

**TOWN OF WEST BOYLSTON
ANNUAL TOWN MEETING
MAY 17, 1999**

The meeting under the foregoing warrant was held on May 19, 1999 in the auditorium of the West Boylston Middle/High School and was called to order at 7:20 p.m. by Moderator John L. Sullivan.

The Town Flag Design Committee was called to the stage to present Town of West Boylston flags to representatives of the town buildings.

Beverly Goodale presented a flag to James A. Ryan, Chairman of the Board of Selectmen for the Helen E. Mixter Municipal Office Building; Maureen Mahoney presented a flag to Leo Sullivan, Superintendent of Schools for the West Boylston Middle High School; Barbara Mard presented a flag to Mr. Sullivan for the Major Victor E. Edwards Elementary School; Thomas Morris presented a flag to Thomas Welsh, Acting Fire Chief for the Bruce L. Shepard Public Safety Building and Barbara Deschenes presented a flag to Ellen Dolan, Library Director for the Beaman Memorial Public Library.

Following the Pledge of Allegiance to the Flag, a moment of silence was observed for Planning Board member, Victor A. Cusanello who passed away on May 16, 1999. Mr. Cusanello had served the town for over twenty years as a member of the Planning Board, the Inspector of Buildings and as a member of the Earth Removal Board.

Upon motion of Donald E. Davis, second by James A. Ryan, it was unanimously voted to waive the reading of the warrant.

Article 1. Upon motion of Donald E. Davis, second by James A. Ryan, it was unanimously voted to hear the reports of the officers and standing committees of the town. Michael Cohen presented an update on the status of the Town-Wide Planning Committee.

Article 2. Upon motion of Wayne M. LeBlanc, second by Donald E. Davis, it was unanimously voted to authorize the Treasurer/Tax Collector, with the approval of the Board of Selectmen, to borrow money from time to time in anticipation of the revenue of the Fiscal Year 2000, the period from July 1, 1999 through June 30, 2000, in conformity with the provisions of Massachusetts General Laws, Chapter 44, Section 4, and to issue a note or notes, as may be given, for a period of less than one year in accordance with Massachusetts General Laws, Chapter 44, Section 17, and to authorize the Treasurer/Tax Collector to enter into a compensating balance agreement or agreements for Fiscal Year 2000 pursuant to Massachusetts General Laws, Chapter 44, Section 53F.

Article 3. Upon motion of James A. Ryan, second by David J. Sweetman, it was unanimously voted to authorize department heads, boards and committees, subject to the approval of the Board of Selectmen and the Finance Committee, to transfer funds between that department's, board's or committee's Fiscal Year 2000 operating budget line item accounts; guidelines for such transfers will be consistent with those for Reserve Fund transfers.

Article 4. Upon motion of Donald E. Davis, second by Wayne M. LeBlanc, it was unanimously voted to establish a Revolving Fund for WBPA-TV in conformity with Massachusetts General Laws, Chapter 44 Section 53E-1/2 for the following purposes and subject to the following conditions:

- a] to be used to purchase equipment to further enhance the cablecasting abilities of the town;
- b] to be used to purchase expendable material as needed such as videotape, batteries, gaffers tape, lights, etc.;
- c] to be the depository for those receipts submitted to WBPA-TV for the operation of WBPA-TV that have been authorized by the Board of Directors of WBPA-TV, as well as the franchise license fee paid by Greater Media Cable to the town;
- d] to have a limit on the total amount which may be spent from the fund in Fiscal Year 2000 set at \$5,000; and
- e] to not be used for any wages or salaries, since WBPA-TV is a volunteer organization.

Article 5. Upon motion of Donald E. Davis, second by Wayne M. LeBlanc, it was unanimously voted to authorize the Board of Health to establish a Revolving Fund in conformity with Massachusetts General Laws, Chapter 44, Section 53-1/2, for the following purposes and subject to the following conditions:

- a] to pay the Upper Blackstone Water Pollution Abatement District (U.B.W.P.A.D.) for septage dumped at its facility in Millbury by septic haulers licensed in the Town of West Boylston;
- b] to be the depository for fees derived from permits issued to licensed haulers in the Town of West Boylston; said fees shall cover the cost of dumping at the U.B.W.P.A.D. plus an administrative charge;
- c] to have a limit on the total amount which may be spent from the fund in Fiscal Year 2000 set at \$20,000; and
- d] to have the Board of Health be the only authority empowered to expend monies from this fund.

Article 6. Upon motion of Donald E. Davis, second by Wayne M. LeBlanc, it was unanimously voted to authorize the Cemetery Trustees to establish a Revolving Fund in conformity with Massachusetts General Laws, Chapter 44, Section 53-1/2, for the following purposes and subject to the following conditions:

- a] to pay the cost of grave openings and other related expenses;
- b] to fund administrative expenses of the Cemetery Department, including wage and salary expenses of part-time employees of the Cemetery Department;
- c] to be the depository for fees derived from grave openings collected by the Cemetery Department;
- d] to have a limit on the total amount which may be spent from the fund in Fiscal Year 2000 set at \$15,000; and
- e] to have the Cemetery Trustees be the only authority empowered to expend monies from this fund.

Article 7. Upon motion of Donald E. Davis, second by Wayne M. LeBlanc, it was unanimously voted to authorize the Council On Aging to establish a Revolving Fund in conformity with Massachusetts General Laws, Chapter 44, Section 53E 1/2 for the following purposes and subject to the following conditions:

- a] to pay for activities related to the Council On Aging programs that were not provided for in the Fiscal Year 2000 operating budget;
- b] to be the depository for fees derived from various fund raising activities collected by the Council On Aging;
- c] to have a limit on the total amount which may be spent from the fund in Fiscal Year 2000 set at \$5,000; and
- d] to have the Council On Aging be the only authority empowered to expend monies from this fund.

Article 8. Upon motion of Donald E. Davis, second by Wayne M. LeBlanc, it was unanimously voted to authorize the Board of Health to establish a Revolving Fund in conformity with Massachusetts General Laws, Chapter 44, Section 53E 1/2 for the following purposes and subject to the following conditions:

- a] to pay Board of Health inspectors and/or agents for services provided for percolation and soil testing, septic system design review, installation of septic system review, final septic inspection and engineering services;
- b] to fund administrative expenses of the Board of Health, including wage and salary expenses of part-time employees of the Board of Health;
- b] to be the depository for fees derived from plan reviews and fees:
- c] to have a limit on the total amount which may be spent from the fund in Fiscal Year 2000 set at \$50,000; and
- d] to have the Board of Health be the only authority empowered to expend monies from this fund.

Article 9. Upon motion of Donald E. Davis, second by Wayne M. LeBlanc, it was voted to authorize the Planning Board to establish a Revolving Fund in conformity with Massachusetts General Laws, Chapter 44, Section 53E 1/2, for the following purposes and subject to the following conditions:

- a] to pay agents, planners and engineers of the Planning Board for services provided for permit application and plan review and consultant services;
- b] to fund administrative expenses of the Planning Board, including wage and salary expenses of part-time employees of the Planning Board;
- c] to be the depository for fees derived from plan reviews and fees charged by the Planning Board;
- d] to have a limit on the total amount which may be spent from the fund in Fiscal Year 2000 set at \$20,000; and
- e] to have the Planning Board be the only authority empowered to expend monies from this fund.

Article 10. Upon motion of David J. Sweetman, second by Wayne M. LeBlanc, it was voted to amend the General Bylaws of the Town of West Boylston ARTICLE XXI PERSONNEL BYLAW as follows:

- (1) Add the following definitions to Section 5, Part F. Types of Employees:

"Exempt Employee: An employee who is classified as either an exempt or an excluded employee under the provisions of the federal Fair Labor Standards Act.

Non-exempt employee: An employee who is not classified as either an exempt or an excluded employee under the provisions of the Fair Labor Standards Act."

- (2) Amend Section 5, Part L, Overtime, (1) Computation so as to change the word "Employees" in the first sentence to "Non-exempt employees".
- (3) Amend Section 5, Part L, Overtime, (5) Compensatory Time Off so as to change the words "Employee" or "Employees" to "Non-exempt employee" or "Non-exempt employees" wherever these words appear in this section.

Article 11. Upon motion of Donald E. Davis, second by David J. Sweetman, it was voted to amend the General Bylaws of the Town of West Boylston ARTICLE XXI PERSONNEL BYLAW by deleting the existing language in Section 5, Part AA Classification and Compensation Plan and replacing it with the following language:

AA. CLASSIFICATION AND COMPENSATION PLAN

1. Classification Plan

The official classification plan of the town is as follows:

Non-exempt employees - Wage earning employees

- Grade 1.** Casual Labor
Clerk/Typist
Custodian/Maintenance Worker
Minutes Clerk
- Grade 2.** Animal Control Officer
Assistant Town Clerk
Dog Officer
Treasurer/Tax Collector
Van Driver
- Grade 3.** Assistant Administrative Assessor
Assistant Children's Librarian
Dispatcher
Library Assistant
Secretary
Secretary/Bookkeeper

Grade 4. Administrative Secretary for Public Works
 Assistant Tax Collector
 Administrative Assistant to the Chief of Police
 Municipal Assistant

Grade 5. Assistant Treasurer

Exempt employees - Salaried employees

Grade 6. Cemetery Superintendent
 Council On Aging (COA) Coordinator

Grade 7. Principal Assessor

Grade 8. Assistant Library Director
 Children's Librarian
 Town Clerk

Grade 9. Inspector of Buildings

Grade 10. Town Accountant
 Treasurer/Tax Collector

Grade 11. Library Director

Grade 12. Superintendent of Streets And Parks

2. Compensation Plan

The official classification and compensation plan of the town is as follows:

CLASSIFICATION AND COMPENSATION PLAN

Non-exempt employees - Wage earning employees					
GRADE	Step 1	Step 2	Step 3	Step 4	Step 5
1	\$8.68	\$ 9.45	\$10.41	\$11.20	\$12.15
2	\$ 9.53	\$10.49	\$11.43	\$12.38	\$12.73
3	\$10.38	\$11.40	\$12.45	\$13.49	\$14.54
4	\$11.23	\$12.35	\$13.47	\$14.60	\$15.72
5	\$12.09	\$13.30	\$14.50	\$16.22	\$16.93

Exempt employees - Salaried supervisors

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5
6 Cemetery Superintendent	\$20,484	\$22,540	\$24,580	\$27,484	\$28,694
COA Coordinator	\$25,210	\$27,742	\$30,252	\$33,826	\$35,315
7 Principal Assessor	\$25,627	\$28,194	\$30,760	\$33,307	\$35,894
8 Children's Librarian	\$23,370	\$25,669	\$28,037	\$30,370	\$32,704
Town Clerk	\$23,370	\$25,669	\$28,037	\$30,370	\$32,704
Assistant Library Director	\$25,168	\$27,643	\$30,193	\$32,707	\$35,220
9 Building Inspector	\$19,079	\$20,994	\$22,895	\$24,810	\$26,711
10 Town Accountant	\$30,680	\$33,752	\$36,824	\$39,714	\$42,948
Treasurer/Tax Collector	\$30,680	\$33,752	\$36,824	\$39,714	\$42,948
11 Library Director	\$32,030	\$36,225	\$39,520	\$42,814	\$46,109
12 Superintendent of Streets and Parks	\$43,357	\$47,293	\$51,228	\$55,164	\$58,683

Article 12. Upon motion of Wayne M. LeBlanc, second by Donald E. Davis, it was voted to amend the General Bylaws of the Town of West Boylston ARTICLE XXI PERSONNEL BYLAW Section 5, Part AA Classification and Compensation Plan so as to reclassify the positions of Principal Assessor and Treasurer/Tax Collector by deleting the present Exempt Employees - Salaried Employees classification plan and replacing it with the following language:

Exempt employees - Salaried employees

Grade 6.	Cemetery Superintendent Council On Aging (COA) Coordinator
Grade 7.	Assistant Library Director Children's Librarian Town Clerk
Grade 8.	Inspector of Buildings
Grade 9.	Principal Assessor Town Accountant
Grade 10.	Library Director Treasurer/Tax Collector
Grade 11.	Superintendent of Streets And Parks

and further to delete the existing compensation plan of the classification and replace it with the following compensation plan:

Exempt Employees - Salaried Supervisors

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
6					
Cemetery Superintendent	\$20,484	\$22,540	\$24,580	\$27,484	\$28,694
COA Coordinator	\$25,210	\$27,742	\$30,252	\$33,826	\$35,315
7					
Children's Librarian	\$23,370	\$25,669	\$28,037	\$30,370	\$32,704
Town Clerk	\$23,370	\$25,669	\$28,037	\$30,370	\$32,704
Assistant Library Director	\$25,168	\$27,643	\$30,193	\$32,707	\$35,220
8					
Building Inspector	\$19,079	\$20,994	\$22,895	\$24,810	\$26,711
9					
Principal Assessor	\$30,680	\$33,752	\$36,824	\$39,814	\$42,948
Town Accountant	\$30,680	\$33,752	\$36,824	\$39,714	\$42,948
10					
Library Director	\$32,030	\$36,225	\$39,520	\$42,814	\$46,109
Treasurer/Tax Collector	\$35,752	\$39,330	\$42,907	\$46,484	\$50,062
11					
Superintendent of Streets & Parks	\$43,357	\$47,293	\$51,228	\$55,164	\$58,683

Article 13. Upon motion of James A. Ryan, second by Donald E. Davis, it was voted to determine and fix what salaries elective officers of the town shall receive for Fiscal Year 2000 in conformity with the provisions of Massachusetts General Laws, Chapter 41, Section 108:

Moderator:	\$ 50.00
Selectmen	\$ 100.00 each (5 members)
Town Clerk	\$30,954.00
Planning Board	\$ 100.00 each (5 members)
Cemetery Trustees	\$ 100.00 each (3 members) and
Municipal Light Board	\$ 300.00 each (3 members)

Article 14. Upon motion of David J. Sweetman, second by Donald E. Davis, it was voted to appropriate the sum of \$12,904,761 as may be necessary to defray the expenses and charges of the Town of West Boylston in Fiscal Year 2000, the period from July 1, 1999 through June 30, 2000, including the costs of public education, debt and interest payments, and providing municipal services; and to meet said appropriation as follows:

transfer the sum of \$32,875 from Ambulance Receipts Reserved For Appropriation Account to the Fire Department Salaries and Wages Account, Budget Line Item 02-20-5100;

transfer the sum of \$157,500 from the Ambulance Receipts Reserved For Appropriation Account to the Long Term Debt-Principal Account, Budget Line Item 07-10-6910;

transfer the sum of \$1,500 from the Ambulance Receipts Reserved For Appropriation Account to the Long Term Debt-Interest Account, Budget Line Item 07-50-6915;

transfer the sum of \$8,125 from the Ambulance Receipts Reserved For Appropriation Account to the Short Term Debt-Interest Account, Budget Line Item 07-53-6925;

transfer the sum of \$84,719 from the Stabilization Fund to the Short Term Debt-Interest Account, Budget Line Item 07-53-6925;

and raise through taxation the sum of \$12,620,042.

**FISCAL YEAR 2000 MUNICIPAL OPERATING BUDGET
GENERAL GOVERNMENT**

01-14	MODERATOR	
5100	Salary	50
5700	Other Charges	<u>100</u>
		150
01-22	BOARD OF SELECTMEN	
5100	Salaries	500
6200	Purchase of Services	500
6300	Public Information Expenses	2,000
6400	Supplies	500
6700	Other Charges	<u>3,500</u>
		7,000
01-23	TOWN ADMINISTRATOR	
5100	Salaries & Wages	107,321
6200	Purchase of Services	2,500
6400	Supplies	1,800
6700	Other Charges	<u>2,200</u>
		113,821

01-31	FINANCE COMMITTEE	
6200	Purchase of Services	50
6400	Supplies	50
6700	Other Charges	<u>200</u>
		300
01-32	RESERVE FUND	
6700	Other Charges	25,000
01-35	TOWN ACCOUNTANT	
5100	Salaries & Wages	3,500
6200	Purchase of Services	43,000
6400	Supplies	500
6700	Other Charges	<u>500</u>
		47,500
01-36	TOWN AUDIT	
6200	Purchase of Services	8,000
01-41	BOARD OF ASSESSORS	
5100	Salaries & Wages	53,069
6200	Purchase of Services	6,000
6400	Supplies	1,300
6700	Other Charges	<u>2,700</u>
		63,069
01-45	TREASURER/TAX COLLECTOR	
5100	Salaries & Wages	114,750
6200	Purchase of Services	24,400
6400	Supplies	1,600
6700	Other Charges	<u>2,000</u>
		142,750
01-51	TOWN COUNSEL	
6200	Purchase of Services	32,000
01-52	PERSONNEL BOARD	
6700	Other Charges	225
01-55	COMPUTER OPERATIONS	
5100	Salaries & Wages	2,000
6200	Purchase of Services	16,953
6400	Supplies	5,510
6700	Other Charges	2,000
6800	Capital Outlay	<u>3,700</u>
		30,163

01-61	TOWN CLERK	
5100	Salaries & Wages	50,267
6200	Purchase of Services	557
6400	Supplies	525
6800	Other Charges	<u>200</u>
		51,549
 01-62	 ELECTIONS & REGISTRATIONS	
5100	Salaries & Wages	660
6200	Purchase of Services	<u>6,588</u>
		7,248
 01-71	 CONSERVATION COMMISSION	
5100	Salaries & Wages	2,000
6200	Purchase of Services	1,000
6400	Supplies	250
6700	Other Charges	<u>250</u>
		3,500
 01-75	 PLANNING BOARD	
5100	Salaries & Wages	6,000
6200	Purchase of Services	800
6400	Supplies	100
6700	Other Charges	80
6800	Capital Outlay	<u>1,400</u>
		8,380
 01-76	 BOARD OF APPEALS	
5100	Salaries & Wages	1,550
6200	Purchase of Services	1,840
6400	Supplies	250
6700	Other Charges	<u>110</u>
		3,750
 01-89	 HOUSING PARTNERSHIP	
6700	Other Charges	0
 01-92	 PUBLIC SAFETY HEADQUARTERS	
5100	Salaries & Wages	9,075
6200	Purchase of Services	21,000
6400	Supplies	<u>1,000</u>
		31,075
 01-94	 MIXTER BUILDING	
5100	Salaries & Wages	11,126
6200	Purchase of Services	50,000
6700	Supplies	7,000
6800	Capital Outlay	<u>1,000</u>
		69,126
 01-95	 TOWN REPORT	
6200	Purchase of Services	2,250

01-97	TOWN MEETING	
6200	Purchase of Services	100

TOTAL GENERAL GOVERNMENT	646,956
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PUBLIC SAFETY

02-10 POLICE DEPARTMENT

5100	Salaries and Wages	642,414
5150	Police Chief Salary and Expenses	-
6200	Purchase of Services	28,650
6300	Training Expenses	12,000
6400	Supplies	12,000
6700	Other Charges	5,000
6800	Capital Outlay	30,000
		<u>730,064</u>

02-20 FIRE DEPARTMENT

5100	Salaries & Wages	163,254
6200	Purchase of Services	8,500
6300	Training Expenses	9,000
6400	Supplies	24,000
6700	Other Charges	1,650
		<u>206,404</u>

02-35 PUBLIC SAFETY COMMUNICATIONS

5100	Salaries & Wages	150,000
6200	Purchase of Services	25,634
6300	Training Expenses	4,000
6400	Supplies	4,000
6700	Other Charges	1,500
6800	Capital Outlay	1,500
		<u>186,634</u>

02-41 INSPECTOR OF BUILDINGS

5100	Salaries & Wages	39,923
6200	Purchase of Services	780
6400	Supplies	2,000
6700	Other Charges	4,325
		<u>47,028</u>

02-42 GAS INSPECTOR

5100	Salary	1,530
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02-43 PLUMBING INSPECTOR

5100	Salary	6,630
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02-44	SEALER OF WEIGHTS	
5100	Salary	625
6200	Purchase of Services	25
6400	Supplies	<u>20</u>
		670
02-45	INSPECTOR OF WIRES	
5100	Salary	6,930
02-92	ANIMAL CONTROL	
5100	Salaries & Wages	8,000
6200	Purchase of Services	1,500
6400	Supplies	500
6700	Other Charges	<u>500</u>
		10,500
02-93	PARKING CLERK	
5100	Salary	1,050
02-94	TREE WARDEN	
5100	Salaries & Wages	612
6200	Purchase of Services	10,000
6400	Supplies	<u>400</u>
		11,012
TOTAL PUBLIC SAFETY		1,208,452

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PUBLIC EDUCATION

Upon motion of Jennifer McConnell, second by Peter Desy and following much discussion, it was voted to amend the Public Education budget by changing the amount of Total Public Education from \$5,879,000 to \$6,224,362.

03-20	REGULAR EDUCATION	
5120	Administrative Salaries & Wages	
5130	Teacher Salaries & Wages	
5140	Custodial Salaries & Wages	
Subtotal		0
6200	Purchase of Services	
6300	Transportation	
6400	Supplies	
6700	Other Charges	
Subtotal		0
Total Regular Education		0

03-21	SPECIAL EDUCATION	
5120	Administrative Salaries & Wages	
5130	Teacher Salaries & Wages	
Subtotal		0

6200	Purchase of Services	
6300	Transportation	
6400	Supplies	
6700	Other Charges	
Subtotal		0

Total Special Education		0
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TOTAL PUBLIC EDUCATION	6,224,362
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PUBLIC WORKS

04-20	STREETS AND PARKS	
5100	Salaries & Wages	335,000
6200	Purchase of Services	42,000
6300	Roadway Improvements	23,000
6400	Supplies	85,000
6450	Municipal Gasoline and Fuel	36,000
6700	Other Charges	5,550
6800	Capital Outlay	<u>9,000</u>
		535,550

04-23	SNOW AND ICE REMOVAL	
5100	Salaries & Wages	40,800
6200	Purchase of Services	20,000
6400	Supplies	32,000
6800	Capital Outlay	<u>2,200</u>
		95,000

04-24	STREET LIGHTING	
6200	Purchase of Services	67,500

04-30	TRASH REMOVAL AND TIPPING FEES	
6200	Purchase of Services	225,000

04-91	CEMETERIES	
5100	Salaries & Wages	33,850
6200	Purchase of Services	4,822
6400	Supplies	<u>1,282</u>
		39,954

TOTAL PUBLIC WORKS	963,004
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PUBLIC SERVICES

05-10	BOARD OF HEALTH	
5100	Salaries & Wages	16,500
6200	Purchase of Services	2,500
6400	Supplies	1,500
6700	Other Charges	<u>100</u>
		20,600
 05-41	 COUNCIL ON AGING	
5100	Salaries & Wages	48,820
6200	Purchase of Services	2,000
6400	Supplies	<u>1,250</u>
		52,070
 05-43	 VETERANS' SERVICES	
5100	Salaries & Wages	1,650
6200	Purchase of Services	1,000
6700	Other Charges	<u>1,500</u>
		4,150
 05-44	 CARE OF VETERANS' GRAVES	
5100	Salaries & Wages	278
6200	Purchase of Services	287
6400	Supplies	<u>100</u>
		665
TOTAL PUBLIC SERVICE		77,485

CULTURE AND RECREATION

06-10	LIBRARY	
5100	Salaries & Wages	182,400
6200	Purchase of Services	29,722
6300	Books and Library Materials	50,000
6400	Supplies	5,100
6700	Other Charges	700
6800	Capital Outlay	<u>2,000</u>
		269,922
 06-50	 PARKS AND RECREATION	
5100	Salaries & Wages	33,000
6200	Purchase of Services	2,500
6300	Parks Supplies	6,500
6400	Supplies	6,500
6700	Other Charges	<u>500</u>
		49,000

06-91	HISTORICAL COMMISSION	
6200	Purchase of Services	100
6400	Supplies	<u>150</u>
		250

06-92	MEMORIAL DAY EXPENSES	
6200	Purchase of Services	520
6400	Supplies	<u>1,749</u>
		2,269

06-95	ARTS COUNCIL	
6200	Purchase of Services	550

TOTAL CULTURE AND RECREATION	321,991
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DEBT SERVICE

07-10	MATURING DEBT - PRINCIPAL	
6910	Long Term Debt - Principal	1,077,114

07-50	MATURING DEBT - INTEREST	
6915	Long Term Debt - Interest	629,183

07-53	INTEREST ON TEMPORARY LOANS	
6925	Short Term Debt- Interest	162,428

TOTAL DEBT SERVICE	1,868,725
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EMPLOYEE BENEFITS

09-11	RETIREMENT AND PENSIONS	
5170	County Retirement Assessment	369,286
5180	State Retirement Assessment	<u>10,000</u>
		379,286

09-12	WORKERS' COMPENSATION INSURANCE	
5170	Workers' Compensation Insurance	50,000

09-13	UNEMPLOYMENT INSURANCE	
5170	Unemployment Compensation Insurance	7,000

09-14	GROUP HEALTH INSURANCE - EMPLOYER	
5170	Group health Insurance Premiums-Employer	980,000

Please note that this line item was increased by \$50,000 due to the amended public education budget voted on earlier in the evening.

09-15	GROUP LIFE INSURANCE - EMPLOYER	
5170	Group Life Insurance - Employer	11,500
09-16	MEDICARE INSURANCE - EMPLOYER	
5170	Medicare Payments - Employer	68,000
TOTAL EMPLOYEE BENEFITS		1,495,786

GENERAL INSURANCES

09-45	GENERAL INSURANCES	
6740	General Insurance Expenses	98,000
TOTAL GENERAL INSURANCES		98,000
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TOTAL OPERATING BUDGET		12,904,761
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Article 15. Upon motion of Donald E. Davis, second by Wayne M. LeBlanc, it was unanimously voted to pass over this article.

Article 16. Upon motion of Justin Perrone, second by Michael Fishbein, it was voted to amend this article by eliminating the request of \$50,000 for athletic field reconstruction as a capital purchase and to reduce the amount for safety complex improvements to \$25,000 from the capital purchase account.

Upon motion of Donald E. Davis, second by David J. Sweetman, it was voted to 87 to 8 to authorize the following described sums of money for the following transfers

from the Capital Investment Fund:

- | | | |
|----|---------------------------------------|---------------|
| 1. | safety complex improvements | \$ 25,000 |
| 2. | school technology | 50,000 |
| 3. | streets and parks truck and equipment | <u>30,000</u> |
| | | \$105,000 |

From the Stabilization Fund:

- | | | |
|----|-------------------------------|---------------|
| 1. | athletic field reconstruction | \$ 50,000 |
| 2. | safety complex improvements | <u>25,000</u> |
| | | \$ 75,000 |

Article 17. Upon motion of Wayne M. LeBlanc, second by David J. Sweetman, it was unanimously voted to accept any and all state highway assistance funds authorized by the state legislature and approved by the Massachusetts Highway Department under the so-called Chapter 90 Highway Assistance Program to be expended for the maintenance, repair and construction of town roads in anticipation of reimbursement under the direction of the Board of Selectmen and the Town Administrator for work on roads located on the State Aid Primary System as approved by the Massachusetts Highway Department, and further to authorize the Treasurer/Tax Collector, with the approval of the Board of Selectmen, to borrow money from time to time during Fiscal Year 2000, the period from July 1, 1999 through June 30, 2000, in anticipation of reimbursement of said highway assistance in conformity with the provisions of Massachusetts General Laws, Chapter 44, Section 6A..

Article 18. Upon motion of Donald E. Davis, second by James A. Ryan, it was unanimously voted to waive the reading of this article and upon motion of James A. Ryan, second by David J. Sweetman, it was unanimously voted to raise and appropriate the sum of \$9,000 to fund an Elderly Community Services Program for the purpose of providing a payment voucher system for services rendered for the departments, boards and committees of the municipality to resident property owners who have attained the age of sixty (60) years, to be used to reduce the real estate property taxes for the property in which the elderly owner resides, said program to be subject to the following conditions in addition to any and all eligibility requirements promulgated by the Board of Selectmen:

- 1] participation in the program shall be limited to elderly residents of the town who own property and are willing and able to provide services to the town;
- 2] program participants shall receive compensation at a rate of \$6.00 for each hour of service rendered for a total not to exceed \$1,200 in any calendar year;
- 3] program participants shall agree in writing prior to participating in the program to receive compensation in the form of a voucher to be presented to the Treasurer/Tax Collector to be applied to the real estate obligations of the participant for the property in which the participant resides;
- 4] the Treasurer/Tax Collector shall comply with the wage, tax, and payroll deduction requirements of the state Department of Revenue and the federal Internal Revenue Service, prior to compensating program participants or applying the net amount of wages earned to the real estate tax obligations of the participants; and
- 5] program participants who meet the eligibility guidelines established for the program by the Board of Selectmen shall be selected for participation in the program on a first-come-first-served basis.

Article 19. Upon motion of David J. Sweetman, second by Donald E. Davis it was unanimously voted to transfer the sum of \$25,000 from Stabilization to continue to fund the continuation of the town-wide planning efforts of the Town-Wide Planning Committee pursuant to the development of a comprehensive plan (master plan).

Article 20. Upon motion of David J. Sweetman, second by James A. Ryan, it was voted to transfer the following sums of money from unexpended balances within the fiscal 1999 budget as follows:

ACCOUNT TO TRANSFER FROM			ACCOUNT TO TRANSFER TO	
Amount	Description	Number	Description	Number
500.00	Reserve Fund	01-132-6700	Town Administrator	
	Treasurer's Salaries		Purchased Services	01-123-6200
6,000.00	and Wages	01-145-5100	Treasurer	
	Treasurer's Salaries		Purchased Services	01-145- 6200
500.00	and Wages	01-145-5100	Treasurer	
	Finance Committee		Supplies	01-145-6400
65.00	Other Charges	01-131-6700	Finance Committee	
3,800.00	Reserve Fund	01-132-6700	Purchased Services	01-131-6200
350.00	Print Town Reports	01-195-6200	Fire Purchased Services	01-220-6200
	Install Leak Detection		Mixer Supplies	01-194-6400
2,550.00	Devices	01-194-7851	Mixer	
	Interest on Short		Purchased Services	01-194-6200
5,000.00	Term Notes	01-753-6925	Police Chief Salary	
			and Expenses	01-210-5150
4,300.00	Reserve Fund	01-132-6700	Police Chief Salary	
	Snow and Ice		and Expenses	01-210-5150
4,805.00	Removal Wages	01-423-5100	Police Chief Salary	
	Snow and Ice		and Expenses	01-210-5150
1,500.00	Removal Wages	01-423-5100	Police Salary & Wages	01-210-5100
4,000.00	Fire Training Expenses	01-220-6300	Fire Salary & Wages	01-220-5100
	Snow & Ice Removal			
8,500.00	Purchased Services	01-423-6200	Fire Salary & Wages	01-220-5100
3,000.00	General Insurance	01-945-6740	Fire Salary & Wages	01-220-5100
	Trash Removal			
4,500.00	and Tipping Fees	01-430-6200	Fire Salary & Wages	01-220-5100
	Communications		Communications	
3,800.00	Training Expense	01-235-6300	Salary and Wages	01-235-5100
	Communications		Communications	
2,000.00	Supplies	01-235-6400	Salary and Wages	01-235-5100
	Interest on Short		Communications	
9,200.00	Term Notes	01-753-6925	Salary and Wages	01-235-5100
	Building Inspector		Wiring Inspector	
120.00	Purchased Services	01-241-6200	Salary	01-245-5100
300.00	Highway Supplies	01-420-6400	Highway Other Charges	01-420-6700
	Snow and Ice		Snow and Ice	
1,161.66	Removal Wages	01-423-5100	Removal Supplies	01-423-6400
	Cemetery Purchased			
1,180.08	Services	01-491-6200	Cemetery Supplies	01-491-6400
534.07	Maturing Debt-Interest	01-750-6915	Maturing Debt-Principal	01-710-6910
	Interest on Short			
6,965.93	Term Notes	01-753-6925	Maturing Debt-Principal	01-710-6910
2,200.00	Reserve Fund	01-132-6700	Group Health Insurance	01-914-5170
	Interest on Short			
7,500.00	Term Notes	01-753-6925	Medicare-Town's Share	01-916-5170
	Interest on Short		Unemployment	
12,000.00	Term Notes	01-753-6925	Compensation	01-913-5170
96,331.74	TOTAL TRANSFERS			

Article 21. Upon motion of Donald E. Davis, second by James A. Ryan, it was voted to transfer the sum of \$36,895 to the Fiscal Year 2000 Workers' Compensation Claims Reserve Fund in conformity with the provisions of Massachusetts General Laws, Chapter 40, Section 13 C, and to meet said appropriation by transferring the amount of \$36,895 from the Fiscal Year 2000 Workers' Compensation Budget.

Article 22. Upon motion of Wayne M. LeBlanc, second by David J. Sweetman, it was voted to appropriate the sum of \$20,000 to be expended under the direction of the Parks Commission for the purpose of development and improvement of athletic practice and playing fields within the Town of West Boylston at various locations to be determined by the Parks Commission, and to meet said appropriation by transferring the sum of \$20,000 from the Recreation Receipts Reserved for Appropriation Account.

Article 23. Upon motion of James A. Ryan, second by David J. Sweetman, it was voted to appropriate the sum of \$275,000 to the West Boylston Sewer Enterprise Account to be expended by the Board of Selectmen for sewer system development. Administration, assessment, operation and maintenance expenses in Fiscal Year 2000, and to meet said appropriation through the transfer of \$275,000 from the Stabilization Fund.

Upon motion of Philippe W. Chevalier, second by Jane Simmarano, it was unanimously voted to waive the reading of the balance of the warrant.

Article 24. Upon motion of Wayne M. LeBlanc, second by David J. Sweetman, it was voted to authorize the Board of Selectmen to acquire by gift and to accept a grant to the Town of West Boylston by and through its Board of Health of a perpetual easement over the parcel(s) described below, upon such terms and conditions as it shall determine appropriate, for the purpose of any and all acts deemed necessary to construct, install, lay, operate, maintain, inspect, upgrade, repair, remove, excavate, replace and expand any component of the Title V share disposal system located on the parcel(s), together with a right to pass and repass by foot and by vehicle over such easement for said purposes, including the removal and trimming of crops, vegetation, trees, or shrubs therefrom, and for purposes of inspecting such easement, as shown on a subsurface sewage disposal shared system plan entitled "Subsurface Sewage Disposal System Proposed Shared System Plan Prepared for Colonial Capital Corporation" dated December 1, 1998 and revised March 30, 1999 and on file with the Board of Health, said parcel(s) being owned by Colonial Capital shown on Assessors Map 179, lots 003.3, 003.4, 003.5 and 003.6.

Article 25. Upon motion of David J. Sweetman, second by James A. Ryan, it was voted to amend the General Bylaws of the Town of West Boylston, ARTICLE XIX DOG CONTROL, Sections 2, 4 and 5 by changing the language "Dog Officer" to "Animal Control Officer".

Article 26. Upon motion of Donald E. Davis, second by James A. Ryan, it was voted unanimously voted to pass over this article which would have changed the quorum requirements for town meetings.

Article 27. Upon motion of Wayne M. LeBlanc, second by Donald E. Davis, it was voted to amend the General Bylaws of the Town of West Boylston ARTICLE XXI PERSONNEL BYLAW, Section 5, Part Q by deleting the first sentence: "Sick leave shall be used for only personal illness or injury" and inserting the following language: "Sick leave shall be used for personal illness or injury, and to provide care for an immediate family member, defined as husband, wife, son, daughter, father, mother, father-in-law, mother-in-law, brother, sister, grandchild, or any person living with the employee with a serious health condition, or with an acute medical need".

Article 28. Upon motion of James A. Ryan, second by David J. Sweetman, it was voted to amend Section 5, Part V, **Probation Period** of the Personnel Bylaw so as to delete the title "Confidential Secretary to the Chief of Police" in the first paragraph, and insert in its place the title "Administrative Assistant to the Chief of Police".

Article 29. Upon motion of James A. Ryan, second by David J. Sweetman, it was voted to amend Section 5, Part P, **Personal Days** of the Personnel Bylaw by deleting the existing language and replacing it with the following Part P:

"Each full-time employee may receive three paid days off each year. Each part-time employee may receive two paid days off each year for the purpose of conducting personal business. A day for part-time shall be equal to the number of hours in a fiscal year the part-time employee is regularly scheduled to work divided by the number of days in a fiscal year the employee is regularly scheduled to work. Department heads should be notified at least three days before the intended absence except in the case of emergency. Time off is generally authorized in whole days, but may be taken in half days or hourly increments at the department head's discretion. Personal days are not cumulative and may not be carried from one year to another."

Article 30. Upon motion of David J. Sweetman, second by James A. Ryan, it was voted to amend Section 5, Part Y **Termination (7) Disciplinary Termination** so as to replace the words "pending review for discharge" with "pending a hearing for discharge".

Article 31. Upon motion of Donald E. Davis, second by James A. Ryan, it was voted to accept the provisions of Massachusetts General Laws, Chapter 32B, Section 18, a statute that requires that all retirees, their spouses and dependents who are enrolled in Medicare Part A at no cost to a retiree, their spouse or dependents, or eligible for coverage thereunder at no cost to a retiree, their spouse or dependents, be required to enroll in a Medicare health benefits supplement plan offered by the town.

Article 32. Upon motion of Wayne M. LeBlanc, second by David J. Sweetman, it was unanimously voted to pass over this article which would have accepted Rivington Drive as a public way.

Article 33. Upon motion of David J. Sweetman, second by James A. Ryan, it was voted to accept a grant of a restrictive covenant with respect to the property at 220 Fairbanks Street, shown on Assessors' Map 111, as Parcel 015, in connection with the development of the property for mixed-income affordable housing under the Local Initiative Program.

Article 34. Upon motion of Vincent Vignaly, second by Patrick Inderwish, it was voted to amend the West Boylston Zoning Bylaws by adding Section 4.3 H to read as follows:

4.3 Modifications to Dimensional Requirements

H. Common Driveways

For lots to be used for residential dwelling purposes where adequate access is provided across the frontage, the Planning Board may grant a Special Permit to allow common driveways for no more than four (4) lots that meet the zoning requirements. Common drives may be permitted to allow for more efficient traffic flow, to reduce traffic hazards from numerous individual driveways, to consolidate access to lots across wetland resources, and otherwise where, in the Planning Boards' judgment, such an arrangement will be more advantageous to the neighborhood than separate driveways. The applicant shall submit documents, plans, and profiles for approval to the Planning Board to assure compliance with the following standards for common driveways:

1. The maximum grade shall be 12%. The minimum grade shall be 1%, with a 3% maximum grade within 50' of its intersection with a street right of way. The minimum centerline radius shall be 45 feet. The maximum length shall be five hundred feet (500'), and the angle of intersection with the street right of way shall be no less than 45°.
2. The maximum width shall be 15 feet for the durable surface, with a 3 feet wide improved gravel shoulder on at least one side. Driveways shall be surfaced with a durable, all season non-dusting material, drained and suitable maintained to the extent necessary to avoid any nuisance by reason of dust, erosion or water flow onto streets or adjoining property.
3. The common driveways shall exit onto the frontage street, and shall be located entirely within the boundaries of the lots being served thereby.
4. The minimum easement width of 24 feet shall be created so that appropriate legal devices (easements or restrictive covenants, etc.) shall be executed and recorded along with the deeds for the lots to assure that maintenance, repair, snow removal, rubbish collection, and liability for the common driveway shall remain perpetually the responsibility of the private parties, or their successors-in-interest.
And
- II. By modifying the text of Section 5.2.A 1.e by inserting the phrase, "For non-residential uses in the Business and Industrial Districts" at the beginning of the first sentence.

Article 35. Upon motion of David J. Sweetman, second by James A. Ryan, it was voted to appropriate the sum of \$30,000 to fund the compensation of disabled Chief of Police Alcide A. L'Ecuyer in Fiscal Year 2000 until the effective date of Chief L'Ecuyer's retirement, and to meet said appropriation through the transfer of the sum of \$30,000 from the Stabilization Fund.

Article 36. Upon motion of Donald E. Davis, second by James A. Ryan, it was unanimously voted to transfer the sum of \$401,411 from available, certified free cash to reduce or stabilize the Fiscal Year 2000 tax rate.

Upon motion of Donald E. Davis, second by James A. Ryan, it was unanimously voted to adjourn the meeting at 12:05 a.m.

Attest:


Barbara M. Deschenes

Town of West Boylston
Annual Town Meeting
May 17, 1999

<u>Article</u>	<u>Amount</u>	<u>Source</u>	<u>To</u>	<u>Account</u>
14)	32,875	Ambulance Receipts Reserved/Approp.	Fire Dept. Salaries and Wages	02-20-5100
14)	157,500	Ambulance Receipts Reserved/Approp.	Long Term Debt Principal Account	07-10-6910
14)	1,500	Ambulance Receipts Reserved/Approp.	Long Term Debt Interest	07-50-6915
14)	8,125	Ambulance Receipts Reserved/Approp.	Short Term Debt Interest	07-53-6925
14)	84,719	Stabilization Fund	Short Term Debt Interest	07-53-6925
14)	12,620,042	Taxation	Omnibus Budget	
16)	25,000	Capital Investment Fund	Safety Complex Improvements	
16)	50,000	Capital Investment Fund	School Technology	
16)	30,000	Capital Investment Fund	Streets & Parks Truck & Equipment	
16)	50,000	Stabilization Fund	Athletic Field Reconstruction	
16)	25,000	Stabilization Fund	Safety Complex Improvements	
19)	25,000	Stabilization Fund	Town-wide Planning Committee	
21)	36,895	Workers' Compensation Budget	Workers' Compensation Claims	
22)	20,000	Recreation Receipts Reserved/Approp.	Development & Improvement Athletic fields	
23)	275,000	Stabilization	Sewer Enterprise Fund	
35)	30,000	Stabilization	Chief Alcide A. L'Ecuyer	
36)	401,411	Free Cash	Stabilize Fy 2000 Tax Rate	

COMMONWEALTH OF MASSACHUSETTS

TOWN OF WEST BOYLSTON

ANNUAL TOWN MEETING WARRANT

MAY 17, 1999

Worcester ss.

To either of the Constables of the Town of West Boylston in the County of Worcester.

GREETINGS:

In the name of the Commonwealth of Massachusetts, you are directed to notify and warn the inhabitants of the Town of West Boylston qualified to vote in elections and Town affairs, to meet in the Auditorium of the Middle/High School in said Town on Monday, May 17, 1999 at 7:00 p.m. in the evening, then and there to act on the following articles.

**ARTICLE 1 - AUTHORIZATION TO HEAR THE REPORTS OF OFFICERS AND
COMMITTEES OF THE TOWN**

To see if the town will vote to hear the reports of the officers and standing committees of the town; or take any other action relative thereto.

**ARTICLE 2 - AUTHORIZATION TO BORROW IN ANTICIPATION OF REVENUE
AND TO ENTER INTO A COMPENSATING BALANCE AGREEMENT
WITH A BANK**

To see if the town will vote to authorize the Town Treasurer/Tax Collector with the approval of the Board of Selectmen, to borrow money from time to time in anticipation of the revenue of the Fiscal Year 2000, the period from July 1, 1999 through June 30, 2000, in conformity with the provisions of the Massachusetts General Laws, Chapter 44, Section 4, and to issue a note or notes as may be given for a period of less than one year in accordance with Massachusetts General Laws, Chapter 44, Section 17, and to authorize the Treasurer/Tax Collector to enter into a compensating balance agreement or agreements for Fiscal Year 2000 pursuant to Massachusetts General Laws, Chapter 44, Section 53F; or take any other action relative thereto.

**ARTICLE 3 - AUTHORIZATION FOR BUDGET LINE ITEM TRANSFERS
WITHIN A DEPARTMENTAL BUDGET WITH SELECTMEN
AND FINANCE COMMITTEE APPROVAL**

To see if the Town will vote to authorize department heads, boards, and committees, subject to the approval of the Board of Selectmen and the Finance Committee, to transfer funds between that department's, board's, or committee's Fiscal Year 2000 operating budget line item accounts; guidelines for such transfers will be consistent with those for Reserve Fund transfers; or take any other action relative thereto.

**ARTICLE 4 - AUTHORIZATION TO ESTABLISH A REVOLVING FUND
FOR WBPA-TV**

To see if the town will vote to establish a Revolving Fund for WBPA-TV in conformity with Massachusetts General Laws, Chapter 44 Section 53E½ for the following purposes and subject to the following conditions:

- a) to be used to purchase equipment to further enhance the cablecasting abilities of the town;
- b) to be used to purchase expendable material as needed, such as videotape, batteries, gaffers tape, lights, etc.;
- c) to be the depository for those receipts submitted to WBPA-TV for the operation of WBPA-TV that have been authorized by the Board of Directors of WBPA-TV, as well as the franchise license fee paid by Greater Media Cable to the town;
- d) to have a limit on the total amount which may be spent from the fund in Fiscal Year 2000 set at \$5,000; and
- e) to not be used for any wages or salaries, since WBPA-TV is a volunteer organization;

or take any other action relative thereto.

**ARTICLE 5 - AUTHORIZATION TO ESTABLISH A REVOLVING FUND
FOR THE BOARD OF HEALTH**

To see if the Town will vote to authorize the Board of Health to establish a Revolving Fund in conformity with Massachusetts General Laws, Chapter 44, Section 53E½, for the following purposes and subject to the following conditions:

- a) to pay the Upper Blackstone Water Pollution Abatement District (U.B.W.P.A.D.) for septage dumped at its facility in Millbury by septic haulers licensed in the Town of West Boylston;
- b) to be the depository for fees derived from permits issued to licensed haulers in the Town of West Boylston, said fees shall cover the cost of dumping at the U.B.W.P.A.D., plus an administrative charge;
- c) to have a limit on the total amount which may be spent from the fund in Fiscal Year 2000 set at \$20,000; and
- d) to have the Board of Health be the only authority empowered to expend monies from this fund;

or take any other action relative thereto.

**ARTICLE 6 - AUTHORIZATION TO ESTABLISH A REVOLVING FUND
FOR THE CEMETERY TRUSTEES**

To see if the Town will vote to authorize the Cemetery Trustees to establish a Revolving Fund in conformity with Massachusetts General Laws, Chapter 44, Section 53E½, for the following purposes and subject to the following conditions:

- a) to pay the cost of grave openings and other related expenses;
- b) to fund administrative expenses of the Cemetery Department, including wage and salary expenses of part-time employees of the Cemetery Department;
- c) to be the depository for fees derived from grave openings collected by the Cemetery Department;
- d) to have a limit on the total amount which may be spent from the fund in Fiscal Year 2000 set at \$15,000; and
- e) to have the Cemetery Trustees be the only authority empowered to expend monies from this fund;

or take any other action relative thereto.

**ARTICLE 7 - AUTHORIZATION TO ESTABLISH A REVOLVING FUND
FOR THE COUNCIL ON AGING**

To see if the Town will vote to authorize the Council on Aging to establish a Revolving Fund in conformity with Massachusetts General Laws, Chapter 44, Section 53E½ for the following purposes and subject to the following conditions:

- a) to pay for activities related to the Council on Aging programs that were not provided for in the Fiscal Year 2000 operating budget;
- b) to be the depository for fees derived from various fund raising activities collected by the Council on Aging;
- c) to have a limit on the total amount to which may be spent from the fund in Fiscal Year 2000 set at \$5,000; and
- d) to have the Council On Aging be the only authority empowered to expend monies from this fund;

or take any other action relative thereto.

**ARTICLE 8 - AUTHORIZATION TO ESTABLISH A REVOLVING FUND
FOR THE BOARD OF HEALTH**

To see if the Town will vote to authorize the Board of Health to establish a Revolving Fund in conformity with Massachusetts General Laws, Chapter 44, Section 53E½, for the following purposes and subject to the following conditions:

- a) to pay Board of Health inspectors and/or agents for services provided for percolation and soil testing, septic system design review, installation of septic review, final septic inspection and engineering services;
- b) to fund administrative expenses of the Board of Health, including wage and salary expenses of part-time employees of the Board of Health;
- c) to be the depository for fees derived from plan reviews and fees;
- d) to have a limit on the total amount which may be spent from the fund in Fiscal Year 2000 set at \$50,000; and
- e) to have the Board of Health be the only authority empowered to expend monies from this fund;

or take any other action relative thereto.

**ARTICLE 9 - AUTHORIZATION TO ESTABLISH A REVOLVING FUND
FOR THE PLANNING BOARD**

To see if the Town will vote to authorize the Planning Board to establish a Revolving Fund in conformity with Massachusetts General Laws, Chapter 44, Section 53E½, for the following purposes and subject to the following conditions:

- a) to fund unbudgeted administrative expenses of the Planning Board, including wage and salary expenses of part-time employees of the Planning Board;
- b) to be the depository for fees derived from filing fees charged by the Planning Board;
- c) to have a limit on the total amount which may be spent from the fund in Fiscal Year 2000 set at \$20,000; and
- d) to have the Planning Board be the only authority empowered to expend monies from this fund;

or take any other action relative thereto.

ARTICLE 10 – PERSONNEL BYLAW AMENDMENT

To see if the town will vote to amend the Personnel Bylaw as follows:

- (1) Add the following definitions to Section 5, Part F. **Types of Employees:**

“Exempt Employee: An employee who is classified as either an exempt or an excluded employee under the provisions of the federal Fair Labor Standards Act.

Non-Exempt Employee: An employee who is not classified as either an exempt or an excluded employee under the provisions of the Fair Labor Standards Act.”

- (2) Amend Section 5, Part L. **Overtime**, (1) **Computation** so as to delete the word “Employees” in the first sentence to “Non-exempt employees”
- (3) Amend Section 5, Part L. **Overtime**, (5) **Compensatory Time Off** so as to delete the words “Employee” or “Employees” to “Non-exempt employee” or “Non-exempt employees” wherever these words appear in this section;

or take any other action relative thereto.

**ARTICLE 11 – AUTHORIZATION TO AMEND THE PERSONNEL BYLAW AND TO
REVISE THE CLASSIFICATION AND COMPENSATION PLAN SO AS TO PROVIDE
EMPLOYEES A TWO PERCENT (2%) COST-OF-LIVING PAY INCREASE**

To see if the town will vote to amend Section 5, Part AA. *Classification and Compensation Plan* of the Personnel Bylaw as follows:

Delete Part AA as follows: .

AA. CLASSIFICATION AND COMPENSATION PLAN

1. Classification Plan

The official classification plan of the town is as follows:

- Grade 1.** Casual Labor
 Clerk/Typist
 Custodian/Maintenance Worker
 Minutes Clerk
- Grade 2.** Animal Control Officer
 Assistant Town Clerk
 Treasurer/Tax Collector Clerk
 Van Driver
- Grade 3.** Assistant Administrative Assessor
 Assistant Children's Librarian
 Dispatcher
 Library Assistant
 Secretary
 Secretary/Bookkeeper
- Grade 4.** Administrative Secretary for Public Works
 Assistant Tax Collector
 Communications Supervisor
 Confidential Secretary
 Municipal Assistant
- Grade 5.** Assistant Treasurer
 Cemetery Caretaker
 Council On Aging Coordinator
- Grade 6.** Principal Assessor

Grade 7. Assistant Library Director
Children's Librarian
Town Clerk

Grade 8. Building Inspector

Grade 9. Treasurer/Tax Collector
Town Accountant

Grade 10. Library Director

Grade 11. Highway Superintendent

2. Compensation Plan

The official classification plan of the town is as follows:

CLASSIFICATION AND COMPENSATION PLAN

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
1	\$ 8.51	\$ 9.36	\$10.21	\$11.07	\$11.91
2	\$ 9.34	\$10.28	\$11.21	\$12.14	\$12.46
3	\$10.18	\$11.18	\$12.21	\$13.23	\$14.25
4	\$11.01	\$12.11	\$13.21	\$14.31	\$15.41
5	\$11.85	\$13.04	\$14.22	\$15.90	\$16.60
6	\$12.68	\$13.95	\$15.22	\$16.48	\$17.75
7	\$13.52	\$14.85	\$16.22	\$17.57	\$18.92
8	\$14.35	\$15.79	\$17.22	\$18.66	\$20.09
9	\$15.18	\$16.70	\$18.22	\$19.65	\$21.25
10	\$17.69	\$19.46	\$21.23	\$23.00	\$24.77
11	\$18.52	\$20.38	\$22.23	\$24.08	\$25.93

and insert the following under Part AA.

AA. CLASSIFICATION AND COMPENSATION PLAN

1. Classification Plan

The official classification plan of the town is as follows:

Non-Exempt Employees – Wage Earning Employees

- Grade 1.** Casual Labor
 Clerk/Typist
 Custodian/Maintenance Worker
 Minutes Clerk

- Grade 2.** Animal Control Officer
 Assistant Town Clerk
 Dog Officer
 Treasurer/Tax Collector Clerk
 Van Driver

- Grade 3.** Assistant Administrative Assessor
 Assistant Children's Librarian
 Dispatcher
 Library Assistant
 Secretary
 Secretary/Bookkeeper

- Grade 4.** Administrative Secretary for Public Works
 Assistant Tax Collector
 Administrative Assistant to the Chief of Police
 Municipal Assistant

- Grade 5.** Assistant Treasurer

Exempt Employees – Salaried Employees

- Grade 6.** Cemetery Superintendent
 Council On Aging (COA) Coordinator

- Grade 7.** Principal Assessor

- Grade 8.** Assistant Library Director
 Children's Librarian
 Town Clerk

- Grade 9.** Building Inspector
- Grade 10.** Town Accountant
Treasurer/Tax Collector
- Grade 11.** Library Director
- Grade 12.** Superintendent of Streets and Parks

2. Compensation Plan

The official classification and compensation plan of the town is as follows:

CLASSIFICATION AND COMPENSATION PLAN

Non-Exempt Employees – Wage Earning Employees

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
1	\$ 8.68	\$ 9.55	\$10.41	\$11.29	\$12.15
2	\$ 9.53	\$10.49	\$11.43	\$12.38	\$12.73
3	\$10.38	\$11.40	\$12.45	\$13.49	\$14.54
4	\$11.23	\$12.35	\$13.47	\$14.60	\$15.72
5	\$12.09	\$13.30	\$14.50	\$16.22	\$16.93

Exempt Employees – Salaried Supervisors

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
6					
Cemetery Superintendent	\$20,484	\$22,540	\$24,580	\$27,484	\$28,694
COA Coordinator	\$25,210	\$27,742	\$30,252	\$33,826	\$35,315
7					
Principal Assessor	\$25,627	\$28,194	\$30,760	\$33,307	\$35,894
8					
Children's Librarian	\$23,370	\$25,669	\$28,037	\$30,370	\$32,704
Town Clerk	\$23,370	\$25,669	\$28,037	\$30,370	\$32,704
Assistant Library Director	\$25,168	\$27,643	\$30,193	\$32,707	\$35,220

9
 Building Inspector \$19,079 \$20,994 \$22,895 \$24,810 \$26,711

10
 Town Accountant \$30,680 \$33,752 \$36,824 \$39,714 \$42,948
 Treasurer/Tax Collector \$30,680 \$33,752 \$36,824 \$39,714 \$42,948

11
 Library Director \$32,030 \$36,225 \$39,520 \$42,814 \$46,109

12
 Superintendent of
 Streets and Parks \$43,357 \$47,293 \$51,228 \$55,164 \$58,683;

or take any other action relative thereto.

**ARTICLE 12 – AUTHORIZATION TO RECLASSIFY THE POSITIONS OF
 PRINCIPAL ASSESSOR AND TREASURER/TAX COLLECTOR**

To see if the town will vote to amend Section 5, Part AA. **Classification and Compensation Plan** of the Personnel Bylaw as follows so as to reclassify the positions of Principal Assessor and Treasurer/Tax Collector:

Delete the following Exempt Employees – Salaries-Employees classification plan:

Exempt Employees – Salaried Employees

Grade 6. Cemetery Superintendent
 Council On Aging (COA) Coordinator

Grade 7. Principal Assessor

Grade 8. Assistant Library Director
 Children’s Librarian
 Town Clerk

Grade 9. Building Inspector

Grade 10. Town Accountant
 Treasurer/Tax Collector

Grade 11. Library Director

Grade 12. Superintendent of Streets and Parks

And insert the following:

Exempt Employees – Salaried Employees

Grade 6. Cemetery Superintendent
Council On Aging (COA) Coordinator

Grade 7. Assistant Library Director
Children's Librarian
Town Clerk

Grade 8. Building Inspector

Grade 9. Principal Assessor
Town Accountant

Grade 10. Library Director
Treasurer/Tax Collector

Grade 11. Superintendent of Streets and Parks;

and further to delete the following section of the classification and compensation plan:

Exempt Employees – Salaried Supervisors

<u>Grade</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
6					
Cemetery Superintendent	\$20,484	\$22,540	\$24,580	\$27,484	\$28,694
COA Coordinator	\$25,210	\$27,742	\$30,252	\$33,826	\$35,315
7					
Principal Assessor	\$25,627	\$28,194	\$30,760	\$33,307	\$35,894
8					
Children's Librarian	\$23,370	\$25,669	\$28,037	\$30,370	\$32,704
Town Clerk	\$23,370	\$25,669	\$28,037	\$30,370	\$32,704
Assistant Library Director	\$25,168	\$27,643	\$30,193	\$32,707	\$35,220

9

Building Inspector	\$19,079	\$20,994	\$22,895	\$24,810	\$26,711
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10

Town Accountant	\$30,680	\$33,752	\$36,824	\$39,714	\$42,948
Treasurer/Tax Collector	\$30,680	\$33,752	\$36,824	\$39,714	\$42,948

11

Library Director	\$32,030	\$36,225	\$39,520	\$42,814	\$46,109
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12

Superintendent of Streets and Parks	\$43,357	\$47,293	\$51,228	\$55,164	\$58,683;
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and insert the following:

Exempt Employees – Salaried Supervisors

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
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6

Cemetery Superintendent	\$20,484	\$22,540	\$24,580	\$27,484	\$28,694
COA Coordinator	\$25,210	\$27,742	\$30,252	\$33,826	\$35,315

7

Children's Librarian	\$23,370	\$25,669	\$28,037	\$30,370	\$32,704
Town Clerk	\$23,370	\$25,669	\$28,037	\$30,370	\$32,704
Assistant Library Director	\$25,168	\$27,643	\$30,193	\$32,707	\$35,220

8

Building Inspector	\$19,079	\$20,994	\$22,895	\$24,810	\$26,711
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9

Principal Assessor	\$30,680	\$33,752	\$36,824	\$39,714	\$42,948
Town Accountant	\$30,680	\$33,752	\$36,824	\$39,714	\$42,948

10

Library Director	\$32,030	\$36,225	\$39,520	\$42,814	\$46,109
Treasurer/Tax Collector	\$35,752	\$39,330	\$42,907	\$46,484	\$50,062

Superintendent of Street and Parks	\$43,357	\$47,293	\$51,228	\$55,164	\$58,683;
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or take any other action relative thereto

ARTICLE 13 - AUTHORIZATION TO SET THE SALARY OF ELECTED OFFICIALS

To see if the town will vote to determine and fix what salaries elective officers of the town shall receive for Fiscal Year 2000 in conformity with the provisions of Massachusetts General Laws, Chapter 41 Section 108:

Moderator	\$ 50.00;
Selectmen	\$ 100.00 each (5 members);
Town Clerk	\$ 30,954.00;
Planning Board	\$ 100.00 each (5 members);
Cemetery Trustees	\$ 100.00 each (3 members); and
Municipal Light Board	\$ 300.00 each (3 members);

or take any other action relative thereto.

ARTICLE 14 - FISCAL YEAR 2000 OMNIBUS BUDGET APPROPRIATION ARTICLE

To see if the town will vote to raise and appropriate, or transfer from available funds, such sums of money as may be necessary to defray the expenses and charges of the Town of West Boylston in Fiscal Year 2000, the period of July 1, 1999 through June 30, 2000, including the costs of public education, debt and interest payments, and providing municipal services; or take any other action relative thereto.

(The proposed Fiscal Year 2000 Operating Budget can be found after the text of the Annual Town Meeting Warrant. The budget format contains the expenditure figures for Fiscal Year 1998, appropriation figures for Fiscal Year 1999, and for Fiscal Year 2000, and the Town Administrator's recommendations.)

ARTICLE 15 - FISCAL YEAR 2000 OMNIBUS BUDGET SUPPLEMENTAL APPROPRIATION ARTICLE

To see if the town will vote to raise and appropriate the following additional sums of money to defray the expenses and charges of the Town of West Boylston in Fiscal Year 2000, the period of July 1, 1999 through June 30, 2000: Four Hundred Eighty Thousand Dollars and No Cents (\$480,000) to the Fiscal Year 2000 Public Education Budget Account, increasing the Fiscal Year 2000 Public Education Budget Account Appropriation to \$6,350,000, and Fifty Thousand Dollars and No Cents (\$50,000) to the Fiscal Year 2000 Group Health Insurance – Employer Account, Budget Line Item #09-15-5170, increasing the Fiscal Year 2000 Group Health

Insurance – Employer Account Appropriation to \$980,000; and further said appropriations shall be contingent upon a so-called Proposition 2 ½ Override as authorized under Massachusetts General Laws, Chapter 59; Section 21C, Paragraphs (g) and (m); or take any other action relative thereto.

ARTICLE 16 - CAPITAL IMPROVEMENT PROGRAM APPROPRIATION ARTICLE

To see if the town will vote to authorize any or all of the following described sums of money for capital purchases:

1. Athletic Field Reconstruction	-	\$ 50,000
2. Safety Complex Improvements	-	\$ 50,000
3. School Technology	-	\$ 50,000
4. Street and Parks Truck and Equipment	-	<u>\$ 30,000</u>
Total	-	\$180,000

and to appropriate the sum of One Hundred Eighty Thousand Dollars and No Cents (\$180,000) and to meet said appropriation by transferring said amount of One Hundred Eighty Thousand Dollars and No Cents (\$180,000) from the Capital Investment Fund, and further that any unexpended balance from said appropriation shall revert to the Capital Investment Fund; or take any other action relative thereto.

ARTICLE 17 - AUTHORIZATION TO EXPEND FUNDS IN ANTICIPATION OF REIMBURSEMENT OF STATE HIGHWAY ASSISTANCE AID

To see if the town will vote to accept any and all state highway assistance funds authorized by the state legislature and approved by the Massachusetts Highway Department under the so-called Chapter 90 Highway Assistance Program to be expended for the maintenance, repair and construction of town roads in anticipation of reimbursement under the direction of the Board of Selectmen and the Town Administrator for work on roads located on the State Aid Primary System as approved by the Massachusetts Highway Department, and further to authorize the Town Treasurer/Collector, with the approval of the Board of Selectmen, to borrow money from time to time during Fiscal Year 2000, the period from July 1, 1999 through June 30, 2000, in anticipation of reimbursement of said highway assistance in conformity with the provisions of Massachusetts General Laws, Chapter 44, Section 6A; or take any other action relative thereto.

ARTICLE 18 - APPROPRIATION TO FUND AN ELDERLY COMMUNITY SERVICES PROGRAM

To see if the town will vote to raise and appropriate the sum of Nine Thousand Dollars and No Cents (\$9,000) to fund an Elderly Community Services Program for the purpose of providing a payment voucher for services rendered for the departments, boards, and committees of the municipality to resident property owners who have attained the age of sixty (60) years, to be used to reduce the real estate property taxes for the property in which the elderly owner resides; said program shall be subject to the following conditions in addition to any and all eligibility requirements promulgated by the Board of Selectmen:

1. participation in the program shall be limited to elderly residents of the town who own property and are willing and able to provide services to the town;
2. program participants shall receive compensation at a rate of Six Dollars and No Cents (\$6.00) for each hour of service rendered for a total not to exceed One Thousand Two Hundred Dollars and No Cents (\$1,200) in any calendar year;
3. program participants may agree in writing prior to participating in the program to receive compensation in the form of a voucher to be presented to the Treasurer/Collector to be applied to the real estate obligations of the participant for the property in which the participant resides;
4. the Treasurer/Tax Collector shall comply with the wage, tax, and payroll deduction requirements of the state Department of Revenue and the federal Internal Revenue Service, prior to compensating program participants or applying the net amount of wages earned to the real estate tax obligations of the participants; and
5. program participants who meet the eligibility guidelines established for the program by the Board of Selectmen shall be selected for participation in the program on a first-come-first-served basis;

or take any other action relative thereto.

ARTICLE 19 -- APPROPRIATION TO TOWN-WIDE PLANNING COMMITTEE

To see if the town will vote to appropriate the sum of Twenty-five Thousand Dollars and No Cents (\$25,000) to continue to fund the continuation of the town-wide planning efforts of the Town-wide Planning Committee pursuant to the development of a comprehensive plan (master plan); or take any other action relative thereto.

**ARTICLE 20 - AUTHORIZATION TO TRANSFER UNEXPENDED FUNDS
FROM FISCAL YEAR 1999 APPROPRIATIONS**

To see if the town will vote to transfer from available funds or from any unexpended balances of Fiscal Year 1999 appropriations, hitherto made, to Fiscal Year 1999 appropriation accounts; or take any other action relative thereto.

**ARTICLE 21 - AUTHORIZATION TO TRANSFER MONEY TO
FY 2000 WORKERS' COMPENSATION CLAIMS RESERVE**

To see if the town will vote to transfer the sum of Thirty-six Thousand, Eight Hundred Ninety-five Dollars and No Cents (\$36,895) to the Fiscal Year 2000 Workers' Compensation Claims Reserve Fund in conformity with the provision of Massachusetts General Laws, Chapter 40, Section 13C, and to meet said appropriation by transferring the amount of Thirty-six Thousand, Eight Hundred Ninety-five Dollars and No Cents (\$36,895) from the Fiscal Year 2000 Workers' Compensation Budget; or take any other action relative thereto.

**ARTICLE 22 - APPROPRIATION OF RECREATION RECEIPTS RESERVED FOR
APPROPRIATION TO UNDERTAKE THE DEVELOPMENT AND IMPROVEMENT
OF ATHLETIC PRACTICE AND PLAYING FIELDS**

To see if the town will vote to appropriate the sum of Twenty Thousand Dollars and No Cents (\$20,000) to be expended under the direction of the Parks Commission for the purpose of development, and improvement of athletic practice and playing fields within the Town of West Boylston at various locations to be determined by the Parks Commission, and to meet said appropriation by transferring the sum of Twenty Thousand Dollars and No Cents (\$20,000) from the Recreation Receipts Reserved for Appropriation Account; or take any other action relative thereto.

**ARTICLE 23 - AUTHORIZATION TO APPROPRIATE MONEY TO THE SEWER
ENTERPRISE ACCOUNT**

To see if the town will vote to appropriate the sum of Two Hundred Seventy-five Thousand Dollars and No Cents (\$275,000) to the West Boylston Sewer Enterprise Account to be expended by the Board of Selectmen for sewer system development, administration, assessment, operation, and maintenance expenses in Fiscal Year 2000, and to meet said appropriation through the transfer of Two Hundred Seventy-five Thousand Dollars and No Cents (\$275,000) from the Stabilization Fund; or take any other action relative thereto.

**ARTICLE 24 – AUTHORIZATION TO ACCEPT A PERPETUAL
EASEMENT**

To see if the town will vote to authorize the Board of Selectmen to acquire by gift and to accept a grant to the Town of West Boylston by and through its Board of Health of a perpetual easement over the parcel(s) described below, upon such terms and conditions as it shall determine appropriate, for the purpose of any and all acts deemed necessary to construct, install, lay, operate, maintain, inspect, upgrade, repair, remove, excavate, replace, and expand any component of the Title 5 shared disposal system located on the parcel(s), together with a right to pass and repass by foot and by vehicle over such easement for said purposes, including the removal and trimming of crops, vegetation, trees, or shrubs therefrom, and for purposes of inspecting such easement, as shown on a subsurface sewage disposal shared system plan entitled "Subsurface Sewage Disposal System Proposed Shared System Plan Prepared for Colonial Capital Corporation" dated December 1, 1998 and revised March 30, 1999 and on file with the Board of Health, said parcel(s) being owned by Colonial Capital shown on Assessors Map 179, lots 003.3, 003.4, 003.5 and 003.6; or take any other action relative thereto.

**ARTICLE 25 – GENERAL BYLAW AMENDMENT RELATIVE TO
ANIMAL CONTROL**

To see if the town will vote to amend ARTICLE XIX DOG CONTROL Sections 2, 4 and 5 by changing the language "Dog Officer" to "Animal Control Officer"; or take any other action relative thereto.

**ARTICLE 26 – GENERAL BYLAW AMENDMENT RELATIVE TO
TOWN MEETINGS AND ELECTIONS**

To see if the town will vote to amend ARTICLE 1 TOWN MEETINGS AND ELECTIONS Section 3 by changing the language "three percent (3%) to "two percent (2%)" and the language "two percent (2%)" to "one percent (1%)" ; or take any other action relative thereto.

ARTICLE 27 – PERSONNEL BYLAW AMENDMENT

To see if the town will vote to amend Section 5, Part Q. Sick Leave of the Personnel Bylaw as follows:

Delete the first sentence of Part Q. that reads as follows:

"Sick leave shall be used for only personal illness or injury."

and insert the following:

"Sick leave shall be used for personal illness or injury, and to provide care for an immediate family member, defined as husband, wife, son, daughter, father, mother,

father-in-law, mother-in-law, brother, sister, grandchild, or any other person living with the employee with a serious health condition, or with an acute medical need”;

or take any other action relative thereto.

ARTICLE 28 – PERSONNEL BYLAW AMENDMENT

To see if the town will vote to amend Section 5, Part V. **Probation Period** of the Personnel Bylaw so as to delete the title “Confidential Secretary to the Chief of Police” in the first paragraph, and insert in its place the title “Administrative Assistant to the Chief of Police”; or take any other action relative thereto.

ARTICLE 29 – PERSONNEL BYLAW AMENDMENT

To see if the town will vote to amend Section 5, Part P. **Personal Days** of the Personnel Bylaw as follows:

delete the following:

“Each full-time employee may receive three paid days off each year and each part-time employee may receive two paid days off each year for the purpose of conducting personal business. Department heads should be notified at least three days before the intended absence except in the case of emergency. Time off is generally authorized in whole days but may be taken in half days at the department head’s discretion. Personal days are not cumulative and may not be carried from one year to another.”

and insert a new Part P that reads as follows:

“Each full-time employee may receive three paid days off each year. Each part-time employee may receive two paid days off each year for the purpose of conducting personal business. A day for part-time employees shall be equal to the number of hours in a fiscal year the part-time employee is regularly scheduled to work divided by the number of days in a fiscal year the employee is regularly scheduled to work. Department heads should be notified at least three days before the intended absence except in the case of emergency. Time off is generally authorized in whole days but may be taken in half days or hourly increments at the department head’s discretion. Personal days are not cumulative and may not be carried from one year to another”;

or take any other action relative thereto.

ARTICLE 30 – PERSONNEL BYLAW AMENDMENT

To see if the town will vote to amend Section 5, Part Y. **Termination, (7) Disciplinary Termination** so as to delete the words “pending review for discharge” with “pending a hearing for discharge”; or take any other action relative thereto.

ARTICLE 31 – AUTHORIZATION TO ACCEPT THE PROVISIONS OF MASSACHUSETTS GENERAL LAWS, CHAPTER 32B, SECTION 18

To see if the town will vote to accept the provisions of Massachusetts General Laws, Chapter 32B, Section 18 a statute that requires that all retirees, their spouses and dependents who are enrolled in Medicare Part A at no cost to a retiree, their spouse, or dependents, or eligible for coverage thereunder at no cost to a retiree, their spouse or dependents, be required to enroll in a Medicare health benefits supplement plan offered by the town; or take any other action relative thereto.

ARTICLE 32 – AUTHORIZATION TO ACCEPT THE PRIVATE WAY KNOWN AS RIVINGTON DRIVE AS A PUBLIC WAY

To see if the town will vote to accept as a public way, Rivington Drive, running southerly from Laurel Street, as delineated in a definitive plan of Laurel Acres recorded with the Worcester District Registry of Deeds in Plan Book 390, Plan Number 123, a copy of said plan being on file in the Office of the Town Clerk, 120 Prescott Street, West Boylston; or take any other action relative thereto.

ARTICLE 33 – AUTHORIZATION TO ACCEPT A GRANT OF A RESTRICTIVE COVENANT

To see if the town will vote to authorize the Board of Selectmen to accept a grant of a restrictive covenant with respect to the property at 220 Fairbanks Street shown on Assessors Map 111, as Parcel 015, in connection with the development of the property for mixed-income affordable housing under the Local Initiative Program; or take any other action relative thereto.

ARTICLE 34 - ZONING BYLAW AMENDMENT- COMMON DRIVEWAYS

To see if the Town will vote to amend the West Boylston Zoning Bylaws as follows:

I. By adding a new Section 4.3H. to read as follows:

4.3 Modifications to Dimensional Requirements

H. Common Driveways

For lots to be used for residential dwelling purposes where adequate access is provided across the frontage, the Planning Board may grant a Special Permit to allow common driveways for no more than four (4) lots that meet the zoning requirements. Common drives may be permitted to allow for more efficient traffic flow, to reduce traffic hazards from numerous individual driveways, to consolidate access to lots across wetland resources, and otherwise where, in the Planning Boards' judgement, such an arrangement will be more advantageous to the neighborhood than separate driveways.

The applicant shall submit documents, plans, and profiles for approval to the Planning Board to assure compliance with the following standards for common driveways:

1. The maximum grade shall be 12%. The minimum grade shall be 1%, with a 3% maximum grade within 50' of its intersection with a street right of way. The minimum centerline radius shall be 45 feet. The maximum length shall be five hundred (500) feet, and the angle of intersection with the street right of way shall be no less than 45°.
2. The minimum width shall be 15 feet for the durable surface, with a 3 feet wide improved gravel shoulder on at least one side. Driveways shall be surfaced with a durable, all-season non-dusting material, drained and suitably maintained to the extent necessary to avoid any nuisance by reason of dust, erosion or water flow onto streets or adjoining property.
3. The common driveways shall exit onto the frontage street, and shall be located entirely within the boundaries of the lots being served thereby.
4. The minimum easement width of 24 feet shall be created so that appropriate legal devices (easements, or restrictive covenants, etc.) shall be executed and recorded along with the deeds for the lots to assure that maintenance, repair, snow removal, rubbish collection, and liability for the common driveway shall remain perpetually the responsibility of the private parties, or their successors-in-interest.

and

II. By modifying the text of Section 5.2.A 1.e. by inserting the phrase, "For non-residential uses in the Business and Industrial Districts," at the beginning of the sentence;

or take any other action relative thereto.

**ARTICLE 35 – APPROPRIATION TO FUND THE COMPENSATION OF DISABLED
CHIEF OF POLICE ALCIDE A. L'ECUYER**

To see if the town will vote to appropriate the sum of Thirty Thousand Dollars and No Cents (\$30,000) to fund the compensation of disabled Chief of Police Alcide A. L'Ecyer in Fiscal Year 2000 until the effective date of Chief L'Ecyer's retirement, and to meet said appropriation through transfer of the sum of Thirty Thousand Dollars and No Cents (\$30,000) from the Stabilization Fund; or take any other action relative thereto.

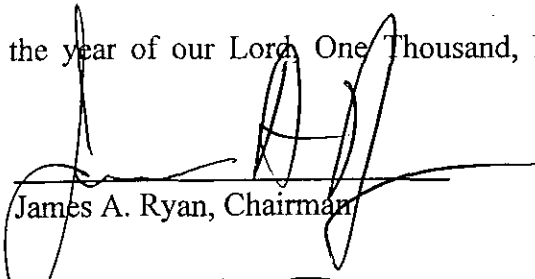
**ARTICLE 36 - AUTHORIZATION TO TRANSFER FREE CASH
TO REDUCE THE FISCAL YEAR 2000 TAX RATE**


To see if the town will vote to transfer a sum of money from available, certified free cash to reduce or stabilize the Fiscal Year 2000 Tax Rate; or take any other action relative thereto.

And you are directed to serve this Warrant by posting an attested copy thereof at the place of said meeting as aforesaid and at each of the Post Offices in said Town seven (7) days at least before the time of said meeting.

Hereof, fail not, make do return of this warrant with your doings thereof to the Town Clerk at the time and place of said meeting as aforesaid.

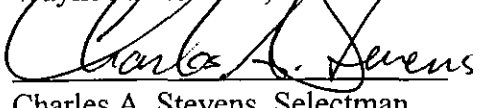
Given under our hands this fifth day of May in the year of our Lord One Thousand, Nine Hundred and Ninety-nine.


James A. Ryan, Chairman


Donald E. Davis, Vice Chairman

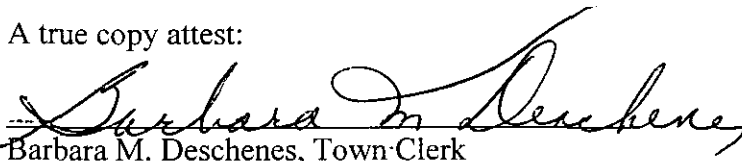

David J. Sweetman, Clerk


Wayne M. LeBlanc, Selectman


Charles A. Stevens, Selectman

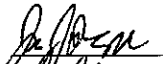
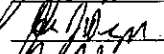
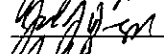

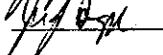
Board of Selectmen
Town of West Boylston

A true copy attest:


Barbara M. Deschenes, Town Clerk

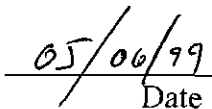
Honorable Board of Selectmen:

I have served this Warrant by posting duly attested copies thereof at the following places:

Mixer Municipal Office Building	 1001
West Boylston Middle/High School	 0930
West Boylston Post Office	 0936
Pruneau's Barber Shop	 0950
Municipal Lighting Plant	 0934



Constable



Date

FISCAL 2000 TOWN OF WEST BOYLSTON MUNICIPAL OPERATING BUDGET REQUEST DOCUMENT

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT DESCRIPTION</u>	<u>FY 1998 EXPENDED</u>	<u>FY 1999 BUDGET</u>	<u>FY 2000 RECOMMENDED</u>
<u>GENERAL GOVERNMENT</u>				
01-14 MODERATOR				
5100	Salary	0	50	50
5700	Other Charges	0	100	100
Total		0	150	150
01-22 BOARD OF SELECTMEN				
5100	Salaries	400	500	500
6200	Purchase of Services	4,088	500	500
6300	Public Information Expenses	0	1,500	2,000
6400	Supplies	500	500	500
6700	Other Charges	4,000	4,000	3,500
Total		8,988	7,000	7,000
01-23 TOWN ADMINISTRATOR				
5100	Salaries and Wages	97,954	101,500	107,321
6200	Purchase of Services	3,755	2,500	2,500
6400	Supplies	1,999	1,800	1,800
6700	Other Charges	3,890	3,500	2,200
Total		107,598	109,300	113,821
01-31 FINANCE COMMITTEE				
5100	Salaries and Wages	0	0	0
6200	Purchase of Services	0	50	50
6400	Supplies	0	50	50
6700	Other Charges	135	200	200
Total		135	300	300

FISCAL 2000 TOWN OF WEST BOYLSTON MUNICIPAL OPERATING BUDGET REQUEST DOCUMENT

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT DESCRIPTION</u>	<u>FY 1998 EXPENDED</u>	<u>FY 1999 BUDGET</u>	<u>FY 2000 RECOMMENDED</u>
01-32	RESERVE FUND			
6700	Other Charges	30,000	30,000	25,000
Total		30,000	30,000	25,000
01-35	TOWN ACCOUNTANT			
5100	Salaries and Wages	2,623	4,000	3,500
6200	Purchase of Services	35,011	34,000	43,000
6400	Supplies	239	500	500
6700	Other Charges	429	500	500
6800	Capital Outlay	0		0
Total		38,302	39,000	47,500
01-36	TOWN AUDIT			
6200	Purchase of Services	15,500	8,000	8,000
Total		15,500	8,000	8,000
01-41	BOARD OF ASSESSORS			
5100	Salaries and Wages	44,109	47,730	53,069
6200	Purchase of Services	17,734	18,000	6,000
6400	Supplies	1,808	1,700	1,300
6700	Other Charges	2,478	2,707	2,700
6800	Capital Outlay	0	0	0
Total		66,129	70,137	63,069

FISCAL 2000 TOWN OF WEST BOYLSTON MUNICIPAL OPERATING BUDGET REQUEST DOCUMENT

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT DESCRIPTION</u>	<u>FY 1998 EXPENDED</u>	<u>FY 1999 BUDGET</u>	<u>FY 2000 RECOMMENDED</u>
01-45	TREASURER/TAX COLLECTOR			
5100	Salaries and Wages	97,186	102,881	114,750
6200	Purchase of Services	21,623	20,000	24,400
6400	Supplies	2,003	1,600	1,600
6700	Other Charges	1,977	2,000	2,000
6800	Capital Outlay	0	1,600	0
Total		122,789	128,081	142,750
01-51	TOWN COUNSEL			
6200	Purchase of Services	28,746	34,000	32,000
Total		28,746	34,000	32,000
01-52	PERSONNEL BOARD			
6700	Other Charges	0	225	225
Total		0	225	225
01-55	COMPUTER OPERATIONS			
5100	Salaries and Wages	0	2,000	2,000
6200	Purchase of Services	9,927	21,900	16,953
6400	Supplies	2,033	5,500	5,510
6700	Other Charges	1,500	2,000	2,000
6800	Capital Outlay	6,000	5,000	3,700
Total		19,460	36,400	30,163

FISCAL 2000 TOWN OF WEST BOYLSTON MUNICIPAL OPERATING BUDGET REQUEST DOCUMENT

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT DESCRIPTION</u>	<u>FY 1998 EXPENDED</u>	<u>FY 1999 BUDGET</u>	<u>FY 2000 RECOMMENDED</u>
01-61	TOWN CLERK			
5100	Salaries and Wages	41,331	44,910	50,267
6200	Purchase of Services	417	557	557
6400	Supplies	338	500	525
6700	Other Charges	1,049	200	200
6800	Capital Outlay	0	0	0
Total		43,135	46,167	51,549
01-62	ELECTIONS & REGISTRARS			
5100	Salaries and Wages	604	660	660
6200	Purchase of Services	3,022	6,588	6,588
6400	Supplies	0	0	0
6700	Other Charges	0	0	0
6800	Capital Outlay	0	0	0
Total		3,626	7,248	7,248
01-71	CONSERVATION COMMISSION			
5100	Salaries and Wages	1,024	2,000	2,000
6200	Purchase of Services	598	1,500	1,000
6400	Supplies	158	500	250
6700	Other Charges	115	500	250
6800	Capital Outlay	0	0	0
Total		1,895	4,500	3,500

FISCAL 2000 TOWN OF WEST BOYLSTON MUNICIPAL OPERATING BUDGET REQUEST DOCUMENT

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT DESCRIPTION</u>	<u>FY 1998 EXPENDED</u>	<u>FY 1999 BUDGET</u>	<u>FY 2000 RECOMMENDED</u>
01-75	PLANNING BOARD			
5100	Salaries and Wages	5,201	5,000	6,000
6200	Purchase of Services	448	450	800
6400	Supplies	85	100	100
6700	Other Charges	80	80	80
6800	Capital Outlay	0	1,200	1,400
Total		5,814	6,830	8,380
01-76	BOARDS OF APPEALS			
5100	Salaries and Wages	1,214	1,500	1,550
6200	Purchase of Services	1,667	1,840	1,840
6400	Supplies	112	250	250
6700	Other Charges	50	110	110
6800	Capital Outlay	0	0	0
Total		3,043	3,700	3,750
01-89	HOUSING PARTNERSHIP			
6200	Purchase of Services	0	0	0
6400	Supplies	0	0	0
6700	Other Charges	0	0	0
Total		0	0	0
01-92	PUBLIC SAFETY HEADQUARTERS			
5100	Salaries and Wages	9,283	10,500	9,075
6200	Purchase of Services	21,440	21,970	21,000
6400	Supplies	793	1,000	1,000
6700	Other Charges	0	0	0
6800	Capital Outlay	0	0	0
Total		31,516	33,470	31,075

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<u>ACCOUNT NUMBER</u>	<u>ACCOUNT DESCRIPTION</u>	<u>FY 1998 EXPENDED</u>	<u>FY 1999 BUDGET</u>	<u>FY 2000 RECOMMENDED</u>
01-94	MIXTER BUILDING			
5100	Salaries and Wages	12,523	11,000	11,126
6200	Purchase of Services	36,115	37,000	50,000
6400	Supplies	3,259	5,500	7,000
6700	Other Charges	0	0	0
6800	Capital Outlay	0	0	1,000
Total		51,897	53,500	69,126
01-95	TOWN REPORT			
6200	Purchase of Services	2,812	2,250	2,250
Total		2,812	2,250	2,250
01-97	TOWN MEETING			
6200	Purchase of Services	100	100	100
Total		100	100	100
TOTAL GENERAL GOVERNMENT		581,485	620,358	646,956
02-10	PUBLIC SAFETY			
	POLICE DEPARTMENT			
5100	Salaries and Wages	593,853	574,631	642,414
5150	Police Chief Salary and Expenses	0	90,340	-
6200	Purchase of Services	22,582	28,648	28,650
6300	Training Expenses	9,049	8,000	12,000
6400	Supplies	12,099	12,000	12,000
6700	Other Charges	3,858	3,000	5,000
6800	Capital Outlay	27,568	28,000	30,000
Total		669,009	744,619	730,064

FISCAL 2000 TOWN OF WEST BOYLSTON MUNICIPAL OPERATING BUDGET REQUEST DOCUMENT

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT DESCRIPTION</u>	<u>FY 1998 EXPENDED</u>	<u>FY 1999 BUDGET</u>	<u>FY 2000 RECOMMENDED</u>
02-20	FIRE DEPARTMENT			
5100	Salaries and Wages	133,000	122,697	163,254
6200	Purchase of Services	6,339	6,492	8,500
6300	Training Expenses	9,854	10,000	9,000
6400	Supplies	18,301	22,815	24,000
6700	Other Charges	1,571	3,315	1,650
6800	Capital Outlay	25,500	0	0
	Total	194,565	165,319	206,404
02-35	PUBLIC SAFETY COMMUNICATIONS			
5100	Salaries and Wages	138,344	130,000	150,000
6200	Purchase of Services	22,320	27,566	25,634
6300	Training Expenses	1,856	5,000	4,000
6400	Supplies	1,674	5,240	4,000
6700	Other Charges	302	1,214	1,500
6800	Capital Outlay	0	0	1,500
	Total	164,496	169,020	186,634
02-41	BUILDING INSPECTOR			
5100	Salaries and Wages	44,263	41,000	39,923
6200	Purchase of Services	701	3,520	780
6400	Supplies	765	2,700	2,000
6700	Other Charges	1,302	3,025	4,325
6800	Capital Outlay	397	0	
	Total	47,428	50,245	47,028
02-42	GAS INSPECTOR			
5100	Salary	850	1,500	1,530
	Total	850	1,500	1,530

FISCAL 2000 TOWN OF WEST BOYLSTON MUNICIPAL OPERATING BUDGET REQUEST DOCUMENT

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT DESCRIPTION</u>	<u>FY 1998 EXPENDED</u>	<u>FY 1999 BUDGET</u>	<u>FY 2000 RECOMMENDED</u>
02-43	PLUMBING INSPECTOR			
5100	Salary	6,000	6,500	6,630
Total		6,000	6,500	6,630
02-44	SEALER OF WEIGHTS			
5100	Salary	618	625	625
6200	Purchase of Services	0	25	25
6400	Supplies	0	20	20
Total		618	670	670
02-45	WIRING INSPECTOR			
5100	Salary	6,000	6,500	6,930
Total		6,000	6,500	6,930
02-92	ANIMAL CONTROL			
5100	Salaries and Wages	7,101	8,000	8,000
6200	Purchase of Services	968	1,500	1,500
6400	Supplies	384	500	500
6700	Other Charges	0	500	0
6800	Capital Outlay	0	0	500
Total		8,453	10,500	10,500
02-93	PARKING CLERK			
5100	Salary	1,030	1,050	1,050
Total		1,030	1,050	1,050

FISCAL 2000 TOWN OF WEST BOYLSTON MUNICIPAL OPERATING BUDGET REQUEST DOCUMENT

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	FY 1998 EXPENDED	FY 1999 BUDGET	FY 2000 RECOMMENDED
02-94	TREE WARDEN			
5100	Salaries and Wages	550	600	612
6200	Purchase of Services	6,693	6,500	10,000
6400	Supplies	0	400	400
6700	Other Charges	0	0	0
6800	Capital Outlay	0	0	0
Total		7,243	7,500	11,012
TOTAL PUBLIC SAFETY		1,105,692	1,163,423	1,208,452
03-20	PUBLIC EDUCATION			
	REGULAR EDUCATION			
5120	Administrative Salaries and Wages	189,197	188,505	
5130	Teacher Salaries and Wages	3,397,368	3,628,626	
5140	Custodial Salaries and Wages	171,193	178,206	
Subtotal		3,757,758	3,995,337	0
6200	Purchase of Services	256,129	292,782	
6300	Transportation	238,828	250,658	
6400	Supplies	31,902	41,442	
6700	Other Charges	5,039	5,800	
6800	Capital Outlay	0	0	
Subtotal		531,898	590,682	0
Total Regular Education		4,289,656	4,586,019	0

FISCAL 2000 TOWN OF WEST BOYLSTON MUNICIPAL OPERATING BUDGET REQUEST DOCUMENT

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	FY 1998 EXPENDED	FY 1999 BUDGET	FY 2000 RECOMMENDED
03-21	SPECIAL EDUCATION			
5120	Administrative Salaries and Wages	75,096	64,315	
5130	Teacher Salaries and Wages	361,990	427,906	
Subtotal		437,086	492,221	0
6200	Purchase of Services	252,554	334,132	
6300	Transportation	82,659	85,607	
6400	Supplies	0	500	
6700	Other Charges	799	1,521	
6800	Capital Outlay		0	
Subtotal		336,012	421,760	0
Total Special Education		773,098	913,981	0
TOTAL PUBLIC EDUCATION		5,062,754	5,500,000	5,870,000
04-20	PUBLIC WORKS			
	STREETS AND PARKS			
5100	Salaries and Wages	288,339	322,100	335,000
6200	Purchase of Services	36,602	40,572	42,000
6300	Roadway Improvements	43,141	44,000	23,000
6400	Supplies	94,766	85,000	85,000
6450.00	Municipal Gasoline and Fuel	30,024	36,000	36,000
6700	Other Charges	1,014	1,050	5,550
6800	Capital Outlay	6,673	7,400	9,000
Total		500,559	536,122	535,550

FISCAL 2000 TOWN OF WEST BOYLSTON MUNICIPAL OPERATING BUDGET REQUEST DOCUMENT

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT DESCRIPTION</u>	<u>FY 1998 EXPENDED</u>	<u>FY 1999 BUDGET</u>	<u>FY 2000 RECOMMENDED</u>
04-23	SNOW AND ICE REMOVAL			
5100	Salaries and Wages	18,233	30,000	40,800
6200	Purchase of Services	10,862	20,000	20,000
6400	Supplies	24,500	32,000	32,000
6700	Other Charges	0	0	0
6800	Capital Outlay	1,870	13,000	2,200
Total		53,595	95,000	95,000
04-24	STREET LIGHTING			
6200	Purchase of Services	66,250	68,000	67,500
Total		66,250	68,000	67,500
04-30	TRASH REMOVAL AND TIPPING FEES			
6200	Purchase of Services	204,747	225,000	225,000
Total		204,747	225,000	225,000
04-91	CEMETERIES			
5100	Salaries and Wages	26,889	29,850	33,850
6200	Purchase of Services	4,612	4,821	4,822
6400	Supplies	1,206	1,256	1,282
6700	Other Charges	0	0	0
6800	Capital Outlay	0	0	0
Total		32,707	35,927	39,954
TOTAL PUBLIC WORKS		858,793	960,049	963,004

FISCAL 2000 TOWN OF WEST BOYLSTON MUNICIPAL OPERATING BUDGET REQUEST DOCUMENT

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT DESCRIPTION</u>	<u>FY 1998 EXPENDED</u>	<u>FY 1999 BUDGET</u>	<u>FY 2000 RECOMMENDED</u>
<u>PUBLIC SERVICES</u>				
05-10	BOARD OF HEALTH			
5100	Salaries and Wages	12,132	14,500	16,500
6200	Purchase of Services	3,115	3,500	2,500
6400	Supplies	1,208	1,500	1,500
6700	Other Charges	100	100	100
6800	Capital Outlay	0	0	0
Total		16,555	19,600	20,600
<u>COUNCIL ON AGING</u>				
05-41				
5100	Salaries and Wages	42,141	46,000	48,820
6200	Purchase of Services	1,816	1,925	2,000
6400	Supplies	555	775	1,250
6700	Other Charges	0	0	0
6800	Capital Outlay	0	0	0
Total		44,512	48,700	52,070
<u>VETERANS' SERVICES</u>				
05-43				
5100	Salaries and Wages	0	1,650	1,650
6200	Purchase of Services	442	1,400	1,000
6400	Supplies	0	0	0
6710	Other Charges	0	1,800	1,500
6780	Veterans' Benefits	0	0	0
Total		442	4,850	4,150

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ACCOUNT NUMBER	ACCOUNT DESCRIPTION	FY 1998 EXPENDED	FY 1999 BUDGET	FY 2000 RECOMMENDED
05-44	CARE OF VETERANS' GRAVES			
5100	Salaries and Wages	0	278	278
6200	Purchase of Services	0	287	287
6400	Supplies	0	100	100
6700	Other Charges	0	0	0
Total		0	665	665
	TOTAL PUBLIC SERVICE	61,509	73,815	77,485
06-10	CULTURE AND RECREATION			
	LIBRARY			
5100	Salaries and Wages	158,335	169,000	182,400
6200	Purchase of Services	13,450	23,000	29,722
6300	Books and Library Materials	37,000	43,300	50,000
6400	Supplies	2,930	3,000	5,100
6700	Other Charges	465	700	700
6800	Capital Outlay	2,000	0	2,000
Total		214,180	239,000	269,922
06-50	PARKS AND RECREATION			
5100	Salaries and Wages	29,003	36,000	33,000
6200	Purchase of Services	2,452	2,500	2,500
6300	Parks Improvements	0	0	6,500
6400	Supplies	7,584	6,500	6,500
6700	Other Charges	665	4,000	500
6800	Capital Outlay	0	0	0
Total		39,704	49,000	49,000

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<u>ACCOUNT NUMBER</u>	<u>ACCOUNT DESCRIPTION</u>	<u>FY 1998 EXPENDED</u>	<u>FY 1999 BUDGET</u>	<u>FY 2000 RECOMMENDED</u>
06-91	HISTORICAL COMMISSION			
6200	Purchase of Services	0	250	100
6400	Supplies	965	250	150
6700	Other Charges	0	0	0
Total		965	500	250
06-92	MEMORIAL DAY EXPENSES			
6200	Purchase of Services	2,184	520	520
6400	Supplies	0	1,749	1,749
6700	Other Charges	0	0	0
Total		2,184	2,269	2,269
06-95	ARTS COUNCIL			
6200	Purchase of Services	191	550	550
6400	Supplies	0	0	0
6700	Other Charges	0	0	0
6800	Capital Outlay	0	0	0
Total		191	550	550
	TOTAL CULTURE AND RECREATION	257,224	291,319	321,991
07-10	DEBT SERVICE			
	MATURING DEBT - PRINCIPAL			
6910	Long Term Debt - Principal	902,500	1,088,500	1,077,114
Total		902,500	1,088,500	1,077,114

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<u>ACCOUNT NUMBER</u>	<u>ACCOUNT DESCRIPTION</u>	<u>FY 1998 EXPENDED</u>	<u>FY 1999 BUDGET</u>	<u>FY 2000 RECOMMENDED</u>
07-50	MATURING DEBT - INTEREST			
6915	Long Term Debt - Interest	743,758	696,043	629,183
Total		743,758	696,043	629,183
07-53	INTEREST ON TEMPORARY LOANS			
6925	Short Term Debt - Interest	48,562	97,000	162,428
Total		48,562	97,000	162,428
	TOTAL DEBT SERVICE	1,694,820	1,881,543	1,868,725
	<u>EMPLOYEE BENEFITS</u>			
09-11	RETIREMENT AND PENSION			
5170	County Retirement Assessment	246,200	287,986	369,286
5180	State Retirement Assessment	0	10,000	10,000
Total		246,200	297,986	379,286
09-12	WORKERS' COMPENSATION INSURANCE			
5170	Workers' Compensation Insurance	48,578	50,000	50,000
Total		48,578	50,000	50,000
09-13	UNEMPLOYMENT INSURANCE			
5170	Unemployment Insurance Compensation	236	5,000	7,000
Total		236	5,000	7,000

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<u>ACCOUNT NUMBER</u>	<u>ACCOUNT DESCRIPTION</u>	<u>FY 1998 EXPENDED</u>	<u>FY 1999 BUDGET</u>	<u>FY 2000 RECOMMENDED</u>
09-14	GROUP HEALTH INSURANCE - EMPLOYER			
5170	Group Health Insurance Premiums - Employer	788,695	850,000	930,000
Total		788,695	850,000	930,000
09-15	GROUP LIFE INSURANCE - EMPLOYER			
5170	Group Life Insurance Premium - Employer	11,243	12,000	11,500
Total		11,243	12,000	11,500
09-16	MEDICARE INSURANCE - EMPLOYER			
5170	Medicare Payments - Employer	58,292	63,000	68,000
Total		58,292	63,000	68,000
	TOTAL EMPLOYEE BENEFITS	1,153,244	1,277,986	1,445,786
	<u>GENERAL INSURANCE</u>			
09-45	GENERAL INSURANCE			
6740	General Insurance Expenses	93,782	96,000	98,000
Total		93,782	96,000	98,000
	TOTAL GENERAL INSURANCE	93,782	96,000	98,000
	TOTAL OPERATING BUDGET	10,869,303	11,864,493	12,500,399