

# MINUTES

## TOWN OF GROTON



## 2022 SPRING TOWN MEETING

Groton-Dunstable Middle School Auditorium  
344 Main Street, Groton, Massachusetts 01450

Beginning Saturday, April 30, 2022 @ 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*

***MASKS ARE REQUIRED TO BE WORN AT TOWN MEETING***

## **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 a voting card which is required to vote. The meeting typically acts on the articles in the order 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 a show of voter cards. If the vote is too close to call by sight or if seven voters immediately question the moderator’s declaration of the vote, the moderator will order a hand count to confirm the vote.

### **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.

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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.*

## **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.

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# **COVID PROTOCOL AT TOWN MEETING**

In an abundance of caution and to keep Town Meeting Participants safe, the Select Board is requiring that masks be worn at Town Meeting. For those in need, masks will be provided as you check in to Town Meeting.

Groton Select Board



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

**Parking** – Universally accessible parking spaces are available in the parking lot in front of the Groton Dunstable Middle School South. There is a ramp providing access from the parking lot to the front door of the Middle School.

**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.

**2022 SPRING TOWN MEETING OFFICIALS  
MEETING DATE: APRIL 30, 2022**

**Town Moderator:**  
Jason Kauppi

**Deputy Moderator**  
Michael Bouchard

**Board of Selectmen:**  
Becky Pine, Chair  
Alison Manugian, Vice-Chair  
Peter Cunningham, Clerk  
Josh Degen  
John Reilly

**Finance Committee:**  
Bud Robertson, Chair  
Colby Doody, Vice Chair  
Gary Green  
David Manugian  
Jamie McDonald  
Michael Sulprizio  
Scott Whitefield

**Town Manager:**  
Mark W. Haddad  
Dawn Dunbar, Executive Assistant

**Town Clerk:**  
Michael F. Bouchard

**PROCEEDINGS:**

The meeting was called to order at 9:01 AM on April 30, 2022 at the Groton-Dunstable Middle School Performing Arts Center. Moderator Jason Kauppi presided.

There is no quorum requirement for this Annual Town Meeting. 210 voters attended the meeting.

**Announcements:**

The Town Election will be held on May 24. The ballot will contain all town offices and two Ballot Question. There are four contested races on the ballot: Select Board, School Committee, Electric Light and the 1-year seat on the Board of Health. Question #1 asks the voters to vote yes or no to change the position of Town Clerk from an elected to an appointed position. Question #2 is a non-binding referendum asking the voters to opine on a proposed modification to the town seal. An Election Question Information Book explaining the ballot questions and election details is available at this Meeting and is being mailed to all households.

Precincts 1 and 3A will vote at The Center, 163 West Main Street, and Precincts 2 and 3 will vote at the Groton-Dunstable Middle School (North), 344 Main Street. Precinct 3A is new to Groton. Affected voters have been notified by mail in early April.

In-Person Early Voting and Early Voting by Mail are not available for the town election. Absentee ballots are available. The last day to request an absentee ballot by mail is Wednesday, May 18 at 5:00 PM.

Please contact the Town Clerk's Office if you have any questions about the election, your voter status or polling location.

Candidates Night will be held on Tuesday, May 17 at 7:00 PM at The Center, 163 West Main Street.

**Complete Streets Report (George Barringer):** The Town has received two awards for extensions to sidewalks. One sidewalk will extend from the Village of West Groton to the Center located at 163 West Main Street. The other sidewalk will extend from the corner of Main Street to the parking lot at the Gibbet Hill Grill.

**Procedures to be used on April 30:**

- There will be no voice votes, only votes by raising voter cards.
- Wireless microphones will; be used. If a voter cannot go to a microphone, one will be brought to the speaker.
- There are 24 articles on the warrant with 19 Motions and 3 Consent Agendas.
- The main proponent and opponent of an article will be allowed 7 minutes in which to present their argument.

Copies of the Warrant and Town Meeting Information Packet are available in the lobby.

Mr. Kauppi explained Consent Motions and how they would be executed. If during the reading of the articles under a consent motion, a voter needs only to ask that an article be held for independent discussion.

As a common-sense pandemic procedure, face masks are required for the town Meeting. If an individual cannot wear a mask, please sit in the reserved area.

A moment of silence was observed for Grotonians who have passed since the last meeting.

The Meeting took the Pledge of Allegiance, led by Deputy Chief Rachael Bielecki.

Michael Bouchard was appointed by the Meeting as Deputy Moderator for a term to end with the beginning of the Spring 2023 Annual Town Meeting. The vote was unanimous. The Moderator administered the oath.

**MOTION – Limit Debate**

**MOVER: Michelle Collette**

I move that debate be limited to three minutes for each speaker, with the exception of the main proponent and opponent of each article, and at the discretion of the moderator.

**Moved and Seconded**

**Quantum of Town Meeting Vote: 2/3rds Majority**

**Vote of Motion to Limit Debate: Passed by 2/3rds Majority**

The timekeeper was Dawn Dunbar.

The Moderator determined that the warrant was duly posted. The reading of the warrant was waived by Majority vote.

Tellers were sworn: Michael Manugian, Matt Pisani, John Sopka, Mark Proto, Rick Muehlke, Larry Hurley.

**SPRING TOWN MEETING WARRANT  
APRIL 30, 2022**

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 Groton-Dunstable Middle School Auditorium in said Town on Saturday, the thirtieth day of April, 2022 at Nine O'clock in the morning, to consider all business other than the election of Town Officers and on the twenty-fourth day of May, 2022, between the hours of 7:00 A.M. and 8:00 P.M., at an adjourned session thereof at the following locations:

Precincts 1 & 3A	The Groton Center 163 West Main Street	Precincts 2 & 3 Middle School North Gymnasium 346 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 One	Board of Health	1 Year
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 One	Park Commission	1 Year
Vote for Two	Planning Board	3 Years
Vote for One	Sewer Commission	3 Years
Vote for Two	Trustees of the Groton Public Library	3 Years
Vote for One	Water Commission	3 Years

**QUESTION 1:**

Shall an Act passed by the General Court in the Year 2022, entitled "An Act Relative to the Charter and the Town Clerk in the Town of Groton" be accepted?

YES \_\_\_\_\_ NO \_\_\_\_\_

**QUESTION 2:**

**NON-BINDING REFERENDUM** – Should the Seal of the Town of Groton be modified by removing the words "Holy Bible" from the image of the book in the center of the Seal, leaving the image of the book blank?

YES \_\_\_\_\_ NO \_\_\_\_\_

**ARTICLE LISTINGS**

		<b>Disposition</b>
<b>*CONSENT MOTION 1 (Articles 1 through 4)</b>		Passed
*	<b>Article 1:</b> Hear Reports	
*	<b>Article 2:</b> Elected Officials Compensation	
*	<b>Article 3:</b> Wage and Classification Schedule	
*	<b>Article 4:</b> Appropriate FY 2023 Contribution to the OPEB Trust Fund	
<b>**CONSENT MOTION 2 (Article 5)</b>		Passed
**	<b>Article 5:</b> Fiscal Year 2023 Annual Operating Budget	
	<b>Article 6:</b> Fiscal Year 2023 Capital Budget	Passed
	<b>Article 7:</b> Purchase Fire Engine to Replace Engine 5	Passed
	<b>Article 8:</b> Purchase Voting Machine	Passed
	<b>Article 9:</b> CPA Project Funding for Replacing Middle School Track	Passed
	<b>Article 10:</b> Community Preservation Funding Accounts	Passed
	<b>Article 11:</b> Community Preservation Funding Recommendations	Motions 1-7 Passed
	<b>Article 12:</b> Zoning Amendment – Marijuana Establishments	Passed
	<b>Article 13:</b> Zoning Amendment – Performance Standards	Passed
	<b>Article 14:</b> Amend Water Resource Protection Overlay District Map	Passed
	<b>Article 15:</b> Extend Center Sewer District	Passed
	<b>Article 16:</b> Electronic Voting Study Committee	Passed
	<b>Article 17:</b> Citizens' Petition – Age Restricted Housing Definition	Did not pass
<b>***CONSENT MOTION 3 (Articles 18 through 24)</b>		Passed
***	<b>Article 18:</b> Transfer Within the Water Enterprise Fund	
***	<b>Article 19:</b> Transfer Within the Sewer Enterprise Fund	
***	<b>Article 20:</b> Transfer Within Four Corner Sewer Enterprise Fund	
***	<b>Article 21:</b> Transfer Within Cable Enterprise Fund	
***	<b>Article 22:</b> Prior Year Bills	
***	<b>Article 23:</b> Establishment of Revolving Fund	
***	<b>Article 24:</b> Establishing Limits for Various Revolving Funds	
	Budget Report of the Town Manager and Finance Committee to Town Meeting	
	Appendix A – Fiscal Year 2022 Proposed Operating Budget	
	Appendix B – Fiscal Year 2022 Wage and Classification Schedule	

\*Presented as Consent Motion #1

\*\*Presented as Consent Motion #2 – Town Budget

\*\*\*Presented as Consent Motion #3 – an Annual Consent Agenda.



**CONSENT MOTION #1 – Articles 1 through 4**

**Mover: John Reilly**

**MOTION:** I move that the Town vote to combine for consideration Articles 1, 2, 3 and 4 of the Warrant for this Town Meeting and that the Town take affirmative action on said articles as set forth in the motions in the Town Meeting Information Handout, without debate and in accordance with the action proposed under each motion, provided, however, that if any voter, prior to the taking of the vote, requests the right to debate a specific article, then said article shall be removed from this motion and acted upon in the ordinary course of business.

**Moved and Seconded**

**Quantum of Town Meeting Vote: Majority**

**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: Recommended Unanimously**

**Finance Committee: No Position**

**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.*

**MOTION:** I move that the Town's 2021 Annual Report be accepted and placed in the permanent records of the Town.

**Quantum of Town Meeting Vote: Majority**

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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.

**SELECT BOARD**

**Select Board: Recommended Unanimously**

**Finance Committee: Recommended Unanimously**

**Summary:** *To provide compensation for elected officials as proposed by the Town Manager. The Town Clerk is proposed to receive a salary of \$95,417 in FY 2023 and the Moderator is proposed to receive a salary of \$65 in FY 2023.*

**MOTION:** I move that the following compensation be set for the following elected officials for the ensuing year: Town Clerk - \$95,417; Town Moderator - \$65.

**Quantum of Town Meeting Vote: Majority**

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**ARTICLE 3: WAGE AND CLASSIFICATION SCHEDULE**

To see if the Town will vote to amend and adopt for Fiscal Year 2023 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: *Recommended Unanimously***  
**Finance Committee: *Recommended Unanimously***

**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 2.5% cost-of-living adjustment in Fiscal Year 2023.*

**MOTION:** I move that the Town of Groton Wage and Classification Schedule be amended and adopted for Fiscal Year 2023 as printed in Appendix B of the Warrant for the 2022 Spring Town Meeting.

**Quantum of Town Meeting Vote: Majority**

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**ARTICLE 4: APPROPRIATE FY 2023 CONTRIBUTION TO THE OPEB TRUST**

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 Massachusetts General Laws, Chapter 32B, Section 20, or to take any other action relative thereto.

**SELECT BOARD  
TOWN MANAGER**

**Select Board: *Recommended Unanimously***  
**Finance Committee: *Recommended Unanimously***

**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 2023, the anticipated amount necessary for this purpose is estimated to be \$181,000. This Article will seek an appropriation of \$181,000 from Free Cash to add to the OPEB Liability Trust Fund.*

**MOTION:** I move that One Hundred Eighty-One Thousand Dollars (\$181,000), be transferred from the Excess and Deficiency Fund (Free Cash) to be expended by the Town Manager, to be added to the Other Post-Employment Benefits Liability Trust Fund as authorized by Massachusetts General Laws, Chapter 32B, Section 20.

**Quantum of Town Meeting Vote: Majority**

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The Moderator read the title of each article in **CONSENT MOTION #1**. No articles were held.

**Quantum of Town Meeting Vote: Majority**  
**VOTE on CONSENT MOTION #1 (Articles 1 through 4): Passed by Unanimous Vote**

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**ARTICLE 5: FISCAL YEAR 2023 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 (2023), 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: Recommended Unanimously**  
**Finance Committee: Recommended Unanimously**

**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 December 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.*

**CONSENT MOTION #2 – ARTICLE 5 Operating Budget**

**Mover: Bud Robertson**

I move that the town take affirmative action on Motion 1 through Motion 14, under Article 5, as set forth in the Town Meeting Information Handout for this Meeting, without debate and in accordance with the action proposed under each motion, provided however that if any voter requests the right to debate a specific budget motion, then said motion shall be debated and voted upon separately.

**Moved and Seconded**  
**Quantum of Town Meeting Vote: 2/3s Majority**

**MOTION 1: GENERAL GOVERNMENT**

**MOTION:** I move that Two Million Two Hundred Eighty-One Thousand Nine Hundred Twenty-Five Dollars (\$2,281,925) be hereby appropriated for General Government as represented by lines 1000 through 1182 in Appendix A of the Warrant; each line item to be considered as a separate appropriation for the purposes voted; and to meet this appropriation, the sum of \$33,630 be transferred from the Excess and Deficiency Fund (Free Cash); the sum of \$3,000 be transferred from American Rescue Plan Act Funds; and the sum of \$2,245,295 be raised from the Fiscal Year 2023 Tax Levy and other general revenues of the Town.

**Quantum of Town Meeting Vote: Majority**

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**MOTION 2: LAND USE DEPARTMENTS**

**MOTION:** I move that Four Hundred Fifty-Four Thousand Six Hundred Seventy Dollars (\$454,670) be hereby appropriated for Land Use Departments as represented by lines 1200 through 1281 in Appendix A of the Warrant; each line item to be considered as a separate appropriation for the purposes voted; and to meet this appropriation, the sum of \$10,841 be transferred from the Excess and Deficiency Fund (Free Cash); the sum of \$3,000 be transferred from American Rescue Plan Act Funds; and the sum of \$440,829 be raised from the Fiscal Year 2023 Tax Levy and other general revenues of the Town.

**Quantum of Town Meeting Vote: Majority**

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**MOTION 3: PROTECTION OF PERSONS & PROPERTY**

**MOTION:** I move that Four Million Six Hundred Seventy-One Thousand Twenty-Nine Dollars (\$4,671,029) be appropriated for Protection of Persons and Property as represented by lines 1300 through 1372 in Appendix A of the Warrant; each line item to be considered as a separate appropriation for the purposes voted; and to meet this appropriation, the sum of \$67,108 be transferred from the Excess and Deficiency Fund (Free Cash); the sum of \$300,000 be appropriated from American Rescue Plan Act Funds; and the sum of \$4,303,921 be raised from the Fiscal Year 2023 Tax Levy and other general revenues of the Town.

**Quantum of Town Meeting Vote: Majority**

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**MOTION 4: SCHOOLS**

**a.) Nashoba Valley Regional Technical High School**

**MOTION:** I move that the sum of Eight Hundred Ten Thousand Thirty-Seven Dollars (\$810,037) be raised and appropriated from the Fiscal Year 2023 Tax Levy and other general revenues of the Town for the Nashoba Valley Regional Technical High School as represented by line 1400 in Appendix A of the Warrant.

**Quantum of Town Meeting Vote: Majority**

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**b.) Groton Dunstable Regional School District**

**MOTION b.) A:** I move that the sum of Twenty-Four Million Eight Hundred Two Thousand Two Hundred Twenty-Two Dollars (\$24,802,222) be hereby raised and appropriated from the Fiscal Year 2023 Tax Levy and other general revenues of the Town for the Groton Dunstable Regional School District as represented by lines 1410 through 1413 as shown in Appendix A of the Warrant.

**Quantum of Town Meeting Vote: Majority**

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**MOTION b.) B:** I move that the sum of Five Hundred Seventy-Seven Thousand Twenty-Six dollars (\$577,026) be hereby transferred from the Groton Dunstable Regional School District Capital Stabilization Fund to the Groton Dunstable Regional School District to pay for the capital assessment from said School District as represented by line 1414 in Appendix A of the Warrant.

**Quantum of Town Meeting Vote: 2/3s Majority**

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**MOTION 5: DEPARTMENT OF PUBLIC WORKS**

**MOTION:** I move that Two Million Three Hundred Forty-Five Thousand Eight Hundred Sixteen Dollars (\$2,345,816) be hereby appropriated for the Department of Public Works as represented by lines 1500 through 1561 as shown in Appendix A of the Warrant; each line item to be considered as a separate appropriation for the purposes voted; and to meet this appropriation, \$19,776 be transferred from the Excess and Deficiency Fund (Free Cash); \$1,000 be appropriated from American Rescue Plan Act Funds; and \$2,325,040 be raised from the Fiscal Year 2023 Tax Levy and other general revenues of the Town.

**Quantum of Town Meeting Vote: Majority**

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**MOTION 6: LIBRARY AND CITIZEN'S SERVICES**

**MOTION:** I move that the sum of One Million Eight Hundred Ninety-Two Thousand Eighty-Three Dollars (\$1,892,083) be hereby appropriated for Library and Citizen's Services as represented by lines 1600 through 1703 as shown in Appendix A of the Warrant; each line item to be considered as a separate appropriation for the purposes voted; and to meet this appropriation, the sum of \$20,743 be transferred from the Excess and Deficiency Fund (Free Cash); \$2,000 be appropriated from American Rescue Plan Act Funds and \$1,869,340 be raised from the Fiscal Year 2023 Tax Levy and other general revenues of the Town.

**Quantum of Town Meeting Vote: Majority**

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**MOTION 7: DEBT SERVICE**

**MOTION:** I move that Three Million Six Hundred Fifty-One Thousand Two Hundred Fifty-Eight Dollars (\$3,651,258) be hereby appropriated for Debt Service as represented by lines

2000 through 2007 in Appendix A of the Warrant; each line item to be considered as a separate appropriation for the purposes voted; and to meet this appropriation the sum of \$90,249 be transferred from the Excess and Deficiency Fund (Free Cash); the sum of \$15,224 be transferred from Bond Premiums and Surplus from Completed Projects; and the sum of \$3,545,785 be raised from the Fiscal Year 2023 Tax Levy and other general revenues of the Town.

**Quantum of Town Meeting Vote: Majority**

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**MOTION 8: EMPLOYEE BENEFITS**

**MOTION:** I move that Four Million Six Hundred Sixteen Thousand Seven Hundred Six Dollars (\$4,616,706) be raised and appropriated from the Fiscal Year 2023 Tax Levy and other general revenues of the Town for Employee Benefits as represented by lines 3000, 3002, 3010, 3011 and 3012 in Appendix A of the Warrant; each line item to be considered as a separate appropriation for the purposes voted.

**Quantum of Town Meeting Vote: Majority**

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**MOTION 9: WATER ENTERPRISE**

**MOTION:** I move that One Million Six Hundred Forty-Seven Thousand One Hundred Sixty-Seven Dollars (\$1,647,167) be appropriated to be spent by the Groton Water Commission to defray all operating expenses, interest charges, and principal payments on bonds outstanding as they accrue and any reimbursement to the Town of the Groton Water Enterprise Fund as represented in the Water Enterprise Budget in Appendix A of the Warrant; each line item to be considered as a separate appropriation for the purposes voted; and to meet this appropriation, the sum of \$1,371,605 be appropriated from Water Rates and Fees; the sum of \$92,000 be hereby transferred from Water Enterprise Excess and Deficiency; and the sum of \$183,562 in the Town's General Fund Operating Budget be raised and appropriated to be allocated to the Water Enterprise for FY 2023.

**Quantum of Town Meeting Vote: Majority**

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**MOTION 10: SEWER ENTERPRISE**

**MOTION:** I move that Eight Hundred Thirty-Seven Thousand Eight Hundred Thirty-Nine Dollars (\$837,839) be appropriated to be spent by the Groton Sewer Commission to defray all operating expenses, interest charges, and principal payments on bonds outstanding as they accrue and any reimbursement to the Town for the Groton Sewer Enterprise Fund as represented in Appendix A of the Warrant; each line item to be considered as a separate appropriation for the purposes voted; and to meet this appropriation, the sum of \$765,155 be appropriated from Sewer Rates and Fees; the sum of \$40,000 be hereby transferred from Sewer Enterprise Excess and Deficiency; and the sum of \$32,684 be raised and appropriated in the General Fund Operating Budget to be allocated to the Sewer Enterprise for Fiscal Year 2023.

**Quantum of Town Meeting Vote: Majority**

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**MOTION 11: FOUR CORNERS SEWER ENTERPRISE**

**MOTION:** I move that Seventy-Nine Thousand One Hundred Thirty-Four Dollars (\$79,134) be hereby appropriated for the Fiscal Year 2023 Budget for the Four Corners Sewer Enterprise as shown in Appendix A of the Warrant report; each line item to be considered as a separate appropriation for the purposes voted; and to meet this appropriation, the sum of \$46,134 be appropriated from Four Corners Sewer Rates and Fees; and the sum of \$33,000 be hereby transferred from Four Corners Sewer Enterprise Excess and Deficiency.

**Quantum of Town Meeting Vote: Majority**

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**MOTION 12: LOCAL ACCESS CABLE ENTERPRISE**

**MOTION:** I move that Two Hundred Twenty-Three Thousand Two Hundred Nineteen Dollars (\$223,219) be hereby appropriated to be spent by the Cable Access Commission to defray all operating expenses and any reimbursements to the Town of the Local Access Cable Enterprise Fund as shown in Appendix A of the Warrant report; each line item to be considered as a separate appropriation for the purposes voted and to meet this appropriation, the sum of \$110,441 be appropriated from Local Access Cable Fees; the sum of \$66,946 be hereby transferred from Local Cable Access Excess and Deficiency; and the sum of \$45,832 be raised and appropriated in the General Fund Operating Budget to be allocated to the Local Access Cable Enterprise for Fiscal Year 2023.

**Quantum of Town Meeting Vote: Majority**

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**MOTION 13: STORMWATER UTILITY ENTERPRISE**

**MOTION:** I move that Two Hundred Sixteen Thousand Nine Hundred Ninety-Five Dollars (\$216,995) be hereby appropriated to be spent by the Town Manager to defray all operating expenses and any reimbursements to the Town of the Stormwater Utility Enterprise as shown in Appendix A of the Warrant report; each line item to be considered as a separate appropriation for the purposes voted; and to meet this appropriation, the sum of \$187,408 be hereby transferred from Stormwater Utility Rates and Fees; and the sum of \$29,587 be raised and appropriated in the General Fund Operating Budget to be allocated to the Stormwater Utility Enterprise for Fiscal Year 2023.

**Quantum of Town Meeting Vote: Majority**

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**MOTION 14: ELECTRIC LIGHT**

**MOTION:** I move that the income from sales of electricity to private customers or for electricity supplied to municipal buildings, together with receipts from jobbing accounts, be

appropriated for the Groton Electric Light Department, the whole to be expended by the Manager of the Groton Electric Light Department under the direction and control of the Groton Board of Electric Light Commissioners, for expenses of the Department for Fiscal Year 2023, as defined in Section 57 of Chapter 164 of the Mass. General Laws, and that, if said sum and said income shall exceed said expense for said year, such excess shall be transferred to the construction fund of said plant and appropriated and used for such additions thereto as may thereafter be authorized by the Board of Electric Light Commissioners.

**Quantum of Town Meeting Vote: Majority**

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The Moderator read the title of each article in **CONSENT MOTION #2**. No articles were held.

**Quantum of Town Meeting Vote: 2/3s Majority**  
**VOTE on CONSENT MOTION #2 (Article 5): Passed by Unanimous Vote**

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**ARTICLE 6: FISCAL YEAR 2023 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 2022 and thereafter, for the purpose of funding the Fiscal Year 2023 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 2023:*

**Item #1 – Pick-Up Truck** **\$40,000** **Highway**

**Summary:** *This is a scheduled replacement. The average life of a pick-up truck is approximately 7 years. Replacing one vehicle every couple of years will allow the fleet to stay in good shape. This is a front-line pick-up used for day-to-day operations as well as snow plowing. Due to supply chain issues and availability, this item will be purchased in Fiscal Year 2022.*

**Select Board: Recommended Unanimously**  
**Finance Committee: Recommended Unanimously**

**Item #2 – Intermediate Truck** **\$75,000** **Highway**

**Summary:** *This size truck was introduced into the Town's fleet to save wear and tear on the dump trucks and pickup trucks by not overloading them. This has worked out very well. They are used almost daily for tasks such as patching and road construction projects right up to plowing roads. They do not have sanders on them, just plows. They take up less room and eliminate the need for a large vehicle which makes it safer for the employees as well as the motoring public. The scheduled replacement vehicle will be 15 years old at the time of replacement. Due to supply chain issues and availability, this item will be purchased in Fiscal Year 2022.*



**Select Board: *Recommended Unanimously***  
**Finance Committee: *Recommended Unanimously***

**Item #3A – Dump Truck** **\$22,000** **Highway**

**Summary:** *In Fiscal Year 2018, Town Meeting approved a bond for \$185,000 to purchase a new Dump Truck for the Highway Department, with the intent to pay it back over five years. The appropriation this year is the fifth of five payments for this truck.*

**Select Board: *Recommended Unanimously***  
**Finance Committee: *Recommended Unanimously***

**Item #3B – Dump Truck** **\$40,000** **Highway**

**Summary:** *Last year's Annual Town Meeting appropriated \$185,000 to replace one of our older Dump Trucks. The Town borrowed these funds through a State House Note and will pay it off over five years. Fiscal Year 2023 will be the first of five payments.*

**Select Board: *Recommended Unanimously***  
**Finance Committee: *Recommended Unanimously***

**Item #4 – Municipal Building Repairs** **\$25,000** **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 the Town's building infrastructure. Priorities continue to change when it comes to the minor repairs and upgrades in the municipal buildings. Furnaces, a/c units, flooring and painting are some of the small items this capital program handles.*

**Select Board: *Recommended Unanimously***  
**Finance Committee: *Recommended Unanimously***

**Item #5 – IT Infrastructure** **\$40,000** **Town Facilities**

**Summary:** *This item in the Capital Budget was established ten years ago and has been very successful. In Fiscal Year 2023, 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; and network switch upgrades and increased wireless coverage.*

**Select Board: *Recommended Unanimously***  
**Finance Committee: *Recommended Unanimously***



**Summary:** For years, water puddled outside the west facing children's room emergency exit and water leaked in under the doors. With all new roof and water drainage, the water is no longer collecting here. Carpeting inside the door was replaced with tile, and now everything is staying dry. But years of water infiltration have rusted out the bottom of these metal doors and the bottoms are flaking off into dust. Commercial-grade metal doors, panic bars, and hardware all need to be replaced as soon as possible.

**Select Board: Recommended Unanimously**  
**Finance Committee: Recommended Unanimously**

**Item #11 – Master Plan Update** **\$100,000** **Planning Board**

**Summary:** The Town of Groton's Master Plan expired in September 2021. The Planning Board anticipates requiring a minimum of \$150,000 for the procurement of professional planning consultants to assist with the daunting task of preparing the next 10-year Master Plan. The proposed amount of \$150,000 is based on recent examples from Littleton and Millbury. The plan is to appropriate \$100,000 in FY 2023 and any needed funds (approximately \$50,000) in FY 2024. It is anticipated that the final stages of the Master Plan update will be completed in the early part of FY 2025.

**Select Board: Recommended (4 In Favor, 1 Against – Degen)**  
**Finance Committee: Recommended Unanimously**

**Item #12 – 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. By appropriating \$25,000 each year, the Park Commission can develop a capital improvement program that will allow them to keep our various park locations in good shape and avoid a major construction project.

**Select Board: Recommended Unanimously**  
**Finance Committee: Recommended Unanimously**

**Item #13 – Police Cruisers** **\$114,000** **Police Department**

**Summary:** Purchase of two police cruisers and related equipment to replace cruisers that are no longer cost effective to maintain. This allows for lesser 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. Un-marked cars are rotated in the same fashion.

**Select Board: Recommended Unanimously**  
**Finance Committee: Recommended Unanimously**



**Total                    \$ 778,000**

**Moved and Seconded**

**Quantum of Town Meeting Vote: 2/3s Majority**

**VOTE on Main Motion - Article 6: Passed by 2/3<sup>rd</sup> Majority Vote**

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**ARTICLE 7:                    PURCHASE FIRE ENGINE TO REPLACE ENGINE 5**

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 purchase and equip a new Engine 5 for the Fire Department, and all costs associated and related thereto, or to take any other action relative thereto.

**TOWN MANAGER**

**Select Board: Recommended Unanimously**

**Finance Committee: Recommended Unanimously**

**Summary:**    *Engine 5 was purchased in 2007 and was slated to be replaced in 2028. Unfortunately, during an ice storm this past winter, Engine 5 was involved in an accident causing over \$95,000 worth of damage that would be covered by insurance. Based on the age and wear and tear on the Engine 5, it does not make sense to invest the \$95,000 in an engine with 5 years of useful life left. The Town Manager and Fire Chief have recommended using the insurance funds and investing it in a new Fire Engine for the Fire Department. The estimated cost of the new vehicle is approximately \$840,000 and will be paid back over 20 years (estimated life of a new Fire Truck).*

**Mover: John Reilly**

**MOTION:**    I move that Eight Hundred Thousand Dollars (\$800,000), be hereby appropriated, to be expended by the Town Manager, to purchase and equip a new Engine 5 for the Fire Department, and for the payment of all costs associated and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Select Board, be authorized to borrow the sum of \$800,000 under and pursuant to Chapter 44, Section 7(1) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor; and, further, that the Town Manager be authorized to contract for the accomplishment of the foregoing purpose, including the expenditure of all appropriated funds and any funds received from any source for such purchase.

**Moved and Seconded**

**Quantum of Town Meeting Vote: 2/3s Majority**

**VOTE on Main Motion - Article 7: Passed by 2/3<sup>rd</sup> Majority Vote**

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**ARTICLE 8:                    PURCHASE VOTING MACHINE**

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 purchasing a voting tabulator to be used by the Town to tabulate votes

during all elections, and all costs associated and related thereto, or to take any other action relative thereto.

**TOWN CLERK**

**Select Board: *Recommended Unanimously***  
**Finance Committee: *Recommended Unanimously***

**Summary:** *This request for a minor capital item is to purchase a new voting tabulator to tabulate votes cast in Groton’s newly created Sub-Precinct 3A. Sub-Precinct 3A was created by the Massachusetts House of Representatives during decennial redistricting in December, 2021. Under State election regulations, the sub-precinct’s votes must be counted separately, and on a unique tabulator (if tabulators are used). Groton currently uses Imagecast Precinct (ICP) vote tabulators. This request is to authorize the purchase of an additional Imagecast Precinct Tabulator. Please note that the use of this machine may be considered to be a local mandate by the State Auditor, and if so declared, the cost will be reimbursed to the Town.*

**Mover: Rebecca Pine**

**MOTION:** I move that Five Thousand Seven Hundred Dollars (\$5,700), be transferred from the Excess and Deficiency Fund (Free Cash), to be expended by the Town Manager, for the purpose of purchasing a voting tabulator to be used by the Town to tabulate votes during all elections, and all costs associated and related thereto.

**Moved and Seconded**

**Quantum of Town Meeting Vote: Majority**

**VOTE on Main Motion - Article 8: Passed by Majority Vote**

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**ARTICLE 9: CPA RECOMMENDATION – ADDITIONAL FUNDING SCHOOL TRACK**

To see if the Town will vote to adopt and approve the recommendation of the Community Preservation Committee established pursuant to Chapter 44B of the General Laws, for additional funds to supplement funds previously appropriated to construct a new Middle School Track, and all costs associated and related thereto, and to implement such recommendation, borrow pursuant to any applicable statute and/or appropriate a sum or sums of money from the Community Preservation Fund established pursuant to Chapter 44B of the General Laws, said funds to be expended by the Town Manager, or to take other action relative thereto.

**COMMUNITY PRESERVATION COMMITTEE**

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

**Summary:** *The 2021 Spring Town Meeting appropriated funds to relocate the Middle School Track in conjunction with the construction of a new Florence Roche Elementary School. The original estimate of \$1.4 million will not be sufficient based on the most recent review of the project. Construction costs have risen at an unprecedented rate. Supply and demand challenges, global shipping, labor shortages,*

and a high volume of work are all having an impact on construction costs, and all projects and sectors are being affected. While the Project included design, estimating, and escalation contingencies in December 2020, these contingencies cannot absorb the recent estimated costs received. The purpose of this Article will be to appropriate the additional funds needed to complete the project.

**Mover: Bruce Easom**

**MOTION:** I move to adopt and approve the recommendation of the Community Preservation Committee established pursuant to Chapter 44B, Section 5 of the General Laws, and to appropriate One Million Dollars (\$1,000,000), for additional funds to supplement funds previously appropriated to construct a new Middle School Track, and for the payment of all costs associated and related thereto, and to implement such recommendation, the Treasurer, with the approval of the Select Board, be authorized to borrow the sum of \$1,000,000, to be expended by the Town Manager, under and pursuant to Chapter 44, Section 7(1) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor; and, further, that the Town Manager be authorized to contract for the accomplishment of the foregoing purpose, including the expenditure of all appropriated funds and any funds received from any source for such purchase.

*[Town Clerk Note: The track was rebuilt in 2016 using CPA funding. The Spring 2021 Town Meeting appropriated \$1,405,374 to construct a new relocated track so that the new elementary school can be built on the current track site.]*

**Moved and Seconded**

**Quantum of Town Meeting Vote: 2/3s Majority**

**Discussion:**

- **Mr. Easom explained that the 3% Community Preservation Act was adopted in 2004 by the Town. In FY22, the Town raised \$670,000 with the CPA real estate tax surcharge, and received a state match of \$218,000.**
- **Mr. Easom also explained that the Town's Community Preservation Committee reviews applications annual and recommends to town meeting. The applications are reviewed for legality, scored and recommended based upon scores, not personal preferences.**
- **Article 9 allows for an additional \$1 million to be bonded and paid over 10 years from CPA funds for the next 10 years to cover the escalated cost of the Middle School track. Being paid from CPA funds, it does not affect the tax rate. The discussion pointed out that other projects may not be funded because of this bond commitment. (Note: A prior town meeting appropriated \$1.4 million to relocate the track, which was necessary to locate the new elementary school on the site.**
- **Mr. Saindon, the School Building Committee Owner's Project Manager, was allow to address the meeting. He explained that the costs involved requiring the additional \$1 million were twofold. The land was not a flat as originally estimated, and requires earth movement and fill. The second reason is the unprecedented rise in construction costs. From 2011 to 2021, the average construction escalation was 3%. Since April, 2021 construction costs have escalated by 19%. If this funding is not approved, "tough choices" would need to be made on the school construction. If approved, the project would be on budget.**
- **Ms. Gilbert stated that "tough choices" would involve interior finishes and a decrease in programming and services. \$1 million savings won't be found in interior finishes. Sports programming is an important part of school services. A downsized track would not be**

compliant with state standards; therefore, state events could not be held there. While the High School track is complaint, there are scheduling and logistics issues that would be ongoing. If not approved, the money would need to be cut from the construction budget. Some level of track is an integral part of the MSBA approved project and required to obtain matching funds. The objective is to finish the project, but not raise taxes to do so.

- Dunstable is not contributing funds to the relocation of the track. Dunstable did contribute to the original track construction, as Dunstable students go to Flo-Ro School. Dunstable is not contributing to the relocation as this is an effect of Groton’s decision to build the new school.
- Comment that taxpayers should not have to pay twice for this track, and suggested that the new school should not have been sited there.
  - Response: The siting of the school was a multi-year effort. Many Groton sites and all town owned land were explored. This was chosen as the most cost-effective location.

**MOTION to MOVE the QUESTION:**

**Moved and Seconded**

**Quantum: 2/3<sup>rd</sup> Majority**

**VOTE on the Motion to Move the Question: Passed by 2/3<sup>rd</sup> Majority**

**VOTE on Article 9 – Main Motion: Passed 143 In Favor and 41 Against (2/3<sup>rd</sup> Majority)**

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**ARTICLE 10: 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:	\$ 20,500
Open Space Reserve:	\$ 88,741
Historic Resource Reserve:	\$ 88,741
Community Housing Reserve:	\$ 88,741
Unallocated Reserve:	\$ 600,687

or to take any other action relative thereto.

**COMMUNITY PRESERVATION COMMITTEE**

**Select Board: Recommended Unanimously**

**Finance Committee: Recommended Unanimously**

**Community Preservation Committee: Recommended Unanimously**

**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 2023. Except for the CPC Operating Expenses, none of these funds will be spent without additional approval at Town Meeting.*

**Mover: Bruce Easom**

**MOTION:** I move that the following sums be appropriated from the Community Preservation Fund and allocated to the following sub accounts:



CPC Operating Expenses:	\$ 20,500
Open Space Reserve:	\$ 88,741
Historic Resource Reserve:	\$ 88,741
Community Housing Reserve:	\$ 88,741
Unallocated Reserve:	\$ 600,687

**Moved and Seconded**

**Quantum of Town Meeting Vote: Majority**

**VOTE on Main Motion - Article 10: Passed by Majority Vote**

**ARTICLE 11: 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 2023, 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 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 General Laws, as may be necessary or proper to carry out the foregoing, or to take any other action relative thereto.

**CPC Proposal A: Conservation Fund – FY 2023 \$400,000**

**Summary:** *The Conservation Commission is requesting \$400,000 to be added to the Conservation Fund to preserve open space, protect water resources and wildlife habitat, and preserve land for agricultural, recreational, and forestry activities. This Fund allows the Town to move quickly in the event a priority parcel becomes available. This Fund has been used to purchase Conservation Restrictions, Agricultural Preservation Restrictions, and fee ownership of conservation land. The Town's Financial Policies recommends that this fund be set at a minimum of 2% of the Operating Budget, which would be approximately \$900,000 in Fiscal Year 2023. As of 1/12/22, the Conservation Fund balance was at \$651,184. The full amount to be paid from the Unallocated Reserve.*

**Select Board: Recommended (3 In Favor – 2 Against – Degen, Manugian)**

**Finance Committee: Recommended Unanimously**

**Community Preservation Committee: Recommended Unanimously**

**MOTION 1: Conservation Fund – \$400,000**

**Mover: Carolyn Perkins**

I move, pursuant to Massachusetts General Laws, Chapter 44B, Section 5, that One Hundred Fifteen Thousand Dollars (\$115,000) be appropriated from the Community Preservation Fund Open Space Reserve and Two Hundred Eight-Five Thousand Dollars (\$285,000) be appropriated from the Community Preservation Fund Unallocated Reserve for a total of \$400,000, to fund Community Preservation Application 2023-01 "Conservation Fund".

**Moved and Seconded**  
**Quantum of Town Meeting Vote: Majority**

**Discussion:**

- **Mr. Lathrop explained that the Conservation Commission strives to maintain a balance in order to quickly move on potential properties when they become available. The allocation of this \$400,000 would put the balance at approximately \$1,050,000. Chapter 61 properties for the Town's first option to purchase need to be purchased within 120 days. This often would not allow time to request funds from town meeting. In addition, public negotiations would put the Conservation Commission at a disadvantage.**
- **Ms. Manugian explained opposition that the current balance of \$650,000 is sufficient, and that this appropriation would put the fund well over the Town's policy of \$900,000.**

**VOTE on Article 11 – Proposal A / Motion 1: Passed by a Majority Vote**

**CPC Proposal B: Prescott Stone Project \$6,000**

**Summary:** *The Groton History Center and the Historic Commission is requesting \$6,000 in CPA funds to provide a secure and stable setting for the historical Prescott Stone. It will be located at the Governor George Boutwell House in the side yard, protected from weather and available for viewing by Groton's citizens. The full amount to be paid from the Historic Reserve.*

**Select Board: Recommended (4 In Favor, 1 Abstained – Degen)**

**Finance Committee: Recommended Unanimously**

**Community Preservation Committee: Recommended (6 In Favor, 1 Abstained – Perkins)**

**MOTION 2: Prescott Stone Project - \$6,000 Mover: Richard Hewitt**

I move, pursuant to Massachusetts General Laws, Chapter 44B, Section 5, that Six Thousand Dollars (\$6,000) be appropriated from the Community Preservation Fund Historical Reserve to fund Community Preservation Application 2023-03 "Prescott Stone Project".

**Moved and Seconded**  
**Quantum of Town Meeting Vote: Majority**  
**VOTE on Article 11 – Proposal B / Motion 2: Passed by Majority Vote**

**CPC Proposal C: Nashua River Walk \$60,154**

**Summary:** *The Groton Trails Committee is requesting \$60,154 in CPA funds for a proposed riverwalk. This will include a fully accessible trail that will go along the Nashua River in the J. Harry Rich State Forest for a distance of about 0.25 miles and will connect with the similar John Tinker Trail. The trail will provide a wonderful forest experience along one of the most beautiful stretches of the Nashua River for people of all ages and abilities, including children in strollers, those using walkers, and bikers. It will include two rest areas with benches and a larger observation area at the terminus. The observation area will have two handicap tables and four*



- Ms. Jennings stated the goal is to make the building fully ADA compliant. The third floor is shut to the public because it does not have ADA-compliant access.
- State grants do not cover design and engineering. This activity must be bid. A state grant, if awarded, would cover construction.
- An elevator would open the third floor of the building to the public as accessible. It would improve the value of the building in perpetuity.
- A comment against the Motion is that there is no overall master plan for the building, needed to help assess the value of this investment. We seem to be doing things “piecemeal”.
- The building needs to be confirmed for adherence to applicable codes. Once investment reaches 50% of the building’s value, current building code is invoked. It was pointed out that the building is valued at \$2.1m and the current investment totals \$750k. A concern was expressed that installing an elevator might trigger current code adherence.
- An elevator would be an investment to increase the value of the building. Rents could increase, and the third floor would be available. The Town gets 5% of rental income.
- The \$80k figure came from general discussions with two firms. No firm would give a hard number at this time, as this design project would need to be bid.
- It is expected that rentals would support the building. Currently, there is a wait list for the building’s rental space.

**VOTE on Article 11 – Proposal D / Motion 4: Passed by Majority Vote**

**CPC Proposal E:      Housing Coordinator      \$53,543**

**Summary:** *This application is requesting \$53,543 in CPA funding from the Community Housing category to fund the wages and benefits of the Housing Coordinator position (25-hours/week). The full amount to be paid from the Community Housing Reserve.*

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

**MOTION 5: Housing Coordinator - \$53,543      Mover: Carolyn Perkins**

I move, pursuant to Massachusetts General Laws, Chapter 44B, Section 5, that Fifty-Three Thousand Five Hundred Forty-Three Dollars (\$53,543) be appropriated from the Community Preservation Fund Community Housing Reserve to fund Community Preservation Application 2023-06 “Housing Coordinator”.

**Moved and Seconded**  
**Quantum of Town Meeting Vote: Majority**  
**VOTE on Article 11 – Proposal E / Motion 5: Passed by Majority Vote**

**CPC Proposal F:      Bates/Blackman Improvement/Accessible Path      \$39,545**

**Summary:** *The Groton Conservation Trust is requesting \$39,545 to defray costs of portions of its rehabilitation of the Bates and Blackman parcels located on Old Ayer and Indian Hill Roads. The requested funds would be used to: a) replace the vehicle bridge across James Brook linking the parking lot to the balance of the properties; b) install a wheelchair accessible trail of about ¼ mile length from the parking area through a picnic area and to the edge of Groton Hill Music Center's fields; and c) purchase two wheelchair accessible picnic tables for the project. These are three important components of a larger project to expand and improve the parking lot including accessible parking, restore the three meadows to native vegetation, remove invasive species, improve trail safety, and reconfigure the Bates picnic area. The larger project has relied on extensive volunteer labor and is seeking additional funds from other sources. The full amount to be paid from the Open Space Reserve.*

**Select Board:** *Recommended Unanimously*

**Finance Committee:** *Recommended Unanimously*

**Community Preservation Committee:** *Recommended Unanimously*

**MOTION 6: Bates/Blackman Accessible Path - \$39,545      Mover: Carolyn Perkins**

I move, pursuant to Massachusetts General Laws, Chapter 44B, Section 5, that Thirty-Nine Thousand Five Hundred Forty-Five Dollars (\$39,545) be appropriated from the Community Preservation Fund Unallocated Reserve to fund Community Preservation Application 2023-07 "Bates/Blackman Improvement/Accessible Path".

**Moved and Seconded**

**Quantum of Town Meeting Vote: Majority**

**Discussion:**

- **This is a project being managed by the Groton Conservation Trust. It is part of a multi-year project to rehabilitate the Bates/Blackman Accessible Path.**

**VOTE on Article 11 – Proposal F / Motion 6: Passed by Unanimous Vote**

**CPC Proposal G:      Groton Country Club Recreation Courts Project      \$146,532**

**Summary:** *Friends of Groton Pickleball, Inc. is requesting \$146,532 in CPA funds to serve as additional funding to convert the four Groton Country Club tennis courts into 8 dedicated Pickleball courts and 1 tennis court. The existing courts have deteriorated and will be replaced with a new base, pavement, pickleball court surface, striping and fencing. The funds requested will be combined with the \$148,868 approved at the 2021 Spring Town Meeting for a total project cost not to exceed \$295,400. The full amount will be paid from the CPA Unallocated Reserve.*

**Select Board:** *Recommended (3 In Favor, 2 Against – Degen, Manugian)*

**Finance Committee:** *Recommended Unanimously*

**Community Preservation Committee:** *Recommended Unanimously*

**COMMUNITY PRESERVATION COMMITTEE**

**MOTION 7: Recreation Courts Project - \$146,532**

**Mover: Robert DeGroot**

I move, pursuant to Massachusetts General Laws, Chapter 44B, Section 5, that One Hundred Forty-Six Thousand Five Hundred Thirty-Two Dollars (\$146,532) be appropriated from the Community Preservation Fund Unallocated Reserve to fund Community Preservation Application 2023-011 "Groton Country Club Recreation Courts Project".

**Moved and Seconded**

**Quantum of Town Meeting Vote: Majority**

**Discussion:**

- **Mr. Amaral presented that this request for additional funding was due to the escalation of construction costs experienced by other town and private projects. \$146, 532, in addition to the previously voted \$157,480 (Spring 2021) would be enough to execute the project. Construction costs have modulated. There would be a contingency with this amount. Funds not spent are returned to the CPA accounts.**
- **Mr. Amaral stated that the courts are expected to be revenue-positive and include a maintenance fund. It would be managed by the Country Club.**
- **A description of the work to be done was provided.**

**MOTION to MOVE the QUESTION:**

**Moved and seconded**

**Quantum: 2/3<sup>rd</sup> Majority**

**VOTE on the Motion to Move the Question: Passed by 2/3<sup>rd</sup> Majority**

**VOTE on Article 11 – Proposal G / Motion 7: Passed by Majority Vote**

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**ARTICLE 12: ZONING AMENDMENT – MARIJUANA ESTABLISHMENTS**

To see if the Town will vote to amend the Zoning Bylaw by deleting Section 218-10.4(C)(3) in its entirety and replacing it with a new Section 218-10.4(C)(3) as follows:

(3) No marijuana establishment entrance shall be located closer than 500 feet from the entrance of a preexisting public or private preschool, school providing education in kindergarten or any grades 1 through 12, junior college, college, licensed day-care center, church, library, park, playground, or other marijuana establishment. Distance shall be measured in a straight line from the geometric center of the marijuana establishment’s entrance door to the geometric center of the entrance door or primary public entrance location of the nearest facility listed in the previous sentence, unless there is an impassable barrier within those 500 feet that renders any part of the 500-foot straight-line distance inaccessible by a pedestrian or automobile, in which case the 500-foot distance shall be measured along the center of the shortest publicly-accessible pedestrian travel path from the geometric center of the marijuana establishment’s entrance door to the geometric center of the entrance door or primary public entrance location of the nearest facility listed in the previous sentence.

or to take any other action relative thereto.

**SELECT BOARD**

**Select Board: *Recommended Unanimously***  
**Finance Committee: *No Position***  
**Planning Board: *Recommended Unanimously***

**Summary:** *The intent of this Zoning Amendment is to bring the Town’s Marijuana Zoning Bylaw in compliance with State Law and State Regulations relative to distance between various establishments.*

**Mover: Peter Cunningham**

**MOTION:** I move to amend the Code of the Town of Groton by deleting Section 218-10.4(C)(3) in its entirety and replacing it with a new Section 218-10.4(C)(3) as set forth under Article 12 in the Warrant for the 2022 Spring Town Meeting.

**Moved and Seconded**  
**Quantum of Town Meeting Vote: 2/3s Majority**

**Discussion:**

- **Planning Board in unanimous support of Article 12 in a February 24, 2022 vote.**
- **Question was asked how distance was measured to a playground without an obvious main entrance.**
  - **R: Distance is measured to primary entrance(s). It was pointed out that marijuana establishments are only allowed in certain GB zones.**
- **After some discussion on general marijuana business concerns (traffic, number of locations), the meeting was reminded that this discussion was about zoning distances.**
- **Article 12 seeks to make Groton zoning complaint with state zoning in the siting of marijuana establishments. Groton’s bylaw preceded the state law. It is our choice to seek compliance. Some attendees support a more restrictive zoning than the state’s.**
- **Groton is limited to two marijuana establishments. The only proposed establishment affected by this is the one proposed for Mill Run.**
- **It was asked if the zoning amendment proposed in Article 13 could address this issue. Mr. Barringer stated that Article 13 does not change the use table, only changes the process of special permitting.**

**MOTION to MOVE the QUESTION:**

**Moved and seconded**  
**Quantum: 2/3<sup>rd</sup> Majority**  
**VOTE on Motion to Move the Question: Passed by 2/3<sup>rd</sup> Majority**

**VOTE on Main Motion – Article 12: 105 In Favor, 30 Against. Passed by 2/3<sup>rd</sup> Majority**

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**ARTICLE 13: ZONING AMENDMENT – PERFORMANCE STANDARDS**

To see if the Town will vote to amend the Groton Zoning By-Laws as follows:

1. Delete Section 218-5.5 Special Use Considerations in the R-B, VCG, NB, GB, and I Districts in its entirety and replace it with the following:

218-5.5 Performance Standards for Business and Industrial Special Permit Uses in the R-B, VCB, NB, GB, and I Districts.

- A. Objectives. The objectives of these special use regulations are to provide entrepreneurial and employment opportunities for area residents; to focus development at locations occasioning relatively small environmental or community cost; to protect the Town's rural character and natural environment; to promote harmonious future development; and to provide convenient services for Groton residents.
- B. Special permits for business or industrial uses, if consistent with this chapter in all other respects, shall be granted only if the special permit granting authority determines that the proposal's benefits to the Town or vicinity will outweigh any adverse effects, after consideration of the following:
- C. Location.
  - [1] The proposal will be located near uses which are similar to the proposed use or, if not, the nearby uses will be ones likely to benefit from rather than be damaged by having the proposed activity nearby.
  - [2] Public water supply will be available or will be made available without increased cost to the Town, the Water Department or its current rate payers, and serving this use at this location will pose no problems which are unusual.
  - [3] The proposal will not cause environmental stress from erosion, siltation, groundwater or surface water contamination or disturbance to wildlife habitat on the site if the wildlife is officially listed by the Massachusetts Division of Fisheries and Wildlife pursuant to 321 CMR 8.00 as endangered, threatened or of special concern.
- D. Activity type and mix.
  - [1] The proposed activity will contribute to the diversity of services available to the Town.
  - [2] Any retail services will be designed to serve the Town's population rather than a larger region.
  - [3] The proposal will add little to traffic congestion, considering the location, the number of trips likely to be attracted and any special access provisions committed (e.g., bike storage facilities or employee ridesharing).
  - [4] The proposal will pose no environmental hazard because of use or storage of explosive, flammable, toxic or radioactive materials.
  - [5] The proposal will not result in air pollution or excessive noise.
- E. Site design.
  - [1] Scenic views from public ways and other developed properties will be considerably treated in the design of the site.
  - [2] Topographic change will not result in cuts or fills exceeding seven feet.
  - [3] Removal of existing trees or other important natural features will be avoided.
  - [4] Pedestrian movement within the site and to other places will be well provided for.
  - [5] Vehicular movement within the site will be safe and convenient and arranged so as to not disturb abutting properties.
  - [6] Visibility of parking and service areas from public streets will be minimized through facility location and the use of topography and vegetation.
  - [7] Potential disturbances such as noise, glare and odors will be effectively confined to the premises through buffering or other means.



[8] Water quality will be protected through appropriate location and design of disposal facilities in relation to water bodies and site geology.

F. Facility design.

[1] Scenic views from public ways and other developed properties will be considerably treated in the design of the buildings.

[2] Primary exterior materials will match the appearance of materials commonly found on existing buildings within the Town.

[3] Domestic scale will be maintained in the building's design through massing devices such as breaks in walls and roof planes and through the design of architectural features.

G. Overall planning. The proposed plan will be consistent with:

[1] The intentions stated in § 218-4.2, Intention of districts, and in § 218-1.2, Purposes.”

2. Amend Section 218-5.2 Schedule of Use Regulations by deleting Lines 43 and 82 in their entirety and replacing them with the following:

Please see Section 218-5.5 for performance standards for the following special permit uses in the R-B, VCB, NB, GB, and I Districts.

or to take any other action relative thereto.

### **PLANNING BOARD**

**Select Board: *Recommended Unanimously***

**Finance Committee: *No Position***

**Planning Board: *Recommended Unanimously***

**Summary:** *The intent of this zoning amendment is to clarify the provisions of Section 218-5.5 of the Zoning Bylaw. Section 218-5.5 contains the provisions for two different types of zoning processes which are not necessarily related. One zoning process outlined in Section 218-5.5 is a zoning map change to rezone land into a Business or Industrial District, which requires the presentation of a concept plan and approval at a Town Meeting. The concept plan requirement is inconsistent with state law. The second zoning process outlined in Section 218-5.5 is a special permit for business or manufacturing use, which requires the submittal of a special permit application and approval by the Planning Board after a public hearing. The proposed zoning amendment would eliminate the concept plan requirement for a zoning map change. The special permit requirements for business or manufacturing use would remain.*

**Mover: George Barringer**

**MOTION:** I move to amend the Code of the Town of Groton by deleting Section 218-5.5 Special Use Considerations in the R-B, VCG, NB, GB, and I Districts, of the Groton Zoning Bylaw, in its entirety and replace it with a new Section 218-5.5 Performance Standards for Business and Industrial Special Permit Uses in the R-B, VCB, NB, GB, and I Districts, as set forth under Article 13 of the Warrant for the 2022 Spring Town Meeting, and, further, amend Section 218-5.2 Schedule of Use Regulations by deleting Lines 43 and 82 in their entirety and replacing them with the following: “Please see Section

218-5.5 for performance standards for the following special permit uses in the R-B, VCB, NB, GB, and I Districts.”

**Moved and Seconded**  
**Quantum of Town Meeting Vote: 2/3s Majority**

**Discussion:**

- **Planning Board voted unanimously to recommend Article 13 on April 13, 2022.**

**VOTE on Article 13 – Main Motion: Passed by 2/3<sup>rd</sup> Majority**

**ARTICLE 14: AMEND WATER RESOURCE PROTECTION OVERLAY DISTRICT MAP**

To see if the Town will vote to amend Section 218-7.2.C, Water Resource Protection Overlay District, of the Zoning Bylaw, as follows (new text underlined):

- C. Establishment of districts. The Water Resource Protection Districts are herein established as overlay districts. The Water Resource Protection Districts are described on a map with district boundary lines prepared by Applied Geographics, Inc., entitled "Water Resource Protection Districts, Town of Groton," dated January 21, 2013, as modified by a map entitled "Proposed Zone II Recharge Area Map, Whitney Pond Well Site, 864 Lowell Road, Groton, Massachusetts" dated December 9, 2021. All maps are hereby made a part of this Zoning Bylaw and are on file in the office of the Town Clerk.

thereby adding a new Zone II for Whitney Pond Well #3 as shown on said map, which is on file with the Office of the Town Clerk, or to take any other action relative thereto.

**BOARD OF WATER COMMISSIONERS**

**Select Board: Recommended Unanimously**  
**Finance Committee: No Position**  
**Board of Water Commissioners: Recommended Unanimously**

**Summary:** *The adoption of a new Zone II is a requirement of the Department of Environmental Protection prior to the activation of the new source well at Whitney Pond*

**Mover: Tom Orcutt**

**MOTION:** I move to amend the Code of the Town of Groton, Section 218-7.2.C, Water Resource Protection Overlay District, of the Groton Zoning Bylaw, as set forth under Article 14 of the Warrant for the 2022 Spring Town Meeting.

**Moved and Seconded**  
**Quantum of Town Meeting Vote: 2/3s Majority**

**Discussion:**

- **Planning Board voted on April 29, 2022 unanimous approval.**

**VOTE on Main Motion – Article 14: Passed by Unanimous Vote.**

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**ARTICLE 15: EXTEND CENTER SEWER DISTRICT**

To see if the Town will vote to extend the “Groton Center Sewer District” as established by the vote of the Special Town Meeting of February 6, 1989, under Article 7, and as shown most recently on the plan approved under article 14 of the Annual Town Meeting of April 25, 2005, to include the property shown on Assessors’ Map 116, Lot 101 (Undeveloped Lot Taylor Street) but only for the exclusive use of said lot, and its successors or assigns, and provided that all costs of designing, laying, and construction of the extension and any associated connection and the cost of additional capacity and the property owner’s proportionate share of the general benefit facilities, and all other costs associated therewith, are paid by the owner of the property benefited thereby, whether by the assessment of betterments or otherwise, or to take any other action relative thereto.

**BOARD OF SEWER COMMISSIONERS**

**Select Board: Recommended (4 In Favor, 1 Deferred (not updated)– Degen)**

**Finance Committee: No Position**

**Board of Sewer Commissioners: Recommended Unanimously**

**Summary:** *This article requests authorization from the Town Meeting to expand the Center Sewer District to include Lot 116-101, Groton. This article, if approved, will provide Sewer Capacity for the exclusive use of said Lot.*

**Mover: Tom Orcutt**

**MOTION:** I move to extend the “Groton Center Sewer District” as established by the vote of the Special Town Meeting of February 6, 1989, under Article 7, and as shown most recently on the plan approved under article 14 of the Annual Town Meeting of April 25, 2005, to include the property shown on Assessors’ Map 116, Lot 101 (Undeveloped Lot Taylor Street) but only for the exclusive use of said lot, and its successors or assigns, and provided that all costs of designing, laying, and construction of the extension and any associated connection and the cost of additional capacity and the property owner’s proportionate share of the general benefit facilities, and all other costs associated therewith, are paid by the owner of the property benefited thereby, whether by the assessment of betterments or otherwise.

**Moved and Seconded**

**Quantum of Town Meeting Vote: Majority**

**Discussion:**

- Sewer Commission voted on January 19 unanimously to support.
- 2 of three adjacent parcels are already in the district. This is to add the third in support of senior housing planned for the site.

**VOTE on Main Motion – Article 15: Passed by Majority Vote.**

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**ARTICLE 16: ELECTRONIC VOTING STUDY COMMITTEE**

To see if the Town will vote to create an Electronic Voting Study Committee appointed by the Town Moderator consisting of the Town Clerk and four (4) voters of the Town for the purpose of exploring the option of implementing electronic voting at Town Meeting; said Committee to receive support from Town Officials as required, and, further, said Committee to provide a report to the 2022 Fall Town Meeting addressing all issues associated with such a change including but not limited to cost, bylaws and administrative procedures, or to take any other action relative thereto.

### **TOWN MANAGER**

**Select Board: Recommended (3 In Favor, 2 Against – Manugian, Cunningham)**  
**Finance Committee: No Position**

**Summary:** *The use of electronic voting at Town Meeting has been reviewed as offering a level of anonymity that would yield a better reflection of voter response to Articles proposed at Town Meeting. A considerable number of towns in Massachusetts and across the country now use electronic voting. The 2015 Spring Town Meeting received a report from the Electronic Voting Study Committee suggesting that electronic voting at Town Meeting may be worthy of adopting, but that costs were prohibitive and that questions around implementation remained unanswered. It recommended that the question be revisited in the future. In the years since, many other towns in Massachusetts have accumulated significant experience with electronic voting, experience that may address many of the 2015 Committee's unanswered questions. The costs may have declined, and there may be grant monies available to pay for required equipment. Bylaws may need to be amended to adopt electronic voting. This article asks Town Meeting to direct the Moderator to appoint a committee to update the work done in 2015 and to provide back to the 2022 Fall Town Meeting a comprehensive report on the implementation of electronic voting at Town Meeting including thoroughly researched information on costs, funding, bylaw amendments and implementation details. An accompanying Warrant Article will allow voters to determine whether or not to adopt electronic voting and accompanying bylaw changes.*

**Mover: Rebecca Pine**

**MOTION:** I move to create an Electronic Voting Study Committee appointed by the Town Moderator consisting of the Town Clerk and four (4) voters of the Town for the purpose of exploring the option of implementing electronic voting at Town Meeting, said Committee to receive support from Town Officials as required, and, further, said Committee to provide a report to the 2022 Fall Town Meeting addressing all issues associated with such a change including but not limited to cost, bylaws and administrative procedures.

**Moved and Seconded**

**Quantum of Town Meeting Vote: Majority**

**Discussion:**

- **Mr. Fitzgerald** opposed the article stating that electronic voting is vulnerable to fraudulent voting, and can have inaccurate results.
- **Ms. Pine** explained how electronic voting would work: people would need to be present at town meeting (no remote voting), voters would be issued a clicker, summary vote results would be displayed on a screen at town meeting. Essentially electronic voting would replace the voter cards the Meeting uses.
- **One attendee** stated that anonymous voting at town meeting would be a big change.

- A previous Town Meeting Committee which studied this issue did not recommend implementation, mostly due to its significant cost at the time.

**VOTE on Main Motion – Article 16: Passed by Majority Vote. 7 Voters did not contest the ruling of the Chair.**

**ARTICLE 17: CITIZENS’ PETITION – AGE RESTRICTED HOUSING DEFINITION**

To see if the Town will vote to Amend Section 218-3, Definitions of the Groton Zoning By-Law by deleting the definition of Age-Restricted Housing and replacing it with the following:

**AGE-RESTRICTED HOUSING** — Housing for persons 55 years of age or older in which at least 20% of the dwelling units meet the requirements for Local Action Units (LAU) and which will result in the development of housing for households at or below 80% of the area median income eligible for inclusion in the subsidized housing inventory (SHI), as defined by the Massachusetts Department of Housing and Community Development (DHCD) and which shall be in conformance with federal and state laws and regulations, including the Fair Housing Act and the Housing for Older Persons Act. All dwelling units in an Age-Restricted Housing development shall be subject to an age restriction which shall limit no less than 80% of all the dwelling units in the development to occupancy of at least one individual of age 55 or older to be described in a deed, deed rider, restrictive covenant, or other document that complies with all applicable federal and state laws and which shall be recorded at the Registry of Deeds or the Land Court. The age restriction shall run with the land in perpetuity and shall be enforceable by the Town of Groton or any or all of the owners of the development.

or to take any other action relative thereto.

**CITIZENS’ PETITION**

<u>NAME</u>	<u>ADDRESS</u>	<u>NAME</u>	<u>ADDRESS</u>
Richard W. Lewis	330 Old Dunstable Road	Robert Hargraves	21 Temple Drive
Samuel Palmer	319 Hoyts Wharf Road	Daniel Keefe	90 Hoyts Wharf Road
Michael Dermody	268 Lowell Road	Virginia Vollmer	490 Old Dunstable Road
Robert Kiley	601 Lowell Road	Brian Lagasse	111 West Main Street
Carl Flowers	1 Dan Parker Road	Rick Santiano	461 Longley Road

**Select Board: *Recommended Unanimously***  
**Finance Committee: *No Position***

**Summary:** The following summary was prepared by the petitioners and represents their view on the Article: *This change in the definition of “Age-Restricted Housing” will eliminate and correct outdated requirements that are no longer allowed by a written policy of the Massachusetts Department of Housing and Community Development (DHCD) in their approval for affordability provisions and inclusion of restricted affordable units on the Commonwealth of Massachusetts subsidized housing inventory (SHI), changes the percentage from 50% to 20% affordable, and sets the age limit for persons 55 years or older to be in no less than 80% of all the units of the development. All Age-Restricted Housing projects shall still comply with existing by-laws and regulations including the Zoning Bylaw of the Town of Groton, Massachusetts, Section 218-9.3(B) Age-Restricted Housing, which requires a Special Permit from the Planning Board.*

**Mover: Sam Palmer**

**MOTION:** I move to amend the Code of the Town of Groton, Section 218-3, Definitions of the Groton Zoning By-law, by deleting the definition of Age-Restricted Housing and replacing it as set forth under Article 17 of the Warrant for the 2022 Spring Town Meeting Warrant.

**Moved and Seconded**

**Quantum of Town Meeting Vote: 2/3s Majority**

**Discussion:**

- Mr. Brem (proponent) presented his plan for a 30 unit, moderately priced, age-restricted housing development including 20% affordable housing on 6 ½ acres, adjacent to the former Deluxe property.
- Mr. Barringer presented the concerns from the Planning Board. The Planning Board voted 6 Against, 0 In-Favor and 1 Abstain on April 28 on this proposal. The Planning Board does not support this amendment to the zoning bylaw, concerned that it would allow high density housing on most properties.
- The Affordable Housing Trust voted on April 13 unanimously to support.
- The Select Board in unanimously in favor of this proposal, as it helps address the affordable housing need.
- Several comments from attendees who observed the process complemented Mr. Brem on his process to produce this proposal. It was commented that many concerns were addressed during the process.
- Several comments also suggesting that the Planning Board address this proposal in a comprehensive manner.

**MOTION to MOVE the QUESTION**

**Moved and Seconded**

**Quantum: 2/3<sup>rd</sup> Majority**

**VOTE on Motion to Move the Question: Passed by 2/3<sup>rd</sup> Majority**

**VOTE on Main Motion – Article 17: 50 In Favor, 49 Against, Article 17 did not pass.**

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**ARTICLES 18 THROUGH 24 WILL BE PART OF THE CONSENT AGENDA. PLEASE SEE EXPLANATION PROVIDED ON PAGE 2 OF THIS WARRANT.**

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**CONSENT MOTION #3 – Articles 18 through 24**

**Mover: Alison Manugian**

**MOTION:** I move that the Town vote to combine for consideration Articles 18, 19, 20, 21, 22, 23 and 24 of the Warrant for this Town Meeting and that the Town take affirmative action on said articles as set forth in the motions in the Town Meeting Information Handout, without debate and in accordance with the action proposed under each motion, provided, however, that if any voter, prior to the taking of the vote, requests the right to debate a specific article, then said article shall be removed from this motion and acted upon in the ordinary course of business.

**Moved and Seconded**

**Quantum of Town Meeting Vote: Majority**

**ARTICLE 18: TRANSFER WITHIN 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 2022 Water Department Operating Budget, or to take any other action relative thereto.

**BOARD OF WATER COMMISSIONERS**

**Select Board: *Recommended Unanimously***  
**Finance Committee: *Recommended Unanimously***

**Summary:** *This article will request a transfer of funds from Water Surplus to help fund the Fiscal Year 2022 Water Department's Operational Expenses. As of the printing of the Warrant, it is anticipated that \$95,000 will be transferred for this purpose.*

**MOTION:** I move that Eighty-Five Thousand Dollars (\$85,000) be transferred from the Water Enterprise Fund Surplus to the Fiscal Year 2022 Water Department Operating Budget for general expenses.

**Quantum of Town Meeting Vote: Majority**

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**ARTICLE 19: TRANSFER WITHIN 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 2022 Center Sewer Enterprise Department Budget, or to take any other action relative thereto.

**BOARD OF SEWER COMMISSIONERS**

**Select Board: *Recommended Unanimously***  
**Finance Committee: *Recommended Unanimously***

**Summary:** *This article allows the Sewer Department to transfer money from its surplus account to cover any deficit in the Fiscal Year 2022 Center Sewer Budget. As of the printing of the Warrant, it is anticipated that \$145,000 will be transferred for this purpose.*

**MOTION:** I move that One Hundred Forty-Five Thousand Dollars (\$145,000) be transferred from the Center Sewer Enterprise Fund Surplus to the Fiscal Year 2022 Center Sewer Enterprise Department Budget for general expenses.

**Quantum of Town Meeting Vote: Majority**

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**ARTICLE 20: TRANSFER WITHIN 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 2022 Four Corners Sewer Enterprise Department Budget, or to take any other action relative thereto.

**BOARD OF SEWER COMMISSIONERS**

**Select Board: *Recommended Unanimously***  
**Finance Committee: *Recommended Unanimously***

**Summary:** *This article allows the Sewer Department to transfer money from its surplus account to cover any deficit in the Fiscal Year 2022 Four Corners Sewer Budget. As of the printing of the Warrant, it is anticipated that \$10,000 will be transferred for this purpose.*

**MOTION:** I move that Ten Thousand Dollars (\$10,000) be transferred from the Four Corners Sewer Enterprise Fund Surplus to the Fiscal Year 2022 Four Corners Sewer Enterprise Department Budget for general expenses.

**Quantum of Town Meeting Vote: Majority**

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**ARTICLE 21: TRANSFER WITHIN CABLE ENTERPRISE FUND**

To see if the Town will vote to transfer a sum or sums of money from the Cable Enterprise Fund Surplus to the Fiscal Year 2022 Cable Enterprise Department Budget, or to take any other action relative thereto.

**CABLE ADVISORY COMMITTEE**

**Select Board: *Recommended Unanimously***  
**Finance Committee: *Recommended Unanimously***

**Summary:** *This article allows the Cable Advisory Committee to transfer money from its surplus account to cover any deficit in the Fiscal Year 2022 budget. As of the Printing of the Warrant, it is anticipated that \$10,000 will be transferred for this purpose.*

**MOTION:** I move that Ten Thousand Dollars (\$10,000) be transferred from the Cable Enterprise Fund Surplus to the Fiscal Year 2022 Cable Enterprise Department Budget for general expenses.

**Quantum of Town Meeting Vote: Majority**

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**ARTICLE 22: 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: *Recommendation Deferred Until Town Meeting***  
**Finance Committee: *Recommendation Deferred Until Town Meeting***

**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.*

**MOTION:** I move that Article 21 be indefinitely postponed.

**Quantum of Town Meeting Vote: Majority**

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**ARTICLE 23: ESTABLISHMENT OF REVOLVING FUND**

To see if the Town will vote to amend Section 71-1 of the Town of Groton Bylaws (entitled "Funds Established", by inserting the following amendment establishing a new revolving fund, to follow after the "Access for Persons with Disabilities" revolving fund:

<b><u>Program or Purpose</u></b>	<b><u>Representative or Board Authorized to Spend</u></b>	<b><u>Departmental Receipts</u></b>
Council on Aging Program Fund from	Council on Aging Director	User fees received  users of Council on Aging Programs

and, further, to amend Section 71-2 (entitled "Limitation on or increase in expenditures) by adding the following text to the end of the existing text: "The second paragraph of Massachusetts General Law Chapter 40, §3 is accepted to allow any balance in the COA Program Revolving Account at the close of each fiscal year to remain available for expenditure, without appropriation for such purposes in future years."

or to take any other action relative thereto.

**COUNCIL ON AGING DIRECTOR**

**Select Board: *Recommended Unanimously***  
**Finance Committee: *Recommended Unanimously***

**Summary:** *This Article creates a new revolving fund for the Council on Aging. It will allow for the collection of fees for participants of the various programs offered by the COA and then use those collected fees to pay the various Instructors of the programs.*

**MOTION:** I move to amend the Code of the Town of Groton, Section 71-1, entitled "Funds Established", by establishing a new revolving fund entitled "Council on Aging Program Fund, to follow after the "Access for Persons with Disabilities" revolving fund as set forth under Article 23 of the Warrant for the 2022 Spring Town Meeting, and, further, to amend Section 71-2, entitled

“Limitation on or increase in expenditures, by adding the following text to the end of the existing text: “The second paragraph of Massachusetts General Law Chapter 40, §3 is accepted to allow any balance in the COA Program Revolving Account at the close of each fiscal year to remain available for expenditure, without appropriation for such purposes in future years.”

**Quantum of Town Meeting Vote: Majority**

**ARTICLE 24: 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 2023 spending limits for the various revolving funds as follows:

<b>Program or Purpose</b>	<b>FY 2023 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	\$50,000
Boat Excise Tax Fund	\$ 5,000
Transfer Station Glass	\$10,000
Senior Center Fitness Equipment	\$10,000

or take any other action relative thereto.

**TOWN MANAGER**

**Select Board: Recommended Unanimously**

**Finance Committee: Recommended Unanimously**

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

**MOTION:** I move that pursuant to the provisions of G.L. chapter 44 section 53E ½ and the Revolving Fund Bylaw, the FY 2023 spending limits for the various revolving funds be set as follows:

<b>Program or Purpose</b>	<b>FY 2023 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	\$50,000
Boat Excise Tax Fund	\$ 5,000
Transfer Station Glass	\$10,000
Senior Center Fitness Equipment	\$10,000

**Quantum of Town Meeting Vote: Majority**

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The Moderator read the title of each article in CONSENT MOTION #3. No articles were held.

**Quantum of Town Meeting Vote: Majority**

**VOTE on CONSENT MOTION #3 (Articles 18 Through 24): Passed by Unanimous Vote**

**MOTION TO DISSOLVE THE 2022 SPRING TOWN MEETING**

Moved and Seconded

Quantum: Majority

**VOTE on Motion to Dissolve: Passed by Majority Vote**

The 2022 Spring Town Meeting was dissolved at 1:05 PM on April 30, 2022.

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 11<sup>th</sup> Day of April in the year of our Lord Two Thousand Twenty-Two.

Rebecca H. Pine

Rebecca H. Pine, Chair

Alison S. Manugian

Alison S. Manugian, Vice Chair

Peter S. Cunningham

Peter S. Cunningham, Clerk

Joshua A. Degen

Joshua A. Degen, Member

*John F. Reilly*  
John F. Reilly, 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

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**BUDGET MESSAGE FROM THE  
TOWN MANAGER  
AND  
FINANCE COMMITTEE**

**TOWN OF GROTON  
FISCAL YEAR 2023**

Pursuant to Article 6 "Finance and Fiscal Procedure", Section 6.4 "The Budget", of the Charter of the Town of Groton, Massachusetts, the Finance Committee, Select Board and Town Manager are pleased to submit for your consideration the Proposed Fiscal Year 2023 Operating Budget for the Town of Groton. The Fiscal Year 2022 Budget was significantly impacted by the COVID-19 Pandemic as the Town saw a decrease in anticipated revenues and the Town approved a budget that level funded the municipal budget (reduced services in the Groton Police Department, Groton Public Library and Groton Highway Department were restored in the Fall, 2021) and met the needs of the Groton Dunstable Regional School District. The Finance Committee, Select Board and Town Manager anticipate a rebound in these revenues for Fiscal Year 2023 and have constructed a budget taking these increases into consideration.

In accordance with the Groton Charter and the Town's Financial Policies, in October 2021, the Finance Committee and Select Board issued the following guidance to the Town Manager prior to the development of the initial Proposed Operating Budget:

1. The Town Manager shall prepare a balanced budget for Fiscal Year 2023 with no proposed Override of Proposition 2½.
2. The Town Manager shall work with representatives of the Groton Dunstable Regional School District and Nashoba Valley Technical School District to balance the budget.

As stated, it is anticipated that the Town will realize an increase in its revenues for Fiscal Year 2023. To that end, the Town has budgeted increases in several of its revenue accounts. Please consider the following:

1. **Motor Vehicle Excise Taxes** – The five-year average is \$1,774,069. Based on this collection rate, the Town has budgeted an increase of \$45,526 over the Fiscal Year 2022 Estimate to \$1,783,620.
2. **Meals Tax/Room Occupancy Tax** – The Town has experienced a significant rebound in both these categories. Based on this, the Town has increased this estimate by \$100,000 in Fiscal year 2023 from \$250,000 to \$350,000.
3. **Other Charges for Services** – The Town has negotiated an increase with the Town of Dunstable over the next five years for Dispatcher Services. Fiscal Year 2023 calls for an increase of \$8,000 for a total of \$90,000.
4. **Payments in Lieu of Taxes** – This line item has been increased by \$35,000, from \$265,000 to \$300,000 based on negotiations with the various non-profit entities in the Town of Groton.
5. **Other Departmental Revenue** – This line item has been increased by \$205,000 to \$980,000. This is for the reimbursement for employee benefits from the Enterprise Funds. In FY 2023, the Town has recalculated the estimate in anticipated reimbursement based on the five (5) year history.
6. **Investment Income** – This has been increased by \$10,000 from \$40,000 to \$50,000 in anticipation of interest based on the amount held from the bonding of the Florence Roche Elementary School Project.

Overall, the Town is anticipating an increase in Estimated Receipts of \$403,526, or an increase of 10.19% (excluding Country Club Revenues). This increase will allow the Town to maintain, or in some instances, increase the level of services provided to the residents of Groton, without increasing the Proposition 2½ Levy more than the two and one-half (2½%) percent allowed by law.

The Finance Committee and Town Manager have developed the following estimated revenues for Fiscal Year 2023:

<u>Revenue Source</u>	<u>Budgeted FY 2022</u>	<u>Proposed FY 2023</u>	<u>Dollar Change</u>	<u>Percent Change</u>
Property Tax**	\$ 34,157,624	\$ 35,269,414	\$ 1,111,790	3.25%
State Aid	\$ 1,014,099	\$ 1,023,974	\$ 9,875	0.97%
Local Receipts - Excluding Country Club	\$ 3,958,094	\$ 4,361,620	\$ 403,526	10.19%
Country Club Revenue	\$ 600,000	\$ 600,000	\$ -	0.00%
Free Cash	\$ 478,399	\$ 429,994	\$ (48,405)	-10.12%
Other Available Funds	\$ 390,000	\$ 309,000	\$ (81,000)	-20.77%
<b>TOTAL</b>	<b>\$ 40,598,216</b>	<b>\$ 41,994,002</b>	<b>\$ 1,395,786</b>	<b>3.44%</b>

\*\*Includes 2½ percent increase allowed by law and \$15 million in new growth.

An important difference between Fiscal Year 2022 and Fiscal Year 2023 was the use of Free Cash and ARPA (Federal American Rescue Plan Act) Funding to balance the budget. In Fiscal Year 2022, the Town used Free Cash to fund one-time cash payments to its employees in lieu of receiving a Cost-of-Living Adjustment and ARPA Funds to cover the cost of a position within the Department of Public Works. This inflated the use of Free Cash and Other Available Funds last year. To understand new revenues in Fiscal Year 2023, if those two revenue sources are removed from both years, the Town realizes an increase in new revenues of \$1,525,191, or 3.90%. This allowed the Finance Committee, Select Board and Town Manager to consider increases in the Municipal Budget to fund areas that will improve the delivery of services.

Prior to making any new increases to the Fiscal Year 2023 Operating Budget, a review of mandatory expenditures is warranted, as well as areas in the budget that are routine in nature. With regard to mandatory expenditures, two categories fit this definition, Pension and Health Insurance. In Fiscal Year 2023, the Town has been notified by the Middlesex Country Retirement Board that the pension budget will increase by \$153,655 or 6.44%. Health Insurance will increase by \$65,032 or 3.5%.

The Town has seven (7) Collective Bargaining Units. The Town has entered into new three (3) year Agreements with all Units. Copies of the Individual Agreements with the various Unions can be found on the Town Manager's Page on the Town's Website – [www.grotonma.gov](http://www.grotonma.gov). Essentially, all Unions entered into three-year Agreements that call for a 2½% COLA and a one-time 1.5% Cash Bonus in year one and COLA Adjustments of 2% in years two and three. The total increase in the Fiscal Year 2023 Operating Budget for all of these agreements is \$241,879, with one-time cash payments from Free Cash totaling \$123,956.

The Town will realize a significant increase in Excluded Debt for Fiscal Year 2023 as the Town starts paying debt service on the Florence Roche Elementary School Project to cover both debt that was permanently financed (\$8 million) last year and in anticipation of permanently borrowing an additional \$20 million this year. For Fiscal Year 2023, Municipal Excluded Debt will increase from \$1,656,908 to \$3,320,202, an increase of \$1,663,294, or 100.03%. Excluded Debt from the Groton Dunstable Regional School District will decrease by \$62,713, or 12.9% from \$485,426 to \$422,713. Overall, Excluded Debt will increase in Fiscal Year 2023 by \$1,601,031, or 74.8% from \$2,140,460 to \$3,741,491. The Town is continuing with its practice to stabilize debt service within the Levy Limit at approximately \$250,000 annually. The Fiscal Year 2023 Budget will continue to follow the plan by using the Excess and Deficiency ("Free Cash") Account to pay down the Principal and Interest on the

Police and Fire Radio Project with the intent of paying that off in FY 2025. Last year, \$91,974 was used for this purpose and committed \$247,161 from taxation to cover non-excluded Debt Service. In FY 2023, this practice will continue to use Free Cash for the Police and Fire Radio Project (\$90,249). Debt within the Levy Limit will be \$240,807 for Fiscal Year 2023.

After a reduction of revenues in Fiscal Year 2020 due to the Pandemic, the Country Club rebounded significantly in Fiscal Year 2021. In Fiscal Year 2019, for the first time in over 20 years, the Club returned a profit of \$48,291. It was expected that this trend would continue in Fiscal Year 2020, however, due to the COVID-19 Pandemic, the Club was closed, essentially eliminating the two biggest revenue months of Fiscal Year 2020 (May and June). Due to this, instead of returning a profit, the Club lost \$147,770 (total expenses of \$471,481; total revenues of \$323,711). Thanks to the excellent planning and adaptation of Pandemic Protocols, our General Manager Shawn Campbell was able to turn the Club around in one year. In Fiscal Year 2021, the Club made a profit of \$149,741 (total expenses of \$514,967; total revenues of \$664,708). The Club was able to balance the budget with no taxpayer subsidy over a two-year period. As a matter of fact, over three years, the Club has actually returned a profit to the Town of \$50,262.

Two years ago, the Finance Committee established the Major Initiative Criteria for budget development. A Major Initiative is defined as any proposed increase in the Operating Budget of \$50,000 in any fiscal year and/or an increase of \$100,000 over three years. There is one major initiative contained in the Fiscal Year 2023 Operating Budget. Specifically, the budget contains funding to add an additional Dispatcher to the Groton Communications Department, bringing the number to seven full-time Dispatchers. The current level of staffing is six full time, one permanent part time and two relief dispatchers. This level allows for two dispatchers to cover eleven (11) of the twenty-one (21) shifts a week and also allows for the supervisor to have one administrative shift. The increased demands placed on the dispatch staff and supervisor make it imperative that operational minimums should be fourteen (14) two (2) dispatcher shifts and two (2) Supervisor administrative shifts. This Department provides service for Groton and Dunstable Police, Fire, EMS, Animal Control, public utilities, and town departments after hours and lobby traffic to the Police Station. During the last four years, the Department averaged over 40,000 logged calls and handled many administrative actions that are not logged. The Regional Agreement with Dunstable Police and Fire qualifies Groton as a Regional Public Safety Answering Point (PSAP). For the past several years the agreement has had the Town of Dunstable paying \$66,000 annually for services and the State 911 Grant provides approximately \$270,000 in grant for wages, training, and development. The public safety departments in Dunstable consistently request more service(s). The Town has entered into a five-year agreement increasing the Dunstable assessment to \$110,818.09 in the fifth year.

The additional staffing requested will allow for fourteen (14) of the twenty-one (21) weekly shifts to be staffed with two dispatchers and the Communications Supervisor would have two much needed administrative days. The Supervisor needs the two administrative days to ensure compliance with the operational and State mandated requirements to maintain Dispatch Center Certification and State Grant Funding. The current demands placed on the Dispatch Center and personnel are ever increasing and the current staffing provides no relief. Providing the proper staffing levels affords Dispatchers the opportunity to attend to physical needs and partake of their earned breaks, but also a mental break away from their work station. It also ensures that the Dispatchers are not overworked with order-in shifts and will reduce the possibility of emergency calls being mis-handled. The impact on the Fiscal Year 2023 Proposed Operating Budget for this new position is \$72,000 (including salary and benefits).

The Fiscal Year 2023 Budget also contains funding for a fifteen (15) hour per week Departmental Assistant for the Council on Aging. The Council on Aging is the only Department that serves the public that does not have this kind of support. The goal of the Council is to be a welcoming, friendly environment with excellent customer service dedicated to Groton's residents. This position will allow for that type of service. The Department has witnessed a 58.9% increase of duplicated users and a 45.9% increase of unduplicated users over the last year. The Council on Aging will continue to offer programs in-person, hybrid, and virtually. This will require additional resources and expanded staff oversight. This position will allow the Director, Outreach Coordinator, and Community Engagement Specialist to execute the highest level of their job responsibilities in order to provide the optimal level of customer service, expanded program opportunities, and enhanced outreach to Groton's residents. The impact on the Fiscal Year 2023 Proposed Operating Budget for this new position is \$16,640.

The collaboration between the Town of Groton and the Groton Dunstable Regional School District continues to be strong. The relationship between the Finance Committee, Select Board, Town Manager and the Groton Dunstable Regional School District is one of strong collaboration and respect. The Regional School Committee took steps this year to assist the Town of Groton by reducing their Operational Assessment to allow the Town to fund the new Dispatcher Position to the benefit of both the Towns of Groton and Dunstable. They have voted to use their Excess and Deficiency Fund to offset increases in their operational assessment in Fiscal Year 2023. The proposed Operating Assessment from the Groton Dunstable Regional School District for Fiscal Year 2023 is \$24,319,318, an increase of \$837,968, or 3.57%.

With regard to the Nashoba Valley Regional Technical High School, the Town has been informed that the number of Groton students attending the School has decreased from 46 to 45. The proposed Assessment for Nashoba Tech is \$810,037, an increase of \$2,563, or 0.32%.

Section 6-5 of the Groton Charter requires the Finance Committee to provide a report that details the differences between the Town Manager's Proposed Budget and their final Proposed Budget. The primary adjustments to the original budget submitted by the Town Manager were for collective bargaining. The following Chart shows the differences between the budget received by the Finance Committee from the Town Manager on December 31, 2021 and the budget that will be proposed to the 2022 Spring Town Meeting:



<b><u>Line Item</u></b>	<b><u>Department/Description</u></b>		<b><u>Original Proposed</u></b>	<b><u>Committee Approved</u></b>
1030	Town Manager - Salaries	\$	227,960	\$ 240,331
1031	Town Manager - Wages	\$	114,323	\$ 119,223
1032	Town Manager - Expenses	\$	12,100	\$ 24,700
1050	Town Accountant - Salaries	\$	97,333	\$ 101,125
1051	Town Accountant - Wages	\$	50,860	\$ 52,906
1060	Board of Assessors - Salaries	\$	82,000	\$ 85,280
1061	Board of Assessors - Wages	\$	62,995	\$ 65,551
1070	Town Treasurer - Salaries	\$	134,173	\$ 139,455
1071	Town Treasurer - Wages	\$	76,157	\$ 79,042
1090	Human Resources - Salary	\$	83,638	\$ 87,984
1100	Information Technology - Salary	\$	116,329	\$ 121,981
1101	Information Technology - Wages	\$	58,882	\$ 61,269
1130	Town Clerk - Salaries	\$	91,748	\$ 95,417
1131	Town Clerk - Wages	\$	71,084	\$ 73,588
1200	Conservation Commission - Salary	\$	70,165	\$ 73,971
1210	Planning Board - Salary	\$	84,843	\$ 89,236
1240	Building Inspector - Salary	\$	94,300	\$ 99,073
1241	Building Inspector - Wages	\$	56,501	\$ 58,769
1300	Police Department - Salaries	\$	271,906	\$ 278,889
1301	Police Department - Wages	\$	1,965,660	\$ 2,092,705
1310	Fire Department - Salaries	\$	253,900	\$ 260,754
1311	Fire Department - Wages	\$	1,080,469	\$ 1,051,432
1312	Fire Department - Expenses	\$	192,700	\$ 195,600
1370	Communications - Wages	\$	475,122	\$ 500,359
1500	Highway Department - Salaries	\$	114,984	\$ 120,523
1501	Highway Department - Wages	\$	715,295	\$ 743,115
1540	Municipal Building - Wages	\$	153,132	\$ 159,057
1550	Solid Waste Disposal - Wages	\$	145,394	\$ 150,995
1560	Parks Department - Wages	\$	16,803	\$ 17,481
1600	Council on Aging - Salaries	\$	81,600	\$ 85,855
1601	Council on Aging - Wages	\$	116,760	\$ 104,536
1610	Senior Center Van - Wages	\$	52,521	\$ 54,331
1660	Library - Salary	\$	410,455	\$ 428,544
1661	Library - Wages	\$	330,093	\$ 342,055
1700	Groton Country Club - Salary	\$	166,977	\$ 170,414
2000	Long Term Debt - Principal Excluded	\$	1,300,000	\$ 2,112,000
3001	OPEB Unfunded Liability	\$	187,553	\$ 181,000
3010	Health Insurance	\$	2,183,767	\$ 1,925,576
1400	Nashoba Tech Assessment	\$	827,661	\$ 810,037
1410	Groton Dunstable Regional School Assessment	\$	24,238,580	\$ 24,319,318
1414	Groton Dunstable Regional School Capital	\$	553,411	\$ 577,026

The following is a breakdown of the Finance Committee's Proposed Fiscal Year 2023 Operating Budget by function:

<u>Category</u>	<u>FY 2022</u>	<u>FY 2023</u>	<u>Dollar Difference</u>	<u>Percentage Change</u>
General Government	\$ 2,169,373	\$ 2,281,925	\$ 112,552	5.19%
Land Use	\$ 431,839	\$ 454,670	\$ 22,831	5.29%
Protection of Persons and Property	\$ 4,353,853	\$ 4,671,029	\$ 317,176	7.28%
Department of Public Works	\$ 2,293,376	\$ 2,345,816	\$ 52,440	2.29%
Library and Citizen Services	\$ 1,715,760	\$ 1,892,083	\$ 176,323	10.28%
<b>Sub-Total - Wages and Expenses</b>	<b>\$ 10,964,202</b>	<b>\$ 11,645,523</b>	<b>\$ 681,321</b>	<b>6.21%</b>
Debt Service	\$ 1,996,043	\$ 3,651,258	\$ 1,655,215	82.92%
Employee Benefits	\$ 4,571,593	\$ 4,797,706	\$ 226,113	4.95%
<b>Sub-Total - All Municipal</b>	<b>\$ 17,531,838</b>	<b>\$ 20,094,487</b>	<b>\$ 2,562,649</b>	<b>14.62%</b>
Nashoba Tech	\$ 807,474	\$ 810,037	\$ 2,563	0.32%
Groton-Dunstable Operating	\$ 23,481,350	\$ 24,319,318	\$ 837,968	3.57%
Groton-Dunstable Excluded Debt	\$ 485,426	\$ 422,713	\$ (62,713)	-12.92%
Groton-Dunstable Debt	\$ 56,358	\$ 60,191	\$ 3,833	6.80%
Groton Dunstable Capital	\$ 217,298	\$ 577,026	\$ 359,728	165.55%
<b>Sub-Total - Education</b>	<b>\$ 25,047,906</b>	<b>\$ 26,189,285</b>	<b>\$ 1,141,379</b>	<b>4.56%</b>
<b>Grand Total - Town Budget</b>	<b>\$ 42,579,744</b>	<b>\$ 46,283,772</b>	<b>\$ 3,704,028</b>	<b>8.70%</b>

The total Fiscal Year 2023 Proposed Operating Budget, including Regional School Assessments and excluded debt, is \$46,283,772, or an increase of 8.70%. This proposed balanced budget is at the anticipated FY 2023 Proposition 2½ Levy Limit. When you take into consideration the proposed Capital Budget, Enterprise Fund Budgets and additional appropriations raised on the recap sheet, the total proposed balanced budget is \$50,060,097. The Fiscal Year 2022 Tax Rate has been certified at \$17.19. Based on the Proposed Balanced Budget, the estimated Tax Rate in Fiscal Year 2023 is \$18.35, or an increase of \$1.16. In Fiscal Year 2022, the average Tax Bill in the Town of Groton (based on a home valued at \$535,100) is \$9,198. Under this proposed balanced budget, that same homeowner can expect a tax bill of \$9,819, or an increase of \$621. The following chart shows a comparison between FY 2022 and FY 2023:

	<u>Actual</u> <u>FY 2022</u>	<u>Proposed</u> <u>FY 2023</u>	<u>Dollar</u> <u>Change</u>	<u>Percent</u> <u>Change</u>
Levy Capacity Used*	\$ 34,157,624	\$ 35,269,414	\$ 1,111,790	3.25%
Tax Rate on Levy Capacity Used	\$ 16.18	\$ 16.59	\$ 0.41	2.53%
Average Tax Bill	\$ 8,658	\$ 8,877	\$ 219	2.53%
Excluded Debt	\$ 2,140,460	\$ 3,741,491	\$ 1,601,031	74.80%
Tax Rate on Excluded Debt	\$ 1.01	\$ 1.76	\$ 0.75	74.26%
Average Tax Bill	\$ 540	\$ 942	\$ 401	74.26%
Final Levy Used	\$ 36,298,084	\$ 39,010,905	\$ 2,712,821	7.47%
Final Tax Rate	\$ 17.19	\$ 18.35	\$ 1.16	6.75%
Average Tax Bill**	\$ 9,198	\$ 9,819	\$ 621	6.75%

\*The FY 23 Levy includes FY 22 unexpended tax capacity of \$20,933 and \$15 million in New Growth.

\*\*The annual growth in the average tax bill based on the Town Manager's Proposed Budget is 2.5%, however, the overall bill is increasing by an additional 5.2% due to the first year of a portion of the Florence Roche Elementary School Project.

The Town Manager and Finance Committee would like to take this opportunity to thank the Select Board, Town Accountant Patricia DuFresne, Town Treasurer/Collector Hannah Moller, Assistant Treasurer/Collector Michael Hartnett, Town Clerk Michael Bouchard, Principal Assessor Megan Foster, Human Resources Director Melisa Doig, Executive Assistant Dawn Dunbar and all of the Departments, Boards, Committees and Commissions for their outstanding work and cooperation in assisting in the preparation of the Proposed Operating Budget. In addition, the outstanding support and cooperation by Superintendent Dr. Laura Chesson, Business Manager Sherry Kersey and the Groton Dunstable Regional School District Committee was extremely important in developing this budget.

The Finance Committee encourages the public to attend its meetings and contribute through asking questions, providing comments, and listening to others debate the many important financial issues before the Town today.

Respectfully submitted,

*Mark W. Haddad*

Groton Town Manager

Respectfully submitted,

*Bud Robertson, Chair*

*Colby Doody, Vice Chair*

*Gary Green*

*David Manugian*

*Scott Whitefield*

*Jamie McDonald*

*Michael Sulprizio*

Town of Groton Finance Committee

**TOWN OF GROTON  
FISCAL YEAR 2023  
REVENUE ESTIMATES**

	<b>BUDGETED FY 2022</b>		<b>ESTIMATED FY 2023</b>		<b>CHANGE</b>
<b>PROPERTY TAX REVENUE</b>	\$ 34,157,624	\$	35,269,414	\$	1,111,791
<b>DEBT EXCLUSIONS</b>	\$ 2,140,460	\$	3,741,491	\$	1,601,031
<b>CHERRY SHEET - STATE AID</b>	\$ 1,014,099	\$	1,023,974	\$	9,875
<b>UNEXPENDED TAX CAPACITY</b>	\$ 20,933	\$	-	\$	(20,933)
<b>LOCAL RECEIPTS:</b>					
General Revenue:					
Motor Vehicle Excise Taxes	\$ 1,738,094	\$	1,783,620	\$	45,526
Meals Tax and Room Occupancy Tax	\$ 250,000	\$	350,000	\$	100,000
Penalties & Interest on Taxes	\$ 120,000	\$	110,000	\$	(10,000)
Payments in Lieu of Taxes	\$ 265,000	\$	300,000	\$	35,000
Other Charges for Services	\$ 82,000	\$	90,000	\$	8,000
Fees	\$ 340,000	\$	350,000	\$	10,000
Rentals	\$ 28,000	\$	28,000	\$	-
Library Revenues	\$ -	\$	-	\$	-
Other Departmental Revenue	\$ 775,000	\$	980,000	\$	205,000
Licenses and Permits	\$ 300,000	\$	300,000	\$	-
Fines and Forfeits	\$ 20,000	\$	20,000	\$	-
Investment Income	\$ 40,000	\$	50,000	\$	10,000
Recreation Revenues	\$ 600,000	\$	600,000	\$	-
Miscellaneous Non-Recurring	\$ -	\$	-	\$	-
<b>Sub-total - General Revenue</b>	<b>\$ 4,558,094</b>	<b>\$</b>	<b>4,961,620</b>	<b>\$</b>	<b>403,526</b>
Other Revenue:					
Free Cash	\$ 467,679	\$	619,994	\$	152,315
Capital Stabilization Fund for GDRSD	\$ 217,298	\$	577,026	\$	359,728
Stabilization Fund for Tax Rate Relief	\$ -	\$	-	\$	-
Capital Asset Stabilization Fund	\$ 475,000	\$	538,000	\$	63,000
EMS/Conservation Fund Receipts Reserve	\$ 300,000	\$	-	\$	(300,000)
Community Preservation Funds	\$ -	\$	-	\$	-
Water Department Surplus	\$ -	\$	-	\$	-
Sewer Department Surplus	\$ -	\$	-	\$	-
Insurance Reimbursements	\$ -	\$	-	\$	-
Bond Surplus Transfer	\$ -	\$	15,224	\$	15,224
Coronavirus Recovery Funds	\$ 90,000	\$	309,000	\$	219,000
<b>Sub-total - Other Revenue</b>	<b>\$ 1,549,977</b>	<b>\$</b>	<b>2,059,244</b>	<b>\$</b>	<b>509,267</b>
<b>WATER DEPARTMENT ENTERPRISE</b>	<b>\$ 1,404,564</b>	<b>\$</b>	<b>1,647,167</b>	<b>\$</b>	<b>242,603</b>
<b>SEWER DEPARTMENT ENTERPRISE</b>	<b>\$ 798,860</b>	<b>\$</b>	<b>837,839</b>	<b>\$</b>	<b>38,979</b>
<b>LOCAL ACCESS CABLE ENTERPRISE</b>	<b>\$ 215,905</b>	<b>\$</b>	<b>223,219</b>	<b>\$</b>	<b>7,314</b>
<b>FOUR CORNER SEWER ENTERPRISE</b>	<b>\$ 68,769</b>	<b>\$</b>	<b>79,134</b>	<b>\$</b>	<b>10,365</b>
<b>STORMWATER UTILITY ENTERPRISE</b>	<b>\$ 209,753</b>	<b>\$</b>	<b>216,995</b>	<b>\$</b>	<b>7,242</b>
<b>TOTAL ESTIMATED REVENUE</b>	<b>\$ 45,929,284</b>	<b>\$</b>	<b>50,060,097</b>	<b>\$</b>	<b>4,130,813</b>

**TOWN OF GROTON  
FISCAL YEAR 2023  
TAX LEVY CALCULATIONS**

**FY 2023 PROPOSED EXPENDITURES**

**TOWN MANAGER - Proposed Budget**

General Government	\$	2,281,925
Land Use Departments	\$	454,670
Protection of Persons and Property	\$	4,671,029
Regional School Districts	\$	26,189,285
Department of Public Works	\$	2,345,816
Library and Citizen Services	\$	1,892,083
Debt Service	\$	3,651,258
Employee Benefits	\$	4,797,706

**Sub-Total - Operating Budget** \$ 46,283,772

A. TOTAL DEPARTMENTAL BUDGET REQUESTS	\$	46,283,772
B. CAPITAL BUDGET REQUESTS	\$	728,000
C. ENTERPRISE FUND REQUESTS	\$	2,712,690
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	\$	22,346
6. Revenue deficits	\$	-
7. Offset Receipts	\$	-
8. Authorized deferral of Teachers' Pay	\$	-
9. Snow and Ice deficit	\$	168,040
10. Other		

E. TOTAL OTHER AMOUNTS TO BE RAISED	\$	190,386
F. STATE AND COUNTY CHERRY SHEET CHARGES	\$	95,249
G. ALLOWANCE FOR ABATEMENTS AND EXEMPTIONS	\$	50,000

**TOTAL PROPOSED EXPENDITURES** \$ **50,060,097**

**FY 2023 ESTIMATED RECEIPTS**

**ESTIMATED TAX LEVY**

Levy Limit	\$	35,269,414
Debt Exclusion	\$	3,741,491

A. ESTIMATED TAX LEVY	\$	39,010,905
B. CHERRY SHEET ESTIMATED RECEIPTS	\$	1,023,974
C. LOCAL RECEIPTS NOT ALLOCATED	\$	4,961,620
D. OFFSET RECEIPTS	\$	-
E. ENTERPRISE FUNDS	\$	3,004,354
F. COMMUNITY PRESERVATION FUNDS	\$	-
G. FREE CASH	\$	619,994

**OTHER AVAILABLE FUNDS**

1. Stabilization Fund	\$	-
2. Capital Asset Fund	\$	538,000
3. GDRSD Capital Asset Fund	\$	577,026
4. EMS/Conservation Fund	\$	-
5. Bond Surplus Transfer	\$	15,224
6. Coronavirus Recovery Funds	\$	309,000

H. OTHER AVAILABLE FUNDS \$ 1,439,250

**TOTAL ESTIMATED RECEIPTS** \$ **50,060,097**

**FY 2023 SURPLUS/(DEFICIT)** \$ **0**

# APPENDIX A

# TOWN OF GROTON

## FISCAL YEAR 2023

LINE	DEPARTMENT/DESCRIPTION	FY 2021 ACTUAL	FY 2022 APPROPRIATED	FY 2023 TOWN MANAGER BUDGET	FY 2023 FINCOM BUDGET	PERCENT CHANGE	FY 2023 AVERAGE TAX BILL	FY 2023 PERCENT OF TAX BILL
<b><u>GENERAL GOVERNMENT</u></b>								
<b>MODERATOR</b>								
1000	Salaries	\$ 65	\$ 65	\$ 65	\$ 65	0.00%	\$ 0.01	0.00%
1001	Expenses	\$ -	\$ 80	\$ 80	\$ 80	0.00%	\$ 0.02	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 65</b>	<b>\$ 145</b>	<b>\$ 145</b>	<b>\$ 145</b>	<b>0.00%</b>	<b>\$ 0.03</b>	<b>0.00%</b>
<b>BOARD OF SELECTMEN</b>								
1020	Salaries	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
1021	Wages	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
1022	Expenses	\$ 2,388	\$ 3,300	\$ 6,800	\$ 6,800	106.06%	\$ 1.41	0.01%
1023	Engineering/Consultant	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
1024	Minor Capital	\$ 25,556	\$ 25,683	\$ 25,800	\$ 25,800	0.46%	\$ 5.35	0.05%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 27,944</b>	<b>\$ 28,983</b>	<b>\$ 32,600</b>	<b>\$ 32,600</b>	<b>12.48%</b>	<b>\$ 6.76</b>	<b>0.07%</b>
<b>TOWN MANAGER</b>								
1030	Salaries	\$ 235,880	\$ 227,220	\$ 240,331	\$ 240,331	5.77%	\$ 49.84	0.51%
1031	Wages	\$ 124,977	\$ 115,172	\$ 119,223	\$ 119,223	3.52%	\$ 24.72	0.25%
1032	Expenses	\$ 8,322	\$ 14,600	\$ 24,700	\$ 24,700	69.18%	\$ 5.12	0.05%
1033	Engineering/Consultant	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
1034	Performance Evaluations	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 369,179</b>	<b>\$ 356,992</b>	<b>\$ 384,254</b>	<b>\$ 384,254</b>	<b>7.64%</b>	<b>\$ 79.69</b>	<b>0.81%</b>

LINE	DEPARTMENT/DESCRIPTION	FY 2021 ACTUAL	FY 2022 APPROPRIATED	FY 2023 TOWN MANAGER BUDGET	FY 2023 FINCOM BUDGET	PERCENT CHANGE	FY 2023 AVERAGE TAX BILL	FY 2023 PERCENT OF TAX BILL
<b>FINANCE COMMITTEE</b>								
1040	Expenses	\$ 210	\$ 215	\$ 215	\$ 215	0.00%	\$ 0.04	0.00%
1041	Reserve Fund	\$ 64,500	\$ 150,000	\$ 150,000	\$ 150,000	0.00%	\$ 31.11	0.32%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 64,710</b>	<b>\$ 150,215</b>	<b>\$ 150,215</b>	<b>\$ 150,215</b>	<b>0.00%</b>	<b>\$ 31.15</b>	<b>0.32%</b>
<b>TOWN ACCOUNTANT</b>								
1050	Salaries	\$ 97,083	\$ 96,408	\$ 101,125	\$ 101,125	4.89%	\$ 20.97	0.21%
1051	Wages	\$ 49,937	\$ 50,865	\$ 52,906	\$ 52,906	4.01%	\$ 10.97	0.11%
1052	Expenses	\$ 35,490	\$ 37,706	\$ 40,204	\$ 40,204	6.62%	\$ 8.34	0.08%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 182,510</b>	<b>\$ 184,979</b>	<b>\$ 194,235</b>	<b>\$ 194,235</b>	<b>5.00%</b>	<b>\$ 40.28</b>	<b>0.41%</b>
<b>BOARD OF ASSESSORS</b>								
1060	Salaries	\$ 85,584	\$ 81,200	\$ 85,280	\$ 85,280	5.02%	\$ 17.69	0.18%
1061	Wages	\$ 53,466	\$ 61,763	\$ 65,551	\$ 65,551	6.13%	\$ 13.59	0.14%
1062	Expenses	\$ 15,541	\$ 45,215	\$ 45,215	\$ 45,215	0.00%	\$ 9.38	0.10%
1063	Legal Expense	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 154,591</b>	<b>\$ 188,178</b>	<b>\$ 196,046</b>	<b>\$ 196,046</b>	<b>4.18%</b>	<b>\$ 40.66</b>	<b>0.41%</b>
<b>TREASURER/TAX COLLECTOR</b>								
1070	Salaries	\$ 91,700	\$ 138,138	\$ 139,455	\$ 139,455	0.95%	\$ 28.92	0.29%
1071	Wages	\$ 120,703	\$ 77,297	\$ 79,042	\$ 79,042	2.26%	\$ 16.39	0.17%
1072	Expenses	\$ 19,415	\$ 20,945	\$ 21,695	\$ 21,695	3.58%	\$ 4.50	0.05%
1073	Tax Title	\$ 647	\$ 5,725	\$ 7,100	\$ 7,100	24.02%	\$ 1.47	0.01%
1074	Bond Cost	\$ 1,050	\$ 3,300	\$ 2,300	\$ 2,300	-30.30%	\$ 0.48	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 233,515</b>	<b>\$ 245,405</b>	<b>\$ 249,592</b>	<b>\$ 249,592</b>	<b>1.71%</b>	<b>\$ 51.76</b>	<b>0.53%</b>

LINE	DEPARTMENT/DESCRIPTION	FY 2021 ACTUAL	FY 2022 APPROPRIATED	FY 2023 TOWN MANAGER BUDGET	FY 2023 FINCOM BUDGET	PERCENT CHANGE	FY 2023 AVERAGE TAX BILL	FY 2023 PERCENT OF TAX BILL
<b>TOWN COUNSEL</b>								
1080	Expenses	\$ 85,217	\$ 90,000	\$ 90,000	\$ 90,000	0.00%	\$ 18.66	0.19%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 85,217</b>	<b>\$ 90,000</b>	<b>\$ 90,000</b>	<b>\$ 90,000</b>	<b>0.00%</b>	<b>\$ 18.66</b>	<b>0.19%</b>
<b>HUMAN RESOURCES</b>								
1090	Salary	\$ 84,313	\$ 82,822	\$ 87,984	\$ 87,984	6.23%	\$ 18.25	0.19%
1091	Expenses	\$ 9,107	\$ 10,000	\$ 11,400	\$ 11,400	14.00%	\$ 2.36	0.02%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 93,420</b>	<b>\$ 92,822</b>	<b>\$ 99,384</b>	<b>\$ 99,384</b>	<b>7.07%</b>	<b>\$ 20.61</b>	<b>0.21%</b>
<b>INFORMATION TECHNOLOGY</b>								
1100	Salary	\$ 117,003	\$ 115,193	\$ 121,981	\$ 121,981	5.89%	\$ 25.30	0.26%
1101	Wages	\$ 61,116	\$ 62,338	\$ 61,269	\$ 61,269	-1.71%	\$ 12.71	0.13%
1102	Expenses	\$ 20,592	\$ 22,800	\$ 22,800	\$ 22,800	0.00%	\$ 4.73	0.05%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 198,711</b>	<b>\$ 200,331</b>	<b>\$ 206,050</b>	<b>\$ 206,050</b>	<b>2.85%</b>	<b>\$ 42.73</b>	<b>0.44%</b>
<b>GIS STEERING COMMITTEE</b>								
1120	Expenses	\$ 16,000	\$ 10,800	\$ 10,800	\$ 10,800	0.00%	\$ 2.24	0.02%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 16,000</b>	<b>\$ 10,800</b>	<b>\$ 10,800</b>	<b>\$ 10,800</b>	<b>0.00%</b>	<b>\$ 2.24</b>	<b>0.02%</b>
<b>TOWN CLERK</b>								
1130	Salaries	\$ 92,073	\$ 90,853	\$ 95,417	\$ 95,417	5.02%	\$ 19.79	0.20%
1131	Wages	\$ 69,491	\$ 65,205	\$ 73,588	\$ 73,588	12.86%	\$ 15.26	0.16%
1132	Expenses	\$ 9,951	\$ 9,867	\$ 9,867	\$ 9,867	0.00%	\$ 2.05	0.02%
1135	Minor Capital	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 171,515</b>	<b>\$ 165,925</b>	<b>\$ 178,872</b>	<b>\$ 178,872</b>	<b>7.80%</b>	<b>\$ 37.09</b>	<b>0.38%</b>



LINE	DEPARTMENT/DESCRIPTION	FY 2021 ACTUAL	FY 2022 APPROPRIATED	FY 2023 TOWN MANAGER BUDGET	FY 2023 FINCOM BUDGET	PERCENT CHANGE	FY 2023 AVERAGE TAX BILL	FY 2023 PERCENT OF TAX BILL
<b>ELECTIONS &amp; BOARD OF REGISTRARS</b>								
1140	Stipend	\$ 16,356	\$ 6,336	\$ 21,795	\$ 21,795	243.99%	\$ 4.52	0.05%
1141	Expenses	\$ 11,280	\$ 7,912	\$ 12,437	\$ 12,437	57.19%	\$ 2.58	0.03%
1142	Minor Capital	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 27,636</b>	<b>\$ 14,248</b>	<b>\$ 34,232</b>	<b>\$ 34,232</b>	<b>140.26%</b>	<b>\$ 7.10</b>	<b>0.07%</b>
<b>STREET LISTINGS</b>								
1150	Expenses	\$ 4,706	\$ 4,850	\$ 5,000	\$ 5,000	3.09%	\$ 1.04	0.01%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 4,706</b>	<b>\$ 4,850</b>	<b>\$ 5,000</b>	<b>\$ 5,000</b>	<b>3.09%</b>	<b>\$ 1.04</b>	<b>0.01%</b>
<b>INSURANCE &amp; BONDING</b>								
1160	Insurance & Bonding	\$ 243,885	\$ 290,000	\$ 300,000	\$ 300,000	3.45%	\$ 62.21	0.63%
1161	Insurance Deductible Reserve - Liability	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000	0.00%	\$ 2.49	0.03%
1162	Insurance Deductible Reserve - 111F	\$ -	\$ 25,000	\$ 25,000	\$ 25,000	0.00%	\$ 5.18	0.05%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 255,885</b>	<b>\$ 327,000</b>	<b>\$ 337,000</b>	<b>\$ 337,000</b>	<b>3.06%</b>	<b>\$ 69.89</b>	<b>0.71%</b>
<b>TOWN REPORT</b>								
1170	Expenses	\$ 1,416	\$ 1,500	\$ 1,500	\$ 1,500	0.00%	\$ 0.31	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 1,416</b>	<b>\$ 1,500</b>	<b>\$ 1,500</b>	<b>\$ 1,500</b>	<b>0.00%</b>	<b>\$ 0.31</b>	<b>0.00%</b>

LINE	DEPARTMENT/DESCRIPTION	FY 2021 ACTUAL	FY 2022 APPROPRIATED	FY 2023 TOWN MANAGER BUDGET	FY 2023 FINCOM BUDGET	PERCENT CHANGE	FY 2023 AVERAGE TAX BILL	FY 2023 PERCENT OF TAX BILL
<b>POSTAGE/TOWN HALL EXPENSES</b>								
1180	Expenses	\$ 53,942	\$ 60,000	\$ 65,000	\$ 65,000	8.33%	\$ 13.48	0.14%
1181	Telephone Expenses	\$ 24,034	\$ 30,000	\$ 30,000	\$ 30,000	0.00%	\$ 6.22	0.06%
1182	Office Supplies	\$ 12,837	\$ 17,000	\$ 17,000	\$ 17,000	0.00%	\$ 3.53	0.04%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 90,813</b>	<b>\$ 107,000</b>	<b>\$ 112,000</b>	<b>\$ 112,000</b>	<b>4.67%</b>	<b>\$ 23.23</b>	<b>0.24%</b>
<b>TOTAL GENERAL GOVERNMENT</b>		<b>\$ 1,977,833</b>	<b>\$ 2,169,373</b>	<b>\$ 2,281,925</b>	<b>\$ 2,281,925</b>	<b>5.19%</b>	<b>\$ 473.23</b>	<b>4.82%</b>

LAND USE DEPARTMENTS

<b>CONSERVATION COMMISSION</b>								
1200	Salary	\$ 70,278	\$ 69,481	\$ 73,971	\$ 73,971	6.46%	\$ 15.34	0.16%
1201	Wages	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
1202	Expenses	\$ 7,196	\$ 7,350	\$ 7,565	\$ 7,565	2.93%	\$ 1.57	0.02%
1203	Engineering & Legal	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
1204	Minor Capital	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 77,474</b>	<b>\$ 76,831</b>	<b>\$ 81,536</b>	<b>\$ 81,536</b>	<b>6.12%</b>	<b>\$ 16.91</b>	<b>0.17%</b>
<b>PLANNING BOARD</b>								
1210	Salaries	\$ 85,519	\$ 84,016	\$ 89,236	\$ 89,236	6.21%	\$ 18.51	0.19%
1211	Wages	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
1212	Expenses	\$ 5,540	\$ 8,650	\$ 9,950	\$ 9,950	15.03%	\$ 2.06	0.02%
1215	M.R.P.C. Assessment	\$ 3,755	\$ 3,850	\$ 4,000	\$ 4,000	3.90%	\$ 0.83	0.01%
1216	Legal Budget	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 94,814</b>	<b>\$ 96,516</b>	<b>\$ 103,186</b>	<b>\$ 103,186</b>	<b>6.91%</b>	<b>\$ 21.40</b>	<b>0.22%</b>

LINE	DEPARTMENT/DESCRIPTION	FY 2021 ACTUAL	FY 2022 APPROPRIATED	FY 2023 TOWN MANAGER BUDGET	FY 2023 FINCOM BUDGET	PERCENT CHANGE	FY 2023 AVERAGE TAX BILL	FY 2023 PERCENT OF TAX BILL
<b>ZONING BOARD OF APPEALS</b>								
1220	Wages	\$ 20,524	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
1221	Expenses	\$ 484	\$ 1,500	\$ 1,500	\$ 1,500	0.00%	\$ 0.31	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 21,008</b>	<b>\$ 1,500</b>	<b>\$ 1,500</b>	<b>\$ 1,500</b>	<b>0.00%</b>	<b>\$ 0.31</b>	<b>0.00%</b>
<b>HISTORIC DISTRICT COMMISSION</b>								
1230	Wages	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
1231	Expenses	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.00%</b>	<b>\$ -</b>	<b>0.00%</b>
<b>BUILDING INSPECTOR</b>								
1240	Salaries	\$ 118,522	\$ 93,380	\$ 99,073	\$ 99,073	6.10%	\$ 20.55	0.21%
1241	Wages	\$ 55,788	\$ 56,503	\$ 58,769	\$ 58,769	4.01%	\$ 12.19	0.12%
1242	Expenses	\$ 3,700	\$ 3,500	\$ 3,700	\$ 3,700	5.71%	\$ 0.77	0.01%
1243	Minor Capital	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 178,010</b>	<b>\$ 153,383</b>	<b>\$ 161,542</b>	<b>\$ 161,542</b>	<b>5.32%</b>	<b>\$ 33.50</b>	<b>0.34%</b>
<b>MECHANICAL INSPECTOR</b>								
1250	Fee Salaries	\$ 38,620	\$ 30,000	\$ 39,000	\$ 39,000	30.00%	\$ 8.09	0.08%
1251	Expenses	\$ 2,838	\$ 4,000	\$ 4,000	\$ 4,000	0.00%	\$ 0.83	0.01%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 41,458</b>	<b>\$ 34,000</b>	<b>\$ 43,000</b>	<b>\$ 43,000</b>	<b>26.47%</b>	<b>\$ 8.92</b>	<b>0.09%</b>

LINE	DEPARTMENT/DESCRIPTION	FY 2021 ACTUAL	FY 2022 APPROPRIATED	FY 2023 TOWN MANAGER BUDGET	FY 2023 FINCOM BUDGET	PERCENT CHANGE	FY 2023 AVERAGE TAX BILL	FY 2023 PERCENT OF TAX BILL
<b>EARTH REMOVAL INSPECTOR</b>								
1260	Stipend	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	0.00%	\$ 0.52	0.01%
1261	Expenses	\$ -	\$ 100	\$ 200	\$ 200	100.00%	\$ 0.04	0.00%
1262	Minor Capital	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 2,500</b>	<b>\$ 2,600</b>	<b>\$ 2,700</b>	<b>\$ 2,700</b>	<b>3.85%</b>	<b>\$ 0.56</b>	<b>0.01%</b>
<b>BOARD OF HEALTH</b>								
1270	Wages	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
1271	Expenses	\$ 830	\$ 1,575	\$ 1,575	\$ 1,575	0.00%	\$ 0.33	0.00%
1272	Nursing Services	\$ -	\$ 13,767	\$ 14,455	\$ 14,455	5.00%	\$ 3.00	0.03%
1273	Nashoba Health District	\$ 41,841	\$ 30,167	\$ 31,675	\$ 31,675	5.00%	\$ 6.57	0.07%
1274	Herbert Lipton MH	\$ 8,000	\$ 8,000	\$ -	\$ -	-100.00%	\$ -	0.00%
1275	Eng/Consult/Landfill Monitoring	\$ 11,233	\$ 10,200	\$ 10,200	\$ 10,200	0.00%	\$ 2.12	0.02%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 61,904</b>	<b>\$ 63,709</b>	<b>\$ 57,905</b>	<b>\$ 57,905</b>	<b>-9.11%</b>	<b>\$ 12.01</b>	<b>0.12%</b>
<b>SEALER OF WEIGHTS &amp; MEASURES</b>								
1280	Fee Salaries	\$ 300	\$ 3,200	\$ 3,200	\$ 3,200	0.00%	\$ 0.66	0.01%
1281	Expenses	\$ -	\$ 100	\$ 100	\$ 100	0.00%	\$ 0.02	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 300</b>	<b>\$ 3,300</b>	<b>\$ 3,300</b>	<b>\$ 3,300</b>	<b>0.00%</b>	<b>\$ 0.68</b>	<b>0.01%</b>
<b>TOTAL LAND USE DEPARTMENTS</b>		<b>\$ 477,468</b>	<b>\$ 431,839</b>	<b>\$ 454,670</b>	<b>\$ 454,670</b>	<b>5.29%</b>	<b>\$ 94.29</b>	<b>0.96%</b>

LINE	DEPARTMENT/DESCRIPTION	FY 2021 ACTUAL	FY 2022 APPROPRIATED	FY 2023 TOWN MANAGER BUDGET	FY 2023 FINCOM BUDGET	PERCENT CHANGE	FY 2023 AVERAGE TAX BILL	FY 2023 PERCENT OF TAX BILL
<b><u>PROTECTION OF PERSONS AND PROPERTY</u></b>								
<b>POLICE DEPARTMENT</b>								
1300	Salaries	\$ 200,207	\$ 269,791	\$ 278,889	\$ 278,889	3.37%	\$ 57.84	0.59%
1301	Wages	\$ 1,952,786	\$ 1,981,381	\$ 2,092,704	\$ 2,092,704	5.62%	\$ 433.99	4.42%
1302	Expenses	\$ 177,093	\$ 212,200	\$ 214,450	\$ 214,450	1.06%	\$ 44.47	0.45%
1303	Lease or Purchase of Cruisers	\$ 4,920	\$ 5,000	\$ 5,000	\$ 5,000	0.00%	\$ 1.04	0.01%
1304	PS Building (Expenses)	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
1305	Minor Capital	\$ 19,966	\$ 11,000	\$ 11,000	\$ 11,000	0.00%	\$ 2.28	0.02%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 2,354,972</b>	<b>\$ 2,479,372</b>	<b>\$ 2,602,043</b>	<b>\$ 2,602,043</b>	<b>4.95%</b>	<b>\$ 539.62</b>	<b>5.50%</b>
<b>FIRE DEPARTMENT</b>								
1310	Salaries	\$ 235,000	\$ 238,928	\$ 260,754	\$ 260,754	9.13%	\$ 54.08	0.55%
1311	Wages	\$ 929,402	\$ 997,894	\$ 1,051,432	\$ 1,051,432	5.37%	\$ 218.05	2.22%
1312	Expenses	\$ 174,567	\$ 161,682	\$ 195,600	\$ 195,600	20.98%	\$ 40.56	0.41%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 1,338,969</b>	<b>\$ 1,398,504</b>	<b>\$ 1,507,786</b>	<b>\$ 1,507,786</b>	<b>7.81%</b>	<b>\$ 312.69</b>	<b>3.18%</b>
<b>GROTON WATER FIRE PROTECTION</b>								
1320	West Groton Water District	\$ -	\$ 1	\$ 1	\$ 1	0.00%	\$ 0.00	0.00%
1321	Groton Water Department	\$ -	\$ 1	\$ 1	\$ 1	0.00%	\$ 0.00	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ -</b>	<b>\$ 2</b>	<b>\$ 2</b>	<b>\$ 2</b>	<b>0.00%</b>	<b>\$ 0.00</b>	<b>0.00%</b>
<b>ANIMAL INSPECTOR</b>								
1330	Salary	\$ 2,082	\$ 2,082	\$ 2,082	\$ 2,082	0.00%	\$ 0.43	0.00%
1331	Expenses	\$ 125	\$ 400	\$ 400	\$ 400	0.00%	\$ 0.08	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 2,207</b>	<b>\$ 2,482</b>	<b>\$ 2,482</b>	<b>\$ 2,482</b>	<b>0.00%</b>	<b>\$ 0.51</b>	<b>0.01%</b>

LINE	DEPARTMENT/DESCRIPTION	FY 2021 ACTUAL	FY 2022 APPROPRIATED	FY 2023 TOWN MANAGER BUDGET	FY 2023 FINCOM BUDGET	PERCENT CHANGE	FY 2023 AVERAGE TAX BILL	FY 2023 PERCENT OF TAX BILL
<b>ANIMAL CONTROL OFFICER</b>								
1340	Salary	\$ 2,082	\$ 2,082	\$ 2,082	\$ 2,082	0.00%	\$ 0.43	0.00%
1341	Expenses	\$ 125	\$ 400	\$ 400	\$ 400	0.00%	\$ 0.08	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 2,207</b>	<b>\$ 2,482</b>	<b>\$ 2,482</b>	<b>\$ 2,482</b>	<b>0.00%</b>	<b>\$ 0.51</b>	<b>0.01%</b>
<b>EMERGENCY MANAGEMENT AGENCY</b>								
1350	Salary	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	0.00%	\$ 0.83	0.01%
1351	Expenses	\$ 12,500	\$ 10,000	\$ 10,000	\$ 10,000	0.00%	\$ 2.07	0.02%
1352	Minor Capital	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 16,500</b>	<b>\$ 14,000</b>	<b>\$ 14,000</b>	<b>\$ 14,000</b>	<b>0.00%</b>	<b>\$ 2.90</b>	<b>0.03%</b>
<b>DOG OFFICER</b>								
1360	Salary	\$ 14,503	\$ 15,000	\$ 15,000	\$ 15,000	0.00%	\$ 3.11	0.03%
1361	Expenses	\$ 3,997	\$ 3,000	\$ 3,000	\$ 3,000	0.00%	\$ 0.62	0.01%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 18,500</b>	<b>\$ 18,000</b>	<b>\$ 18,000</b>	<b>\$ 18,000</b>	<b>0.00%</b>	<b>\$ 3.73</b>	<b>0.04%</b>
<b>POLICE &amp; FIRE COMMUNICATIONS</b>								
1370	Wages	\$ 409,095	\$ 415,137	\$ 500,359	\$ 500,359	20.53%	\$ 103.77	1.06%
1371	Expenses	\$ 9,364	\$ 23,875	\$ 23,875	\$ 23,875	0.00%	\$ 4.95	0.05%
1372	Minor Capital	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 418,459</b>	<b>\$ 439,012</b>	<b>\$ 524,234</b>	<b>\$ 524,234</b>	<b>19.41%</b>	<b>\$ 108.72</b>	<b>1.11%</b>
<b>TOTAL PROTECTION OF PERSONS AND PROPERTY</b>		<b>\$ 4,151,814</b>	<b>\$ 4,353,853</b>	<b>\$ 4,671,029</b>	<b>\$ 4,671,029</b>	<b>7.28%</b>	<b>\$ 968.69</b>	<b>9.87%</b>

LINE	DEPARTMENT/DESCRIPTION	FY 2021 ACTUAL	FY 2022 APPROPRIATED	FY 2023 TOWN MANAGER BUDGET	FY 2023 FINCOM BUDGET	PERCENT CHANGE	FY 2023 AVERAGE TAX BILL	FY 2023 PERCENT OF TAX BILL
<b><u>REGIONAL SCHOOL DISTRICT BUDGETS</u></b>								
<b>NASHOBA VALLEY REGIONAL TECHNICAL HIGH SCHOOL</b>								
1400	Operating Expenses	\$ 688,273	\$ 807,474	\$ 810,037	\$ 810,037	0.32%	\$ 167.99	1.71%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 688,273</b>	<b>\$ 807,474</b>	<b>\$ 810,037</b>	<b>\$ 810,037</b>	<b>0.32%</b>	<b>\$ 167.99</b>	<b>1.71%</b>
<b><u>GROTON-DUNSTABLE REGIONAL SCHOOL DISTRICT</u></b>								
1410	Operating Expenses	\$ 22,727,239	\$ 23,481,350	\$ 24,319,318	\$ 24,319,318	3.57%	\$ 5,043.39	51.36%
1411	Debt Service, Excluded	\$ -	\$ 485,426	\$ 422,713	\$ 422,713	-12.92%	\$ 87.66	0.89%
1412	Debt Service, Unexcluded	\$ -	\$ 56,358	\$ 60,191	\$ 60,191	6.80%	\$ 12.48	0.13%
1413	Out of District Placement	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
1414	Capital Assessment	\$ 265,172	\$ 217,298	\$ 577,026	\$ 577,026	165.55%	\$ 119.66	1.22%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 22,992,411</b>	<b>\$ 24,240,432</b>	<b>\$ 25,379,248</b>	<b>\$ 25,379,248</b>	<b>4.70%</b>	<b>\$ 5,263.20</b>	<b>53.60%</b>
<b>TOTAL SCHOOLS</b>		<b>\$ 23,680,684</b>	<b>\$ 25,047,906</b>	<b>\$ 26,189,285</b>	<b>\$ 26,189,285</b>	<b>4.56%</b>	<b>\$ 5,431.19</b>	<b>55.31%</b>

**DEPARTMENT OF PUBLIC WORKS**

**HIGHWAY DEPARTMENT**

1500	Salaries	\$ 115,659	\$ 113,877	\$ 120,523	\$ 120,523	5.84%	\$ 24.99	0.25%
1501	Wages	\$ 646,439	\$ 726,364	\$ 743,115	\$ 743,115	2.31%	\$ 154.11	1.57%
1502	Expenses	\$ 125,643	\$ 136,900	\$ 136,900	\$ 136,900	0.00%	\$ 28.39	0.29%
1503	Highway Maintenance	\$ 54,076	\$ 90,000	\$ 90,000	\$ 90,000	0.00%	\$ 18.66	0.19%
1504	Minor Capital	\$ -	\$ -	\$ 20,000	\$ 20,000	0.00%	\$ 4.15	0.04%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 941,817</b>	<b>\$ 1,067,141</b>	<b>\$ 1,110,538</b>	<b>\$ 1,110,538</b>	<b>4.07%</b>	<b>\$ 230.31</b>	<b>2.35%</b>

LINE	DEPARTMENT/DESCRIPTION	FY 2021 ACTUAL	FY 2022 APPROPRIATED	FY 2023 TOWN MANAGER BUDGET	FY 2023 FINCOM BUDGET	PERCENT CHANGE	FY 2023 AVERAGE TAX BILL	FY 2023 PERCENT OF TAX BILL
<b>STREET LIGHTS</b>								
1510	Expenses	\$ 12,204	\$ 15,000	\$ 15,000	\$ 15,000	0.00%	\$ 3.11	0.03%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 12,204</b>	<b>\$ 15,000</b>	<b>\$ 15,000</b>	<b>\$ 15,000</b>	<b>0.00%</b>	<b>\$ 3.11</b>	<b>0.03%</b>
<b>SNOW AND ICE</b>								
1520	Expenses	\$ 137,133	\$ 165,000	\$ 165,000	\$ 165,000	0.00%	\$ 34.22	0.35%
1521	Overtime	\$ 195,333	\$ 140,000	\$ 140,000	\$ 140,000	0.00%	\$ 29.03	0.30%
1522	Hired Equipment	\$ 82,973	\$ 35,000	\$ 35,000	\$ 35,000	0.00%	\$ 7.26	0.07%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 415,439</b>	<b>\$ 340,000</b>	<b>\$ 340,000</b>	<b>\$ 340,000</b>	<b>0.00%</b>	<b>\$ 70.51</b>	<b>0.72%</b>
<b>TREE WARDEN BUDGET</b>								
1530	Salary	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
1531	Expenses	\$ 613	\$ 3,000	\$ 3,000	\$ 3,000	0.00%	\$ 0.62	0.01%
1532	Trees	\$ -	\$ 1,500	\$ 1,500	\$ 1,500	0.00%	\$ 0.31	0.00%
1533	Tree Work	\$ 8,800	\$ 10,000	\$ 10,000	\$ 10,000	0.00%	\$ 2.07	0.02%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 9,413</b>	<b>\$ 14,500</b>	<b>\$ 14,500</b>	<b>\$ 14,500</b>	<b>0.00%</b>	<b>\$ 3.01</b>	<b>0.03%</b>
<b>MUNICIPAL BUILDING AND PROPERTY MAINTENANCE</b>								
1540	Wages	\$ 150,647	\$ 149,751	\$ 159,057	\$ 159,057	6.21%	\$ 32.99	0.34%
1541	Expenses	\$ 275,040	\$ 270,950	\$ 270,950	\$ 270,950	0.00%	\$ 56.19	0.57%
1542	Minor Capital	\$ 19,856	\$ 10,000	\$ 10,000	\$ 10,000	0.00%	\$ 2.07	0.02%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 445,543</b>	<b>\$ 430,701</b>	<b>\$ 440,007</b>	<b>\$ 440,007</b>	<b>2.16%</b>	<b>\$ 91.25</b>	<b>0.93%</b>



LINE	DEPARTMENT/DESCRIPTION	FY 2021 ACTUAL	FY 2022 APPROPRIATED	FY 2023 TOWN MANAGER BUDGET	FY 2023 FINCOM BUDGET	PERCENT CHANGE	FY 2023 AVERAGE TAX BILL	FY 2023 PERCENT OF TAX BILL
<b>SOLID WASTE DISPOSAL</b>								
1550	Wages	\$ 138,484	\$ 142,722	\$ 150,995	\$ 150,995	5.80%	\$ 31.31	0.32%
1551	Expenses	\$ 40,596	\$ 45,686	\$ 45,686	\$ 45,686	0.00%	\$ 9.47	0.10%
1552	Tipping Fees	\$ 155,101	\$ 150,000	\$ 145,000	\$ 145,000	-3.33%	\$ 30.07	0.31%
1553	North Central SW Coop	\$ 5,850	\$ 5,850	\$ 5,850	\$ 5,850	0.00%	\$ 1.21	0.01%
1554	Minor Capital	\$ 6,775	\$ 5,000	\$ 5,000	\$ 5,000	0.00%	\$ 1.04	0.01%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 346,806</b>	<b>\$ 349,258</b>	<b>\$ 352,531</b>	<b>\$ 352,531</b>	<b>0.94%</b>	<b>\$ 73.11</b>	<b>0.74%</b>
<b>PARKS DEPARTMENT</b>								
1560	Wages	\$ -	\$ 21,017	\$ 17,481	\$ 17,481	-16.82%	\$ 3.63	0.04%
1561	Expenses	\$ 42,793	\$ 55,759	\$ 55,759	\$ 55,759	0.00%	\$ 11.56	0.12%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 42,793</b>	<b>\$ 76,776</b>	<b>\$ 73,240</b>	<b>\$ 73,240</b>	<b>-4.61%</b>	<b>\$ 15.19</b>	<b>0.15%</b>
<b>TOTAL DEPARTMENT OF PUBLIC WORKS</b>		<b>\$ 2,214,015</b>	<b>\$ 2,293,376</b>	<b>\$ 2,345,816</b>	<b>\$ 2,345,816</b>	<b>2.29%</b>	<b>\$ 486.48</b>	<b>4.95%</b>
<b><u>LIBRARY AND CITIZEN'S SERVICES</u></b>								
<b>COUNCIL ON AGING</b>								
1600	Salaries	\$ 88,447	\$ 80,747	\$ 85,855	\$ 85,855	6.33%	\$ 17.80	0.18%
1601	Wages	\$ 72,037	\$ 72,429	\$ 121,590	\$ 121,590	67.87%	\$ 25.22	0.26%
1602	Expenses	\$ 8,656	\$ 8,454	\$ 11,054	\$ 11,054	30.75%	\$ 2.29	0.02%
1603	Minor Capital	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 169,140</b>	<b>\$ 161,630</b>	<b>\$ 218,499</b>	<b>\$ 218,499</b>	<b>35.18%</b>	<b>\$ 45.31</b>	<b>0.46%</b>

LINE	DEPARTMENT/DESCRIPTION	FY 2021 ACTUAL	FY 2022 APPROPRIATED	FY 2023 TOWN MANAGER BUDGET	FY 2023 FINCOM BUDGET	PERCENT CHANGE	FY 2023 AVERAGE TAX BILL	FY 2023 PERCENT OF TAX BILL
<b>SENIOR CENTER VAN</b>								
1610	Wages	\$ 37,842	\$ 52,824	\$ 54,331	\$ 54,331	2.85%	\$ 11.27	0.11%
1611	Expenses	\$ 5,126	\$ 12,673	\$ 13,673	\$ 13,673	7.89%	\$ 2.84	0.03%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 42,968</b>	<b>\$ 65,497</b>	<b>\$ 68,004</b>	<b>\$ 68,004</b>	<b>3.83%</b>	<b>\$ 14.10</b>	<b>0.14%</b>
<b>VETERAN'S SERVICE OFFICER</b>								
1620	Salary	\$ 5,000	\$ 6,200	\$ 6,000	\$ 6,000	-3.23%	\$ 1.24	0.01%
1621	Expenses	\$ -	\$ 1,100	\$ 1,100	\$ 1,100	0.00%	\$ 0.23	0.00%
1622	Veterans' Benefits	\$ 24,009	\$ 37,000	\$ 30,000	\$ 30,000	-18.92%	\$ 6.22	0.06%
1623	Minor Capital	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
<b>DEPARTMENT TOTAL</b>		<b>\$ 29,009</b>	<b>\$ 44,300</b>	<b>\$ 37,100</b>	<b>\$ 37,100</b>	<b>-16.25%</b>	<b>\$ 7.69</b>	<b>0.08%</b>
<b>GRAVES REGISTRATION</b>								
1630	Salary/Stipend	\$ 250	\$ 250	\$ 250	\$ 250	0.00%	\$ 0.05	0.00%
1631	Expenses	\$ 760	\$ 760	\$ 760	\$ 760	0.00%	\$ 0.16	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 1,010</b>	<b>\$ 1,010</b>	<b>\$ 1,010</b>	<b>\$ 1,010</b>	<b>0.00%</b>	<b>\$ 0.21</b>	<b>0.00%</b>
<b>CARE OF VETERAN GRAVES</b>								
1640	Contract Expenses	\$ 1,550	\$ 1,500	\$ 1,500	\$ 1,500	0.00%	\$ 0.31	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 1,550</b>	<b>\$ 1,500</b>	<b>\$ 1,500</b>	<b>\$ 1,500</b>	<b>0.00%</b>	<b>\$ 0.31</b>	<b>0.00%</b>
<b>OLD BURYING GROUND COMMITTEE</b>								
1650	Expenses	\$ -	\$ 800	\$ 800	\$ 800	0.00%	\$ 0.17	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ -</b>	<b>\$ 800</b>	<b>\$ 800</b>	<b>\$ 800</b>	<b>0.00%</b>	<b>\$ 0.17</b>	<b>0.00%</b>

LINE	DEPARTMENT/DESCRIPTION	FY 2021 ACTUAL	FY 2022 APPROPRIATED	FY 2023 TOWN MANAGER BUDGET	FY 2023 FINCOM BUDGET	PERCENT CHANGE	FY 2023 AVERAGE TAX BILL	FY 2023 PERCENT OF TAX BILL
<b>LIBRARY</b>								
1660	Salary	\$ 418,095	\$ 412,593	\$ 428,544	\$ 428,544	3.87%	\$ 88.87	0.91%
1661	Wages	\$ 267,060	\$ 334,389	\$ 342,055	\$ 342,055	2.29%	\$ 70.94	0.72%
1662	Expenses	\$ 123,040	\$ 205,304	\$ 217,697	\$ 217,697	6.04%	\$ 45.15	0.46%
1663	Minor Capital	\$ -	\$ -	\$ -	\$ -	0.00%	-	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 808,195</b>	<b>\$ 952,286</b>	<b>\$ 988,296</b>	<b>\$ 988,296</b>	<b>3.78%</b>	<b>\$ 204.95</b>	<b>2.09%</b>
<b>COMMEMORATIONS &amp; CELEBRATIONS</b>								
1670	Expenses	\$ 86	\$ 500	\$ 500	\$ 500	0.00%	\$ 0.10	0.00%
1671	Fireworks	\$ -	\$ -	\$ -	\$ -	0.00%	-	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 86</b>	<b>\$ 500</b>	<b>\$ 500</b>	<b>\$ 500</b>	<b>0.00%</b>	<b>\$ 0.10</b>	<b>0.00%</b>
<b>WATER SAFETY</b>								
1680	Wages	\$ 932	\$ 4,200	\$ 4,418	\$ 4,418	5.19%	\$ 0.92	0.01%
1681	Expenses and Minor Capital	\$ 5,304	\$ 2,732	\$ 2,907	\$ 2,907	6.41%	\$ 0.60	0.01%
1682	Property Maint. & Improvements	\$ 2,900	\$ 9,000	\$ 9,000	\$ 9,000	0.00%	\$ 1.87	0.02%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 9,136</b>	<b>\$ 15,932</b>	<b>\$ 16,325</b>	<b>\$ 16,325</b>	<b>2.47%</b>	<b>\$ 3.39</b>	<b>0.03%</b>
<b>WEED MANAGEMENT</b>								
1690	Wages	\$ -	\$ -	\$ -	\$ -	0.00%	-	0.00%
1691	Expenses: Weed Harvester	\$ 17,566	\$ 22,000	\$ 22,000	\$ 22,000	0.00%	\$ 4.56	0.05%
1692	Expenses: Great Lakes	\$ 50	\$ 2,385	\$ 12,385	\$ 12,385	419.29%	\$ 2.57	0.03%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 17,616</b>	<b>\$ 24,385</b>	<b>\$ 34,385</b>	<b>\$ 34,385</b>	<b>41.01%</b>	<b>\$ 7.13</b>	<b>0.07%</b>

LINE	DEPARTMENT/DESCRIPTION	FY 2021 ACTUAL	FY 2022 APPROPRIATED	FY 2023 TOWN MANAGER BUDGET	FY 2023 FINCOM BUDGET	PERCENT CHANGE	FY 2023 AVERAGE TAX BILL	FY 2023 PERCENT OF TAX BILL
<b>GROTON COUNTRY CLUB</b>								
1700	Salary	\$ 161,609	\$ 161,920	\$ 170,414	\$ 170,414	5.25%	\$ 35.34	0.36%
1701	Wages	\$ 118,025	\$ 150,000	\$ 193,000	\$ 193,000	28.67%	\$ 40.02	0.41%
1702	Expenses	\$ 163,421	\$ 136,000	\$ 162,250	\$ 162,250	19.30%	\$ 33.65	0.34%
1703	Minor Capital	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 443,055</b>	<b>\$ 447,920</b>	<b>\$ 525,664</b>	<b>\$ 525,664</b>	<b>17.36%</b>	<b>\$ 109.01</b>	<b>1.11%</b>
<b>TOTAL LIBRARY AND CITIZEN SERVICES</b>		<b>\$ 1,521,765</b>	<b>\$ 1,715,760</b>	<b>\$ 1,892,083</b>	<b>\$ 1,892,083</b>	<b>10.28%</b>	<b>\$ 392.38</b>	<b>4.00%</b>
<b><u>DEBT SERVICE</u></b>								
<b>DEBT SERVICE</b>								
2000	Long Term Debt - Principal Excluded	\$ 1,154,393	\$ 1,070,000	\$ 2,112,000	\$ 2,112,000	97.38%	\$ 437.99	4.46%
2001	Long Term Debt - Principal Non-Excluded	\$ -	\$ 159,154	\$ 158,786	\$ 158,786	-0.23%	\$ 32.93	0.34%
2002	Long Term Debt - Interest - Excluded	\$ 598,828	\$ 586,908	\$ 1,208,202	\$ 1,208,202	105.86%	\$ 250.56	2.55%
2003	Long Term Debt - Interest - Non-Excluded	\$ -	\$ 88,007	\$ 82,021	\$ 82,021	-6.80%	\$ 17.01	0.17%
2006	Short Term Debt - Principal - Town	\$ -	\$ 85,174	\$ 85,174	\$ 85,174	0.00%	\$ 17.66	0.18%
2007	Short Term Debt - Interest - Town	\$ 8,958	\$ 6,800	\$ 5,075	\$ 5,075	-25.37%	\$ 1.05	0.01%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 1,762,179</b>	<b>\$ 1,996,043</b>	<b>\$ 3,651,258</b>	<b>\$ 3,651,258</b>	<b>82.92%</b>	<b>\$ 757.21</b>	<b>7.71%</b>
<b>TOTAL DEBT SERVICE</b>		<b>\$ 1,762,179</b>	<b>\$ 1,996,043</b>	<b>\$ 3,651,258</b>	<b>\$ 3,651,258</b>	<b>82.92%</b>	<b>\$ 757.21</b>	<b>7.71%</b>
<b><u>EMPLOYEE BENEFITS</u></b>								
<b>EMPLOYEE BENEFITS</b>								
<b>GENERAL BENEFITS</b>								
3000	County Retirement	\$ 2,090,289	\$ 2,385,255	\$ 2,538,910	\$ 2,538,910	6.44%	\$ 526.52	5.36%
3001	State Retirement	\$ 177,094	\$ 177,094	\$ 181,000	\$ 181,000	2.21%	\$ 37.54	0.38%
3002	Unemployment Compensation	\$ 10,008	\$ 10,000	\$ 10,000	\$ 10,000	0.00%	\$ 2.07	0.02%
<b>INSURANCE</b>								
3010	Health Insurance/Employee Expenses	\$ 1,723,423	\$ 1,860,544	\$ 1,925,576	\$ 1,925,576	3.50%	\$ 399.33	4.07%
3011	Life Insurance	\$ 3,598	\$ 3,700	\$ 3,820	\$ 3,820	3.24%	\$ 0.79	0.01%
3012	Medicare/Social Security	\$ 132,408	\$ 135,000	\$ 138,400	\$ 138,400	2.52%	\$ 28.70	0.29%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 4,136,820</b>	<b>\$ 4,571,593</b>	<b>\$ 4,797,706</b>	<b>\$ 4,797,706</b>	<b>4.95%</b>	<b>\$ 994.96</b>	<b>10.13%</b>
<b>TOTAL EMPLOYEE BENEFITS</b>		<b>\$ 4,136,820</b>	<b>\$ 4,571,593</b>	<b>\$ 4,797,706</b>	<b>\$ 4,797,706</b>	<b>4.95%</b>	<b>\$ 994.96</b>	<b>10.13%</b>

LINE	DEPARTMENT/DESCRIPTION	FY 2021 ACTUAL	FY 2022 APPROPRIATED	FY 2023 TOWN MANAGER BUDGET	FY 2023 FINCOM BUDGET	PERCENT CHANGE	FY 2023 AVERAGE TAX BILL	FY 2023 PERCENT OF TAX BILL
<b><u>ADDITIONAL APPROPRIATIONS</u></b>								
<b>ADDITIONAL APPROPRIATIONS</b>								
	Capital Budget Request	\$ 450,100	\$ 625,000	\$ 728,000	\$ 728,000	16.48%	\$ 150.97	1.54%
	Offset Receipts	\$ -	\$ -	\$ -	\$ -	0.00%	\$ -	0.00%
	Cherry Sheet Offsets	\$ 18,527	\$ 22,346	\$ 22,346	\$ 22,346	0.00%	\$ 4.63	0.05%
	Snow and Ice Deficit	\$ 103,816	\$ 80,000	\$ 168,040	\$ 168,040	110.05%	\$ 34.85	0.35%
	State and County Charges	\$ 94,829	\$ 97,077	\$ 95,249	\$ 95,249	-1.88%	\$ 19.75	0.20%
	Allowance for Abatements/Exemptions	\$ 150,000	\$ 273,169	\$ 50,000	\$ 50,000	-81.70%	\$ 10.37	0.11%
<b>DEPARTMENTAL TOTAL</b>		<b>\$ 817,272</b>	<b>\$ 1,097,592</b>	<b>\$ 1,063,635</b>	<b>\$ 1,063,635</b>	<b>-3.09%</b>	<b>\$ 220.58</b>	<b>2.25%</b>
<b>GRAND TOTAL - TOWN BUDGET</b>		<b>\$ 40,739,850</b>	<b>\$ 43,677,336</b>	<b>\$ 47,347,407</b>	<b>\$ 47,347,407</b>	<b>8.40%</b>	<b>\$ 9,819</b>	<b>100.00%</b>

FY 2023 ENTERPRISE FUND BUDGETS

LINE	DEPARTMENT/DESCRIPTION	FY 2019 ACTUAL	FY 2020 ACTUAL	FY 2021 ACTUAL	FY 2022 APPROPRIATED	FY 2023 DEPARTMENT REQUEST	FY 2023 TOWN MANAGER BUDGET	PERCENT CHANGE
<b>WATER DEPARTMENT</b>								
	WD Salaries	\$ 134,036	\$ 145,271	\$ 151,444	\$ 154,449	\$ 161,518	\$ 161,518	4.58%
	WD Wages	\$ 246,235	\$ 167,539	\$ 186,050	\$ 179,675	\$ 264,003	\$ 264,003	46.93%
	WD Expenses	\$ 526,539	\$ 547,269	\$ 499,510	\$ 668,300	\$ 676,063	\$ 676,063	1.16%
	WD Debt Service	\$ 362,548	\$ 402,140	\$ 361,977	\$ 402,140	\$ 545,583	\$ 545,583	35.67%
<b>100</b>	<b>DEPARTMENTAL TOTAL</b>	<b>\$ 1,269,358</b>	<b>\$ 1,262,219</b>	<b>\$ 1,198,981</b>	<b>\$ 1,404,564</b>	<b>\$ 1,647,167</b>	<b>\$ 1,647,167</b>	<b>17.27%</b>
<b>SEWER DEPARTMENT</b>								
	Sewer Salaries	\$ 19,212	\$ 19,440	\$ 20,488	\$ 20,696	\$ 23,339	\$ 23,339	12.77%
	Sewer Wages	\$ 37,432	\$ 36,540	\$ 50,727	\$ 51,709	\$ 46,114	\$ 46,114	-10.82%
	Sewer Expense	\$ 642,205	\$ 633,821	\$ 534,552	\$ 691,295	\$ 734,494	\$ 734,494	6.25%
	Sewer Debt Service	\$ 5,873	\$ 38,338	\$ 5,504	\$ 35,160	\$ 33,892	\$ 33,892	-3.61%
<b>200</b>	<b>DEPARTMENTAL TOTAL</b>	<b>\$ 704,722</b>	<b>\$ 728,139</b>	<b>\$ 611,271</b>	<b>\$ 798,860</b>	<b>\$ 837,839</b>	<b>\$ 837,839</b>	<b>4.88%</b>
<b>FOUR CORNERS SEWER DEPARTMENT</b>								
	Four Corners Sewer Salaries	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
	Four Corners Sewer Wages	\$ -	\$ -	\$ -	\$ -	\$ 7,683	\$ 7,683	0.00%
	Four Corners Sewer Expense	\$ 22,466	\$ 20,619	\$ 37,903	\$ 68,769	\$ 71,451	\$ 71,451	3.90%
	Four Corners Sewer Debt Service	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
<b>300</b>	<b>DEPARTMENTAL TOTAL</b>	<b>\$ 22,466</b>	<b>\$ 20,619</b>	<b>\$ 37,903</b>	<b>\$ 68,769</b>	<b>\$ 79,134</b>	<b>\$ 79,134</b>	<b>15.07%</b>
<b>LOCAL ACCESS CABLE DEPARTMENT</b>								
	Cable Salaries	\$ 74,004	\$ 77,180	\$ 93,104	\$ 77,941	\$ 69,916	\$ 69,916	-10.30%
	Cable Wages	\$ 51,556	\$ 53,999	\$ 55,272	\$ 57,575	\$ 65,235	\$ 65,235	13.30%
	Cable Expenses	\$ 64,552	\$ 61,355	\$ 58,737	\$ 75,389	\$ 88,069	\$ 88,069	16.82%
	Cable Minor Capital	\$ 5,091	\$ 803	\$ 2,357	\$ 5,000	\$ -	\$ -	-100.00%
<b>400</b>	<b>DEPARTMENTAL TOTAL</b>	<b>\$ 195,203</b>	<b>\$ 193,337</b>	<b>\$ 209,470</b>	<b>\$ 215,905</b>	<b>\$ 223,219</b>	<b>\$ 223,219</b>	<b>3.39%</b>
<b>STORMWATER UTILITY</b>								
	Stormwater Wages/Benefits	\$ -	\$ -	\$ 31,330	\$ 69,753	\$ 76,995	\$ 76,995	10.38%
	Stormwater Equipment	\$ -	\$ -	\$ -	\$ 20,000	\$ 20,000	\$ 20,000	0.00%
	Stormwater Capital Outlay	\$ -	\$ -	\$ -	\$ 51,000	\$ 51,000	\$ 51,000	0.00%
	Stormwater Compliance Costs	\$ -	\$ -	\$ -	\$ 49,000	\$ 49,000	\$ 49,000	0.00%
	Stormwater Disposal/Expenses	\$ -	\$ -	\$ 27,537	\$ 20,000	\$ 20,000	\$ 20,000	0.00%
<b>500</b>	<b>DEPARTMENTAL TOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 58,867</b>	<b>\$ 209,753</b>	<b>\$ 216,995</b>	<b>\$ 216,995</b>	<b>3.45%</b>
<b>TOTAL</b>	<b>ENTERPRISE FUNDS</b>	<b>\$ 2,191,749</b>	<b>\$ 2,204,314</b>	<b>\$ 2,116,492</b>	<b>\$ 2,697,851</b>	<b>\$ 3,004,354</b>	<b>\$ 3,004,354</b>	<b>11.36%</b>

**APPENDIX B**

**FACTOR: 1.0250**

**Town of Groton Personnel By-Law  
Wage and Classification Schedule  
Fiscal Year 2023 (Effective July 1, 2022)**

<b>Grade</b>	<b>Position Title</b>	<b>Low</b>	<b>High</b>
4	<b>Salary</b>	40,646	50,301
	<b>Wages</b>	19.57	24.17
5	<b>Salary</b>	42,967	53,129
	<b>Wages</b>	20.68	25.57
7	<b>Salary</b>	49,682	62,931
	<b>Wages</b>	24.46	30.25
8	<b>Salary</b>	56,401	69,834
	<b>Wages</b>	27.12	33.57
9	<b>Salary</b>	57,760	71,474
	<b>Wages</b>	27.77	34.36
10	<b>Salary</b> Executive Assistant to Town Manager	66,243	83,607
	<b>Wages</b>	31.86	40.20
11	<b>Salary</b> Human Resources Director	69,120	88,067
	<b>Wages</b>	33.23	42.34
12	<b>Salary</b>	71,380	90,200
	<b>Wages</b>	34.34	43.37

**APPENDIX B**  
**Town of Groton Personnel By-Law**  
**Wage and Classification Schedule**  
**Fiscal Year 2023 (Effective July 1, 2022)**

**FACTOR: 1.0250**

<b>Grade</b>	<b>Position Title</b>	<b>Low</b>	<b>High</b>
13	<b>Salary</b>	73,929	93,833
	<b>Wages</b>	35.54	45.11
14	<b>Salary</b>	75,500	95,552
	<b>Wages</b>	36.30	45.94
15	<b>Salary</b>	77,946	96,425
	<b>Wages</b>	37.47	46.36
16	<b>Salary</b>	80,762	98,200
	<b>Wages</b>	38.83	47.21
17	<b>Salary</b>	90,479	111,931
	<b>Wages</b>	43.50	53.81
18	<b>Salary</b>	97,848	121,094
	IT Director <b>Wages</b>	47.04	58.22
19	<b>Salary</b>	100,417	124,251
	<b>Wages</b>	48.28	59.74
20	<b>Salary</b>	107,672	132,422
	<b>Wages</b>	51.77	63.66



**APPENDIX B**  
**NON-CLASSIFIED, TEMPORARY SEASONAL AND STIPEND POSITIONS**

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**NON-STEP AND STIPEND POSITIONS**

**FIRE/EMS DEPARTMENT**

Call Captain: Fire	25.63
Call Lieutenant: Fire	25.11
Call Firefighter	21.97
Call Emergency Medical Technician	21.97
Probationary Firefighter	18.30
Probationary Emergency Medical Technician	18.30
Call Fire Mechanic	61.50

**Country Club Seasonal Employees**

Pro Shop Staff	MW *- 18.00
Pool Staff	MW - 18.00
Lifeguards	MW - 19.00
Swim Coaches	MW - 24.00
Camp Staff	MW - 18.00
Counselors	MW - 19.00
Buildings & Grounds	MW - 28.00
Library Shelves	MW - 19.00

**MISCELLANEOUS**

Veteran's Agent	6,000
Earth Removal Inspector	2,500
Dog Officer	15,000
Animal Inspector	2,082
Animal Control Officer	2,082
Town Diarist	1.00
Keeper of the Town Clock	1.00
Per Diem Van Driver	19.13 - 21.53
Park Ranger	Minimum Wage
Graves Registration Officer	250
Emergency Management Director	4,000
Election Worker: Warden	Minimum Wage
Election Worker: Precinct Clerk	Minimum Wage
Election Worker: Inspectors (Checker)	Minimum Wage

\* - Minimum Wage

Town of Groton  
Select Board  
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