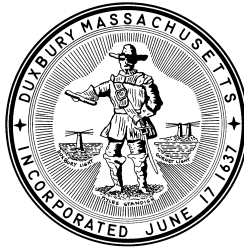


Please Read



COMMONWEALTH OF MASSACHUSETTS

**TOWN OF DUXBURY
SPECIAL TOWN MEETING
WARRANT**

**SATURDAY, MARCH 14, 2015
AT 9:10 A.M.**

**DUXBURY SCHOOLS PERFORMING ARTS CENTER
73 ALDEN STREET**

**Plymouth, SS
Greetings:**

To either of the Constables 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 FOURTEENTH day of MARCH, 2015 next, at 9:10 A.M. for a SPECIAL TOWN MEETING, for the transaction of any business that may legally come before said meeting:

ARTICLE 1 – ALLOW THE USE OF ELECTRONIC HANDSETS FOR RECORDING OF THE OFFICIAL VOTE FOR THE 2015 SPECIAL TOWN MEETING AND ANNUAL TOWN MEETING

To see if the Town will allow the use of electronic handsets for recording of the official vote for the 2015 Special Town Meeting and Annual Town Meeting at the discretion of the Moderator, or to take any action in relation thereto.

Explanation: If approved, this article would allow the use of Electronic Balloting for the 2015 Special Town Meeting and the 2015 Annual Town Meeting only and would be for the benefit of determining whether or not the Town would like to incorporate the process on a permanent basis as proposed under Article 12 in the Annual Town Meeting Warrant.

Recommendations: *Board of Selectmen Voted 3-0 to Recommend*
Finance Committee Voted 6-0 to Recommend

ARTICLE 2 – SUPPLEMENTAL APPROPRIATIONS

To see if the Town will authorize the Town Manager to transfer from available funds sums of money to supplement appropriations previously voted under Article 5 at the Annual Town Meeting of March 8, 2014 for the Fiscal Year beginning July 1, 2014, for various Town Departments, in order to fund the expenses associated with the following:

Item #	Department	Budget	Adjustment	Revised FY15 Budget	Funding Source
1	132 – Reserve Fund	\$108,000	\$25,000	\$133,000	Free Cash
2	152 – Human Resources – Other Expenses	\$30,660	\$12,000	\$42,660	Dept 122 Town Manager – Personal Services (\$2,000) Overlay Surplus (\$10,000)
3	220 - Fire – Personal Services	\$2,746,423	\$48,288	\$2,794,711	Dept. 710 – Long Term Principal (\$20,000) Overlay Surplus (\$10,650) Free Cash (\$17,638)
4	310 – Student Laptop Lease	0	\$150,000	\$150,000	Dept. 752 – Short Term Borrowing
5	419 – DPW Admin – Personal Services	\$268,785	\$4,000	\$272,785	Dept. 294 - DPW L&NR – Personal Services
6	423 – Snow & Ice Removal – Personal Services	\$60,000	\$90,000	\$150,000	Free Cash
7	423 – Snow & Ice Removal – Other Expenses	\$110,000	\$140,000	\$250,000	Free Cash

Item #	Department	Budget	Adjustment	Revised FY15 Budget	Funding Source
8	440 – DPW Sewer – Other Expenses	\$170,000	\$50,000	\$220,000	Free Cash
9	710 – Bay Road Sewer – Debt Principal	\$50,000	\$5,000	\$55,000	Dept. 751 – Long Term Interest
10	710 – Pine Street Water Main - Debt Principal	\$92,500	\$86,500	\$179,000	Dept. 752 – Short Term Interest (\$10,000) Retained Earnings (\$76,500)
11	751 – Pine Street Water Main - Debt Interest	\$9,250	\$6,672	\$15,922	Dept. 753 – Bond Issuance Costs

or take any action in relation thereto.

Proposed by the Board of Selectmen/Town Manager

Explanation: The purpose of this article is to supplement a number of line items in the current fiscal year's budget (FY15) in order to fund a number of additional expenses associated with the aforementioned departments.

Recommendations: *Board of Selectmen Voted 3-0 to Recommend
Finance Committee Voted 6-0 to Recommend*

ARTICLE 3 – UNPAID BILLS

To see if the Town will appropriate by transferring from available funds a sum of money to pay unpaid bills of previous years which may be legally unenforceable due to the insufficiency of an appropriation therefor, as follows:

Line #	Vendor	Department	Amount
1	Duxbury Clipper	Selectmen/Town Manager	\$70.00
2	Worcester County Assessors Ass.	Assessors	\$225.00
3	N.E. Baptist Hospital	Human Resources	\$1,875.00
4	Paul D. Christo	Registrar	\$100.00
5	Mary Ellen See	Registrar	\$100.00
6	Miriam B. McCaig	Registrar	\$100.00
7	Makepeace	Police Department	\$1,750.00
8	Granite City Electric Supply	Fire Department	\$72.00
9	G & L Labs	Inspectional Services	\$70.00

or take any action in relation thereto.

Proposed by the Town Manager

Explanation: These funds are needed to pay for bills received after the close of Fiscal Year 2014. Requires a 9/10 vote.

Recommendations: *Board of Selectmen Voted 3-0 to Recommend*
Finance Committee Voted 6-0 to Recommend

ARTICLE 4 – FUND COLLECTIVE BARGAINING AGREEMENTS

To see if the Town will raise and appropriate, or transfer from available funds, a sum of money to fund collective bargaining agreements with any one or more of the following employee organizations for the fiscal year commencing July 1, 2013:

- Duxbury Police Union, MCOP Local 376B
- Duxbury Police Commanders Association
- Duxbury Police Dispatchers Union, MCOP Local 376A
- Duxbury Free Library Employees, Service Employees International Union, Local 888
- Duxbury Permanent Firefighter's Association, International Association of Firefighters Local 2167
- Duxbury Municipal Employees, AFSCME, Council 93, Local 1700, Duxbury DPW Employees
- Town of Duxbury Secretaries and Clerks, SEIU Local 888
- Duxbury Teachers Association
- Duxbury Teachers Association Instructional Assistants Unit C
- Duxbury Secretaries/Clerks Association (School)
- Local 1700, AFSCME, A.F.L.-C.I.O., Council 93 (School Custodians)

or take any action in relation thereto.

Proposed by the Board of Selectmen/School Committee

Explanation: This article will fund collective bargaining agreements for positions in each of the contracts to be noted in the motion to be made at Town Meeting.

Recommendations: *Board of Selectmen Voted 3-0 to Recommend*
Finance Committee Voted 6-0 to Recommend

ARTICLE 5 – RELEASE OF UNDESIGNATED OVERLAY RESERVE

To see if the Town will transfer from available funds a sum of money to be added to the FY2015 Allowance for Abatements and Exemptions (Overlay), or take any action in relation thereto.

Proposed by the Board of Assessors

Explanation: On an annual basis we visit all the prior year sales and complete cyclical inspections in specific areas. Every three years the Department of Revenue completes a triennial revaluation review of Towns valuation tables and methods. This review can cause anomalies which can result in an increase in filing for abatements. We request that our FY 2015 Overlay be increased by \$100,000, the funding for this request will come from prior year unused overlay.

Recommendations: *Board of Selectmen Voted 3-0 to Recommend*
Finance Committee Voted 6-0 to Recommend

ARTICLE 6 - REVOLVING FUNDS

To see if the Town will establish the following revolving account as listed below, pursuant to Massachusetts General Laws, Chapter 44, section 53E ½, for the following program and purposes and further authorize department receipts of such program be credited to the respective revolving account, to be expended without further appropriation by the officer so designated in the table below not to exceed the FY 2015 dollar limit indicated in the table below.

Program	Purpose	Department Receipts	Expended under direction of:	FY 2015 limit
Regional Dispatch Services	To provide regional dispatch services to member towns	Charges for services	Fire Chief	\$60,000

or take any other action in relation thereto.

Explanation: This revolving fund is required in order to receive and disburse funds generated through programs supported by such revolving fund. Revenues will be used to offset expenses related to these programs and activities and disbursed under the direction of those indicated. In this specific example, revenues will be received from participating communities which will provide funding for salaries, benefits and other expenses related to additional personnel and expended under the direction of the Fire Chief.

Recommendations: *Board of Selectmen Voted 3-0 to Recommend*
Finance Committee Voted 6-0 to Recommend

ARTICLE 7 – PERCY WALKER POOL ENTERPRISE FUND

To see if the Town will transfer from available funds a sum of money to be added to the Percy Walker Pool Enterprise Fund to supplement appropriations previously voted under Article 5 at the Annual Town Meeting of March 8, 2014, for the Fiscal Year beginning July 1, 2014, and to supplement the General Fund subsidy for the Fiscal Year beginning July 1, 2014, or take any action in relation thereto.

Proposed by the Finance Department

Explanation: The purpose of this article is to transfer money to the Pool Enterprise Fund for purposes related to support salary increases in the Classification & Compensation study. Additionally, the intent of this article is to fund the Percy Walker Pool Enterprise Fund deficit for Fiscal Year ended June 30, 2014.

Recommendations: *Board of Selectmen Voted 3-0 to Recommend*
Finance Committee Voted 6-0 to Recommend

ARTICLE 8 – PENSION RESERVE FUND

To see if the Town will transfer from available funds a sum of money to be added to the Pension Reserve Fund, or take any action in relation thereto.

Proposed by the Finance Department

Explanation: The purpose of this article is to fund the Town's municipal pension reserve fund. It has been the practice of the Town over the last several years to transfer funds from the Pension Reserve Fund to the General Fund to offset increases in the Town's Contributory Pension Assessment to Plymouth County. Since FY 2006, the fund has provided over \$910,000 to the General Fund. These are monies that would otherwise have to be found within the Tax Levy. While financial markets have begun to improve in recent years, we need to continue to replenish this valuable reserve in order to provide future funding support. The current balance in the fund is \$996,778, which includes year-to-date interest earnings of \$21,746.94 through December. Approval of this transfer in the amount of \$100,000 from Free Cash will continue the program of replenishing the fund, thereby providing higher earnings potential.

Recommendations: *Board of Selectmen Voted 3-0 to Recommend*
Finance Committee Voted 6-0 to Recommend

ARTICLE 9 – OTHER POST EMPLOYMENT BENEFITS

To see if the Town will transfer from available funds a sum of money to be added to the Other Post-Employment Benefits Trust Fund, or take any action in relation thereto.

Proposed by the Finance Department

Explanation: Employees of state and local governments may be compensated in a variety of forms in exchange for their services. In addition to a salary, many employees earn benefits during their years of service that will not be received until after their employment with the government ends. The most common type of these post-employment benefits is a pension. Post-employment benefits other than pensions generally take the form of health insurance and dental, vision, prescription, or other healthcare benefits provided to eligible retirees, including in some cases their beneficiaries. They may also include some type of life insurance. As a group, these non-pension benefits are referred to as Other Post-Employment Benefits, or OPEB. In FY13, the

voters at Town Meeting, with the support of the Board of Selectmen and the Finance Committee, established an OPEB Trust Fund. The Town currently funds retiree health insurance on a pay-as-you-go basis. This amount for FY14 is approximately \$1,260,000. Through various health plan changes coupled with increased funding, our Actuarial Accrued Liability of \$44,676,698 showed a reduction of over \$40,000,000. Still we must make every effort to fund this liability. Through December 2014 the balance in the fund has reached \$792,939.73. This has been made possible through Medicare Part D reimbursements and previous Town Meeting appropriations. The purpose of this article is to fund the OPEB trust fund established for the aforementioned purposes. The transfer of \$250,000 from Free Cash and \$50,000 from Health Trust Appropriation is an important step in recognizing our obligation.

***Recommendations: Board of Selectmen Voted 3-0 to Recommend
Finance Committee Voted 6-0 to Recommend***

ARTICLE 10 – STABILIZATION FUND

To see if the Town will transfer from available funds, a sum of money to be added to the Stabilization Fund, or take any action in relation thereto.

Proposed by the Finance Department

Explanation: It has been the practice of the Town over the last several years to transfer available funds into the Stabilization Fund. In FY 2007 the balance in the fund was \$680,427. At the same time Duxbury had a Standard & Poor's rating of AA and a Moody's Rating of AA2. Today that balance is \$2,899,926.52 - an increase of 326%. At the same time Duxbury continues to enjoy a Standard & Poor's rating of AAA and a Moody's Rating of AA1. The enhancement of this most important reserve is a major factor when rating agencies consider upgrades.

With the approval of this transfer, coupled with projected earnings for FY 2015, this will provide an end-of-year balance exceeding \$2,970,000. This amount will equal slightly more than 5.2% of the Town's operating budget net of debt. This puts us on schedule to fund Stabilization to our goal of 5% of the operating budget by the end of FY 2015.

Approval of this transfer in the amount of \$50,000 from Free Cash will ensure that our reserves are maintained at levels which will appeal to bond rating agencies. Duxbury still has approximately \$10 million in debt needs on its books; additionally there will be bonding possibilities in the near future. Increases to reserves are critical to maintaining our bond rating and ensuring the best interest rates possible.

***Recommendations: Board of Selectmen Voted 3-0 to Recommend
Finance Committee Voted 6-0 to Recommend***

ARTICLE 11 - ESTABLISH ACCRUED LIABILITIES AND COMPENSATED ABSENCES FUND

To see if the Town will accept M.G.L. Chapter 40, Section 13D to establish a reserve fund for the future payment of accrued liabilities for compensated absences due any employee or full-

time officer of the town upon the termination of the employee's or full-time officer's employment, and further to raise and appropriate or transfer from available funds a sum of money to such fund to be expended under the direction of the Town Manager for said purposes, or take any other action in relation thereto.

Proposed by the Finance Director

Explanation: Each year the Town experiences separations of employee service. These separations may include, but are not limited to, terminations, retirements, and even loss of life. At the time the annual departmental budgets are presented for Town Meeting approval no allowances are made for potential circumstances. The purpose of the article is to adopt and fund M.G.L. Chapter 40, section 13D "Reserve fund for future payment of accrued liabilities for compensated absences due employees or officers of Town upon termination or retirement". For those of you who have experienced a staff termination or retirement, you know what a stress the accrued contractual liabilities (unused sick, vacation, etc.) can have on the budget. With funding requested for this article, \$100,000 from Free Cash, such payouts would not come from the individual budgets. This would also mitigate future Special Town Meeting action to make individual budgets whole. Any future town meeting action would be to replenish this fund when the balance in the fund is low.

Recommendations: *Board of Selectmen Voted 3-0 to Recommend*
Finance Committee Voted 6-0 to Recommend

ARTICLE 12 - UNEMPLOYMENT FUND

To see if the Town will transfer from available funds, a sum of money to be added to the Unemployment Fund, or take any action in relation thereto.

Proposed by the Finance Director

Explanation: Commencing in Fiscal Year 2011, Town Meeting voted to provide funding for an Unemployment Trust Fund under M.G.L. Chapter 40, Section 5E. This was done with the support of the Board of Selectmen and the Finance Committee. Effectively, this took the account out of the operating budget and provided a separate vehicle for funding the Town's unemployment claims exposure. The intent was that rather than annually appropriate an amount, the trust would be replenished, as required, to a level of approximately \$200,000 based on prior year usage. Approval of this transfer of \$130,000 from Free Cash will replenish the Trust back to its target balance of \$200,000.

Recommendations: *Board of Selectmen Voted 3-0 to Recommend*
Finance Committee Voted 6-0 to Recommend

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 of the Town of Duxbury General Bylaws, and by publishing a copy of this Warrant in a Plymouth County Newspaper, as prescribed by Article 2, Section 2.3 of the Duxbury By-Laws, at least fourteen (14) 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 12th day of February, 2015.

BOARD OF SELECTMEN



Shawn Dahlen, Chair

David J. Madigan, Vice-Chair

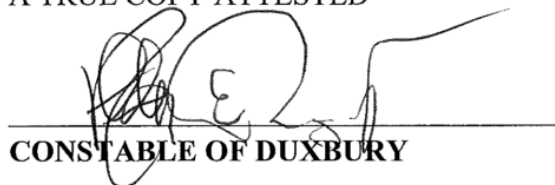
Theodore J. Flynn, Clerk

Plymouth SS:

FEBRUARY 17 2015

Pursuant to the warrant I have this day notified and warned the inhabitants of the Town of Duxbury, herein described, to meet at the time and place and for the purposes as prescribed by the bylaws of the Town.

A TRUE COPY ATTESTED



CONSTABLE OF DUXBURY