD buildings	\$409,000
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Special Town Meeting – October 13, 2012

	<p>Including the payment of all costs incidental or related thereto, or take any other action thereon or relative thereto.</p> <p>The Board of Selectmen recommends favorable action. The Finance and Advisory Committee will make their recommendation at the Town Meeting.</p> <p>[The proposed projects are listed in Appendix A to the Fall 2012 Appendix Book.]</p>
<p>ARTICLE 2012/10 2-3</p> <p>CPA Project Appropriations</p>	<p>To see if the Town will act on the Community Preservation Committee recommended specified projects and appropriate monies from community preservation fund annual revenues, specific reserves or other available funds for the Fiscal Year 2013, or take any other action thereon or relative thereto (expected amount \$182,500)</p> <p>The Board of Selectmen recommends favorable action. The Finance and Advisory Committee will make their recommendation at the Town Meeting.</p> <p>[The proposed projects are listed in Appendix B to the Fall 2012 Appendix Book.]</p>
<p>ARTICLE 2012/10 2-4</p> <p>Council on Aging Appropriation Increase</p>	<p>To see if the Town will raise and appropriate an increase to the Health and Human Services for the Council on Aging budget for Fiscal Year 2013, or take any other action thereon or relative thereto. (expected amount \$12,407)</p> <p>The Board of Selectmen recommends favorable action. The Finance and Advisory Committee will make their recommendation at the Town Meeting.</p>
<p>ARTICLE 2012/10 2-5</p> <p>Appropriations to Hamilton Development Corporation</p>	<p>To see if the Town will raise and appropriate or transfer from available funds a sum of money for Fiscal 2013 to the Hamilton Development Corporation Fund, and to take any other action thereon or relative thereto. (expected amount \$65,000)</p> <p>The Board of Selectmen recommends favorable action. The Finance and Advisory Committee will make their recommendation at the Town Meeting.</p>
<p>ARTICLE 2012/10 2-6</p> <p>Compensation/ Classification Table</p>	<p>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.</p> <p>The Board of Selectmen recommends and the Finance and Advisory Committee will make their recommendation at the Town Meeting.</p>

Special Town Meeting – October 13, 2012

	[The proposed Classification and Compensation Table will be available as a handout at the Town Meeting.]
ARTICLE 2012/10 2-7 General Fund Appropriation Increase – Retroactive Cost of Living Adjustment	To see if the Town will raise and appropriate or transfer from available funds a sum of money to be used for wage and salary retroactive increases for Fiscal Year 2012, or take any other action thereon, or relative thereto. (expected amount \$19,000) The Board of Selectmen recommends and the Finance and Advisory Committee will make their recommendation at the Town Meeting.
Article 2012/10 2-8 General Fund Appropriation Transfer –Cost of Living Increase	To see if the Town will transfer a sum of money from Unclassified to General Government, Protection of Persons & Property, Department of Public Works, Health & Human Services and Joint Programs, or take any other action thereon, or relative thereto. (expected amount \$70,000) The Board of Selectmen recommends and the Finance and Advisory Committee will make their recommendation at the Town Meeting.

SECTION 3: PLANNING /ZONING ACTIONS

	NONE
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SECTION 4: TOWN BY-LAW AMENDMENTS

ARTICLE 2012/10 4-1 Adopt By-law to Provide Water through Mutual Aid Agreement	To see if the Town will amend the General By-laws by adding a new Section, pursuant to G.L. c. 40, § 39H, to Chapter VIII Town Contracts to authorize the Town to make contracts with or aid another municipality with regard to the operation, administration, repair and maintenance of the other municipality's water supply system, or take any other action thereon or relative thereto. The Board of Selectmen and the Finance and Advisory Committee will make their recommendation at the Town Meeting. [The proposed language appears as Appendix C to the Fall 2012 Appendix Book.]
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SECTION 5: OTHER ACTIONS

ARTICLE 2012/10 5-1 Beech St. Easement	To see if the Town will grant an easement across town land abutting Beech Street and Chebacco Lake for water line purposes to the owner of 1 Beech Street, Hamilton, as shown on a plan on file with the Town Clerk, or take any other action thereon or relative thereto. The Board of Selectmen recommends favorable action. The Finance and Advisory Committee will make their recommendation at the Town Meeting.
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Special Town Meeting – October 13, 2012

ARTICLE 2012/10 5-2	To see if the Town will accept drainage easements for parcels on Howard St. or take any other action thereon or relative thereto.
Drainage Easements	The Board of Selectmen recommends favorable action. The Finance and Advisory Committee will make their recommendation at the Town Meeting.

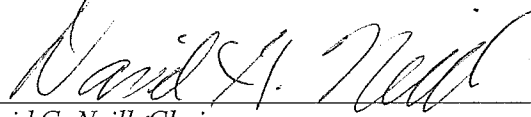
SECTION 6: CLOSING FINANCIAL ACTIONS

ARTICLE 2012/10 6-2	To see if the Town will transfer from certified free cash a sum of money to the Hamilton Development Corporation Fund for the Fiscal Year beginning July 1, 2012, or take any action thereon or relative thereto. (expected amount \$81,572.00)
Free Cash Application	The Board of Selectmen recommends favorable action. The Finance and Advisory Committee will make their recommendation at the Town Meeting.

ADJOURNMENT

Given under our hands Sept 17, 2012

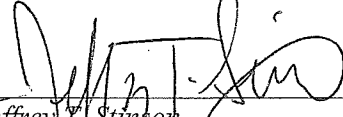
HAMILTON BOARD OF SELECTMEN



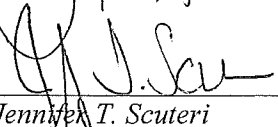
David G. Neill, Chair



Jeffrey M. Hubbard



Jeffrey T. Stinson




Jennifer T. Scuteri

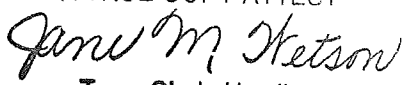


Marc A. Johnson

Hamilton, Massachusetts

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

Constable 
Sept. 19, 2012

A TRUE COPY ATTEST

Town Clerk, Hamilton

APPENDIX A

Detail of "Repair and Reconstruction" Projects

Buker School	Total
Description	
ADA ramp	\$7,000
Repair steps	\$4,000
Elevator cap	\$1,000
Partitions/doors etc	\$1,125
Seal circ. Pump	\$1,500
Electrical panels	\$3,000
Air Handler	\$47,500
Replace rubber roof	\$7,000
11 Projects < \$1000	\$4,425
Buker School Total	\$76,550

Cutler School	Total
Description	
French drain	\$10,000
Install 70 Dems glass panels	\$5,842
Paint soffits	\$5,300
Replace front doors	\$7,200
Tile two floors	\$1,840
36 Projects < \$1000	\$8,465
Cutler School Total	\$38,647

Winthrop School	Total
Description	
Paint inside	\$34,000
Stain-overhang	\$17,500
Tile floors	\$13,750
Repave/ widen driveway	\$49,056
Repl. Circ. Pumps	\$5,000
Fix water bubblers all	\$1,810
Repair class faucets	\$1,280
Install new faucets	\$1,280
9 Projects < \$1000	\$4,165
Winthrop School Total	\$127,841

MRMS	Total
Description	
Repair sidewalks	\$3,000
Repair fire lane	\$2,000
Sprinkler heads	\$19,960
13 Projects < \$1000	\$3,080
MRMS Total	\$28,040

HWRHS	Total
Description	
Light bar	\$5,000
hood & VFD	\$9,300
Caulk	\$1,220
Seal bricks	\$1,800
Front curb fix	\$8,000
Fix rotten trim	\$5,800
9 Projects < \$1000	\$3,070
HWRHS Total	\$34,190

Central SAB	Total
Description	
Exterior Siding	\$88,204
Central School Bldg. Total	\$88,204

Projects by Building	Total
Buker School	\$76,550
Cutler School	\$38,647
Winthrop School	\$127,841
MRMS Total	\$28,040
HWRHS Total	\$34,190
Central School Bldg. Total	\$88,204
Contingency	\$15,528
Grand Total	\$409,000

APPENDIX B

COMMUNITY PRESERVATION COMMITTEE BUDGET FY 13

No.	PURPOSE
	<u>Recreation - Projects</u>
1.	To appropriate \$25,000 from FY 13 Community Preservation Fund Revenues to fund the Patton Park Playground
2.	To appropriate not to exceed \$150,000 from FY 13 Community Preservation Fund Revenues to fund the planning, including site engineering for the Patton Park Pool.
	<u>Historic Preservation - Project</u>
3.	To appropriate \$7,500 from Historic Preservation Reserves to fund the ceiling repairs and new railings at the Hamilton Meeting House.

APPENDIX C-1
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2012

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	73,966.32	76,924.97	80,001.97	83,202.05	86,530.13	89,991.34	93,590.99
	Chief of Fire	73,966.32	76,924.97	80,001.97	83,202.05	86,530.13	89,991.34	93,590.99
2	Chief of Police	73,966.32	76,924.97	80,001.97	83,202.05	86,530.13	89,991.34	93,590.99
	Director of Finance/Accountant	73,966.32	76,924.97	80,001.97	83,202.05	86,530.13	89,991.34	93,590.99
	Director of Planning & Development	73,966.32	76,924.97	80,001.97	83,202.05	86,530.13	89,991.34	93,590.99
	Director of Public Works	73,966.32	76,924.97	80,001.97	83,202.05	86,530.13	89,991.34	93,590.99
	Director of Assessors	53,902.92	56,059.04	58,301.40	60,633.45	63,058.79	65,581.14	68,204.39
2	Health Agent	53,902.92	56,059.04	58,301.40	60,633.45	63,058.79	65,581.14	68,204.39
2	Health Inspector	53,902.92	56,059.04	58,301.40	60,633.45	63,058.79	65,581.14	68,204.39
2	Public Health Nurse	53,902.92	56,059.04	58,301.40	60,633.45	63,058.79	65,581.14	68,204.39
1	Treasurer-Collector	53,902.92	56,059.04	58,301.40	60,633.45	63,058.79	65,581.14	68,204.39
1	Emergency Center Supervisor	45,676.62	47,503.68	49,403.83	51,379.99	53,435.18	55,572.59	57,795.50
	Recreation Director	45,676.62	47,503.68	49,403.83	51,379.99	53,435.18	55,572.59	57,795.50
	Town Accountant (vacant)	45,676.62	47,503.68	49,403.83	51,379.99	53,435.18	55,572.59	57,795.50
2	Building/Zoning Inspector	38,722.26	40,271.15	41,882.00	43,557.28	45,299.57	47,111.55	48,996.01
	Conservation Coordinator	38,722.26	40,271.15	41,882.00	43,557.28	45,299.57	47,111.55	48,996.01
9	CPA Coordinator	38,722.26	40,271.15	41,882.00	43,557.28	45,299.57	47,111.55	48,996.01
	Planning Coordinator	38,722.26	40,271.15	41,882.00	43,557.28	45,299.57	47,111.55	48,996.01
	Council on Aging Coordinator	38,722.26	40,271.15	41,882.00	43,557.28	45,299.57	47,111.55	48,996.01

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	19.45	20.23	21.04	21.88	22.76	23.67	24.61
	Assistant Town Accountant	20.97	21.81	22.68	23.59	24.53	25.51	26.54
	Assistant Treasurer/Collector	20.97	21.81	22.68	23.59	24.53	25.51	26.54
	Facilities Maintenance Technician	19.31	20.08	20.89	21.72	22.59	23.49	24.43
	Administrative Assistant	16.00	16.64	17.31	18.00			
8	Animal Control Officer	14.76	15.35	15.96	16.60			
	Clerk/Typist	14.95	15.55	16.17	16.82			
	Custodian	15.63	16.25	16.90	17.58			
	Emergency Center Dispatcher (P/T)	15.63	16.56	17.56	18.61			
	Fire Equipment Mechanic	22.95	23.87	24.82	25.82			
	Matron	16.96	17.98	19.06	20.20			
	Reserve Patrolman	16.96	17.98	19.06	20.20			
	Fire EMT Stipend (weekly rate)	50.00						

Call Firefighters

Rank	Hourly Wage	Certified 5%					
Deputy Chief	25.08	26.34					
Captain	23.24	24.40					
Lieutenant	21.37	22.44					
Inspector; Electrical/Building	21.37	n/a					
Firefighter w/ CPR 1st. Responder	18.57	19.50					
Probationary Firefighter	15.79	n/a					

APPENDIX C-1
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2012

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. Negotiations in progress.

Steps	I	II	III	IV	V		
	Start	9 months	21 months	33 months	45 months		
Foreman	21.06	21.90	22.78	23.69	24.64		
Mechanic	21.06	21.90	22.78	23.69	24.64		
Plant Operator - Primary	21.06	21.90	22.78	23.69	24.64		
Foreman 2	19.23	20.00	20.80	21.63	22.50		
Plant Operator - Secondary	18.90	19.66	20.45	21.27	22.12		
Heavy Equipment Operator	18.27	19.00	19.76	20.55	21.37		
Truck Driver/Laborer	17.01	17.69	18.40	19.14	19.91		

Firefighter 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
Asst. Fire Inspector/Firefighter	16.70	17.37	18.06	18.79	19.54	20.32	21.13
Firefighter/Operator	16.70	17.37	18.06	18.79	19.54	20.32	21.13
Fire Inspector	21.45	22.30	23.20	24.12	25.09	26.09	27.14

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							
6 & 7 W/O College Degree	19.70	24.12	24.72	25.32	25.93	26.53	26.89
6 & 7 BA/BS	23.65	28.94	29.66	30.39	31.11	31.83	32.27
6 & 7 MA/MS	24.63	30.15	30.90	31.65	32.41	33.16	33.62
Employees Hired After 7/1/2010							
6 & 7 W/O College Degree	19.70	24.12	24.72	25.32	25.93	26.53	26.89
6 & 7 BA/BS	21.67	26.53	27.19	27.85	28.52	29.18	29.58
6 & 7 MA/MS	22.17	27.13	27.81	28.49	29.17	29.84	30.25

Police & Fire Signal Operator Union - Weekly Comp. table established by Union Contract.

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)	625.60	663.20	702.80	744.80	774.40	805.20	837.60
Dispatcher (Hourly rates)	15.64	16.58	17.57	18.62	19.36	20.13	20.94
4 FMD Stipend (Weekly rate)	30.00						

APPENDIX C-1
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2012

Other

Elected/Appointed Positions (MGL 41 s.108 & 108A)	Annual Salary
Town Manager	127,500
Chief of Police	114,750
Town Clerk <i>(Elected)</i>	57,796
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
EMD Certification (ECO Supervisor)	1,500
FMT Certification (Police Officers)	1,500
Harbormaster	1,200
Cert. Treas/Collector & Town Clerk	1,000
Call Fire Captain	750
Call Fire Training Officer	500

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 <i>(annually)</i>	30,013
Health Agent <i>(hourly)</i>	46.30
Health Inspector <i>(hourly)</i>	35.70
Public Health Nurse <i>(hourly)</i>	35.70

Occasional Help	Range of Compensation	
Registrar of Voters <i>(annually)</i>	298.00	
Poll Worker <i>(hourly)</i>	8.00	10.00
General Clerical <i>(hourly)</i>	8.00	10.88
Laborer: Light Work <i>(hourly)</i>	8.00	11.96
Recreation Instructor <i>(Hourly or per Class)</i>	8.00	80.00
Seasonal Recreation Help <i>(hourly)</i>	8.00	20.00
Senior Work-Off Program <i>(hourly)</i>	8.00	

Legend:

- 1 Position receives a "Professional Stipends"
- 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 The ECO Dispatcher's base pay differential for evening (3p.m. to 11p.m.) is 5% and nights (11p.m. to 7a.m.) is 7%.
- 6 The Patrolman's base pay differential for evening (4p.m. to 12a.m.) is 5% and nights (12a.m. to 8a.m.) is 7%.
- 7 Lieutenants shall receive 25% more than the corresponding patrolman's rate. Sergeants and Inspectors shall receive 15% more than the corresponding patrolman's rate.
- 8 Compensation paid by stipend. See Stipend Table.
- 9 Funded by Community Preservation Act -Administration.
- 10 Funded through Elder Affairs Grant.
- 11 Annual Wage not to exceed \$1,000.00 per household. Hourly rate based on minimum wage.

APPENDIX C-2
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2013

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	75,075.81	78,078.84	81,201.99	84,450.07	87,828.07	91,341.19	94,994.84
Chief of Fire	75,075.81	78,078.84	81,201.99	84,450.07	87,828.07	91,341.19	94,994.84
2 Chief of Police	75,075.81	78,078.84	81,201.99	84,450.07	87,828.07	91,341.19	94,994.84
Director of Finance/Accountant	75,075.81	78,078.84	81,201.99	84,450.07	87,828.07	91,341.19	94,994.84
Director of Planning & Development	75,075.81	78,078.84	81,201.99	84,450.07	87,828.07	91,341.19	94,994.84
Director of Public Works	75,075.81	78,078.84	81,201.99	84,450.07	87,828.07	91,341.19	94,994.84
Director of Assessors	54,711.46	56,899.92	59,175.92	61,542.96	64,004.68	66,564.87	69,227.46
2 Health Agent	54,711.46	56,899.92	59,175.92	61,542.96	64,004.68	66,564.87	69,227.46
2 Health Inspector	54,711.46	56,899.92	59,175.92	61,542.96	64,004.68	66,564.87	69,227.46
2 Public Health Nurse	54,711.46	56,899.92	59,175.92	61,542.96	64,004.68	66,564.87	69,227.46
1 Treasurer-Collector	54,711.46	56,899.92	59,175.92	61,542.96	64,004.68	66,564.87	69,227.46
1 Emergency Center Supervisor	46,361.77	48,216.24	50,144.89	52,150.69	54,236.72	56,406.19	58,662.44
Recreation Director	46,361.77	48,216.24	50,144.89	52,150.69	54,236.72	56,406.19	58,662.44
Town Accountant (vacant)	46,361.77	48,216.24	50,144.89	52,150.69	54,236.72	56,406.19	58,662.44
2 Building/Zoning Inspector	39,303.09	40,875.21	42,510.22	44,210.63	45,979.06	47,818.22	49,730.95
Conservation Coordinator	39,303.09	40,875.21	42,510.22	44,210.63	45,979.06	47,818.22	49,730.95
9 CPA Coordinator	39,303.09	40,875.21	42,510.22	44,210.63	45,979.06	47,818.22	49,730.95
Planning Coordinator	39,303.09	40,875.21	42,510.22	44,210.63	45,979.06	47,818.22	49,730.95
Council on Aging Coordinator	39,303.09	40,875.21	42,510.22	44,210.63	45,979.06	47,818.22	49,730.95

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	19.74	20.53	21.35	22.20	23.09	24.01	24.97
Assistant Town Accountant	21.28	22.13	23.02	23.94	24.90	25.90	26.94
Assistant Treasurer/Collector	21.28	22.13	23.02	23.94	24.90	25.90	26.94
Facilities Maintenance Technician	19.60	20.38	21.20	22.05	22.93	23.85	24.80
Administrative Assistant	16.24	16.89	17.57	18.27			
8 Animal Control Officer	14.98	15.58	16.20	16.85			
Clerk/Typist	15.17	15.78	16.41	17.07			
Custodian	15.86	16.49	17.15	17.84			
Emergency Center Dispatcher (P/T)	15.86	16.81	17.82	18.89			
Fire Equipment Mechanic	23.29	24.22	25.19	26.20			
Matron	17.21	18.24	19.33	20.49			
Reserve Patrolman	17.21	18.24	19.33	20.49			
Fire EMT Stipend (weekly rate)	50.00						

Call Firefighters

Rank	Hourly Wage	Certified 5%					
Deputy Chief	25.46	26.73					
Captain	23.59	24.77					
Lieutenant	21.69	22.77					
Inspector; Electrical/Building	21.69	n/a					
Firefighter w/ CPR 1st. Responder	18.85	19.79					
Probationary Firefighter	16.03	n/a					

APPENDIX C-2
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2013

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.

7/1/2012 - 1% Increase

Steps	I	II	III	IV	V		
	Start	9 months	21 months	33 months	45 months		
Foreman	21.27	22.12	23.00	23.92	24.88		
Mechanic	21.27	22.12	23.00	23.92	24.88		
Plant Operator - Primary	21.27	22.12	23.00	23.92	24.88		
Foreman 2	19.42	20.20	21.01	21.85	22.72		
Plant Operator - Secondary	19.09	19.85	20.64	21.47	22.33		
Heavy Equipment Operator	18.45	19.19	19.96	20.76	21.59		
Truck Driver/Laborer	17.18	17.87	18.58	19.32	20.09		

1/1/2013 - 1% Increase

Steps	I	II	III	IV	V		
	Start	9 months	21 months	33 months	45 months		
Foreman	21.48	22.34	23.23	24.16	25.13		
Mechanic	21.48	22.34	23.23	24.16	25.13		
Plant Operator - Primary	21.48	22.34	23.23	24.16	25.13		
Foreman 2	19.61	20.39	21.21	22.06	22.94		
Plant Operator - Secondary	19.28	20.05	20.85	21.68	22.55		
Heavy Equipment Operator	18.63	19.38	20.16	20.97	21.81		
Truck Driver/Laborer	17.35	18.04	18.76	19.51	20.29		

Firefighter 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
Asst. Fire Inspector/Firefighter	16.70	17.37	18.06	18.79	19.54	20.32	21.13
Firefighter/Operator	16.70	17.37	18.06	18.79	19.54	20.32	21.13
Fire Inspector	21.45	22.30	23.20	24.12	25.09	26.09	27.14

APPENDIX C-2
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2013

Police Union - Hourly Compensation table established by Union Contract.

Steps		I	II	III	IV	V	VI	VII
Upon completion of years of service		0	1 yrs.	5 yrs.	10 yrs.	15 yrs.	20 yrs.	25 yrs.
Employees Hired Prior to 7/1/2010								
6 & 7	W/O College Degree	19.70	24.12	24.72	25.32	25.93	26.53	26.89
6 & 7	BA/BS	23.65	28.94	29.66	30.39	31.11	31.83	32.27
6 & 7	MA/MS	24.63	30.15	30.90	31.65	32.41	33.16	33.62
Employees Hired After 7/1/2010								
6 & 7	W/O College Degree	19.70	24.12	24.72	25.32	25.93	26.53	26.89
6 & 7	BA/BS	21.67	26.53	27.19	27.85	28.52	29.18	29.58
6 & 7	MA/MS	22.17	27.13	27.81	28.49	29.17	29.84	30.25

Police & Fire Signal Operator Union - Weekly Comp. table established by Union Contract.
7/1/2012 - 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)	632.00	670.00	710.40	753.20	783.20	814.40	846.80
	Dispatcher (Hourly rates)	15.80	16.75	17.76	18.83	19.58	20.36	21.17
4	EMD Stipend (Weekly rate)	30.00						

1/1/2013 - 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)	638.40	676.80	717.60	760.80	791.20	822.80	855.60
	Dispatcher (Hourly rates)	15.96	16.92	17.94	19.02	19.78	20.57	21.39
4	EMD Stipend (Weekly rate)	30.00						

Other

Elected/Appointed Positions (MGL 41 s.108 & 108A)	Annual Salary
Town Manager	129,413
Chief of Police	116,471
1 Town Clerk (Elected)	58,663
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
EMD Certification (ECO Supervisor)	1,500
EMT Certification (Police Officers)	1,500
Harbormaster	1,200
Cert. Treas/Collector & Town Clerk	1,000
Call Fire Captain	750
Call Fire Training Officer	500

Inspectional Services	Annual Pay
Building/Zoning Inspector	26,000
Plumbing/Gas Inspector	13,147
Electrical Inspector	13,147
Animal Inspector	3,999
Scaler 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
Health Inspector (hourly)	35.70
Public Health Nurse (hourly)	35.70

APPENDIX C-2
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2013

Occasional Help		Range of Compensation	
Registrar of Voters	<i>(annually)</i>	298.00	
Poll Worker	<i>(hourly)</i>	8.00	10.00
General Clerical	<i>(hourly)</i>	8.00	10.88
Laborer: Light Work	<i>(hourly)</i>	8.00	11.96
Recreation Instructor	<i>(Hourly or per Class)</i>	8.00	80.00
Seasonal Recreation Help	<i>(hourly)</i>	8.00	20.00
Senior Work-Off Program	<i>(hourly)</i>	8.00	

11

Legend:

- 1 Position receives a "Professional Stipends"
- 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 The ECO Dispatcher's base pay differential for evening (3p.m. to 11p.m.) is 5% and nights (11p.m. to 7a.m.) is 7%.
- 6 The Patrolman's base pay differential for evening (4p.m. to 12a.m.) is 5% and nights (12a.m. to 8a.m.) is 7%.
- 7 Lieutenants shall receive 25% more than the corresponding patrolman's rate. Sergeants and Inspectors shall receive 15% more than the corresponding patrolman's rate.
- 8 Compensation paid by stipend. See Stipend Table.
- 9 Funded by Community Preservation Act -Administration.
- 10 Funded through Elder Affairs Grant.
- 11 Annual Wage not to exceed \$1,000.00 per household. Hourly rate based on minimum wage.

APPENDIX D

Proposed By-law

Chapter VIII

Town Contracts

Section 4. The Town, by and through the selectmen in their capacity as Water Commissioners, is authorized to enter into contracts or extend aid to any other municipality or its water district with regard to the operation, administration, repair and maintenance of its water supply system, subject to such terms and conditions as are acceptable to the selectmen. Contracts under this section may not exceed twenty (20) years, or such maximum term as permitted under G.L. c. 40, § 39H. All other requirements of G.L. c. 40, § 39H shall apply to contracts or aid extended under this section.

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