



WARRANT

For

Special Town Meeting

October 1, 2022

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, 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 the most current edition of Town Meeting Time, A Handbook of Parliamentary Law.

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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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 Hamilton-Wenham Regional High School Auditorium, 775 Bay Road in said town, on Saturday, the first day of October, in the year Two Thousand Twenty-two (October 1, 2022) 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

<p>ARTICLE 2022/10 1-1 <i>Article for Consent Motion</i></p>	<p>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 action thereon or relative thereto.</p>
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SECTION 2: FINANCIAL ACTIONS

<p>ARTICLE 2022/10 2-1 <i>Compensation/ Classification Table</i></p>	<p>To see if the Town will amend the Personnel Bylaw by adopting changes to the classification and compensation table as set forth in Appendix A, or take any action thereon or relative thereto.</p> <p>[The Proposed Compensation/Classification Table appears as Appendix A to the 2022 Appendix Book.]</p> <p><i>Brief Summary: The Classification/Compensation table reflects a cost of living increase for settled contracts and non-union employees. New employment contracts have been awarded to the Police Chief, Fire Chief, and Police Captain. Collective Bargaining Agreements have been settled with the three unions that were not complete at Annual Town Meeting in April – Police, Fire, and Admin/Clerical, with their new contract rates all reflected in the attached appendix. Anticipated increases are currently budgeted in a salary reserve account to accommodate for prospective increases for unsettled union contracts.</i></p> <p><i>Fiscal Year 2023 Tax Rate Impact: There is no tax-rate impact related to this article.</i></p> <p><i>The Select Board (5-0) recommends favorable action. The Finance and Advisory Committee (5-0) recommends favorable action.</i></p>
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<p>ARTICLE 2022/10 2-2</p> <p><i>Prior Year Bills</i></p>	<p>To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow pursuant to any applicable statute, a sum of money to pay any unpaid bills incurred in prior years, or take any action thereon or relative thereto. <i>(Expected request \$2,494.28)</i></p> <p><i>Brief Summary:</i> <i>This article provides for payment of all prior year bills which were not submitted or received by the Town prior to the fiscal year ending on June 30, 2022.</i></p> <p><i>A 9/10 vote is required to approve this Article.</i></p> <p><i>Fiscal Year 2023 Tax Rate Impact:</i> <i>Payment of these bills will have a negligible effect on the tax rate.</i></p> <p><i>The Select Board (5-0) recommends favorable action. The Finance and Advisory Committee (5-0) recommends favorable action.</i></p>
<p>ARTICLE 2022/10 2-3</p> <p><i>Strategic Plan</i></p>	<p>To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow pursuant to any applicable statute, a sum of money not to exceed \$65,000 for the purpose of funding a consultant to develop a strategic plan related to the development of various properties in Town, including the Winthrop school property, Gordon-Conwell property and the downtown area of Town, including all incidental or related costs, or take any action thereon or relative thereto. <i>(Request is \$65,000)</i></p> <p><i>Brief Summary:</i> <i>This article seeks funding for a consultant to develop a strategic plan related to the development of various properties in Town in the Town’s best interest, including the Winthrop school property, Gordon-Conwell property and the downtown area. This appropriation may be supplemented with funds from Gordon-Conwell Theological Seminary or other sources, but the source of the funds appropriated here is proposed to be Free Cash.</i></p> <p><i>Fiscal Year 2023 Tax Rate Impact:</i> <i>There will be no Tax Rate Impact, as the funds will be appropriated from the Unreserved Fund Balance (Free Cash).</i></p> <p><i>The Select Board (5-0) recommends favorable action. The Finance and Advisory Committee (5-0) recommends favorable action.</i></p>
<p>ARTICLE 2022/10 2-4</p> <p><i>Water Line Inventory – Lead Pipes</i></p>	<p>To see if the Town will vote to raise and appropriate, transfer from available funds, or borrow pursuant to any applicable statute, a sum of money not to exceed \$100,000 for the purpose of funding a Water Service Inventory with Lead Assessment study to inventory lead pipes within the Town’s water distribution system, including all incidental or related costs, or take any action thereon or relative thereto. <i>(Request is \$100,000)</i></p>

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	<p>Brief Summary: <i>This article proposes to appropriate \$100,000 to fund a study of the Town’s water distribution system to develop a comprehensive water service line material inventory in accordance with the EPA’s new Lead and Copper Rule Revisions. It is anticipated these funds will be fully reimbursed through a state grant.</i></p> <p>Fiscal Year 2023 Tax Rate Impact: <i>This funding will come directly out of the water enterprise fund retained earnings, with an anticipated reimbursement grant to replace any funding expended. Ultimately, this should have no impact on water rates.</i></p> <p>The Select Board (5-0) recommends favorable action. The Finance and Advisory Committee (5-0) recommends favorable action.</p>
<p>ARTICLE 2022/10 2-5</p> <p align="center"><i>Schools – Reauthorization of Previous Borrowing</i></p>	<p>To see if the Town will vote to authorize the use of the \$250,000 borrowing approved under Article 2020/6 2-4 of the June 20, 2020 Annual Town Meeting, to be used by the Hamilton-Wenham Regional School District (“District”) for an Elementary School Facilities Study and Education Plan, for the specific purpose of paying the costs of a Feasibility Study for the Cutler Elementary School, 237 Asbury Street, South Hamilton, MA 01982 (the “Study”), for which Study 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 District’s Cutler School Building Committee; the MSBA’s grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any Study 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 Study shall be as set forth in the Feasibility Study Agreement that may be executed between the District and the MSBA.</p> <p>Brief Summary: <i>This article seeks to authorize the Hamilton-Wenham Regional School District to utilize \$250,000, which they had previously appropriated for an “Elementary School Facilities Study and Education Plan” in 2020 to be specifically used for the proposed Cutler School Feasibility Study. Together with funds being sought in the next Article, the District would have access to \$1,250,000 to complete the MSBA’s required Feasibility Study process.</i></p> <p>Fiscal Year 2023 Tax Rate Impact: <i>No additional impact, as this borrowing was previous authorized.</i></p> <p>The Select Board (5-0) recommends favorable action. The Finance and Advisory Committee (5-0) recommends favorable action.</p>
<p>ARTICLE 2022/10 2-6</p> <p align="center"><i>Schools – Cutler Elementary School Feasibility Study</i></p>	<p>To see if the Town will approve the \$1,000,000 borrowing authorized by the Hamilton-Wenham Regional School District (the “District”) for a feasibility study for the Cutler Elementary School, located at 237 Asbury Street, South Hamilton, MA 01982, including the payment of all costs incidental and related thereto (the “Study”) and for which the District may be eligible for a school construction grant from the Massachusetts School Building Authority (“MSBA”),</p>

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	<p>said amount to be expended at the direction of the District’s Cutler School Building Committee; the MSBA’s grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any Study 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 Study shall be as set forth in the Feasibility Study Agreement that may be executed between the District and the MSBA; or take any other action thereon or relative thereto.</p> <p><i>Brief Summary:</i> <i>This article seeks to approve a borrowing voted by the Hamilton- Wenham Regional School District Committee for the purpose of funding a feasibility study for the Cutler Elementary School.</i></p> <p><i>Fiscal Year 2023 Tax Rate Impact:</i> <i>There will be no impact to the FY23 tax rate. The town will be assessed its share of the debt service through the HWRSD annual apportionment, which is funded annually at Annual Town Meeting.</i></p> <p><i>The Select Board (5-0) recommends favorable action. The Finance and Advisory Committee (5-0) recommends favorable action.</i></p>
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SECTION 3: OTHER APPROPRIATIONS AND ACTIONS

<p>ARTICLE 2022/10 3-1</p> <p><i>General Bylaws – Amendment to Conservation Bylaw</i></p>	<p>To see if the Town will vote to amend Chapter XVII of the Town’s General Bylaws, Conservation, by deleting the language contained in the Bylaw in its entirety and replacing it with the language shown in Appendix B, or take any action thereon or relative thereto.</p> <p>[The Proposed Conservation Bylaw amendment appears as Appendix B to the 2022 Appendix Book.]</p> <p><i>Brief Summary:</i> <i>This article seeks to amend the Chapter XVII of the Town’s General Bylaws by replacing it with a new version of the Bylaw as set forth in Appendix B.</i></p> <p><i>Fiscal Year 2023 Tax Rate Impact:</i> <i>None.</i></p> <p><i>The Select Board (5-0) recommends favorable action: The Finance and Advisory Committee may make a recommendation on Town Meeting floor.</i></p>
<p>ARTICLE 2022/10 3-2</p> <p><i>Community Preservation Committee –</i></p>	<p>To see if the Town will vote to amend the votes taken under Article 2020/11 2-7 and Article 2021/5 2-14 to extend the period of time when construction of the Town Hall project must commence from November 15, 2022 to November 15, 2024, or take any other action thereon or relative thereto.</p>

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<p><i>Amendment of Vote Under Article 2020/11 2-8 And Article 2021/5 2-14</i></p>	<p>Brief Summary: <i>At the Special Town Meeting on November 14, 2020, Town Meeting voted to appropriate a portion of the funds necessary to restore, rehabilitate and preserve the historic Town Hall. The vote provided that the expenditure of these funds shall not be authorized if Town Meeting fails to approve Article 2020/11-2-8, or if construction of the Town Hall project fails to commence by November 15, 2022. Town Meeting voted to appropriate additional funds for the restoration, rehabilitation and preservation of the historic Town Hall at the May 1, 2021 Annual Town Meeting, which also included similar language regarding the commencement of construction required by November 15, 2022. Article 2020/11 2-8 was approved, but construction will not commence by November 15, 2022, due to failure of debt-exclusion at the ballot. Accordingly, the Town will investigate other funding options and thus seeks to extend the deadline for the commencement of construction.</i></p> <p>Fiscal Year 2023 Tax Rate Impact: <i>None.</i></p> <p>The Select Board (5-0) recommends favorable action. The CPC (6-0) recommends favorable action. The Finance and Advisory Committee (5-0) recommends favorable action.</p>
<p>ARTICLE 2022/10 3-3 <i>Schools – Authorization of Stabilization Fund</i></p>	<p>To see if the Town will vote to authorize the Hamilton-Wenham Regional School District to establish a Stabilization Fund for the District, pursuant to Section 16G½ of Chapter 71 of the Massachusetts General Laws, or take any other action thereon or relative thereto.</p> <p>Brief Summary: <i>This article seeks authorization to establish a Stabilization Fund for the Hamilton-Wenham Regional School District pursuant to G.L. c. 71, §16G½.</i></p> <p>Fiscal Year 2023 Tax Rate Impact: <i>None.</i></p> <p>The Select Board will make a recommendation on Town Meeting floor. The Finance and Advisory Committee (5-0) <u>does not</u> recommend favorable action.</p>

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ADJOURNMENT

Given under our hands this 7 day of
September, 2022.

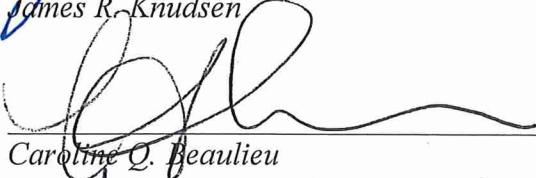
HAMILTON SELECT BOARD



Shawn M. Farrell, Chair



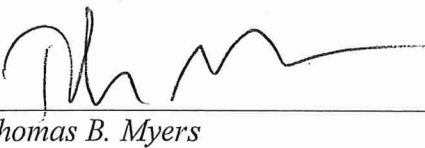
James R. Knudsen



Caroline O. Beaulieu



William A. Olson



Thomas B. Myers

Hamilton, Massachusetts

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

Constable, Town of Hamilton

Date

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Appendix A

**APPENDIX A
FISCAL YEAR 2023 - COMPENSATION / CLASSIFICATION TABLE**

Note # = See footnote - end of Compensation Table

Wage Grid									
Exempt Positions									
Grade	Steps	I	II	III	IV	V	VI	VII	VIII
21	Chief of Fire (40 Hrs)	108,576.00	110,739.20	112,944.00	115,211.20	117,520.00	119,870.40	122,262.40	124,716.80
21	Chief of Police (40 Hrs)	108,576.00	110,739.20	112,944.00	115,211.20	117,520.00	119,870.40	122,262.40	124,716.80
21	Director of Finance (40 Hrs)	108,576.00	110,739.20	112,944.00	115,211.20	117,520.00	119,870.40	122,262.40	124,716.80
21	Director of Public Works (40 Hrs)	108,576.00	110,739.20	112,944.00	115,211.20	117,520.00	119,870.40	122,262.40	124,716.80
21	Director of Planning & Development (40 Hrs)	108,576.00	110,739.20	112,944.00	115,211.20	117,520.00	119,870.40	122,262.40	124,716.80
18	Human Resources Director (40 Hrs)	92,955.20	94,806.40	96,699.20	98,633.60	100,609.60	102,627.20	104,686.40	106,787.20
18	Building Commissioner (40 Hrs)	92,955.20	94,806.40	96,699.20	98,633.60	100,609.60	102,627.20	104,686.40	106,787.20
18	Director of Assessors (40 Hrs)	92,955.20	94,806.40	96,699.20	98,633.60	100,609.60	102,627.20	104,686.40	106,787.20
18	Director of Health & Human Services (24 Hrs)	55,773.12	56,883.84	58,019.52	59,180.16	60,365.76	61,576.32	62,811.84	64,072.32
16	Town Clerk (40 Hrs)	84,718.40	86,403.20	88,129.60	89,897.60	91,686.40	93,516.80	95,388.80	97,302.40
16	Assistant DPW Director (40 Hrs)	84,718.40	86,403.20	88,129.60	89,897.60	91,686.40	93,516.80	95,388.80	97,302.40
15	Recreation Director (40 Hrs)	81,993.60	83,636.80	85,300.80	87,006.40	88,753.60	90,521.60	92,331.20	94,182.40
14	Treasurer-Collector (40 Hrs)	80,787.20	82,409.60	84,052.80	85,737.60	87,443.20	89,190.40	90,979.20	92,788.80
14*	Town Accountant (40 Hrs)	80,787.20	82,409.60	84,052.80	85,737.60	87,443.20	89,190.40	90,979.20	92,788.80
13	Council on Aging Director (40 Hrs)	79,976.00	81,577.60	83,200.00	84,864.00	86,569.60	88,296.00	90,064.00	91,873.60
10	Fulton Homestead Director (2.5 Hrs)	40,599.00	41,405.00	42,237.00	43,082.00	43,940.00	44,824.00	45,721.00	46,631.00

*Positions indicated with an * have been reclassified

Hourly Positions									
Grade	Steps	I	II	III	IV	V	VI	VII	VIII
	Public Health Nurse (19 Hrs)	45.00							
12	Chief Appraiser (10 Hrs)	35.61	36.32	37.05	37.79	38.55	39.32	40.11	40.91
11	Sealer of Weights & Measures (<19 Hrs)	34.09	34.77	35.47	36.18	36.90	37.64	38.39	39.16
10	Asst. to the Town Manager/CPA Coordinator (37.5 Hrs)	31.85	32.49	33.14	33.80	34.48	35.17	35.87	36.59
10	Conservation Coordinator (19 Hrs)	31.85	32.49	33.14	33.80	34.48	35.17	35.87	36.59
10	Energy Manager (<19 Hrs)	31.85	32.49	33.14	33.80	34.48	35.17	35.87	36.59
9	Assistant Treasurer/Collector (40 Hrs)	29.76	30.36	30.97	31.59	32.22	32.86	33.52	34.19
9	Assistant Assessor (40 Hrs)	29.76	30.36	30.97	31.59	32.22	32.86	33.52	34.19
8	Fire Equipment Mechanic (<19 Hrs)	28.33	28.90	29.48	30.07	30.67	31.28	31.91	32.55
8	Reserve Patrolman	28.33	28.90	29.48					
7	Accounting Assistant (15.5 Hrs)	25.20	25.70	26.21	26.73	27.26	27.81	28.37	28.94
7	Facilities Maintenance Technician (40 Hrs)	25.20	25.70	26.21	26.73	27.26	27.81	28.37	28.94
7	Information/Media Specialist (<19 Hrs)	25.20	25.70	26.21	26.73	27.26	27.81	28.37	28.94
7	Social Services Specialists (<19 Hrs)	25.20	25.70	26.21	26.73	27.26	27.81	28.37	28.94
7	Emergency Center Dispatcher (P/I)	25.20	25.70	26.21					
4	Clerk/Typist (<19 Hrs)	17.40	17.75	18.11	18.47	18.84	19.22	19.60	19.99
4	Custodian (<19 Hrs)	17.40	17.75	18.11	18.47	18.84	19.22	19.60	19.99
	Matron	20.95	22.21	23.54	24.95				

*Positions indicated with an * have been reclassified

Collective Bargaining Unions

Administrative Assistant Union - Hourly Compensation table established by Union Contract.									
Grade	Steps	I	II	III	IV	V	VI	VII	VIII
6	Administrative Assistants	24.45	24.94	25.44	25.95	26.46	26.99	27.53	28.08
7	Administrative Assistants	25.33	25.83	26.35	26.88	27.41	27.96	28.52	29.09
8	Administrative Assistants	26.24	26.76	27.30	27.84	28.40	28.97	29.55	30.14

DPW Union - Hourly Compensation table established by Union Contract.									
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**APPENDIX A
FISCAL YEAR 2023 - COMPENSATION / CLASSIFICATION TABLE**

Grade	Steps	I	II	III	IV	V	VI	VII	VIII
9	Foreman	29.76	30.36	30.97	31.59	32.22	32.86	33.52	34.19
9	Mechanic	29.76	30.36	30.97	31.59	32.22	32.86	33.52	34.19
7	Plant Operator-Primary	29.76	30.36	30.97	31.59	32.22	32.86	33.52	34.19
7	Heavy Equipment Operator	25.20	25.70	26.21	26.73	27.26	27.81	28.37	28.94
6	TruckDriver/Laborer	24.34	24.83	25.33	25.84	26.36	26.89	27.43	27.98

Firefighter Union - Hourly Compensation table established by Union Contract.

Grade	Steps	I	II	III	IV	V	VI	VII	VIII
	Firefighter/EMT	29.76	30.36	30.96	31.58	32.21	32.86	33.51	34.18
	Senior Firefighter/EMT	30.06	30.66	31.27	31.90	32.54	33.19	33.85	34.53
	Lieutenant/EMT	34.87	35.57	36.28	37.00	37.74	38.50	39.27	40.05
	Captain/EMT	40.85	41.67	42.50	43.35	44.22	45.11	46.01	46.93
	Lieutenant/EMT/FP	36.87	37.61	38.36	39.13	39.91	40.71	41.52	42.35
	EMT Certification Stipend (Bi-weekly)	42.85	43.71	44.58	45.47	46.38	47.31	48.26	49.22
	On-Call Stipend (per night)	150.00							
		25.00							

Police Union - Hourly Compensation table established by Union Contract.

Grade	Steps	I	II	III	IV	V	VI
	PATROLMAN	0	1 yrs.	5 yrs.	10 yrs.	15 yrs.	20 yrs.
1, 3	Upon completion of years of service	3.710%		2.540%	2.380%	2.390%	3.740%
1, 3	Employees Hired Prior to 7/1/2010	28.60	29.66	30.42	31.14	31.88	33.08
1, 3	W/O College Degree	34.33	35.61	36.51	37.38	38.27	39.71
	BA/BS	35.77	37.10	38.04	38.95	39.88	41.37
	MA/MS						
1, 3	Employees Hired After 7/1/2010	3.71%	2.54%	2.38%	2.39%	3.74%	
1, 3	W/O College Degree	28.60	29.66	30.42	31.14	31.88	33.08
1, 3	BA/BS	31.47	32.63	33.46	34.26	35.08	36.39
1, 3	MA/MS	35.77	37.10	38.04	38.95	39.88	41.37

SERGEANT

Grade	Steps	I	II	III	IV	V	VI
	Upon completion of years of service	0	1 yrs.	5 yrs.	10 yrs.	15 yrs.	20 yrs.
1, 3	Employees Hired Prior to 7/1/2010	40.51	42.02	43.08	44.11	45.16	46.85
1, 3	BA/BS	42.21	43.78	44.89	45.96	47.05	48.81
1, 3	MA/MS						
1, 3	Employees Hired After 7/1/2010	37.13	38.51	39.49	40.43	41.39	42.94
1, 3	BA/BS	42.21	43.78	44.89	45.96	47.05	48.81
1, 3	MA/MS						

LIEUTENANT

Grade	Steps	I	II	III	IV	V	VI
	Upon completion of years of service	0	1 yrs.	5 yrs.	10 yrs.	15 yrs.	20 yrs.

**APPENDIX A
FISCAL YEAR 2023 - COMPENSATION / CLASSIFICATION TABLE**

Employees Hired Prior to 7/1/2010		Employees Hired After 7/1/2010	
Grade	Steps	Hourly	Annual
BA/BS	43.95	45.58	46.73
MA/MS	45.79	47.49	48.69
BA/BS	40.28	41.77	42.83
MA/MS	45.79	47.49	48.69
		47.85	48.99
		49.85	51.04
		43.85	44.90
		49.85	51.04
			50.82
			52.95
			46.58
			52.95

Police & Fire Signal Operator Union - Hourly Compensation table established by Union Contract.

Grade	I	II	III	IV	V	VI	VII	VIII
7 Dispatcher	25.20	25.71	26.22	26.74	27.27	27.81	28.37	28.93

Other Municipal Positions

Elected/Appointed Positions (MGL 41 s.108 & 108A)	Annual Salary
Town Manager	149,297.40
Finance Director	123,420.00
Chief of Police	165,412.82
Chief of Fire	129,997.98
Police Captain	132,000.00
Selectmen/Chairman	3,225
Board of Assessors/Chairman	2,936
Selectmen/Members	2,852
Board of Assessors/Members	2,193
Board of Appeals/Chairman	1,681
Board of Health/Chairman	873
Board of Health/Members	495

Professional Stipends	Annual Rate
Animal Control Officer/Inspector	13,250
Procurement Stipend	7,500
Emergency Management Director	5,000
Meeting Stipend	4,156
Animal Pick-Up (Deceased)	2,400
Wildlife Officer	2,400
Call Fire Deputy Chief	1,500
EMT Certification (Police Officers)	1,750
Harbormaster	1,200
Professional Certifications	1,000
Call Fire Captain	750
Call Fire Training Officer	500
Accreditation Stipend (Police)	1,000

Call Firefighters	Hourly Wage	Occurrence %
Rank		
Deputy Chief	31.03	32.58
Captain	28.74	30.18
Lieutenant	26.44	27.76
Senior Firefighter (7.5% Increase)	24.69	25.93
Firefighter w/ CPR 1st Responder	22.97	24.12
Probationary Firefighter	19.54	n/a
On-Call Stipend (per night)	25.00	

Occasional Help	Range of Compensation
Registrar of Voters (annually)	400.00
Seasonal Employee	14.25 - 24.00

	Jul/Dec 2022	Jan/Jun 2023
Poll Worker	14.25	15.00
Warden (Elections/Registration)	15.25	16.00
Senior Work-Off Program	14.25	15.00

Legend Notes

- 1 Position is shared with the Town of Wenham
- 2 Differs from Wage Grid ; see "Other Municipal Positions" section for additional info
- 3 Shift differential is 7% for Evening and 9% for Midnight shift.
- 4 Shift differential is 5% for Evening and 7% for Midnight shift.
- 5 Position is shared with the Town of Manchester-by-the-Sea, 50% cost sharing.
- 6 Position funded through the CPA Fund and Affordable Housing Trust.
- 7 Position shared with Wenham and HWRSD; cost share in accordance with contract
- 8 Procurement stipend for DPW Director
- 9 Assistant to the Town Manager/Community Preservation Coordinator
- 10 Paid to Fire Chief

Special Town Meeting – October 1, 2022

Appendix B

Proposed Conservation By-Law

TOWN OF HAMILTON, MASSACHUSETTS GENERAL WETLANDS PROTECTION/CONSERVATION BYLAW

SECTION 1: Purpose

The purpose of this Bylaw is to protect the wetlands, water resources, flood prone areas and adjoining upland areas in the Town of Hamilton by controlling activities deemed by the Hamilton Conservation Commission [hereafter referred to as “the Commission”] as likely to have a significant or cumulative effect on Resource Area values, including but not limited to the following: public or private water supply, groundwater supply, flood control, erosion and sedimentation control, storm damage prevention, water quality, prevention and control of pollution, fisheries, shellfisheries, wildlife habitat, rare species habitat including rare plant and animal species, agriculture, aquaculture, and recreation values, deemed important to the community (collectively, the “resource area values protected by this bylaw”).

This Bylaw is intended to utilize the Home Rule authority of the Town of Hamilton to confer authority on the Commission to adopt its own Regulations so as to protect the resource areas in Hamilton under the Wetlands Protection Act (G.L. Ch. 131 s. 40; "the Act") to a greater degree; to protect additional resource areas beyond the Act recognized by the Town as significant; to protect all resource areas for additional values beyond those recognized in the Act; to impose in local regulations and permits additional standards and procedures stricter than those of the Act and Regulations (310 CMR 10.00), subject, however, to the rights and benefits accorded to agricultural uses and structures of all kinds under the laws of the Commonwealth and other relevant bylaws of the Town of Hamilton.

SECTION 2: Definitions

Terms defined by Massachusetts Constitution Amendments Article XCVII (97); Massachusetts General Laws, Chapter 40 Section 8C and Chapter 131, Section 40 (hereafter referred to as the "Act"), as well as 310 CMR 10.00 Wetlands Regulations are hereby incorporated by reference and made a part hereof, except as otherwise modified by this Hamilton Conservation Bylaw, its promulgated Regulations, and any subsequent amendments. References to government bodies shall be taken as references to those government bodies or to their successors in the relevant governmental role (e.g. references to the USDA Soil Conservation Service currently apply to the US Natural Resources Conservation Service, or to the Department of Environmental Quality Engineering apply to the Department of Environmental Protection.

1. The term "**Alter**" shall include without limitation, the following actions when undertaken in areas subject to this Bylaw:
 - A. changing of pre-existing drainage characteristics, sedimentation patterns, flow patterns or flood retention characteristics;
 - B. placement of fill, excavation or re-grading;
 - C. destruction of vegetation, including cutting and removing of ground cover, shrubs or live or dead trees; without regard to whether such vegetation might be defined as invasive.

- D. changing water temperature, biochemical oxygen demand or other physical or chemical characteristics of water, including but not limited to the application of herbicides, pesticides, deicing agents, fertilizers, or oils for insect control;
 - E. any activities, changes or work which pollute or cause displacement of any body of water or groundwater;
 - F. any activities, changes or work which cause alteration of wildlife habitat.
2. The term ***“Associated Upland Resource Area”*** (***“AURA”*** hereafter) means that area of land extending 100 feet horizontally outward from the boundary of any freshwater wetlands, marshes, wet meadows, bogs, swamps, vernal pools, springs, banks, reservoirs, lakes, ponds of any size, and lands under water bodies. The area known as Riverfront and defined at 310 CMR 10.58(2) shall not have an AURA. The AURA is a Resource Area under this Bylaw. The AURA serves to protect the following interests established in Section 1 of this Bylaw, including but not limited to the following: public or private water supply, groundwater supply, flood control, erosion and sedimentation control, storm damage prevention, water quality, prevention and control of pollution, fisheries, shellfisheries, wildlife habitat, rare species habitat including rare plant and animal species, agriculture, aquaculture, and recreation values.
3. The term ***“burden of proof”*** means the applicant shall have the burden of proving by a preponderance of credible evidence that the work proposed in the application taking place anywhere within a resource area (including AURA) shall not have an unacceptable significant and/or cumulative effect upon the wetland values protected by this Bylaw. Failure to provide adequate evidence that the work proposed in the application shall not have an unacceptable significant and/or cumulative effect upon the wetland values protected by this Bylaw shall be sufficient cause for the Commission to deny a permit or grant a permit with conditions.
4. ***Freshwater Wetlands:*** Certain land may not meet the definition of a bordering vegetated wetland under the Act but still provide identified, important wetland functions and values. Such areas are significant to all of the interests of this Bylaw.
- A. The term "freshwater wetland" under this Bylaw shall mean:
 - An isolated or previously disturbed area that meets the criteria of the currently applicable procedures under 310 CMR 10.00 or meets at least 2 of the following 3 criteria:
 - i. the vegetative community consists of at least 50% wetland plant species (listed as OBL, FACW, FAC by US Fish and Wildlife Service)
 - ii. hydric soils as listed by the US Natural Resources Conservation Service are present
 - iii. hydrology or field indicators of hydrology according to the procedures of the 1987 Federal Method for Wetlands Delineation (US Environmental Protection Agency) are present
 - B. A "freshwater wetland" as described in this bylaw that does not meet the definition of a bordering vegetated wetland under the Act must be a minimum of 1000 sq. ft. in surface area to be protected.
5. ***“Genetically modified seeds, plants or micro-organisms”*** are those organisms primarily used in agriculture which are created through the technique of artificial gene splicing.
6. One ***“growing season”*** is considered the entire period from approximately March 15 to October 15.
7. The terms ***“land subject to storm flowage”*** and ***“land subject to inundation”*** can include vernal pools.

8. The term "**permits**" shall collectively refer to Orders of Conditions and/or Determinations of Applicability.
9. The term "**person**" shall include any individual, group of individuals, association, partnership, corporation, company, business organization, trust, estate, the Commonwealth or political subdivision thereof to the extent subject to Town by-laws, administrative agencies, public or quasi-public corporations or bodies, the Town of Hamilton, and any other legal entity, its legal representatives, agents or assigns. All other terms and definitions shall be understood and applies in the manner set forth in General Laws, Chapter 131, Section 40, in applicable regulations promulgated by the Department of Environmental Protection, and as further defined by the Commission by regulation or amendment."
10. The term "**pond**" shall mean any open body of fresh water, either natural occurring or man-made, with a surface area observed or recorded within the last ten (10) years of at least 5,000 square feet, and which is never without standing water due to natural causes, except during periods of extended drought. For purposes of this definition, extended drought shall mean any period of four (4) or more months during which the average rainfall for each month is 50 % or less of the (10) year average for that same month. Basins or lagoons which are part of waste water treatment plants shall not be considered ponds, nor shall swimming pools or other impervious man-made retention basins.
11. The term "**stream**" shall mean a body of flowing water, including brooks and creeks, which moves in a channel in the ground due to a hydraulic gradient, and which flows within, into or out of an area subject to protection under the Act or Bylaw. A portion of a stream may flow through a culvert or beneath a bridge. Such a body of running water which does not flow throughout the year (i.e., which is intermittent) is also considered a stream unless it is up-gradient of all freshwater wetlands.
12. **Vernal Pools:** Such areas are presumed to be significant to the 'wildlife' and 'wildlife habitat' interests of this Bylaw. This presumption of significance can exist in the absence of Certification by the MA Division of Fisheries and Wildlife and whether or not the vernal pool is located outside wetlands. The surrounding vegetation and trees are vital to a vernal pool, with the canopy and other plant life eventually providing the dead leaves that spark the energy transfer in the food chain. Bacteria and other organisms feed on the detritus and decomposing organisms add important nutrients to the water. Studies have shown that removal of vegetation or disturbance of these areas, which range from 750 to 1,200 feet from the vernal pool, can wipe out the vernal pool populations. The commission's jurisdiction is limited to the 100 foot AURA surrounding vernal pools. Such areas can be regulated by this Bylaw since these areas protect the public interests identified in this Bylaw. Vernal Pools are defined as follows:
 - A. They are fresh water bodies,
 - B. They contain NO predatory fish populations,
 - C. They are confined depressions that may dry up during the summer,
 - D. They hold water for a minimum of two (2) consecutive months, usually in spring to summer but may include autumn to winter,
 - E. They must contain a minimum of two hundred (200) square feet in surface area as defined by the greatest limit of flooding observed or determined by field indicators of hydrology,
 - F. They must contain evidence of endangered, rare, or threatened wildlife, "species of special concern" or obligate vernal pool breeders; OR they must contain evidence sufficient to meet the criteria listed by the Massachusetts Division of Fisheries and Wildlife's Natural Heritage and Endangered Species Program.

13. *"Wetland Resource Areas", "Resource Areas" or "Wetlands"* are those areas subject to protection under this Bylaw and Regulations, as stated in this Bylaw.

SECTION 3: Jurisdiction

Except as permitted by the Conservation Commission, and in accordance with the definition of terms contained within this Bylaw, no person shall commence to remove, fill, dredge, build upon, degrade, discharge into, or otherwise alter the following resource areas: any freshwater wetlands, marshes, wet meadows, bogs, swamps, vernal pools, springs, banks, reservoirs, lakes, ponds of any size, and lands under water bodies; lands adjoining these resource areas out to a distance of 100 feet, known as the Associated Upland Resource Areas (AURA); rivers, streams, brooks and creeks whether perennial or intermittent; lands adjoining these resource areas out to a distance of 200 feet, known as the riverfront area; lands subject to flooding or inundation by groundwater or surface water (collectively the "resource areas protected by this bylaw"). Said resource areas shall be protected whether or not they border surface waters.

The areas subject to protection under this Bylaw differ from those protected by the Act in that additional areas are protected by this Bylaw. The additional areas subject to protection under this Bylaw include smaller ponds, vernal pools and certain freshwater wetlands that may not meet the definition of bordering vegetated wetland under the Act and including Associated Upland Resource Areas (AURA's) as defined herein.

The jurisdiction of this bylaw shall not extend to uses and structures of agriculture that enjoy the rights and privileges of laws and regulations of the Commonwealth governing agriculture, including work performed for normal maintenance or improvement of land in agricultural or aquacultural uses as defined by the Wetlands Protection Act regulations, found at 310 CMR 10.04.

SECTION 4: Exemptions and Exceptions

The applications and permits required by this Bylaw shall not be required for work performed for normal maintenance or improvement of land in agricultural and aquaculture use as defined by the Wetlands Protection Act regulations at 310 CMR 10.04.

The applications and permits required by this bylaw shall not be required for maintaining, repairing, or replacing, but not substantially changing or enlarging, an existing and lawfully located structure or facility used in the service of the public to provide electric, gas, water, telephone, telegraph, or other telecommunication services, provided that written notice has been given to the Conservation Commission prior to commencement of work, and provided that the work conforms to any performance standards and design specifications in regulations adopted by the Commission.

The applications and permits required by this Bylaw shall not be required for emergency projects necessary for the protection of the health and safety of the public, provided that the work is to be performed by or has been ordered to be performed by an agency of the Commonwealth or a political subdivision thereof; that advance notice, oral or written, has been given to the Commission prior to commencement of the work or within 24 hours after commencement; the Commission or its agent certifies the work as an emergency project; the work is performed only for the time and place certified by the Commission for the limited purposes necessary to abate the emergency; and that within 21 days of commencement a permit application shall be filed with the Commission for

review. Upon failure to meet these and other requirements of the commission the Commission may, after notice and a public hearing revoke or modify an emergency project approval and order restoration and mitigation measures.

Other than as stated in this Bylaw, the exceptions provided in the Wetlands Protection Act (G.L. Ch. 131 §40) and regulations thereunder (310 CMR 10.00) shall not apply under this Bylaw.

SECTION 5: Applications and Fees

Written application shall be filed with the Conservation Commission to perform activities affecting resource areas protected by this bylaw. The permit application shall include such information and plans as are deemed necessary by the Commission to describe proposed activities and their effects on the resource areas protected by this bylaw. No activities shall commence without receiving and complying with a permit issued pursuant to this bylaw.

The Commission in an appropriate case may accept as the application and plans under this bylaw any application and plans filed under the Wetlands Protection Act (G.L. Ch. 131 §40) and regulations (310 CMR 10.00), but the Commission is not obliged to do so.

Any person desiring to know whether or not a proposed activity or an area is subject to this bylaw may in writing request a determination from the Commission. Such a Request for Determination of Applicability (RDA) or Abbreviated Notice of Resource Area Delineation (ANRAD) filed under the Act shall include information and plans as are deemed necessary by the Commission.

At the time of an application, the applicant shall pay a filing fee specified in regulations of the Commission. The fee is in addition to that required by the Wetlands Protection Act and regulations. Pursuant to G.L. Ch. 44 §53G and regulations promulgated by the Commission, the Commission may impose reasonable fees upon applicants for the purpose of securing outside consultants including engineers, wetlands scientists, wildlife biologists or other experts in order to aid in the review of proposed projects. Such funds shall be deposited with the town treasurer, who shall create an account specifically for this purpose. Additional consultant fees may be requested where the requisite review is more expensive than originally calculated or where new information requires additional consultant services.

Only costs relating to consultant work done in connection with a project for which a consultant fee has been collected shall be paid from this account, and expenditures may be made at the sole discretion of the Commission. Any consultant hired under this provision shall be selected by, and report exclusively to, the Commission. The Commission shall provide applicants with written notice of the selection of a consultant, identifying the consultant, the amount of the fee to be charged to the applicant, and a request for payment of that fee. Notice shall be deemed to have been given on the date it is mailed or delivered. The applicant may withdraw the application or request within five (5) business days of the date notice is given without incurring any costs or expenses.

The entire fee must be received before the initiation of consulting services. Failure by the applicant to pay the requested consultant fee within ten (10) business days of the request for payment shall be cause for the Commission to declare the application administratively incomplete and deny the permit without prejudice, except in the case of an appeal. The Commission shall inform the applicant and Department of Environmental Protection (DEP) of such a decision in writing.

The applicant may appeal the selection of an outside consultant to the Selectboard, who may disqualify the consultant only on the grounds that the consultant has a conflict of interest or is not properly qualified. The minimum qualifications shall consist of either an educational degree or three or more years of practice in the field at issue, or a related field. The applicant shall make such an appeal in writing, and must be received within ten (10) business days of the date that request for consultant fees was made by the Commission. Such appeal shall extend the applicable time limits for action upon the application.

SECTION 6: Notice and Hearings

A. Written notice to abutters

Any person filing a permit or other application or RDA or ANRAD or other request with the Commission shall, at the same time, give written notice thereof (by certified mail with return receipt requested or by personal delivery in hand) to all abutters according to the most recent tax records of the assessors, including owners of land directly opposite on any public or private street or way, and abutters to the abutters within 300 feet of the property line of the applicant, including any in another municipality or across a body of water. The applicant shall obtain a certified list of names and addresses of all persons required to be notified from the Hamilton Board of Assessor's Office. The notice shall state a brief description of the project or other proposal and the date of any Commission hearing date. In addition, copies of such notice shall be sent at the time of filing, by certified mail, to the Hamilton Select Board, the Planning Board, and the Hamilton Board of Health.

The notice to abutters shall include a copy of the application or request, with plans, or shall state where copies may be examined and obtained by abutters. An affidavit of the person providing such notice, with a copy of the notice mailed or delivered, shall be filed with the Commission. When a person filing an application is other than the owner, the application, the notice of the hearing, and the determination itself shall be sent to the owner by the person making the request.

B. Public hearings

The Commission shall conduct a public hearing for any person filing a permit or other application or RDA or ANRAD with the Commission, with written notice given at the expense of the applicant, at least five business days prior to the hearing, in a newspaper of general circulation in the Town. The Commission shall commence the public hearing within 21 days from the receipt of a completed permit application, RDA or ANRAD unless an extension is authorized in writing by the applicant.

The Commission may combine its hearing under this Bylaw with the hearing conducted under the Wetlands Protection Act (M.G.L., Ch. 131, Sec. 40) and regulations (310 CMR 10.00).

The Commission shall have the authority to continue the hearing to a date and time certain announced at the hearing, for reasons stated at the hearing, which may include receipt of additional information offered by the applicant or others, information and plans required of the applicant deemed necessary by the Commission in its discretion, or comments and recommendations of Town boards and officials. In the event the applicant objects to a continuance or postponement, the hearing shall be closed and the Commission shall take action on such information as is available.

The Commission shall issue its permit, other order or determination in writing within 21 days of the close of the public hearing thereon unless an extension is authorized in writing by the applicant.

SECTION 7: Permits and Conditions

A. Project Evaluation

If the Conservation Commission, after a public hearing, determines that the activities which are subject to the permit application, or the land and water uses which will result therefrom, are likely to have a significant individual or cumulative effect on the resource area values protected by this bylaw, the Commission, within 21 days of the close of the hearing, shall issue or deny a permit for the activities requested. The Commission shall take into account the extent to which the applicant has avoided, minimized and mitigated any such effect. The Commission also shall take into account any loss, degradation, isolation, and replacement or replication of such protected resource areas elsewhere in the community and the watershed, resulting from past activities, whether permitted, unpermitted or exempt, and foreseeable future activities.

In the proceedings pursuant to any notice of intent filed with the Conservation Commission, the Commission may require the Applicant to demonstrate that the land development purpose of the project proposed cannot be reasonably met by a project design which can be expected to cause less disruption of wetlands resource area and /or AURA function than the design initially proposed by the Applicant.

B. Resource Area Alteration and Replication

To prevent resource area loss, the Commission shall require applicants to avoid alteration wherever feasible; to minimize alteration; and, where alteration is unavoidable and has been minimized, to provide full mitigation. The Commission may authorize or require replication of wetlands as a form of mitigation, but only with specific plans, professional design, proper safeguards, adequate security, and professional monitoring and reporting to assure success, because of the high likelihood of failure of replication.

The Commission may require a wildlife habitat study of the project area, to be paid for by the applicant, whenever it deems appropriate, regardless the type of resource area or the amount or type of alteration proposed. The decision shall be based upon the Commission's estimation of the importance of the habitat area considering (but not limited to) such factors as proximity to other areas suitable for wildlife, importance of wildlife "corridors" in the area, or actual or possible presence of rare plant or animal species in the area. The work shall be performed by an individual who at least meets the qualifications set out in the wildlife habitat section of the Wetlands Protection Act regulations (310 CMR 10.60).

C. AURA

In reviewing activities within the AURA, the Commission shall presume the AURA is important in its own right, and is important to the protection of other resource areas because activities undertaken in close proximity have a high likelihood of adverse impact, either immediately, as a consequence of construction, or over time, as a consequence of daily operation or existence of the activities. These adverse impacts from construction and use can include, without limitation, erosion, siltation, loss of groundwater recharge, poor water quality, and loss of wildlife habitat. Beyond those provided by this Bylaw, the Commission may establish, in its regulations, design specifications, performance standards, and other measures and safeguards, including setbacks, no-disturb areas, no-

build areas, and other work limits for protection of such lands, including without limitation strips of continuous, undisturbed vegetative cover, unless the applicant convinces the Commission that the area or part of it may be disturbed without harm to the values protected by this Bylaw.

D. No Disturbance and No-Build Zones

When proposing alterations of land within 100 feet of a wetland, the applicant must overcome a strong presumption of adverse impact on the adjacent wetlands and their functions and values. The commission will require a no-disturbance zone extending from the edge of all wetland resource areas and a no-build zone extending from the no disturbance zone to a certain distance from the wetlands resource area as determined below. Building construction of any kind is prohibited in the no-building zone. The Commission will also require a 100 Foot No Disturb Zone constituting the entire AURA adjacent to any vernal pool. Building construction means any construction that requires a permit from the building department under the regulations and bylaws of the Town in effect at the time of the filing of the project. This includes, but is not limited to, home construction, porches, decks, additions, and sheds. Driveways and fences may be allowed after a consideration of the interests sought to be protected by this Bylaw.

No construction activity or removal of vegetative cover is allowed in the no-disturbance zone, and, with the exception of contained organic composting areas, there shall be no dumping of leaves, grass clippings, trash or any kind of refuse, within the resource area or the no disturbance zone.

1. The no disturbance zone shall be bounded by the edge of the wetlands resource area and a line 25 feet away from the wetlands resource area; and the no build zone shall extend from the no disturbance zone to a line 50 feet from the edge of the wetlands resource area for: Residential lots actually occupied on December 31, 2007; Residential lots for which a building permit for a residential structure has been issued not later than December 31, 2007;
2. In all other cases, the no disturbance zone shall be bounded by the edge of the wetlands resource area and a line 50 feet away from the wetlands resource area; and the no build zone shall extend from the no disturbance zone to a line 75 feet from the edge of the wetlands resource area.

The imposition of these additional zones is established since alteration of land immediately adjacent to a wetland invariably results in the alteration of the wetland itself. Such wetland alterations have been observed during construction such as siltation, overgrading, or depositing construction debris. Such alterations have been observed after construction from improper land use such as unregulated filling, cutting of vegetation, extension of lawns, and the depositing of yard waste. Such alterations have been observed resulting in increased runoff, siltation and temperature or nutrient loading resulting from the change in land use immediately adjacent to the wetlands. These subsequent alterations cannot be regulated without the imposition of the restricted zones detailed above. Since the commission cannot allow unregulated alterations of wetlands, these restricted zones will likely be imposed on all projects.

E. Riverfront Area

In reviewing activities within the riverfront area, the Commission shall presume the riverfront area is important to all the resource area values unless demonstrated otherwise, and no permit issued hereunder shall permit any activities unless the applicant, in addition to meeting the otherwise applicable requirements of this bylaw, has proved by a preponderance of the evidence that (1) there

is no practicable alternative to the proposed project with less adverse effects, and that (2) such activities, including proposed mitigation measures, will have no significant adverse impact on the areas or values protected by this bylaw. The Commission shall regard as practicable an alternative which is reasonably available and capable of being done after taking into consideration the proposed property use, overall project purpose (e.g., residential, institutional, commercial, or industrial), logistics, existing technology, costs of the alternatives, and overall project costs.

F. Vernal Pools

The Commission shall presume that all areas meeting the definition of “vernal pools” under §II of this bylaw, including the adjacent area, perform essential habitat functions. This presumption may be overcome only by the presentation of credible evidence which, in the judgment of the Commission, demonstrates that the basin or depression does not provide essential habitat functions. Any formal evaluation should be performed by an individual who at least meets the qualifications under the wildlife habitat section of the Wetlands Protection Act regulations.

G. Issuance of Conditions

If it issues a permit, the Commission shall impose conditions which the Commission deems necessary or desirable to protect said resource area values, and all activities shall be done in accordance with those conditions. Where no conditions are adequate to protect said Resource Area values, the Commission is empowered to deny a permit for failure to meet the requirements of this Bylaw. It may also deny a permit for:

- failure to submit necessary information and plans requested by the Commission;
- failure to abide by requirements associated with the AURA;
- failure to comply with the procedures, design specifications, performance standards, and other requirements in the Regulations of the Commission;
- or for failure to avoid, minimize or mitigate significant or cumulative effects upon the Resource Area values protected by this Bylaw

Due consideration shall be given to any demonstrated hardship on the applicant by reason of denial, as presented at the public hearing. The Commission may waive specifically identified and requested procedures, design specifications, performance standards, or other requirements set forth in its regulations, provided that: the Commission finds in writing after said public hearing that there are no reasonable conditions or alternatives that would allow the proposed activity to proceed in compliance with said regulations; that avoidance, minimization and mitigation have been employed to the maximum extent feasible; and that such waiver is necessary to accommodate an overriding public interest or to avoid a decision that so restricts the use of the property as to constitute an unconstitutional taking without compensation.

The Commission, at its discretion in an appropriate case, may combine the decision issued under this Bylaw with the permit, DOA, ORAD, or Certificate of Compliance (COC) or other action issued under the Wetlands Protections Act and regulations thereunder. For decisions issued in this manner, the permits issued under the Wetlands Protection Act shall be considered to represent this Bylaw as well.

H. Term/Duration of Permit Validity

A permit, Determination of Applicability (DOA), or Order of Resource Area Delineation (ORAD) shall expire three years from the date of issuance. Notwithstanding the above, the Commission in its discretion may issue a permit, determination or order expiring five years from the date of issuance

for recurring or continuous maintenance work, provided that annual notification of time and location of work is given to the Commission. Any permit may be renewed once for an additional one year period, provided that a request for renewal is received in writing by the Commission prior to expiration. Notwithstanding the above, a permit may identify requirements which shall be enforceable for a stated number of years, indefinitely, or until permanent protection is in place, and which shall apply to all present and future owners of the land.

No work proposed in any permit application shall be undertaken until the permit issued by the Commission with respect to such work has been recorded in the Registry of Deeds or, if the land affected is registered land, in the Registry section of the Land Court for the district wherein the land lies, and until the holder of the permit certifies in writing to the Commission that the permit has been recorded. If the applicant fails to perform such recording, the Commission may record the documents itself and require the Applicant to furnish the recording fee therefore, either at the time of recording or as a condition precedent to the issuance of a COC.

I. Amendments to Permits

For good cause the Commission may revoke or modify any permit, DOA or ORAD or any other order, determination or other decision issued under this Bylaw after notice to the holder and owner of the property, after a public hearing.

Amendments to permits, DOAs, or ORADs shall be processed and handled in the manner set out in the Wetlands Protection Act regulations and policies thereunder.

SECTION 8: Regulations

After public notice and public hearing, the Commission may promulgate regulations to effectuate the purposes of this Bylaw, effective when voted and filed with the Town Clerk. The Commission may establish, in its regulations, additional definition of terms, design specifications, performance standards, and other measures and safeguards, including setbacks, no-disturb areas, no-build areas, and other work limits for protection of such lands, including without limitation strips of continuous, undisturbed vegetative cover, unless the applicant convinces the Commission that the area or part of it may be disturbed without harm to the values protected by this Bylaw. The Commission may also establish, in its regulations, building materials, utilities, or other materials needed to successfully complete a proposed project which the commission will not otherwise approve in accordance with Section 1. The Commission may also establish, in its regulations, those projects which the Commission feels are best handled through an administrative approval process overseen by the Conservation Administrator. Failure by the Commission to promulgate such regulations or legal declaration of their invalidity by a court of law shall not act to suspend or invalidate the effect of this Bylaw. At a minimum these regulations may reiterate the terms defined in this Bylaw, define additional terms not inconsistent with this Bylaw, and establish filing and consultant fees, as well as specifying the forms it will accept and issue under this Bylaw.

SECTION 9: Burden of Proof

The applicant shall have the burden of proving by a preponderance of credible evidence that the activity proposed in the Request for Determination of Applicability or the Notice of Intent will not have a significant or cumulatively detrimental effect upon the interests and values protected by this Bylaw. Failure to provide to the Commission adequate evidence for it to determine that the

proposed activity will not cause such impacts shall be sufficient cause for the Commission to deny permission or to grant permission with such conditions as it deems reasonable, necessary, or desirable to carry out the purposes of this Bylaw; or to postpone or continue the hearing or public meeting to another date certain to enable the applicant and others to present additional evidence, upon such terms and conditions as deemed by the Commission to be reasonable.

Due consideration shall be given to possible effects of the proposal on all interests and values protected under this Bylaw.

SECTION 10: Security

As part of a permit issued under this Bylaw, in addition to any security required by any other municipal or state board, agency, or official, the Commission shall require that the performance and observance of the conditions imposed hereunder (including conditions requiring mitigation work) be secured wholly or in part by one or more of the methods described below:

- A. By a proper bond, deposit money or negotiable securities under a written third-party escrow arrangement, or other undertaking of financial responsibility, sufficient in the opinion of the Commission, to be released in whole or in part upon issuance of a COC for work performed pursuant to the permit. Such bond or money or negotiable securities must be approved as to form and manner of execution by the Town Counsel or counsel to the Commission;
- B. By a conservation restriction, easement or other covenant enforceable in a court of law, executed and duly recorded by the owner of record, running with the land to the benefit of the Town whereby the permit conditions shall be performed and observed before any work authorized by the Commission commences and before any lot may be conveyed other than by mortgage deed. This method shall be used only with the consent of the applicant.

SECTION 11: Enforcement

No person shall remove, fill, dredge, build upon, degrade, or otherwise alter resource areas protected by this Bylaw, or cause, suffer, or allow such activity, or leave in place unauthorized fill, or otherwise fail to restore illegally altered land to its original condition, or fail to comply with a permit or an enforcement order issued pursuant to this Bylaw.

The Commission, its agents, officers, and employees, shall have authority to enter upon privately owned land for the purpose of performing their duties under this Bylaw and may make or cause to be made such examinations, surveys, or sampling as the Commission deems necessary, subject to the constitutions and laws of the United States and the Commonwealth.

The Commission shall have authority to enforce this Bylaw, its regulations, and permits issued thereunder, by letters, phone calls, electronic communication and other informal methods, violation notices, non-criminal citations under G.L. Ch. 40 §21D, and file civil and criminal court actions. Any person who violates any provision of this Bylaw may be ordered to restore the subject property to its original condition and take other action deemed necessary to remedy such violations, or may be fined, or both.

Upon request of the Commission, the Select Board and the Town Counsel (counsel to the Commission) shall take legal action for enforcement under civil law. Upon request of the Commission, the chief of police shall take legal action for enforcement under criminal law.

Municipal boards and officers, including any police officer or other officer having police powers, shall have authority to assist the Commission in enforcement.

Any person who violates any provision of this Bylaw, regulations thereunder, or permits or administrative orders issued thereunder, shall be punished by a fine of not more than three hundred dollars (\$300.00). Each day or portion thereof during which a violation continues shall constitute a separate offense, and each provision of this Bylaw, regulations, permits or administrative orders violated shall constitute a separate offense.

SECTION 12: Appeals

A decision of the Commission under this Bylaw shall be reviewable in the Superior Court in accordance with G.L. Ch. 249, Section 4.

SECTION 13: Relation to the Wetlands Protection Act

This Bylaw is adopted under the Home Rule Amendment of the Massachusetts Constitution and the Home Rule statutes, independent of the Wetlands Protection Act, General Laws, Chapter 131, Section 40, and regulations (310 CMR 10.00) thereunder. It is the intention of this Bylaw that the purposes, jurisdiction, authority, exemptions, regulations, specifications, standards, and other requirements shall be interpreted and administered as stricter than those under the Wetlands Protection Act and regulations thereunder.

SECTION 14: Waiver from Regulations

Waivers are not favored, and will not be granted, except in the most rare and unusual circumstances. All waiver requests must be in writing and no waiver request will be considered unless it is part of a complete Notice of Intent application. The waiver request will be denied unless the applicant shows that there is no alternative proposal which meets the requirements of these regulations, and the applicant must show that the granting of the waiver is consistent with the intent and purpose of this Bylaw and its Regulations. In addition, the applicant must demonstrate that a waiver is necessary to accommodate an overriding public interest or to avoid a decision that so restricts the use of the property as to constitute an unconstitutional taking without compensation. Applicants shall present documented evidence that site specific conditions of slope, vegetation, soil type, and water sources taken together with the applicant's proposed plan are fully and entirely consistent with maintaining resource area quality and function. The Commission shall act on the request and shall provide to the applicant, either by certified mail or hand delivery, its written decision. A Waiver Request Form shall be promulgated as part of the Regulations to be developed under this Bylaw.

SECTION 15: Severability

The invalidity of any section or provision of this bylaw shall not invalidate any other section or provision thereof, nor shall it invalidate any permit, approval or determination which previously has been issued.

EFFECTIVE DATE

This bylaw was first adopted in 2006. Between May and August 2022, a series of advertised public hearings to discuss amending this Bylaw were held. On August 10, 2022 the Commission voted to submit a revised bylaw for inclusion on the warrant at the October 2022 Special Town Meeting.

This bylaw shall be effective upon filing with the Town Clerk, the Clerk's time stamp is affixed on Page 1 of this bylaw.

829409v.2

October 1, 2022

From: Hamilton Finance and Advisory Committee

Commentary and Recommendations on the Warrant for:

SPECIAL TOWN MEETING

Saturday October 1, 2022

Hamilton-Wenham Regional High School, Hamilton

Please bring this report to Town Meeting

To the Citizens of Hamilton:

Before each Annual Town Meeting and Special Town Meeting, the Finance and Advisory Committee (FinCom) is asked to provide our recommendations and analysis regarding the warrant articles to be presented at Town Meeting for your deliberation and disposition.

FINCOM's responsibility is to recommend the action we consider appropriate as to "any or all municipal questions." As citizens, you are entitled to consider and vote on all such questions presented to you on the town meeting warrant.

As Hamilton residents, we are fortunate to have retained the most direct and democratic form of governance--the town meeting. But that means that only those who attend will ultimately make these decisions. Too often, a small minority of citizens make decisions at town meeting that will affect all citizens. FinCom encourages you to participate in the decision-making process by attending Special Town Meeting (STM) and voting on these important matters.

The Town is generally not required to hold a Special Town Meeting every fall; however, one or more of the articles on this warrant are urgent and require immediate citizen action. The FinCom will continue to evaluate the need for a STM each year to reduce the burden of holding one if possible.

We have tried to keep this document as short as possible. Please read it in conjunction with the Warrant and the appropriate Appendices. Please refer to those documents for the wording of the articles, summaries and fiscal impact as prepared by the Select Board, Town Manager, Finance Director and Town Counsel.

ARTICLES 2022/10 1-1 Consent Motion

If there are Articles that are not controversial and unlikely to require debate, this Article allows them to be combined into one vote to save time. Any Article can be removed from this Consent Motion by any voter.

ARTICLE 2022/10 2-1 Compensation/Classification Table

Article 2-1 proposes amendments to the Town's Personnel By-Law by adopting changes to the Classification and Compensation Table as set forth in Appendix A to the Warrant. The changes are being made to reflect union contracts that were finalized after the 2022 Annual Town Meeting, including Police, Fire, and Admin/Clerical, and to update the Table to reflect current positions. In addition to modified pay rates, the following changes are proposed:

1. Move one employee position in the Police Department out of the Police Union and into a supervisory status as negotiated in the union contract in order to update the organizational structure.
2. Update the Town Accountant role to reflect what was previously planned and budgeted for. The title has changed, the status became "exempt", and the hours moved from 37.5 to 40, but the rate remained the same.

Because these changes have already been negotiated or otherwise decided and approved, the FinCom advises that this Article be approved.

The Finance and Advisory Committee recommends FAVORABLE ACTION (5-0) on Article 2-1.

ARTICLE 2022/10 2-2 Prior Year Bills

Each year-end, Town Management lets vendors know that bills must be submitted for payment. Occasionally vendors overlook the request or assume their bill is in process. When an invoice is late and not in the current year's budget, a special request must be made at town meeting to fund the invoice.

In this case, the late invoices are for \$2,494.28 from the Town's Worker's Compensation program provider. Approval of this appropriation will have almost no effect on the tax rate.

The Finance and Advisory Committee recommends FAVORABLE ACTION (5-0) on Article 2-2.

ARTICLE 2022/10 2-3 Strategic Plan

This Article seeks funding in the amount of \$65,000 to hire a consultant to create a strategic plan regarding certain properties within the Town of Hamilton. The Town is currently undergoing a Master Plan process, the goal of which is to take

input from citizens to create an overall vision for the future of the Town. This Strategic Plan, in contrast, would review and analyze the opportunities that are or may be available to the Town for certain properties. These properties include the Winthrop School site, the Gordon-Conwell Theological Seminary (GCTS) and other locations downtown. The funding would be used to hire a third-party consultant to assess options and develop a strategic plan for the Town. It is currently anticipated that the third-party consultant would NOT be the same consultant that was hired to develop the Master Plan.

From FINCOM's perspective two things are readily apparent: 1) the Town needs to look at development opportunities on currently developed land within the Town, especially for potential commercial opportunities, and 2) recent developments and ongoing activities may increase the number of development opportunities in the near-to-mid-future. With the proposed *Cutler Elementary School Feasibility Study* in **Article 2-6** below, there are certain school development scenarios which may result in a consolidation or relocation of school properties which could free up the current Winthrop School site. In addition, GCTS recently disclosed its intent to consolidate its operations within Boston and dispense or otherwise develop its Hamilton Campus. Finally, the Hamilton Development Corporation's ongoing mission is to facilitate sensible development within the downtown area.

As there are a growing number of future development opportunities for either the Town or motivated third parties, it makes sense to for the Town to get ahead of this and be proactive about meaningfully planning for a desired outcome or outcomes. These opportunities could have impactful revenue benefits and, just as importantly, need to be proactively managed so that any development is consistent with the long-term character and ideals of the Town. Funding a strategic plan is a great first step in acting proactively.

The Finance and Advisory Committee recommends FAVORABLE ACTION (5-0) on Article 2-3.

ARTICLE 2022/10 2-4 Water Line Inventory

This Article is asking for money to perform a survey that would identify lead pipes in the Town's water distribution system. The Town is required by state law to complete this inventory. There is a state grant available that is likely to reimburse the Town for this expense, but the Town must appropriate the funding first. Because this is a required expense, and it is likely to be reimbursed, the FinCom supports this appropriation. The appropriation will be made out of retained earnings (reserves) in the Water Fund.

The Finance and Advisory Committee recommends FAVORABLE ACTION (5-0) on Article 2-4.

ARTICLE 2022/10 2-5 Schools – Reauthorization of Previous Borrowing

See discussion with Article 2-6, below.

ARTICLE 2022/10 2-6 Schools – Cutler Elementary School Feasibility Study

The two warrant articles, 2-5 and 2-6, relate to the Hamilton Wenham Regional School District’s request for the funding of a “Feasibility Study” for the proposed Cutler Elementary School building project (Project). Both articles will be discussed here.

In 2021, the Hamilton Wenham Regional School District (“District”) submitted a Statement of Interest to the Massachusetts School Building Authority (“MSBA”) for the proposed Cutler elementary school building project (Project).

The MSBA partners with Massachusetts communities to support the design and construction of educationally - appropriate, flexible, sustainable, and cost-effective public school facilities. The Authority is a financing agency that utilizes its dedicated funding source (one penny of the Massachusetts State 6.25% tax rate) to fund school building projects across the state.

We highly recommend that community members review the MSBA website which contains a wealth of information on the approach used to execute a school construction project. The website is <https://www.massschoolbuildings.org>.

The design and cost of the Cutler School project would be determined during the feasibility study. To provide a sense of size, cost and potential MSBA financial support of such a project, the chart below provides summary information of ten elementary school building projects approved by the MSBA during 2021.

MSBA 2021 Elementary School Building Project Cost Chart

	District	Enrollment	Sq. Ft. (Thous)	Total Project Cost (\$ in Mil)	Maximum Facilities Grant (\$ in Mil)	Grant as a % of Total Project
1	Groton	645	110	79	27	34%
2	Andover	925	191	152	38	25%
3	Westwood	560	113	88	18	21%
4	Fitchburg	845	116	65	43	66%
5	Swampscott	900	154	98	34	35%
6	Wellesley	365	80	73	14	19%
7	Lawrence	1,000	173	104	61	59%
8	Medfield	575	96	82	20	24%
9	Randolph	315	75	50	28	55%

10	Westfield	395	88	62	31	50%
	Average			85	31	37%

Note: The average cost of these ten projects is \$85 Million, with an average reimbursement of \$31 Million.

The MSBA program is highly structured and consists of three Phases:

1) Eligibility Period - (Preparation)

- a. Compliance Certification
- b. Forming the School Building Committee
- c. Educational Profile & Enrollment Process
- d. Maintenance & Capital Planning Documents
- e. Local Vote Authorization (District & Hamilton / Wenham vote required)

2) Scope Definition

- a. Forming the Project Team
- b. Feasibility Study
- c. Schematic Design
- d. Funding the Project (District & Hamilton / Wenham vote required)

3) Scope Monitoring

- a. Detailed Design
- b. Construction
- c. Completing the Project

In March 2022, the District received an invitation into the “Eligibility Period” (EP). The EP commenced May 2, 2022 and concludes January 27, 2023.

The District is required to execute eight (8) deliverables during the EP. Two notable deliverables are:

- Establishment of a “**School Building Committee**” (Committee) which was accomplished as of July 1, 2022. This committee will effectively oversee the entire project. The MSBA requires a highly collaborative approach with the District in the planning and execution of the project and this committee will serve a vital role in the project’s success.
- A successful “**Local Vote Authorization**” prior to the 1/27/23 end-date of the EP. This vote certifies local support and interest in the proposed building program.

Approval of Articles 2-5 and 2-6 will serve as the “**Local Vote Authorization**” as required by the MSBA. Approval of these two warrant articles is required to

progress forward into the actual "Feasibility Study" phase of the financing program.

The two articles total \$1,250,000 and cover the cost of planning, design and project management. This amount is estimated by the MSBA and was provided to the school district:

- Article 2-5 for \$250,000 restates previously provided approval in Article 2020/6 2-4 as of June 25, 2020.
- Article 2-6 for \$1,000,000 provides approval of funds required for the full range of requirements for the Feasibility Study.

Acceptance into the Feasibility Study phase is just the start of a lengthy and deliberate process. No sooner than July 2024, the Board of Directors of the MSBA will bring the Project to a vote. If the MSBA approves the Project, the District and the two Towns have 120 days to obtain and certify approval of an appropriation to fully fund the project. Additionally, all other local votes or approvals showing acceptance of the cost, site, type, scope and timeline for the approved project are required within the 120-day time period. Given the age and condition of the school facilities across the District, and the size of the subsidy, we support approval of the two warrant articles providing funding for the Feasibility Study for the Cutler School project.

The Finance and Advisory Committee recommends FAVORABLE ACTION (5-0) on Article 2-5 and Article 2-6.

ARTICLE 2022/10 3-1 General Bylaws – Amendment to the Conservation Bylaw

At the time of publishing these recommendations, this Article is still under development and it is unclear whether the Article will be included in the Warrant. If the Article advances to Special Town Meeting, FinCom will make a recommendation at that time.

The Finance and Advisory Committee has taken no vote on this Article.

ARTICLE 2022/10 3-2 Community Preservation Committee – Amendment of Vote under Article 2020/11 2-7 and Article 2021/5.2-14

This Article proposes to extend the life of two previously-adopted articles relating to Community Preservation Committee (CPC) grants for the renovation of Hamilton's Town Hall.

Both the CPC and prior Town Meetings consistently have proposed and adopted grants regarding Town Hall renovation: \$75,000 at the 2017 Special Town

Meeting; \$150,000 at the 2019 Annual Town Meeting; \$250,000 at the 2019 Special Town Meeting; \$3,000,000 at the 2020 Special Town Meeting; and, \$1,000,000 at the 2021 Annual Town Meeting. As adopted, the \$3,000,000 grant carries a two-year duration, terminating in November, 2022, if construction has not begun by that time, and the \$1,000,000 grant likewise ends if construction has not begun by May, 2023.

The purpose of this Article is to extend the life of both the \$3,000,000 and the \$1,000,000 grants through November 15, 2024, with the same contingency regarding commencement of construction by that date in order for the grants to be operative.

Because the initial votes regarding the 2020 and 2021 CPC grants were subject to a two-thirds vote requirement, this 2022 extension Article requires a simple majority for adoption. If this Article is adopted, the Town Hall Building project as currently conceived will not go forward without a Town-wide vote.

The CPC's enabling legislation includes the authority to propose grants for the preservation of historic Town-owned properties, and the CPC carefully has exercised its responsibilities in that regard. Adoption of this Article will not jeopardize other potential CPC grants, funds are available to cover the borrowing costs associated with this Article and for potential application to other CPC objectives.

In concert with the continuum of CPC and Town Meeting approval of Town Hall renovation grants, FinCom consistently has recommended these series of proposals. As years pass, structural deficiencies have become more pronounced, increasingly threatening the health and safety of Town employees and members of the public conducting business or serving government functions. While these issues could be mitigated by permanent relocation, we believe abandonment of our historic Town Hall, allowing it to deteriorate, would be detrimental to the Town's best interests. This structure is an asset, housing personal memories for our senior citizens and, for all residents, serving as a symbol of Hamilton's community character, pride and grandeur, as a civic anchor.

The Finance and Advisory Committee recommends FAVORABLE ACTION (5-0) on Article 3-2.

ARTICLE 2022/10 3-3 Schools – Authorization of Stabilization Fund

This proposed article seeks to authorize the Hamilton-Wenham Regional School District (District) to establish a Stabilization Fund for an Athletic Facilities Improvement project (Project) which is currently in the planning phase. It does not seek any funding at this time.

Before discussing the details regarding the establishment of a stabilization fund, we would like to first share an overview of the Athletic Facilities Improvement Project.

Athletic Facilities Improvement Project - Background

The District included the “Athletic Campus Improvement Project” in their FY’23 long-range capital plan for a total of \$7 Million. This was listed as \$1 Million per year for the period FY’24 – FY’30 for the \$7 Million total.

An updated summary of this project was presented and discussed during the June 16, 2022 District School Committee meeting. Some project details are as follows:

- Stadium - turf field, turf track, track & field event amenities
- Amenities building - bathrooms, storage, concessions
- Turf baseball/softball fields
- Four tennis courts - no impact to Project Adventure course
- Turf all-purpose field - games and practices
- New field and safety lighting

The financial profile is as follows:

- Gross project: \$12.9 M
- Less Grants and Fundraising (\$ 4.4 M)
- Net School District Cost \$ 8.5 M

The \$12.9M breaks down as follows:

Cost Category	Schematic Project *Budget (\$000's)
General Conditions	\$1,510
Erosion Control/Site Preparation/ Demolition	\$380
Track & Field Project	\$2,590
Combination Baseball Field	\$2,360
Tennis Courts (4)	\$270
Softball Field	\$1,200
Allowance for Storage/ Press Box/ Amenities	\$1,500
Sub-Total	\$9,790
Contingency	\$1,960
Allowance for Cost Escalation (18 mo. @ 6% PA)	\$890
Engineering/CPS Services	\$250
Total	\$12,890

Note: * Assumes project undertaken in one phase

At this time, it is expected the District will discuss this project at the October 1, 2022 Special Town Meeting and return at the Annual Town meeting in 2023 for a request for funding.

Establishment of a Stabilization Fund by the District

A stabilization fund is a mechanism for setting aside money for capital projects. Establishment of a stabilization fund by regional school districts is provided for under Massachusetts General Law (G.L. c.71, s.16 G ½). For a regional school district like ours, the Town must take a specific vote to authorize establishment of the fund.

Once established, the District school committee may include a line item in each year's annual budget to appropriate monies into the stabilization fund. This line item is part of the annual school committee budget and does not require a separate vote by the Town. The amount to be appropriated to the stabilization fund is included in the District's annual assessment and is apportioned based on the regional agreement methodology for apportioning capital costs.

The amount budgeted in any year generally may not exceed five percent of the aggregate amount assessed to the Towns for the preceding fiscal year.

At no time, however, may the aggregate fund balance exceed five percent of the combined equalized valuations of the member municipalities.

A report of the fund balance and any withdrawals or additions must be prepared annually and presented to the member municipalities. Because appropriations into a stabilization fund are a form of capital budgeting, the regional school committee does not have authority to increase or decrease the amount appropriated for the year once the district budget has been approved. After the annual budget has been approved, the school committee may increase the amount in the stabilization account through the use of excess and deficiency (E&D) funds or through an additional assessment to member municipalities only by amending its approved budget. Currently, money in the District's E&D fund that is in excess of 3% of Operational Budget is required to be returned to the Towns. It is unclear at this time what impact a Stabilization Fund would have on the excess E&D funds available this fiscal year or in the future.

Establish Stabilization Fund at time of Funding Approval

Given that the Athletic Fields Improvement Project has not been presented to the Town for consideration and will not be before the Annual Town Meeting in 2023, it is difficult to evaluate the usefulness or appropriateness of a Stabilization Fund. We recommend deferring the establishment of a stabilization fund until funding is approved. In the meantime, the entire community will have an opportunity to review and engage the committee regarding the full scope, benefits and cost of the project in general, and the use of a Stabilization Fund as part of the funding

structure in particular. At this time, establishment of a Stabilization Fund is premature.

The Finance and Advisory Committee recommends UNFAVORABLE ACTION (5-0) on Article 3-3.

Respectfully Submitted,

Hamilton Finance and Advisory Committee

Christina Schenk-Hargrove, Chair
John McGrath, Vice Chair
Harry Philip, Clerk
John Pruellage
David Wanger

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Please join us

Saturday, October 1, 2022

SPECIAL TOWN MEETING

*Hamilton-Wenham Regional High School
Auditorium*

9:00 a.m.

DEMOCRACY IS NOT A SPECTATOR SPORT

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