



2020
Annual Town Meeting
Warrant

June 29, 2020

GREETING:

ANNUAL TOWN MEETING WARRANT

And, you are further directed to notify and warn the Inhabitants of the Town of Carver qualified to vote in Town affairs, to meet at **60 South Meadow Road**, the **Carver Middle/High School Auditorium**, all three precincts in said Carver, on **Monday, the Twenty-ninth (29th) Day of June, 2020 at 7:00 P.M.**, then and there to act on the following Articles, namely:

ARTICLE 1: ANNUAL TOWN REPORT

To act upon the reports of the various Town Officers as printed in the Annual Town Report for 2019, and to hear the reports of any Committee heretofore chosen and act thereon; to abolish any special committee not submitting a report which is required to do so including Medical Marijuana Center by-law sub-committee and Shurtleff Park Committee, unless otherwise voted; and to establish any new committee or take any other action related thereto.

SELECT BOARD

INFORMATIONAL SUMMARY: This article asks the Town Meeting to accept the reports of the Town Officers that are printed in the Annual Town Report for 2019 and provides an opportunity for Boards and Committees to present a report directly to the Annual Town Meeting and to abolish Medical Marijuana Center by-law sub-committee and Shurtleff Park Committee. Copies of the Town Report are available in the Select Board office.

PROPOSED MOTION: I move that the Town approve the 2019 Annual report and Abolish Medical Marijuana Center by-law sub-committee and Shurtleff Park Committee.

(Majority Vote Required)

Recommendation: Select Board 5-0

ARTICLE 2: SUPPLEMENTAL APPROPRIATIONS FOR FISCAL 2020

To see if the Town will vote to transfer from the available fund a sum or sums of money to be expended by the Town Administrator for various departmental budgets for the remainder of the fiscal year ending June 30, 2020, or to decrease or otherwise adjust any budget line item as appropriated by the Town at the Annual Town Meeting held on April 22, 2019, or to fund any other deficits for fiscal year 2020, or to take any other action related thereto.

SELECT BOARD

INFORMATIONAL SUMMARY: The Town Financial Policy #2 provides in part, "The Town will avoid all budgetary procedures that balance current expenditures at the expense of meeting future years' expenses, such as postponing expenditures..." This article proposes a transfer from the departmental budget that the Finance Director has determined to have surplus funds to cover a projected deficit in stated account.

PROPOSED MOTION: I move that the Town make the Fiscal Year 2020 budget transfer shown below:

From:	To:	Amount
<i>Cranberry Village Retained Earnings</i>	<i>Cranberry Village Enterprise Fund Operating Budget</i>	\$7,500
	TOTAL:	\$7,500

(Majority Vote Required)

Recommendation: Select Board 5-0, Finance Committee 10-0

ARTICLE 3: ALLOCATION OF FUNDS FROM FISCAL 2020 FREE CASH

To see if the Town will vote to transfer from free cash, in the amounts and for the purposes specified below, including all incidental and related costs:

Transfer to:	Amount (not to exceed)
A. Town / School Special Education Reserve FY21	\$100,000
B. Recreation Committee Support Funding for Programs and Activities FY21	\$22,500
C. Town-wide radio system / infrastructure priority 1&2 FY20	\$576,000
D. Emergency Radio Communication Maintenance Operating Fund FY21	\$50,000
E. Town Wide – O&M field maintenance and supplies FY21	\$45,000
F. Town-Hall complex & senior housing fire suppression cistern at Police Station FY20	\$262,530
G. North Carver Water District for well and infrastructure debt FY21	\$200,000

H. <u>Transitional Funding for Interim Town Administrator & Executive Consultant Contract</u>	\$99,000
TOTAL	\$1,355,030

- A. *The School Special Education Reserve is to protect mid-year anomalies that may occur out of the reasonable control of the School District. For example, a student who moves into Carver that has special needs and that could not be accommodated within the district would need to be transported to and from an out of district special tuition based school designed to meet that students specialized needs that could result in a cost to the district of potentially \$100,000 or more per student. Without this specialized fund, the school would be forced to potentially lay off a teacher(s) midyear for each new student as the school is required to provide these specialized services. This fund would only pay for those costs on a one-time basis as they will be incorporated into the next year's annual budget that were unforeseen at the time the annual budget was developed as of February 1st.*
- B. *The Recreation Committee has implemented consistent programs to the community and the rollout of a website by paying for programs and a stipend for a part-time employee to seek out, plan and offer a variety of activities for all ages, while working in tandem with the School District and Town.*
- C. *The amount of \$576,000 will be combined with a CCCIT Grant for \$99,000 to fund Phases #1 and #2 of a four Phase Public Safety/Town Wide Radio Infrastructure Upgrade Project. The upgrades are divided into Phases/Priority's #1, #2, #3, and #4. Phases #1 and #2 will upgrade the following: Repeaters and Receivers for Police, Fire, EMS and DPW Radio Systems, upgraded Monitor Fire and EMS Pagers, Communications Tower Construction and Tower loading, School Bi-Directional Amplification System (BDA), replacement Repeater Site Generator, Public Safety Fiber Line Extension to Public Safety Repeater Site at rear of 31 Main Street, upgrades to the Public Safety Microwave Link System, Communications Equipment for the Public Safety Dispatch Facility, new Repeater System for Council of Aging and miscellaneous radio system upgrades.*
- D. *Purpose of fund is to establish monies used for preventative maintenance, unforeseen upgrades, continued modernization and repairs to our Public Safety Radio Systems Infrastructure. Fund would be overseen via the direction of a new formed Public Safety / Town Wide Communication Committee (Police Chief, EMS Chief, Fire Chief, Town Administrator, EMD Director, DPW Rep, and School Superintendent)*
- E. *Town Wide – O&M Field Maintenance and Supplies to supplement the school budget and transfer this responsibility to the O&M department that will allow the school to fund the part-time art teacher by transferring funds within the school district budget*
- F. *Funding will install a 30,000 Gallon Fire Suppression Cistern, Fire Pump, and necessary controls in the outbuilding at the new Police Station. The cistern and fire pump will provide pressurized water to the fire sprinkler protection system already incorporated into the new Police Station. The system will also supply a pressurized fire hydrant located near the Town Library that will be utilized for increased fire protection to Carver Housing, Senior Housing and Town Municipal buildings in the area. System will have some capability to supply municipal buildings with future fire protection, if needed.*
- G. *An amount of \$200,000 for the NCWD Enterprise Fund is intended to close an anticipated FY2021 revenue deficit to cover capital debt costs that is an obligation of the Town.*
- H. *This amount is needed to supplement the salary needed to fulfill the contractual obligations for the Interim Town Administrator & Executive Consultant.*

PROPOSED MOTION: I move that the Town approve Article 3 in the amounts and for the purposes as set forth in the Warrant.

(Majority Vote Required)

Recommendation: Select Board 5-0, Finance Committee 4-3

ARTICLE 4: FISCAL YEAR 2021 OPERATING BUDGETS FOR TOWN AND ENTERPRISE FUNDS; FUNDING FOR OPEB TRUST, AND STABILIZATION FUNDS.

To see if the Town will vote to raise and appropriate or transfer from available funds or otherwise provide the following sums to fix the salaries and compensation of Elected Officers, for the payment of Personnel Services, Expenses, Capital Outlays, Debt Service, OPEB Trust Fund, Capital Stabilization, Stabilization Fund, and otherwise, of Town Departments, Water Enterprise Funds, Water Betterment Debt Stabilization Fund, and to modify the FY21 Wage and Salary Pay Scale, Wage & Salary Classification Plan for Elected and Non-union Employees, and Organizational Chart for all positions, and appropriate the difference between the levy net and the levy limit to the Capital and Debt Stabilization Fund, and to establish spending limits for the Town's revolving funds, all as specified below:

PART A

1. FY 21 Town-Wide Organizational Chart – Whole Town (Appendix A)
2. FY 21 Town-Wide Organizational Chart – Finance Department (Appendix A)
3. FY 21 Wage & Salary Pay Scale (Appendix B)
4. FY 21 Wage & Salary Classification Plan for Elected & Non-union Employees (Appendix C)

PART B

Operating Budget (Funded from Taxation and Transfers from Available Funds), see budget detail in Appendix D and E for Informational Purposes

<u>Category</u>	<u>Amount (not to exceed)</u>
Town-Wide Shared Budget	
Shared Budget (Snow & Ice, Old Colony Vo-Tech, excluded debt, transfer etc.)	\$7,156,744
General Government Budget	
General Government Budget (salaries & expenditures)	\$2,601,097
Public Safety (salaries & expenditures)	\$3,076,262
Public Works and Facilities (salaries & expenditures)	\$1,388,333
Human Services (salaries & expenditures)	\$849,150
Benefits and other town shared cost	<u>\$2,627,504</u>
TOWN SHARE OF BUDGET:	\$10,542,346
General Government Budget paid directly by fees	
General Government Budget (salaries & expenditures funded by EMS/EMA/indirect cost)	\$953,635
School Budget	
School General Budget (salaries & expenditures)	\$24,237,099

PART C

Enterprise Funds (<i>funded from receipts</i>)	
North Carver Water District FY 21 (salary, expenses, capital, debt, etc.)	\$297,306
North Carver Water District Betterment Debt Stabilization Fund	\$4,452
Cranberry Village FY 21 (salary, expenses, capital, debt, etc.)	\$35,099

SELECT BOARD

INFORMATIONAL SUMMARY:

- *Part A is a non-monetary portion of the article establishing the salaries and compensation of elected and appointed Town officials and employees and for Town Meeting to approve the employee organizational chart;*
- *Part B presents the Town-wide shared cost, the Town’s operating budget broken into four categories, Town’s operating paid by fee for service, and the School’s operating budget. The 10-year pro-forma in appendix D includes \$9,007,015 for expenditures of which \$1,850,271 are direct assessments from the state or overlay account that the Town never receives. These assessment amounts are removed from Carver’s ”Cherry Sheet”, the listing of amounts the Town receives as state aid, prior to the Town receiving these funds and therefore are not part of the budget approval. \$99,000 from Free Cash was added to the General Government portion.*
- *Part C are the annual budgets for the North Carver Water District and Cranberry Village Enterprise Funds.*

The 2014 Annual Town Meeting approved a modified “bottom-line budget”, with a line-by-line breakdown by department provided in Appendix E for informational purposes. We have again set forth in Appendix E, a summary of the detailed line-item budget approved by the Select Board and Finance Committee that must be followed by all departments. Once Town Meeting establishes the budget for each identified category, the Town Administrator and Finance Director, with the approval of the Select Board, will be able to allocate the funding amongst the various line items in each such category as needed during the course of the fiscal year to most efficiently manage operational requirements. The School Committee as detailed in the Town Audit is also required to vote on budget transfers within its School General Budget as approved by the School Committee.

PROPOSED MOTION: I move that the Town approve amendments to the Town-Wide Organizational Chart for FY21, as set forth in Appendix A, the Town-Wide FY21 Wage and Salary Pay Scale, as set forth in Appendix B and the Town-Wide Wage and Salary Classification Plan for Elected and Non-Union Employees for FY21, as set forth in Appendix C and creation of Middle/High School Stabilization Fund;

and, that the Town raise and appropriate the sum of \$41,858,444, transfer from a Fund Balance Reserved for Reduction of Excluded Debt the sum of \$77,745, transfer from Ambulance Receipts Reserved for Appropriation the sum of \$858,477, transfer from Entergy Grant the sum of \$7,500, transfer from the North Carver Water District receipts the sum of \$54,126, transfer from Cranberry Village receipts the sum of \$13,532 and transfer from Cemetery Receipts Reserved for Appropriation the sum of \$20,000, all to be allocated for the Town’s Operating budget as set forth in Article 4, Part B of the Warrant;

and, that the Town appropriate the sum of \$297,306 from Estimated Water Receipts – North Carver Water to pay the salaries, expenses, capital, debt and other expenditures for the North Carver Water District Enterprise fund for FY21; to transfer the sum of \$35,099 from Estimated Water Receipts – Cranberry Village to pay the salaries, expenses, capital, debt and other expenditures for the Cranberry Village Enterprise Fund: to transfer \$4,452 from the North Carver Water District Retained Earnings to the Water Betterment Debt Stabilization Fund and other expenditures of the Cranberry Village Enterprise Fund for FY21, and to authorize the Board of Selectmen, upon recommendation of the Town’s financial staff, to allocate amounts within each such enterprise fund, respectively, to maximize fiscal efficiency and operations as set forth in Article 4, Part C of the Warrant;

and further, to transfer the difference between the net levy and levy limit to the capital and debt stabilization fund and to authorize the Board of Selectmen, upon recommendation of the Town’s financial staff, to allocate amounts within each such category to maximize fiscal efficiency and operations, provided, however, that any transfer between categories, other than as may be allowed under G.L. c.44, §33B(b) during the last two months of the fiscal year, shall require approval by Town Meeting;

(Majority Vote Required)

- Recommendation: Part A: 1 Select Board 3-2 Finance Committee 10-0
 2 Select Board 3-2 Finance Committee 10-0
 3 Select Board 5-0 Finance Committee 10 -0
 4 Select Board NO ACTION
 Part B: Select Board 5-0, Finance Committee 7-0,
 School Committee: 5-0 for School Budget
 Part C: Select Board 5-0 Finance Committee 10-0*

ARTICLE 5: CAPITAL IMPROVEMENTS BUDGET

To see if the Town will vote to transfer from the Capital and Debt Stabilization Fund the sum of \$4,263,039 for the following purposes and for the purchase of related equipment and supplies, for installation and other related services and all costs incidental and related thereto as specified below:

<u>Purpose (all in FY21 unless stated)</u>	<u>Amount (not to exceed)</u>
a. Storage upgrade with moveable walls- Finance FY20	\$30,000
b. Replace (2) HVAC units 2 nd floor School Admin. Building	\$45,000
c. Replace synchronized clock system Middle-High School	\$45,000
d. Sports Field irrigation Middle-High School	\$100,000
e. F550 Catch Basin Truck with plow, purchase and equip	\$150,000
f. Energy efficiency project to reduce electric consumption FY20	\$100,000
g. Replace election tabulator equipment	\$30,000
h. Mobile defibrillators , SCBA thermal cam, personal protective equip. lockers	\$62,000
i. Engine 4 frame reconditioning	\$20,000
j. Police & Fire Equipment for New Hires FY20	\$15,000
k. Police Station Building and Furniture Fixtures and Equipment (FFE), security, phone, data, AV equipment-Dispatch FY20	\$790,000
l. Police Cruiser Replacement, purchase and equip (2 cruisers)	\$99,000
m. Town-wide technology (infrastructure/equipment)	\$317,000
n. District-wide curriculum upgrade-Modern Education	\$130,000
o. Replace School 71 Passenger bus(es), purchase and equip	\$165,000
p. Replace School minibus, purchase and equip	\$80,000
q. Upgrade culinary classroom, purchase, install and renovate	\$100,000
r. Library Arch study then upgrade/renovations	\$20,000
s. Annual reduction in debt exclusion for new elementary school (solar)	\$100,000
t. Debt Service, Lease Payments, Interest, Project Mgmt., Disclosure Statement, <u>TW Capital Network Implementation and Oversight, Town-Wide Maintenance Contract</u>	<u>\$1,865,039</u>
TOTAL	\$4,263,039

and, to authorize the Town Administrator, in consultation with the Capital Outlay Committee Chair, to expend the funds appropriated hereunder for capital improvements, capital projects and/or purchase of capital equipment in the most fiscally responsible manner and to manage all approved projects, from planning and design to procurement, including negotiation of contracts and change orders, and to authorize the Town Administrator to take such additional action as may be necessary to carry-out the votes taken hereunder.

CAPITAL OUTLAY COMMITTEE AND SELECT BOARD

INFORMATIONAL SUMMARY:

The Capital Outlay Committee works within a Capital Improvement Plan, a 10-year fiscal planning process that identifies long-term improvements to the Town’s infrastructure and facilities as presented in Appendix F. This article would provide for the funding for various capital projects and equipment for Town departments to be funded from amounts previously set aside in the Capital and Debt Stabilization Fund for such purposes.

PROPOSED MOTIONS:

I move that the approve Article 5 in the amounts and for the purposes put forth in the Warrant; and to authorize the Town Administrator, in consultation with the Capital Outlay Committee Chair, to expend the funds appropriated hereunder for capital improvements, capital projects and/or purchase of capital equipment in the most fiscally responsible manner and to manage all approved projects, from planning and design to procurement, including negotiation of contracts and change orders, and to authorize the Town Administrator to take such additional action as may be necessary to carry-out the votes taken hereunder

(2/3s Vote Required)

Recommendation: Select Board 5-0, Finance Committee Part 10-0; Capital Outlay Committee 3-0

ARTICLE 6: COMMUNITY PRESERVATION COMMITTEE REPORT & RECOMMENDATIONS

To see if the Town will vote to hear and act on recommendations by the Community Preservation Committee for Fiscal Year 2021 and, appropriate and/or reserve a sum or sums of money from the Community Preservation Fund Fiscal Year 2021 estimated annual revenues for the administrative expenses and all other necessary and proper expenses of the Community Preservation Committee and in accordance with the provisions of G.L. c.44B, §6, for open space, land for recreational use, historic resources and community housing, and debt service on prior approved projects, and further, to transfer from the Community Preservation Fund for proposed projects recommended by the Community Preservation Committee, and for all incidental and related expenses, as follows:

Appropriations:

a) From FY21 estimated revenues for Committee Administrative Expenses \$28,680

Reserves

b) From FY21 estimated revenues for Open Space on MS/HS fields \$329,025

c) From FY21 estimated revenues for Community Housing Reserve \$57,360

d) From FY21 estimated revenues for Historic Reserve \$57,360

TOTAL \$472,425

and further, to authorize the Town Administrator, in consultation with the Community Preservation Committee, to expend such funds in the most fiscally responsible manner and to manage the approved project, from planning and design to procurement, including negotiation of contracts and change orders, with regular updates to the Board of Selectmen, and to authorize the Town Administrator to take such additional action as may be necessary to carry out the vote to be taken hereunder.

COMMUNITY PRESERVATION COMMITTEE

INFORMATIONAL SUMMARY: Under the Community Preservation Act, the Community Preservation Committee is required to make these recommendations to Annual Town Meeting as to how the Community Preservation funds raised through local taxation and state matching funds are to be spent. This includes Debt Service for year 2 of 10 for the Carver Track and Field Project located at the Middle High School.

PROPOSED MOTION: I move that the Town approve Article 6 as set forth in the Warrant.

(Majority Vote Required)

*Recommendation: Select Board 5-0, Finance Committee: 7-0,
Community Preservation Committee*

ARTICLE 7: CREATION OF STABILIZATION FUND FOR NEW MIDDLE/HIGH SCHOOL BUILDING

To see if the Town will vote to establish and dedicate a source of revenue for a new middle/high school capital stabilization fund, as follows; or take any other action relative thereto:

1. To see if the Town will vote to establish a special purpose New Middle/High School Capital Stabilization Fund in accordance with MGL Chapter 40 Section 5B;
2. To see if the Town will vote to accept the fourth paragraph of Massachusetts General Laws Chapter 40, Section 5B, which allows the dedication, without further appropriation, of all, or a percentage not less than 25 percent, of particular fees, charges or receipts to a stabilization fund established under Massachusetts General Laws Chapter 40, Section 5B, to be effective for the Fiscal year beginning July 1, 2020; and
3. To see if the Town will vote to dedicate thirty-three and one third percent (33.3%) of the revenue from solar funds to the New Middle/High School Capital Stabilization Fund established under Massachusetts General Laws Chapter 40, Section 5B, effective for fiscal year 2021, beginning on July 1, 2020.

PROPOSED MOTION: I move that the Town approve Article 7 as set forth in the Warrant.
(2/3rds Vote Required)

Recommendation: Select Board 5-0, Finance Committee 10-0,

ARTICLE 8: TO SEE IF THE TOWN WILL VOTE TO RESCIND THE FOLLOWING AMOUNTS THAT HAVE BEEN AUTHORIZED TO BE BORROWED, BUT WHICH ARE NO LONGER NEEDED FOR THE PURPOSES FOR WHICH THEY WERE APPROVED:

<u>Unused Amount to be Rescinded</u>	<u>Dates of Approval</u>	<u>Warrant Article Number</u>	<u>Original Purpose</u>
\$96,760	April 13, 2015, amended April 11, 2017	Article 7, Part C, amended by Article 7	Middle /High School Repairs
\$1,854,058	December 1, 2015 Debt exclusion December 12, 2015	Article 2 Question 1	New Elementary School

or take any other action relative thereto.

INFORMATIONAL SUMMARY: This article is a form of bookkeeping; the town must review all debt that is authorized but unissued. If the debt is no longer needed, bond counsel recommends rescinding authorization.

PROPOSED MOTION: I move that the Town approve Article 8 as printed in the Warrant.

(Majority Vote Required)

Recommendation: Select Board 4-0, Finance Committee 7-0

ARTICLE 9: AN ACT TO EXEMPT THE DEPUTY CHIEF OF POLICE FROM THE PROVISION OF THE CIVIL SERVICE LAWS

To see if the Town will vote to authorize the Select Board to petition the General Court for special legislation, as set forth below, to exempt the position of Deputy Chief of Police from the provisions of the Civil Service Laws; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill before enactment by the General Court which are within the scope of the general public objectives of the petition; or take any other action related thereto.

The petition for special legislation shall take the following form:

AN ACT RELATIVE TO THE POSITION OF DEPUTY CHIEF OF POLICE IN THE TOWN OF CARVER

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

Section 1: Notwithstanding any general or special law to the contrary, the position of Deputy Chief of Police in the Town of Carver shall be exempt from the provisions of Massachusetts General Laws, Chapter 31.

Section 2: Candidates for appointment to the position of Deputy Chief of Police who are actively employed as police officers in the Town of Carver may be given preference over applicants that are not actively employed by the Town of Carver Police Department.

Section 3: The provisions of section 1 shall not impair the Civil Service status of any incumbent holding the office of Deputy Chief of Police in the Town of Carver on the effective date of this act.

Section 4: This act shall take effect upon passage.

CARVER POLICE UNION AND SELECT BOARD

INFORMATIONAL SUMMARY: As recommended in the strategic plan prepared for the town by Municipal Resources, Inc. this article will allow for the creation of a non-union, non-civil service second-in-command position within the police department. This will create a real executive management and support position that can share responsibilities for confidential personnel matters, supervision, administering the collective bargaining agreement, overseeing budgetary expenditures and a myriad of other day-to-day tasks required to run a modern police department. The creation of this position has been bargained with the Carver Police Union during the last collective bargaining session and is included in the agreement.

PROPOSED MOTIONS:

I move that the Town vote to approve Article 9 as set forth in the Warrant.

(Majority Vote Required)

Recommendation: Select Board 5-0, Finance Committee 10-0

ARTICLE 10: CIVIL FINGERPRINTING AUTHORITY FOR POLICE DEPARTMENT

To see if the Town will vote to amend the Town's General Bylaws by adding a new section to be titled "Civil Fingerprinting", as set forth below; and to authorize the Town Clerk to assign such numbering as is appropriate to bring said bylaw into conformance with the existing codification; or take any other action related thereto.

CIVIL FINGERPRINTING

Purpose and Scope.

Regulations.

Definitions.

Criminal History Check Authorization.

Standards for Licensing Authority Use of Criminal Record.

Fee.

Effective Date.

Purpose and Scope.

To enhance public safety, this By-law authorizes the Police Department to conduct state and national fingerprint-based criminal history checks for individuals applying for specific Town- issued licenses or

permits, as authorized by G.L. c.6, § 172B½, provided, however, that such records shall not be disseminated to unauthorized entities and shall be maintained and disclosed in accordance with all applicable law.

Regulations.

The Select Board, in consultation with the Chief of Police, is authorized to promulgate regulations to implement this By-law, which regulations may include, but shall not be limited to: establishment of submission deadlines, procedures for making recommendations to the licensing authority or making a licensing determination as a result of the criminal history check, procedures for assessing, correcting or amending any such record and establishing criteria for fitness determinations, confidentiality of information obtained and penalties for failure to comply with this By-law.

Definitions.

Criminal History Check – A state and national fingerprint based criminal history background check, as authorized by G.L. c. 6, § 172B½.

DCJIS – The Massachusetts Department of Criminal Justice Information Services.

FBI – The Federal Bureau of Investigation, United State Department of Justice.

License – A license or permit issued by the Town of Carver, or any board, officer or department thereof, which is identified in this Bylaw.

Licensing Authority – A board, officer or department of the Town of Carver authorized by the General Laws of Massachusetts or Town by-law to issue a license or permit listed in this By-law.

Town – The Town of Carver, Massachusetts

Criminal History Check Authorization.

- A. Occupational Licenses. The Police Department shall, as authorized by G.L. c.6, § 172B ½, conduct state and federal fingerprint based Criminal History Checks for individuals and entities for the following occupational licenses:
 1. Hawking and Peddling, Solicitor or other Door-to-Door Salespeople
 2. Hackney and Livery Drivers
 3. Ice Cream Truck or other Mobile Food Vendors;
 4. Managers of Establishments to Sell Alcoholic Beverages or Tobacco Products;
 5. Dealers in Second-hand Articles; and
 6. Pawn Dealers.
- B. At the time of fingerprinting, the Police Department shall notify the individual being fingerprinted that the fingerprints will be used to check the individual's Criminal History Records and shall obtain the individual's consent in writing prior to conducting such Criminal History Checks.
- C. Following receipt of an applicant's executed consent form and payment of the applicable fee, the Police Department shall transmit the fingerprints it has obtained pursuant to this By-law to the Identification Section of the Massachusetts State Police, DCJIS, and/or the FBI or the successors of such agencies to conduct a Criminal History Check.
- D. The Town authorizes the Massachusetts State Police, DCJIS and the FBI, or the legal successor of each, to conduct fingerprint-based state and national Criminal History Checks consistent with this By-law.
- E. The Town authorized the Police Department to receive and utilize state and FBI records in connection with such Criminal History Checks, consistent with this By-law and the Town's implementing Regulations.
- F. In accordance with applicable implementing regulations, the Police Department shall communicate the results of fingerprint-based Criminal History Checks to the appropriate Licensing Authority.

Standards for Licensing Authority Use of Criminal Record.

- A. A Licensing Authority is authorized hereunder to utilize the results of fingerprint-based Criminal History Checks exclusively for the limited purpose of determining the suitability of a License applicant in connection with an application for a License identified in this By-law or for its renewal or transfer.

- B. A Licensing Authority may, at its sole discretion, deny a license application on the basis of the results of a fingerprint-based Criminal History Check if it determines that the results of the check render the subject unsuitable for the proposed licensed activity. The Licensing Authority shall consider all applicable laws, regulations and Town policies bearing on an applicant's suitability in making this determination.
- C. A Licensing Authority is hereby authorized to deny an application for any license specified herein, including renewals and transfers of said licenses, from any person who is determined to be unsuitable for the license due to information obtained pursuant to this By-law.,
- D. Factors that shall be considered in making a determination of suitability shall include conviction of, or under pending indictment for, a felony or a misdemeanor that involved force or threat of force, possession of a controlled substance, a sex-related offence, or other crime that bears upon the subject's ability of fitness to exercise such license.

Fee.

The fee for conducting a fingerprint-based Criminal History Check shall be one hundred dollars (\$100) for each check. That portion of the fee specified in G.L. c.6, §172B½, shall be deposited into the Commonwealth of Massachusetts Firearms Fingerprint Identify Verification Trust Fund. The remainder of the Fee is to be applied by the Town for costs associated with the administration of the fingerprinting program.

Effective Date.

This By-law shall take effect in accordance with G.L.c.40, §32.

SELECT BOARD

INFORMATIONAL SUMMARY: This Bylaw would authorize boards, departments and officers of the Town who issue licenses for certain business to use the applicant's fingerprints to run background checks so as to ensure that they are suitable to engage in the business to be licensed.

PROPOSED MOTION: I move that the Town approve Article 10 as set forth in the Warrant.

(Majority Vote Required)

Recommendation: Select Board 5-0

ARTICLE 11: FINANCE COMMITTEE BYLAW CHANGE:

To see if the Town will vote to amend Chapter 4, Section 4.3.6 of the Town's General Bylaws as follows (with deletions shown in ~~striketrough~~):

The members of the Finance Committee, ~~excepting Chairman & Secretary, shall serve without pay, but~~ may be reimbursed for actual expenses incurred in the discharge of their official duties.

FINANCE COMMITTEE

INFORMATIONAL SUMMARY: Corrects conflicting language in by-laws.

PROPOSED MOTION: I move that the Town approve Article 11 as set forth in the Warrant.

(Majority Vote Required)

Recommendation: Select Board 5-0, Finance Committee: 10-0

ARTICLE 12: COMMISSION ON DISABILITY BYLAW CHANGE:

To see if the Town will vote to amend Chapter 4, Section 4.5 of the Town's General Bylaws, "Constitution and Bylaws of the Carver Commission on Disability", as follows (with deletions shown in ~~striketrough~~ and additions shown in **bold**); or take any other action related thereto:

A. Section 4.5.3.1: The Committee shall consist of seven (7) members appointed annually by the Town Administrator. ~~At least one member shall be either an elected or appointed official of the Town.~~ **A majority of said commission members shall consist of people with disabilities, one member shall be a member of the immediate family of a person with a disability and one member of said commission shall be either an elected or appointed official of the town.**

B. Section 4.5.3.6: There shall **may** be seven (7) ~~non-voting~~ Associate **Alternate** Members, who shall be appointed by the Town Administrator. In the event that an absence of a regular member creates a lack of a quorum at a meeting, an Associate **Alternate** Member of Associate Members shall be eligible to participate and vote to the extent required to make up a quorum.

C. Section 4.5.4.2: Officers shall be elected annually by a majority vote of the Committee **at the first meeting after the annual town election.**

D. Section 4.5.4.3.1.d. Authorize expenditures as needed **at the direction of the Committee.**

E. Section 4.5.5.2 A quorum shall consist of ~~three (3)~~ **four (4)** members

F. Section 4.5.5.3. Meeting minutes will be amended and approved at ~~the next in the time required by the Open Meeting Law and/or regulations promulgated pursuant thereto, as may be amended from time-to-time.~~ **meeting**

COMMISSION ON DISABILITY

INFORMATIONAL SUMMARY: Minor changes to wording in by-laws.

PROPOSED MOTION: I move that the Town approve Article 12 as set forth in the Warrant.

(Majority Vote Required)

Recommendation: Select Board 5-0, Commission on Disability: 6-0-1

ARTICLE 13: TRANSFER TAX TITLE PARCELS TO CONSERVATION COMMISSION

To see if the Town will vote to transfer care, custody and control of the land identified below from the Treasurer/Collector for purposes of sale at auction to Conservation Commission for purposes of open space and for passive recreational use; or take any other action related thereto.

MAP	BLK	LOT	OWNER OF RECORD	LOCATION ADDRESS
MISC	4	0	TOWN OF CARVER	UNKNOWN
MISC	5	0	TOWN OF CARVER	UNKNOWN
MISC	7	0	TOWN OF CARVER	CEDAR SWAMP
MISC	8	0	TOWN OF CARVER	CEDAR SWAMP
MISC	11	0	TOWN OF CARVER	CEDAR SWAMP
MISC	12	0	TOWN OF CARVER	CEDAR SWAMP
MISC	32	0	TOWN OF CARVER	UNKNOWN
MISC	33	0	TOWN OF CARVER	CEDAR SWAMP
MISC	45	0	TOWN OF CARVER	CEDAR SWAMP
MISC	46	0	TOWN OF CARVER	CEDAR SWAMP
MISC	47	0	TOWN OF CARVER	CEDAR SWAMP
MISC	77	0	TOWN OF CARVER	REED FRESH MEADOW
MISC	86	0	TOWN OF CARVER	CEDAR SWAMP
MISC	87	0	TOWN OF CARVER	CEDAR SWAMP

SELECT BOARD

INFORMATIONAL SUMMARY: This is to begin the process of creating a cedar swamp recreational area that was proposed by Stephen Cole, this is the first step of that process.

PROPOSED MOTION: I move that the Town approve Article 13 as set forth in the Warrant.

(2/3rds Vote Required)

Recommendation: Select Board 5-0, Finance Committee: 10-0

ARTICLE 14: PETITION ARTICLE:

1.1 **Limitation on Town Authority:** In consideration of the protection of private property rights and of the Town's character and natural environment and the preservation and enhancement of the quality of life of the Town's current and future generations, the authority of the Town of Carver and its agencies of local government, as reserved to localities under M.G.L. c. 79 to seize privately owned domain procedures shall in light of *Kelo v. New London*, 545 U.S. 469 (2005) be specifically further limited as follows:

- A. To only those proposed taking actions incorporating the transfer of private parcel(s) to the Town of Carver or any of its authored agencies of local government and under no circumstances to another private party; and
- B. To only proposed taking actions whose purpose is the creation of a facility for actual public use and ownership, to include public open spaces, parks, and watershed protection districts, and never for the purpose of economic development or the enhancement of the local tax base; or take any other action relative thereto.

1.2 **Seizure of Property Endangering Health and Safety:** Nothing in the Bylaw shall limit the authority of the Town of Carver or its authorized agencies of local government to seize property that is endangering the health and safety of its residence which could otherwise be seized or foreclosed upon for tax delinquency in accordance with the provision of M.G.L. C. 60 or take any other action relative thereto.

CITIZEN PETITION

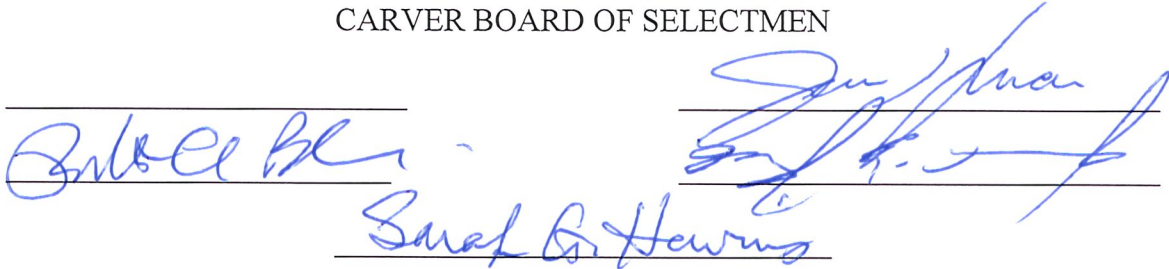
PROPOSED MOTION: I move that the Town approve Article 14 as set forth in the Warrant.

And you are directed to serve this warrant by posting attested copies thereof at the several places designated by vote of the Town seven (7) days at least before the time of holding said meeting.

Hereof fail not and make due return of this warrant **by your doing** thereon **to the Town Clerk** at or **before the time of the meeting aforesaid.**

Given under our hands this 17th Day of June in the Year Two Thousand and Twenty.

CARVER BOARD OF SELECTMEN



 Three handwritten signatures in blue ink are written over horizontal lines. The signatures appear to be "Robert B...", "Sarah G. Hawkins", and another illegible signature.

Pursuant to the above warrant, I have notified and warned the inhabitants of Carver qualified to vote in Town affairs to meet at the time and place and for the purpose therein expressed by posting attested copies thereof in the Town Hall and in each of the Fire Stations and Post Offices in Carver as required by law seven days at least before the time of said meeting.

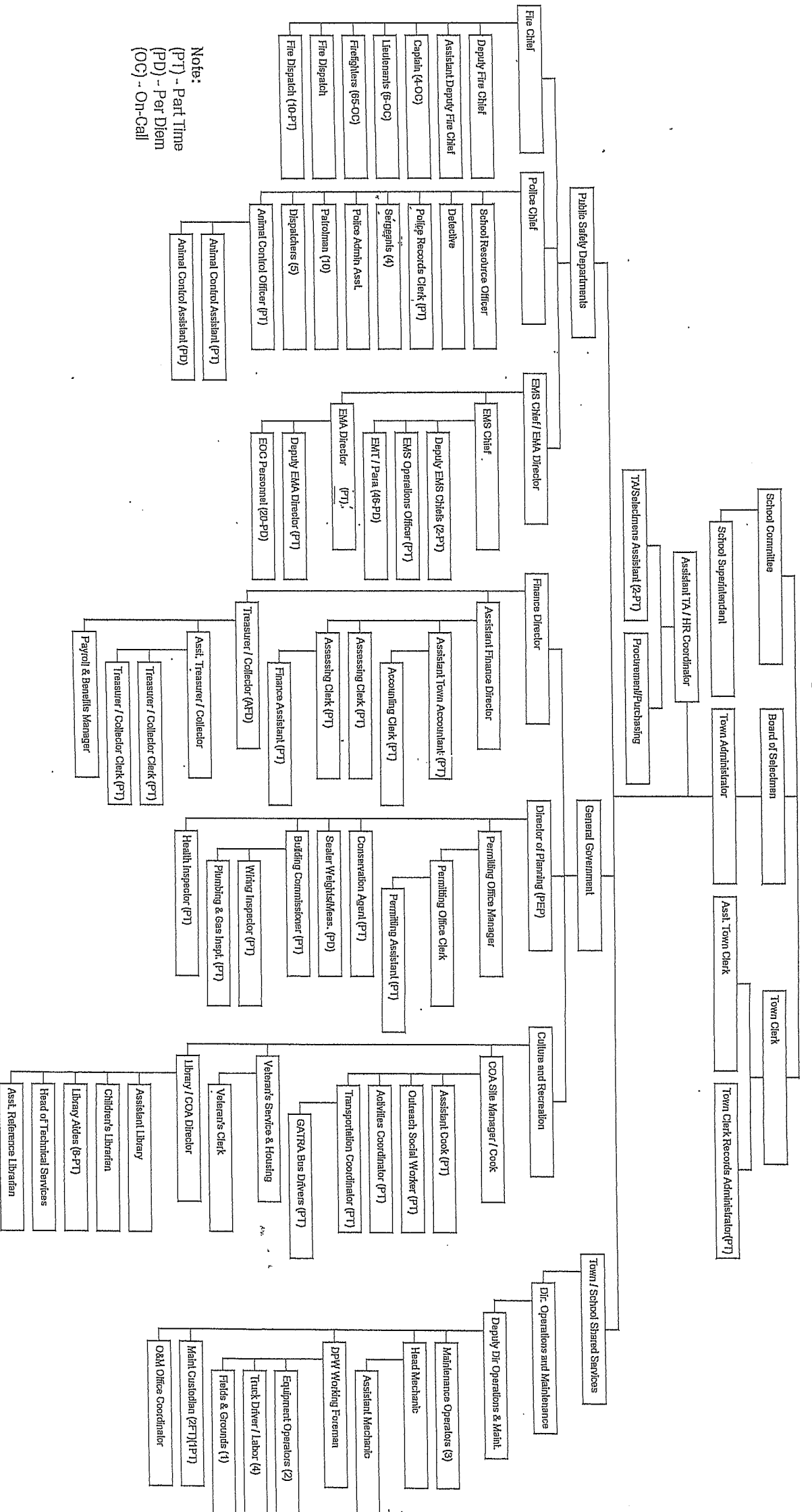
A True Copy Attest:

6/19/2020
Date

Print: John Woods Dep. Director of Operations/Maintenance
Name and Title

Sign: John Woods

Town Wide Organization Chart FY21 - APPENDIX A



Notes:
 (PT) - Part Time
 (PD) - Per Diem
 (OC) - On-Call

APPENDIX B

FY21 Wage and Salary Pay Scale (includes a 3% COLA - 4th COLA increase in 13 years)

Grade	Step	1st - step	2nd - step	3rd - step	4th - step	5th - step	6th - step	7th - step	8th - step	9th - step	10th - step	11th - step	12th - step
P	Hourly												
	35 hr/wk												\$ 13.25
	Annual												\$ 463.75
		gray figures are eliminated as of 1/1/21 per state legislation											
O	Hourly							\$ 13.20	\$ 13.46	\$ 13.73	\$ 14.00	\$ 14.28	\$ 14.57
	35 hr/wk							\$ 462.00	\$ 471.10	\$ 480.55	\$ 490.00	\$ 499.80	\$ 509.95
	Annual							\$ 24,024.00	\$ 24,497.20	\$ 24,988.60	\$ 25,480.00	\$ 25,989.60	\$ 26,517.40
N	Hourly		\$ 13.37	\$ 13.64	\$ 13.91	\$ 14.19	\$ 14.47	\$ 14.76	\$ 15.06	\$ 15.36	\$ 15.67	\$ 15.98	\$ 16.30
	35 hr/wk		\$ 467.93	\$ 477.40	\$ 486.85	\$ 496.65	\$ 506.45	\$ 516.60	\$ 527.10	\$ 537.60	\$ 548.45	\$ 559.30	\$ 570.50
	Annual		\$ 24,332.31	\$ 24,824.80	\$ 25,316.20	\$ 25,825.80	\$ 26,335.40	\$ 26,863.20	\$ 27,409.20	\$ 27,955.20	\$ 28,519.40	\$ 29,083.60	\$ 29,666.00
M	Hourly	\$ 13.89	\$ 14.17	\$ 14.45	\$ 14.74	\$ 15.03	\$ 15.33	\$ 15.64	\$ 15.95	\$ 16.27	\$ 16.60	\$ 16.93	\$ 17.27
	35 hr/wk	\$ 486.31	\$ 495.95	\$ 505.75	\$ 515.90	\$ 526.05	\$ 536.55	\$ 547.40	\$ 558.25	\$ 569.45	\$ 581.00	\$ 592.55	\$ 604.45
	Annual	\$ 25,288.35	\$ 25,789.40	\$ 26,299.00	\$ 26,826.80	\$ 27,354.60	\$ 27,900.60	\$ 28,464.80	\$ 29,029.00	\$ 29,611.40	\$ 30,212.00	\$ 30,812.60	\$ 31,431.40
L	Hourly	\$ 15.99	\$ 16.31	\$ 16.64	\$ 16.97	\$ 17.31	\$ 17.66	\$ 18.01	\$ 18.37	\$ 18.74	\$ 19.11	\$ 19.49	\$ 19.88
	35 hr/wk	\$ 559.50	\$ 570.85	\$ 582.40	\$ 593.95	\$ 605.85	\$ 618.10	\$ 630.35	\$ 642.95	\$ 655.90	\$ 668.85	\$ 682.15	\$ 695.80
	Annual	\$ 29,093.79	\$ 29,684.20	\$ 30,284.80	\$ 30,885.40	\$ 31,504.20	\$ 32,141.20	\$ 32,778.20	\$ 33,433.40	\$ 34,106.80	\$ 34,780.20	\$ 35,471.80	\$ 36,181.60
K	Hourly	\$ 17.58	\$ 17.93	\$ 18.29	\$ 18.66	\$ 19.03	\$ 19.41	\$ 19.80	\$ 20.20	\$ 20.60	\$ 21.01	\$ 21.43	\$ 21.86
	35 hr/wk	\$ 615.37	\$ 627.55	\$ 640.15	\$ 653.10	\$ 666.05	\$ 679.35	\$ 693.00	\$ 707.00	\$ 721.00	\$ 735.35	\$ 750.05	\$ 765.10
	Annual	\$ 31,999.42	\$ 32,632.60	\$ 33,287.80	\$ 33,961.20	\$ 34,634.60	\$ 35,326.20	\$ 36,036.00	\$ 36,764.00	\$ 37,492.00	\$ 38,238.20	\$ 39,002.60	\$ 39,785.20
J	Hourly	\$ 19.34	\$ 19.73	\$ 20.12	\$ 20.52	\$ 20.93	\$ 21.35	\$ 21.78	\$ 22.22	\$ 22.66	\$ 23.11	\$ 23.57	\$ 24.04
	35 hr/wk	\$ 677.02	\$ 690.55	\$ 704.20	\$ 718.20	\$ 732.55	\$ 747.25	\$ 762.30	\$ 777.70	\$ 793.10	\$ 808.85	\$ 824.95	\$ 841.40
	Annual	\$ 35,204.99	\$ 35,908.60	\$ 36,618.40	\$ 37,346.40	\$ 38,092.60	\$ 38,857.00	\$ 39,639.60	\$ 40,440.40	\$ 41,241.20	\$ 42,060.20	\$ 42,897.40	\$ 43,752.80
I	Hourly	\$ 21.56	\$ 21.99	\$ 22.43	\$ 22.88	\$ 23.34	\$ 23.81	\$ 24.29	\$ 24.78	\$ 25.28	\$ 25.79	\$ 26.31	\$ 26.84
	35 hr/wk	\$ 754.53	\$ 769.65	\$ 785.05	\$ 800.80	\$ 816.90	\$ 833.35	\$ 850.15	\$ 867.30	\$ 884.80	\$ 902.65	\$ 920.85	\$ 939.40
	Annual	\$ 39,235.38	\$ 40,021.80	\$ 40,822.60	\$ 41,641.60	\$ 42,478.80	\$ 43,334.20	\$ 44,207.80	\$ 45,099.60	\$ 46,009.60	\$ 46,937.80	\$ 47,884.20	\$ 48,848.80
H	Hourly	\$ 22.52	\$ 22.97	\$ 23.43	\$ 23.90	\$ 24.38	\$ 24.87	\$ 25.37	\$ 25.88	\$ 26.40	\$ 26.93	\$ 27.47	\$ 28.02
	35 hr/wk	\$ 788.05	\$ 803.95	\$ 820.05	\$ 836.50	\$ 853.30	\$ 870.45	\$ 887.95	\$ 905.80	\$ 924.00	\$ 942.55	\$ 961.45	\$ 980.70
	Annual	\$ 40,978.76	\$ 41,805.40	\$ 42,642.60	\$ 43,498.00	\$ 44,371.60	\$ 45,263.40	\$ 46,173.40	\$ 47,101.60	\$ 48,048.00	\$ 49,012.60	\$ 49,995.40	\$ 50,996.40
G	Hourly	\$ 24.15	\$ 24.64	\$ 25.13	\$ 25.63	\$ 26.14	\$ 26.66	\$ 27.19	\$ 27.73	\$ 28.28	\$ 28.85	\$ 29.43	\$ 30.02
	35 hr/wk	\$ 845.37	\$ 862.40	\$ 879.55	\$ 897.05	\$ 914.90	\$ 933.10	\$ 951.65	\$ 970.55	\$ 989.80	\$ 1,009.75	\$ 1,030.05	\$ 1,050.70
	Annual	\$ 43,959.37	\$ 44,844.80	\$ 45,736.60	\$ 46,646.60	\$ 47,574.80	\$ 48,521.20	\$ 49,485.80	\$ 50,468.60	\$ 51,469.60	\$ 52,507.00	\$ 53,562.60	\$ 54,636.40
F	Hourly	\$ 27.17	\$ 27.71	\$ 28.26	\$ 28.83	\$ 29.41	\$ 30.00	\$ 30.60	\$ 31.21	\$ 31.83	\$ 32.47	\$ 33.12	\$ 33.78
	35 hr/wk	\$ 951.00	\$ 969.85	\$ 989.10	\$ 1,009.05	\$ 1,029.35	\$ 1,050.00	\$ 1,071.00	\$ 1,092.35	\$ 1,114.05	\$ 1,136.45	\$ 1,159.20	\$ 1,182.30
	Annual	\$ 49,451.95	\$ 50,432.20	\$ 51,433.20	\$ 52,470.60	\$ 53,526.20	\$ 54,600.00	\$ 55,692.00	\$ 56,802.20	\$ 57,930.60	\$ 59,095.40	\$ 60,278.40	\$ 61,479.60
E	Hourly	\$ 30.57	\$ 31.18	\$ 31.80	\$ 32.44	\$ 33.09	\$ 33.75	\$ 34.43	\$ 35.12	\$ 35.82	\$ 36.54	\$ 37.27	\$ 38.02
	35 hr/wk	\$ 1,069.96	\$ 1,091.30	\$ 1,113.00	\$ 1,135.40	\$ 1,158.15	\$ 1,181.25	\$ 1,205.05	\$ 1,229.20	\$ 1,253.70	\$ 1,278.90	\$ 1,304.45	\$ 1,330.70
	Annual	\$ 55,638.13	\$ 56,747.60	\$ 57,876.00	\$ 59,040.80	\$ 60,223.80	\$ 61,425.00	\$ 62,662.60	\$ 63,918.40	\$ 65,192.40	\$ 66,502.80	\$ 67,831.40	\$ 69,196.40
D	Hourly	\$ 34.38	\$ 35.07	\$ 35.77	\$ 36.49	\$ 37.22	\$ 37.96	\$ 38.72	\$ 39.49	\$ 40.28	\$ 41.09	\$ 41.91	\$ 42.75
	35 hr/wk	\$ 1,203.35	\$ 1,227.45	\$ 1,251.95	\$ 1,277.15	\$ 1,302.70	\$ 1,328.60	\$ 1,355.20	\$ 1,382.15	\$ 1,409.80	\$ 1,438.15	\$ 1,466.85	\$ 1,496.25
	Annual	\$ 62,574.15	\$ 63,827.40	\$ 65,101.40	\$ 66,411.80	\$ 67,740.40	\$ 69,087.20	\$ 70,470.40	\$ 71,871.80	\$ 73,309.60	\$ 74,783.80	\$ 76,276.20	\$ 77,805.00
C	Hourly	\$ 39.54	\$ 40.33	\$ 41.14	\$ 41.96	\$ 42.80	\$ 43.66	\$ 44.53	\$ 45.42	\$ 46.33	\$ 47.26	\$ 48.21	\$ 49.17
	35 hr/wk	\$ 1,383.96	\$ 1,411.55	\$ 1,439.90	\$ 1,468.60	\$ 1,498.00	\$ 1,528.10	\$ 1,558.55	\$ 1,589.70	\$ 1,621.55	\$ 1,654.10	\$ 1,687.35	\$ 1,720.95
	Annual	\$ 71,965.89	\$ 73,400.60	\$ 74,874.80	\$ 76,367.20	\$ 77,896.00	\$ 79,461.20	\$ 81,044.60	\$ 82,664.40	\$ 84,320.60	\$ 86,013.20	\$ 87,742.20	\$ 89,489.40
B	Hourly	\$ 42.52	\$ 43.37	\$ 44.24	\$ 45.12	\$ 46.02	\$ 46.94	\$ 47.88	\$ 48.84	\$ 49.82	\$ 50.82	\$ 51.84	\$ 52.88
	35 hr/wk	\$ 1,488.14	\$ 1,517.95	\$ 1,548.40	\$ 1,579.20	\$ 1,610.70	\$ 1,642.90	\$ 1,675.80	\$ 1,709.40	\$ 1,743.70	\$ 1,778.70	\$ 1,814.40	\$ 1,850.80
	Annual	\$ 77,383.49	\$ 78,933.40	\$ 80,516.80	\$ 82,118.40	\$ 83,756.40	\$ 85,430.80	\$ 87,141.60	\$ 88,888.80	\$ 90,672.40	\$ 92,492.40	\$ 94,348.80	\$ 96,241.60
A	Hourly	\$ 45.70	\$ 46.62	\$ 47.55	\$ 48.50	\$ 49.47	\$ 50.46	\$ 51.47	\$ 52.50	\$ 53.55	\$ 54.62	\$ 55.71	\$ 56.82
	35 hr/wk	\$ 1,599.54	\$ 1,631.70	\$ 1,664.25	\$ 1,697.50	\$ 1,731.45	\$ 1,766.10	\$ 1,801.45	\$ 1,837.50	\$ 1,874.25	\$ 1,911.70	\$ 1,949.85	\$ 1,988.70
	Annual	\$ 83,176.00	\$ 84,848.40	\$ 86,541.00	\$ 88,270.00	\$ 90,035.40	\$ 91,837.20	\$ 93,675.40	\$ 95,550.00	\$ 97,461.00	\$ 99,408.40	\$ 101,392.20	\$ 103,412.40

APPENDIX C Wage and Salary Classification Plan for Elected and Non-Union Employees for FY21

		Elected and Appointed Officials	Annually
GRADE A	Deputy Director of Operation & Maintenance	Board of Assessor, Member	\$750
	Director of Planning, Env, Inspections	Board of Health, Chair	\$1,000
	EMS Chief	Board of Health, Member	\$700
GRADE B	Assistant TA / Human Resource Coordinator	Board of Selectmen, Chair	\$3,000
GRADE C	Deputy Fire Chief (40 hrs)	Board of Selectmen, Member	\$2,000
	Library Director	Capital Outlay Committee, Chair	\$300
	Town Clerk	Capital Outlay Committee, Member	\$150
	Treasurer / Collector	Conservation Commission, Chair	\$1,000
	Assistant Finance Director	Conservation Commission, Member	\$800
GRADE D	Assistant Deputy Fire Chief (40 hrs)	Finance Committee, Chair	\$300
	Building Commissioner / Inspector (Part-time)	Finance Committee, Member	\$150
	Conservation Agent (Part-time)	Library Trustee, Chair	\$300
	Emergency Management Director (Part-time)	Library Trustee, Member	\$150
	Health Agent (Part-time)	North Carver Water District, Chair	\$300
GRADE F	Library Assistant Director	North Carver Water District, Member	\$150
	Deputy EMS Chief (Part-time)	Planning Board, Chair	\$1,000
	Assistant Director Outreach & Awareness	Planning Board, Member	\$800
GRADE G	Children's Librarian	Redevelopment Authority, Chair	\$300
	Procurement / Purchasing Coordinator	Redevelopment Authority, Member	\$150
	Payroll & benefits coordinator	Town Moderator	\$250
GRADE H	Police Administrative Assistant	Zoning Board of Appeals, Chair	\$300
	Council on Aging Site Manager and Cook	Zoning Board of Appeals, Member	\$150
	Veteran's Agent (Part-time)		
GRADE I	Fire Dispatch (40 hrs)		
	Council on Aging Transportation Coordinator		
	Animal Control Officer (Part-time)		
GRADE K	TA / Selectmen's Assistant		
	Activites and Program Coordinator		
	Veteran's Clerk (Part-time)		
GRADE L	Fire Dispatch (Part-time)		
	Police Records Clerk (part-time)		
	Animal Control Assistant (Part-time)		
	Council on Aging Outreach Worker		
GRADE M	GATRA Drivers (Part-time)		
	Assistnt Cook		
GRADE N	Maintenance Custodian (Part-time)		
	Assistant Reference Librarian		
	Circulation Aide		
GRADE P	Seasonal / Summer Employees		

CONTRACTS per MGL:	
	Town Administrator
	Finance Director / Town Accountant
	Fire Chief
	Police Chief
	EMS Chief - Grade A
	Library Director - Grade C
	Dir. of Operations & Maintenance (S/T contract)
Annual Contracts	
	Plumbing and Gas Inspector
	Inspector of Wires
	Sealer of Weights and Measures

	FY2021	FY2022	FY2023	FY2024	FY2025	FY2026	FY2027	FY2028	FY2029	FY2030	FY2031
FINAL - 12-2-19											
PROPERTY TAX LEVY REVENUE											
Prior year tax raised (+ DOR recap new growth previous/yr)	25,987,764	27,419,828	28,823,990	29,802,808	30,808,678	31,842,303	32,904,403	33,995,716	35,116,999	36,269,027	37,452,598
2.5% Increase (per finance policy)	649,694	685,496	720,600	745,070	770,217	796,058	822,610	849,893	877,925	906,726	936,315
New Growth - Real estate and Personnel Property	253,130	255,661	258,218	260,800	263,408	266,042	268,703	271,390	274,104	276,845	279,613
New Growth - Solar Tax Agreements (contractual by year booked)	529,240	463,004									
Total Property Tax Levy Revenue	\$ 27,419,828	\$ 28,823,990	\$ 29,802,808	\$ 30,808,678	\$ 31,842,303	\$ 32,904,403	\$ 33,995,716	\$ 35,116,999	\$ 36,269,027	\$ 37,452,598	\$ 38,668,526
REVENUES (offsets to operational expenses)											
Elementary excluded debt (-\$100K) from Capital/Debt	1,090,050	1,091,800	1,092,050	1,090,800	1,093,050	1,093,550	1,092,300	1,089,500	1,091,100	1,091,950	1,091,950
State Aid/Cherry Sheet - level funded	12,534,047	12,234,099	12,296,029	12,358,178	12,420,548	12,483,142	12,545,962	12,609,010	12,672,289	12,735,801	12,799,547
Local Receipts	2,615,353	2,654,583	2,694,400	2,734,815	2,775,838	2,817,476	2,859,738	2,902,634	2,946,173	2,990,367	3,035,222
Meals tax (+2%/yr)	127,181	129,724	132,319	134,965	137,665	140,418	143,226	146,091	149,013	151,993	155,033
Total Other Revenues (non-local taxes)	\$ 15,276,580	\$ 15,018,406	\$ 15,122,748	\$ 15,227,958	\$ 15,334,051	\$ 15,441,036	\$ 15,548,926	\$ 15,657,735	\$ 15,767,475	\$ 15,878,160	\$ 15,989,802
TOTAL REVENUE	\$ 43,786,458	\$ 44,934,196	\$ 46,017,605	\$ 47,127,436	\$ 48,269,403	\$ 49,438,989	\$ 50,636,942	\$ 51,864,234	\$ 53,127,602	\$ 54,422,708	\$ 55,750,278
OTHER FIXED LIABILITIES TO BE FUNDED											
Cherry Sheet Direct Expenditure School/Library - level funded	366,331	229,978	232,277	234,600	236,946	239,316	241,709	244,126	246,567	249,033	251,523
Cherry Sheet Assessments (non-educational) - level funded	199,383	196,455	198,419	200,404	202,408	204,432	206,476	208,541	210,626	212,733	214,860
Cherry Sheet Assessments (Charter Tuition etc) - level funded	1,032,257	738,704	746,091	753,552	761,088	768,699	776,386	784,150	791,991	799,911	807,910
Overlay Account	250,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000
Southeastern Regional Assessment	2,300	2,346	2,393	2,441	2,490	2,539	2,590	2,642	2,695	2,749	2,804
Total Other Amounts to be raised	\$ 1,850,271	\$ 1,417,483	\$ 1,429,181	\$ 1,440,997	\$ 1,452,931	\$ 1,464,986	\$ 1,477,161	\$ 1,489,458	\$ 1,501,879	\$ 1,514,425	\$ 1,527,098
TRANSFERS TO OTHER FUNDS (per policy/regulation)											
Transfer Cap/Debt Stab. (-1/3 PILOTS, +2.5%, +unforeseen PP)	3,339,817	3,327,723	3,417,826	3,510,182	3,604,847	3,701,879	3,801,336	3,903,280	4,007,772	4,114,877	4,224,659
Transfer to Cap/Debt Stab 1/3 of PILOTS	176,413	276,413	276,413	276,413	276,413	276,413	276,413	276,413	276,413	276,413	276,413
Transfer to NCPWD 50% of DJF (+2.5%/yr)	133,139	146,468	160,129	174,133	188,486	203,198	218,278	233,735	249,578	265,818	282,463
Transfer to Middle High School Reconstruction Fund 1/3 of PILOTS	176,413	276,413	276,413	276,413	276,413	276,413	276,413	276,413	276,413	276,413	276,413
Transfer to Unfunded Liability (pension then OPEB) 1/3 of PILOTS	176,413	276,413	276,413	276,413	276,413	276,413	276,413	276,413	276,413	276,413	276,413
Transfer to Compensated Absences Liability Fund	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000
Transfer to OPEB Trust Fund (+\$50K/yr + savings)	295,799	345,799	395,799	445,799	495,799	545,799	595,799	645,799	695,799	745,799	795,799
Total Transfers to Other Funds	\$ 4,322,995	\$ 4,674,229	\$ 4,827,994	\$ 4,984,353	\$ 5,143,371	\$ 5,305,115	\$ 5,469,652	\$ 5,637,053	\$ 5,807,388	\$ 5,980,732	\$ 6,157,160
TOWN-WIDE SHARED BUDGET DETAILS											
Town Meeting Articles	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000
Reserve Fund (Finance Committee)	125,000	125,000	125,000	125,000	125,000	125,000	125,000	125,000	125,000	125,000	125,000
Old Colony Vo Tech (previous year actual + ↑5%/yr)	1,280,203	1,344,213	1,411,424	1,481,995	1,556,095	1,633,900	1,715,595	1,801,374	1,891,443	1,986,015	2,085,316
Elementary excluded debt (-\$100K) Capital/Debt	1,090,050	1,091,800	1,092,050	1,090,800	1,093,050	1,093,550	1,092,300	1,089,500	1,091,100	1,091,950	1,091,951
Snow and Ice Removal (+10%/yr)	313,496	344,845	379,330	417,263	458,989	504,888	555,377	610,915	672,006	739,207	813,128
Total Shared Budgets	\$ 2,833,749	\$ 2,930,859	\$ 3,032,804	\$ 3,140,058	\$ 3,258,134	\$ 3,382,338	\$ 3,513,272	\$ 3,651,789	\$ 3,804,549	\$ 3,967,172	\$ 4,140,394
TOTAL ALL EXPENDITURES	\$ 9,007,015	\$ 9,022,570	\$ 9,289,979	\$ 9,565,408	\$ 9,854,437	\$ 10,152,438	\$ 10,460,084	\$ 10,778,300	\$ 11,113,817	\$ 11,462,329	\$ 11,824,652
Available Revenue	\$ 34,779,444	\$ 35,911,626	\$ 36,727,626	\$ 37,562,028	\$ 38,414,967	\$ 39,286,551	\$ 40,176,858	\$ 41,085,934	\$ 42,013,785	\$ 42,960,379	\$ 43,925,626
Net Change Y/Y	\$ 867,020	\$ 1,132,182	\$ 816,001	\$ 834,401	\$ 852,939	\$ 871,584	\$ 890,307	\$ 909,076	\$ 927,851	\$ 946,594	\$ 965,247
% Change Y/Y	2.5%	3.15%	2.22%	2.22%	2.22%	2.22%	2.22%	2.21%	2.21%	2.20%	2.20%
School Share of % Revenue	69.688%	69.688%	69.688%	69.688%	69.688%	69.688%	69.688%	69.688%	69.688%	69.688%	69.688%
Town Share of % Revenue	30.312%	30.312%	30.312%	30.312%	30.312%	30.312%	30.312%	30.312%	30.312%	30.312%	30.312%
School Budget as Recommended	\$ 24,237,099	\$ 25,026,094	\$ 25,594,748	\$ 26,176,226	\$ 26,770,622	\$ 27,378,012	\$ 27,998,449	\$ 28,631,965	\$ 29,278,566	\$ 29,938,229	\$ 30,610,890
Town Budget as Recommended	\$ 10,542,345	\$ 10,885,532	\$ 11,132,878	\$ 11,385,802	\$ 11,644,345	\$ 11,909,539	\$ 12,178,409	\$ 12,453,968	\$ 12,735,219	\$ 13,022,150	\$ 13,314,736
OPEB unfunded actuarial liability 6/30/19	\$ (38,732,998)	\$ (39,599,226)	\$ (40,354,744)	\$ (41,068,453)	\$ (41,678,386)	\$ (42,165,675)	\$ (42,545,881)	\$ (42,796,064)	\$ (42,900,126)	\$ (42,831,131)	\$ (42,588,003)
OPEB unfunded actuarial liability 7/1/17	\$ (43,513,933)	\$ (44,658,589)	\$ (45,724,012)	\$ (46,789,100)	\$ (47,789,481)	\$ (48,708,354)	\$ (49,566,662)	\$ (50,341,680)	\$ (51,020,383)	\$ (51,580,491)	\$ (51,980,491)
OPEB unfunded actuarial liability 7/1/15	\$ (50,344,807)	\$ (52,365,954)	\$ (54,466,720)	\$ (56,648,906)	\$ (58,921,988)	\$ (61,284,614)	\$ (63,742,002)	\$ (66,297,585)	\$ (68,944,856)	\$ (71,707,819)	\$ (74,594,952)
OPEB unfunded actuarial liability 7/1/11	\$ (69,583,345)	\$ (73,570,108)	\$ (77,735,581)	\$ (82,011,237)	\$ (86,492,854)	\$ (91,153,312)	\$ (96,026,710)	\$ (101,118,822)	\$ (106,423,018)	\$ (111,954,952)	\$ (117,707,819)
Net Saving due to BOS OPEB Reform	\$ (30,350,344)	\$ 28,911,519	\$ 32,011,569	\$ 35,222,137	\$ 38,703,373	\$ 42,444,961	\$ 46,460,048	\$ 50,777,142	\$ 55,402,035	\$ 60,374,461	\$ 65,750,278
	FY2021	FY2022	FY2023	FY2024	FY2025	FY2026	FY2027	FY2028	FY2029	FY2030	FY2031

TOWN OF CARVER PROPOSED OPERATING BUDGET FOR THE FISCAL YEAR ENDING 6/30/21

APPENDIX E

DESCRIPTION	2019 ACTUAL	2020 ORIGINAL BUDGET	2021 DEPT REQUESTED	2021 TOWN	
				ADMINISTRATOR RECOMMENDED	2021 SELECTMEN RECOMMENDED
GENERAL GOVERNMENT					
MODERATOR					
REGULAR SALARIES	250.00	250.00	250.00	250.00	250.00
MODERATOR SALARY AND OPERATING	\$250.00	\$250.00	\$250.00	\$250.00	\$250.00
SELECTMEN/TOWN ADMINISTRATOR					
SELECTMEN/TA SALARIES	367,377.69	431,080.00	629,389.00	436,590.00	436,590.00
SELECTMEN EXECUTIVE CONSULTANT SALARY	0.00	0.00	0.00	192,809.00	192,809.00
SELECTMEN OPERATING EXPENSES	281,436.85	322,675.00	350,225.00	345,225.00	345,225.00
TOTAL SELECTMEN/TOWN ADMIN	\$648,814.54	\$753,755.00	\$979,624.00	\$974,624.00	\$974,624.00
MISCELLANEOUS TOWN-WIDE					
TELEPHONE	32,877.88	45,000.00	30,000.00	30,000.00	30,000.00
GASOLINE	100,704.81	120,000.00	115,000.00	115,000.00	115,000.00
ELECTRIC - STREETLIGHTS	173,817.50	180,000.00	150,000.00	150,000.00	150,000.00
NATURAL GAS	38,090.06	60,000.00	50,000.00	50,000.00	50,000.00
OIL	15,958.82	15,000.00	15,000.00	15,000.00	15,000.00
TOTAL TOWN-WIDE MISC	\$361,449.07	\$420,000.00	\$360,000.00	\$360,000.00	\$360,000.00
FINANCE COMMITTEE					
TOTAL FINANCE COMMITTEE SALARIES AND OPERATING	\$2,328.24	\$2,825.00	\$4,875.00	\$4,875.00	\$4,875.00
FINANCE DEPT					
FINANCE DEPT SALARIES	459,034.86	470,575.00	504,239.00	504,239.00	504,239.00
FINANCE DEPT OPERATING	145,479.27	200,300.00	223,450.00	218,277.00	218,277.00
TOTAL FINANCE DEPT	\$604,514.13	\$670,875.00	\$727,689.00	\$722,516.00	\$722,516.00
LEGAL SERVICES					
TOTAL LEGAL ACCOUNT	\$93,086.40	\$110,000.00	\$100,000.00	\$100,000.00	\$100,000.00
DATA PROCESSING					
TOTAL DATA PROCESSING	\$76,278.70	\$77,000.00	\$0.00	\$0.00	\$0.00
TOWN CLERK					
TOWN CLERK SALARIES	134,563.51	133,273.00	130,604.00	130,604.00	130,604.00
TOWN CLERK OPERATING	2,030.83	3,300.00	3,650.00	3,650.00	3,650.00
TOTAL TOWN CLERK	\$136,594.34	\$136,573.00	\$134,254.00	\$134,254.00	\$134,254.00
ELECTIONS/REGISTRATIONS					
ELECTION/REGISTRATION SALARIES	17,099.02	15,304.00	17,500.00	17,500.00	17,500.00
ELECTION & REG OPERATING EXPENSES	14,990.90	17,500.00	18,008.00	18,008.00	18,008.00
TOTAL ELECTIONS/REGISTRATIONS	\$32,089.92	\$32,804.00	\$35,508.00	\$35,508.00	\$35,508.00
PLANNING, ENVIRONMENTAL & PERMITTING					
PLANNING, ENVIRON, & PERMITTING SALARIES	352,645.89	376,296.21	378,225.00	378,225.00	378,225.00

TOWN OF CARVER PROPOSED OPERATING BUDGET FOR THE FISCAL YEAR ENDING 6/30/21

APPENDIX E

DESCRIPTION	2019 ACTUAL	2020 ORIGINAL BUDGET	2021 DEPT REQUESTED	2021 TOWN	
				ADMINISTRATOR RECOMMENDED	2021 SELECTMEN RECOMMENDED
PLANNING, ENVIRON, & PERMITTING EXPENSES	33,424.69	53,595.00	38,095.00	35,046.00	35,046.00
TOTAL PLANNING, ENVIRON, & PERMITTING	\$386,070.58	\$429,891.21	\$416,320.00	\$413,271.00	\$413,271.00
CAPITAL OUTLAY					
TOTAL CAPITAL OUTLAY SALARIES AND EXPENSES	\$600.00	\$750.00	\$750.00	\$750.00	\$750.00
TOTAL GENERAL GOVERNMENT	\$2,342,075.92	\$2,634,723.21	\$2,759,270.00	\$2,746,048.00	\$2,746,048.00
			Enterprise Indirect costs		(\$24,451.00)
			Ambulance Indirect Costs		(\$14,000.00)
			Entergy Indirect costs		(\$7,500.00)
			From Free Cash		(\$99,000.00)
			Revised General Government		\$2,601,097.00
PUBLIC SAFETY					
POLICE DEPT					
POLICE SALARIES	1,775,546.00	1,817,962.00	1,892,898.00	1,892,898.00	1,892,898.00
POLICE DISPATCHERS SALARIES	261,882.14	303,075.25	313,397.00	313,397.00	313,397.00
ANIMAL CONTROL SALARIES	35,199.82	40,512.00	38,674.00	38,674.00	38,674.00
POLICE OPERATING	124,655.12	124,500.00	125,533.00	125,533.00	125,533.00
TOTAL POLICE DEPT	\$2,197,283.08	\$2,286,049.25	\$2,370,502.00	\$2,370,502.00	\$2,370,502.00
FIRE DEPT					
FIRE SALARIES	539,721.18	578,676.77	578,677.00	611,180.00	611,180.00
FIRE OPERATING	90,416.49	94,640.00	94,640.00	94,580.00	94,580.00
TOTAL FIRE DEPT	\$630,137.67	\$673,316.77	\$673,317.00	\$705,760.00	\$705,760.00
AMBULANCE SERVICE					
EMS SALARIES	590,046.49	664,439.00	664,439.00	710,950.00	710,950.00
EMS OPERATING EXPENSES	102,114.30	124,791.98	124,792.00	133,527.00	133,527.00
TOTAL AMBULANCE SERVICE	\$692,160.79	\$789,230.98	\$789,231.00	\$844,477.00	\$844,477.00
TOTAL PUBLIC SAFETY	\$3,519,581.54	\$3,748,597.00	\$3,833,050.00	\$3,920,739.00	\$3,920,739.00
			Ambulance - self supporting		(\$844,477.00)
			Revised Public Safety		3,076,262.00
PUBLIC WORKS					
DEPARTMENT OF PUBLIC WORKS					
DPW SALARIES	712,444.47	953,594.00	1,098,849.00	1,098,849.00	1,098,849.00
DPW OPERATING	228,113.39	295,235.00	289,220.00	289,220.00	289,220.00
CEMETERY PERPETUAL CARE	15,000.00	20,000.00	20,000.00	20,000.00	20,000.00
EARTH REMOVAL	1,260.00	1,260.00	1,260.00	1,260.00	1,260.00
LANDFILL OPERATING	30,614.60	50,000.00	30,000.00	30,000.00	30,000.00
TOTAL DEPARTMENT OF PUBLIC WORKS	\$987,432.46	\$1,320,089.00	\$1,439,329.00	\$1,439,329.00	\$1,439,329.00
TOTAL PUBLIC WORKS	\$987,432.46	\$1,320,089.00	\$1,439,329.00	\$1,439,329.00	\$1,439,329.00
			Cemetery Receipts Reserved		(20,000.00)
			Enterprise Indirect Costs		(30,996.00)
			Revised Public Works		1,388,333.00
HEALTH & HUMAN SERVICES					
COUNCIL ON AGING					
COUNCIL ON AGING SALARIES	76,280.00	82,548.00	114,946.00	114,946.00	114,946.00
COUNCIL ON AGING OPERATING	16,300.00	16,630.00	16,970.00	16,970.00	16,970.00

TOWN OF CARVER PROPOSED OPERATING BUDGET FOR THE FISCAL YEAR ENDING 6/30/21

APPENDIX E

DESCRIPTION	2019 ACTUAL	2020 ORIGINAL BUDGET	2021 DEPT REQUESTED	2021 TOWN	
				ADMINISTRATOR RECOMMENDED	2021 SELECTMEN RECOMMENDED
TOTAL COUNCIL ON AGING	\$92,580.00	\$99,178.00	\$131,916.00	\$131,916.00	\$131,916.00
VETERAN'S AGENT					
VETERANS SALARIES	44,744.00	35,210.00	36,191.00	36,191.00	36,191.00
VETERANS OPERATING	3,600.00	3,600.00	7,600.00	7,600.00	7,600.00
VETERANS BENEFITS	240,000.00	240,000.00	240,000.00	240,000.00	240,000.00
TOTAL VETERAN'S AGENT	\$288,344.00	\$278,810.00	\$283,791.00	\$283,791.00	\$283,791.00
TOTAL HEALTH & HUMAN SERVICES	\$380,924.00	\$377,988.00	\$415,707.00	\$415,707.00	\$415,707.00
CULTURE & RECREATION					
LIBRARY					
LIBRARY SALARIES	316,504.00	325,969.00	315,753.00	315,753.00	315,753.00
LIBRARY OPERATING	89,425.00	94,625.00	96,500.00	96,500.00	96,500.00
TOTAL LIBRARY	\$405,929.00	\$420,594.00	\$412,253.00	\$412,253.00	\$412,253.00
RECREATION					
RECREATION SALARIES	12,000.00	8,000.00	8,000.00	8,000.00	8,000.00
RECREATION EXPENSES	8,500.00	12,500.00	12,500.00	12,500.00	12,500.00
TOTAL RECREATION	\$20,500.00	\$20,500.00	\$20,500.00	\$20,500.00	\$20,500.00
HISTORIC COMMISSION	\$0.00	\$430.00	\$430.00	\$430.00	\$430.00
HISTORIC DISTRICT COMM	\$0.00	\$260.00	\$260.00	\$260.00	\$260.00
TOTAL CULTURE & RECREATION	\$426,429.00	\$441,784.00	\$433,443.00	\$433,443.00	\$433,443.00
DEBT SERVICE (DOES NOT INCLUDE PAYMENTS COVERED BY CAPITAL AND DEBT STABILIZATION FUND)					
SEPTIC LOAN	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL DEBT SERVICE	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EMPLOYEE BENEFITS					
CALL FIREFIGHTERS LOSAP	115,088.08	120,000.00	120,000.00	120,000.00	120,000.00
PLYMOUTH COUNTY ASSESSMENT	1,180,809.00	1,142,434.00	1,165,898.00	1,165,898.00	1,165,898.00
UNEMPLOYMENT PAYMENTS	0.00	0.00	0.00	0.00	0.00
HEALTH INSURANCE PREMIUMS	1,049,732.99	1,255,316.70	1,255,317.00	1,255,317.00	1,255,317.00
LIFE INSURANCE PREMIUMS	4,547.89	8,000.00	5,500.00	5,500.00	5,500.00
SOCIAL SEC/MEDICARE PAYMENTS	91,600.31	86,000.00	93,000.00	93,000.00	93,000.00
TOTAL EMPLOYEE BENEFITS	\$2,441,778.27	\$2,611,750.70	\$2,639,715.00	\$2,639,715.00	\$2,639,715.00
TOTAL FY20 TOWN BUDGET	\$10,098,221.19	\$11,134,931.91	\$11,520,514.00	\$11,594,981.00	\$11,594,981.00
LESS: CEMETERY PERP CARE (FROM SPECIAL REV FUND)				(\$20,000.00)	
				EMS (SELF SUPPORTED)	(\$844,476.99)
				Enterprise Indirect Costs	(\$12,211.00)
				Revised Employee Benefits	\$2,627,504.00

TOWN OF CARVER PROPOSED OPERATING BUDGET FOR THE FISCAL YEAR ENDING 6/30/21

APPENDIX E

DESCRIPTION	2019 ACTUAL	2020 ORIGINAL BUDGET	2021 DEPT REQUESTED	2021 TOWN ADMINISTRATOR RECOMMENDED	2021 SELECTMEN RECOMMENDED
		ADJUSTED FY21 TOWN BUDGET		\$10,730,504.01	
ENERGY TRANSFER - NOT A SHARED REV (TO BE APPLIED TO RETIREMENT AND HEALTH CARE)		TOWN SHARE OF BUDGET (PER REVENUE FORECAST)		\$10,542,345.00	
		FREE CASH		\$7,500.00	
		AMBULANCE SHARE OF FUEL AND UTILITIES		\$99,000.00	
		ENTERPRISE INDIRECT COOSTS		\$14,000.00	
		SURPLUS/(DEFICIT)		\$67,658.00	
				(\$1.01)	

Department	Carver 10 year capital Plan	FY21	FY22	FY23	FY24	FY25	FY26	FY27	FY28	FY29	FY30
O&M	Storage Upgrades with movable walls for finance	\$30,000									
O&M	Replace (2) HVAC units 2nd Floor (school admin)	\$45,000									
O&M	Replace Synchronized Clock System MHS	\$45,000									
O&M	Sports Field Irrigation MHS	\$100,000									
O&M	F550 Catch Basin Truck w/plow	\$150,000									
O&M	Energy Efficiency Project to reduce electric consumption	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000				
O&M	Library Mechanical Replacement		\$500,000	\$500,000							
O&M	Town Hall Exterior Siding & Trim replacement (+120K)		\$280,000	\$50,000							
O&M	Repaint Tennis/Basketball Courts at MHS		→	\$60,000						→	\$70,000
O&M	Scag Mower		\$10,000		\$10,000		\$11,000		\$12,000		
O&M	Sealcoating at the Town Hall and Library		→	→	\$50,000						
O&M	One Ton Dump Truck w/ Plow - replace 697		→	→	→	\$80,000				\$90,000	
O&M	Dump Truck 6-wheel w/ Sander/Plow - replace 694			→	→	\$200,000					
O&M	Replace Roof - Library			→	→	\$120,000					
O&M	Town Hall Replace HVAC and Roof			→	→	\$245,000					
O&M	Replace 2006 Elgin Pleican Street Sweeper				→	→	\$200,000				
O&M	Town Hall vinyl floor replacement				→	→	\$50,000				
O&M	Town Hall - Replace Generator (look at combining)				→	→	\$45,000				
O&M	Replace one-ton dump truck with plow - #696				→	\$80,000					
O&M	Bobcat w/ Trailer					→	\$100,000				
O&M	Repaint Ambulance Exterior Painting					→	\$50,000				
O&M	Repaint Library Interior						→	\$140,000			
O&M	Dump Truck 6-wheel w/ Sander/Plow - replace 609						→	\$180,000			
O&M	Repaint Town Hall Interior						→	\$60,000			
O&M	Repave Parking Lots MHS						→	→	\$100,000	\$600,000	
O&M	Replace Interior Light Fixtures						\$90,000				
O&M	Replace 1992 E-Z Beaver Wood Chipper							\$40,000			
O&M	Replace Library Generator							→	\$45,000		
O&M	Repave #3 South Carver Fire Station							→	\$40,000		
O&M	Replace truck #699 Bucket Truck								\$200,000		
O&M	Replace 6 wheel dump with plow - #610									\$200,000	
O&M	Cold Storage Building 60' x 100'									→	\$100,000
NCWD	NCWD Debt Service for Well and Infrastructure	\$200K	\$190K	\$180K	\$170K	\$160K	\$150K	\$140K	\$130K	\$120K	\$110K
TOWN CLERK	Replace Election Tabulation Equipment	\$30,000									
EMS	Replace 2011 Amb. & equip, w/power stretcher			\$285K					\$300K		
EMS	EKG Replacement				\$81K						
FIRE	Mobile Defibrillators, SCBA Thermal Cam, PP lockers	\$62,000									
FIRE	Engine 4 Frame Reconditioning	\$20,000									
FIRE	Rehab Brush Breaker 29		→	\$175,000							
FIRE	Replace Jaw of Life Tools/Airbag on Rescue 1		\$120,000								
FIRE	Purchase of Used Tower Truck (\$1.1M new)		→	→	→	→	→	→	→	→	\$500,000
FIRE	Replace Dive/Rehab Rescue 2			→	\$20,000						
FIRE	Replace Command Car 3			→	\$60,000					\$60,000	
FIRE	Rehab Brush Breaker 28			→	→	\$175,000					
FIRE	Replace Command Car 1				\$60,000						
FIRE	Replace Air Cascade Unit					\$45,000					
FIRE	Replace Portable Light Tower (Lum 1)					\$25,000					
FIRE	Replace Existing Heavy Rescue 1						→	→	\$600,000		
FIRE	Replace Existing Tanker 1							→	\$495,000		
FIRE	Replace Water Rescue Boat								\$70,000		
FIRE	Replace Forestry 25 (Polaris 6x6 UTV)								\$40,000		
FIRE	Replace Squad 1 - type 4 response vehicle									\$150,000	
FIRE	Replace Generator at Station 2									\$40,000	
FIRE	Replace Generator at Station 3										\$40,000
FIRE/POLICE	Equipment for new hires	\$15,000	\$15,000	\$15,000	\$15,000	\$30,000	\$30,000	\$15,000	\$15,000	\$15,000	\$15,000
POLICE	PS-PFE, Security, Phone, Data, AV, Equip, Dispatch	\$490,000									
POLICE	Cruiser Replacements	\$99,000	\$57,000	\$59,000	\$114,000	\$64,000	\$124,000	\$69,000	\$134,000	\$139,000	\$75,000
POLICE	Body Cams (pending legislation)			\$20,000							
TOWNWIDE	Replace Town-wide radio system / Infrastructure	\$675K		\$575K			\$300,000				
TOWNWIDE	Town Wide Technology (Infrastructure/equipment)	\$317,000	\$319,000	\$369,000	\$776,000	\$683,000	\$314,000	\$371,000	\$373,000	\$815,000	\$817,000
SCHOOL-WIDE	District-Wide Curriculum Upgrade Modern Education	\$130,000	\$130,000	\$80,000	\$82,500	\$85,000	\$87,500	\$90,000	\$92,500	\$95,000	\$97,500
SCHOOL-BUS	Replace 71 Passenger Bus(es)	\$165,000	\$84,000	\$85,000	\$170,000	\$87,500	\$176,000	\$90,000	\$91,500	\$183,000	\$94,000
SCHOOL-BUS	Replace Mini Bus	\$80,000				\$90,000					
SCHOOL-BUS	W/C bus		→	\$95,000				\$105,000			
SCHOOL-BUS	Replace Minivan			→	\$60,000		\$31,000			\$32,000	\$32,000
SCHOOL-BUS	W/C van				\$55,000				\$60,000		
SCHOOL	Upgrade Culinary Classroom	\$100,000									
SCHOOL	Library Arch Study then Upgrade / Renovations	\$20,000	→	\$150,000							
SCHOOL	Replace Upgrade / Locker Room Renovation		\$100,000	→	\$225,000	→	\$225,000	\$350,000			
SCHOOL	Replace Student Desks			→	\$90,000		\$45,000	\$45,000			
SCHOOL	Athletic Equipment			\$15,000			\$20,000			\$25,000	
SCHOOL	Café equipment Upgrades			\$15,000			\$20,000			\$25,000	
SCHOOL	Restroom fixtures				→	\$75,000					
SCHOOL	Auditorium Renovation / Seating					→	→	\$750,000			
SCHOOL	Fire Alarm Field Devices						→	\$150,000	\$150,000		
SCHOOL	Cafeteria divider								\$75,000		
SCHOOL	Replace Student Lockers								→	\$250,000	\$250,000
SCHOOL	Replace Cafeteria Tables Chairs									→	\$75,000
SCHOOL	Consession Stand										\$200,000
SCHOOL	Replace key system for Middle/High School										\$450,000
	ANNUAL TOTAL REQUEST	\$1,998,000	\$1,715,000	\$1,788,000	\$1,887,500	\$2,009,500	\$2,133,500	\$2,455,000	\$2,593,000	\$2,719,000	\$2,815,500
	ANNUAL TARGET FUNDS AVAILABLE	\$2,041,191	\$1,715,499	\$1,839,393	\$1,956,347	\$2,076,791	\$2,203,705	\$2,508,097	\$2,612,391	\$2,725,801	\$2,840,036
	DELTA	\$43,191	\$499	\$55,393	\$68,847	\$67,291	\$70,205	\$53,097	\$19,391	\$6,801	\$24,536
	Available Capital Stabilization Revenue	\$4,006,230	\$3,604,136	\$3,694,239	\$3,786,595	\$3,881,260	\$3,978,292	\$4,077,749	\$4,179,693	\$4,284,185	\$4,391,290
	Payoff of Existing Leases (last payment)	\$48,545									
	Capital Town-Wide Network Implementation and Oversight	\$26,922	\$27,595	\$28,285	\$28,992	\$29,717	\$30,460	\$31,222	\$32,002	\$32,802	\$33,622
	Capital Town-Wide Building and Field Maintenance Contract	\$78,797	\$80,767	\$82,786	\$84,856	\$86,977	\$89,151	\$91,380	\$93,665	\$96,006	\$98,406
	Short-term interest / Disclosure Statement / Project Management	\$85,000	\$85,000	\$85,000	\$85,000	\$85,000	\$85,000	\$85,000	\$85,000	\$85,000	\$85,000
	25 year reduction of debt exclusion for elementary school	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000
	Existing Debt for Police, Fire, 3 engines, Mid/High, Library HVAC	\$1,625,775	\$1,595,275	\$1,558,775	\$1,531,400	\$1,502,775	\$1,469,975	\$1,262,050	\$1,256,635	\$1,244,575	\$1,234,225
		\$1,965,039									

Note: Any figure with K or M is not included in totals as they are funded through other sources. Also arrows (← →) are adjustments to balance 10 year capital plan

Chart for Cost of Living and Step Increases for all Unions and Non-Unions Employees

COLA Only

50/50 New Hires COLA Only # of Steps	Yes					No	
	Clerical 15	O&M 14	Dispatch 12	Police Pat/Sgt=10 2.0%	Teachers 11 5%/12.5%	Non-Union 12 2.0%	
FY22	2.0%	1.0%	3.0%	2.0%	2.5%	3.0%	
FY21	2.0%	0.0%	2.0%	1.5%	2.0%	2.0%	
FY20	2.0%	1.0%	2.0%	2.0%	1.5%	2.0%	
FY19	2.0%	2.0%	1.0%	2.0%	1.0%	2.0%	
FY18	2.0%	0.0%	2.0%	2.0%	2.0%	2.0%	
FY17	0.0%	2.0%	0.0%	2.0%	1.5%	0.0%	
FY16	0.0%	2.0%	2.0%	0.0%	1.5%	0.0%	
FY15	0.0%	0.0%	0.0%	0.0%	2.0%	0.0%	
FY14	2.0%	2.0%	2.0%	2.0%	1.5%	0.0%	
FY13	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%	
FY12	3.0%	3.0%	3.0%	5.0%	0.0%	0.0%	
FY11	0.0%	0.0%	0.0%	0.0%	3.0%	0.0%	
FY10	2.0%	0.0%	0.0%	0.0%	2.0%	0.0%	
FY09	0.0%	0.0%	2.0%	0.0%	3.0%	0.0%	
FY08	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	
FY07	2.0%	2.0%	2.0%	2.0%	3.0%	2.0%	
15-16 yr average	1.2%	1.1%	1.4%	1.4%	1.8%	0.9%	

All DPW, Non-Union, Police, SEU, and Dispatch all have agreed to 50/50 health care for new employees
Teachers Union has been unwilling to agreed to 50/50 health care for new employees

COLA plus Step

50/50 New Hires COLA plus Steps # of Steps	Yes					No	
	Clerical 15	O&M 14	Dispatch 12	Police* Pat/Sgt=10 2.0%	Teachers 11 5.0%	Top-School super-1 12.5%	Non-Union 12 2.0%
FY22	4.0%	3.0%	5.0%	4.0%	7.5%	15.0%	5.0%
FY21	4.0%	3.0%	4.0%	4.0%	7.0%	14.5%	4.0%
FY20	2.0%	3.0%	4.0%	3.5%	6.5%	14.0%	4.0%
FY19	4.0%	4.0%	3.0%	4.0%	6.0%	13.5%	4.0%
FY18	4.0%	2.0%	4.0%	4.0%	7.0%	14.5%	4.0%
FY17	2.0%	4.0%	2.0%	4.0%	6.5%	14.0%	2.0%
FY16	2.0%	4.0%	4.0%	2.0%	6.5%	14.0%	2.0%
FY15	2.0%	2.0%	2.0%	2.0%	7.0%	14.5%	2.0%
FY14	4.0%	4.0%	4.0%	4.0%	6.5%	14.0%	2.0%
FY13	2.0%	2.0%	2.0%	2.0%	5.0%	12.5%	2.0%
FY12	5.0%	5.0%	5.0%	7.0%	5.0%	12.5%	2.0%
FY11	0.0%	2.0%	0.0%	2.0%	8.0%	15.5%	0.0%
FY10	4.0%	2.0%	2.0%	2.0%	7.0%	14.5%	0.0%
FY09	2.0%	2.0%	4.0%	2.0%	8.0%	15.5%	0.0%
FY08	4.0%	4.0%	4.0%	4.0%	7.0%	14.5%	4.0%
FY07	4.0%	4.0%	4.0%	4.0%	8.0%	15.5%	4.0%
NET 15-16 yr average	3.1%	3.1%	3.3%	3.4%	6.8%	14.3%	2.6%

Note: Net year average is based on employee not being at top step and receiving COLA and Step
Top-School Step of 12.5% based on increase pensionable value is calculated from step 9 to 10 (~\$10,000 per year raise)

As proposed 7/1/2020

Definitions of Common Terms Used at Town Meeting

- **Article** – An item of business for Town Meeting to discuss and decide on. Per Carver By-Laws, articles are taken up in the order they are printed in the warrant unless Town Meeting wishes to change the order which can be accomplished with a motion made, seconded and approved by a 2/3 vote.
- **Budget** - Financial plan for the fiscal year of proposed expenditures and proposed means of financing them.
- **Capital Exclusion** - A referendum procedure in which the Town can vote to collect property taxes in excess of its levy limit to pay for a specified period of time.
- **Cherry Sheet** - Named for the color of the paper traditionally printed on, details the estimated State aid to be received by the Town.
- **Debt Exclusion** - A referendum procedure in which the Town can vote to collect property taxes in excess of its levy limit to pay for a specific expenditure (usually for a specific time period).
- **Fiscal Year** - The town fiscal year for the proposed budget begins on July 1 and ends on June 30.
- **Free Cash** - The amount of surplus revenue not spent from previous fiscal year over and above uncollected taxes that is certified by the State. It is available for appropriation by Town Meeting.
- **Hand Count** – When a majority or 2/3 vote can not be determined by the Moderator, a hand count is called for. Each voter is given a card upon entering the meeting. When the Moderator calls for those in favor and against you simply raise your card at the appropriate time and keep it in the air as the tellers count the cards. The tellers will give the count to the Moderator and the Moderator will read the final results.
- **Levy Limit** - Under Proposition 2½ the maximum amount that the town can raise in property taxes is 2½% more than the maximum it was allowed to raise for the prior fiscal year plus adjustment for growth.
- **Majority Vote** - A vote of one half plus one of the Town Meeting Members present to pass an article.
- **Moderator** – The Moderator’s job is to preside over and regulate the proceedings of Town Meeting. They declare the outcome of all votes. It is also the Moderator’s duty to rule on all points of order. In Carver, the Moderator is elected during the town election and serves a term of three years.
- **Motion** – There are many different types of motions however what they all have in common is proposing some sort of action at Town Meeting. The most common, the “Main Motion”, is used to open a warrant article for debate. Another common one is the motion to “amend” which allows a Town Meeting member to make changes or additions to a pending motion.
- **Move the Question** - A motion to vote to end debate on a pending motion. It may not be preceded by an opinion on the motion by the maker, is not debatable, and requires a 2/3 vote to pass.
- **Point of Order** – When a member of Town Meeting has a question as to Town Meeting procedure, that member should rise and state “Point of Order”. That member should

not interrupt another speaker unless allowing that speaker to continue would cause a furthering of procedural error. After stating your point of order it will be ruled on by the Moderator.

- **Reconsideration** – To bring a previously discussed article back on the table for renewed attention and a new vote on the original question after further debate.
- **Reserve Fund** - The fund established by Town Meeting for extraordinary or unforeseen expenditures. Transfers from fund need to be approved by the Finance Committee.
- **Unanimous Vote** - When all of the Town Meeting Members present vote in favor of a motion.
- **Voice Vote** - The Moderator may decide a 2/3 or majority vote by voice in situations where the result is obvious. When the motion is put to vote, the Moderator will say “all those in favor” at which point those in favor of the motion should say “yay”. The Moderator will then say “all those opposed” at which point those opposed should say “nay” or “no”. If the vote is unanimous or only a handful or less of people vote on one side while everyone else votes on the other, the Moderator may call the vote. Otherwise, the Moderator may find it difficult to call the vote and will call for a hand count. If seven or more members question the vote immediately by rising and saying “I doubt the vote”, the Moderator will ask for a hand count and declare the counted vote as final.
- **Warrant** – Published at least 7 days prior to Town Meeting at the hands of the Board of Selectmen, the warrant lists a meeting’s time, place, and agenda. A warrant is also known as a warning. A Town Meeting’s action is not valid unless the subject was listed on the warrant. The selectmen will insert into the warrant all subjects which are requested of them by 10 or more registered voters in the town.
- **2½ Override** - A referendum procedure in which the Town can vote to permanently increase its levy limit.
- **2/3 Majority Vote** - The appropriation of money requires a vote of 2/3 of the Town Meeting Members present to pass an article.