



# TOWN OF GROTON

173 Main Street  
Groton, Massachusetts 01450-1237  
Tel: (978) 448-1111  
Fax: (978) 448-1115

## Select Board

Alison S. Manugian, *Chair*  
Rebecca H. Pine, *Vice Chair*  
Peter S. Cunningham, *Clerk*  
John F. Reilly, *Member*  
Matthew F. Pisani, *Member*

**Town Manager**  
Mark W. Haddad

**SELECT BOARD MEETING**  
**MONDAY, MARCH 10, 2025**  
**AGENDA**  
**SELECT BOARD MEETING ROOM**  
**2nd FLOOR**  
**GROTON TOWN HALL**

- |                   |   |
|-------------------|---|
| 6:00 P.M.         | Announcements and Review Agenda for the Public  |
| 6:01 P.M.         | Public Comment Period   |
| I. 6:02 P.M.      | Town Manager's Report   |
|                   | 1. Update on Fiscal Year 2026 Budget  |
|                   | 2. Update on Select Board's Meeting Schedule through the 2025 Spring Town Meeting   |
| II. 6:03 P.M.     | Items for Select Board Consideration and Action   |
|                   | 1. Consider Approving the Settlement Agreement with the Estate of Laura Elizabeth Woodson   |
| III. 6:05 P.M.    | Continue Discussion/Potential Decision on Seeking an Override of Proposition 2½ to Add Six (6) Fulltime Firefighter/EMTs to the Groton Fire Department in FY 2026 |
| IV. 7:00 P.M.     | In Joint Session with the Finance Committee – Public Hearing on the Warrant for the 2025 Spring Town Meeting  |
| OTHER BUSINESS    | -Authorize the Town Manager and One Member of the Select Board to Sign Warrants for the Next Thirty Days  |
| ON-GOING ISSUES – | Review and Informational Purposes – Brief Comments - Items May or May Not Be Discussed  |
|                   | A. PFAS Issue   |
|                   | B. Nashoba Valley Medical Center Working Group  |
|                   | C. Charter Review Committee   |
|                   | D. PILOTs   |

### SELECT BOARD LIAISON REPORTS

- |     |   |   |
|-----|---|---|
| V.  | Minutes:  | Special Meeting/Joint Session with Finance Committee of February 25, 2025<br>Regularly Scheduled Meeting of March 3, 2025 |
| VI. | Executive Session - Pursuant to M.G.L., c.30A, §21(a), Clause 3 – To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the chair so declares. |   |

### ADJOURNMENT

*Votes may be taken at any time during the meeting.* The listing of topics that the Chair reasonably anticipates will be discussed at the meeting is not intended as a guarantee of the topics that will be discussed. Not all topics listed may in fact be discussed, and other topics not listed may also be brought up for discussion to the extent permitted by law.



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**Town Manager**  
Mark W. Haddad

**To:** *Select Board*

**From:** *Mark W. Haddad – Town Manager*

**Subject:** *Weekly Agenda Update/Report*

**Date:** *March 10, 2025*

### TOWN MANAGER'S REPORT

In addition to the Town Manager's Report, Items for Select Board Consideration and Action and a review of the On-going Issue List, there are two items scheduled on Monday's Agenda. First, the Board will be meeting in joint session with the Finance Committee to continue to review the proposal to add additional staffing for the Fire Department. Enclosed with this Report is a proposal prepared by me and Fire Chief Cheeks outlining the proposal. Second, the joint session with the Finance Committee will continue as you will be holding the Public Hearing on the Warrant for the 2025 Spring Town Meeting. Also enclosed with this Report is the latest draft of the Warrant for the 2025 Spring Town Meeting.

1. Please see the attached memorandum from me updating the Select Board and Finance Committee on the proposed Fiscal Year 2025 Operating Budget.

2. Please see the update to the Select Board's Schedule through the 2025 Spring Town Meeting:

Monday, March 17, 2025 -	No Meeting
Monday, March 24, 2025 -	-Review Prescott Building Assessment – Determine if any Action Needs to be Taken
Monday, March 31, 2025 -	Regularly Scheduled Meeting
Monday, April 7, 2025 -	Regularly Scheduled Meeting
Monday, April 14, 2025 -	Regularly Scheduled Meeting
Monday, April 21, 2025 -	No Meeting – Patriot's Day Holiday
Saturday, April 26, 2025	Spring Town Meeting

### ITEMS FOR SELECT BOARD CONSIDERATION AND ACTION

1. The estate of Laura Woodson has left money for the Fire Department to be used for ambulance related matters. Enclosed with this Report is a copy of the Settlement and Release Agreement. The Select Board needs to approve and sign the Agreement. I would respectfully request that the Board vote to approve the Agreement at Monday's meeting.

MWH/rjb  
enclosures

# **Request for Additional Firefighter/EMTs in Fiscal Year 2026**

## **Summary of History of Request for Additional Staffing**

### **Brief History:**

From Fiscal Year 2021 through Fiscal Year 2025, former Fire Chief Steele McCurdy and current Fire Chief Arthur Cheeks have demonstrated a need for additional staffing in the Groton Fire Department. It should be made clear that the request for additional staffing has been discussed and requested long before the closure of the Nashoba Valley Medical Center. The call volume alone since 2021 has required a consideration of additional staffing. Please consider the following:

**- April 2021:** The Fire Chief presented data to the Select Board explaining that  $\frac{1}{3}$  of the time within critical incidents, first level supervision forcing inexperienced Firefighters/EMTs to be expected to assume roles that were undesignated and outside of their job description. In addition, the Fire Chief proposed the following optimum level of staffing based on call volume and response times:

- Chief, Deputy Chief, 16 career Firefighters (4 of which are officers), 3 on call officers, & 25 + call/volunteer FF/EMTs. This request would result in adding 8 career Firefighters in FY 2022.

**Town decided not to bring this forward.**

**- FY 2022 Budget Proposal:** Select Board and Finance Committee presented with the need for an additional Firefighter to free up the Deputy Chief to allow for a more focused and efficient fire prevention Community Risk Reduction activities without interfering with the day-to-day operations. While this has not been solidified yet and with the increase in call volume, the Fire Department is required to cancel or reschedule inspections, miss plan review meetings, not fulfill required school inspections in a timely manner etc.

**Town decided not to bring this forward.**

**-FY 2023 Budget Proposal:** Then Chief McCurdy requested 2 additional firefighter/EMTs to bolster staffing needs and allow for a more level service. During his Budget Presentation, the following was presented:

- Presented that one more significant staffing increase was on the horizon to ultimately bring the staffing to 16.
- Proposed for the first time the idea of transforming the level of service we provide from a Basic Life Support System to an Advanced Life Support System.

- The Chief and Deputy Chief were assessed to have logged an extra 196 and 172 extra hours respectively. This number continues to grow due to increases in call volume and the lack of staffing. This results in burnout and low morale.

**Town decided not to bring this forward.**

**-FY 2024 Budget Proposal:** Then Chief Steele McCurdy and Deputy Chief Arthur Cheeks addressed the need for additional staffing by 2 Firefighter/EMTs and presented the goal to raise our staffing levels to an optimum 16 career Firefighter/EMTs. Doing this would allow for the following:

- This would allow the Department to provide consistent service, response, safety for the town and for the Firefighters on initial fire assignments.
- Further, it allow for a decrease in overall overtime costs, improve the Department's ability to fulfill and complete all Community Risk Reduction planning efforts as well as perform all day-to-day tasks, i.e. inspections, plan reviews, apparatus and equipment maintenance and readiness checks, training.

**Town decided not to bring this forward.**

**-FY 2025 Budget Proposal:** Continued the same message as previous years, including adding the following statistics (Please note that all of this was before the closure of Nashoba Valley Medical Center):

- Included the National Fire Protection Agencies minimum requirements (minimum of 6 firefighters on an initial fire response within 14 minutes).
- ISO ratings - Public Protection Classification - Lack ability to meet minimum requirements. This does have an impact on insurance premiums for our town homeowners.

**Town decided to add two additional Firefighters at the 2024 Fall Town Meeting.**

**-FY 2026 Budget Proposal:** Based on the foregoing and the closure of the Nashoba Valley Medical Center, the Fire Chief requested six additional Firefighter/EMTs to allow for four Firefighters on every shift, which matches the request in April, 2021.

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## Statistical Need

The Groton Fire Department call volume continues to increase causing a strain on its ability to complete day to day tasks and provide level coverage for the town regardless of time of day. Please see the increase in call volume since 2019:



year	calls	% change from previous	
		Increase #	year
2019	1312		
2020	1318	6	0.46
2021	1381	63	4.78
2022	1423	42	3.04
2023	1470	47	3.30
2024	1720	250	17.01

Currently, the Department is on pace for 1930 calls in 2025, which would amount to an additional increase of 12% in volume.

## Mutual Aid

Mutual Aid requests have also increased over the last two years (again, before the closure of the Nashoba Valley Medical Center). Please consider the following:

- 2023: 299 total mutual aid services -
  - Of those 16 were for Structure Fires
  - 35 mutual aid services provided for EMS calls to other towns
- 2024: 421 total mutual aid services
  - Of those 20 for structure fires
  - 75 mutual aid EMS services provided to other towns

## Overlapping Calls

From January 1, 2022 through December 31, 2022, out of 1423 total incidents, there were 163 overlapping incidents, or 11% of the total calls.

From January 1, 2023 through December 31, 2023, out of 1470 total incidents, there were 207 overlapping calls, or 14% of the total calls.

From January 1, 2024 through August 31, 2024 (closure of Nashoba Valley Medical Center), out of 1085 total incidents, there were 140 overlapping calls, or 13% of the total calls.

From September 1, 2024 through December 31, 2024, out of 635 total incidents, there were 112 overlapping calls, or 18% of the total calls. This represents a 62% increase of the calls over the first 8 months of 2024.

## Conclusion

- The Fire Department has increased its call average of transport by 50 minutes, or 116% . This has led to a 10,000 minute increase in Q4 2024 alone (682% increase) which translates to 7 man days. Given the fact that the Department is required by law to transport with 2 EMTs, 14 additional man days per quarter have increased our per call average transport by 50 minutes (116%). This led to a 10K minute increase in Q4 2024 alone (682%) which translates to 7 man days and as the Department is required by law to transport with 2 EMTs, or 14 additional man days per quarter in transport time alone.
- At current staffing levels this is a 1:1 correlation of an additional 14 man days per quarter that the town is not able to staff an ambulance or safely staff any fire apparatus to meet the response time standard, which is six Firefighters arriving on the scene within 14 minutes of the call.
- Mileage on the Town's ambulances is now 3x what it was, possibly indicating that the Department will need to replace the ambulance 3x faster than it has in the past.

## Proposal

1. The residents and taxpayers of Groton should decide the level of service they want to receive from the Fire Department. That said, any proposal to increase the number of Firefighter/EMTs for the Groton Fire Department must take into consideration the impact on Groton's residents and taxpayers by seeking overrides for both the Groton Dunstable Regional School District and the Groton Fire Department in Fiscal Year 2026. It is incumbent on the Town Manager and Fire Chief to come up with a proposal that addresses the staffing issue at the Fire Department, while minimizing the tax impact on the residents and taxpayers.
2. To that end, the Fire Chief and Town Manager are proposing that an Override of Proposition 2½ to balance the Fiscal Year 2026 Budget in the amount of \$260,301 be requested to add two (2) Firefighter/EMTs to the Groton Fire Department. This proposal would begin to address staffing/response issues identified in this Request for Additional Staffing. The Budget is as follows:

Wages:	\$131,846
Holiday Pay:	\$ 17,055
Gear and Uniforms:	\$ 11,400
Health Insurance:	\$ 50,000
Future Pension Costs:	<u>\$ 50,000</u>
<b>Total:</b>	<b>\$260,301</b>

The actual amount that would be used in Fiscal Year 2026 would be \$210,301, as the pension cost (\$50,000) would not be assessed to the Town until Fiscal Year 2028. However, the Town should be prepared to cover the additional cost. The \$50,000 would remain in unexpended tax capacity until needed to fund the Pension Budget.

3. The impact on the Tax Rate by adding \$210,301 to the Fiscal Year 2026 Budget would be \$0.07, or \$49.51 on the average tax bill (a home valued at \$707,877), or \$7 per \$100,000 of value.
4. The following Staffing Plan will be implemented by the Fire Chief (Current Staffing vs. Staffing with adding two additional Firefighter/EMTs):

### **Current Staffing = 4 Groups (A, B, C, D)**

Two groups consist of 2 Career Firefighters/EMTs and two groups consist of 3 Firefighter/EMTs that work 24 hr. shift. (7am - 7am) 7x24x365

	SUN	MON	TUE	WED	THU	FRI	SAT
Wk. 1	A	B = 3	C	D = 3	A	B = 3	C
Wk. 2	D = 3	A	B = 3	C	D = 3	A	B = 3
Wk. 3	C	D = 3	A	B = 3	C	D = 3	A

Monday - Friday from 8am - 4pm additional staffing consists of the Chief, Deputy Chief and a Per Diem, (*if available*), providing a total of 5 personnel on average.

### **8am - 4pm (day)**

C = Chief; DC = Deputy Chief

SUN	MON	TUE	WED	THU	FRI	SAT
2 FF/EMTs	3 + Per-Diem C & DC	2 + Per-Diem C & DC	3 + Per-Diem C & DC	2 + Per-Diem C & DC	3 + Per-Diem C & DC	2 FF/EMTs
	6	5	6	5	6	

The results are that every other day the Department can staff two ambulances and continue to provide other services.

### **4pm - 7am (night)**

SUN	MON	TUE	WED	THU	FRI	SAT
2 FF/EMTs	3 FF/EMTs	2 FF/EMTs	3 FF/EMTs	2 FF/EMTs	3 FF/EMTs	2 FF/EMTs

In the evening however, the Department runs short being able to provide a full ambulance crew and does not meet OSHA and NFPA standards.

## **Impact of Adding two more Firefighter/EMTs in FY 2026**

Each group as outlined above would now consist of 3 Career Firefighters that work 24 hr. shift.  
(7am - 7am) 7x24x365

8am - 4pm (day)

C = Chief; DC = Deputy Chief

SUN	MON	TUE	WED	THU	FRI	SAT
A	B	C	D	A	B	C
3 FF/EMTs	3 FF/EMTs +Per-Diem C & DC	3 FF/EMTs +Per-Diem C & DC	3 FF/EMTs +Per-Diem C & DC	3 FF/EMTs +Per-Diem C & DC	3 FF/EMTs +Per-Diem C & DC	3 FF/EMTs

4pm - 7am (night)

SUN	MON	TUE	WED	THU	FRI	SAT
A	B	C	D	A	B	C
3 FF/EMTs	3 FF/EMTs	3 FF/EMTs	3 FF/EMTs	3 FF/EMTs	3 FF/EMTs	3 FF/EMTs

This proposal will provide, at a minimum, a single Firefighter/EMT to initially respond to a medical call if the other ambulance is out on an extended call. It will also put the Department in a better position to respond to an emergency by only needing one additional Call-Firefighter/EMT to respond to a call. It will also free up staff during the day to address inspections, plan review, etc. While this is not the optimum solution, it does improve the staffing of the Department. Please note that the optimum staffing level is to have four (4) Firefighter/EMTs on every shift to meet OSHA and NFPA standards.

This proposal will allow the Fire Chief and the Town Manager the time to evaluate how additional staff impacts the delivery of services. As stated above, there has been a need for additional staff since at least 2021. Adding the two Firefighter/EMTs in FY 2026 will help address the increase in call volume. Waiting to add additional staff in future years will allow the Town to understand the proposed solutions to address the closure of the Nashoba Valley Medical Center and whether or not a standalone Emergency Medical Facility is constructed in the Nashoba Valley.

Respectfully submitted,

Arthur Cheeks, Fire Chief

Mark Haddad, Town Manager

## Warrant, Summary, and Recommendations

# TOWN OF GROTON



## 2025 SPRING TOWN MEETING

Marion Stoddart Building Auditorium  
344 Main Street, Groton, Massachusetts 01450

Beginning Saturday, April 26, 2025 @ 9:00 AM

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Attention – Voters and Taxpayers

Please bring this Report to Town Meeting

**THE BUDGET HANDOUT FOR ARTICLE 5 IS AVAILABLE  
IN THE BACK OF THE WARRANT**



# Introduction to Groton Town Meeting

Voters are familiar with casting ballots in local and state elections, but they have another important civic duty in towns, the Town Meeting.

## What is Town Meeting?

The Town Meeting is the legislative body in the town form of government in Massachusetts. Town Meeting is a formal gathering of registered voters who propose, debate and vote on measures. Groton holds at least two Town Meetings per year.

## What is a warrant?

The warrant is the official notice to voters that a Town Meeting is scheduled. The warrant includes the date, time, location and a description of each subject to be acted on at Town Meeting. In Groton, the warrant must be posted in two public places and mailed to each household 14 days in advance of Town Meeting. “The warrant must contain a sufficient description of what is proposed so as to constitute an adequate warning to all the inhabitants of the town.”<sup>1</sup> “Every action taken at the meeting must be pursuant to some article in the warrant and must be within the scope of such article.”<sup>2</sup>

## How does Town Meeting proceed?

Voters attending Town Meeting must first check in with the clerks and receive an electronic voting handset which is required to vote. The meeting typically acts on the articles in the order that they are printed in the warrant. For each article, a main motion is made and seconded by voters and placed by the moderator on the floor for debate. Permission of the moderator is required to speak. The moderator presides and regulates the proceedings, decides all questions of order, and calls and declares all votes. After debate has ended, the moderator will call for a vote by use of the electronic voting handset. Please see page 3 of this Warrant for a full explanation of how Electronic Voting will work at Town Meeting.

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<sup>1</sup> *Town Meeting Time: A Handbook of Parliamentary Law* (page 12) Johnson, Trustman and Wadsworth, Third Edition, 2001.

<sup>2</sup> *Id.*

## **Who can attend?**

Town Meeting is open to the public. Only Groton voters are entitled to attend, speak and vote. Non-voters may be required to sit in a separate section. Non-voters may ask the moderator to speak on the topic of the debate.

## **How long is town meeting?**

Town Meeting concludes when all articles on the warrant have been acted upon. Town Meeting may conclude in one session or adjourn for subsequent sessions.

## **Explanation of a Consent Agenda**

A consent agenda is a procedure to group multiple main motions into a single motion for voting. A consent agenda saves time by eliminating the reading of multiple motions and explanations when there are no objections or questions. In Groton, a consent agenda generally consists of articles unanimously supported by the Select Board and Finance Committee. Articles that change by-laws or introduce new spending are typically not included. In this warrant, the Select Board has grouped articles in consent agendas and labeled them for easy reference.

## **How Consent Agendas Work**

As the first step to act on a consent agenda, the moderator will read the titles of the included articles. A voter who wishes to remove an article from the consent agenda for separate debate and vote should state "hold." The held article will be set aside and acted on after the vote on the consent agenda. After the meeting agrees on the contents of the consent agenda, there will be no debate and the moderator will immediately call for a vote. Every motion included in the consent agenda will either pass or fail as a group. Voters should read the warrant and review the proposed consent agendas to identify articles they wish to remove for separate consideration.

# Electronic Voting at Town Meeting

Voting at Town Meeting will be conducted using an electronic voting system purchased by the Town of Groton as authorized by Town Meeting in October, 2022. Instead of using placards to be raised and counted, voters will use wireless handsets to cast their vote quickly, accurately and privately.



## Voter Check-In

At check-in, voters will be given a handset. No record is made of which voter receives which handset. All handsets will be tested prior to the meeting. Voters physically unable to use a handset will be seated in a manual-count section and their votes will be counted by tellers. For those with visual impairments, large handsets with braille are available.

## Test Vote

At the beginning of the meeting, the Moderator will conduct a test vote to get everyone comfortable with the voting procedures.

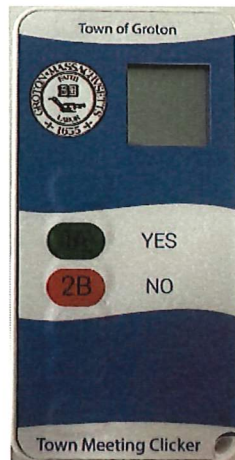
### Proxy Voting Prohibited

The handset given to a voter at check-in is for the exclusive use of that voter. Voting with a handset that has been issued to another individual is strictly forbidden.

## Voting

When the Moderator announces it is time to vote:

- Press 1A (green button) for YES →
- Press 2B (red button) for No →
- If you wish to not vote, press no buttons



## Handset Display

The display on the handset:

- OK means the system receiver has received your vote
- A "1" for Yes or "2" for No shows the vote the system received.
- The small "R" at the top of the screen indicates the handset is communicating with the receiver
- The icons in the top left indicate the WiFi signal strength.

## Help Desk

A Help Desk will be able to assist voters who have trouble with using the handset. If a handset malfunctions, a voter will receive a new handset.

### Handset Return

If you leave the meeting temporarily, please keep the handset with you. If the meeting ends or you leave, return the handset to the check-in table.



## **Town Meeting Access for Voters with Disabilities**

**Parking** – Universally accessible parking spaces are available in the parking lot in front of the Marion Stoddart Building (former Middle School South). There is a ramp providing access from the parking lot to the front door of the Building.

**Wheelchair Accessible & Companion Seating** – Wheelchair spaces, seating for people with mobility issues and companion seats are available in the center aisle on both sides of the auditorium.

**Sign Language** – A Sign Language Interpreter will be provided for the hearing impaired, upon request, at least one week prior to the meeting.

**Speaking at Town Meeting** – There will be volunteers available to bring hand-held microphones to voters who have mobility issues or cannot stand in line and wait at the microphones.

**Restrooms** – Accessible restrooms are available near the entrance to the auditorium.

**Transportation to Town Meeting** - The Council on Aging van will be available to Groton residents attending Town Meetings at no charge. All riders will be at the meeting prior to the start. The van is wheelchair accessible. Your reservation can be made by calling the Senior Center at 978-448-1170. Seats will be filled on a first come, first serve basis.

**Questions or concerns** - If you or a member of your household has questions or would like to request a sign language interpreter, please contact the Select Board's Office at Town Hall at 978 448-1111 at least one week before the Town Meeting.

**SPRING TOWN MEETING WARRANT**  
**APRIL 26, 2025**

Middlesex, ss.  
Commonwealth of Massachusetts  
To any Constable in the Town of Groton

Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify and warn said inhabitants of the Town of Groton qualified to vote on Town affairs to assemble in the Marion Stoddart Building Auditorium in said Town on Saturday, the twenty-sixth day of April, 2025 at Nine O'clock in the morning, to consider all business other than the election of Town Officers and on the twentieth day of May, 2025, between the hours of 7:00 A.M. and 8:00 P.M., at an adjourned session thereof at the following locations:

Precinct 1	The Groton Center 163 West Main Street	Precincts 2 & 3 Marion Stoddart Bldg. Gymnasium 344 Main Street
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to give their ballots for:

Vote for One	Board of Assessors	3 Years
Vote for One	Board of Health	3 Years
Vote for Two	Select Board	3 Years
Vote for One	Commissioner of Trust Funds	3 Years
Vote for Two	Groton-Dunstable Regional School Committee	3 Years
Vote for One	Groton Electric Light Commission	3 Years
Vote for Two	Park Commission	3 Years
Vote for Two	Planning Board	3 Years
Vote for One	Planning Board	2 Years
Vote for One	Sewer Commission	3 Years
Vote for One	Sewer Commission	1 Year
Vote for Two	Trustees of the Groton Public Library	3 Years
Vote for One	Trustee of the Groton Public Library	1 Year
Vote for One	Water Commission	3 Years
Vote for One	Groton Housing Authority	5 Years
Vote for One	Groton Housing Authority	3 Years



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\*Will be presented as one Consent Motion

\*\*CPA Funding Recommendations will be presented as One Consent Motion

\*\*\*Annual Consent Agenda. To be presented as one Motion

**Article 1: Hear Reports**

To see if the Town will vote to hear and act on the report of the Select Board and other Town Officers and Committees, or to take any other action relative thereto.

**Select Board**

**Select Board:**

**Finance Committee:**

**Summary:** *To hear reports of Town Boards, Committees and Commissions and to accept the annual report and other reports that may be presented to Town Meeting.*

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**Article 2: Elected Officials Compensation**

To see if the Town will vote to set the compensation for the elected officials of the Town for the ensuing year, or to take any other action relative thereto.

**Town Manager**

**Select Board:**

**Finance Committee:**

**Summary:** *To provide compensation for elected officials as proposed by the Town Manager. The Town Moderator is proposed to receive a salary of \$1,000 in FY 2026.*

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**Article 3: Wage and Classification Schedule**

To see if the Town will vote to amend and adopt for Fiscal Year 2026 the Town of Groton Wage and Classification schedule as shown in Appendix B of this Warrant, or to take any other action relative thereto.

**Select Board**

**Town Manager**

**Select Board:**

**Finance Committee:**

**Summary:** *The purpose of this Article is to set the wage and classification schedule for the three (3) employees (Executive Assistant to the Town Manager, Human Resources Director and IT Director) covered by the Personnel Bylaw. Under the policy of the Select Board, these employees receive the same benefits as contained in the Town Supervisors' Union Contract. These employees will receive a \_% cost-of-living adjustment in Fiscal Year 2026.*

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**Article 4:      *Appropriate FY 2026 Contribution to the OPEB Trust Fund***

To see if the Town will vote to raise and appropriate, transfer from available funds, and/or borrow pursuant to any applicable statute, a sum or sums of money, to be expended by the Town Manager, to be added to the Other Post-Employment Benefits Liability Trust Fund as authorized by Chapter 32B, Section 20, of the Massachusetts General Laws, or to take any other action relative thereto.

***Select Board  
Town Manager***

**Select Board:  
Finance Committee:**

**Summary:**    *The purpose of this article is to fund the Town's OPEB Liability. The Select Board and Finance Committee have adopted a funding policy for this purpose. One of the funding goals is to commit to an annual appropriation to the Trust that would keep the Net Present Value Liability from growing until such time as the Town can begin to pay down the liability. In Fiscal Year 2026, the anticipated amount necessary for this purpose is estimated to be \$200,000. This Article will seek an appropriation of \$200,000 from Free Cash to add to the OPEB Liability Trust Fund.*

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**Article 5:      *Fiscal Year 2026 Annual Operating Budget***

To see if the Town will vote to raise and appropriate, transfer from available funds, and/or borrow pursuant to any applicable statute, a sum or sums of money as may be necessary to defray the expenses of the Town for the next Fiscal Year (2026), and act upon the budget of the Finance Committee, or to take any other action relative thereto.

***Finance Committee  
Select Board  
Town Manager***

**Select Board:  
Finance Committee:**

**Summary:**    *In accordance with Section 6 of the Town Charter, the Finance Committee conducts its annual budget process by receiving the Town Manager's proposed balanced budget on or before January 31<sup>st</sup>; meeting with department heads and boards; holding public budget hearings in preparation for issuing its recommendations to Town Meeting; and presenting its budget recommendations at the Spring Town Meeting. The budget handout for this Article is contained in Appendix A of this Warrant. Please also see the Finance Committee's and Town Manager's Report which includes the Finance Committee's and Select Board's recommendations.*

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**Article 6: Fiscal Year 2026 Capital Budget**

To see if the Town will vote to raise and appropriate, transfer from available funds, and/or borrow pursuant to any applicable statute, a sum or sums of money, to be expended by the Town Manager in Fiscal Year 2025 and thereafter, for the purpose of funding the Fiscal Year 2026 Capital Budget, or to take any other action relative thereto.

***Town Manager***

**Summary:** *The following is the proposed Town Manager's Capital Budget for Fiscal Year 2026:*

Item #1 – Pick-Up Truck	\$75,000	Highway
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**Summary:** *This is a scheduled replacement. The average life of a pick-up truck is approximately 7 years. By replacing one vehicle every couple of years, this will allow the fleet to stay in good shape. They are front line pick-ups used for day-to-day operations as well as snow plowing.*

**Select Board:**  
**Finance Committee:**

Item #2 – Excavator	\$200,000	Highway
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**Summary:** *This piece of equipment has turned out to be a tremendous time saver for the Department. The versatility from digging, tree pruning, log splitting and grapple work, setting curb and loading debris is outstanding. Trading in the machine a little sooner rather than later will retain its trade value tremendously. GELD contributed 75k to the last machine.*

**Select Board:**  
**Finance Committee:**

Item #3 – IT Infrastructure	\$40,000	Town Facilities
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**Summary:** This item in the Capital Budget was established over ten years ago and has been very successful. In Fiscal Year 2026, the following items will be purchased/upgraded with this allocation: 10 replacement computers; Replace aging servers and storage arrays; Investment to expand the network and keep equipment and maintenance costs current; Network switch upgrades and increased wireless coverage and improve door lock and security system maintenance.

**Select Board:**  
**Finance Committee:**

**Item #4 – Municipal Building Exterior Repairs****\$50,000****Town Facilities**

**Summary:** *This appropriation will be used to continue to maintain all municipal buildings by performing various maintenance activities to prevent major breakdowns in all municipal building infrastructure. Priorities continue to change when it comes to the minor repairs and upgrades in the municipal buildings. With a set line item which is separate from minor capital, the Department can be flexible and change priorities instead of just doing it because it is on a list. Furnaces, a/c units, flooring and painting are some of the small items this capital program could handle with the flexibility provided.*

**Select Board:****Finance Committee:****Item #5 – Fork Lift/Mini Loader****\$125,000****Transfer Station**

**Summary:** *This is a vital piece of equipment at the Transfer Station. It is used to load the two balers located at the facility. In addition, it is used to move the various recyclables around the facility. This piece of equipment is a work horse and this should be considered a scheduled replacement.*

**Select Board:****Finance Committee:****Item #6 – Repaint Library Interior****\$50,000****Library**

**Summary:** *The Library needs a color refresh. The original paint, applied over 25 years ago, shows wear and tear throughout, and is also an outdated color scheme. By repainting the ceilings, walls, door jams, and interior window trim, and updating the color scheme of the three-story, 17,000 sq. ft. building, space can be revitalized to create a more modern but still warm, welcoming, and inviting interior to complement the other large-scale improvements made since 1999. This investment will not only enhance all public space as a whole but will be in keeping with the library's continued adaptation of services and resources to meet the community's ever evolving wants and needs. To reduce the disruption to our patrons and staff, this is a two-year phased painting project.*

**Select Board:****Finance Committee:****Item #7 – Property Improvements****\$25,000****Park Department**

**Summary:** *The Park Commission has been working over the past several years developing a strategy to address deficiencies in the various Park Department Properties located throughout Groton. Since FY 2015, the Town has appropriated \$25,000 each year so that the Park Commission can develop a capital improvement program that will allow them to keep the various park locations in good shape and avoid a major construction project to much success.*

**Select Board:****Finance Committee:**



**Item #8 – Police Cruiser/Motorcycle****\$91,010****Police Department**

**Summary:** *Purchase of a police cruiser and motorcycle, and related equipment for replacement of vehicles that are no longer cost effective to maintain. This allows for less mileage per year, better maintenance scheduling, assignment of cars to officers and for a programmed replacement schedule that ensures line cars are rotated out at reasonable mileage and wear. Unmarked cars are rotated in the same fashion. The Town had leased a motorcycle in the past on a revolving three year basis. In an effort to save money, this year the Town will purchase a motorcycle to extend the life of the vehicle to five or more years.*

**Select Board:**  
**Finance Committee:**

**Item #9 – Command Vehicle****\$73,718****Police Department**

**Summary:** *There are two command vehicles within the Police Department; one for the Chief and one for the Deputy Chief. This year, the Deputy Chief's command vehicle will be replaced. This should be considered a scheduled replacement.*

**Select Board:**  
**Finance Committee:**

**Item #10 – Parking Lights/Building Lighting****\$12,000****Police Department**

**Summary:** *This funding will be used to install 3 light poles for the parking lot. The lot originally had 2 light poles which are no longer standing. The project needs new underground conduit, concrete bases, light poles, and electrical work. Three poles allow for sufficient coverage while minimizing light pollution. In addition, the funding will be used to replace outdated fluorescent lighting in the department training room which is original to the building.*

**Select Board:**  
**Finance Committee:**

**Item #11 – Electronic Control Device – “Tasers”****\$10,500****Police Department**

**Summary:** *Current Electronic Control Device (ECD,Taser) is at end-of-life and not serviceable. Axon products provide integrated data storage for both the ECD and future acquired Body-Worn-Cameras (BWC). The total cost of the ECD replacement is \$92,000. The Town received a JAG grant in the amount of \$50,000. The Town is responsible for four annual installments of \$10,500 for a total cost to the town of \$42,000. This is the first of four payments.*

**Select Board:**  
**Finance Committee:**

**Item #12 – Portable Light Tower** **\$14,000** **Police Department**

**Summary:** *This will be used to purchase an additional tower for recurring large events requiring multiple light towers to be used at the same time, (Fireworks, Halloween, serious motor vehicle accidents).*

**Select Board:**

**Finance Committee:**

**Item #13 – Search and Rescue Drone** **\$14,000** **Police Department**

**Summary:** *This Search & Rescue Drone will replace an obsolete drone that is used for large area searches for lost people/suspects.*

**Select Board:**

**Finance Committee:**

**Item #14 – Golf Carts** **\$25,553** **Country Club**

**Summary:** *In FY 2023, the Town replaced the fleet of twenty-five golf carts with new 21 Yamaha gas powered carts and four Yamaha electric carts using a five year lease to purchase agreement at an annual cost of approximately \$25,000. This is the fourth of five payments.*

**Select Board:**

**Finance Committee:**

**Item #15 – Ventrac Attachments** **\$10,918** **Country Club**

**Summary:** *In FY 2024, the Town purchased a Ventrac unit using a five year lease-to-purchase agreement at an annual cost of \$10,918. This is the second payment of five payments. The Ventrac unit is a most versatile piece of equipment. The attachments already in use include units for plowing, aeration, seeding, landscaping and mowing difficult terrain. This vehicle is used on a daily basis.*

**Select Board:**

**Finance Committee:**

**Item #16 – Greens Equipment – Truckster XD** **\$14,736** **Country Club**

**Summary:** *This is a heavy payload 4x4 utility truck that will allow the transfer of up to 3,500 lbs. of debris, sand and loam to and from areas of the Course. This utility cart will replace the other utility cart in the Club's fleet that is over a decade old and is becoming unreliable. This vehicle will be used on a daily basis in the Spring and Fall when course cleanup is a daily occurrence. During the Summer months, it will be used for various Course projects. This vehicle will be paid for over five years. This is the third of five payments.*

**Select Board:**

**Finance Committee:**

**Item #17 – Greens Equipment – Greens Mower****\$10,000****Country Club**

**Summary:** *This item replaced a greens mower. The old mower will be converted to a tee & collar unit, and the old tee & collar unit will be converted to a greens roller unit. Ideally, the Club will purchase a new mower every five years. This is the second of four payments for this equipment.*

**Select Board:**

**Finance Committee:**

**Item #18 – PFAS Free Structural FF Gear****\$80,000****Fire and EMS**

**Summary:** *PFAS has been used in firefighting gear for a long time due to its ability to withstand high temperatures and repel water and oils. Firefighters have long been known to suffer from a highly increased rate of cancers that are caused by the use of PFAS. These chemicals are shown to contribute or are responsible for cases of breast, kidney, and testicular cancers within the fire service. Effective January 1, 2027, manufacturers and sellers of personal protective equipment for firefighters will be prohibited from knowingly selling gear containing “intentionally-added PFAS” chemicals, meaning PFAS chemicals or products that break down into PFAS chemicals that are intentionally added to the product during manufacturing. The Town needs to replace this equipment over the next two years.*

**Select Board:**

**Finance Committee:**

***Town Manager***

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**Article 7: Community Preservation Funding Accounts**

To see if the Town will vote to make the following appropriations from the Community Preservation Fund: Allocation of Community Preservation Funds to the following sub accounts:

CPC Operating Expenses:	\$ 29,000
Open Space Reserve:	\$113,241
Historic Resource Reserve:	\$113,241
Community Housing Reserve:	\$113,241
Unallocated Reserve:	\$763,687

or to take any other action relative thereto.

***Community Preservation Committee***

**Select Board:**

**Finance Committee:**

**Community Preservation Committee:**

**Summary:** *This is an accounting procedure that is necessary so that the Community Preservation Committee will have access to the funds raised during Fiscal Year 2026. Except for the CPC Operating Expenses, none of these funds will be spent without additional approval at Town Meeting.*

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**Article 8: Community Preservation Funding Recommendations**

To see if the Town will vote to adopt and approve the recommendations of the Community Preservation Committee for Fiscal Year 2026, and vote to implement such recommendations by appropriating a sum or sums of money from the Community Preservation Fund established pursuant to Chapter 44B of the Massachusetts General Laws, and by authorizing the Select Board, with the approval of the Community Preservation Committee, to acquire, by purchase, gift or eminent domain, such real property interests in the name of the Town, or enforceable by the Town, including real property interests in the form of permanent affordable housing restrictions and historical preservation restrictions that will meet the requirements of Chapter 184 of the Massachusetts General Laws, as may be necessary or proper to carry out the foregoing, or to take any other action relative thereto.

**CPC Proposal A: West Groton Rail Trail \$70,000**

**Summary:** *The West Groton Rail Trail Committee is requesting \$70,000 to initiate the legal process of securing the rights to a section of rail line, from the river bordering Ayer to Cutler Field, from the MBTA, as well as funding the relative environmental filings.*

**Select Board:**  
**Finance Committee:**  
**Community Preservation Committee:**

**CPC Proposal B: Conservation Fund – FY 2026 \$200,000**

**Summary:** *The Conservation Commission is requesting \$200,000 to be added to Groton's Conservation Fund to help preserve land for open space, agricultural recreation, and forestry activities, as well as to protect water resources and wildlife habitat. The Conservation Fund allows the Town to act swiftly when a priority parcel becomes available. In the past, the Conservation Fund has been used to purchase conservation restrictions, agricultural preservation restrictions, and fee ownership of conservation land within Groton.*

**Select Board:**  
**Finance Committee:**  
**Community Preservation Committee:**

**CPC Proposal C: FY 2026 Housing Funds Request \$400,000**

**Summary:** *The Affordable Housing Trust (AHT) is requesting \$400,000 from the Community Housing Reserve in order to continue its work of creating and supporting Affordable Housing in Groton. This money will allow the AHT to respond swiftly if suitable property for Affordable Housing becomes available on the market. Community Housing Funds can be used to acquire, create, support, rehabilitate and/or restore affordable housing if acquired or created with CPA funds.*

**Select Board:**  
**Finance Committee:**  
**Community Preservation Committee:**

**CPC Proposal D:            Cow Pond Brook Fields Improvements            \$100,000**

**Summary:**     *The Town Manager's Office and Park Commission are requesting \$100,000 to conduct an existing condition review for the large area owned by the Town of Groton between Cow Pond Brook Road and Hoyts Wharf Road, this area is currently used by athletic groups and residents for recreation. The funding will also support the development of a schematic design for the space, including preliminary permitting discussions, as well as the completion of 50% of the design development.*

**Select Board:**

**Finance Committee:**

**Community Preservation Committee:**

**CPC Proposal E:            Housing Coordinator – FY 2026            \$63,401**

**Summary:**     *This application is requesting \$63,401 in CPA funding from the Community Housing category to fund the wages and benefits of the Housing Coordinator position for the Town of Groton (25-hours/week).*

**Select Board:**

**Finance Committee:**

**Community Preservation Committee:**

**CPC Proposal F:            Bancroft Castle Preservation            \$153,000**

**Summary:**     *The Groton Historic Commission is requesting \$153,000 to implement the restoration work recommended in the previously funded Phase 1 engineering analysis. This funding will help preserve the Bancroft Castle structure, and to address the public safety hazards for visitors.*

**Select Board:**

**Finance Committee:**

**Community Preservation Committee:**

**CPC Proposal G:            Prescott Community Center            \$135,000**

**Summary:**     *The Friends of Prescott and Town Manager's Office are requesting \$135,000 to renovate the deteriorated building. The proposed work includes replace failing wall materials, remove failing suspended ceilings and replacing them with new, period-appropriate tin ceiling system, eliminating suspended tubular fluorescent lighting and replacing it with new period appropriate lighting, removing carpeting and restore the hardwood flooring, and replacing the front doors with custom-designed doors to match the building's historical style.*

**Select Board:**

**Finance Committee:**

**Community Preservation Committee:**



**CPC Proposal H: Cow Pond Baseball Improvements \$84,330**

**Summary:** *The Groton Dunstable Youth Baseball League with the support of the Park Commission, is requesting \$84,330 to remodel eight dugouts, remodel four batting cages, and rebuild the pitching mounds on all four baseball fields at the Cow Pond Brook Fields.*

**Select Board:**

**Finance Committee:**

**Community Preservation Committee:**

**CPC Proposal I: Town Field Improvements \$378,963**

**Summary:** *The Town Manager's Office and Park Commission are requesting \$378,963 to renovate the major league baseball diamond at Town Field. This project builds on the previously funded design study and will renovate the infield, place new backstops, the placement players benches on concrete pads with chain-link fences, and landscape of the outfield.*

**Select Board:**

**Finance Committee:**

**Community Preservation Committee:**

**CPC Proposal J: Curatorial Storage \$62,675**

**Summary:** *The Groton Historical Society is requesting \$62,675 to improve storage conditions on the third floor of the Boutwell House, where approximately 30% of the GHS's collection of historic objects are house. The project will include minor conservation of items, repairs to the walls and ceilings, installation of storage shelving, and the addition of mechanical ventilation to reduce extreme summer temperatures.*

**Select Board:**

**Finance Committee:**

**Community Preservation Committee:**

**CPC Proposal K: Williams Barn Restoration \$158,972**

**Summary:** *The Williams Barn Committee is requesting \$158,972 to renovate the 185-year-old historic structure. The work will include repairing a section of the foundation wall, replacing sills, the gable end fascia, and soffit boards, replacing two cracked support beams, and adding handrails to improve safety for all.*

**Select Board:**

**Finance Committee:**

**Community Preservation Committee:**

**Community Preservation Committee**

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**Article 9:      *Proposed Amendments to the Groton Charter***

To see if the Town will vote to authorize the Select Board to petition the General Court of the Commonwealth of Massachusetts for a special act to amend the Town Charter as set forth in Appendix C of this Warrant, provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Select Board approves amendments thereto before enactment by the General Court, which amendments shall be within the public purposes of said petition, or to take any other action relative thereto.

***Charter Review Committee***

**Select Board:**

**Finance Committee:**

**Charter Review Committee:**

**Summary:**    *The Groton Charter requires periodic review every ten years. In 2024, a Committee was formed to review the Charter and determine if changes were warranted. The Committee solicited input from the public and has reviewed suggestions and concerns during meetings over the last six months. The revised Charter seeks to (1) address this input; (2) address the appointment of the Police Chief, Fire Chief and Town Clerk; (3) clear up inconsistencies in the current Charter; and (4) address the responsibilities of the Department of Public Works with regard to the Town's parks and commons. A vote in favor of this Article will be the first step in adopting the revised Charter. A vote against this Article will allow the current Charter to remain in force.*

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**Article 10:      *Act to Adopt Alternative Methods for Notice of Public Hearings***

To see if the Town will vote to authorize the Select Board to petition the General Court of the Commonwealth of Massachusetts for a special act regarding notice of public hearings as follows:

**AN ACT AUTHORIZING THE TOWN OF GROTON TO ADOPT ALTERNATIVE METHODS FOR  
NOTICE OF PUBLIC HEARINGS**

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same as follows:*

**Section 1.**      Notwithstanding section 11 of chapter 40A of the general laws, or any general or special law to the contrary, the town of Groton may adopt and further amend general by-laws that regulate the publishing of legal notices of public hearings on the official website operated by the town.

**Section 2.**      The town's general by-laws may provide that all legal notices of public hearings shall be published: (i) (A) in a local newspaper, either in electronic or paper format; or (B) on the bulletin board outside the town clerk's office; and (ii) on the official website operated by the town.

**Section 3.**      This act shall take effect upon its passage.

provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Select Board approves amendments thereto before enactment by the General Court, which amendments shall be within the public purposes of said petition, or to take any other action relative thereto.

### **Select Board**

**Select Board:**  
**Finance Committee:**

**Summary:** *In an effort to continually look for ways in which reductions can be made in the municipal budget, this article seeks Town Meeting approval for the Select Board to petition the General Court for alternative methods for posting notices of public hearings. This will allow for more flexibility in how public hearing notices are posted for public viewing. Currently, Chapter 40A, Section 11 of the General Laws requires the Town to print all legal notices for public hearings in a newspaper of general circulation. This Home Rule Petition would allow the Town to save on newspaper printing and publishing costs by allowing town departments, boards, committees, and commissions the added flexibility to post in the local newspaper electronically, or on the bulletin board located near the Town Clerk's Office and on the Town's website. Publishing legal notices in the local newspaper will still be an option for those choosing that method of posting. There are currently seven (7) cities and towns in the Commonwealth that recently had similar Home Rule Petitions approved by the General Court and enacted by the Governor.*

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### **Article 11: Amend Chapter 81 "Town Meetings" of the Code of the Town of Groton**

To see if the Town will vote to amend Chapter 81 "Town Meetings" of the General Bylaws of the Town by deleting Section 81-4(A) in its entirety and replacing said section with the following:

#### **§81-4 Scheduling of Business**

- A. All business, other than the election of officers and the determination of such matters as by law are required to be by ballot, shall commence at times set forth in the warrants for said town meetings approved by the Select Board. The annual election of officers and other voting by ballot shall be held on the third Tuesday in May of each year, at which time the polls shall remain open from 7:00 a.m. until 8:00 p.m.

or to take any other action relative thereto.

### **Town Manager**

**Select Board:**  
**Finance Committee:**

**Summary:** *The current bylaw states that the Annual Election shall be held on the fourth Tuesday following the first session of the Spring Town Meeting. In some years, when the Town Meeting is not held prior to the last Monday in April, the current wording could set the Annual Town Election the day after Memorial Day. To avoid that in the future, this Article proposes setting the Annual Town Election every year on the third Tuesday in May, regardless of when the first session of Town Meeting is held.*

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**Article 12:     Disposition of Town Owned Land on Hoyts Wharf Road**

To see if the Town will vote to authorize the Select Board to dispose of by sale, or lease for a period not to exceed 99 years, that certain property or portions thereof located off Hoyts Wharf Road consisting of portions of Assessors Parcels 249-51 and 249-57, containing approximately 8.3 acres, and shown as “Lot 2” and “Parcel A” on a plan entitled “MESA Site Plan” by Dillis & Roy, dated February 12, 2025, a copy of which is on file in the Town Clerk’s office, for such minimum consideration and on such terms and conditions as the Select Board deems advisable, to provide affordable housing, or to take any other action relative thereto.

***Affordable Housing Trust***

**Select Board:**  
**Finance Committee:**

**Summary:**     *The Affordable Housing Trust has identified a parcel of Town owned land suitable for development of affordable housing. The purpose of this article is to allow the Affordable Housing Trust to issue a Request for Proposals to invite a response from a developer to create affordable housing on this site. More information will be shared at the Town Meeting.*

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**Article 13:     Amend Chapter 125 “Demolition Delay” of the Town Bylaws**

To see if the Town will vote to amend Chapter 125 “Demolition Delay” of the General Bylaws of the Town by deleting Chapter 125 in its entirety and replacing it with a new Chapter 125 “Demolition Delay” as follows (please see Appendix D of this Warrant for the red-lined changes to the current Chapter 125):

**Chapter 125   Demolition Delay**

**§ 125-1. Intent and purpose.**

- A.   The Demolition Delay Bylaw is enacted for the purpose of preserving and protecting significant buildings within the Town of Groton. Such buildings reflect distinctive features of the architectural, cultural, economic, political or social history of the Town, and their preservation protects these historic architectural assets which contribute to the overall culture of the community.
- B.   The intent of the bylaw is to provide an opportunity to develop preservation solutions for distinctive and preserved historic properties threatened with demolition. The bylaw is intended to encourage owners and townspeople, with assistance from the Groton Historical Commission, to seek out persons who might be willing to purchase, preserve, rehabilitate or restore such buildings rather than demolish them, and to limit the detrimental effect of demolition on the historical architectural resources of the Town. To achieve these purposes, the Groton Historical Commission is empowered to advise the Building Inspector with respect to the issuance of permits for demolition of significant buildings, and, where appropriate and consistent with the intent and purpose of this chapter, to allow demolition under conditions designed to minimize the loss of distinctive features of significant buildings. The issuance of demolition permits is regulated as provided by this bylaw.

## **§ 125-2. Definitions.**

As used in this chapter, the following terms shall have the meanings indicated:

**APPLICANT** — Any person or persons who is either the owner or legally representing the owner and applying for a permit to demolish any building or structure. The applicant may not apply for a permit to demolish any building or structure on behalf of a future owner. The process outlined in this Bylaw resets upon the transfer of ownership of a property.

**BUILDING** — A structure enclosed within exterior walls or firewalls, built, erected and framed of a combination of any materials to form a structure for the shelter of persons, animals or property.

**BUILDING INSPECTOR** — The Town of Groton Building Commissioner, who is charged with the administration and enforcement of the State Building Code, 780 CMR, and is authorized to issue demolition permits.

**COMMISSION** — The Groton Historical Commission, which is charged with the identification, documentation and preservation of the historical resources of Groton.

**DEMOLITION** — Any act of pulling down, destroying, removing, razing or moving a building or commencing the work of moving or of total or substantial destruction with the intent of completing the same. Substantial demolition is defined as irreparably removing or altering any historically significant feature of a structure or removing twenty-five (25) percent of the volume of the structure or twenty-five (25) percent of the roof structure. This includes rebuilding any portion of a structure in which more than fifty (50) percent of the materials are replaced.

**DEMOLITION PERMIT** — The permit issued by the Building Inspector as required by the State Building Code for the demolition, substantial demolition or removal of a building.

**HISTORICALLY OR ARCHITECTURALLY SIGNIFICANT BUILDING** — Any building which, in whole or in part, is at least 75 years old, or is of unknown age and:

- A. Is listed on, or is a contributing building within an area listed on, the National Register of Historic Places, or is the subject of a pending application for such listing, or is eligible for such listing; or
- B. Is included in the Cultural Resources Inventory prepared by the Historical Commission; or
- C. Has been determined by vote of the Historical Commission to be a significant building after a finding by the Historical Commission that the building meets one or more of the following three criteria:
  - (1) Historical importance. The building meets the criterion of historical importance if it:
    - (a) Has character, interest or value as part of the development, heritage or cultural characteristics of the Town of Groton, the Commonwealth of Massachusetts or the nation; or
    - (b) Is the site of an historic event; or
    - (c) Is identified with a person or group of persons who had significant influence on society; or
    - (d) Exemplifies the cultural, political, economic, social or historic heritage of the community.

- (2) Architectural importance. The structure meets the criterion of architectural importance if it:
  - (a) Portrays the environment of a group of people in an era of history characterized by a distinctive architectural style; or
  - (b) Embodies those distinguishing characteristics of an architectural type; or
  - (c) Is the work of an architect, master builder or craftsman whose individual work has influenced the development of the Town of Groton or a wider region; or
  - (d) Contains elements of architectural design, detail, materials or craftsmanship, which represents a significant innovation.
- (3) Geographic importance. The structure meets the criterion of geographic importance if:
  - (a) The site is part of or related to a square, park, or other distinctive area; or
  - (b) The structure, as to its unique location or its physical characteristics, represents an established and familiar visual feature of the neighborhood, village center, or the community as a whole.

**§ 125-3. Procedure.**

- A. No permit for the demolition of a significant building or part thereof shall be issued except as provided in this chapter, as well as in conformity with the provisions of other laws and bylaws applicable to the demolition of buildings and the issuance of permits generally.
- B. Application contents. Every application for a demolition permit shall be filed with the Building Inspector and shall contain the following information:
  - (1) The address of the building to be demolished;
  - (2) The owner's name, address and telephone number;
  - (3) A brief description of the type of building and the condition requiring issuance of the permit;
  - (4) Age of building as established by the Board of Assessors, deed or documentation verifying year of construction;
  - (5) A brief description of the proposed reuse, reconstruction or replacement;
  - (6) Photographs clearly depicting the building in question.
- C. Within seven (7) days after receipt of any application for a demolition permit, the Building Inspector shall forward a copy to the Commission. No demolition permit shall be issued during this time.
- D. Within thirty (30) days after receipt of a copy of the application for demolition permit from the Building Inspector, the Historical Commission or its designee shall make a determination of architectural and/or historical significance ("determination of significance"). Upon determination by the Historical Commission that the building is not architecturally and/or historically significant, the Historical Commission shall so notify the Building Inspector and the applicant in writing. Upon receipt of such notification, or after the expiration of thirty (30) days from the date of application submission to the Building Department if the Building Inspector has not received notification from the Historical Commission, the Building Inspector may issue the demolition permit. Upon determination by the Historical Commission that the building is historically and/or architecturally significant, the Building Inspector and the applicant shall be so notified by the Historical Commission in writing within thirty (30) days from the date of application submission to the Building Department, and a demolition permit shall not be issued.
- E. The Historical Commission shall hold a public hearing within thirty (30) days of the determination of significance to determine whether the building should be preferably preserved. Public notice of the time, place and purpose of the hearing shall be published by the Historical Commission at the

expense of the applicant in a newspaper of general circulation in the Town or online platform of comparable reach, as approved by the Commission, not less than fourteen (14) days before the day of said hearing and shall be posted on the Town's website for the same period.

- F. The Commission shall decide at the public hearing or within fourteen (14) days after the public hearing whether the building should be preferably preserved. If agreed to in writing by the applicant, the determination of the Commission may be postponed.
- G. If after a public hearing the Historical Commission determines that the significant building should not be preferably preserved, the Historical Commission shall, within twenty-one (21) days after the hearing, notify in writing the Building Inspector and the applicant of the determination and the Building Inspector may issue a demolition permit upon receipt of the written determination.
- H. If after a public hearing the Historical Commission determines that the significant building should be preferably preserved ("preservation determination"), the Historical Commission shall, within twenty-one (21) days after the hearing, notify in writing the Building Inspector and the applicant, and no demolition permit may be issued until twenty-four (24) months after the date of the preservation determination by the Historical Commission, and the applicant has met the requirements outlined in section 125-4.I. Upon a determination by the Commission that a building is preferably preserved, no building permit for new construction or alterations to the subject building shall be issued for a period of twenty-four (24) months from the date of the determination unless otherwise agreed to by the Commission.
- J. Following the twenty-four (24) month delay period, no permit for demolition of a building determined to be a preferably preserved building shall be granted until all plans for future use and development of the site have been filed with the Building Inspector and have found to comply with all laws pertaining to the issuance of a building permit and any other approvals necessary for the intended use. All approvals necessary for the issuance of such building permit or certificate of occupancy including without limitation any necessary zoning variances or special permits, must be granted and all appeals from the granting of such approvals must be concluded, prior to the issuance of a demolition permit under this section.
- K. If the site is proposed to be vacant, the property owner must file a signed affidavit with the Building Inspector attesting that no development is planned for the site and that it will remain in a vacant state for the foreseeable future. No permit for any type of construction may be granted for the property in question under this subsection for an additional period of twenty-four (24) months following the expiration of the demolition delay, unless an exemption is granted by the Historical Commission.
- L. Notwithstanding anything contained in Subsection G, the Building Inspector may issue a demolition permit for a building with a preservation determination at any time after receipt of written advice from the Historical Commission to the effect that either:
  - (1) The Historical Commission is satisfied that there is no reasonable likelihood that either the owner or some other person or group is willing to purchase, preserve, rehabilitate or restore such building; or
  - (2) The Historical Commission is satisfied that for at least twenty-four (24) months the applicant has made continuing, bona fide and reasonable efforts to locate a purchaser to preserve, rehabilitate or restore the subject building, and that such efforts have been unsuccessful.

#### **§ 125-4. Responsibility of owners.**

- A. Once a significant building is given a determination of significance by the Historical Commission,

the applicant and owner shall be responsible for properly securing the building to the satisfaction of the Building Inspector, whether occupied or vacant. Should the applicant fail to so secure the building and the significant building is destroyed at any time during the twenty-four (24) month demolition delay period and such destruction could have been prevented by the required security measures as determined by the Building Inspector, it shall be considered a demolition in violation of this chapter.

- B. Also, the applicant shall allow the Historical Commission or a designee appointed by the Historical Commission access to the significant building and property, for the purpose of documenting the building under the survey process of the Massachusetts Historical Commission and for the purpose of showing the building to prospective purchasers or preservers.
- C. During the entire twenty-four (24) month demolition delay period, the property owner shall make a good faith effort to sell the property in order to preserve the building, unless granted an exemption by vote of the Historical Commission. "Good faith efforts" shall include the following:

- (1) The significant building must be sold along with the land on which it currently sits to maintain its historic context. For the avoidance of doubt this requirement cannot be satisfied by the owner offering the building to be moved to another location, unless such relocation is approved by the Historical Commission. The amount of land to be sold with the significant building shall be governed by all applicable zoning regulations. If legally permitted, this may include the subdivision of the property. Any related expenses will be borne by the applicant.

- (2) The property in question must be publicly advertised for sale. This includes the conspicuous posting of such notice on the property, as well as in at least one (1) other suitable public outlet typically utilized by persons offering real estate for sale (including, but not limited to, the Multiple Listing Service). This shall be done at the owner's sole expense. The twenty-four (24) month demolition delay period shall not begin until the provisions of this section are met and the applicant informs the Commission of such. If at any time during the demolition delay period the applicant ceases to meet the provisions of this section, the delay period may be paused until the provisions are once again met. The Commission will notify the applicant of any such pause, and the reason for the same.

- (3) The offer for sale must be constructed in a bona fide and commercially reasonable manner. The object of this provision is limited to preventing the owner from impeding the preservation of the property by offering the property for sale other than on commercially reasonable terms.

- (4) If the owner declines an offer to purchase the property in question and does not accept another offer within two (2) weeks, the applicant must inform the Commission, in writing, of the offer price and the reason that the offer was declined. The owner shall document such good faith efforts and provide reports to the Commission, at least once every two (2) months during the delay period, of such good faith efforts.

#### **§ 125-5. Emergency demolition.**

- A. Notwithstanding the other provisions of this chapter, the Building Inspector may issue a demolition permit at any time in the event of imminent and substantial danger to the health and safety of the public due to deteriorating conditions. Prior to doing so, the Building Inspector shall inspect the building and document, in writing, the findings and reasons requiring an emergency demolition, a copy of which shall be forwarded immediately to the Historical Commission. Before allowing emergency demolition, the Building Inspector shall make every effort to inform the Chairperson of the Commission of his intention to allow demolition.



- B. No provision of this chapter is intended to conflict with or abridge any obligations or rights conferred by Massachusetts General Laws, Chapter 143, regarding removal or demolition of dangerous or abandoned structures. In the event of a conflict, the applicable provisions of Chapter 143 shall control.

#### **§ 125-6. Enforcement and remedies.**

- A. The Historical Commission is authorized to adopt rules and regulations to carry out its duties and functions under this chapter
- B. The Historical Commission is specifically authorized to institute any and all actions and proceedings, in law or equity, as it may deem necessary and appropriate to obtain compliance with the requirements of this chapter or to prevent a threatened violation thereof.
- C. No building permit for any premises upon which a significant building has been voluntarily demolished in violation of this chapter shall be issued for a period of two years after the date of the completion of such demolition. The design shall first be reviewed, and must be accepted by, the Historical Commission. As used herein, "premises" refers to the parcel of land upon which the demolished significant building was located and all adjoining parcels of land under common ownership or control.
- D. Notwithstanding the foregoing, whenever the Historical Commission shall, on its own initiative or on application of the applicant, determine that earlier reconstruction, restoration or other remediation of any demolition in violation of this chapter better serves the intent and purpose of this chapter, it may, prior to the expiration of said period of two years, authorize issuance of a building permit, upon such conditions as the Historical Commission deems necessary or appropriate to effectuate the purposes of this chapter, and may so notify the Building Inspector.
- E. If the property owner fails to abide by the terms of section 125-4, the Historical Commission may pause the demolition delay period until the provisions are met.
- F. The Commission is authorized to adopt a schedule of reasonable fees to cover the costs associated with the administration of this bylaw.
- G. Any owner of a building subject to this bylaw that demolished the building without first obtaining a demolition permit in accordance with the provisions of this bylaw shall be subject to a fine of not more than Three Hundred Dollars (\$300). Each day the violation exists shall constitute a separate offense until a faithful recreation of the demolished building is completed or unless otherwise agreed to by the Commission.

#### **§ 125-7. Historic District Act.**

Nothing in this chapter shall be deemed to conflict with the provisions of the Historic Districts Act, Massachusetts General Laws Chapter 40C. If any of the provisions of this chapter do so conflict, that act shall prevail. Following a determination that the building is significant and preferably preserved, the Commission may recommend to town meeting that the building be protected through the provisions of Massachusetts General Laws, Chapter 40C, the Historic Districts Act. The steps required under M.G.L. Chapter 40C shall be followed prior to the establishment of a local historic district. Buildings included within the boundaries of a local historic district established under M.G.L Chapter 40C shall not be subject to this bylaw so long as the proposed demolition is regulated by the local historic district bylaw.

**§ 125-8. Severability.**

In case any section, paragraph or part of this chapter is for any reason declared invalid or unconstitutional by any court of competent jurisdiction, every other section, paragraph and part shall continue in full force and effect.

or to take any other action relative thereto.

**Historical Commission**

**Select Board:**  
**Finance Committee:**

**Summary:** *The Groton Historical Commission is proposing a set of revisions to increase the effectiveness of the Town's Demolition Delay Bylaw, which provides the only formal protections for historic structures in Groton located outside of the Town's Historic Districts. The revisions are intended to clarify the process and align it with best practices adopted by other municipalities and those recommended by the Massachusetts Historical Commission. Key changes include extending the maximum length of the delay from 18 to 24 months; defining the tools available to the Groton Historical Commission to regulate the process; and clarifying the responsibilities of property owners regarding the (previously existing) requirement to offer the historical structure in question for sale to a party interested in preserving it during the term of the demolition delay.*

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**Article 14: Adopt Resolution – Reduce Statewide Greenhouse Gas Emissions**

To see if the Town will vote to adopt the following resolution in support of reducing Statewide Greenhouse Gas Emissions:

*"Groton affirms its support for the goal established by the Commonwealth of Massachusetts to reduce statewide greenhouse gas emissions to net-zero by 2050. Groton commits to evaluate and implement strategies to reduce emissions in municipal activities with a goal of eliminating all onsite burning of fossil fuels in municipal buildings and vehicles by 2050 and support residents and businesses in reducing emissions."*

or to take any other action relative thereto.

**Select Board**

**Select Board:**  
**Finance Committee:**

**Summary:** *The Climate Action Working Group was a multi-stakeholder group formed by the Town Manager to assess attitudes towards climate action in the Town. The Working Group convened over a five-month period in 2024, meeting with fourteen community stakeholder groups and Town departments, and surveying over 300 residents. The group discovered strong support for local climate action from residents, the business community and town departments, including support for the Massachusetts mandate for statewide greenhouse gas emissions to reach net zero by 2050. This resolution is intended to formally declare the town's support for the state mandate, to continue municipal efforts to reduce emissions from*

*municipal operations and to assist residents and businesses in reducing their emissions. In addition, passing this resolution is a mandatory step in the process of becoming a Climate Leader community, a state designation that provides increased funding assistance for municipal projects aimed at reducing emissions through energy efficiency, electrification and clean energy, all of which can also reduce municipal operating costs.*

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**Article 15: Amend Floodplain Overlay District**

To see if the Town will vote to amend the Zoning Bylaw of the Town of Groton as follows:

1. **Delete Section 218-7.1 Floodplain District Regulations** in its entirety.
2. **Insert the following new Section 218-7.1 Floodplain Overlay District.**

**Section 218-7.1 Floodplain Overlay District**

- A. The purpose of the Floodplain Overlay District and this Floodplain Bylaw is to:
- 1) Ensure public safety through reducing the threats to life and personal injury
  - 2) Eliminate new hazards to emergency response officials
  - 3) Prevent the occurrence of public emergencies resulting from water quality, contamination, and pollution due to flooding
  - 4) Avoid the loss of utility services which if damaged by flooding would disrupt or shut down the utility network and impact regions of the community beyond the site of flooding
  - 5) Eliminate costs associated with the response and cleanup of flooding conditions
  - 6) Reduce damage to public and private property resulting from flooding waters
- B. The Floodplain Overlay District is established as an overlay district. The Floodplain Overlay District includes all special flood hazard areas within the Town of Groton designated as Zone A, AE on the Middlesex County Flood Insurance Rate Map (FIRM) dated July 8, 2025 issued by the Federal Emergency Management Agency (FEMA) for the administration of the National Flood Insurance Program. The exact boundaries of the Floodplain Overlay District shall be defined by the 1%-chance base flood elevations shown on the FIRM and further defined by the Middlesex County Flood Insurance Study (FIS) report dated July 8, 2025. The FIRM and FIS report are incorporated herein by reference and are on file with the Town Clerk, Planning Board, Building Commissioner, and Conservation Commission.
- C. The Building Commissioner shall be the official floodplain administrator for the Town.
- D. No new building or structure shall be erected in the Floodplain Overlay District except in accordance with this Section 218-7.1.
- E. The Town of Groton requires a special permit issued by the Planning Board for all other development in the Floodplain Overlay District, including changes to existing buildings, placement of agricultural facilities (subject to M.G.L. c. 40A, Section 3), fences, sheds, storage facilities or drilling, mining, paving and any other development that might increase flooding or adversely impact flood risks to other properties.

F. The Town's special permit review process includes the requirement that the proponent obtain all local, state and federal permits that will be necessary in order to carry out the proposed development in the Floodplain Overlay District prior to the commencement of work authorized by the floodplain administrator or Planning Board. The proponent must acquire all necessary permits and must demonstrate that all necessary permits have been acquired to the floodplain administrator prior to the commencement of any work authorized by the floodplain administrator or Planning Board.

G. In Zones A and AE, along watercourses that have not had a regulatory floodway designated, the best available Federal, State, local, or other floodway data shall be used to prohibit encroachments in floodways which would result in any increase in flood levels within the community during the occurrence of the base flood discharge.

In Zone AE, along watercourses that have a regulatory floodway designated on the Town's FIRM encroachments are prohibited, including fill, new construction, substantial improvements, and other development within the adopted regulatory floodway unless it has been demonstrated through hydrologic and hydraulic analyses performed in accordance with standard engineering practice that the proposed encroachment would not result in any increase in flood levels within the community during the occurrence of the base flood discharge.

H. In A Zones, in the absence of FEMA BFE data and floodway data, the building department will obtain, review and reasonably utilize base flood elevation and floodway data available from a Federal, State, or other source as criteria for requiring new construction, substantial improvements, or other development in Zone A and as the basis for elevating residential structures to or above base flood level, for floodproofing or elevating nonresidential structures to or above base flood level, and for prohibiting encroachments in floodways.

I. All subdivision proposals and development proposals in the Floodplain Overlay District shall be reviewed to assure that:

- (a) Such proposals minimize flood damage.
- (b) Public utilities and facilities are located & constructed so as to minimize flood damage.
- (c) Adequate drainage is provided.

J. When proposing subdivisions or other developments greater than 50 lots or 5 acres (whichever is less), the proponent must provide technical data to determine base flood elevations for each developable parcel shown on the design plans.

K. In A and AE Zones, all recreational vehicles to be placed on a site must be elevated and anchored in accordance with the zone's regulations for foundation and elevation requirements or be on the site for less than 180 consecutive days or be fully licensed and highway ready.

L. In a riverine situation, the Building Commissioner shall notify the following of any alteration or relocation of a watercourse:

- Adjacent Communities, especially upstream and downstream
- Bordering States, if affected
- NFIP State Coordinator  
Massachusetts Department of Conservation and Recreation
- NFIP Program Specialist

Federal Emergency Management Agency, Region I

M. If the Town acquires data that changes the base flood elevation in the FEMA mapped Special Flood Hazard Areas, the Town will, within 6 months, notify FEMA of these changes by submitting the technical or scientific data that supports the change(s.) Notification shall be submitted to:

- NFIP State Coordinator  
Massachusetts Department of Conservation and Recreation
- NFIP Program Specialist  
Federal Emergency Management Agency, Region I

N. Variances to building code floodplain standards. The Town will request from the State Building Code Appeals Board a written and/or audible copy of the portion of the hearing related to the variance, and will maintain this record in the community's files.

O. Variances to local Zoning Bylaws related to community compliance with the National Flood Insurance Program (NFIP). A variance from this Floodplain Bylaw must meet the requirements set out by State law, as applicable, and may only be granted if: 1) Good and sufficient cause and exceptional non-financial hardship exist; 2) the variance will not result in additional threats to public safety, extraordinary public expense, or fraud or victimization of the public; and 3) the variance is the minimum action necessary to afford relief. A variance under this Floodplain Bylaw shall be distinct from a variance under M.G.L. c. 40A, Section 10 and Section 218-2.4 of the Zoning Bylaw.

P. The floodplain management regulations found in this Floodplain Overlay District section shall take precedence over any less restrictive conflicting local laws, ordinances or codes.

Q. The degree of flood protection required by this Floodplain Bylaw is considered reasonable but does not imply total flood protection.

R. If any section, provision, or portion of this Floodplain Bylaw is deemed to be unconstitutional or invalid by a court, the remainder of the ordinance shall be effective.

S. Definitions not found in the State Building Code, which are applicable only within this Floodplain Bylaw and do not govern other sections of the Zoning Bylaw.

DEVELOPMENT means any man-made change to improved or unimproved real estate, including but not limited to building or other structures, mining, dredging, filling, grading, paving, excavation or drilling operations or storage of equipment or materials. [US Code of Federal Regulations, Title 44, Part 59]

FLOODWAY. The channel of the river, creek or other watercourse and the adjacent land areas that must be reserved in order to discharge the base flood without cumulatively increasing the water surface elevation more than a designated height. [Base Code, Chapter 2, Section 202]

FUNCTIONALLY DEPENDENT USE means a use which cannot perform its intended purpose unless it is located or carried out in close proximity to water. The term includes only docking facilities, port facilities that are necessary for the loading and unloading of cargo or passengers, and ship building and ship repair facilities, but does not include long-term storage or related manufacturing facilities. [US Code of Federal Regulations, Title 44, Part 59] Also [Referenced Standard ASCE 24-14]

HIGHEST ADJACENT GRADE means the highest natural elevation of the ground surface prior to construction next to the proposed walls of a structure. [US Code of Federal Regulations, Title 44, Part 59]

HISTORIC STRUCTURE means any structure that is:

- (a) Listed individually in the National Register of Historic Places (a listing maintained by the Department of Interior) or preliminarily determined by the Secretary of the Interior as meeting the requirements for individual listing on the National Register;
  - (b) Certified or preliminarily determined by the Secretary of the Interior as contributing to the historical significance of a registered historic district or a district preliminarily determined by the Secretary to qualify as a registered historic district;
  - (c) Individually listed on a state inventory of historic places in states with historic preservation programs which have been approved by the Secretary of the Interior; or
  - (d) Individually listed on a local inventory of historic places in communities with historic preservation programs that have been certified either:
    - (1) By an approved state program as determined by the Secretary of the Interior or
    - (2) Directly by the Secretary of the Interior in states without approved programs.
- [US Code of Federal Regulations, Title 44, Part 59]

NEW CONSTRUCTION. Structures for which the start of construction commenced on or after the effective date of the first floodplain management code, regulation, ordinance, or standard adopted by the authority having jurisdiction, including any subsequent improvements to such structures. *New construction includes work determined to be substantial improvement.* [Referenced Standard ASCE 24-14]

RECREATIONAL VEHICLE means a vehicle which is:

- (a) Built on a single chassis;
- (b) 400 square feet or less when measured at the largest horizontal projection;
- (c) Designed to be self-propelled or permanently towable by a light duty truck; and
- (d) Designed primarily not for use as a permanent dwelling but as temporary living quarters for recreational, camping, travel, or seasonal use. [US Code of Federal Regulations, Title 44, Part 59]

REGULATORY FLOODWAY - see FLOODWAY.

SPECIAL FLOOD HAZARD AREA. The land area subject to flood hazards and shown on a Flood Insurance Rate Map or other flood hazard map as Zone A, AE, A1-30, A99, AR, AO, AH. [Base Code, Chapter 2, Section 202]

START OF CONSTRUCTION. The date of issuance for new construction and substantial improvements to existing structures, provided the actual start of construction, repair, reconstruction, rehabilitation, addition, placement or other improvement is within 180 days after the date of issuance. The actual start of construction means the first placement of permanent construction of a building (including a manufactured home) on a site, such as the pouring of a slab or footings, installation of pilings or construction of columns. Permanent construction does not include land preparation (such as clearing, excavation, grading or filling), the installation of streets or walkways, excavation for a basement, footings, piers or foundations, the erection of temporary forms or the installation of accessory buildings such as garages or sheds not occupied as dwelling units or not part of the main building. For a substantial improvement, the actual "start of construction" means the first alteration of any wall, ceiling, floor or other structural part of a building,

whether or not that alteration affects the external dimensions of the building. [Base Code, Chapter 2, Section 202]

STRUCTURE means, for floodplain management purposes, a walled and roofed building, including a gas or liquid storage tank, that is principally above ground, as well as a manufactured home. [US Code of Federal Regulations, Title 44, Part 59]

SUBSTANTIAL REPAIR OF A FOUNDATION. When work to repair or replace a foundation results in the repair or replacement of a portion of the foundation with a perimeter along the base of the foundation that equals or exceeds 50% of the perimeter of the base of the foundation measured in linear feet, or repair or replacement of 50% of the piles, columns or piers of a pile, column or pier supported foundation, the building official shall determine it to be substantial repair of a foundation. Applications determined by the building official to constitute substantial repair of a foundation shall require all existing portions of the entire building or structure to meet the requirements of 780 CMR. [As amended by MA in 9th Edition BC]

VARIANCE means a grant of relief by a community from the terms of a flood plain management regulation. [US Code of Federal Regulations, Title 44, Part 59]

VIOLATION means the failure of a structure or other development to be fully compliant with the community's flood plain management regulations. A structure or other development without the elevation certificate, other certifications, or other evidence of compliance required in §60.3 is presumed to be in violation until such time as that documentation is provided. [US Code of Federal Regulations, Title 44, Part 59]

or to take any other action relative thereto.

#### ***Planning Board***

**Select Board:**

**Finance Committee:**

**Planning Board:**

**Summary:** *This article amends the existing floodplain regulations in the zoning bylaw to comply with the requirements of the Federal Emergency Management Agency (FEMA). The amendments required by FEMA include updating the references to the new Flood Insurance Rate Map (FIRM) for Groton and incorporating the applicable provisions of the Massachusetts Model Floodplain Bylaw. The new FIRM for Groton will become effective on July 8, 2025.*

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#### **Article 16: *Endorse Comprehensive Master Plan***

To see if the Town will vote to endorse the "Groton Master Plan" dated February, 2025, filed in the Office of the Town Clerk on February 28, 2025, or to take any other action relative thereto.

#### ***Planning Board***

**Select Board:**

**Finance Committee:**

**Planning Board:**

**Summary:** *The Planning Board will present the Master Plan to Town Meeting for its endorsement. Copies of the plan are available in the Planning Board office in the Town Hall, at the Groton Public Library and on the Town's web site: [www.grotonma.gov](http://www.grotonma.gov)*

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**Article 17: MBTA Communities Multi-Family Overlay District (MCMOD)**

To see if the Town will vote to amend Chapter 218 Zoning Bylaws of the Town of Groton as follows:

**Amend Section 218-3 Definitions by Deleting the definition for “Multifamily Use” in its entirety,**

**Amend Section 218-3 Definitions by inserting the following definition in alphabetical order.**

**AFFORDABLE UNIT.**

A multi-family housing unit that is subject to a use restriction recorded in its chain of title limiting the sale price or rent or limiting occupancy to an individual or household of a specified income, or both.

**AFFORDABLE HOUSING**

Any combination of Affordable Units restricted in perpetuity to persons of families qualifying as low or moderate income under the guidelines of EOHLC earning less than 50% of median income for low income and less than 80% of median income for moderate income.

**AS OF RIGHT.**

Development that may proceed under the Zoning Bylaw without the need for a special permit, variance, zoning amendment, waiver, or other discretionary zoning approval. Also known as “by right” development.

**MBTA COMMUNITIES MULTI FAMILY OVERLAY DISTRICT DEVELOPMENT (MCMODD).**

Multi-family use that is located in the Multi-Family Development Overlay District (MCMOD) in accordance with the provisions of Section 218-7.5 MBTA Communities Multi Family Development Overlay District.

**MIXED-USE DEVELOPMENT.**

Development containing a mix of residential uses and non-residential uses, including, commercial, institutional, industrial, or other uses.

**MULTI-FAMILY HOUSING**

A building with three or more residential dwelling units or two or more buildings on the same lot with more than one residential dwelling unit in each building. Also known as “multifamily use.”

**Amend Section 218-4 Zoning Districts as follows:**

Insert under subsection 218-4.1 E, Overlay Districts the following:

“(6) MBTA Communities Multi-Family Overlay District (MCMOD)”

Insert under subsection 218-4.2 Intention of Districts the following sub sections:

“J. MCMOD – MBTA Communities Multi-Family Overlay District is intended to provide for higher density residential development at locations in proximity to infrastructure, services, and nexuses of activity, amenities, and development.



Insert a new Section 218-7.5 Multi Family Development Overlay District to read as follows:

#### **218-7.5 – MBTA COMMUNITIES MULTI-FAMILY OVERLAY DISTRICT (MCMOD)**

##### **A. Purpose**

- To transition from a case by case permitting process for Multi-Family Development and establish a transparent and predictable process for the permitting of MBTA Communities Multi-Family Overlay District Development (MCMODD) in designated locations with specific guidelines and criteria.
- To encourage MCMODD in sensible locations in terms of services, infrastructure, transportation access, economic opportunity, and compatibility with surrounding uses.
- To accommodate compatible uses that serve residents and the general public.
- To increase housing choice and diversity and address the local and regional need for additional housing
- Preserve open space in a community by locating new housing within or adjacent to existing developed areas and infrastructure.

##### **B. Applicability.**

This MCMOD is an overlay district that is superimposed over the underlying zoning district (s) and is shown on the Zoning Map. Within the boundaries of the MCMOD, all of the uses permitted in the underlying District(s) in which the subject land is located are permitted, subject to the same use and development regulations as may otherwise apply thereto and shall remain in full force. Alternatively, one or more of the uses set forth in Section 218-7.5.C shall be permitted as part of a MCMODD in accordance with this Section 218-7.5 subject to Site Plan Review by the Planning Board in accordance with Section 218-2.5.

##### **C. Permitted Uses**

###### **1. As of Right Uses**

Any or combination of multi-family residential uses are permitted as of right including but not limited to the following uses

- a. Duplex attached units
- b. Townhouses
- c. Garden Flats
- d. Uses exempt by statute (MGL c.40A §3)
- e. Mixed-Use Development
  - i. Non-residential uses allowed as-of-right in the underlying zoning district located on the ground floor of a mixed-use building
  - ii. Multi-family use allowed on any floor of a mixed-use building

###### **2. Accessory Uses**

The following uses are considered accessory to any of the permitted uses in Section D.1 and allowed as of right:

- a. Parking, including surface parking and parking within a structure such as an above ground or underground parking garage or other building on the same lot as the principal use.
- b. Home occupation employing only household members and no on-site clients.

- c. Accessory Dwelling Unit.

**D. Development Standards.**

1. The minimum lot area for a MCMODD shall be 10,000 square feet and may be comprised by one or more contiguous parcels.
2. The minimum Lot Frontage shall be 75 feet.
3. No building or structure within a MCMODD shall be less than 15 feet from the exterior lot line.
4. Lot coverage of a MCMODD by buildings and other impervious surface shall not exceed 75% of the lot area, unless the applicant provides sufficient justification for a waiver and the Planning Board determines, as part of Site Plan Review that a greater lot coverage will not adversely affect adjacent properties.
5. No structure shall exceed four (4) stories, fifty-five (55) feet in height, measured in accordance with the Building Height standards set forth in Section 218-3.
6. No structure or group of structures, except one-story garages or carports, shall be nearer to each other than twenty (20) feet. Carports or garages, if not directly attached, shall be at least ten (10) feet from the main buildings.
7. The maximum permitted density shall not exceed 15 (fifteen) dwelling units per acre.
8. A MCMODD shall conform with the provisions of Section 218-8.2. Off-Street Parking and Loading. Parking areas shall otherwise comply with the provisions of Section 218-8.2 unless the applicant provides sufficient justification for a waiver and the Planning Board determines, as part of Site Plan Review, that the grant of such waiver will not adversely affect the neighborhood.
9. All dwelling units in a Multi-Family Development shall be without age restrictions and shall be suitable for families with children.
10. Sewage shall be disposed of by means of adequate connections to the municipal sewer system or a system Approved by the Board of Health pursuant to Title 5.

**E. Design Standards**

To the maximum extent feasible, projects shall comply with the following design standards:

1. Site Design, Open Space and Landscaping
  - a. Projects shall be sited to maximize opportunities for creating usable, attractive, well-integrated Open Space.
  - b. Acceptable activities within the minimum required Open Space include natural areas (including wetlands and surface waters), wildlife and native plant habitat, landscape plantings, agricultural activities, low-impact design stormwater management, non-motorized trails, and other low-impact activities. Open Space shall not contain habitable structures.
  - c. Open Space shall be planned as a single contiguous area and, to the extent practicable, configured contiguously with any abutting conservation open areas.
  - d. Open Space intended for public use shall have direct access from one or more streets, pedestrian paths, sidewalks, and/or other public access.
  - e. Landscape design shall strive to provide greenery so that streets and access drives are lined with shade trees, large, paved areas are visually divided and screened, and buffers are provided within and around the Project.

- f. Landscaped areas shall be planted with drought-tolerant species which do not require any automatic irrigation systems.
- g. Plantings shall include species that are native or adapted to the region. Plants on the Massachusetts Prohibited Plant List and Invasive Plant List, as may be amended, shall be prohibited.
- h. Lighting shall comply with Dark Sky standards and provide illumination necessary for safety and convenience while preventing glare and overspill to adjoining properties and reducing the amount of skyglow. The color temperature of exterior lighting shall not exceed 3000 Kelvin.

Parking and circulation on the site shall be organized to reduce the amount of impervious surface.

## 2. Building Siting

- a. There shall be a landscaped buffer between buildings or structures and properties adjacent to the MCMOD;
- b. Buildings shall be oriented to any adjacent usable open space, with access to the building onto or accessible to the usable open space;
- c. Structures shall be oriented to provide pedestrian entrances to any adjoining sidewalks
- d. Trash collection and dumpsters shall be located in appropriate areas and screened to avoid adverse impacts on properties adjacent to the MCMOD
- e. Project shall minimize the visual impact of the development from the street by locating lower buildings closest to the street frontage and taller buildings in the interior of the parcels.

## 3. Building Design Features

- a. Architecture shall demonstrate the cohesive planning of the development and present a clearly identifiable design feature throughout. It is not intended that buildings be totally uniform in appearance or that designers and developers be restricted in their creativity. The following standards shall apply:
- b. To reduce a building's perceived mass, building facades shall be divided into smaller scale horizontal and vertical components, through use of changes in plane and changes in color, material, and texture.
- c. For multi-family buildings of three or more stories, building design shall maintain a distinction between upper and lower floors. Primary building entrances shall be accentuated. Design features can include covered porches, porticos, and other pronounced architectural forms.
- d. Buildings with pitched roofs shall have a pitch between 5:12 and 12:12.
- e. Side and rear facades shall be generally consistent with the primary facade's architectural style.
- f. Accessory buildings shall be in the same style as the primary building(s).
- g. Mechanical equipment at grade, attached to, or on the rooftops shall be screened from view or made an integral part of the overall design of the building.
- h. All utility, service, loading, and trash collection areas shall be screened or enclosed by plantings, walls, or solid fencing, or a combination thereof. Enclosures shall be designed to be compatible with the architecture of the adjacent building.
- i. Materials such as brick, stone, wood clapboard, and cementitious siding such as Hardi-plank shall be used for siding, particularly where visible at the pedestrian level.

- j. Architectural asphalt shingles are preferred for buildings with pitched roofs.

4. Circulation and Walkability

- a. Development shall be made pedestrian-friendly by use of amenities such as wide sidewalks/pathways, outdoor seating, and/or appropriate landscaping. Structures, parking, pathways and other pedestrian amenities shall be accessible by people with disabilities and designed to maximize ease of pedestrian access. Bicycle features shall include bike racks and be designed to provide pathways connecting to any existing and proposed bicycle routes.
- b. A paved pedestrian network shall connect parking to the entries to all buildings and the buildings to each other.

**G. Affordable Component**

MCMODDs shall provide affordable units as follows:

- 1. 10 (ten) percent of the units in an MCMODD shall be affordable units.
- 2. Affordable Units shall be dispersed throughout the project. The Affordable Units shall be indistinguishable in external appearance from any market-rate housing units in the MCMODD.
- 3. In computing this requirement, the total number of dwelling units shall be used.

**4. Amend Section 218-2.5 Site Plan Review By inserting a new subsection (e) under Section 218-2.5.C.(2) Threshold of Review Major Project to read as follows:**

“(e) MCMODD pursuant to Section 218-7.5”

**5. Amend Section 218-6.2 Schedule of Intensity Regulations Notes #1. By adding the following at the end of the note:**

“For MBTA Communities Multi-Family Overlay District Development see **Section 218-7.5**”

- 6. Amend the Groton Zoning Bylaw by deleting the words “ Department of Housing and Community Development” and “DHCD” wherever they appear and inserting the following words in their place respectively, “Executive Office of Housing and Liveable Communities” and “EOHLC”

**7. Amend the Zoning Map of Groton by establishing the Multi Family Development Overlay District (MCMOD).**

The zoning map of the Town of Groton is hereby amended by designating the following properties to be included in the Multi Family Development Overlay District:

Assessors Map & Parcel	Address	Area	Owner
216-94	Main Street	2.04 acres	500MG LLC
216-95	Main Street	25.42 acres	500MG LLC
216-96	Main Street	9.32acres	500MG LLC
216-12	Main Street	5.2 acres	Groton Residential Gardens
216-98	Main Street	1.2 acres	Quality Green Homes LLC
216-99	Main Street	3.36 acres	Quality Green Homes LLC

216-99.1	Main Street	0.94 acres	Quality Green Homes LLC
216-29	Main Street	0.957 acres	445 Main Street Realty LLC

or to take any other action relative thereto.

### ***Planning Board***

**Select Board:**  
**Finance Committee:**  
**Planning Board**

**Summary:** *This article proposes to create a zoning overlay district in which multi-family developments may be allowed “as of right” at a maximum density of 15 units per acre. The parcels on Main Street identified for inclusion in the overlay district are zoned General Business (GB) and are located within the sewer district. The existing zoning of the parcels included in the overlay district will remain unchanged. The purpose of this article is to implement zoning reform as required by M.G.L. Ch. 40A, Section 3A, a.k.a. the MBTA Communities Zoning Law (the “Law”). The Law was enacted to address the acute need for housing in Massachusetts. The Law requires MBTA Communities, including Groton, to adopt local zoning that provides at least one zoning district of reasonable size in which multi-family housing is allowed “as of right” at a minimum gross density of 15 units per acre.*

### **Article 18: Accessory Dwelling Units**

To see if the Town will vote to amend the Zoning Bylaw of the Town of Groton as follows:

- Amend Section 218-5.2 Schedule of Use Regulations** by amending the entry under Accessory Uses “Accessory Apartment as regulated under Section 218-9.4” by deleting the “N” use entries under the “NB, VCB, and GB” columns and inserting “Y” in their place and by deleting the “N” use entries under the R-A, R-B, NB, VCB, and GB columns so it reads as follows:

	R-A	R-B	NB	VCB	GB	I	P	O
<b>Accessory Dwelling Unit</b>	Y	Y	Y	Y	Y	N	N	N
<b>More than One Accessory Dwelling Unit</b>	PB	PB	PB	PB	PB	N	N	N

- Amend Section 218-9.4.1 Purpose**, by deleting the words “in the RA and RB Districts” in subsection a., so it reads as follows:

“a. To provide homeowners of a single-family dwelling with a means of sharing space and the burdens of home ownership, companionship, security, and services, thereby enabling them to stay more comfortably in homes and neighborhoods they might otherwise be forced to leave.”

- Amend Section 218-9.4.2 Attached accessory dwelling unit** in the second paragraph by deleting the words “RA and RB” and replacing them with the words “RA, RB, NB, VCB, and GB”, so it reads as follows:

“No more than one accessory dwelling unit shall be allowed as of right on a lot in the RA, RB, NB, VCB, and

GB Districts providing the following criteria are met:"

4. **Amend Section 218-9.4.3 Detached accessory dwelling unit** in the first paragraph by deleting the words "R-A or R-B Districts subject to Site Plan Review" and inserting in their place the following words "R-A, R-B, NB, VCB, and GB Districts subject to Minor Site Plan Review" so it reads as follows:

"A Building Permit for the installation and use and rental of a detached accessory dwelling unit not to exceed 900 square feet of habitable floor area or 50% of the gross habitable floor area contained within the principal dwelling unit, whichever is less, in a detached structure on a lot in the R-A, R-B, NB, VCB, and GB Districts shall be subject to Minor Site Plan Review pursuant to § 218-2.5 provided the following criteria are met:"

5. **Amend Section 218-9-.4.3.g.** by deleting the first paragraph in its entirety and insert the following in its place,

"The approval for Minor Site Plan review for a Detached Accessory Dwelling Unit shall include the following findings:"

or take any action relative thereto.

### ***Planning Board***

**Select Board:**

**Finance Committee:**

**Planning Board:**

**Summary:** *The purpose of this article is to make additional amendments to the Accessory Dwelling Unit (ADU) provisions of the zoning bylaw to be fully consistent with the ADU regulations of the Affordable Homes Act. These additional amendments were recommended by the Attorney General's Office and Groton's Town Counsel.*

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### **Article 19: Accept Monarch Path as a Town Way**

To see if the Town will vote to accept Monarch Path as a public way, as recommended by the Planning Board and laid out by the Select Board and as shown on a plan entitled "Right-of-Way As-Built of Monarch Path, Groton, Massachusetts, Owned by Ebrahim Masalehdan", prepared by TFM Civil Engineers, Bedford, NH for Ebrahim Masalehdan, dated May 2, 2022, and on file with the Town Clerk; to authorize the Select Board to acquire, by gift, purchase or eminent domain such land and easements for the creation, maintenance and operation of a public way, including but not limited to easements for access, grading, drainage, sloping, construction and utilities, in all or any portions of such way and the parcels on such way, or to take any other action relative thereto.

### ***Select Board***

**Select Board:**

**Finance Committee:**

**Summary:** *To accept Monarch Path as a public way.*

---

**Article 20:     *Citizen's Petition – Amend Traffic Rules and Orders – Town Wide Speed Limit***

To see if the Town will vote to Amend Groton Traffic Rules and Orders, Article XI Speed Regulations, Town of Groton Speed Limits, by adopting MGL c. 90 § 17C Sections 193 of Chapter 218 of the Acts of 2016. Mass.gov: "Section 193 allows a municipality to opt-in to Section 17C of Chapter 90 of the MGL, thereby reducing the statutory speed limit from 30 mph to 25 mph on any or all city or town-owned roadways within a thickly settled or business district. The legislation also requires cities and towns to notify MassDOT of these changes." or take any other action relative thereto.

***Citizen's Petition***

<b><u>Name</u></b>	<b><u>Address</u></b>	<b><u>Name</u></b>	<b><u>Address</u></b>
Brian Bolton	1 Chicopee Row	David Butz	532 Longley Road
James Barisano	15 Longley Road	Karen Tucker-Barisano	15 Longley Road
Lisa Murray	85 Wharton Row	Paul Murray	85 Wharton Row
Joan E. Parker-Roach	113 Main Street	Patrick P. Parker-Roach	113 Main Street
Jeff Gordon	161 Main Street	Stephen Lane	86 Ridgewood Road

**Select Board:**  
**Finance Committee:**

**Summary:** *No summary was submitted by the Petitioners*

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**ARTICLES 21 THROUGH 32 WILL BE PART OF THE CONSENT AGENDA. PLEASE SEE EXPLANATION PROVIDED ON PAGE 2 OF THIS WARRANT.**  
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**Article 21:     *Funding for the Destination Groton Committee***

To see if the Town will vote to raise and appropriate, transfer from available funds, and/or borrow pursuant to any applicable statute, a sum or sums of money, to be expended by the Town Manager in Fiscal Year 2026 and thereafter, for the purpose of providing funding for the Destination Groton Committee to carry out the Charge of the Committee, and all costs associated and related thereto, or to take any other action relative thereto.

***Destination Groton Committee***

**Select Board:**  
**Finance Committee:**

**Summary:** *The purpose of this Article is to provide \$15,000 in funding for the Destination Groton Committee to carry out its charge, which is to pursue a course of action intended to engage all Town stakeholders, including the business and non-profit communities, Town leaders, Federal and State elected*

officials and Town residents in a series of public information forums, economic research and data analysis, in order to, through a ten-year Town Center Strategic Vision Plan, prepare for an increase in visitors to town while at the same time work to preserve its rural small-town charm. The purpose of this request is to meet a state required minimum local Town expenditure of \$15,000 in a prior fiscal year in order to qualify for major matching grants in Destination Development, Historic Preservation, Infrastructure, and Cultural programs that promote Groton to meet the needs of increased visitors. A portion of this funding will be used to set aside local match opportunities and to produce a Groton Public Engagement Vision Forum and the second Regional Tourism Conference to promote Groton as a gateway for the region.

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**Article 22:     *Funding for Sustainability Commission***

To see if the Town will vote to raise and appropriate, transfer from available funds, and/or borrow pursuant to any applicable statute, a sum or sums of money, to be expended by the Town Manager, for the purpose of providing funding for the Sustainability Commission to carry out the Charge of the Committee and all cost associated and related thereto, or to take any other action relative thereto.

***Sustainability Commission***

**Select Board:**  
**Finance Committee:**

**Summary:**     *The purpose of this Article is to provide funding for the Sustainability Commission to pay for their various programs and initiatives. In the past this funding has been used for its tire recycling program, climate action program, pollinator garden program, building and delivering trained energy coaching and a central, online repository of information for townspeople, Sustainable Groton Advocates citizens' program, and to provide educational materials to residents in their endeavor to have informational/educational seminars that focus on Sustainability. The Commission is seeking \$15,000 in FY 2026.*

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**Article 23:     *Transfer within the Water Enterprise Fund***

To see if the Town will vote to transfer a sum or sums of money from the Water Enterprise Fund Surplus to the Fiscal Year 2025 Water Department Operating Budget, or to take any other action relative thereto.

***Board of Water Commissioners***

**Select Board:**  
**Finance Committee:**

**Summary:**     *This article allows the Water Department to transfer money from its surplus account to cover any deficit in the Fiscal Year 2025 Water Department Budget. As of the printing of the Warrant, it is anticipated that \$\_\_\_\_ will need to be transferred for this purpose.*

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**Article 24:     *Transfer Within the Center Sewer Enterprise Fund***

To see if the Town will vote to transfer a sum or sums of money from the Center Sewer Enterprise Fund Surplus to the Fiscal Year 2025 Center Sewer Enterprise Department Budget, or to take any other action relative thereto.

***Board of Sewer Commissioners***

**Select Board:**  
**Finance Committee:**

**Summary:**     *This article allows the Sewer Department to transfer money from its surplus account to cover any deficit in the Fiscal Year 2025 Center Sewer Budget. As of the printing of the Warrant, it is anticipated that \$\_\_\_\_ will need to be transferred for this purpose.*

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**Article 25:     *Transfer Within the Four Corners Sewer Enterprise Fund***

To see if the Town will vote to transfer a sum or sums of money from the Four Corners Sewer Enterprise Fund Surplus to the Fiscal Year 2025 Four Corners Sewer Enterprise Department Budget, or to take any other action relative thereto.

***Board of Sewer Commissioners***

**Select Board:**  
**Finance Committee:**

**Summary:**     *This article allows the Sewer Department to transfer money from its surplus account to cover any deficit in the Fiscal Year 2025 Four Corners Sewer Budget. As of the printing of the Warrant, it is anticipated that \$\_\_\_\_ will need to be transferred for this purpose.*

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**Article 26:     *Prior Year Bills***

To see if the Town will vote to transfer from available funds a sum or sums of money for the payment of unpaid bills from prior fiscal years, or to take any other action relative thereto.

***Select Board***

**Select Board:**  
**Finance Committee:**

**Summary:**     *Town Meeting approval is required to pay bills from a prior fiscal year. A list of unpaid bills will be provided at Town Meeting.*

---

**Article 27: Current Year Line-Item Transfers**

To see if the Town will vote to transfer certain sums of money within the Fiscal Year 2025 Budget, or to take any other action relative thereto.

**Select Board**

**Select Board:**  
**Finance Committee:**

**Summary:** *To transfer money within the Fiscal Year 2025 Budget should the need arise. A handout explaining any necessary transfers will be available at Town Meeting.*

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**Article 28: Appropriate Money to Offset the Snow and Ice Deficit**

To see if the Town will vote to raise and appropriate, transfer from available funds, and/or borrow a sum or sums of money, to be expended by the Town Manager, to reduce the deficit in the Fiscal Year 2025 Snow and Ice Budget, as approved under Article 5 of the May 18, 2024 Special Town Meeting, or to take any other action relative thereto.

**Town Manager**

**Select Board:**  
**Finance Committee:**

**Summary:** *This article will allow the Town to fund any deficit in the Snow and Ice Account in FY 25.*

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**Article 29: Debt Service for Middle School Track**

To see if the Town will vote to raise and appropriate and/or transfer from available funds, a sum or sums of money, pursuant to Chapter 44B, Section 5, of the Massachusetts General Laws, for debt service for Fiscal Year 2025 for the Middle School Track Project, as authorized under Article 7 of the May 1, 2021 Spring Town Meeting, or to take any other action relative thereto.

**Community Preservation Committee**

**Select Board:**  
**Finance Committee:**

**Summary:** *This Article appropriates the debt service payment for the Middle School Track Project. Article 7 of the May 21, 2021 Spring Town Meeting appropriated \$1,405,374 for the project. In FY 2026, the Community Preservation Committee will pay \$ , in debt service (\$ , in principal payment and \$ , in interest payment) for this appropriation. To fund this appropriation the entire amount will come from the Unallocated Reserve.*

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**Article 30:     *Transfer Bond Proceeds***

To see if the Town will vote to transfer the excess bond proceeds of \$24,530.27 from the \$1,131,041 borrowing authorized under Article 8 of the April 29, 2019 Spring Town Meeting for the Library Roof, pursuant to M.G.L., c. 44, §20 to the Florence Roche Elementary School Construction Project as authorized under Article 8 of the May 1, 2021 Spring Town Meeting, or to take any other action relative thereto.

***Town Manager***  
***Assistant Director of Finance/Town Accountant***

**Select Board:**  
**Finance Committee:**

**Summary:**     *The purpose of this Article is to transfer the remaining funds for the Library Roof Project to the Florence Roche Elementary School Construction Project as they are no longer needed for the Library Roof and can be used to reduce the final borrowing for the Elementary School Project.*

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**Article 31:     *Establishing Limits for the Various Revolving Funds***

To see if the Town will vote, pursuant to the provisions of G.L. c. 44 sec 53E½ and the Revolving Fund Bylaw, to amend the Revolving Fund Bylaw to add or delete any revolving account and/or to set the FY 2025 spending limits for the various revolving funds as follows:

<b>Program or Purpose</b>	<b>FY 2026 Spending Limit</b>
Stormwater Management	\$20,000
Conservation Commission	\$50,000
Building Rental Fund	\$50,000
Affordable Housing Marketing	\$20,000
Home Recycling Equipment	\$10,000
Access for Persons with Disabilities	\$10,000
Council on Aging Program Fund	\$40,000
Boat Excise Tax Fund	\$ 5,000
Transfer Station Glass	\$20,000
Senior Center Fitness Equipment	\$10,000

or to take any other action relative thereto.

***Town Manager***

**Select Board:**  
**Finance Committee:**

**Summary:**     *This Article sets the limit of annual spending for the various revolving funds authorized by previous Town Meeting votes and is currently set forth in the Town's Bylaw for said purpose.*

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**Article 32:     *Repair Sprinkler System at Town Hall***

To see if the Town will vote to raise and appropriate, transfer from available funds, and/or borrow, pursuant to any applicable statute, a sum or sums of money to be expended by the Town Manager in Fiscal Year 2025 and thereafter, to pay for repairs to the Sprinkler System at Town Hall, or to take any other action relative thereto.

***Town Manager***

**Select Board:**  
**Finance Committee:**

**Summary:**     *The sprinkler system at the Town Hall is a dry system. When it is tested, water is put into the system and then removed. Unfortunately, remnants of water is left in the piping causing it to rust. The original system was installed when the Town Hall was renovated in 1999. Repairs were put out to bid and the low bid came in at \$118,500. This Article will seek a transfer from Free Cash to pay for the repairs.*

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Hereof fail not and make return of your doings to the Town Clerk on or before time of said meeting.

Given under our hands this 7<sup>th</sup> Day of April in the year of our Lord Two Thousand Twenty-Five.

*Alison S. Manugian*

Alison S. Manugian, Chair

*Rebecca H. Pine*

Rebecca H. Pine, Vice-Chair

*Peter S. Cunningham*

Peter S. Cunningham, Clerk

*John F. Reilly*

John F. Reilly, Member

*Matthew F. Pisani*

Matthew F. Pisani, Member

#### OFFICERS RETURN

Groton, Middlesex

Pursuant to the within Warrant, I have this day notified the Inhabitants to assemble at the time, place, and for the purpose mentioned as within directed. Personally posted by Constable.

\_\_\_\_\_  
Constable

\_\_\_\_\_  
Date Duly Posted



## TOWN OF GROTON

173 Main Street  
Groton, Massachusetts 01450-1237  
Tel: (978) 448-1111  
Fax: (978) 448-1115

## Select Board

Alison S. Manugian, *Chair*  
Rebecca H. Pine, *Vice Chair*  
Peter S. Cunningham, *Clerk*  
John F. Reilly, *Member*  
Matthew F. Pisani, *Member*

**Town Manager**  
Mark W. Haddad

**To:** *Select Board  
Finance Committee*

**From:** *Mark W. Haddad – Town Manager*

**Subject:** *Update – Fiscal Year 2026 Proposed Operating Budget*

**Date:** *March 7, 2025*

On Wednesday, March 5<sup>th</sup>, I provided the Select Board and Finance Committee with an email updating you on the proposed FY 2026 Operating Budget. At that time, I provided you with the tax impact of an \$827,090 override to fund the anticipated Assessment from the Groton Dunstable Regional School District and a \$780,904 override to add six (6) Firefighter/EMTs to the Groton Fire Department. Since that time, there have been two significant changes that have lowered the Override Requests for both issues.

First, the Health Insurance Rates have come in lower for the Groton Dunstable Regional School District. This has resulted in an overall budget reduction in the Superintendent's Proposed Budget of \$2000,000, of which Groton will see a savings of \$153,840 in our Assessment, which will lower the Override Request to fund the anticipated Assessment from the School District to \$673,250 (overall Assessment will increase by \$2,038,814, less the \$1,365,564 set aside in the Town Manager's Proposed Operating Budget).

Second, as requested at last Monday's meeting, Fire Chief Cheeks and I have reevaluated our request to add six (6) Firefighters to the Fire Department. We are now proposing that we only add two (2) Firefighters in FY 2026 at an anticipated cost of \$260,301. While the total request is \$260,301, the actual levy increase in FY 2026 is for \$210,301, leaving excess levy capacity of \$50,000 to address an increase in the Pension Budget when the new Firefighters are charged to the Town (most likely in FY 2027).

Attached to this memorandum for your review and consideration are the following four documents:

1. Updated FY 2026 Proposed Operating Budget to reflect the following:
  - A. An increase of \$673,250 in the Assessment for the Groton Dunstable Regional School District.

- B. An increase of \$148,901 in Fire Department Wages to reflect adding two new Firefighter/EMTs.
  - C. An increase of \$11,400 in Fire Department Expenses to reflect Uniform and FF Gear needed for the additional Firefighters.
  - D. An increase of \$50,000 in the Health Insurance Budget to reflect six family plans for the additional Firefighters.
- 2. Updated FY 2026 Levy Limit Calculation to reflect a total override of \$883,551 for both issues.
  - 3. Updated Tax Bill Impact for the FY 2026 increase.
  - 4. Updated Tax Bill Impact broken down by override request and impact by \$100,000 of value.

I look forward to discussing this in more detail with the Select Board and Finance Committee at Monday's meeting.

MWH/rjb

cc: Kara Cruikshank - Executive Assistant  
Patricia DuFresne – Assistant Director of Finance/Town Accountant  
Hannah Moller – Treasurer/Collector  
Megan Foster – Principal Assessor  
Melisa Doig – Human Resources Director  
Michael Hartnett – Assistant Treasurer/Collector

enclosures

Revised: 3-6-2025

**TOWN OF GROTON**  
**FISCAL YEAR 2026**

**VERRIDE BUDGET**

LINE	DEPARTMENT/DESCRIPTION	FY 2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 APPROPRIATED	FY 2026 DEPARTMENT REQUEST	FY 2026 TOWN MANAGER BUDGET	PERCENT CHANGE
<u>GENERAL GOVERNMENT</u>								
<b>MODERATOR</b>								
1000	Salaries	\$ 65	\$ 65	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	0.00%
1001	Expenses	\$ -	\$ -	\$ -	\$ 80	\$ 80	\$ 80	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 65</b>	<b>\$ 65</b>	<b>\$ 1,000</b>	<b>\$ 1,080</b>	<b>\$ 1,080</b>	<b>\$ 1,080</b>	<b>0.00%</b>
<b>SELECT BOARD</b>								
1020	Salaries	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
1021	Wages	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
1022	Expenses	\$ 2,023	\$ 2,960	\$ 3,109	\$ 35,300	\$ 4,750	\$ 4,750	-86.54%
1023	Engineering/Consultant	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
1024	Minor Capital	\$ 25,683	\$ 25,649	\$ 24,054	\$ 24,054	\$ -	\$ -	-100.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 27,706</b>	<b>\$ 28,609</b>	<b>\$ 27,163</b>	<b>\$ 59,354</b>	<b>\$ 4,750</b>	<b>\$ 4,750</b>	<b>-92.00%</b>
<b>TOWN MANAGER</b>								
1030	Salaries	\$ 232,258	\$ 243,254	\$ 252,037	\$ 258,863	\$ 262,550	\$ 262,550	1.42%
1031	Wages	\$ 114,378	\$ 111,392	\$ 111,472	\$ 141,837	\$ 107,625	\$ 107,625	-24.12%
1032	Expenses	\$ 41,993	\$ 14,240	\$ 14,534	\$ 20,200	\$ 12,100	\$ 12,100	-40.10%
1033	Engineering/Consultant	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
1034	Performance Evaluations	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 388,629</b>	<b>\$ 368,886</b>	<b>\$ 378,043</b>	<b>\$ 420,900</b>	<b>\$ 382,275</b>	<b>\$ 382,275</b>	<b>-9.18%</b>



LINE	DEPARTMENT/DESCRIPTION	FY 2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 APPROPRIATED	FY 2026 DEPARTMENT REQUEST	FY 2026 TOWN MANAGER BUDGET	PERCENT CHANGE
<b>FINANCE COMMITTEE</b>								
1040	Expenses	\$ 210	\$ 214	\$ -	\$ -	\$ -	-	0.00%
1041	Reserve Fund	\$ 69,641	\$ 49,400	\$ 39,500	\$ 150,000	\$ 150,000	\$ 150,000	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 69,851</b>	<b>\$ 49,614</b>	<b>\$ 39,500</b>	<b>\$ 150,000</b>	<b>\$ 150,000</b>	<b>\$ 150,000</b>	<b>0.00%</b>
<b>TOWN ACCOUNTANT</b>								
1050	Salaries	\$ 96,408	\$ 101,126	\$ 115,615	\$ 118,163	\$ 125,385	\$ 125,385	6.11%
1051	Wages	\$ 50,864	\$ 52,920	\$ 54,285	\$ 56,679	\$ 79,344	\$ 79,344	39.99%
1052	Expenses	\$ 37,706	\$ 40,199	\$ 36,770	\$ 50,523	\$ 89,633	\$ 83,633	65.53%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 184,978</b>	<b>\$ 194,245</b>	<b>\$ 206,670</b>	<b>\$ 225,365</b>	<b>\$ 294,362</b>	<b>\$ 288,362</b>	<b>27.95%</b>
<b>BOARD OF ASSESSORS</b>								
1060	Salaries	\$ 81,993	\$ 85,280	\$ 94,300	\$ 96,186	\$ 105,000	\$ 105,000	9.16%
1061	Wages	\$ 59,949	\$ 65,073	\$ 66,873	\$ 75,272	\$ 80,460	\$ 80,460	6.89%
1062	Expenses	\$ 23,373	\$ 29,012	\$ 45,336	\$ 47,032	\$ 61,579	\$ 61,579	30.93%
1063	Legal Expense	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 165,315</b>	<b>\$ 179,365</b>	<b>\$ 206,509</b>	<b>\$ 218,490</b>	<b>\$ 247,039</b>	<b>\$ 247,039</b>	<b>13.07%</b>
<b>TREASURER/TAX COLLECTOR</b>								
1070	Salaries	\$ 138,946	\$ 141,733	\$ 150,769	\$ 153,977	\$ 165,810	\$ 165,810	7.68%
1071	Wages	\$ 74,924	\$ 74,499	\$ 79,296	\$ 82,940	\$ 81,418	\$ 81,418	-1.84%
1072	Expenses	\$ 19,909	\$ 24,546	\$ 26,086	\$ 28,637	\$ 28,020	\$ 28,020	-2.15%
1073	Tax Title	\$ 1,557	\$ 500	\$ 260	\$ 7,100	\$ 7,100	\$ 7,100	0.00%
1074	Bond Cost	\$ 1,050	\$ 500	\$ 500	\$ 2,300	\$ 2,300	\$ 2,300	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 236,386</b>	<b>\$ 241,778</b>	<b>\$ 256,911</b>	<b>\$ 274,954</b>	<b>\$ 284,648</b>	<b>\$ 284,648</b>	<b>3.53%</b>

LINE	DEPARTMENT/DESCRIPTION	FY 2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 APPROPRIATED	FY 2026 DEPARTMENT REQUEST	FY 2026 TOWN MANAGER BUDGET	PERCENT CHANGE
<b>TOWN COUNSEL</b>								
1080	Expenses	\$ 60,496	\$ 58,577	\$ 95,387	\$ 130,000	\$ 90,000	\$ 90,000	-30.77%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 60,496</b>	<b>\$ 58,577</b>	<b>\$ 95,387</b>	<b>\$ 130,000</b>	<b>\$ 90,000</b>	<b>\$ 90,000</b>	<b>-30.77%</b>
<b>HUMAN RESOURCES</b>								
1090	Salary	\$ 82,822	\$ 87,983	\$ 95,050	\$ 96,936	\$ 100,175	\$ 100,175	3.34%
1091	Expenses	\$ 14,376	\$ 14,927	\$ 18,674	\$ 12,400	\$ 14,400	\$ 14,400	16.13%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 97,198</b>	<b>\$ 102,910</b>	<b>\$ 113,724</b>	<b>\$ 109,336</b>	<b>\$ 114,575</b>	<b>\$ 114,575</b>	<b>4.79%</b>
<b>INFORMATION TECHNOLOGY</b>								
1100	Salary	\$ 115,193	\$ 121,981	\$ 121,627	\$ 124,810	\$ 128,532	\$ 128,532	2.98%
1101	Wages	\$ 58,730	\$ 61,194	\$ 70,342	\$ 73,459	\$ 77,173	\$ 77,173	5.06%
1102	Expenses	\$ 20,031	\$ 21,455	\$ 24,588	\$ 24,800	\$ 24,800	\$ 24,800	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 193,954</b>	<b>\$ 204,630</b>	<b>\$ 216,557</b>	<b>\$ 223,069</b>	<b>\$ 230,505</b>	<b>\$ 230,505</b>	<b>3.33%</b>
<b>GIS STEERING COMMITTEE</b>								
1120	Expenses	\$ 3,975	\$ 3,000	\$ 8,300	\$ 8,300	\$ 8,300	\$ 8,300	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 3,975</b>	<b>\$ 3,000</b>	<b>\$ 8,300</b>	<b>\$ 8,300</b>	<b>\$ 8,300</b>	<b>\$ 8,300</b>	<b>0.00%</b>
<b>TOWN CLERK</b>								
1130	Salaries	\$ 90,853	\$ 95,550	\$ 98,472	\$ 98,591	\$ 105,356	\$ 105,356	6.86%
1131	Wages	\$ 63,733	\$ 81,648	\$ 76,606	\$ 81,040	\$ 80,642	\$ 80,642	-0.49%
1132	Expenses	\$ 5,547	\$ 9,539	\$ 11,860	\$ 13,900	\$ 13,200	\$ 13,200	-5.04%
1133	Minor Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 160,133</b>	<b>\$ 186,737</b>	<b>\$ 186,938</b>	<b>\$ 193,531</b>	<b>\$ 199,198</b>	<b>\$ 199,198</b>	<b>2.93%</b>

LINE	DEPARTMENT/DESCRIPTION	FY 2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 APPROPRIATED	FY 2026 DEPARTMENT REQUEST	FY 2026 TOWN MANAGER BUDGET	PERCENT CHANGE
<b>ELECTIONS &amp; BOARD OF REGISTRARS</b>								
1140	Stipend	\$ 6,065	\$ 27,416	\$ 17,385	\$ 33,053	\$ 5,933	\$ 5,933	-82.05%
1141	Expenses	\$ 6,700	\$ 15,597	\$ 23,119	\$ 21,088	\$ 16,124	\$ 16,124	-23.54%
1142	Minor Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 12,765</b>	<b>\$ 43,013</b>	<b>\$ 40,504</b>	<b>\$ 54,141</b>	<b>\$ 22,057</b>	<b>\$ 22,057</b>	<b>-59.26%</b>
<b>STREET LISTINGS</b>								
1150	Expenses	\$ 4,706	\$ 4,818	\$ 5,698	\$ 5,950	\$ 7,200	\$ 7,200	21.01%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 4,706</b>	<b>\$ 4,818</b>	<b>\$ 5,698</b>	<b>\$ 5,950</b>	<b>\$ 7,200</b>	<b>\$ 7,200</b>	<b>21.01%</b>
<b>INSURANCE &amp; BONDING</b>								
1160	Insurance & Bonding	\$ 282,024	\$ 286,667	\$ 310,032	\$ 350,000	\$ 363,000	\$ 350,000	0.00%
1161	Insurance Deductible Reserve - Liability	\$ 3,089	\$ 10,060	\$ 11,499	\$ 12,000	\$ 12,000	\$ 12,000	0.00%
1162	Insurance Deductible Reserve - 111F	\$ 6,449	\$ 3,744	\$ 1,238	\$ 25,000	\$ 25,000	\$ 25,000	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 291,562</b>	<b>\$ 300,471</b>	<b>\$ 322,769</b>	<b>\$ 387,000</b>	<b>\$ 400,000</b>	<b>\$ 387,000</b>	<b>0.00%</b>
<b>TOWN REPORT</b>								
1170	Expenses	\$ 1,364	\$ 1,472	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 1,364</b>	<b>\$ 1,472</b>	<b>\$ 1,500</b>	<b>\$ 1,500</b>	<b>\$ 1,500</b>	<b>\$ 1,500</b>	<b>0.00%</b>

LINE	DEPARTMENT/DESCRIPTION	FY 2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 APPROPRIATED	FY 2026 DEPARTMENT REQUEST	FY 2026 TOWN MANAGER BUDGET	PERCENT CHANGE
<b>POSTAGE/TOWN HALL EXPENSES</b>								
1180	Expenses	\$ 55,011	\$ 68,297	\$ 77,241	\$ 65,000	\$ 65,000	\$ 60,000	-7.69%
1181	Telephone Expenses	\$ 13,043	\$ 15,954	\$ 23,494	\$ 30,000	\$ 30,000	\$ 30,000	0.00%
1182	Office Supplies	\$ 24,835	\$ 25,433	\$ 17,793	\$ 17,000	\$ 17,000	\$ 17,000	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 92,889</b>	<b>\$ 109,684</b>	<b>\$ 118,528</b>	<b>\$ 112,000</b>	<b>\$ 112,000</b>	<b>\$ 107,000</b>	<b>-4.46%</b>
<b>TOTAL GENERAL GOVERNMENT</b>		<b>\$ 1,991,972</b>	<b>\$ 2,077,874</b>	<b>\$ 2,225,701</b>	<b>\$ 2,574,970</b>	<b>\$ 2,549,489</b>	<b>\$ 2,525,489</b>	<b>-1.92%</b>
<b>LAND USE DEPARTMENTS</b>								
<b>CONSERVATION COMMISSION</b>								
1200	Salary	\$ 69,481	\$ 73,972	\$ 70,533	\$ 79,070	\$ 81,047	\$ 81,047	2.50%
1201	Wages	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
1202	Expenses	\$ 6,260	\$ 4,597	\$ 8,749	\$ 8,270	\$ 8,270	\$ 8,270	0.00%
1203	Engineering & Legal	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
1204	Minor Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 75,741</b>	<b>\$ 78,569</b>	<b>\$ 79,282</b>	<b>\$ 87,340</b>	<b>\$ 89,317</b>	<b>\$ 89,317</b>	<b>2.26%</b>
<b>PLANNING BOARD</b>								
1210	Salaries	\$ 84,016	\$ 89,237	\$ 95,171	\$ 97,696	\$ 97,928	\$ 97,928	0.24%
1211	Wages	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
1212	Expenses	\$ 9,877	\$ 8,844	\$ 9,309	\$ 9,625	\$ 9,625	\$ 9,625	0.00%
1213	M.R.P.C. Assessment	\$ 3,849	\$ 3,846	\$ 3,942	\$ 4,041	\$ 4,142	\$ 4,142	2.50%
1214	Legal Budget	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 97,742</b>	<b>\$ 101,927</b>	<b>\$ 108,422</b>	<b>\$ 111,362</b>	<b>\$ 111,695</b>	<b>\$ 111,695</b>	<b>0.30%</b>

LINE	DEPARTMENT/DESCRIPTION	FY 2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 APPROPRIATED	FY 2026 DEPARTMENT REQUEST	FY 2026 TOWN MANAGER BUDGET	PERCENT CHANGE
<b>ZONING BOARD OF APPEALS</b>								
1220	Wages	\$ -	\$ -	\$ -	\$ -	\$ -	-	0.00%
1221	Expenses	\$ 666	\$ 50	\$ 558	\$ 1,335	\$ 1,335	1,335	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 666</b>	<b>\$ 50</b>	<b>\$ 558</b>	<b>\$ 1,335</b>	<b>\$ 1,335</b>	<b>1,335</b>	<b>0.00%</b>
<b>HISTORIC DISTRICTS COMMISSION</b>								
1230	Wages	\$ -	\$ -	\$ -	\$ -	\$ -	-	0.00%
1231	Expenses	\$ -	\$ -	\$ -	\$ -	\$ -	-	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>-</b>	<b>0.00%</b>
<b>BUILDING INSPECTOR</b>								
1240	Salaries	\$ 94,254	\$ 104,758	\$ 105,059	\$ 107,030	\$ 107,263	107,263	0.22%
1241	Wages	\$ 57,054	\$ 55,067	\$ 62,238	\$ 63,935	\$ 67,500	67,500	5.58%
1242	Expenses	\$ 6,334	\$ 23,257	\$ 27,711	\$ 24,897	\$ 24,897	24,897	0.00%
1243	Minor Capital	\$ -	\$ -	\$ -	\$ -	\$ -	-	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 157,642</b>	<b>\$ 183,082</b>	<b>\$ 195,008</b>	<b>\$ 195,862</b>	<b>\$ 199,660</b>	<b>199,660</b>	<b>1.94%</b>
<b>MECHANICAL INSPECTOR</b>								
1250	Fee Salaries	\$ 41,430	\$ 54,800	\$ 43,360	\$ 39,000	\$ 39,000	39,000	0.00%
1251	Expenses	\$ 2,774	\$ 4,876	\$ 3,107	\$ 3,500	\$ 3,500	3,500	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 44,204</b>	<b>\$ 59,676</b>	<b>\$ 46,467</b>	<b>\$ 42,500</b>	<b>\$ 42,500</b>	<b>42,500</b>	<b>0.00%</b>

LINE	DEPARTMENT/DESCRIPTION	FY 2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 APPROPRIATED	FY 2026 DEPARTMENT REQUEST	FY 2026 TOWN MANAGER BUDGET	PERCENT CHANGE
<b>EARTH REMOVAL INSPECTOR</b>								
1260	Stipend	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	0.00%
1261	Expenses	\$ -	\$ -	\$ -	\$ 300	\$ 300	\$ 300	0.00%
1262	Minor Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 2,500</b>	<b>\$ 2,500</b>	<b>\$ 2,500</b>	<b>\$ 2,800</b>	<b>\$ 2,800</b>	<b>\$ 2,800</b>	<b>0.00%</b>
<b>BOARD OF HEALTH</b>								
1270	Wages	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
1271	Expenses	\$ 308	\$ 983	\$ 877	\$ 1,575	\$ 3,575	\$ 1,575	0.00%
1272	Nursing Services	\$ -	\$ -	\$ -	\$ 17,798	\$ 21,047	\$ 21,047	18.25%
1273	Nashoba Health District	\$ 61,933	\$ 51,483	\$ 55,345	\$ 43,081	\$ 45,921	\$ 45,921	6.59%
1274	Mental Health	\$ 8,000	\$ 8,000	\$ -	\$ -	\$ -	\$ -	100.00%
1275	Eng/Consult/Landfill Monitoring	\$ 9,133	\$ 9,133	\$ 9,433	\$ 13,834	\$ 13,834	\$ 13,834	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 79,374</b>	<b>\$ 69,599</b>	<b>\$ 65,655</b>	<b>\$ 76,288</b>	<b>\$ 84,377</b>	<b>\$ 82,377</b>	<b>7.98%</b>
<b>SEALER OF WEIGHTS &amp; MEASURES</b>								
1280	Fee Salaries	\$ 1,090	\$ 680	\$ 300	\$ -	\$ -	\$ -	0.00%
1281	Expenses	\$ 440	\$ -	\$ -	\$ 3,262	\$ 3,900	\$ 3,900	19.56%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 1,530</b>	<b>\$ 680</b>	<b>\$ 300</b>	<b>\$ 3,262</b>	<b>\$ 3,900</b>	<b>\$ 3,900</b>	<b>19.56%</b>
<b>TOTAL LAND USE DEPARTMENTS</b>		<b>\$ 459,399</b>	<b>\$ 496,083</b>	<b>\$ 498,192</b>	<b>\$ 520,749</b>	<b>\$ 535,584</b>	<b>\$ 533,584</b>	<b>2.46%</b>

LINE	DEPARTMENT/DESCRIPTION	FY 2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 APPROPRIATED	FY 2026 DEPARTMENT REQUEST	FY 2026 TOWN MANAGER BUDGET	PERCENT CHANGE
<u>PROTECTION OF PERSONS AND PROPERTY</u>								
<b>POLICE DEPARTMENT</b>								
1300	Salaries	\$ 291,262	\$ 283,207	\$ 291,224	\$ 305,889	\$ 319,324	\$ 319,324	4.39%
1301	Wages	\$ 1,956,346	\$ 2,067,435	\$ 1,957,470	\$ 2,222,071	\$ 2,217,197	\$ 2,217,197	-0.22%
1302	Expenses	\$ 185,392	\$ 207,915	\$ 195,295	\$ 270,952	\$ 278,400	\$ 269,900	-0.39%
1303	Lease or Purchase of Cruisers	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 22,000	\$ -	-100.00%
1304	PS Building (Expenses)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
1305	Minor Capital	\$ 11,000	\$ 7,588	\$ 6,420	\$ 12,984	\$ 26,550	\$ 26,550	104.48%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 2,449,000</b>	<b>\$ 2,571,145</b>	<b>\$ 2,455,409</b>	<b>\$ 2,816,896</b>	<b>\$ 2,863,471</b>	<b>\$ 2,832,971</b>	<b>0.57%</b>
<b>FIRE DEPARTMENT</b>								
1310	Salaries	\$ 235,000	\$ 256,900	\$ 290,302	\$ 292,712	\$ 282,144	\$ 282,144	-3.61%
1311	Wages	\$ 1,035,806	\$ 1,165,166	\$ 1,150,339	\$ 1,314,672	\$ 1,367,470	\$ 1,516,371	15.34%
1312	Expenses	\$ 124,201	\$ 202,231	\$ 209,902	\$ 219,571	\$ 225,646	\$ 237,046	7.96%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 1,395,007</b>	<b>\$ 1,624,297</b>	<b>\$ 1,650,543</b>	<b>\$ 1,826,955</b>	<b>\$ 1,875,259</b>	<b>\$ 2,035,560</b>	<b>11.42%</b>
<b>GROTON WATER FIRE PROTECTION</b>								
1320	West Groton Water District	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
1321	Groton Water Department	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.00%</b>
<b>ANIMAL INSPECTOR</b>								
1330	Salary	\$ 2,082	\$ 2,082	\$ 2,082	\$ 2,082	\$ 2,082	\$ 2,082	0.00%
1331	Expenses	\$ 20	\$ 270	\$ 266	\$ 400	\$ 400	\$ 400	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 2,102</b>	<b>\$ 2,352</b>	<b>\$ 2,348</b>	<b>\$ 2,482</b>	<b>\$ 2,482</b>	<b>\$ 2,482</b>	<b>0.00%</b>

LINE	DEPARTMENT/DESCRIPTION	FY 2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 APPROPRIATED	FY 2026 DEPARTMENT REQUEST	FY 2026 TOWN MANAGER BUDGET	PERCENT CHANGE
<b>ANIMAL CONTROL OFFICER</b>								
1340	Salary	\$ 2,082	\$ 2,082	\$ 2,082	\$ 2,082	\$ 2,082	\$ 2,082	0.00%
1341	Expenses	\$ 40	\$ 270	\$ 266	\$ 400	\$ 400	\$ 400	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 2,122</b>	<b>\$ 2,352</b>	<b>\$ 2,348</b>	<b>\$ 2,482</b>	<b>\$ 2,482</b>	<b>\$ 2,482</b>	<b>0.00%</b>
<b>EMERGENCY MANAGEMENT AGENCY</b>								
1350	Salary	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	0.00%
1351	Expenses	\$ 9,998	\$ 10,000	\$ 40,000	\$ 10,000	\$ 10,000	\$ 10,000	0.00%
1352	Minor Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 13,998</b>	<b>\$ 14,000</b>	<b>\$ 44,000</b>	<b>\$ 14,000</b>	<b>\$ 14,000</b>	<b>\$ 14,000</b>	<b>0.00%</b>
<b>DOG OFFICER</b>								
1360	Salary	\$ 15,000	\$ 15,000	\$ 15,000	\$ 17,500	\$ 20,000	\$ 20,000	14.29%
1361	Expenses	\$ 2,356	\$ 2,929	\$ 2,929	\$ 3,000	\$ 3,000	\$ 3,000	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 17,356</b>	<b>\$ 17,929</b>	<b>\$ 17,929</b>	<b>\$ 20,500</b>	<b>\$ 23,000</b>	<b>\$ 23,000</b>	<b>12.20%</b>
<b>POLICE &amp; FIRE COMMUNICATIONS</b>								
1370	Wages	\$ 453,495	\$ 444,288	\$ 455,726	\$ -	\$ -	\$ -	0.00%
1371	Expenses	\$ 10,826	\$ 20,382	\$ 14,018	\$ -	\$ -	\$ -	0.00%
1372	Minor Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 464,321</b>	<b>\$ 464,670</b>	<b>\$ 469,744</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.00%</b>
<b>TOTAL PROTECTION OF PERSONS AND PROPERTY</b>		<b>\$ 4,343,906</b>	<b>\$ 4,696,745</b>	<b>\$ 4,642,321</b>	<b>\$ 4,683,315</b>	<b>\$ 4,780,694</b>	<b>\$ 4,910,495</b>	<b>4.85%</b>



LINE	DEPARTMENT/DESCRIPTION	FY 2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 APPROPRIATED	FY 2026 DEPARTMENT REQUEST	FY 2026 TOWN MANAGER BUDGET	PERCENT CHANGE
<b>REGIONAL SCHOOL DISTRICT BUDGETS</b>								
<b>NASHOBA VALLEY REGIONAL TECHNICAL HIGH SCHOOL</b>								
1400	Operating Expenses	\$ 807,474	\$ 810,037	\$ 762,656	\$ 966,719	\$ 911,000	\$ 911,000	-5.76%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 807,474</b>	<b>\$ 810,037</b>	<b>\$ 762,656</b>	<b>\$ 966,719</b>	<b>\$ 911,000</b>	<b>\$ 911,000</b>	<b>-5.76%</b>
<b>GROTON-DUNSTABLE REGIONAL SCHOOL DISTRICT</b>								
1410	Operating Expenses	\$ 24,023,134	\$ 24,802,222	\$ 25,937,716	\$ 26,412,384	\$ 27,777,948	\$ 28,451,198	7.72%
1411	Debt Service, Excluded	\$ -	\$ -	\$ 406,982	\$ 384,622	\$ 110,389	\$ 110,389	-71.30%
1412	Debt Service, Unexcluded	\$ -	\$ -	\$ 58,814	\$ 60,534	\$ -	\$ -	-100.00%
1413	Operating Grant	\$ -	\$ -	\$ -	\$ 619,000	\$ -	\$ -	0.00%
1414	Capital Assessment	\$ 217,298	\$ 577,026	\$ 552,203	\$ 295,767	\$ 278,643	\$ 278,643	-5.79%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 24,240,432</b>	<b>\$ 25,379,248</b>	<b>\$ 26,955,715</b>	<b>\$ 27,772,307</b>	<b>\$ 28,166,980</b>	<b>\$ 28,840,230</b>	<b>3.85%</b>
<b>TOTAL SCHOOLS</b>		<b>\$ 25,047,906</b>	<b>\$ 26,189,285</b>	<b>\$ 27,718,371</b>	<b>\$ 28,739,026</b>	<b>\$ 29,077,980</b>	<b>\$ 29,751,230</b>	<b>3.52%</b>
<b>DEPARTMENT OF PUBLIC WORKS</b>								
<b>HIGHWAY DEPARTMENT</b>								
1500	Salaries	\$ 113,785	\$ 120,670	\$ 120,293	\$ 122,664	\$ 174,625	\$ 174,625	42.36%
1501	Wages	\$ 685,051	\$ 750,224	\$ 731,227	\$ 753,789	\$ 750,409	\$ 750,409	-0.45%
1502	Expenses	\$ 138,154	\$ 136,529	\$ 129,073	\$ 136,900	\$ 136,900	\$ 136,900	0.00%
1503	Highway Maintenance	\$ 73,852	\$ 81,712	\$ 71,282	\$ 80,000	\$ 80,000	\$ 80,000	0.00%
1504	Minor Capital	\$ -	\$ 5,526	\$ 15,000	\$ 15,000	\$ 25,000	\$ 15,000	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 1,010,842</b>	<b>\$ 1,094,661</b>	<b>\$ 1,066,875</b>	<b>\$ 1,108,353</b>	<b>\$ 1,166,934</b>	<b>\$ 1,156,934</b>	<b>4.38%</b>

LINE	DEPARTMENT/DESCRIPTION	FY 2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 APPROPRIATED	FY 2026 DEPARTMENT REQUEST	FY 2026 TOWN MANAGER BUDGET	PERCENT CHANGE
<b>STREET LIGHTS</b>								
1510	Expenses	\$ 12,209	\$ 12,202	\$ 14,598	\$ 15,000	\$ 15,000	\$ 15,000	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 12,209</b>	<b>\$ 12,202</b>	<b>\$ 14,598</b>	<b>\$ 15,000</b>	<b>\$ 15,000</b>	<b>\$ 15,000</b>	<b>0.00%</b>
<b>SNOW AND ICE</b>								
1520	Expenses	\$ 154,236	\$ 171,937	\$ 153,024	\$ 165,000	\$ 165,000	\$ 165,000	0.00%
1521	Overtime	\$ 291,882	\$ 268,100	\$ 228,416	\$ 140,000	\$ 140,000	\$ 140,000	0.00%
1522	Hired Equipment	\$ 55,369	\$ 45,349	\$ 45,400	\$ 35,000	\$ 35,000	\$ 35,000	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 501,487</b>	<b>\$ 485,386</b>	<b>\$ 426,840</b>	<b>\$ 340,000</b>	<b>\$ 340,000</b>	<b>\$ 340,000</b>	<b>0.00%</b>
<b>TREE WARDEN BUDGET</b>								
1530	Salary	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
1531	Expenses	\$ 2,499	\$ 3,000	\$ 1,773	\$ 3,000	\$ 3,000	\$ 3,000	0.00%
1532	Trees	\$ -	\$ -	\$ -	\$ 1,500	\$ 1,500	\$ 1,500	0.00%
1533	Tree Work	\$ 8,322	\$ 9,515	\$ 31,370	\$ 30,000	\$ 30,000	\$ 30,000	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 10,821</b>	<b>\$ 12,515</b>	<b>\$ 33,143</b>	<b>\$ 34,500</b>	<b>\$ 34,500</b>	<b>\$ 34,500</b>	<b>0.00%</b>
<b>MUNICIPAL BUILDING AND PROPERTY MAINTENANCE</b>								
1540	Wages	\$ 150,671	\$ 156,174	\$ 138,182	\$ 162,845	\$ 170,064	\$ 170,064	4.43%
1541	Expenses	\$ 263,725	\$ 257,888	\$ 270,921	\$ 270,950	\$ 282,950	\$ 282,950	4.43%
1542	Minor Capital	\$ 9,941	\$ 9,849	\$ 25,000	\$ 25,000	\$ 50,000	\$ 15,000	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 424,337</b>	<b>\$ 423,911</b>	<b>\$ 434,103</b>	<b>\$ 458,795</b>	<b>\$ 503,014</b>	<b>\$ 468,014</b>	<b>2.01%</b>

LINE	DEPARTMENT/DESCRIPTION	FY 2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 APPROPRIATED	FY 2026 DEPARTMENT REQUEST	FY 2026 TOWN MANAGER BUDGET	PERCENT CHANGE
<b>SOLID WASTE DISPOSAL</b>								
1550	Wages	\$ 140,322	\$ 145,954	\$ 145,954	\$ 157,651	\$ 158,964	\$ 158,964	0.83%
1551	Expenses	\$ 45,741	\$ 38,661	\$ 38,661	\$ 45,686	\$ 45,686	\$ 45,686	0.00%
1552	Tipping Fees	\$ 133,758	\$ 139,668	\$ 139,668	\$ 145,000	\$ 145,000	\$ 145,000	0.00%
1553	North Central SW Coop	\$ 3,088	\$ 5,850	\$ 5,850	\$ 5,850	\$ 5,850	\$ 5,850	0.00%
1554	Minor Capital	\$ 4,312	\$ 4,717	\$ 4,717	\$ 5,000	\$ 10,000	\$ 5,000	0.00%
<hr/>								
	DEPARTMENTAL TOTAL	\$ 327,221	\$ 334,850	\$ 334,850	\$ 359,187	\$ 365,500	\$ 360,500	0.37%
<b>PARKS DEPARTMENT</b>								
1560	Wages	\$ 15,817	\$ 13,804	\$ 12,664	\$ 17,922	\$ -	\$ -	0.00%
1561	Expenses	\$ 57,700	\$ 55,272	\$ 55,578	\$ 55,759	\$ 77,177	\$ 55,759	0.00%
<hr/>								
	DEPARTMENTAL TOTAL	\$ 73,517	\$ 69,076	\$ 68,242	\$ 73,681	\$ 77,177	\$ 55,759	-24.32%
<hr/>								
	TOTAL DEPARTMENT OF PUBLIC WORKS	\$ 2,360,434	\$ 2,432,601	\$ 2,378,651	\$ 2,389,516	\$ 2,502,125	\$ 2,430,707	1.72%
<b>LIBRARY AND CITIZEN SERVICES</b>								
<b>COUNCIL ON AGING</b>								
1600	Salaries	\$ 73,786	\$ 87,986	\$ 148,800	\$ 162,023	\$ 171,205	\$ 171,205	5.67%
1601	Wages	\$ 57,873	\$ 116,035	\$ 45,585	\$ 55,733	\$ 70,526	\$ 70,526	26.54%
1602	Expenses	\$ 15,517	\$ 12,384	\$ 11,417	\$ 20,200	\$ 20,200	\$ 20,200	0.00%
1603	Minor Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
<hr/>								
	DEPARTMENTAL TOTAL	\$ 147,176	\$ 216,405	\$ 205,802	\$ 237,956	\$ 261,931	\$ 261,931	10.08%

LINE	DEPARTMENT/DESCRIPTION	FY 2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 APPROPRIATED	FY 2026 DEPARTMENT REQUEST	FY 2026 TOWN MANAGER BUDGET	PERCENT CHANGE
<b>SENIOR CENTER VAN</b>								
1610	Wages	\$ 42,865	\$ 62,342	\$ 74,885	\$ 76,611	\$ 82,100	\$ 82,100	7.16%
1611	Expenses	\$ 12,865	\$ 16,823	\$ 15,488	\$ 21,023	\$ 21,023	\$ 21,023	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 55,730</b>	<b>\$ 79,165</b>	<b>\$ 90,373</b>	<b>\$ 97,634</b>	<b>\$ 103,123</b>	<b>\$ 103,123</b>	<b>5.62%</b>
<b>VETERAN'S SERVICE OFFICER</b>								
1620	Salary	\$ 5,192	\$ 6,000	\$ 6,120	\$ 6,242	\$ 6,429	\$ 6,429	3.00%
1621	Expenses	\$ 25	\$ -	\$ 50	\$ 1,100	\$ 1,100	\$ 1,100	0.00%
1622	Veterans' Benefits	\$ 17,062	\$ 18,919	\$ 22,771	\$ 25,000	\$ 25,000	\$ 25,000	0.00%
1623	Minor Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
<b>DEPARTMENT TOTAL</b>		<b>\$ 22,279</b>	<b>\$ 24,919</b>	<b>\$ 28,941</b>	<b>\$ 32,342</b>	<b>\$ 32,529</b>	<b>\$ 32,529</b>	<b>0.58%</b>
<b>GRAVES REGISTRATION</b>								
1630	Salary/Stipend	\$ 250	\$ 250	\$ 250	\$ 250	\$ 250	\$ 250	0.00%
1631	Expenses	\$ 760	\$ 760	\$ 750	\$ 760	\$ 1,060	\$ 1,060	39.47%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 1,010</b>	<b>\$ 1,010</b>	<b>\$ 1,000</b>	<b>\$ 1,010</b>	<b>\$ 1,310</b>	<b>\$ 1,310</b>	<b>29.70%</b>
<b>CARE OF VETERAN GRAVES</b>								
1640	Contract Expenses	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 1,500</b>	<b>\$ 1,500</b>	<b>\$ 1,500</b>	<b>\$ 1,500</b>	<b>\$ 1,500</b>	<b>\$ 1,500</b>	<b>0.00%</b>
<b>OLD BURYING GROUND COMMITTEE</b>								
1650	Expenses	\$ -	\$ -	\$ -	\$ 800	\$ 800	\$ 800	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 800</b>	<b>\$ 800</b>	<b>\$ 800</b>	<b>0.00%</b>

LINE	DEPARTMENT/DESCRIPTION	FY 2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 APPROPRIATED	FY 2026 DEPARTMENT REQUEST	FY 2026 TOWN MANAGER BUDGET	PERCENT CHANGE
<b>LIBRARY</b>								
1660	Salary	\$ 411,697	\$ 426,346	\$ 435,562	\$ 453,631	\$ 480,538	\$ 480,538	5.93%
1661	Wages	\$ 290,240	\$ 331,618	\$ 319,135	\$ 355,706	\$ 366,043	\$ 366,043	2.91%
1662	Expenses	\$ 199,361	\$ 214,238	\$ 225,435	\$ 219,966	\$ 245,546	\$ 230,546	4.81%
1663	Minor Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>								
		\$ 901,298	\$ 972,202	\$ 980,132	\$ 1,029,303	\$ 1,092,127	\$ 1,077,127	4.65%
<b>COMMEMORATIONS &amp; CELEBRATIONS</b>								
1670	Expenses	\$ 50	\$ 263	\$ 253	\$ 500	\$ 500	\$ 500	0.00%
1671	Fireworks	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>								
		\$ 50	\$ 263	\$ 253	\$ 500	\$ 500	\$ 500	0.00%
<b>WATER SAFETY</b>								
1680	Wages	\$ 3,927	\$ 2,520	\$ 1,290	\$ 4,560	\$ 4,560	\$ 5,000	9.65%
1681	Expenses and Minor Capital	\$ -	\$ 2,887	\$ -	\$ 4,683	\$ 31,900	\$ 3,950	-15.65%
1682	Property Maint. & Improvements	\$ 1,323	\$ 9,000	\$ 7,108	\$ 10,900	\$ 2,400	\$ 2,400	-77.98%
<b>DEPARTMENTAL TOTAL</b>								
		\$ 5,250	\$ 14,407	\$ 8,398	\$ 20,143	\$ 38,860	\$ 11,350	-43.65%
<b>WEED MANAGEMENT</b>								
1690	Wages	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
1691	Expenses: Weed Harvester	\$ 12,562	\$ 22,000	\$ 17,666	\$ 22,000	\$ 22,000	\$ 22,000	0.00%
1692	Expenses: Great Lakes	\$ 2,385	\$ 12,001	\$ 9,965	\$ 100,885	\$ 22,385	\$ 22,385	-77.81%
<b>DEPARTMENTAL TOTAL</b>								
		\$ 14,947	\$ 34,001	\$ 27,631	\$ 122,885	\$ 44,385	\$ 44,385	-63.88%

LINE	DEPARTMENT/DESCRIPTION	FY 2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 APPROPRIATED	FY 2026 DEPARTMENT REQUEST	FY 2026 TOWN MANAGER BUDGET	PERCENT CHANGE
<b>GROTON COUNTRY CLUB</b>								
1700	Salary	\$ 162,122	\$ 170,866	\$ 172,568	\$ 177,727	\$ 205,094	\$ 205,094	15.40%
1701	Wages	\$ 176,746	\$ 234,595	\$ 253,111	\$ 243,941	\$ 295,791	\$ 295,791	21.26%
1702	Expenses	\$ 180,650	\$ 193,969	\$ 223,824	\$ 167,774	\$ 235,885	\$ 235,885	40.60%
1703	Minor Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
<hr/>								
	DEPARTMENTAL TOTAL	\$ 519,518	\$ 599,430	\$ 649,503	\$ 589,442	\$ 736,770	\$ 736,770	24.99%
<b>LOCAL ACCESS CABLE DEPARTMENT</b>								
1710	Salaries	\$ -	\$ -	\$ -	\$ 71,048	\$ 71,050	\$ 71,050	100.00%
1711	Wages	\$ -	\$ -	\$ -	\$ 61,219	\$ 68,232	\$ 68,232	100.00%
1712	Expenses	\$ -	\$ -	\$ -	\$ 18,175	\$ 14,270	\$ 14,270	0.00%
1713	Minor Capital	\$ -	\$ -	\$ -	\$ 5,000	\$ 5,000	\$ 5,000	0.00%
<hr/>								
	DEPARTMENTAL TOTAL	\$ -	\$ -	\$ -	\$ 155,442	\$ 158,552	\$ 158,552	100.00%
<hr/>								
	TOTAL LIBRARY AND CITIZEN SERVICES	\$ 1,668,758	\$ 1,943,302	\$ 1,993,533	\$ 2,288,957	\$ 2,472,387	\$ 2,429,877	6.16%

LINE	DEPARTMENT/DESCRIPTION	FY 2022 ACTUAL	FY 2023 ACTUAL	FY 2024 ACTUAL	FY 2025 APPROPRIATED	FY 2026 DEPARTMENT REQUEST	FY 2026 TOWN MANAGER BUDGET	PERCENT CHANGE
<u>DEBT SERVICE</u>								
<b>DEBT SERVICE</b>								
2000	Long Term Debt - Principal Excluded	\$ 1,229,153	\$ 2,267,786	\$ 2,023,506	\$ 2,025,000	\$ 2,045,000	\$ 2,045,000	0.99%
2001	Long Term Debt - Principal Non-Excluded	\$ -	\$ -	\$ -	\$ 160,000	\$ 165,000	\$ 165,000	3.13%
2002	Long Term Debt - Interest - Excluded	\$ 674,914	\$ 1,332,573	\$ 1,493,326	\$ 1,340,252	\$ 1,258,527	\$ 1,258,527	-6.10%
2003	Long Term Debt - Interest - Non-Excluded	\$ -	\$ -	\$ -	\$ 106,974	\$ 97,144	\$ 97,144	-9.19%
2004	Short Term Debt - Principal - Town	\$ -	\$ -	\$ -	\$ 247,532	\$ 122,685	\$ 122,685	-50.44%
2005A	Short Term Debt - Interest - Non-Excluded	\$ 3,740	\$ 13,803	\$ -	\$ 24,483	\$ 21,851	\$ 21,851	-10.75%
2005B	Short Term Debt - Interest - Excluded	\$ -	\$ -	\$ 1,045,344	\$ 1,028,211	\$ 1,845,196	\$ 1,845,196	100.00%
<hr/>								
DEPARTMENTAL TOTAL		\$ 1,907,807	\$ 3,614,162	\$ 4,562,176	\$ 4,932,452	\$ 5,555,403	\$ 5,555,403	12.63%
TOTAL DEBT SERVICE		\$ 1,907,807	\$ 3,614,162	\$ 4,562,176	\$ 4,932,452	\$ 5,555,403	\$ 5,555,403	12.63%
<u>EMPLOYEE BENEFITS</u>								
<b>EMPLOYEE BENEFITS</b>								
GENERAL BENEFITS								
3000	County Retirement	\$ 2,385,255	\$ 2,538,910	\$ 2,494,280	\$ 2,653,019	\$ 2,640,116	\$ 2,640,116	-0.49%
3001	OPEB Unfunded Liability	\$ 177,094	\$ 177,094	\$ 185,000	\$ 190,000	\$ 200,000	\$ 200,000	5.26%
3002	Unemployment	\$ 9,891	\$ 19,465	\$ 678	\$ 10,000	\$ 10,000	\$ 10,000	0.00%
INSURANCE								
3010	Health Insurance/Employee Expenses	\$ 1,749,313	\$ 1,811,069	\$ 2,017,056	\$ 2,185,497	\$ 2,305,641	\$ 2,137,511	-2.20%
3011	Life Insurance	\$ 3,549	\$ 3,642	\$ 3,627	\$ 3,820	\$ 3,820	\$ 3,820	0.00%
3012	Medicare/Social Security	\$ 142,291	\$ 153,710	\$ 154,288	\$ 157,000	\$ 162,000	\$ 162,000	3.18%
<hr/>								
DEPARTMENTAL TOTAL		\$ 4,467,393	\$ 4,703,890	\$ 4,854,929	\$ 5,199,336	\$ 5,321,577	\$ 5,153,447	-0.88%
TOTAL EMPLOYEE BENEFITS		\$ 4,467,393	\$ 4,703,890	\$ 4,854,929	\$ 5,199,336	\$ 5,321,577	\$ 5,153,447	-0.88%
GRAND TOTAL - TOWN BUDGET		\$ 42,247,575	\$ 46,153,942	\$ 48,873,874	\$ 51,328,321	\$ 52,795,239	\$ 53,290,233	3.82%

**FISCAL YEAR 2026 LEVY LIMIT CALCULATION**  
**VERRIDE BUDGET**

Revised: 3/7/2025

**I. TO CALCULATE THE FY 2025 LEVY LIMIT**

A.	FY 2024 LEVY LIMIT	\$	36,832,663	
A1.	ADD AMENDED FY 2024 NEW GROWTH	\$	-	
B.	ADD TWO AND ONE HALF PERCENT	\$	920,817	
C.	ADD FY 2025 NEW GROWTH	\$	381,883	
D.	ADD FY 2025 OVERRIDE	\$	-	
E.	FY 2025 SUBTOTAL	\$	38,135,363	\$ 38,135,363
F.	FY 2025 LEVY CEILING	\$	68,459,320	FY 2025 LEVY LIMIT

**II. TO CALCULATE THE FY 2026 LEVY LIMIT**

A.	FY 2025 LEVY LIMIT	\$	38,135,363	
A1.	ADD AMENDED FY 2025 NEW GROWTH	\$	-	
B.	ADD TWO AND ONE HALF PERCENT	\$	953,384	
C.	ADD FY 2026 NEW GROWTH	\$	228,750	
D.	ADD FY 2026 OVERRIDE	\$	933,551	
E.	FY 2026 SUBTOTAL	\$	40,251,048	\$ 40,251,048
F.	FY 2026 LEVY CEILING	\$	68,459,320	FY 2026 LEVY LIMIT



**OVERRIDE BUDGET****TOWN OF GROTON, MASSACHUSETTS  
FY 2026 TOTAL TAX LEVY CALCULATION**

<b>FY 2026 LEVY LIMIT</b>	<b>\$</b>	<b>40,251,048</b>
CAPITAL EXCLUSION	\$	-
DEBT EXCLUSION - TOWN	\$	5,148,723
FY 2026 EXCLUDED BOND REDUCTION	<b>\$</b>	<b>(1,062)</b>
DEBT EXCLUSION - SEWER	\$	-
DEBT EXCLUSION - WATER	\$	-
DEBT EXCLUSION - GDRSD	\$	110,389
<b>SUB-TOTAL - EXCLUSIONS</b>	<b>\$</b>	<b>5,258,050</b>
<b>TOTAL TAX LEVY</b>	<b>\$</b>	<b>45,509,098</b>

Revised: 3/7/2025  
**OVERRIDE BUDGET**

**TOWN OF GROTON  
FISCAL YEAR 2026  
REVENUE ESTIMATES**

	BUDGETED FY 2025	ESTIMATED FY 2025	CHANGE
PROPERTY TAX REVENUE	\$ 38,052,807	\$ 40,251,048	\$ 2,198,241
DEBT EXCLUSIONS	\$ 4,773,475	\$ 5,258,050	\$ 484,575
CHERRY SHEET - STATE AID	\$ 1,152,082	\$ 1,192,703	\$ 40,621
UNEXPENDED TAX CAPACITY	\$ 82,556	\$ -	\$ (82,556)
<b>LOCAL RECEIPTS:</b>			
General Revenue:			
Motor Vehicle Excise Taxes	\$ 1,820,583	\$ 1,850,000	\$ 29,417
Meals Tax and Room Occupancy Tax	\$ 400,000	\$ 415,000	\$ 15,000
Marijuana Revenue	\$ 9,000	\$ 10,000	\$ 1,000
Penalties & Interest on Taxes	\$ 110,000	\$ 110,000	\$ -
Payments in Lieu of Taxes	\$ 395,443	\$ 406,704	\$ 11,261
Other Charges for Services	\$ 15,000	\$ 15,300	\$ 300
Fees	\$ 400,000	\$ 400,000	\$ -
Rentals	\$ 55,000	\$ 58,000	\$ 3,000
Library Revenues	\$ -	\$ -	\$ -
Other Departmental Revenue	\$ 854,063	\$ 582,372	\$ (271,691)
Licenses and Permits	\$ 429,300	\$ 450,000	\$ 20,700
Fines and Forfeits	\$ 10,000	\$ 10,000	\$ -
Investment Income	\$ 309,744	\$ 250,000	\$ (59,744)
Recreation Revenues	\$ 750,000	\$ 875,000	\$ 125,000
Miscellaneous Recurring	\$ 94,000	\$ 94,000	\$ -
<b>Sub-total - General Revenue</b>	<b>\$ 5,652,133</b>	<b>\$ 5,526,376</b>	<b>\$ (125,757)</b>
Other Revenue:			
Free Cash	\$ 655,733	\$ 604,249	\$ (51,484)
Capital Stabilization Fund for GDRSD	\$ 295,767	\$ -	\$ (295,767)
Stabilization Fund for Tax Rate Relief	\$ -	\$ -	\$ -
Capital Asset Stabilization Fund	\$ 683,500	\$ 819,435	\$ 135,935
EMS/Conservation Fund Receipts Reserve	\$ 350,501	\$ 530,614	\$ 180,113
Community Preservation Funds	\$ -	\$ -	\$ -
Water Department Surplus	\$ -	\$ -	\$ -
Sewer Department Surplus	\$ -	\$ -	\$ -
Insurance Reimbursements	\$ -	\$ -	\$ -
Bond Surplus Transfer	\$ -	\$ -	\$ -
Local Access Cable Fund	\$ -	\$ 130,000	\$ 130,000
<b>Sub-total - Other Revenue</b>	<b>\$ 1,985,501</b>	<b>\$ 2,084,298</b>	<b>\$ 98,797</b>
<b>WATER DEPARTMENT ENTERPRISE</b>	<b>\$ 2,310,266</b>	<b>\$ 2,050,485</b>	<b>\$ (259,781)</b>
<b>SEWER DEPARTMENT ENTERPRISE</b>	<b>\$ 1,250,475</b>	<b>\$ 940,908</b>	<b>\$ (309,567)</b>
<b>LOCAL ACCESS CABLE ENTERPRISE</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>FOUR CORNER SEWER ENTERPRISE</b>	<b>\$ 98,040</b>	<b>\$ 310,812</b>	<b>\$ 212,772</b>
<b>STORMWATER UTILITY ENTERPRISE</b>	<b>\$ 247,851</b>	<b>\$ 249,890</b>	<b>\$ 2,040</b>
<b>TOTAL ESTIMATED REVENUE</b>	<b>\$ 55,605,186</b>	<b>\$ 57,864,570</b>	<b>\$ 2,259,384</b>

TOWN OF GROTON  
FISCAL YEAR 2026  
TAX LEVY CALCULATIONS  
**OVERRIDE BUDGET**

Revised: 3/7/2025

**FY 2026 PROPOSED EXPENDITURES**

**TOWN MANAGER - Proposed Budget**

General Government	\$	2,525,489
Land Use Departments	\$	533,584
Protection of Persons and Property	\$	4,910,495
Regional School Districts	\$	29,751,230
Department of Public Works	\$	2,430,707
Library and Citizen Services	\$	2,429,877
Debt Service	\$	5,555,403
Employee Benefits	\$	5,153,447

**Sub-Total - Operating Budget** \$ 53,290,233

A. TOTAL DEPARTMENTAL BUDGET REQUESTS	\$	53,290,233
B. CAPITAL BUDGET REQUESTS	\$	899,435
C. ENTERPRISE FUND REQUESTS	\$	3,338,093
D. COMMUNITY PRESERVATION REQUEST		

**OTHER AMOUNTS TO BE RAISED**

1. Amounts certified for tax title purposes	\$	-
2. Debt and interest charges not included	\$	-
3. Final court judgments	\$	-
4. Total Overlay deficits of prior years	\$	-
5. Total cherry sheet offsets	\$	32,311
6. Revenue deficits	\$	-
7. Offset Receipts	\$	-
8. Authorized deferral of Teachers' Pay	\$	-
9. Snow and Ice deficit	\$	-
10. Other	\$	-
E. TOTAL OTHER AMOUNTS TO BE RAISED	\$	32,311
F. STATE AND COUNTY CHERRY SHEET CHARGES	\$	104,498
G. ALLOWANCE FOR ABATEMENTS AND EXEMPTIONS	\$	150,000

**TOTAL PROPOSED EXPENDITURES** \$ 57,814,570

**FY 2026 ESTIMATED RECEIPTS**

**ESTIMATED TAX LEVY**

Levy Limit	\$	40,251,048
Debt Exclusion	\$	5,258,050

A. ESTIMATED TAX LEVY	\$	45,509,098
B. CHERRY SHEET ESTIMATED RECEIPTS	\$	1,192,703
C. LOCAL RECEIPTS NOT ALLOCATED	\$	5,526,376
D. OFFSET RECEIPTS	\$	-
E. ENTERPRISE FUNDS	\$	3,552,095
F. COMMUNITY PRESERVATION FUNDS	\$	-
G. FREE CASH	\$	604,249

**OTHER AVAILABLE FUNDS**

1. Stabilization Fund	\$	-
2. Capital Asset Fund	\$	819,435
3. GDRSD Capital Asset Fund	\$	-
4. EMS/Conservation Fund	\$	530,614
5. Bond Surplus Transfer	\$	-
6. Local Access Cable RRFA	\$	130,000

**H. OTHER AVAILABLE FUNDS** \$ 1,480,049

**TOTAL ESTIMATED RECEIPTS** \$ 57,864,570

**FY 2026 SURPLUS/(DEFICIT)** \$ 50,000

Revised: 3/7/2025

**TOWN OF GROTON, MASSACHUSETTS**  
**DEPARTMENT OF REVENUE**  
**TAX RATE RECAPITULATION**

**FISCAL YEAR 2026** **OVERRIDE BUDGET****I. TAX RATE SUMMARY**

la. Total amount to be raised (from IIe)	\$ 57,814,569.72
lb. Total estimated receipts and other revenue sources (from IIIe)	\$ 12,355,472.12
lc. Tax levy (Ia minus Ib)	\$ 45,459,097.60
ld. Distribution of Tax Rates and Levies	

CLASS	(b) Levy Percentage (from LA -5)	(c) IC above times each percent in col (b)	(d) Valuation by Class (from LA - 4)	(e) Tax Rates (c) x (d) x 1000	(f) Levy by Class (d) x (e) /1000
RESIDENTIAL	95.4182%	\$ 43,376,232.22	\$ 2,694,998,861.00	\$ 16.10	\$ 43,376,232.22
NET OF EXEMPT					\$ -
OPEN SPACE	0.0000%	\$ -	\$ -		\$ -
COMMERCIAL	3.3118%	\$ 1,505,510.10	\$ 93,538,507.00	\$ 16.10	\$ 1,505,510.10
NET OF EXEMPT					\$ -
INDUSTRIAL	0.3276%	\$ 148,945.51	\$ 9,254,100.00	\$ 16.10	\$ 148,945.51
SUBTOTAL	99.0576%		\$ 2,797,791,468.00		\$ 45,030,687.83
PERSONAL	0.9424%	\$ 428,409.76	\$ 26,617,430.00	\$ 16.10	\$ 428,409.76
TOTAL	100.0000%		\$ 2,824,408,898.00		\$ 45,459,097.60

**TAX RATE RECAPITULATION  
GROTON**

**FISCAL YEAR 2026**

**II. AMOUNTS TO BE RAISED**

II a. Appropriations		\$	57,527,761
II b. Other amounts to be raised			
1. Amounts certified for tax title purposes	\$	-	
2. Debt and interest charges not included	\$	-	
3. Final court judgments	\$	-	
4. Total overlay deficits of prior years	\$	-	
5. Total cherry sheet offsets	\$	32,311	
6. Revenue deficits	\$	-	
7. Offset receipts deficits	\$	-	
8. Authorized Deferral of Teachers' Pay	\$	-	
9. Snow and Ice deficit	\$	-	
10. Other			
TOTAL II b.		\$	32,311
II c. State and County Cherry Sheet Charges		\$	104,498
II d. Allowance for Abatements and Exemptions (overlay)		\$	150,000
II e. TOTAL AMOUNT TO BE RAISED		\$	57,814,570

### III. Estimated Receipts and Other Revenue Sources

#### III a. Estimated Receipts - State

1. Cherry Sheet Estimated Receipts	\$	1,192,703	
2. Massachusetts School Building Authority Payments	\$	-	
TOTAL III a.		\$	1,192,703

#### III b. Estimated Receipts - Local

1. Local Receipts Not Allocated	\$	5,526,376	
2. Offset Receipts	\$	-	
3. Enterprise Funds	\$	3,552,095	
4. Community Preservation Funds	\$	-	
5. Local Access Cable RRFA	\$	130,000	
TOTAL III b.		\$	9,208,471

#### III c. Revenue Sources Appropriated for Particular Purposes

1. Free Cash	\$	604,249	
2. Other Available Funds	\$	1,350,049	
TOTAL III c.		\$	1,954,298

#### III d. Other Revenue Sources Appropriated Specifically to Reduce the Tax Rate

- 1a. Free Cash...appropriated on or before June 30, 2025
- 1b. Free Cash...appropriated on or after July 1, 2025
2. Municipal Light Source
3. Teachers' Pay Deferral
4. Other Source:

TOTAL III d.		\$	-
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III e. Total Estimated Receipts and Other Revenue Sources		\$	12,355,472
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### IV. Summary of Total Amount to be Raised and Total Receipts from All Sources

a. Total Amount to be Raised		\$	57,814,570
b. Total Estimated Receipts and Other Revenue Sources	\$	12,355,472	
c. Total Real and Personal Property Tax Levy	\$	45,459,098	
d. Total Receipts from All Sources		\$	57,814,570

**TAX RATE RECAPITULATION  
GROTON**

**FISCAL YEAR 2026**

**LOCAL RECEIPTS NOT ALLOCATED**

		<b>BUDGETED RECEIPTS FY 2025</b>	<b>ESTIMATED RECEIPTS FY 2026</b>
1	MOTOR VEHICLE EXCISE	\$ 1,820,583	\$ 1,850,000
2	OTHER EXCISE	\$ 409,000	\$ 425,000
3	PENALTIES AND INTEREST ON TAXES	\$ 110,000	\$ 110,000
4	PAYMENTS IN LIEU OF TAXES	\$ 395,443	\$ 406,704
5	CHARGES FOR SERVICES - WATER	\$ -	\$ -
6	CHARGES FOR SERVICES - SEWER	\$ -	\$ -
7	CHARGES FOR SERVICES - HOSPITAL	\$ -	\$ -
8	CHARGES FOR SERVICES - TRASH DISPOSAL	\$ -	\$ -
9	OTHER CHARGES FROM SERVICES	\$ 15,000	\$ 15,300
10	FEES	\$ 400,000	\$ 400,000
11	RENTAL	\$ 55,000	\$ 58,000
12	DEPARTMENTAL REVENUE - SCHOOLS	\$ -	\$ -
13	DEPARTMENTAL REVENUE - LIBRARIES	\$ -	\$ -
14	DEPARTMENTAL REVENUE - CEMETERIES	\$ -	\$ -
15	DEPARTMENTAL REVENUE - RECREATION	\$ 750,000	\$ 875,000
16	OTHER DEPARTMENTAL REVENUE	\$ 854,063	\$ 582,372
17	LICENSES AND PERMITS	\$ 429,300	\$ 450,000
18	SPECIAL ASSESSMENTS	\$ -	\$ -
19	FINES AND FORFEITS	\$ 10,000	\$ 10,000
20	INVESTMENT INCOME	\$ 309,744	\$ 250,000
21	MISCELLANEOUS RECURRING	\$ -	\$ -
22	MISCELLANEOUS NON-RECURRING	\$ 94,000	\$ 94,000
	<b>TOTAL</b>	<b>\$ 5,652,133</b>	<b>\$ 5,526,376</b>

Revised: 3/7/2025

## Operating Budget Comparison - Fiscal Year 2025 Vs. Fiscal Year 2026

### **VERRIDE BUDGET**

<u>Category</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>Dollar Difference</u>	<u>Percentage Change</u>
General Government	\$	2,574,970	\$	2,525,489	\$	(49,481)	-1.92%
Land Use	\$	520,749	\$	533,584	\$	12,835	2.46%
Protection of Persons and Property	\$	4,683,315	\$	4,910,495	\$	227,181	4.85%
Department of Public Works	\$	2,389,516	\$	2,430,707	\$	41,191	1.72%
Library and Citizen Services	\$	2,288,957	\$	2,429,877	\$	140,920	6.16%
<b>Sub-Total - Wages and Expenses</b>	<b>\$</b>	<b>12,457,507</b>	<b>\$</b>	<b>12,830,153</b>	<b>\$</b>	<b>372,646</b>	<b>2.99%</b>
Debt Service	\$	4,932,452	\$	5,555,403	\$	622,951	12.63%
Employee Benefits	\$	5,199,336	\$	5,153,447	\$	(45,889)	-0.88%
<b>Sub-Total - All Municipal</b>	<b>\$</b>	<b>22,589,295</b>	<b>\$</b>	<b>23,539,003</b>	<b>\$</b>	<b>949,708</b>	<b>4.20%</b>
Nashoba Tech	\$	966,719	\$	911,000	\$	(55,719)	-5.76%
Groton-Dunstable Operating	\$	26,412,384	\$	28,451,198	\$	2,038,814	7.72%
Groton Operating Grant	\$	619,000	\$	-	\$	(619,000)	-100.00%
Groton-Dunstable Excluded Debt	\$	384,622	\$	110,389	\$	(274,233)	-71.30%
Groton-Dunstable Debt	\$	60,534	\$	-	\$	(60,534)	-100.00%
Groton Dunstable Capital	\$	295,767	\$	278,643	\$	(17,124)	-5.79%
<b>Sub-Total - Education</b>	<b>\$</b>	<b>28,739,026</b>	<b>\$</b>	<b>29,751,230</b>	<b>\$</b>	<b>1,012,204</b>	<b>3.52%</b>
<b>Grand Total - Town Budget</b>	<b>\$</b>	<b>51,328,321</b>	<b>\$</b>	<b>53,290,233</b>	<b>\$</b>	<b>1,961,912</b>	<b>3.82%</b>



Revised: 3/7/2025

## Operating Budget Comparison - Fiscal Year 2025 Vs. Fiscal Year 2026

### VERRIDE BUDGET

<u>Category</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>Dollar Difference</u>	<u>Percentage Change</u>
General Government	\$	2,574,970	\$	2,525,489	\$	(49,481)	-1.92%
Land Use	\$	520,749	\$	533,584	\$	12,835	2.46%
Protection of Persons and Property	\$	4,683,315	\$	4,910,495	\$	227,181	4.85%
Department of Public Works	\$	2,389,516	\$	2,430,707	\$	41,191	1.72%
Library and Citizen Services	\$	2,288,957	\$	2,429,877	\$	140,920	6.16%
Employee Benefits	\$	5,199,336	\$	5,153,447	\$	(45,889)	-0.88%
<b>Sub-Total</b>	<b>\$</b>	<b>17,656,843</b>	<b>\$</b>	<b>17,983,600</b>	<b>\$</b>	<b>326,757</b>	<b>1.85%</b>
Debt Service - Excluded	\$	4,393,463	\$	5,148,723	\$	755,260	17.19%
Debt Service - In Levy Only	\$	538,989	\$	406,680	\$	(132,309)	-24.55%
<b>Sub-Total - All Municipal</b>	<b>\$</b>	<b>22,589,295</b>	<b>\$</b>	<b>23,539,003</b>	<b>\$</b>	<b>949,708</b>	<b>4.20%</b>
Nashoba Tech	\$	966,719	\$	911,000	\$	(55,719)	-5.76%
Groton-Dunstable Operating	\$	26,412,384	\$	28,451,198	\$	2,038,814	7.72%
Groton Operating Grant	\$	619,000	\$	-	\$	(619,000)	-100.00%
Groton-Dunstable Excluded Debt	\$	384,622	\$	110,389	\$	(274,233)	-71.30%
Groton-Dunstable In-Levy Debt	\$	60,534	\$	-	\$	(60,534)	-100.00%
Groton Dunstable Capital	\$	295,767	\$	278,643	\$	(17,124)	-5.79%
<b>Sub-Total - Education</b>	<b>\$</b>	<b>28,739,026</b>	<b>\$</b>	<b>29,751,230</b>	<b>\$</b>	<b>1,012,204</b>	<b>3.52%</b>
<b>Grand Total - Town Budget</b>	<b>\$</b>	<b>51,328,321</b>	<b>\$</b>	<b>53,290,233</b>	<b>\$</b>	<b>1,961,912</b>	<b>3.82%</b>

Revised: 3/7/2025

## Operating Budget Comparison - Fiscal Year 2025 Vs. Fiscal Year 2026

### **VERRIDE BUDGET**

<u>Category</u>	<u>FY 2025</u>	<u>FY 2026</u>	<u>Dollar Difference</u>	<u>Percentage Change</u>
Municipal Wages	\$ 9,066,607	\$ 9,481,160	\$ 414,554	4.57%
Employee Benefits	\$ 5,199,336	\$ 5,153,447	\$ (45,889)	-0.88%
<b>Sub-Total - Wages and Benefits</b>	<b>\$ 14,265,943</b>	<b>\$ 14,634,607</b>	<b>\$ 368,665</b>	<b>2.58%</b>
Municipal Expenses	\$ 3,390,900	\$ 3,348,992	\$ (41,908)	-1.24%
<b>Sub-Total -</b>	<b>\$ 17,656,843</b>	<b>\$ 17,983,600</b>	<b>\$ 326,757</b>	<b>1.85%</b>
Debt Service - In-Levy Only	\$ 538,989	\$ 406,680	\$ (132,309)	-24.55%
<b>Total - All Municipal</b>	<b>\$ 18,195,832</b>	<b>\$ 18,390,280</b>	<b>\$ 194,448</b>	<b>1.07%</b>
Nashoba Tech	\$ 966,719	\$ 911,000	\$ (55,719)	-5.76%
Groton-Dunstable Operating	\$ 26,412,384	\$ 28,451,198	\$ 2,038,814	7.72%
Groton Operating Grant	\$ 619,000	\$ -	\$ (619,000)	-100.00%
Groton-Dunstable Debt	\$ 60,534	\$ -	\$ (60,534)	-100.00%
<b>Sub-Total - Education</b>	<b>\$ 28,058,637</b>	<b>\$ 29,362,198</b>	<b>\$ 1,303,561</b>	<b>4.65%</b>
<b>Grand Total - Town Budget</b>	<b>\$ 46,254,469</b>	<b>\$ 47,752,478</b>	<b>\$ 1,498,009</b>	<b>3.24%</b>

## Tax Impact Summary - Fiscal Year 2026

### Proposed Operating Budget

#### VERRIDE BUDGET

	<u>Actual</u> <u>FY 2025</u>		<u>Proposed</u> <u>FY 2026</u>		<u>Dollar</u> <u>Change</u>	<u>Percent</u> <u>Change</u>
Levy Capacity Used	\$	38,052,807	\$	39,317,497	\$ 1,264,690	3.32%
Tax Rate on Levy Capacity Used	\$	13.55	\$	13.92	\$ 0.37	2.73%
Average Tax Bill	\$	9,592	\$	9,854	\$ 262	2.73%
Excluded Debt	\$	4,776,976	\$	5,258,050	\$ 481,074	10.07%
Tax Rate on Excluded Debt	\$	1.70	\$	1.86	\$ 0.16	9.41%
Average Tax Bill	\$	1,203	\$	1,317	\$ 113	9.41%
School District Override	\$	-	\$	673,250	\$ 673,250	1.77%
Tax Rate on School District Override	\$	-	\$	0.25	\$ 0.25	1.85%
Average Tax Bill	\$	-	\$	177	\$ 177	1.85%
Fire Department Override	\$	-	\$	210,301	\$ 210,301	0.55%
Tax Rate on Fire Override	\$	-	\$	0.07	\$ 0.07	0.52%
Average Tax Bill	\$	-	\$	50	\$ 50	0.52%
Final Levy Used	\$	42,829,783	\$	45,459,098	\$ 2,629,315	6.14%
Final Tax Rate	\$	15.25	\$	16.10	\$ 0.85	5.57%
Average Tax Bill	\$	10,795	\$	11,397	\$ 602	5.57%

## IMPACT OF OVERRIDE ON TAX BILL

### Override for Groton Dunstable Regional School District

Override Request	\$	673,250
Amount Impacting FY 2026 Tax Rate	\$	673,250
Anticipated FY 2026 Tax Rate Increase	\$	0.25
Impact on Average Tax Bill (Home Valued at \$707,877)	\$	177
Impact on \$100,000 of Value	\$	25
Impact on \$200,000 of Value	\$	50
Impact on \$300,000 of Value	\$	75
Impact on \$400,000 of Value	\$	100
Impact on \$500,000 of Value	\$	125
Impact on \$600,000 of Value	\$	150
Impact on \$700,000 of Value	\$	175
Impact on \$707,877 of Value	\$	177
Impact on \$800,000 of Value	\$	200
Impact on \$900,000 of Value	\$	225
Impact on \$1,000,000 of Value	\$	250

### Override for Groton Fire Department

Override Request	\$	260,301
Amount Impacting FY 2026 Tax Rate	\$	210,301
Anticipated FY 2026 Tax Rate Increase	\$	0.07
Impact on Average Tax Bill (Home Valued at \$707,877)	\$	50
Impact on \$100,000 of Value	\$	7
Impact on \$200,000 of Value	\$	14
Impact on \$300,000 of Value	\$	21
Impact on \$400,000 of Value	\$	28
Impact on \$500,000 of Value	\$	35
Impact on \$600,000 of Value	\$	42
Impact on \$700,000 of Value	\$	49
Impact on \$707,877 of Value	\$	50
Impact on \$800,000 of Value	\$	56
Impact on \$900,000 of Value	\$	63
Impact on \$1,000,000 of Value	\$	70

### TOTAL OVERRIDE REQUEST

Override Request	\$	933,551
Amount Impacting FY 2026 Tax Rate	\$	883,551
Anticipated FY 2026 Tax Rate Increase	\$	0.32
Impact on Average Tax Bill (Home Valued at \$707,877)	\$	227
Impact on \$100,000 of Value	\$	32
Impact on \$200,000 of Value	\$	64
Impact on \$300,000 of Value	\$	96
Impact on \$400,000 of Value	\$	128
Impact on \$500,000 of Value	\$	160
Impact on \$600,000 of Value	\$	192
Impact on \$700,000 of Value	\$	224
Impact on \$707,877 of Value	\$	227
Impact on \$800,000 of Value	\$	256
Impact on \$900,000 of Value	\$	288
Impact on \$1,000,000 of Value	\$	320

## **SETTLEMENT AND RELEASE AGREEMENT**

THIS SETTLEMENT AND MUTUAL RELEASE AGREEMENT (the “Agreement”) is entered into this \_\_\_\_ day of March, 2025, by and among:

- John W. Farrell of Montclair, New Jersey, individually and as personal representative of the Estate of Laura Elizabeth Woodson;
- Manal Abuolba of Tannersville, Pennsylvania;
- Abdelhady Abuolba of Arlington, Virginia;
- Delan Abuolba of Tannersville, Pennsylvania;
- Wadaijah Farrell, also known as Wadasia Farrell, of Montclair, New Jersey;
- Dalal Abuolba of Tannersville, Pennsylvania;
- Scott Farrell of Montclair, New Jersey;
- Shawn Farrell of Montclair, New Jersey;
- Atta Abuolba of Tannersville, Pennsylvania; and
- The Town of Groton.

**WHEREAS**, Laura Woodson (“Woodson”) died testate on May 23, 2021 in Groton, Massachusetts.

**WHEREAS**, the Last Will and Testament of Laura Woodson dated January 2, 2008 (the “Will”) was admitted to probate and John W. Farrell was appointed personal representative of the Estate of Laura Woodson (the “Estate”) by the Middlesex Probate and Family Court, Docket No. MI21P5697EA, on June 28, 2022.

**WHEREAS**, the Third Clause of the Will bequeathed Woodson’s Sovereign Bank and Worker’s Credit Union accounts to the West Groton Ambulance Service.

**WHEREAS**, John W. Farrell, as personal representative, was not able to locate any Sovereign Bank accounts in Woodson's name after her death.

**WHEREAS**, John W. Farrell, as personal representative, did locate two Worker's Credit Union accounts in Woodson's name after her death. One of those accounts ending in No. 5207 had a date of death value of \$43,602.43 and the other account ending in No. 0972 had a date of death value of \$1,244.54.

**WHEREAS**, to the best of the parties' knowledge, there never existed an entity called the "West Groton Ambulance Service." However, prior to 2006, there did exist an entity called the "Groton EMS Association."

**WHEREAS**, the Groton EMS Association merged with the Town of Groton Fire Department in 2006.

**WHEREAS**, the Fourth Clause of the Will made certain devises to various individuals and named charitable entities as contingent beneficiaries.

**WHEREAS**, the Fifth Clause of the Will gave the rest, residue and remainder of Woodson's estate to John W. Farrell, Manal Abuolba, Abdelhady Abuolba, Delan Abuolba, Wadasia Farrell, Dalal Abuolba, Scott Farrell, Shawn Farrell and Atta Abuolba in equal shares.

**WHEREAS**, John W. Farrell, as personal representative, filed a General Probate Petition with the Middlesex Probate and Family Court (the "General Petition") requesting that the Court find that the devise to the West Groton Ambulance Service has lapsed and order that the funds in Woodson's Worker's Credit Union accounts be distributed to the devisees named in the Fifth Clause of the Will.

**WHEREAS**, the Non-Profit Organizations / Division of Public Charities of the Attorney General filed an objection to the General Petition essentially stating that the devise to the West

Groton Ambulance Service expressed Woodson's charitable intent and that under the *cy pres* doctrine, the funds in the Worker's Credit Union accounts should be distributed to the Town of Groton which provides ambulance service to West Groton.

**WHEREAS**, the parties wish to compromise and settle all claims and potential claims among them, including matters raised in the General Petition, and their interests and obligations, or potential interests and obligations, which in any way concern the Estate.

**NOW THEREFORE**, in consideration of the following terms, the sufficiency of which is hereby acknowledged, the parties agree as follows:

1. **Assent to Petition for Order of Compromise.** Contemporaneous with the execution of this Agreement, John W. Farrell, Manal Abuolba, Abdelhady Abuolba, Delan Abuolba, Wadasia Farrell, Dalal Abuolba, Scott Farrell, Shawn Farrell, Atta Abuolba, and the Town of Groton shall execute assents, in the forms attached hereto as **Exhibit 1**, to the petition for order of compromise described in paragraph 2 and the account described in paragraph 3 herein.

2. **Petition for Order of Compromise.** Contemporaneous with the execution of this Agreement, John W. Farrell shall execute a petition for order of compromise, in the form attached hereto as **Exhibit 2**. Within seven days of the execution of this Agreement, John W. Farrell shall file the petition for order of compromise, the assents, and a proposed decree in the form attached hereto as **Exhibit 3**.

3. **Account.** Within thirty (30) days of the execution of this Agreement, John W. Farrell shall file first and final account, in the form attached hereto as **Exhibit 4** with the assents with the Middlesex Probate Court and present the same for allowance.

4. **Stipulation of Dismissal.** Contemporaneous with the filing of the petition for order of compromise, the Estate and the Attorney General shall file a stipulation of dismissal of the General Petition in the form attached hereto as **Exhibit 5.**

5. **Settlement Payment to the Town of Groton.** Within seven days of the issuance of the decree described in paragraph 2, the Estate shall pay the Town of Groton the sum of \$22,423.28 (the "Settlement Payment") from the Worker's Credit Union accounts.

6. **Use of the Settlement Payment.** The Town of Groton shall earmark the Settlement Payment for the provision of ambulance services in the Town of Groton.

7. **Distribution of Estate Assets.** After the payment of the Settlement Payment to Town of Groton, and after the payment of all estate expenses of administration from the remainder of the funds in the Worker's Credit Union accounts, the remaining balance, if any, shall be distributed in equal shares to the residuary devisees named in the Fifth Clause the Will.

8. **Mutual General Release.** In further consideration hereof, except as may be expressly set forth herein, the parties each hereby irrevocably, unconditionally, and with prejudice, waives, releases, discharges, and acquits (collectively, "Releases") each other including their representatives, agents, attorneys, companies, successors, heirs, and assigns, from any and all claims, demands, causes of action and liabilities, whether known or unknown, contingent or absolute, liquidated or unliquidated or otherwise, arising from the beginning of the world to the date of this Agreement, including, but not limited to, claims arising out of or relating to the Estate or the General Petition. The parties further represent and warrant that they have not sold, assigned, transferred, conveyed or otherwise disposed of all or any part of their possible claims released hereunder, whether known or unknown. The parties hereby covenant that, except as to a suit to enforce the terms of this Agreement, they shall not commence or maintain any suit in law or in



equity or initiate or pursue any proceeding or other quasi-adjudicatory action (including, without limitation, an arbitration proceeding), based on any matter that has been released pursuant to this Agreement.

9. **Tax Advice.** The parties acknowledge and understand that none of the parties to this Agreement are making any warranties or representations to one another concerning any tax consequences regarding any of the conveyances, transfers, distributions, or other provisions described in this Agreement, and that the Parties are relying on their own legal and/or tax advisors.

10. **Covenant Not to Sue.** The parties will covenant not to sue or bring an action, lawsuit, claim or charge against one another related to the Estate and the issues addressed in the General Petition, other than actions to enforce this Agreement; provided, however that this shall not prevent any party from complying with a subpoena or other lawful request for information or testimony.

11. **Binding Effect.** The Agreement and related documents shall be binding on the parties and their respective heirs, legal representatives, agents, employees, officers, directors, administrators, successors, and assigns.

12. **Entire Agreement.** This Agreement is intended as a final expression of the parties' agreement and as a complete and exclusive statement of the terms hereof. Except as specifically provided in this Agreement, this Agreement shall supersede all prior and contemporaneous understandings, oral and written, heretofore had between the parties. This Agreement and related documents will be construed as a single integrated contract containing the entire agreement of the parties. There will be no agreements, covenants, warranties, promise or representations other than those contained in the Agreement. All prior discussions and

negotiations are merged into the Agreement, which can only be modified by a writing signed by all parties.

13. **Implementation.** The parties agree to execute any documents that may be necessary to implement fully the terms of this Agreement.

14. **Severability.** If any portion or portions of this Agreement are declared to be illegal, unenforceable, or invalid for any reason by a court of competent jurisdiction, all remaining provisions of the Agreement shall remain in full force and effect, and shall be construed as if such invalid portion or portions had not been included herein. The parties acknowledge and agree, however, that their respective obligations under this Agreement, are conditioned on the performance of all the terms and conditions of this Agreement as they exist upon execution of the Agreement by the parties.

15. **Waiver.** No right under the Agreement shall be waived except by a written instrument duly executed by the parties; and no waiver of one right shall be considered a waiver of any other. The failure of any party to insist, in any one or more instances, upon performance of any of the terms or conditions of this Agreement, will not be considered as a waiver or relinquishment of the right of that party to future performance of any such term or condition, and the obligations of the parties to such future performance will continue in full force and effect.

16. **Governing Law and Jurisdiction.** This Agreement is negotiated and executed under the laws of the Commonwealth of Massachusetts and is a Massachusetts contract. The parties agree that this Agreement and the covenants and provisions herein shall be construed, enforced, and governed by the laws of the Commonwealth of Massachusetts. The parties hereby submit to the exclusive jurisdiction of the federal and state courts of the Commonwealth of Massachusetts in any

suit or proceeding arising out of or relating to this Agreement and/or the covenants and provisions herein.

17. **Waiver of Appeal.** All parties waive any rights of appeal.

18. **Counterparts and Execution.** The parties agree that this Agreement may be executed in multiple counterparts and may be executed by facsimile or PDF signature, all of which, when combined, shall be deemed to comprise one original Agreement.

19. **No Admissions.** The parties agree that this Agreement is not and shall not be construed as an admission of wrongdoing or liability on behalf of any party or on any party's part, nor shall this Agreement be construed as an admission as to the validity of any defense.

20. **Construction of Agreement.** This Agreement is the result of the joint effort of all parties. Each provision hereof has been subject to the mutual consultation, negotiation, and agreement of the parties. There shall be no construction against any party based on any presumption of the party's involvement in the drafting hereof.

21. **Voluntary Execution.** The parties acknowledge that they have carefully read this Agreement, line by line; that they have received independent legal advice from their own counsel or have had an opportunity to seek independent legal advice; that they fully understand the facts and have been fully advised of all legal rights or liabilities; that they sign the Agreement freely and voluntarily; and that each party believes the agreement to be fair, just, and reasonable. Other than as stated herein, the parties warrant that no representation, promise, or inducement has been offered or made to induce any party to enter into this Agreement.

**WITNESS** our hands and seals on the dates reflected below.

Dated: \_\_\_\_\_, 2025

\_\_\_\_\_  
John W. Farrell, individually and as Personal  
Representative of Estate of Laura Woodson

Dated: \_\_\_\_\_, 2025

\_\_\_\_\_  
Manal Abuolba

Dated: \_\_\_\_\_, 2025

\_\_\_\_\_  
Abdelhady Abuolba

Dated: \_\_\_\_\_, 2025

\_\_\_\_\_  
Delan Abuolba

Dated: \_\_\_\_\_, 2025

\_\_\_\_\_  
Wadaija Farrell

Dated: \_\_\_\_\_, 2025

\_\_\_\_\_  
Dalal Abuolba

Dated: \_\_\_\_\_, 2025

\_\_\_\_\_  
Scott Farrell

Dated: \_\_\_\_\_, 2025

\_\_\_\_\_  
Shawn Farrell

Dated: \_\_\_\_\_, 2025

\_\_\_\_\_  
Atta Abuolba

Dated: \_\_\_\_\_, 2025

\_\_\_\_\_  
Selectman, Town of Groton

Dated: \_\_\_\_\_, 2025

\_\_\_\_\_  
Selectman, Town of Groton

Dated: \_\_\_\_\_, 2025

\_\_\_\_\_  
Selectman, Town of Groton

Dated: \_\_\_\_\_, 2025

\_\_\_\_\_  
Selectman, Town of Groton

Dated: \_\_\_\_\_, 2025

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Selectman, Town of Groton

## **FINANCE COMMITTEE / SELECT BOARD Meeting Minutes**

Tuesday, February 25, 2025 @ 7:00 P.M.  
Town Hall: First Floor Meeting Room, 173 Main Street Groton, MA

**Present for the Finance Committee:** Bud Robertson, Chair; David Manugian, Kristina Lengyel, Gary Green, Mary Linskey, Mike Sulprizio, Scott Whitefield

**Present for the Select Board:** Peter Cunningham; John Reilly; Alison Manugian, Chair; Matt Pisani, Becky Pine

**Present for GDRSD:** Dr. Geoff Bruno, Superintendent; Sherry Kersey, Director of Business & Finance; Lacey McCabe, School Committee Chair

**Also Present:** Mark Haddad, Town Manager; Hannah Moller, Treasurer/Collector; Patricia Dufresne, Assistant Finance Director; Judy Anderson, Member of the Public

7:01 P.M. Mr. Robertson called the FinCom meeting to order; Ms. Manugian called the Select Board meeting to order.

### **GDRSD FY26 Budget Discussion:**

Mr. Robertson suggested reviewing the question-and-answer document that had been previously prepared by Ms. Kersey in response to questions submitted by FinCom members (see document attached to these minutes). He hopes to address the question of a potential tax override for FY26, and touch on how spending can be brought in line with revenue year over year.

The group began by discussing student-facing versus non-student-facing FTEs in the school district and the impact of potential reductions to those positions. Ms. Kersey noted that while the Nurse and Guidance positions were in fact restorations that had been cut in a prior year, two other positions had been combined, resulting in a net increase of 1 FTE for FY26. A discussion of the definition of Level Service versus Level Funding ensued. Dr. Bruno said that he is presenting a Level Service budget with no new positions or new services included (restoring cuts from last year should not be considered the addition of a new service). Ms. Linskey and Mr. Sulprizio disagreed, noting that additional FTEs over last year's budget is probably not a true Level Service budget. Mr. Green noted that transparency is really more important than the Level Service label.

In reply to a question from Mr. Green, Ms. Kersey said that the School Committee would be certifying the FY26 budget on March 12<sup>th</sup>, and will likely certify the Superintendent's recommendation. The group briefly discussed the three Budget Scenarios that are currently on the table (see document attached to these minutes). Dr. Bruno is hoping that tax overrides are passed in both Groton and Dunstable which would eliminate the need for budget cuts in FY26. He noted that a review of the District Agreement is currently underway. This agreement drives the annual town assessment calculations and is based on a 5-year rolling enrollment average, which helps smooth out short term enrollment spikes. This results in assessments that do not always match what the towns can pay while remaining within their tax levies. Budget Scenario 2 matches Groton's ability to pay within the levy limit but forces a tax override in Dunstable. Changes to the

district agreement that shift some of the burden to Groton, might make a budget similar to Scenario 2 more achievable, but would still require district budget cuts. Scenario 1 requires large tax overrides in both towns, but no district budget cuts. Scenario 2 requires an override in Dunstable only but requires a district budget reduction of approximately \$1.3 Million. Scenario 3 requires no tax overrides but would result in district budget reductions of over \$2.5 Million while leaving Groton with a \$900k surplus. Mr. Robertson pointed out that Groton does not usually have the capacity to provide \$1.4 Million to the district; there is an additional \$619k available for FY26 because of the one-time grant given to the district by Groton for FY25. Mr. Whitefield mentioned that changes made to the regional agreement will alter the allocation formula only, not the budget or total assessment. This will not help alleviate the underlying problem. Dr. Bruno agreed and said that our district is not alone; 211 other districts in the Commonwealth are facing similar budgetary struggles. He recommended keeping pressure on the state legislators and the governor's office. Mr. Cunningham said that the Select Board had recently met with Groton's representatives and they spoke of forming a commission to further study the problem, but this is unlikely to result in any meaningful aid anytime soon. Ms. Linskey said that it must be assumed that no appreciable help will be forthcoming from the state.

Mr. Robertson recommended looking for possible reductions in the FY26 budget that could reduce the size of the proposed tax overrides to something that would be more palatable for voters. He went on to say that any tax override that does pass will be only a short-term fix, and continuous budget reductions will not correct the underlying problem of spending that outstrips revenue collection. Spending at 6% with revenue at 3% will result in annual tax overrides or \$1.5 million in budget cuts every year. The group discussed the steps & lane salary structure embedded in the teacher contracts (which pushes salary growth from 3% to 7%). It was generally agreed that this structure contributes to the problem but would be difficult if not impossible to correct. Mr. Haddad felt there was room for creativity when the contracts are next negotiated. The group discussed potential budget reductions, with Dr. Bruno saying that they are trying to preserve student-facing services as much as possible, but the budget is just very tight now. He noted that if para-professionals are cut, student IEP plans may have to be re-written and other special education support restructured. Mr. Sulprizio suggested consolidating buildings to merge services and reduce overhead costs. Mr. Haddad replied that he had discussed this with Ms. McCabe, and there is great reluctance to consider closing Swallow Union. Dr. Bruno said that the operational audit underway right now will address building space needs as well as identifying structural deficits. The group discussed the savings realized from the last time an operational audit was performed. These savings were only helpful in the short-term. Ms. McCabe said that while we may have a draft of the audit available by April, time will be required (possibly up to a year) to do a deeper analysis and to get perspectives from the member Towns. Ms. Lengyel said that tax overrides will be difficult for young families to afford; the Town should think about finding new revenue opportunities. Mr. Green was skeptical that sufficient revenue could be found to make a difference. Ms. Linskey reminded the group of the resistance that was met when the PILOT program was addressed this year. Dr. Bruno mentioned that activity fees are being reviewed, and Mr. Robertson reiterated that the real problem is wages & benefits. Mr. Manugian pointed out that successful tax override requests will lead the Town to approach its levy ceiling which is also problematic.

Ms. Manugian suggested focusing on what is needed for the upcoming year. She believes that the Town should accept the budget that the District Superintendent feels is required. She emphasized the importance of providing a united front when discussing the budget with the public, especially given the tax override

failure last year. Ms. Lengyel noted that it may be easier to achieve a successful override request for the short-term if there is a thoughtful plan in place for the long-term.

The group turned its attention back to the Q & A memo. Mr. Whitefield asked if the 7% increases for Admin positions were contractual. Ms. Kersey assured him they were, and mentioned that this represents a market correction that was discussed during the budget process last year. Regarding the field irrigation costs, Ms. Kersey said that she is working with the Water Superintendent to refine the cost estimates for the Middle School Track (approximately \$15k). Also, the high school won't have a well going forward, resulting in higher irrigation costs (\$40k to \$50k is estimated). There is more grass to maintain on the grounds of the new FloRo building. The custodial expenses are also higher. Mr. Whitefield would prefer that these kinds of increased maintenance costs were more clearly presented during the capital planning process. Mr. Green said designing with an eye to lower operating costs is possible, for instance replacing lawns with more sustainable alternatives. Ms. Kersey explained the changes to the way annual grant funding is managed (spending more each year has led to less funding available to roll forward).

Mr. Haddad said that Dunstable plans to request an override sufficient to meet budget scenario #1 (approximately \$582k). Mr. Green replied that if override requests fail in either town, the budget will go back to the School Committee who can either make district reductions or send it back to the Towns for municipal reductions. Mr. Haddad said the school district certifies their budget at a higher rate so that they can reduce if necessary later. If Dunstable passes their override, and Groton does not, the district may have to cut \$1.3 Million, but Dunstable should not need an additional override next year. Mr. Robertson said that Town officials should request a tax override, but very clearly advertise what is being done to resolve the structural deficit problem. Ms. Manugian replied that the Town can raise taxes, allow greater density or permit more commercial & industrial development. This should be explained to residents. Mr. Haddad said he would take a look at how he could cut the municipal budget should an override request fail. The group briefly discussed combining the Fire and School override requests. Mr. Green said it is important that residents are allowed to vote for what they value. Mr. Sulprizio agreed, saying that if people want certain services more than others, we should respect that. Mr. Haddad thinks it is more appropriate to vote them separately because the School request represents a level service deficit, while the Fire request is a clear expansion of services. Ms. Linskey noted that the Fire Department is being asked to provide the same level of service without the NVMC. Ms. Pine was concerned that splitting the override requests could cause them both to fail. Dr. Bruno wondered if there was a way to scale the size of the override requests in order to make it feel more reasonable for the voters. Mr. Robertson pointed out that an override for the school would have to be repeated again next year, but gives the District time to make some reductions. An override request for the Fire Department would not have to be repeated in future years as long as the Town maintains its expense to revenue ratio. He said the Fire Chief will have another opportunity to justify his request for 6 additional Fire Fighters at the Monday evening meeting on March 3<sup>rd</sup> before a final decision is made regarding the override requests. Mr. Whitefield and Mr. Green advocated for reducing the size of the override request as much as possible. Mr. Whitefield & Mr. Manugian felt the District override should focus on student-facing expenses only as this would be most palatable to voters. Ms. Pine agreed saying that may be a strong case for eliminating administration costs from the override request. Dr. Bruno cautioned the group that even non-student facing positions impact students and their learning potential. He feels that the District is down to a minimum amount of administration positions. Mr. Robertson observed that the public doesn't pay very close attention to budget meetings. He believes that Dr. Bruno should start



talking to the Herald and Town officials should agree on a plan to advocate for these overrides. Ms. Anderson said that the general public does not understand the importance of the admin positions, which should be addressed. Mr. Green said that in the end some people will vote against this because they cannot afford it. Mr. Whitefield agreed saying that if some cuts are made now, that information can be part of the messaging that helps to get public buy-in. Ms. Lengyel pointed out that both Town overrides failed last year, and many residents will feel that since the District is still functioning (without apparent disaster), that this was the right decision. The negative impacts from the failed FY25 tax overrides must be articulated publicly more often. Ms. Manugian wondered if pulling the 4 Central Office positions out of the override, could help it pass, thus saving 22 student-facing positions. Mr. Whitefield added that the District override would be more likely to pass if the amount were reduced to something less than the Fire override.

Mr. Haddad asked whether, at this point, the FinCom can be comfortable that the District budget has been fully scrutinized. Mr. Whitefield said he is comfortable with the FY26 budget, but not the spending trend as it applies to future years. Mr. Green is in favor of making additional budget cuts now in order to bring the override request down. Ms. Linskey feels that the positions that were restored are not in keeping with a true Level Service budget presentation, but otherwise, she is comfortable with it. Mr. Sulprizio thought he would not even use the word "restore," as operational budgets frequently change year over year. Mr. Sulprizio, Mr. Manugian and Ms. Lengyel were generally supportive of the District budget as presented. The Select Board agreed that the District budget is ready to be presented to the voters. The Fire Department situation complicates the messaging, but it is ultimately necessary.

Mr. Haddad said he would address the School District budget and override issues first on Monday evening, and then introduce the Fire Department budget and invite discussion afterwards. He asked the FinCom and Select Board members to forward their questions or concerns about the Fire Department budget in advance of Monday's meeting, so the Fire Chief has time to prepare. The group discussed the kind of call data that was available for analysis. The FinCom was interested in more information regarding mutual aid calls and average response time by day and hour. Mr. Green asked if Chief Cheeks could make do with fewer than 6 additional officers. Mr. Haddad said it has to be 6 in order to allow for 4 officers per shift. Ms. Pine agreed, saying that the request for 6 officers is driven not by the number of calls as much as by the shift schedule and structure. In reply to a question by Mr. Manugian, Mr. Pisani outlined the procedure for responding to mutual aid requests. He pointed out that most surrounding Towns operate an ALS model while Groton is BLS which increases Groton's dependence on mutual aid. Ms. Lengyel agreed, saying that the current need for EMS is not entirely due to the closure of the NVMC, but has only been exacerbated by that closure.

#### **Financial Policies Discussion:**

This discussion was tabled for a subsequent meeting as members are still reviewing the policies.

The Finance Committee and Select Board meetings were adjourned at 9:00 P.M.

Respectfully submitted by Patricia Dufresne, Assistant Finance Director

**SELECT BOARD MEETING MINUTES  
THE GROTON CENTER  
MONDAY, MARCH 3, 2025  
UN-APPROVED**

**Select Board Members Present:** Alison Manugian, Chair; Peter Cunningham, Clerk; Matt Pisani; Becky Pine, Vice Chair; John Reilly;

**Also Present:** Mark Haddad, Town Manager; Kara Cruikshank, Executive Assistant to the Town Manager; Patricia DuFresne, Assistant Finance Director/Town Accountant; Melisa Doig, Human Resource Director; Hannah Moller, Treasurer/Tax Collector; Megan Foster, Principal Assessor; Geoff Bruno, Groton Dunstable Regional School District Superintendent; Sherry Kersey, Groton Dunstable Regional School District Director of Business; Jason Silva, Dunstable Town Administrator; Dawn Dunbar, Town Clerk; Fire Chief Arthur Cheeks;

**Groton Finance Committee Members:** Bud Robertson, Chair; Mary Linskey, Vice Chair; Kristina Lengyel; Scott Whitefield; Gary Green; David Manugian;

**Groton Dunstable Regional School Committee Members Present:** Lacey McCabe, Chair; Christina Andriole; Fay Raynor; Rohit Bhasin; Rosanna Casavecchia;

**Dunstable Select Board Members Present:** Ron; Leah Basbanes, Chair; Kieran Meehan, Vice Chair; Ronald Mikol;

**Dunstable Advisory Members Present:** Jacob Lewen, Chair; Clinton Keeney; Leo Tometich; Matthew Naughton.

Ms. Manugian called the meeting to order at 6:30 P.M.

**ANNOUNCEMENTS**

Mr. Pisani announced that Representative Margaret Scarsdale nominated Chief Arthur Cheeks for the Black Excellence Leadership Award. Chief Cheeks was presented with the award at a ceremony last Friday at the State House.

Mr. Cunningham announced that the Open House at Florence Roche was a great success. Ms. Pine said the School is beautiful and inviting and thanked the School Building Committee for their efforts. Mr. Haddad said refreshments were provided, and he thanked Forge and Vine for sponsoring the vendor for the event.

**PUBLIC COMMENT PERIOD #1**

Mr. Phil Francisco from the Planning Board attended the meeting as the appointed liaison to the Select Board. He reported that the Planning Board unanimously approved the 2025 Master Plan Update on Thursday, February 27th. This update will be presented as a warrant article at the Town Meeting to seek the town's endorsement. The final version of the Master Plan is now available on both the Town of Groton and Planning Board websites. He encouraged the Board to meet with the Planning Board for a more in-depth discussion about the Master Plan.

## **TOWN MANAGER'S REPORT**

### **1. Consider Approving a Letter of Support to Make Remote and Hybrid Meetings Permanent.**

Mr. Haddad explained that the legislation authorizing remote, hybrid, and virtual meetings will expire on March 31, 2025. A bill before the legislature (HD 2863/SD 1850) would make this permanent. At the request of Select Board Member Cunningham, a letter of support was drafted for the Chair to sign and to be sent to the State Delegation. The Board received a copy of the draft letter for their review. Mr. Haddad respectfully requested that the Select Board vote to approve the issuance of the letter. Mr. Cunningham said he recently attended an MRPC meeting, and it was discussed, so he thought it was appropriate to bring it forward. Mr. Haddad believes that remote, hybrid, and virtual meetings have promoted more public participation. Ms. Pine thanked Mr. Cunningham for bringing this forward.

*Ms. Pine made a motion to approve issuing the letter of support to make remote and hybrid meetings permanent. Mr. Pisani seconded the motion. The motion carried unanimously.*

### **2. Update on the 2025 Spring Town Meeting Warrant.**

Mr. Haddad explained that since the Warrant closed on February 21<sup>st</sup>, he received requests to add the following three Articles to the Warrant:

Article: Repair Sprinkler System at Town Hall  
Article: Disposition of Town-Owned Land on Hoyts Wharf Road  
Article: An Act Authorizing the Town of Groton to Adopt Alternative Methods for Notice of Public Hearings

Mr. Haddad respectfully requested that the Board vote to open the Warrant and allow him to add these three Articles to the Warrant.

*Mr. Cunningham made a motion to open the warrant for the 2025 Spring Town Meeting. Ms. Pine seconded the motion. The motion carried unanimously.*

*Ms. Pine made a motion to add the three additional articles to the warrant. Mr. Pisani seconded the motion. The motion carried unanimously.*

*Ms. Pine made a motion to close the warrant. Mr. Pisani seconded the motion. The motion carried unanimously.*

### **3. Update on Fiscal Year 2026 Budget.**

Mr. Haddad explained that the Groton Select Board, Groton Finance Committee, Dunstable Select Board, Dunstable Advisory Committee, and Groton Dunstable Regional School District Committee would be meeting in joint session at 7:00 p.m. to discuss the FY 2026 Budget. They will also determine whether or not to seek an override(s) of Proposition 2 ½ to balance the Budget.

Mr. Haddad said that a decision needs to be made on whether to seek an override(s) of Proposition 2 ½ to cover the anticipated Assessment from the Groton Dunstable Regional School District to fund the Superintendent's Proposed Budget and to cover the addition of six (6) Firefighter/EMTs for the Groton Fire Department. He explained that the School Assessment would require an additional \$827,090. The Town Manager's Proposed Budget has \$1,365,564 set aside for the Assessment, and the anticipated increase is \$2,192,654. He said adding six (6) Firefighters/EMTs for the Groton Fire Department in FY 2026 would require an additional override of \$780,904.

Mr. Haddad informed the Board that if they decide to pursue an Override, they need to determine whether to include one or two questions on the Ballot. To place the Override question(s) on the Annual Election, these must be submitted to the Town Clerk by April 7th, the deadline for posting the warrant. He would like the Board to make a decision this evening. Mr. Haddad also thought it was important to explain that the total amount of \$780,904 for the additional (6) six Firefighters/EMTs includes \$150,000 allocated for pension costs. He said this expense would not impact the town for another two or three years but wants to incorporate it into the levy capacity now.

**4. Update on Select Board Meeting Schedule through the 2025 Spring Town Meeting.**

Monday, March 10, 2025	Public Hearing on the Spring Town Meeting Executive Session
Monday, March 17, 2025	No Meeting
Monday, March 24, 2025	Review Prescott Building Assessment- Determine if any Action Needs to be taken
Monday, March 31, 2025	Regularly Scheduled Meeting
Monday, April 7, 2025	Regularly Scheduled Meeting
Monday, April 14, 2025	Regularly Scheduled Meeting
Monday, April 21, 2025	No Meeting- Patriot's Day Holiday
Saturday, April 26 <sup>th</sup>	Spring Town Meeting

**ITEMS FOR SELECT BOARD CONSIDERATION AND APPROVAL**

**1. Consider Appointing Po Tse to the Diversity, Equity, And Inclusion Committee.**

*Mr. Pisani made a motion to appoint Po Tse to the Diversity, Equity, and Inclusion Committee, with a term expiring on June 30, 2025. Mr. Reilly seconded the motion. The motion carried unanimously.*

**2. Consider Approving a One Day All Alcohol Beverage License for the Friends of Prescott's for Whiskey 101 to be held on Friday, March 7, 2025, at the Prescott Community Center from 7:00 p.m. to 9:00 p.m.**

*Mr. Cunningham made a motion to approve a One Day All Alcohol Beverage License for the Friends of Prescott's for Whiskey 101 on Friday, March 7, 2025, at the Prescott Community Center from 7:00 p.m. to 9:00 p.m. Mr. Pisani seconded the motion. The motion carried unanimously.*

**3. Consider Approving a One Day Wine and Malt Beverage License for the Friends of Prescott's Open Mic Night to be held at the Groton School on Friday, March 14, 2025, from 6:30 p.m. to 9:30 p.m.**

*Ms. Pine made a motion to approve a One Day Wine and Malt Beverages License for the Friends of Prescott's Open Mic Night to be held at the Prescott Community Center on Friday, March 14, 2025, from 6:30 p.m. to 9:30 p.m. Mr. Cunningham seconded the motion. The motion carried unanimously.*

**On Going issues**

- A. PFAS—Mr. Haddad said the construction for the PFAS waterline will be completed in Groton next week. He said North Street would be the only remaining street in Groton and a Road Opening permit had been filed in the Town of Dunstable. Mr. Haddad said the parts for the Chlorine Booster station currently have a long lead time, which is necessary to provide clean, potable water to the High School. He explained that if the waterline pipe is ready, irrigation water could be provided to the high school. Mr. Haddad said this is one of Groton's best projects.
- B. Nashoba Valley Medical Center Working Group—Mr. Haddad explained that the committee co-chairs wanted to disband the Working Group after releasing the Final Report. Mr. Haddad said that the Working Group does not wish to disband, as its work is ongoing. He said Representative Margaret Scarsdale is leading the effort and is doing an excellent job.
- C. Charter Review Committee—The Committee's next meeting will be held on Thursday, March 6<sup>th</sup> at 4:30 p.m., located at Town Hall, to finalize some of their recommendations. The public hearing will be held on March 27<sup>th</sup>,
- D. Florence Roche Elementary School Construction Project—Mr. Haddad thanked the Building and School Committees for a job well done organizing the Open House on Saturday, March 1<sup>st</sup>.

**OTHER BUSINESS**

None

**SELECT BOARD LIASON REPORTS**

None

**Approval of the Regularly Scheduled Meeting Minutes of February 24, 2025.**

*Ms. Pine made a motion to approve the minutes of the regularly scheduled meeting of February 25, 2025. Mr. Pisani seconded the motion. The motion carried unanimously.*

At 6:50 p.m., the Select Board held a 10-minute recess.

**7:00 P.M. In Joint Session with the Groton Finance Committee, Groton Dunstable Regional School District Committee, Dunstable Select Board, and the Dunstable Advisory Committee- Review Proposed Fiscal Year 2026 Budget Proposals- Determine Whether or Not to Seek an Override of Propositions 2 ½ to Balance the Fiscal Year 2026 Operating Budget.**

Ms. Manugian resumed the Select Board meeting to order at 7:00 p.m.

Mr. Robertson called the Groton Finance Committee meeting to order.

Ms. McCabe called the Groton Dunstable Regional School meeting to order.

Mr. Meehan called the Dunstable Select Board Committee meeting to order.

Mr. Lewen called the Dunstable Advisory Committee meeting to order.

Mr. Haddad thanked everyone for attending that evening. He said that with regard to Groton's Fiscal Year 2026 Budget, a decision needs to be made on whether to seek/consider an override(s) of Proposition 2 ½ to cover the anticipated Assessment from the Groton Dunstable Regional School District to fund the Superintendents Proposed Budget and to cover the addition of six (6) Firefighter/EMTs for the Groton Fire Department. He explained that the Groton Select Board and Finance Committee would later discuss the proposal for adding six (6) additional Firefighters/EMTs, but he wanted to focus on the Assessment now. He explained that based on the latest estimates received since he submitted the Proposed Budget on January 31, 2025, the Town would need an additional \$827,090 to cover the full anticipated Assessment from the Groton Dunstable Regional School District (the Town Manager's Proposed Budget has \$1,365,564 set aside for the Assessment and the anticipated increase is \$2,192,654). An override of \$827,090 would add \$0.29 to the FY 2026 Anticipated Tax Rate and cost the average taxpayer (a home valued at \$707,877) an additional \$205 per year. He hoped that during the meeting that evening, the Towns of Groton and Dunstable would decide whether or not to proceed with an override. Mr. Haddad explained to include an override question(s) on the Annual Town Election Ballot; they must be submitted to the Town Clerk by April 7<sup>th</sup>. He emphasized the sooner they make a decision, the better.

Ms. McCabe, Chair of the Groton Dunstable Regional School Committee, thanked the Boards for their collaboration and thoughtful questions. She said that in light of the impacts of last year's Budget cuts, she hopes they will allow voters to weigh in on an override question for the Ballot and get support from Dunstable and Groton. Ms. McCabe stated that the School Committee is voting on the Superintendent's Budget on March 12<sup>th</sup>.

Dunstable Town Administrator Mr. Jason Silva explained that the Town of Dunstable faces an approximate deficit of \$209,000 if it has to match the Town of Groton. He stated that the total deficit for maintaining level funding for the schools is approximately \$547,000. He proposed a draft schedule and timeline to the Dunstable Select Board regarding two Overrides, stating it would be a tight timeline. Mr. Silva stated that an Override was necessary to fund the school and Town budget. Ms. Pine asked Mr. Silva if they would ask for a combined amount. Mr. Silva stated that the Dunstable Select and Advisory Board had not made any decisions or held any votes. He believed they would propose a single figure to include both the Municipal and the School Budget. Dunstable Select Board Chair Ms. Leah Basbanes clarified that there would not be two separate Override questions on the Ballot, as they considered it one Budget. A third option for a Budget has not been considered, as it isn't an option at this point.

Mr. Cunningham asked the School Committee if they were inclined to follow the Superintendent's Budget. Ms. McCabe confirmed that they were.

Mr. Cunningham said he was in favor of including an Override question on the Ballot to fund the Schools. Mr. Silva suggested that presenting three different budgets at the Annual Town Meeting might lead to confusion. Ms. Pine said she would prefer voters to have some options but agreed that having

multiple choices may be confusing. Mr. Haddad stated that it would be his intention to propose a contingent budget at Town Meeting so that if the override failed, the Town would not need another Town Meeting to balance the budget. School Committee member Ms. Fay Raynor asked whether the Town of Groton would be willing to go for two Overrides. Mr. Haddad said the Select Board and Finance Committee needed to discuss that matter during their meeting that evening.

Dunstable Select Board Vice Chair Mr. Kieran Meehan asked the Boards if this year felt different from the previous year. Mr. Reilly responded that it felt different from the previous year and expressed his support in two Override questions. He believes there is an appetite for pursuing it this year. Mr. Meehan stated that coordinating the Boards to hold a meeting requires a lot of effort. Ms. Linskey believes this issue will be revisited annually, indicating a problem with the state funding. Mr. Robertson said this issue wouldn't be resolved this year, but it's important to start working on a solution. Dunstable Advisory member Mr. Matthew Naughton expressed that his children felt the effects of the Budget cuts made by the Schools, and he believes that any parent with a child in the school has noticed the same. He thanked Mr. Haddad and Mr. Silva for bringing Groton and Dunstable together and said this collaboration feels like a team effort. Mr. Lewon said if an Override doesn't pass, there would be more significant cuts to the Fire and Police Departments, and a building would close. He emphasized the need for people to recognize the need. School Committee member Ms. Rosanna Casavecchia asked Mr. Haddad to provide the anticipated tax rate per hundred thousand for the taxpayers. Mr. Francisco suggested bringing Budget information to the voters in various locations. Mr. Clinton Keeney stated they need to explain to the residents why this year's request differs from last year's.

*Mr. Cunningham made a motion for the Groton Select Board to place a ballot question on the May 20th Annual Town Election to support the Groton Dunstable Regional School District Superintendent's Budget with a maximum of \$827,090. Ms. Pine seconded the motion.*

#### Discussion

Mr. Reilly said they cannot keep returning to the taxpayers yearly. He said it was important to inform taxpayers what they would do better. Ms. Manugian expressed her concern that this situation feels similar to last year's and that they might lose credibility if they don't prove how things will change. Ms. Pine suggested they might consider doing something differently if the vote fails. Mr. Lewon believes that conducting an operational audit demonstrated an effort and provided information to the public. Mr. Silva believes this year is different from last year, and it has been communicated. He explained that the state needs to address Chapter 70 funding, as they seek a level service budget but cannot maintain it. He stated that numbers simply do not add up. Mr. Silva said many things are in the queue with Dunstable; they are working on long-term solutions. He believes there must be a better way to reach people so they can make an informed decision.

*The motion carried unanimously.*

Mr. Haddad explained that the Groton Dunstable Regional School Committee will certify its Budget on March 12, 2025. The Dunstable Select Board needs to decide whether to place a question on the Ballot and to determine the proposed amount. Ms. Manugian asked how to develop a plan for this process.

Mr. Haddad stated that he would begin planning public hearings and reach out to the School and the Town of Dunstable. Ms. McCabe discussed potential strategies for reducing the override amount.

Ms. McCabe adjourned the School Committee Meeting.

Mr. Meehan adjourned the Dunstable Select Board Meeting.

Mr. Lewon adjourned the Dunstable Advisory Board Meeting.

Groton Fire Chief Arthur Cheeks attended the discussion regarding the proposal for an Override to fund six more Firefighters/EMTs for the Groton Fire Department.

Mr. Haddad said adding six (6) Firefighters/EMTs in FY 2026 would cost an additional \$780,904. This would result in an increase in the anticipated FY 2026 Tax Rate of \$0.28 or an increase in the average tax bill of \$198. Should both Overrides be presented and passed, the total tax increase would be \$403.

Mr. Haddad said Chief Cheeks was looking at the need for FY 2026 and stated the Fire Department has been seeking additional manpower since 2019. Mr. Haddad said the Nashoba Valley Medical Center exacerbated the situation, and there was a need for additional Firefighters/EMTs. He stressed the importance of communicating this need. Chief Cheeks wanted to address the current availability issue and the timing of calls.

Ms. Pine inquired about the proposal of six new Firefighters/EMTs, specifically asking whether it would be possible to have more personnel available during daytime hours to respond to calls and if it was possible to implement this in phases. Chief Cheeks explained that the number of calls during daytime hours was comparable to those in the evening. He described two Firefighters as a band-aid or a temporary solution. Mr. Haddad stated that pursuing these options would involve many implications for the union.

Mr. Robertson stated that the closing of the Hospital has created additional problems. There are now fewer people to do inspections, and handling the administrative part of the job will be more challenging. He said they need to decide whether to follow the Chief's suggestions or continue to live with what they have. The Chief explained that new developments, such as 500 Main Street, are being constructed. Hiring more Firefighters would provide an appropriate response to calls and allow the department to maintain in-house staffing during incidents. He said they are experiencing burnout among the staff.

Mr. Pisani said the call department is dwindling. He said it was only a matter of time before this imploded and staffing would become an issue.

Mr. Green appreciates the need for six additional Firefighters but has requested supporting data for this proposal. He wants to fund these six new Firefighters without an Override. Mr. Haddad explained that there is no flexibility within the operating budget unless cuts are made to another department. He also said that the Chief has provided information regarding the number of calls, overlaps, shifts, and costs. Ms. Linskey inquired about how to get the entire town involved in this initiative. Ms. Pine would like the data broken down from 8:00 am to midnight, including inspections and calls.



The Boards discussed how to effectively explain this to the voters to gain support for the Override question to fund six (6) additional Firefighters/EMTs. Mr. Reilly said this is a safety issue. After a lengthy discussion, Mr. Robertson asked if the Select Board was prepared to take a vote that evening. Ms. Pine, Ms. Manugian, and Mr. Green said they needed more information to understand the numbers fully. Ms. Pine requested that the Chief provide a plan detailing how two or four firefighters could operate effectively. Mr. Haddad then asked the Chief to prepare a Presentation for the Select Board and Finance Committee for the upcoming Select Board Meeting on March 10th, at 6:00 p.m.

The Select Board Meeting adjourned at 9:15 p.m. while the Finance Committee continued to convene for other business.

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The Town Manager's Office received an invoice from MIIA for a Property and Casualty Endorsement in the amount of \$5,818. The Finance Committee reviewed this request.

*Mr. Green made a motion to authorize the reserve fund transfer in the amount of \$5,818. Mr. Manugian seconded the motion. The motion carried unanimously.*

The meeting was adjourned at 9:20 p.m.

Respectively submitted by Kara Cruikshank, Executive Assistant to the Town Manager.