

**TOWN OF DUXBURY**

**ANNUAL TOWN MEETING WARRANT**

**SATURDAY, MARCH 9, 2024, AT 9:00 A.M.**

**DUXBURY SCHOOLS PERFORMING ARTS CENTER**

**73 ALDEN STREET, DUXBURY, MA 02332**



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**ANNUAL TOWN ELECTION**

**SATURDAY, MARCH 23, 2024**

**8:00 a.m. to 8:00 p.m.**

**Precincts 1 – 6**

**Lt. Timothy Steele Athletic Building**

**130 Saint George Street, Duxbury, MA**

***ANNOUNCEMENT FROM THE  
MUNICIPAL COMMISSION ON DISABILITY***

**The Annual Town Meeting will take place in the Duxbury Schools Performing Arts Center, 73 Alden Street, Duxbury, MA, on March 9, 2024. This location will be equipped with an assistive listening system. The system amplifies the sound and transmits to a personal assistive listening device. You can control the volume. To borrow a receiver, please stop by the designated table at Town Meeting to sign out a device. When you are through for the day, please return the receiver to the sign-out table, as they are in limited supply. This is a program of your Municipal Commission on Disability to make the Town Meetings more accessible to all.**

**ANNUAL TOWN MEETING WARRANT**  
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**COMMONWEALTH OF MASSACHUSETTS**  
**TOWN OF DUXBURY - TOWN MEETING**  
**WARRANT**

**Saturday, March 9, 2024**

**at**

**9:00 a.m.**

**Duxbury Schools Performing Arts Center**  
**73 Alden Street, Duxbury, MA**

**Plymouth, ss**

**Greetings:**

**To the Constable of the Town of Duxbury, in said County:**

**In the name of the Commonwealth of Massachusetts you are directed to NOTIFY and WARN the INHABITANTS OF THE TOWN OF DUXBURY, qualified to vote in elections and in Town affairs, to meet in the Duxbury Schools Performing Arts Center, 73 Alden Street, in said Duxbury on Saturday, the NINTH day of MARCH, 2024 next, at 9:00 o'clock in the forenoon for the transaction of any business that may legally come before said meeting:**

**ARTICLE 1 – ELECTION OF OFFICERS, ETC.**

To bring in their votes for the following offices:

- Two Selectboard Members for a term of three (3) years
- One Assessor for a term of three (3) years
- One School Committee member for a term of three (3) years
- Two Planning Board members for a term of five (5) years
- Two Library Trustees for a term of three (3) years
- One Library Trustee for an unexpired term of two (2) years

; and for any other matters that may be brought forward to the voters on the Town Ballot, or take any action in relation thereto.

Proposed by the Selectboard

**ARTICLE 2 – REPORTS**

To receive the reports of Town Officials, Boards, Committees, and Commissions, or take any action in relation thereto.

Proposed by the Selectboard

***Recommendations:   Selectboard Voted 5-0-0 to Recommend  
                                  Finance Committee Voted 6-0-0 to Recommend***

**ARTICLE 3 – COMPENSATION OF ELECTED OFFICIALS**

To see what action the Town will take with regard to fixing the compensation of the elected Town Officers for the twelve-month period beginning July 1, 2024, in accordance with M.G.L. Chapter 41, Section 108, or take any action in relation thereto.

Proposed by the Selectboard

	Appropriated FY24	Requested FY25	Selectboard Recommended FY25	Finance Committee Recommended FY25
<b>Moderator</b>	\$40	\$40	\$40	\$40
<b>Selectboard</b>				
Chair	\$2,000	* \$2,000	* \$2,000	\$2,000
Member	\$1,500	* \$1,500	* \$1,500	\$1,500
Member	\$1,500	* \$1,500	* \$1,500	\$1,500
Member	\$1,500	* \$1,500	* \$1,500	\$1,500
Member	\$1,500	* \$1,500	* \$1,500	\$1,500

<b>Assessors</b>				
Chair	\$2,000	\$2,000	\$2,000	\$2,000
Member	\$1,500	\$1,500	\$1,500	\$1,500
Member	\$1,500	\$1,500	\$1,500	\$1,500
<b>Town Clerk</b>	\$90,065	\$96,477	\$96,477	\$96,477
<b>TOTAL</b>	\$103,105	\$109,517	\$109,517	\$109,517

\* = *The Selectboard takes no position on these items.*

**Explanation:** This article sets the salary limits for the elected officials. Article 5 funds the salaries.

**Recommendations:**   *Selectboard Voted 5-0-0 to Recommend*  
                                   *Finance Committee Voted 6-0-0 to Recommend*

**ARTICLE 4 – FUNDING OF SALARIES**

To see if the Town will approve a compensation plan, pursuant to the provisions of M.G.L. Chapter 41, Section 108A and the Personnel By-law, for Fiscal Year 2025 for all employees of the Town other than those positions filled by election, under the direction and control of the School Committee, or subject to a collective bargaining agreement executed pursuant to M.G.L. Chapter 150E, and raise and appropriate, and/or transfer from available funds, such sums of money as are necessary to implement the Town of Duxbury Personnel Policies, and provide funding for any other salary or compensation not addressed by the Personnel Policies as shown in the following tables, with text to be inserted shown in bold underline and text to be deleted shown in strikethrough (such markings for illustrative purposes only):

*(Please see the proposed FY 2025 Pay Schedule on the following pages.)*

***Please note:***

FLSA Status: Ex. = Exempt; NE = Not Eligible  
 \* Salaries are based on 40 hours per week

#	Position Title	FSLA Status	New Grade	Proposed FY25 Pay Range	
Effective July 1, 2024					
1	Town Manager	Ex.	Contract		
2	Fire Chief/Emergency Mgmt. Director	Ex.	Contract		
3	Police Chief	Ex.	Contract		
				Min. Salary*	Max. Salary*
				\$111,601	\$156,242
4	DPW Director	Ex.	15	\$114,949	\$160,929
5	Human Resources Director	Ex.			
6	Finance Director	Ex.			
7	Chief Technology Officer	Ex.			
8	Deputy Fire Chief	Ex.			
9	Deputy Police Chief	Ex.			
10	Regional Public Safety Dispatch Director	Ex.			
11	Facilities Director	Ex.			
				Min. Salary*	Max. Salary*
				\$99,201	\$138,881
12	Recreation Director	Ex.	14	\$102,177	\$143,048
13	Harbormaster	Ex.			
14	Library Director	Ex.			
15	Municipal Services Director	Ex.			
16	COA Director	Ex.			
				Min. Sal.*	Max. Sal.*
				\$88,179	\$123,451
17	Public Safety Dispatch Deputy Director	Ex.	13	\$90,824	\$127,154
18	Water & Sewer Superintendent	Ex.			
				Min. Sal.*	Max. Sal.*
				\$78,381	\$109,734
19	Conservation Administrator	Ex.	12	\$80,732	\$113,026
20	Director of Assessing	Ex.			
21	Planning Director	Ex.			
22	Town Accountant	Ex.			
23	Town Clerk	Ex.			
24	DPW Operations Manager	Ex.			
25	Treasurer/Collector	Ex.			



#	Position Title	FSLA Status	New Grade	Proposed FY25 Pay Range	
				<b>Min. Salary*</b>	<b>Max. Salary*</b>
				\$73,598	\$95,678
26	Assistant Human Resources Director	Ex.	11	<b>\$75,806</b>	<b>\$98,548</b>
27	Assistant Recreation Director	Ex.			
28	<b><u>Assistant Water/Sewer Superintendent</u></b>	<b><u>Ex.</u></b>			
29	Executive Officer - Harbormaster	Ex.			
30	Library Division Head	Ex.			
31	Cemetery/Crematory Manager	Ex.			
32	Assistant Director COA	Ex.			
33	Health Agent	Ex.			
				<b>Min. Salary*</b>	<b>Max. Salary*</b>
				\$70,093	\$91,122
34	Land and Natural Resources Manager	Ex.	10	<b>\$72,196</b>	<b>\$93,855</b>
35	Beach Operations Administrator	Ex.			
				<b>Min./Hour</b>	<b>Max./Hour</b>
				\$32.09	\$41.72
36	Assistant Treasurer/Collector	NE	9	<b>\$33.05</b>	<b>\$42.97</b>
37	Assistant Assessor	Ex.			
38	Assistant Town Clerk	NE			
39	Community Services Manager COA	Ex.			
40	Local Building & Code Enforce. Inspector	NE			
41	Board of Health Inspector	NE			
				<b>Min./Hour</b>	<b>Max./Hour</b>
				\$30.57	\$39.74
42	Aquatic Supervisor	Ex.	8	<b>\$31.49</b>	<b>\$40.93</b>
43	Social Day Manager - COA	Ex.			
44	Volunteer Manager - COA	NE			
45	Animal Control Officer	Ex.			
46	Assistant Collector	NE			
47	Assistant Town Accountant	Ex.			
48	Assistant Treasurer	NE			
49	Executive Assistant to Town Manager	Ex.			

#	Position Title	FSLA Status	New Grade	Proposed FY25 Pay Range	
				Min./Hour	Max./Hour
				\$29.11	\$37.84
50	DPW Office Manager	Ex.	7	<b>\$29.98</b>	<b>\$38.98</b>
51	Office Manager -- Municipal Services	NE			
52	Executive Assistant to Fire Chief	NE			
53	Executive Assistant to Police Chief	NE			
54	<b><u>Executive Assistant to Regional Public Safety Dispatch Director</u></b>	<b><u>NE</u></b>			
55	Building Inspector	NE			
56	Electrical Inspector	NE			
57	Plumbing-Gas Inspector	NE			
58	Human Resources Manager	Ex.			
59	HVAC Technician	NE			
60	IT Support Technician	Ex.			
				Min./Hour	Max./Hour
				\$27.72	\$36.04
61	Aquatic Manager	Ex.	6	<b>\$28.56</b>	<b>\$37.12</b>
62	Media Manager - COA	NE			
63	Food Service Manager - COA	NE			
64	Finance Manager - COA	NE			
65	Front Office Manager - COA	NE			
66	Home Delivered Meals Manager - COA	NE			
67	Public Health Nurse	NE			
68	Budget Analyst	Ex.			
				Min./Hour	Max./Hour
				\$26.41	\$34.32
69	Assistant Animal Control Officer	NE	5	<b>\$27.20</b>	<b>\$35.35</b>
70	Benefits Specialist	NE			
71	Payroll Specialist	NE			
72	Community Services Coordinator - COA	NE			
73	Veteran's Services Officer	Ex.			

#	Position Title	FSLA Status	New Grade	Proposed FY25 Pay Range	
				Min./Hour	Max./Hour
				\$25.48	\$33.12
74	Call Firefighter (2 hour minimum per call)	NE	4	<b>\$26.24</b>	<b>\$34.11</b>
75	Librarian Intermittent	NE			
76	Program Coordinator Admin - COA	NE			
77	Program Coordinator - COA	NE			
78	Alternate Inspector (Bldg., Elec., Plumbing/Gas)	NE			
79	Assistant to the Prosecutor	NE			
				Min./Hour	Max./Hour
				\$23.69	\$30.81
80	Food Service Assistant - COA	NE	3	<b>\$24.41</b>	<b>\$31.74</b>
81	Transportation Coordinator - COA	NE			
82	Principal Assistant - BOH	NE			
83	Principal Assistant - Conservation	NE			
84	Principal Assistant - Fire	NE			
85	Principal Assistant - Library	NE			
86	Principal Assistant - Municipal Serv.	NE			
87	Principal Assistant - Planning	NE			
88	Principal Assistant - Recreation	NE			
89	Principal Assistant - TM & BOS	NE			
90	Principal Assistant - ZBA & BOH	NE			
91	<del>Principal Assistant - ROCCC</del>	<del>NE</del>			
92	Social Day Program Assistant - COA	NE			
93	Land Management Assistant	NE			
				Min./Hour	Max./Hour
				\$22.04	\$28.66
94	Principal Bookkeeper, Collector	NE	2	<b>\$22.70</b>	<b>\$29.52</b>
95	Administrative Assistant - Cemetery	NE			
96	Administrative Assistant - Harbor	NE			
97	Administrative Assistant - Assessing	NE			
98	Principal Bookkeeper - Treasurer	NE			
99	Principal Bookkeeper - Accounts Payable	NE			
100	Administrative Assistant - DPW	NE			
101	Administrative Assistant - Water	NE			
				Min./Hour	Max./Hour
				\$20.51	\$26.66
102	Bus Driver - COA	NE	1	<b>\$21.13</b>	<b>\$27.46</b>
103	Library Associate - Intermittent	NE			

Compensation Schedule A			
	Classification	Pay Rate	
1	Clerical Assistance for Town Committees and Boards (non-union positions only)	Appropriate rate as determined by Town Manager	
2	Clerk, Registrar of Voters	Pursuant to M.G.L. Chapter 41, Section 19G	
3	Election Warden	\$15.00	per hour
4	Election Worker	\$15.00	per hour
5	Inspector of Animals	<del>\$900.00</del> <b><u>\$6,400.00</u></b>	per year
6	Juvenile Officer	\$150.00	per year
7	Lockup Keeper	None	
8	Police Matron	\$15.00	per hour
9	Registrar of Voters	\$100.00	per year
10	Sealer of Weights & Measures	\$3,000.00	per year
11	Town Clock Custodian	\$200.00	per year

The classifications listed in “Compensation Schedule A” are those positions which are fixed in their compensation, receive no vacation, holiday, sick, call back, or termination pay. Service credit for time spent in these positions may not be used under other sections of the Plan. No advertising is necessary to fill these positions. No physicals are required, except as otherwise determined by the Town Manager. These positions may be reviewed, for performance purposes, by the employee’s immediate supervisor.

Compensation Schedule B			
	Classification	Hourly Minimum	Hourly Maximum
1	Animal Shelter Attendant	\$15.00	\$50.00
2	Beach Ranger		
3	Emergency Operations Center Specialist		
4	Harbormaster Assistant		
5	Home Delivered Meals Assistant Intermittent		
6	Instructor		
7	Kennel Attendant		
8	Lead Beach Ranger		
9	Lifeguard		
10	Part-time Public Safety Dispatcher		
11	Recreation Specialist		
12	Recreation Supervisor		
13	Temporary Short-Term Shelter Liaison		
14	Social Day Assistant Intermittent - COA		
15	Seasonal Assistant		
16	Seasonal Laborer		
17	Senior Tax Work Off		
18	Special Police Officer		
19	Swim Coach		
20	Water Safety Instructor		

The classifications listed in “Compensation Schedule B” are those positions which receive no vacation, holiday, sick, call back, or termination pay. Service credit for time spent in these positions may not be used under other sections of the Plan. Once a rate of pay has been established for an employee, such rate may not change for a period of at least six months. After that time, as long as there is a reasonable basis determined by the Department Head, employees in these positions will be reviewed annually/seasonally for performance purposes and will be eligible for a performance-based merit award from the employee’s immediate supervisor, with the approval of the Department Head and Town Manager via the Personnel Action Request Form. Positions may require the use of advertising; or take any action in relation thereto.

Proposed by the Human Resources Director/Selectboard/Town Manager

**Explanation:** This article establishes the compensation plan in accordance with the Personnel By-Law and Personnel Policies and provides for the funding of non-union employee cost items not included in the Operating Budget such as tuition reimbursement, and pay changes for the next fiscal year.

**Recommendations:** *Selectboard Vote – Available at Town Meeting*  
*Finance Committee Vote – Available at Town Meeting*

## **ARTICLE 5 – OPERATING BUDGET**

To see if the Town will raise and appropriate, and/or transfer from available funds, such sums of money as it determines necessary for Town expenses and charges, including, without limitation of the foregoing, debt and interest, wages, salaries, Reserve Fund, and expenses for operation of the Town's departments and offices, all for the Fiscal Year beginning July 1, 2024, and ending June 30, 2025, inclusive, in accordance with the following schedule, which is incorporated by reference herein (see Article 5, FY25 Operating Budget on the following pages), or take any action in relation thereto.

Proposed by the Finance Committee

**Explanation:** This article presents the FY 2025 Annual Budget. *(Please see the proposed FY 2025 budget on the following pages.)*

*A@T.M. = Available at Town Meeting*

**TOWN OF DUXBURY**  
**Operating Budget - Fiscal Year 2025**

LINE #	DEPARTMENT	FY 2024 BUDGET	FY 2025 DEPT. REQ.	FY 2025 TOWN MGR	FY 2025 FIN COMM
	<b>GENERAL GOVERNMENT</b>				
	113 - Town Meeting				
1	Expenses	2,200	2,500	2,500	2,500
	114 – Moderator				
2	Salaries	40	40	40	40
	122 - Selectboard/Manager				
3	Salaries	314,534	314,039	314,039	314,039
4	Expenses	13,939	14,396	14,396	14,396
	129 - Historical Commission				
5	Expenses	1,000	1,000	1,000	1,000
	131 - Finance Committee				
6	Salaries	-	3,750	3,750	3,750
7	Expenses	211	221	221	221
	135 – Accounting				
8	Salaries	406,228	406,668	391,668	391,668
9	Expenses	12,765	13,135	13,135	13,135
	136 – Audit				
10	Expenses	52,000	52,000	52,000	52,000
	141 – Assessors				
11	Salaries	263,899	263,698	263,698	263,698
12	Expenses	57,520	39,380	39,380	39,380
	145 - Treasurer/Collector				
13	Salaries	320,986	335,655	318,815	318,815
14	Expenses	109,770	120,595	122,129	123,129

**TOWN OF DUXBURY**  
**Operating Budget - Fiscal Year 2025**

LINE #	DEPARTMENT	FY 2024 BUDGET	FY 2025 DEPT. REQ.	FY 2025 TOWN MGR	FY 2025 FIN COMM
	151 - Legal Services				
15	Expenses	185,200	195,200	195,200	195,200
	152 - Human Resources				
16	Salaries	250,968	306,839	226,387	226,387
17	Expenses	43,025	45,175	45,175	45,175
	155 - Information Systems				
18	Salaries	280,813	277,398	277,398	277,398
19	Expenses	561,350	662,000	662,000	662,000
	156 - Public Television Access Services				
20	Expenses	303,475	288,000	288,000	288,000
	158 - Tax Title				
21	Expenses	7,500	7,500	7,500	7,500
	161 - Town Clerk				
22	Salaries	209,149	230,121	230,121	230,121
23	Expenses	40,495	50,145	50,145	50,145
	171 - Conservation Commission				
24	Salaries	142,891	142,430	142,430	142,430
25	Expenses	13,686	14,286	14,286	14,286
	175 - Planning Board				
26	Salaries	153,212	152,686	152,686	152,686
27	Expenses	12,205	13,745	13,745	13,745
	197 - Facilities Management				
28	Salaries	269,154	277,826	277,826	277,826
29	Expenses	209,437	235,617	265,477	265,477
	<b>Sub-Total: General Government</b>	<b>4,237,650</b>	<b>4,466,045</b>	<b>4,386,147</b>	<b>4,386,147</b>



**TOWN OF DUXBURY**  
**Operating Budget - Fiscal Year 2025**

LINE #	DEPARTMENT	FY 2024 BUDGET	FY 2025 DEPT. REQ.	FY 2025 TOWN MGR	FY 2025 FIN COMM
	<b>PUBLIC SAFETY</b>				
	210 – Police				
30	Salaries	3,799,995	3,914,906	3,914,906	3,914,906
31	Expenses	364,756	346,775	346,775	346,775
	220 - Fire				
32	Salaries	3,397,508	3,885,654	3,885,654	3,885,654
33	Expenses	404,735	425,875	425,875	425,875
	241 - Municipal Services				
34	Salaries	654,341	658,722	658,722	658,722
35	Expenses	28,250	32,100	32,100	32,100
	295 - Harbor/Coastal Management				
36	Salaries	277,967	280,315	280,315	280,315
37	Expenses	50,180	49,865	49,865	49,865
	299 - Regional Dispatch				
38	Assessment	516,341	600,000	600,000	600,000
	<b>Sub-Total: Public Safety</b>	<b>9,494,073</b>	<b>10,194,212</b>	<b>10,194,212</b>	<b>10,194,212</b>
	<b>PUBLIC WORKS</b>				
	192 - Central Building Services				
39	Salaries	58,057	57,268	57,268	57,268
40	Expenses	151,575	164,075	164,075	164,075
	194 - Tarkiln Community Center				
41	Expenses	6,100	6,200	6,200	6,200

**TOWN OF DUXBURY**  
**Operating Budget - Fiscal Year 2025**

LINE #	DEPARTMENT	FY 2024 BUDGET	FY 2025 DEPT. REQ.	FY 2025 TOWN MGR	FY 2025 FIN COMM
	292 - Animal Control				
42	Salaries	97,662	97,162	97,162	97,162
43	Expenses	7,420	8,195	8,195	8,195
	294 - Lands & Natural Resources				
44	Salaries	530,757	546,310	546,310	546,310
45	Expenses	54,800	53,100	53,100	53,100
	418 - Central Fuel Depot				
46	Expenses	368,500	368,500	328,500	328,500
	419 - DPW Administration				
47	Salaries	330,259	323,028	323,028	323,028
48	Expenses	79,900	85,350	85,350	85,350
	421 - Vehicle Maintenance				
49	Salaries	188,525	200,948	200,948	200,948
50	Expenses	180,500	181,500	181,500	181,500
	422 - Highway/Road Maintenance				
51	Salaries	544,193	553,064	553,064	553,064
52	Expenses	103,700	103,700	103,700	103,700
	423 - Snow and Ice				
53	Salaries	63,750	63,750	63,750	63,750
54	Expenses	141,600	141,800	141,800	141,800
	424 - Street Lights				
55	Expenses	51,000	51,000	51,000	51,000
	431 - Transfer Station				
56	Salaries	268,955	291,368	291,368	291,368
57	Expenses	749,500	770,405	770,405	770,405

**TOWN OF DUXBURY**  
**Operating Budget - Fiscal Year 2025**

LINE #	DEPARTMENT	FY 2024 BUDGET	FY 2025 DEPT. REQ.	FY 2025 TOWN MGR	FY 2025 FIN COMM
	440 – Sewer				
58	Salaries	18,277	17,459	17,459	17,459
59	Expenses	260,100	367,600	367,600	367,600
	491 – Cemetery				
60	Salaries	468,275	478,367	478,367	478,367
61	Expenses	229,700	297,380	297,380	297,380
	<b>Sub-Total: DPW</b>	<b>4,953,105</b>	<b>5,227,529</b>	<b>5,187,529</b>	<b>5,187,529</b>
	<b>HUMAN SERVICES</b>				
	541 - Council on Aging				
62	Salaries	610,305	626,391	626,391	626,391
63	Expenses	149,140	167,761	167,761	167,761
	543 - Veterans Services				
64	Salaries	49,956	56,000	56,000	56,000
65	Expenses	97,435	110,300	110,300	110,300
	840 - Ply. Cty. Coop. Ext.				
66	Expenses	500	-	-	-
	<b>Sub-Total: Human Services</b>	<b>907,336</b>	<b>960,452</b>	<b>960,452</b>	<b>960,452</b>
	<b>LIBRARY &amp; RECREATION</b>				
	610 – Library				
67	Salaries	1,074,516	1,122,449	1,122,449	1,122,449
68	Expenses	420,150	405,050	405,050	405,050
	630 – Recreation				
69	Salaries	250,626	252,585	252,585	252,585
70	Expenses	6,325	6,490	6,490	6,490

**TOWN OF DUXBURY**  
**Operating Budget - Fiscal Year 2025**

LINE #	DEPARTMENT	FY 2024 BUDGET	FY 2025 DEPT. REQ.	FY 2025 TOWN MGR	FY 2025 FIN COMM
	631 - Percy Walker Pool				
71	Salaries	234,010	246,406	246,406	246,406
72	Expenses	146,267	161,649	161,649	161,649
	632 - North Hill Golf Course				
73	Expenses	1,500	1,500	1,500	1,500
	633 - Beach Life Guards				
74	Salaries	43,200	43,200	43,200	43,200
75	Expenses	2,800	3,550	3,550	3,550
	634 – Beach Operations				
76	Salaries	268,535	330,918	330,918	330,918
77	Expenses	65,461	79,696	79,696	79,696
	<b>Sub-Total: Library &amp; Recreation</b>	<b>2,513,389</b>	<b>2,653,493</b>	<b>2,653,493</b>	<b>2,653,493</b>
	<b>SCHOOLS</b>				
	Duxbury Schools - Operating Budget				
78	Salaries	33,930,732	35,488,153	35,220,100	35,220,100
79	Expenses	7,736,270	8,091,365	8,030,248	8,030,248
	<b>Sub-Total: School Direct Costs</b>	<b>41,667,002</b>	<b>43,250,348</b>	<b>43,250,348</b>	<b>43,250,348</b>
	<b>TOWN &amp; SCHOOL SHARED COSTS</b>				
	<b>EMPLOYEE BENEFITS</b>				
80	916 – Medicare	710,664	769,340	769,340	769,340
81	915 - Life Insurance	10,978	11,162	11,162	11,162
82	914 - Employee & Retiree Health Ins.	8,165,425	8,461,000	8,461,000	8,461,000
83	911 - Contributory Pensions	5,497,822	5,933,712	5,933,712	5,933,712

**TOWN OF DUXBURY**  
**Operating Budget - Fiscal Year 2025**

LINE #	DEPARTMENT	FY 2024 BUDGET	FY 2025 DEPT. REQ.	FY 2025 TOWN MGR	FY 2025 FIN COMM
84	909 - Non-Contributory Pensions	10,000	13,500	13,500	13,500
85	945 - Workers Compensation	356,422	268,940	268,940	268,940
	<b>Sub-Total: Employee Benefits</b>	<b>14,751,311</b>	<b>15,457,654</b>	<b>15,457,654</b>	<b>15,457,654</b>
	<b>OTHER SHARED COSTS</b>				
86	945 - Fire, Liability, Insurance	682,605	778,375	778,375	778,375
87	132 - Reserve Fund	180,000	180,000	180,000	180,000
	<b>Sub-Total: Liability Insurance/Reserve Fund</b>	<b>862,605</b>	<b>958,375</b>	<b>958,375</b>	<b>958,375</b>
	<b>DEBT SERVICE TOWN &amp; SCHOOL</b>				
88	710 - Principal Payments	4,970,000	4,750,000	4,750,000	4,750,000
89	751 - Interest on Bonded Debt	1,761,188	1,594,375	1,594,375	1,594,375
90	752 - Interest on Temporary Notes	232,600	110,000	110,000	110,000
91	753 - Bond Expense	10,000	10,000	10,000	10,000
	<b>Sub-Total: Debt Service</b>	<b>6,973,788</b>	<b>6,464,375</b>	<b>6,464,375</b>	<b>6,464,375</b>
	<b>OPERATING BUDGET - R.O.C.C.C.</b>				
	299 - Regional Dispatch				
92	Salaries	2,749,386	3,136,857	3,136,857	3,136,857
93	Expenses	612,955	987,694	987,694	987,694
	<b>Sub-Total: R.O.C.C.C.</b>	<b>3,362,341</b>	<b>4,124,551</b>	<b>4,124,551</b>	<b>4,124,551</b>

**TOWN OF DUXBURY**  
**Operating Budget - Fiscal Year 2025**

LINE #	DEPARTMENT	FY 2024 BUDGET	FY 2025 DEPT. REQ.	FY 2025 TOWN MGR	FY 2025 FIN COMM
	<b>OPERATING BUDGET - WATER</b>				
	450 – Water				
94	Salaries	869,650	1,126,497	1,126,497	1,126,497
95	Expenses	1,457,584	1,829,336	1,829,336	1,829,336
	<b>Sub-Total: Water Operations</b>	<b>2,327,234</b>	<b>2,955,833</b>	<b>2,955,833</b>	<b>2,955,833</b>
	<b>DEBT SERVICE WATER</b>				
96	710 - Principal Payments	390,599	394,045	394,045	394,045
97	751 - Interest on Bonded Debt	95,028	81,332	81,332	81,332
98	752 - Interest on Temporary Notes	10,000	-	-	-
99	753 - Bond Expense	10,000	10,000	10,000	10,000
	<b>Sub-Total: Water Debt</b>	<b>505,627</b>	<b>485,377</b>	<b>485,377</b>	<b>485,377</b>
	<b>TOTAL – ALL BUDGETS</b>	<b>95,378,632</b>	<b>100,140,384</b>	<b>99,575,061</b>	<b>99,575,061</b>

## **ARTICLE 6 – CAPITAL BUDGET**

To see if the Town will raise and appropriate, and/or transfer from available funds, or authorize borrowing or leasing, a sum or sums of money for capital projects and/or equipment, including, where appropriate, constructing, furnishing, and equipping and all other incidental and related costs, in accordance with the following capital budget schedule, which is incorporated by reference herein, and to authorize the Selectboard to enter into lease purchase agreements, or other contracts hereunder, for terms in excess of three years, and further to authorize the Selectboard, acting as Water Commissioners, to impose betterments pursuant to M.G.L. Chapters 80 and 83 (see Article 6 Capital Projects Requests to follow); or take any action in relation thereto.

Proposed by the Fiscal Advisory and Finance Committees

**A two-thirds vote of Town Meeting is required to approve this article if a borrowing, transfer from a general stabilization account, or a lease/purchase is authorized.**

**Explanation:** This article presents the FY 2025 Capital Budget. *(Please see the proposed FY 2025 Capital Budget on the following pages.)*

Article 6 - Capital Budget					
Line #	Project Requests	Fiscal 2025 Request	Town Manager Recommendation	Fiscal Advisory Recommendation	Finance Committee Recommendation
	<b>GENERAL FUND</b>				
<b>1</b>	<b>Selectboard - Town Manager</b>				
	Powder Point Bridge	300,000	300,000	300,000	300,000
	<b>Information Systems</b>				
<b>2</b>	Convert ROCCC & Fire Access Control & Camera System	40,000	40,000	40,000	40,000
<b>3</b>	Replace 1,700 Chromebooks (Year 1 of 4-year lease)	145,000	145,000	145,000	145,000
<b>4</b>	Core Switches and Access Points	112,152	112,152	112,152	112,152
<b>5</b>	School Security Cameras	75,000	75,000	75,000	75,000
	<b>Facilities Management</b>				
<b>6</b>	DHS/DMS Remote Terminal Unit (RTU) Controller Upgrade & Rebalance	150,000	150,000	150,000	150,000
<b>7</b>	DHS Open Classroom Renovation	250,000	250,000	250,000	250,000
<b>8</b>	Old Town Hall - Exterior Painting	50,000	50,000	50,000	50,000
	<b>Police Department</b>				
<b>9</b>	Police Patrol Replacement Program (3 SUV's)	224,089	224,089	224,089	224,089
<b>10</b>	Firearms Program - Handgun Replacement	43,304	43,304	43,304	43,304
	<b>Fire Department</b>				
<b>11</b>	Replace Ashdod Station radio remotes - Phase 2	31,000	31,000	31,000	31,000
<b>12</b>	Replace Ambulance	525,000	525,000	525,000	525,000
<b>13</b>	Replace Cardiac Monitor	37,000	37,000	37,000	37,000
	<b>Harbormaster</b>				
<b>14</b>	Re-power 25' Safeboat (2 new engines)	53,551	53,551	53,551	53,551
<b>15</b>	Replace 3 marine floats	72,924	72,924	72,924	72,924

A@T.M. = Available at Town Meeting



Article 6 - Capital Budget					
Line #	Project Requests	Fiscal 2025 Request	Town Manager Recommendation	Fiscal Advisory Recommendation	Finance Committee Recommendation
	<b>Highway - Road Maintenance</b>				
16	Replace #19 with 9 yd plow/sander	364,205	364,205	364,205	364,205
17	Mechanic Truck	105,000	105,000	105,000	105,000
	<b>Lands and Natural Resources</b>				
18	Replace Bandit Chipper	98,000	98,000	98,000	98,000
19	Toro Groomer	46,976	46,976	46,976	46,976
20	Replace Truck #30	82,140	82,140	82,140	82,140
	<b>Sewer</b>				
21	Supervisory Control and Data Acquisition (SCADA) Upgrade	40,000	40,000	40,000	40,000
	<b>Total General Fund</b>	<b>2,845,341</b>	<b>2,845,341</b>	<b>2,845,341</b>	<b>2,845,341</b>
	<b>WATER ENTERPRISE FUND</b>				
22	Supervisory Control and Data Acquisition (SCADA) Radios	70,000	70,000	70,000	70,000
23	Replace Truck #8	77,167	77,167	77,167	77,167
24	Mini Excavator & Trailer	105,000	105,000	105,000	105,000
25	Replace Truck # 4	109,672	109,672	109,672	109,672
26	Water Main Replacement	750,000	750,000	750,000	750,000
27	Unidirectional Flushing Program	85,000	85,000	85,000	85,000
	<b>Total Water Enterprise Fund</b>	<b>1,196,839</b>	<b>1,196,839</b>	<b>1,196,839</b>	<b>1,196,839</b>
	<b>GRAND TOTAL ALL FUNDS</b>	<b>4,042,180</b>	<b>4,042,180</b>	<b>4,042,180</b>	<b>4,042,180</b>

A@T.M. = Available at Town Meeting

## **ARTICLE 7 – SMALL EQUIPMENT AND MINOR SERVICES**

To see if the Town will raise and appropriate, and/or transfer from available funds, a sum of money to repair, purchase, lease, conduct studies, and/or replace departmental property and equipment for the various departments as listed herein; including, where appropriate, constructing, furnishing, and equipping, and all other incidental and related costs, and to authorize the Selectboard to enter into lease purchase agreements, or other contracts hereunder, for terms in excess of three years; or take any action in relation thereto.

Proposed by the Town Manager and Finance Director

**A two-thirds vote of Town Meeting is required to approve this article if a borrowing, transfer from a stabilization account, or a lease/purchase is authorized.**

**Explanation:** This article would provide funding for items that either do not meet the definition of capital items or the minimum \$25,000 threshold for consideration under Article 6.

*(Please see the proposed Small Equipment and Minor Services budget on the following pages.)*

<b>Article 7 - Small Equipment and Minor Services</b>				
<b>Line #</b>	<b>Project Requests</b>	<b>Fiscal 2025 Request</b>	<b>Town Manager Recommendation</b>	<b>Finance Committee Recommendation</b>
	<b>Police</b>			
<b>1</b>	Police Station Interior Painting	5,100	5,100	5,100
<b>2</b>	Police Station Parking Lot Security	4,509	4,509	4,509
	<b>Fire</b>			
<b>3</b>	Replace 3 Laryngoscopes (1 per ambulance)	10,500	10,500	10,500
	<b>Harbormaster</b>			
<b>4</b>	Marine Unit 5 - Antifouling bottom painting	2,309	2,309	2,309
	<b>DPW - Highway</b>			
<b>5</b>	Line Painter for road striping	5,735	5,735	5,735
	<b>DPW - Cemetery</b>			
<b>6</b>	Replace Cemetery Mower	14,612	14,612	14,612

Article 7 - Small Equipment and Minor Services				
Line #	Project Requests	Fiscal 2025 Request	Town Manager Recommendation	Finance Committee Recommendation
	<b>Library</b>			
7	Library Carpet Replacement, Phase 1	5,761	5,761	5,761
	<b>Recreation</b>			
8	Replace Pool Vacuum	8,000	8,000	8,000
	<b>GENERAL FUND TOTAL</b>	<b>\$56,527</b>	<b>\$56,527</b>	<b>\$56,527</b>

## **ARTICLE 8 – UNION CONTRACTS**

To see if the Town will raise and appropriate, and/or transfer from available funds, a sum of money to fund the cost items of the first fiscal year of collective bargaining agreements with any one or more of the following employee organizations for the fiscal year commencing July 1, 2024:

- A. Duxbury Police Union, MCOP Local 376B;
- B. Duxbury Police Commanders Association, MCOP Local 376;
- C. Duxbury Police Dispatchers Union, MCOP Local 376A;
- D. Duxbury Free Library Employees, Service Employees International Union, Local 888;
- E. Duxbury Permanent Firefighter's Association, International Association of Firefighters Local 2167;
- F. Duxbury Municipal Employees, AFSCME, Council 93, Local 1700, Duxbury DPW Employees;

or take any action in relation thereto.

Proposed by the Selectboard

**Explanation:** This article will fund the cost items of the first fiscal year of collective bargaining agreements for positions in each of the contracts included in the motion made at Town Meeting.

**Recommendations:** *Selectboard Vote – Available at Town Meeting*  
*Finance Committee Vote – Available at Town Meeting*

## **ARTICLE 9 – ELECTRONIC BALLOTING**

To see if the Town will raise and appropriate, and/or transfer from available funds, a sum of money to fund the costs of operating electronic balloting, also known as electronic voting, at Town Meetings in FY 2025, or take any action in relation thereto.

Proposed by the Selectboard

**Explanation:** This annual article will fund the cost of electronic balloting at Annual and Special Town Meetings.

**Recommendations:** *Selectboard Voted 5-0-0 to Recommend*  
*Finance Committee Voted 6-0-0 to Recommend*

## **ARTICLE 10 – DUXBURY BEACH LEASE**

To see if the Town will raise and appropriate and/or transfer from available funds a sum of money for the purpose of leasing Duxbury Beach, being that portion of land in the Towns of Duxbury and Plymouth owned by Duxbury Beach Reservation, Inc., south of a line running approximately east to west along the northerly edge of the northerly parking area at the east end of the Powder Point Bridge (subject to an area of land excluded at High Pines used by the Duxbury Beach Reservation), and authorize the Selectboard, or its designee, to execute a lease on behalf of the Town, for a period beginning on July 1, 2024, and ending June 30, 2025, on such terms and conditions as the Selectboard deems in the best interests of the Town; or take any action in relation thereto.

Proposed by the Selectboard

**A two-thirds vote of Town Meeting is required to approve this article.**

**Explanation:** This article will fund the lease for the use of Duxbury Beach, which is owned by the Duxbury Beach Reservation, Inc. The lease period will run from July 1, 2024 to June 30, 2025, for which the annual payment will be \$1,000,000.

**Recommendations:** *Selectboard Vote – Available at Town Meeting*  
*Finance Committee Voted 6-0-0 to Recommend*

## **ARTICLE 11 – FOURTH OF JULY CELEBRATION**

To see if the Town will raise and appropriate, and/or transfer from available funds, a sum of money to fund the Town of Duxbury's Fourth of July parade, ceremony, and related activities; or take any action in relation thereto.

Proposed by the Selectboard

**Explanation:** This is an annual article that allocates funds to be used for Duxbury's Fourth of July parade and celebration.

**Recommendations:** *Selectboard Voted 4-0-1 to Recommend*

*Finance Committee Voted 6-0-0 to Recommend*

**ARTICLE 12 – EDUCATIONAL CABLE ACCESS AND TECHNOLOGY**

To see if the Town will vote to transfer a sum of money from the Receipts Reserved Cable Television PEG Access Special Revenue Fund, for the support of PEG access service and programming; or take any other action in relation thereto.

Proposed by the Duxbury Public Schools

**Explanation:** This recurring article is for the purpose of recording and live streaming School Committee and other school meetings, communications support, and Dragon TV equipment and support.

**Recommendations:** *Selectboard Voted 5-0-0 to Recommend*  
*Finance Committee Voted 6-0-0 to Recommend*

**ARTICLE 13 – NORTH HILL COUNTRY CLUB MANAGEMENT LEASE**

To see if the Town will vote pursuant to M.G.L. c.30B, §12 to authorize the Selectboard to enter into a contract for the management of the North Hill Golf Course and Country Club, including concessions, for a term in excess of three (3) years, including any extensions, renewals or options, or take any action in relation thereto.

Proposed by the Town Manager, Recreation Director and Selectboard

**Explanation:** In December of 2023, following a Request for Qualifications (RFQ) procurement process, the Selectboard entered into a contract agreement with Johnson Golf Management, Inc. who was the successful proposer for the Management & Concession Contract for North Hill Country Club and Golf Course. The Town's RFQ process included a provision for the successful proposer to include three (3) optional/additional years beyond the initial three (3) year contract term, contingent on Town Meeting approval. If approved, this article will authorize the Selectboard to enter into a contract for a term in excess of the initial three (3) year timeframe.

**Recommendations:** *Selectboard Voted 5-0-0 to Recommend*  
*Finance Committee Voted 6-0-0 to Recommend*

**ARTICLE 14 - PFAS PRIORITIZATION PLAN**

To see if the Town will raise and appropriate, and/or transfer from available funds, a sum of money to fund design services to establish the prioritization plan for PFAS mitigation in the Town's public drinking water supply; or take any action in relation thereto.

Proposed by the Selectboard

**Explanation:** The purpose of this article is to fund design services to establish the prioritization plan for PFAS mitigation in the public drinking water supply. The United States Environmental Protection Agency ("EPA") is proposing new regulations that would reduce the maximum allowable contaminant levels of PFAS. Development of the PFAS mitigation plan will require conceptual design for each of the Duxbury

town wells to determine the required technology to reduce PFAS. The conceptual design will identify site constraints, recommendations related to media selection and media life, and overall potential project costs to strategize which wells should be prioritized for PFAS treatment along with solving other water quality and physical plant challenges at the selected wells. The funding will also include hydrogeological groundwater modeling, evaluating the potential migration of PFAS contaminated groundwater from identified PFAS sources to water supply wells in support of the PFAS Prioritization Plan project. The modeling will evaluate PFAS sources and potential plume migration patterns under different well pumping scenarios.

**Recommendations:**    *Selectboard Vote – Available at Town Meeting*  
                                  *Finance Committee Vote – Available at Town Meeting*  
                                  *Fiscal Advisory Committee Vote - Available at Town Meeting*

#### **ARTICLE 15 - PFAS MITIGATION DESIGN**

To see if the Town will raise and appropriate, and/or transfer from available funds, a sum of money to fund design & permitting services for the priority project for PFAS mitigation in the Town’s public drinking water supply; or take any action in relation thereto.

Proposed by the Selectboard

**Explanation:** The purpose of this article is to fund design & permitting services for the priority projects for PFAS mitigation in the public drinking water supply. The United States Environmental Protection Agency (“EPA”) is proposing new regulations that would reduce the maximum allowable contaminant levels of PFAS. Public Utilities responsible for drinking water supply will have three years to comply with the new regulations. A greater number of the primary water supply wells in Duxbury could be impacted, which would cause limitations to the drinking water supply. The results from the Prioritization Plan would identify the scope of the project to address critical infrastructure improvements and PFAS treatment/water filtration requirements at prioritized wells. The funding will allow progression of design and permitting to meet the regulatory compliance deadlines. The typical timeline from design to construction completion is 2 – 2.5 years.

**Recommendations:**    *Selectboard Vote – Available at Town Meeting*  
                                  *Finance Committee Vote - Available at Town Meeting*  
                                  *Fiscal Advisory Committee Vote - Available at Town Meeting*

#### **ARTICLE 16 - PROPOSED ACQUISITION OF A PERMANENT ACCESS AND UTILITY EASEMENT IN, ON AND UNDER A PORTION OR PORTIONS OF THE PROPERTY AT 894 TREMONT STREET (DPW BUILDING)**

To see if the Town will vote to authorize the Selectboard to acquire a permanent access and utility easement in, on and under a portion or portions of the property at 894 Tremont Street, identified by the Assessors as Parcel 108-815-001 and described more particularly in Certificate of Title No. 59991 filed with the Plymouth Registry District of the Land Court, by purchase, gift, and/or eminent domain on such terms and conditions as the Selectboard deems appropriate, and, further, to raise and appropriate, transfer from available funds, and/or borrow a sum of money for the purpose of acquiring said easement and costs incidental or related thereto; or take any action in relation thereto.

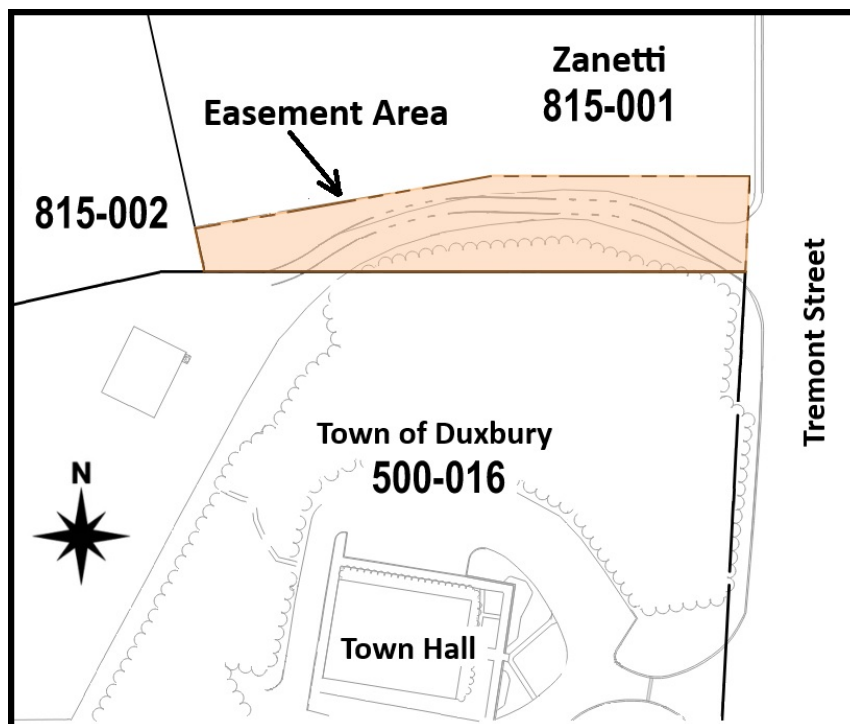
**A two-thirds vote of Town Meeting is required to approve this article.**

***Recommendations:***    ***Selectboard Vote - Available at Town Meeting***  
                                  ***Finance Committee Vote - Available at Town Meeting***

***Explanation:*** The DPW building site achieves access to the site of off Route 3A by way of a driveway, a portion of which is on property owned by the abutter to the north (Zanetti), and they have graciously allowed the Town to use their property for this purpose for many years.

As part of the new project, Town Counsel recently reviewed the title to the Town's DPW property and they did not find any express grant of easements to the Town. Since the abutting property owned by Zanetti consists of registered land, it means that all easements and other encumbrances affecting title to the property must be specifically listed in the Certificate of Title recorded with the Registry of Deeds. Zanetti's Certificate of Title does not reveal any easements to the Town.

As such, Town Meeting authorization is required to acquire an access easement to permanently address this access issue related to the site. Approval of this article will remedy this by authorizing the Selectboard to acquire a permanent access and utility easement. As a temporary measure, the Town obtained a license from the property owner which allows the Town access to the abutter's property until Town Meeting approves the easement.



**ARTICLE 17 – TRANSFER OF PORTIONS OF TOWN-OWNED PROPERTIES UNDER THE CONTROL OF THE SELECTBOARD TO THE CONSERVATION COMMISSION (HISTORIC GREEN HARBOR TRAIL)**

To see if the Town will vote to transfer the care, custody and control of following parcels of land from the tax custodian for tax title purposes and from the Selectboard for the purposes for which such parcels are held to the Conservation Commission for conservation and passive recreation purposes under the provisions of MGL Chapter 40, Section 8C, and to dedicate said parcels or portions thereof for conservation purposes in perpetuity subject to the protections of Article 97 of the Massachusetts Constitution: a parcel of land identified as Assessor's Parcel Number 091-500-033, located on Tremont Street, and described in a deed recorded with the Plymouth Registry of Deeds in Book 15045, Page 222; and those portion or portions of the following parcels of land on which the Historic Green Harbor Trail is located and a buffer area of \_\_\_\_\_ feet on either side of said trail, which parcels are identified as: Assessor's Parcel Number 091-500-053, located on Mayflower Street, and described in a deed recorded in Book 9397, Page 159; Assessor's Parcel Number 091-500-027, located on Merry Avenue, and described in a deed recorded in Book 4366, Page 403; and Assessor's Parcel Number 092-500-080, located on Mayflower Street, and described in a deed in Book 4366, Page 403 [and, further, if applicable, to authorize the Selectboard to file a petition with the General Court for a special act to authorize the transfers of the property acquired by deed recorded in Book 4366, Page 403 under Article 97 of the Massachusetts Constitution ]; or take any other action in relation thereto.

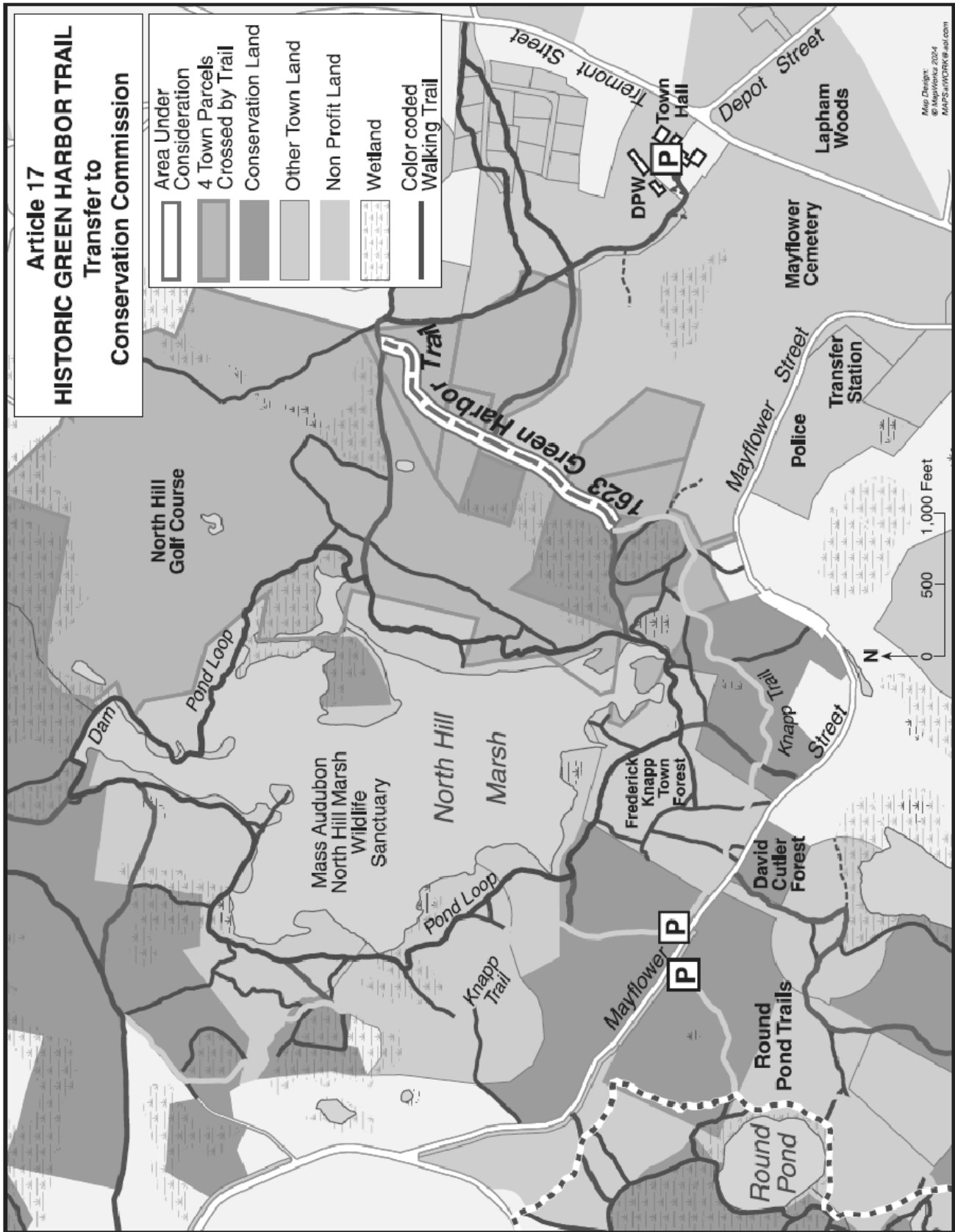
Proposed by the Conservation Commission

**A two-thirds vote of Town Meeting is required to approve this article.**

***Recommendations:   Selectboard Vote - Available at Town Meeting  
Finance Committee Vote - Available at Town Meeting***

***Explanation:*** The Town originally acquired the subject properties in 1997 (Tremont Street), 1989 (Mayflower Street), 1977 (Merry Avenue), and 1977 (Mayflower Street). A portion of these properties contain the last remaining half-mile segment of the Historic Green Harbor Trail; a once 13-mile route linking Plymouth to Green Harbor used by English settlers as early as 1623. The Conservation Commission is requesting Town Meeting approval under MGL Chapter 40, Section 15A to transfer the portions of the properties containing the remaining Historic Green Harbor Trail corridor, plus a buffer, from the Selectboard to the Conservation Commission. If this article is approved, the Conservation Commission will have custody of the parcel/portions and such land will become permanently protected under Article 97 of the Massachusetts Constitution.





**ARTICLE 18 - ACCEPTANCE OF THE PROVISIONS OF M.G.L. C.44, §54(B) TO ALLOW TRUST FUNDS HELD IN THE CUSTODY OF THE TOWN TO BE INVESTED UNDER THE STANDARDS OF THE MASSACHUSETTS PRUDENT INVESTOR ACT OF CHAPTER 203C**

To see if the Town will vote to accept the provisions of M.G.L. Chapter 44, Section 54 as amended per Section 26 of Chapter 28 of the Acts of 2023 to authorize the investment of trust funds in its custody as a combined investment pool and invest said funds in accordance with the provisions of the Massachusetts Prudent Investor Act of Chapter 203C of the General Laws; or take any action in relation thereto.

Proposed by the Town Manager and Finance Director

**Explanation:** This local option statute was passed as part of the FY2024 state budget authorization. It enables municipal Treasurers to apply the Prudent Investor Rule to optimize returns on trust fund monies, as defined in M.G.L. c.203c. Municipal Treasurers are charged to balance safety, liquidity, and yield when investing public funds. This statute will allow the Town to better construct portfolios with a wider selection of investments to meet these three goals when investing trust fund monies.

**Recommendations:** *Selectboard Voted 5-0-0 to Recommend*  
*Finance Committee Voted 6-0-0 to Recommend*

**ARTICLE 19 – GENERAL BY-LAW AMENDMENT TO SECTION 1.4.5 - “AUTHORIZED REVOLVING FUNDS”**

To see if the Town will vote to amend Section 1.4.5 of the Duxbury General By-laws entitled “Authorized Revolving Funds,” by removing the revolving fund as struck through in the table below:

<b>Revolving Fund</b>	<b>Department, Board, Committee, Agency or Officer Authorized to Spend from Fund</b>	<b>Fees, Charges or Other Receipts Credited to Fund</b>	<b>Program or Activity Expenses Payable from Fund</b>	<b>Restrictions or Conditions on Expenses Payable from Fund</b>
<b>Senior Center</b>	Director, Council on Aging	Senior Center program fees	Senior Center program operations	\$175,000
<b>Jaycox Tree Farm</b>	Conservation Administrator	Revenues of Tree Farm	Supplies for Tree Farm	\$30,000
<b>Hazardous Materials Response</b>	Fire Chief	Reimbursements allowed under MGL c. 21E for response to hazardous materials releases	Replacement, repair, and purchase of equipment and supplies and for administrative and firefighter wage expenses associated with fire operations and responses to hazardous materials incidents	\$50,000
<b>Regional Dispatch Services</b>	Fire Chief	Charges for services	To provide regional dispatch services to member towns	\$700,000

; or take any other action relative thereto.

**Explanation:** At the Annual Town Meeting held on August 1, 2020, the voters approved Article 15 which authorized the Selectboard to petition the legislature for a home rule petition authorizing the Town of Duxbury to establish an Enterprise Fund for the operation of the Regional Old Colony Communications Center (the “ROCCC”). That legislation was approved and the ROCCC now operates as an Enterprise Fund which negates the need to keep the Regional Dispatch Services Revolving Fund. Approval of this article will remove this fund from the aforementioned matrix.

Proposed by the Finance Director, Town Manager and Regional Dispatch Services Director

**Recommendations:** *Selectboard Voted 5-0-0 to Recommend*  
*Finance Committee Voted 6-0-0 to Recommend*

**ARTICLE 20 - PROPOSED AMENDMENT TO THE HISTORIC DISTRICT BY-LAW,  
CHAPTER 12 OF THE GENERAL BY-LAWS, BY ADDING A NEW SECTION 12.6.3**

To see if the Town will amend its General By-laws by adding a new Section 12.6.3 to read as shown by underlining for additions (such markings for illustrative purposes only), as follows:

12.6.3 For repairs or replacement of existing features on the exterior of a Town-owned property within a district, composite materials may be used to repair the façade of a building and trim work shall match the existing trim; the Town will notify the Duxbury Local Historic District Commission within two (2) weeks of the expected start date; the Town will photograph the existing elements to be repaired or replaced and those images will be provided to the Commission; the Town will match the detail being repaired or replaced; repairs may commence without a meeting with the Commission or the issuance of a Certificate of Appropriateness.

; or take any other action in relation thereto.

Proposed by the Duxbury Local Historic District Commission

**Explanation:** The approval of this article will provide those Town-owned properties included within a Local Historic District exemptions from the normal review process.

**Recommendations:** *Selectboard Vote - Available at Town Meeting*  
*Finance Committee Vote - Available at Town Meeting*

**ARTICLE 21 – PROPOSED NEW ALDEN LOCAL HISTORIC DISTRICT AND ADDITION TO  
THE WINSOR LOCAL HISTORIC DISTRICT**

To see if the Town will create the following new local Alden historic district and expand the existing Winsor historic district to be administered through the Duxbury General By-law, Chapter 12, and to update the Official Local Historic District Map of the Town of Duxbury to include this new Local Historic District:

	Proposed Local Historic District Name	Street Address	Owner(s) of Record as listed in the Deed or Land Court Certificate	Deed (Book/Page) or Land Court Certificate Reference	Parcel ID MBLU
1	Alden	The Wright Building, 147 St. George Street	Town of Duxbury	3374 / 137	106-506-010
2	Winsor	645 Washington Street	Town of Duxbury	988 / 321	117-503-149

As further described in the Preliminary Study Reports entitled “Proposed New Alden Local Historic District to include the Wright Building”, “Proposed Expansion to the Winsor District”, prepared by the Duxbury Local Historic District Commission, dated November 2022; or take any other action in relation thereto.

**A two-thirds vote of Town Meeting is required to approve this article.**

Proposed by the Duxbury Local Historic District Commission

**Recommendations:** *Selectboard Vote – Available at Town Meeting*  
*Finance Committee Vote – Available at Town Meeting*

**Explanation:** The Duxbury Local Historic District Commission is proposing to create one (1) new Local Historic District and expand another as described in the preceding table and the following map(s). The districts are each comprised of sole properties owned by the Town of Duxbury with the intent of preserving the historic integrity of these structures, which in turn helps to preserve the historic fabric of Duxbury.



**PROPOSED NEW ALDEN LOCAL HISTORIC DISTRICT -  
ANNUAL TOWN MEETING 2024**

Proposed District	Address	Parcel ID	Owner
Alden LHD	The Wright Building - 147 St. George Street	106-506-010	Town of Duxbury



**PROPOSED ADDITION TO WINSOR  
LOCAL HISTORIC DISTRICT -  
ANNUAL TOWN MEETING 2024**

Proposed District	Address	Parcel ID	Owner
Winsor LHD	Bluefish River Fire House - 645 Washington St.	117-503-149	Town of Duxbury

**ARTICLE 22 - TOWN OF DUXBURY SUPPORT OF OFFSITE STORAGE SPENT NUCLEAR FUEL**

To see if the Town will vote to authorize the Town Clerk of Duxbury to forward the text of this Article to Governor Maura Healey, the Secretary of Energy and Environmental Affairs Rebecca Tepper, the Commissioner of the Department of Environmental Protection Bonnie Heiple, the Secretary of Health & Human Services Kate Walsh, the Commissioner of the Department of Health Dr. Robert Goldstein, and the Town of Duxbury's Congressional and State delegations so that the intent of the Citizens of Duxbury is widely known; or take any other action in relation thereto.

The Town of Duxbury supports prompt efforts by Congress, the Department of Energy, and the Nuclear Regulatory Agency to develop one or more consent-based and scientifically defensible geologic disposal facilities and interim storage sites for spent nuclear fuel. The Town also supports efforts to prepare for the eventual large-scale transport of spent nuclear fuel and high-level waste to those sites when such facilities become available.

Rationale: The Town of Duxbury believes that indefinite long-term storage of spent radioactive fuel at decommissioned reactor sites, like Pilgrim and seventy or so other separate locations around the country, is a bad plan. It presents safety risks. Each cask contains one-third to one-half of the Cesium-137 released at Chernobyl. Reactors, are located adjacent to bodies of water, needed to provide cooling to dissipate excess heat. Proximity to water is exactly the wrong place to store nuclear waste; salt water in particular exacerbates corrosion and leakage. A cracked cask cannot be repaired. Pilgrim and some other reactors are close to densely populated areas making a timely evacuation impossible if something goes wrong. Reactor sites are tempting terrorist targets, especially those in symbolic locations like Plymouth, “America’s Hometown.” Nuclear reactor host communities like Plymouth never agreed to store spent fuel. The original plan was that the fuel would be reprocessed and not accumulate onsite.

The long-term goal, as recommended by the Blue-Ribbon Commission on America’s Nuclear Future in 2012, and called for by this article, is to move spent fuel to a consent- based and scientifically- defensible permanent repository — a storage facility located deep underground and designed for long-term disposal so that it will be isolated from the environment for the tens of thousands of years that it will remain toxic. However, there has been no progress towards that goal. The potential, and likely interim goal is consent-based consolidated storage following scientific siting criteria. There is no perfect answer to storing nuclear waste that will be lethal for over 250,000 years - longer than humans have been on this earth. But we should not let the perfect get in the way of the good.

Proposed by the Duxbury Nuclear Advisory Committee

***Recommendations:***    ***Selectboard Voted 5-0-0 to Recommend***  
   ***Finance Committee Voted 6-0-0 to Recommend***

### **ARTICLE 23 - PROPOSED ACCEPTANCE OF COOPER HILL ROAD AS A TOWN WAY**

To see if the Town will vote to accept as a public way the roadway known as Cooper Hill Road, as heretofore laid out by the Selectboard and shown on a plan of land “As-Built Plan for Cooper Hill Rd. in Duxbury, Mass.,” dated December 28, 2022, prepared by South Shore Survey Consultants, Inc., and on file with the Town Clerk, and to authorize the Selectboard to acquire, by gift, purchase, and/or eminent domain, the fee to and/or easements in Cooper Hill Road for all purposes for which public ways are used in the Town of Duxbury and any drainage, access, utility and/or other easements related thereto; or take any other action relative thereto.

Proposed by Selectboard and Planning Board

**A two-thirds vote of Town Meeting is required to approve this article.**

***Recommendations:***    ***Selectboard Voted 5-0-0 to Recommend***  
   ***Finance Committee Voted 6-0-0 to Recommend***

***Explanation:*** In April, 2023, the Town received a request from developer Mr. Kevin Sealund asking the Town to accept Cooper Hill Road as a Town Way. After extensive review by both the Selectboard and the Planning Board, it was determined that Cooper Hill Road was constructed in accordance with Massachusetts law and the Planning Board’s Rules and Regulations governing roadway construction. This article has met all of the statutory filing deadlines and, as such, is being presented to the voters for their consideration.

## **ARTICLE 24 - PROPOSED RELOCATION OF THE LAYOUT OF WASHINGTON STREET**

To see if the Town will vote to accept as a public way the relocated layout of Washington Street, as heretofore relocated and laid out by the Selectboard and shown on a plan entitled “Relocation Right of Way Plan Washington Street Duxbury, Massachusetts,” dated August 18, 2023, and prepared by Merrill Engineers and Land Surveyors (18 sheets), and also on file with the Town Clerk, and to authorize the Selectboard to acquire, by gift, purchase, and/or eminent domain, the fee to and/or easements in Washington Street for all purposes for which public ways are used in the Town of Duxbury and any drainage, access, utility and/or other easements related thereto; or take any other action relative thereto.

Proposed by the Planning Board and Sidewalk and Bike Path Committee

**Explanation:** The Planning Board, in conjunction with the Sidewalk & Bike Path Committee, has been working on the Washington Street sidewalk project and has applied for a Complete Streets Tier 3 Grant regarding the sidewalks and street layout relocation. After extensive review by the Selectboard, Town Counsel and the Planning Board, it was determined that the Washington Street Relocation Right of Way plan was in accordance with Massachusetts law and the Planning Board’s Rules and Regulations governing roadway construction. This article has met all of the statutory filing deadlines and, as such, is now ready to be presented to the voters for their consideration.

**A two-thirds vote of Town Meeting is required to approve this article.**

**Recommendations:** *Selectboard Voted 5-0-0 to Recommend*  
*Finance Committee Vote - Available at Town Meeting*

## **ARTICLE 25 – CPC: OPERATING FUND**

To see if the Town will, upon recommendation of the Community Preservation Committee, appropriate from the Community Preservation Fund, in accordance with M.G.L. Chapter 44B, such sums of money as it determines necessary for the expenses and charges for operation of the Community Preservation Committee, all for the Fiscal Year beginning July 1, 2024, and ending June 30, 2025, inclusive; or take any other action in relation thereto.

Proposed by the Community Preservation Committee

**Recommendations:** *Selectboard Vote – Available at Town Meeting*  
*Finance Committee Voted 6-0-0 to Recommend*

**Explanation:** The approval of this article provides annual funding for the administrative and operational costs of the Community Preservation Committee, which includes incidental project costs associated with the Community Preservation Committee. Under the CPA Act, up to 5% of the annual CPA funds may be spent on the operation and administrative costs of the Community Preservation Committee. It is necessary to re-authorize the appropriation on an annual basis.

## **ARTICLE 26 – CPC: ALLOCATIONS**

To see if the Town will, upon recommendation of the Community Preservation Committee, appropriate from the Community Preservation Fund a sum of money for the purpose of meeting the requirements of the

Community Preservation Act, M.G.L., Chapter 44B, Section 6, to either spend or set aside for later spending not less than 10% of the Community Preservation Fund estimated annual funds for each of the categories of Open Space, Community Housing (Affordable) and Historic Resources, and to meet this appropriation, transfer a sum of money from the Community Preservation Fund(s); or take any other action in relation thereto.

Proposed by the Community Preservation Committee

***Recommendations:*** *Selectboard Vote - Available at Town Meeting*  
*Finance Committee Voted 6-0-0 to Recommend*

***Explanation:*** M.G.L., Chapter 44B, Section 6 requires that every fiscal year, upon recommendation of the Community Preservation Committee, Town Meeting shall spend, or set aside for later spending, not less than 10% of the annual revenues in the Community Preservation Fund for open space, not less than 10% of the annual revenues for historic resources, and not less than 10% of the annual revenues for community housing. This article achieves that mandate.

#### **ARTICLE 27 – CPC: CONSERVATION FUND**

To see if the Town will raise and appropriate or transfer from available funds, upon recommendation of the Community Preservation Committee, and transfer a sum of money from the Community Preservation Fund to be added to the Conservation Fund to be used under the direction of the Conservation Commission for any purpose authorized by G.L. Chapter 40, Section 8C, and G.L. Chapter 44B, or take any action in relation thereto.

Proposed by the Community Preservation Committee/Conservation Commission

***Explanation:*** This article proposes to replenish the Conservation Fund. The money is used for open space land acquisition and costs associated therewith and for land management. The fund is under the control of and administered by the Conservation Commission.

***Recommendations:*** *Selectboard Vote - Available at Town Meeting*  
*Finance Committee Voted 6-0-0 to Recommend*

#### **ARTICLE 28 – CPC: REHABILITATION OF THE GIRL SCOUT HOUSE**

To see if the Town will, upon the recommendation of the Community Preservation Committee, appropriate from the Community Preservation Fund (Historic Preservation Reserve) a sum of money to rehabilitate and preserve the Historic Girl Scout House including all incidental and related expenses; or take any action in relation thereto.

Proposed by the Community Preservation Committee/Duxbury Historical Commission

***Recommendations:*** *Selectboard Vote - Available at Town Meeting*  
*Finance Committee Vote - Available at Town Meeting*

***Explanation:*** The Town of Duxbury proposes to rehabilitate and preserve the Historic Girl Scout House and to improve accessibility.



## **ARTICLE 29 – CPC: REHABILITATION AND PRESERVATION OF TOWN CLOCK AT PILGRIM CONGREGATIONAL CHURCH**

To see if the Town will, upon recommendation of the Community Preservation Committee, appropriate from the Community Preservation Fund (Historic Preservation Reserve) a sum of money to rehabilitate and preserve the Town Clock at Pilgrim Congregational Church, including all incidental and related expenses; or take any action in relation thereto.

Proposed by the Community Preservation Committee

***Recommendations:***    *Selectboard Vote - Available at Town Meeting*  
                                  *Finance Committee Voted 6-0-0 to Recommend*  
                                  *Fiscal Advisory Committee Vote - Available at Town Meeting*

***Explanation:*** At the Annual Town Meeting of March 6, 1905, the voters accepted a gift of the “Town Clock” from the Ellison family and to provide for its care. The clock is situated just below the belfry of the Pilgrim Congregational Church located at 404 Washington Street, and is comprised of four faces. This article would fund the restoration of all four faces and hands.

## **ARTICLE 30 – CPC: TRANSFER OF FUNDS TO THE CPA AFFORDABLE HOUSING RESERVE**

To see if the Town, upon the recommendation of the Community Preservation Committee, will appropriate from the Community Preservation Fund a sum of money for the purposes of transferring the same to the CPA Affordable Housing Reserve; or take any action in relation thereto.

Proposed by the Community Preservation Committee

***Recommendations:***    *Selectboard Vote – Available at Town Meeting*  
                                  *Finance Committee Voted 6-0-0 to Recommend*

***Explanation:*** The Isaac Simmons Farm was sold, including approximately one (1) acre of land that was originally purchased for community (affordable) housing. It was determined this parcel was not suitable for that purpose and this article proposes to transfer funds from the Community Preservation Fund to the CPA Affordable Housing Reserve.

## **ARTICLE 31 – CPC: OPEN SPACE AND RECREATION PLAN**

To see if the Town will, upon the recommendation of the Community Preservation Committee, appropriate from the Community Preservation Fund (Open Space Reserve) for technical assistance in the drafting of the Open Space and Recreational Plan; or take any action in relation thereto.

Proposed by the Community Preservation Committee/Open Space Committee

***Recommendations:***    *Selectboard Vote - Available at Town Meeting*  
                                  *Finance Committee Voted 6-0-0 to Recommend*  
                                  *Fiscal Advisory Committee Vote - Available at Town Meeting*

***Explanation:*** Updating Duxbury's Open Space and Recreation Plan allows our community to assess our open spaces and recreation facilities and to establish goals to protect and improve these assets. The plans must be updated every seven years and submitted to the Massachusetts Division of Conservation Services which establishes eligibility for state grants. Funds will be used to engage the services of the Old Colony Planning Council.

**ARTICLE 32 - RESCIND ARTICLE 16 FROM THE MARCH 2023 ANNUAL TOWN MEETING WHICH ESTABLISHED A CLIMATE ACTION PLANNING TASK FORCE**

To see if the Town will vote to rescind action taken by the voters at the March 2023 Annual Town Meeting regarding action taken on Article 16 which established a Climate Action Planning Task Force; or take any action in relation thereto.

Proposed by the Alternative Energy Committee

***Recommendations:***    *Selectboard Voted 5-0-0 to Recommend*  
                                  *Finance Committee Voted 6-0-0 to Recommend*

***Explanation:*** At the March 2023 Annual Town Meeting, the voters approved an article brought forward by the Alternative Energy Committee (AEC) to create a Climate Action Planning Task Force. Since that time, the members of the AEC have found that the goals of the proposed Task Force can be addressed by the AEC and other existing groups within Duxbury and as a result, the formation of the Climate Action Planning Task Force is not necessary.

## **ARTICLE 1**

### **ANNUAL TOWN ELECTION WARRANT**

#### **Town of Duxbury, Massachusetts**

**Plymouth, SS.**

To the Constable of the Town of Duxbury

#### **GREETINGS:**

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of the town who are qualified to vote in the election, to vote at:

**Precincts 1 – 6  
Lt. Timothy Steele Athletic Building  
130 Saint George Street, Duxbury, MA**

On the 23<sup>rd</sup> day of March, 2024, from 8:00 am to 8:00 pm for the following purpose:

To cast their votes in the Annual Town Election for the candidates for the following offices:

**Two** Selectboard Members for a term of three (3) years

**One** Assessor for a term of three (3) years

**One** School Committee members for a term of three (3) years

**Two** Planning Board members for a term of five (5) years

**Two** Library Trustees for a term of three (3) years

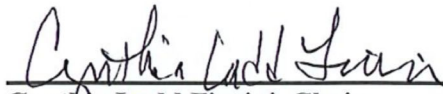
**One** Library Trustee for an unexpired term of two (2) years

AND YOU ARE HEREBY DIRECTED TO SERVE THIS WARRANT by posting attested copies thereof as prescribed by M.G.L. Chapter 39, Section 10 and by Chapter 2, Section 2.3.1 of the Town of Duxbury General By-laws, at least seven (7) days before the time of holding said meeting.

Hereof fail not and make due return of this warrant, with your doings thereon, to the Town Clerk at the time and place of this meeting.


Given under our hands this 12<sup>th</sup> day of February, 2024.

**SELECTBOARD**

  
Cynthia Ladd Fiorini, Chair

  
Fernando Guitart

  
Michael McGee, Vice Chair

  
Brian E. Glennon, II

  
Amy M. MacNab, Clerk

Plymouth ss:

February 15, 2024

Pursuant to the Warrant, I have this day notified and warned the inhabitants of the Town of Duxbury, herein described, by posting the Warrant in precincts 1, 2, 3, 4, 5 and 6, to meet at the time and place and for the purposes as described by the By-laws of the Town.

A TRUE COPY  
ATTESTED

  
CONSTABLE OF DUXBURY

## **TERMS USED IN MUNICIPAL FINANCE**

**APPROPRIATION:** An amount of money that has been authorized by vote of Town Meeting to be spent for a designated purpose.

**AVAILABLE FUNDS:** In Duxbury we use the term Available Funds when referring to the Stabilization Fund, Library funds, Cemetery funds, Free cash and continued appropriations left in Articles voted at previous Town Meetings.

**OVERLAY ALSO CALLED ALLOWANCE FOR ABATEMENTS AND EXEMPTIONS:** The overlay is the amount raised by the Assessors in excess of appropriations and other charges for the purpose of creating a fund to cover tax abatements granted and avoiding fractions in the tax rate.

**FREE CASH (BUDGETARY FUND BALANCE):** Funds remaining from the operations of the previous fiscal year which are certified by the DOR's Director of Accounts as available for appropriation.

**TRANSFER:** The authorization to use an appropriation for a different purpose, in most cases only the Town Meeting may authorize a transfer.

**RESERVE FUND:** The fund is established by the voters at an Annual Town Meeting only and is composed of an appropriation (not exceeding 5 percent of the tax levy of the preceding year). Transfers from the Reserve Fund are within the exclusive control of the Finance Committee and are for "extraordinary or unforeseen" situations, normally emergencies.

**STABILIZATION FUND:** An account from which amounts may be used for any lawful purpose. Money may be appropriated from the Fund only by a two-thirds vote at Town Meeting.

**CHERRY SHEET:** Also known as the State revenue distribution and assessment sheets. Named for the cherry-colored paper on which the State traditionally printed it, the cherry sheet carries the figures which must be used by the Assessors in county tax and state assessments, as well as the estimated tax distributions from the State General Fund, reimbursements, agency funds, the Sales and Use Taxes, lottery distribution and State Aid to Education.

## Duxbury Talent Bank Form

Duxbury's excellence as a residential community is due in large part to citizen participation in government and community affairs. The Duxbury Talent Bank was established by the Selectboard and Town Moderator to register the names, interests and qualifications of Duxbury registered voters willing to volunteer to serve their community. Residents serve as volunteers on a wide variety of town boards, committees, commissions and councils listed below. They are appointed to these organizations by the Selectmen or the Moderator as vacancies occur.

The Selectboard and Moderator encourage you to register by completing this Talent Bank Form, indicating your occupation, background, areas of interest and organizations you would consider serving. Please return your completed form to: Selectboard, Duxbury Town Hall, 878 Tremont Street, Duxbury, MA 02332

Please note that Talent Bank forms are kept on file for two (2) years.

NAME: \_\_\_\_\_ E-MAIL: \_\_\_\_\_

PHONE (H) \_\_\_\_\_ (C) \_\_\_\_\_

ADDRESS: \_\_\_\_\_

OCCUPATION: \_\_\_\_\_

Date of Submittal: \_\_\_\_\_ No. of Years in Duxbury: \_\_\_\_\_

Please attach additional sheet(s) providing background information, relevant experience(s) or resume, if available.

### Land Use & Conservation

- ☐ Agricultural Commission
- ☐ Alternative Energy Commission
- ☐ Community Preservation Committee
- ☐ Conservation Commission
- ☐ Design Review Board
- ☐ Duxbury Bay Management Commission
- ☐ Duxbury Beach Committee\*
- ☐ Open Space Committee
- ☐ Sidewalk & Bike Path Committee
- ☐ Zoning Board of Appeals

- ☐ Cemetery Trustees\*
- ☐ Council on Aging
- ☐ Cultural Council
- ☐ Duxbury Affordable Housing Trust
- ☐ Economic Advisory Committee
- ☐ Highway Safety Advisory Committee
- ☐ Historical Commission
- ☐ Local Historic District Commission
- ☐ Municipal Comm. On Disability
- ☐ Nuclear Advisory Committee
- ☐ Shellfish Advisory Committee
- ☐ Water & Sewer Advisory Board\*

### Recreational Activities

- ☐ Fourth of July Committee
- ☐ Recreation Activities Committee

### Finance

- ☐ Finance Committee\*
- ☐ Fiscal Advisory Committee\*

### Government

- ☐ Board of Health

Please indicate any other areas of interest

\_\_\_\_\_  
\_\_\_\_\_

\*Appointed by Town Moderator