

# TOWN OF PEMBROKE, MASSACHUSETTS



## **ADVISORY COMMITTEE ANNUAL REPORT AND RECOMMENDATIONS**

**2016**

## **ANNUAL TOWN MEETING WARRANT**

**ATTEND THE ANNUAL TOWN MEETING  
TUESDAY, MAY 10, 2016  
7:00 P.M.**

**PEMBROKE HIGH SCHOOL  
LEARNING LANE  
PEMBROKE, MA**

## TERMS USED IN MUNICIPAL FINANCE

**APPROPRIATION:** An authorization granted by a town meeting, city council or other legislative body to expend money and incur obligations for specific public purposes.

**AVAILABLE FUNDS:** Balances in the various fund types that represent non-recurring revenue sources. As a matter of sound practice, they are frequently appropriated to meet unforeseen expenses, for capital expenditures or other onetime costs. Examples of available funds include free cash, stabilization funds, overlay surplus, water surplus and enterprise net assets unrestricted (formerly retained earnings).

**BUDGET:** A plan for allocating resources to support particular services, purposes and functions over a specified period of time.

**DEBT AUTHORIZATION:** Formal approval by a two-thirds vote of town meeting or city council to incur debt, in accordance with procedures stated in MGL Ch.44 §§ 1, 2, 3, 4a, 6-15.

**FISCAL YEAR:** Since 1974, the Commonwealth and municipalities have operated on a budget cycle that begins July 1 and ends June 30. The designation of the fiscal year is that of the calendar year in which the fiscal year ends. Since 1976, the federal government fiscal year has begun on October 1 and ended September 30.

**FREE CASH:** Remaining, unrestricted funds from operations of the previous fiscal year including unexpended free cash from the previous year, actual receipts in excess of revenue estimates shown on the tax recapitulation sheet, and unspent amounts in budget line-items.

**LEVY (TAX LEVY) –** The amount a community raises through the property tax. The levy can be any amount up to the levy limit, which is re-established every year in accordance with Proposition 2½ provisions.

**LOCAL AID (CHERRY SHEET):** Revenue allocated by the Commonwealth to cities, towns and regional school districts. Estimates of local aid are transmitted to cities, towns and districts annually by the “Cherry Sheets”. Most Cherry Sheet aid programs are considered general fund revenues and may be spent for any purpose, subject to appropriation.

**LOCAL RECEIPTS:** Locally generated revenues, other than real and personal property taxes. Examples include motor vehicle excise, investment income, meals tax, fees, rentals, and charges.

**MAINTENANCE BUDGET:** A no-growth budget that continues appropriations for programs and services at their current year levels. The actual appropriation to maintain programs and services may still increase due to inflation and other factors.

**OVERRIDE:** A vote by the community at an election to permanently increase the levy limit. An override vote may increase the levy limit no higher than the levy ceiling. The override question on the election ballot must state a purpose for the override and the dollar amount.

**RAISE AND APPROPRIATE:** A phrase used to identify a funding source for an expenditure or expenditures, which refers to money generated by the tax levy or other local receipt.

**RESERVE FUND:** An amount set aside annually within the budget to provide a funding source for extraordinary or unforeseen expenditures.

**REVOLVING FUND:** Allows a community to raise revenues from a specific service and use those revenues without appropriation to support the service.

**STABILIZATION FUND:** A fund designed to accumulate amounts for capital and other spending purposes, although it may be appropriated for any lawful purpose (MGL Ch.40 §5B).

# A BRIEF GUIDE TO PEMBROKE TOWN MEETING PROCEDURES

## ***If you wish to speak:***

The proper procedure is to stand at the microphone until the moderator has recognized you or someone else. Wait for the microphone and give your name and address before you proceed. You should not interrupt the speaker except in an extreme case to raise a point of order.

Any person must cease and yield the floor at the moderator's request. During debate, the speaker is required to address the moderator. Questions may be asked only through the moderator.

## ***Asking Questions about Procedure:***

The voter can always ask the moderator about questions of procedure. If the voter is not clear as to what he is voting on, or what the effect of the passage of the pending motion will be, he should ask the moderator for clarification.

## ***Advice on Preparing Motions or Amendments:***

The Town Counsel is available for consultation concerning wording and procedure for making motions or amendments from the floor.

## ***Main Motions:***

A main motion proposes action under the article of the warrant being considered. Main motions may be made only when no other business is pending. They are the basic motions, and others revolve around them.

## ***Motions to Amend:***

A proposal to change the main motion before the meeting is made by a motion to amend. It may itself be amended. The first amendment is called the primary amendment and an amendment to the primary amendment is called the secondary amendment. No further amendments are permitted to keep matters from getting too complicated. (In other words – only three motions are allowed on the floor).

## ***Other Motions and Points of Order:***

A motion to adjourn may be made at anytime. Adjournment must be to a scheduled time and place. When all articles in the warrant have been disposed of, a motion to dissolve is in order.

If you wish to terminate debate on a motion and call for an immediate vote, you can "move the previous question". This motion is not debatable and requires a two-thirds vote.

A Point of Order is a question. On a point of order a voter may raise one or more of the following questions and no others:

1. Is the speaker entitled to the floor?
2. Is what the speaker is saying or proposing indecorous, frivolous, irrelevant, illegal or contrary to proper procedure?
3. Is pending action frivolous, irrelevant, illegal or contrary to proper procedure?

## SUMMARY OF MOTIONS

### Name of Motion

<u>Main Motions</u>	<u>Debatable</u>	<u>Votes Required</u>
1. Motion to take action under article	yes	Majority or 2/3rds as may be required
2. Motion to take up articles out of order	yes	4/5ths
3. Motion to reconsider an article acted upon and disposed of	yes	majority
4. Motion to Indefinitely Postpone	yes	majority

### Subsidiary Motions

1. Previous question (which ends debate)	no	2/3rds
2. Motion to amend main motion	yes	majority

### Privileged Motions

1. To adjourn to a fixed time or recess	no	majority
2. Question quorum count to * open meeting	no	no vote
3. Question quorum count to ** continue meeting	no	no vote
4. Fix time to (or at) which to adjourn	yes	majority

## Article II

### SECTION 10.

The number of voters necessary to constitute a quorum for the purposes of calling the meeting to order shall be \***one hundred and fifty (150)**. Thereafter, the quorum requirement shall be \*\***one hundred (100)** for the further transaction of business, including adjourned sessions and such parts of the meeting that are devoted exclusively to the election of officers. (Art.14 STM 11/15/2012)

# ANNUAL REPORT OF THE ADVISORY COMMITTEE

To the Honorable Board of Selectmen and Citizens of the Town of Pembroke

The major duty of the Advisory Committee is to submit a balanced budget at the Annual Town Meeting for the following fiscal year. The committee is required to make recommendations on each article at town meetings whether for or against the article. The committee made recommendations at the Annual Town Meeting in the spring and again at the Special Town Meeting in the fall. This year's fiscal budget was \$53,552,959. We would like to thank Ed Thorne and Michael Buckley for their assistance in supplying financial information this budget. Listed below are the supplemental transfers made from the reserve fund this year.

## Fiscal Year 2015 Reserve Fund Appropriation

**\*\$70,000.00**

DATE	FY15		TRANSFERS	70,000.00
2014	REQUEST FROM	INTENT	AMOUNT	BALANCE
Sept 8	Chief Assessor	To pay contractual employee benefit	125.00	69,875.00
	Town Administrator	Lead removal and painting @ Comm. Center	8,950.00	60,925.00
Sept 15	Town Administrator	To pay for help-wanted ad	591.55	60,333.45
Oct 16	Town Accountant	To pay contractual employee benefit	125.00	60,208.45
Oct 20	Town Administrator	To pay Gatehouse Media for COA job advertising	509.36	59,699.09
Nov 17	R. Wall, Police Chief	Quick fix - Plain & Lake St. intersection	\$1,200.00	58,499.09
Dec 1	Town Administrator	To pay Mass Municipal-COA job advertising	\$70.00	58,429.09
Jan 20	Town Administrator	To pay Gatehouse Media for COA job advertising	\$527.08	57,902.01
Jan 20	Town Treasurer/Collector	To pay contractual employee benefit	\$250.00	57,652.01
Mar 4	Pembroke Public Library	Ice dam and snow removal from Library roof	\$7,420	50,232.01
Mar 4	Town Administrator	To pay contractual employee benefit	\$125.00	50,107.01
Apr 27	S. Roche, Recreation Dir	To pay vacation buy back	1,434.63	48,672.38
May 7	Town Administrator	To pay for repairs to Town Clock	\$725.00	47,947.38
May 31	Town Accountant	Buyback	\$902.63	47,044.75
June 2	Town Administrator	Animal Control Officers vacation buyback	\$1,638.68	45,406.07
June 6	Town Administrator	Repairs for Comm. Center building	\$4,000	41,406.07

Total Transfers - \$28,593.93

Balance - \$41,406.07

\*Provided by Town Accountant

Respectfully submitted:

Linda A. Peterson, Chairman; Stephen Curley, Clerk, Members; James McCollum, Stephen Walsh, Timothy Brennan, Anthony O'Brien, Sr., and Rachel Michael



**COMMONWEALTH OF MASSACHUSETTS  
TOWN OF PEMBROKE  
ANNUAL TOWN MEETING WARRANT  
TUESDAY, MAY 10, 2016**

PLYMOUTH, ss.

To either of the Constables of the Town of Pembroke in the County aforesaid.

Greeting: In the name of the Commonwealth of Massachusetts, you are hereby required and directed to notify and warn the inhabitants of the Town of Pembroke who are qualified to vote on Town affairs and Elections therein to meet at the

**PEMBROKE HIGH SCHOOL  
80 LEARNING LANE, PEMBROKE, MASSACHUSETTS  
ON TUESDAY, THE TENTH DAY OF MAY, 2016  
AT SEVEN O’CLOCK IN THE EVENING**

then and there to act on the following articles:

**ARTICLES 1 - 29**

**ARTICLE 1:** To hear and act on the Reports of the Town Officers and Committees, or take any action relative thereto.

Submitted by the Board of Selectmen

ADVISORY COMMITTEE RECOMMENDATION:

**Favorable Action**

SELECTMEN’S RECOMMENDATION:

**Favorable Action**

EXPLANATION: *This article allows any standing Board or Committee the opportunity to inform the Town of any important developments. All reports for the calendar year that were submitted by Department and Committee Heads are printed in the Annual Town Report.*

**ARTICLE 2:** To see if the Town will vote to amend schedules A, B and C of the Classification and Compensation By-laws according to the schedules listed in Appendix D and to raise and appropriate, transfer from available funds, or otherwise provide a sum of money to fund any changes.

Submitted by the Board of Selectmen

ADVISORY COMMITTEE RECOMMENDATION:

**Town Meeting Floor**

SELECTMEN’S RECOMMENDATION:

**Favorable Action**

EXPLANATION: *This article allows the Town to set the salaries and wages of Town employees that are not employed under the conditions of a collective bargaining agreement or employed by the School Committee. It is generally the vehicle used to grant cost of living increases and may be amended from time to time either within this article or through a separate Town Meeting action.*

**ARTICLE 3:** To see what sums the Town will raise by taxation or otherwise to pay Town Debts and charges for the ensuing fiscal year and to fix the salary and compensation of all elective officers and employees of the Town, as provided by Section 108 and 108A of Chapter 41, Mass. General Laws, and applicable amendments thereto, and appropriate the same, as shown in Appendix A, or take any action relative thereto.

Submitted by the Board of Selectmen

ADVISORY COMMITTEE RECOMMENDATION:

**Favorable Action**

SELECTMEN'S RECOMMENDATION:

**Favorable Action**

EXPLANATION: *This article presents the Fiscal Year 2017 operating budget as prepared by the Town Administrator. Included in the article are the department's requests and the Advisory Committee recommendations.*

**ARTICLE 4:** To see if the town will vote to raise and appropriate and/or transfer from available funds a sum of money to operate the Water Enterprise Fund as shown in Appendix B, or take any other action relative thereto.

Submitted by the Town Administrator

ADVISORY COMMITTEE RECOMMENDATION:

**Favorable Action**

SELECTMEN'S RECOMMENDATION:

**Favorable Action**

EXPLANATION: *This Article sets the Fiscal Year 2017 operating budget for the Water Division of the Department of Public Works.*

**ARTICLE 5:** To see if the town will vote to raise and appropriate and/or transfer from available funds a sum of money to operate the Solid Waste Enterprise Fund as shown in Appendix C, or take any other action relative thereto.

Submitted by the Town Administrator

ADVISORY COMMITTEE RECOMMENDATION:

**Favorable Action**

SELECTMEN'S RECOMMENDATION:

**Favorable Action**

EXPLANATION: *This Article sets the Fiscal Year 2017 operating budget for the Town's Solid Waste related financial operations.*

**ARTICLE 6:** To see if the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide a sum of money for the purpose of funding the cost of items of the first year of any new collective bargaining agreements between the Town and the Pembroke Patrolmen's Association, Pembroke Permanent Firefighters Association, Council 93, Local 1700 (Town Hall), and Council 93, Local 1700 (Public Works), or take any other action relative thereto.

Submitted by the Board of Selectmen

ADVISORY COMMITTEE RECOMMENDATION:

**Favorable Action**

SELECTMEN'S RECOMMENDATION:

**Favorable Action**

EXPLANATION: *This article allows the Town to fund collective bargaining agreements negotiated between the Board of Selectmen and the listed Town Unions.*

**ARTICLE 7:** To see if the Town will vote to raise and appropriate and/or transfer from available funds a sum of money to be added to the Stabilization Fund, or take any action relative thereto.

Submitted by the Board of Selectmen

ADVISORY COMMITTEE RECOMMENDATION:

**Town Meeting Floor**

SELECTMEN’S RECOMMENDATION:

**Town Meeting Floor**

EXPLANATION: *This article authorizes the Town Meeting to set aside a sum of money to be placed into the Town's Stabilization Fund to be used for future purposes. Requires 2/3 majority vote.*

**ARTICLE 8:** To see if the Town will vote to authorize the Board of Selectmen to make application for and to accept federal or state grants for assistance pertaining to community development projects or programs, or take any action relative thereto.

Submitted by the Board of Selectmen

ADVISORY COMMITTEE RECOMMENDATION:

**Favorable Action**

SELECTMEN’S RECOMMENDATION:

**Favorable Action**

EXPLANATION: *This article authorizes the Selectmen to apply for and to accept any federal or state grants on behalf of the Town.*

**ARTICLE 9:** To see if the Town will vote to authorize the following revolving accounts pursuant to M.G.L. c. 44, s.53E½ :

<u>NO.</u>	<u>DEPARTMENT</u>	<u>RECEIPTS</u>	<u>EXPENDITURES</u>
1	Library Fines	Library fines and lost or damaged books	Books and non-print materials, total expenditures not to exceed \$25,000
2	Town Landing Activities	Activity fees and contributions	Upkeep/maintenance of Town Beaches, total expenditures not to exceed \$20,000
3	Conservation Commission	Filing Fees	For use only for wetlands protection activities, not to exceed \$15,000
4	Conservation Commission	Local Filing Fees Donations, Fines	Salaries, Workshops, Conferences, Dues, Advertising, Property Maintenance. Not to exceed \$30,000
5	Treasurer/Collector	Tax Title Redemption Proceeds	Tax Title legal costs. Total expenditures not to exceed \$50,000
6	DPW – Cemetery	Fees charged	To pay overtime from weekend burials and foundation. Total expenditures not to exceed \$10,000
7	DPW - Tree	Sale of Firewood Fees charged	To replace equipment/beautification to supply trees, shrubs, flowers, mulch, etc. for all public areas in town, total expenditures not to exceed \$20,000

8	Conservation Commission/ Town Forest Committee	Fees from logging in Town Forests	Expenses related to the care and maintenance of town forests. Not to exceed \$20,000
9	Council on Aging	GATRA Reimbursements	Expenses related to providing transportation to Pembroke residents. Not to exceed \$80,000
10	Board of Health	Nursing Services Reimbursements	Expenses related to medical related supplies or health services. Not to exceed \$5,000
11	Historical District Commission	Fees from Bethel Chapel	Expenses related to the upkeep of Bethel Chapel. Not to exceed \$3,000

or take any action relative thereto.

Submitted by the Board of Health, Conservation Commission, Council on Aging, D.P.W., Historical District Commission, Library Trustees, Recreation Commission and Town Landing Committee,

ADVISORY COMMITTEE RECOMMENDATION:

**Favorable Action**

SELECTMEN'S RECOMMENDATION:

**Favorable Action**

EXPLANATION: *This article will allow the above listed departments to retain certain revenues and use these receipts in support of the programs for which the fee was charged.*

**ARTICLE 10:** To see if the Town will vote to authorize the Board of Selectmen to enter into contracts with Massachusetts Department of Transportation for the construction and maintenance of public highways for the ensuing year, or take any action relative thereto.

Submitted by the Board of Selectmen

ADVISORY COMMITTEE RECOMMENDATION:

**Favorable Action**

SELECTMEN'S RECOMMENDATION:

**Favorable Action**

EXPLANATION: *This article allows the Selectmen to contract with the State for improvements to public roads within the Town.*

**ARTICLE 11:** To see if the Town will vote to raise and appropriate and/or transfer from available funds, the sum of \$5,000 to contract with the South Shore Community Action Council to provide services to residents of the Town, or take any other action relative thereto.

Submitted by the Board of Selectmen

ADVISORY COMMITTEE RECOMMENDATION:

**Favorable Action**

SELECTMEN'S RECOMMENDATION:

**Favorable Action**

EXPLANATION: *The South Shore Community Action Council provides a range of critical services to low-income individuals and families on the South Shore; they administer federal and state funds as well as many private grants for low income and elderly residents. In the year FY15, 510 Pembroke households were served.*

**ARTICLE 12:** To see if the Town will vote to raise and appropriate, transfer from available funds, and/or authorize the Treasurer to borrow a sum of money to be used for the purpose of constructing a sidewalk on Hobomock Street from Learning Lane to Center Street; and further, that the Selectmen are authorized to petition the General Court for legislation that would permit any long term borrowing authorized for this project to be repaid over a term of up to thirty years, exclusive of the term of any temporary notes issued in anticipation thereof, or take any other action relative thereto.

Submitted by the Board of Selectmen

ADVISORY COMMITTEE RECOMMENDATION:

**Favorable Action**

SELECTMEN’S RECOMMENDATION:

**Favorable Action**

EXPLANATION: *This article would allow for the construction of a sidewalk on Hobomock Street to connect the existing sidewalks on Learning Lane to the sidewalk on Route 36, Center Street, which continues to the center of town. Borrowing requires a 2/3 majority.*

**ARTICLE 13:** To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, and/or eminent domain, the fee to and/or permanent and/or temporary easements in portions of the parcels of land located on Center Street and on abutting streets for public way purposes, including without limitation, drainage, utility, sidewalk, slope, grading, rounding, construction and other easements, to enable the Town to undertake the Center Street Reconstruction Project, which parcels are listed on a sheet entitled “Parcel Summary Sheet” and approximately shown on plans entitled “Preliminary Right of Way Plans Center Street in the Town of Pembroke, Plymouth County,” prepared by the Massachusetts Highway Department, which summary sheet and plans are on file with the Town Clerk, as said plans may be amended; to transfer the care, custody, and control of a portion or portions of the Town-owned property located at 555 Center Street, as shown on the aforesaid plans, from the board or officer having custody thereof to the Board of Selectmen for public way and utility purposes and hereby dedicate said portions of the Town-owned land to the foregoing purposes; authorize the Board of Selectmen to seek such authorization and approval of the General Court as may be necessary to allow for such transfer and/or use, which may include a petition under Article 97 of the Amendments to the Constitution; and, further, to authorize the Board of Selectmen to enter into all agreements and take all actions necessary and/or appropriate to carry out the foregoing transactions; or take any other action relative thereto.

Submitted by the Board of Selectmen

ADVISORY COMMITTEE RECOMMENDATION:

**Favorable Action**

SELECTMEN’S RECOMMENDATION:

**Favorable Action**

EXPLANATION: *Requires a 2/3 majority vote.*

**ARTICLE 14:** 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 initially approved:

<u>Unissued Amount</u>	<u>Date of Approval</u>	<u>Warrant Article</u>	<u>Original Purpose</u>
20,000	10/21/08	1	Police Building Reno
5,000	10/21/08	1	Police Generator Switch
50,000	10/21/08	1	DPW-1Ton Dump Truck
10,000	10/21/08	1	DPW Air Compressor
40,000	10/21/08	1	DPW Ford F350 Pickup
60,000	10/21/08	1	DPW 6-Ton Dump Truck

10,000	10/19/10	19	Mill Street Culvert
25,000	04/26/11	21	Land Acquisition (Swanburg)
270,000	10/21/08	1	Fire Dept. Brush Truck

Or take any other action relative thereto.

Submitted by the Treasurer/Collector

ADVISORY COMMITTEE RECOMMENDATION:

**Favorable Action**

SELECTMEN'S RECOMMENDATION:

**Favorable Action**

EXPLANATION: *This article would rescind the amounts listed above that have been authorized to be borrowed, but which are no longer needed for the purposes for which they were initially approved.*

**ARTICLE 15:** To see if the Town will vote to raise and appropriate, transfer from available funds, and/or authorize the Treasurer to borrow the sum of \$ 300,000 to supplement Chapter 90 funding for the Pavement Management Plan for accepted and unaccepted local roads of Pembroke, or take any action relative thereto.

Submitted by the DPW Commissioners

ADVISORY COMMITTEE RECOMMENDATION:

**Unfavorable Action**

SELECTMEN'S RECOMMENDATION:

**Town Meeting Floor**

EXPLANATION: *This article will allow additional funding to supplement Chapter 90 funding for the Pavement Management Program.*

**ARTICLE 16:** To see if the Town will vote to raise and appropriate, transfer from available funds, and/or authorize the Treasurer to borrow the sum of \$85,000 to be used for the purpose of Debris Disposal Catch Basin Cleanings and Street Sweepings, or take any other action relative thereto.

Submitted by the DPW Commissioners

ADVISORY COMMITTEE RECOMMENDATION:

**Favorable Action**

SELECTMEN'S RECOMMENDATION:

**Town Meeting Floor**

EXPLANATION: *This article will fund the disposal of catch basin cleanings and street sweepings stored at the Highway Barn which are only supposed to be stored on site for a maximum of one year.*

**ARTICLE 17:** To see if the Town will vote to raise and appropriate, transfer from available funds, and/or authorize the Treasurer to borrow the sum of \$10,000 to be used for the purpose of replacing wooden guardrails on Marlymac Way and Captain Torrey Lane, or take any other action relative thereto.

Submitted by the DPW Commissioners

ADVISORY COMMITTEE RECOMMENDATION:

**Favorable Action**

SELECTMEN'S RECOMMENDATION:

**Favorable Action**

EXPLANATION: *This article would fund the replacement of the rotted wooding guardrail at these two accepted subdivisions.*

**ARTICLE 18:** To see if the Town will vote to raise and appropriate, transfer from available funds, and/or authorize the Treasurer to borrow the sum of \$15,000 to be used for the purpose of road construction widening and paving at the Pine Grove Cemetery, or take any other action relative thereto.

Submitted by the DPW Commissioners

ADVISORY COMMITTEE RECOMMENDATION:

**Favorable Action**

SELECTMEN’S RECOMMENDATION:

**Favorable Action**

EXPLANATION: *This article would fund the roadway improvements at the Pine Grove Cemetery.*

**ARTICLE 19:** To see if the Town will vote to raise and appropriate and/or transfer from available funds a sum of money to be used for the purpose of funding a full-time School Resource Officer and part-time Police Department liaisons to the Pembroke Public Schools, or take any other action relative thereto.

Submitted by the Police Chief

ADVISORY COMMITTEE RECOMMENDATION:

**Unfavorable Action**

SELECTMEN’S RECOMMENDATION:

**Town Meeting Floor**

EXPLANATION: *This article would fund a full-time School Resource Officer at the High School and Community Middle School campuses and allow for the assignment of three patrol officers at eight hours per week in each elementary school to address security needs, drug and alcohol awareness and promote a better relationship between the students, their families and school personnel in keeping with State Law Chapter 284 “An Act Relative to the Reduction of Gun Violence”. Estimated cost for the Resource Officer is \$75,000 and estimated costs for part-time liaisons is \$21,000.*

**ARTICLE 20:** To see if the Town will vote to amend the following subsections of Section IV Use and Dimensional Regulations, Sub-section 5. Industrial District A of the Zoning By-laws of the Town of Pembroke as follows: amending

To delete and reserve Section IV(5) (D) (3) which provides:

Minimum Lot Perimeter Ratio: All uses require a minimum lot perimeter ratio greater than forty-four.

To revise Section IV(5) (D) (5) by replacing it with the following language in bold and deleting the language shown as strikethrough text:

Side Yards: ~~All buildings, structures, or~~ **and paved areas shall be erected within thirty feet of the side lot lines other than parking and access ways shall be set back a minimum of 20 feet from the lot side lot line.**

To revise Section IV(5) (D) (6) by replacing it with the following language in bold and deleting the language shown as strikethrough text:

Rear Yards: ~~No~~ **All buildings, structures, or** ~~and paved areas shall be erected within forty feet of the rear lot line~~ **other than parking and access ways shall be set back a minimum of 20 feet from the rear lot line.**

To revise Section IV(5) (D) (13) by replacing it with the following language in bold and deleting the language shown as strikethrough text:

Coverage: The sum of the ground area of the lot covered, or to be covered, by all buildings or structures and all paved areas, to include walkways, patios, roadways, access ways, turnarounds, loading areas, and parking areas shall not exceed ~~sixty~~ **eighty** percent of the total site area.

And, To delete and reserve Section IV(5A) (D) (3) which provides:

Minimum Lot Perimeter Ratio: All uses require a minimum lot perimeter ratio greater than forty-four.;

or take any other action relative thereto.

Submitted by the Planning Board

ADVISORY RECOMMENDATION:  
SELECTMEN RECOMMENDATION:  
EXPLANATION: *Requires 2/3 majority vote.*

**Favorable Action**  
**Favorable Action**

**ARTICLE 21:** To see if the Town will vote to authorize a new revolving account, pursuant to M.G.L. c.44, s.53E½, under the supervision of the Recreation Commission, in to which receipts for recreation and park services in the town shall be deposited, and from which disbursements, in an amount which shall not exceed \$ 50,000 for Fiscal Year 2017, may be expended by the Recreation Commission for the purpose of upkeep and maintenance of town parks and recreational facilities and without further appropriation; or take any other action relative thereto.

Submitted by the Recreation Commission

ADVISORY COMMITTEE RECOMMENDATION:  
SELECTMEN RECOMMENDATION:  
EXPLANATION: *This article will allow the Recreation Commission to retain received revenues and use these receipts in support of the programs for which the fee was charged.*

**Favorable Action**  
**Favorable Action**

**ARTICLE 22:** To see if the Town will vote to authorize a new revolving account, pursuant to M.G.L. c.44, s.53E½, under the supervision of the Council on Aging Board, in to which receipts for senior recreation services in the town shall be deposited, and from which disbursements, in an amount which shall not exceed \$ 20,000 for Fiscal Year 2017, may be expended by the Council on Aging Board for the purpose of upkeep and maintenance of the Council on Aging and Senior Center facilities and without further appropriation; or take any other action relative thereto.

Submitted by the Council on Aging Board

ADVISORY COMMITTEE RECOMMENDATION:  
SELECTMEN RECOMMENDATION:  
EXPLANATION: *This article will allow the Council on Aging Board to retain received revenues and use these receipts in support of the programs for which the fee was charged.*

**Favorable Action**  
**Favorable Action**

**ARTICLE 23:** To see if the town will vote to amend the Schedule A, Classification and Compensation By-law with the upgrade of one of the SA-13 Associate Librarian II positions (Head of Circulation) to SA-31 Assistant Director at a rate of SA-31:

Min.: \$ 44,275

2<sup>nd</sup>: \$ 46,224

3<sup>rd</sup>: \$48,174

and raise and appropriate, transfer from available funds or otherwise provide a sum of \$5,000 to be added to the amount voted under the Library Personnel Services under Article 3, FY17 Operating Budget, or take any action relative thereto.

Submitted by Library Trustees

ADVISORY COMMITTEE RECOMMENDATION:  
SELECTMEN RECOMMENDATION:  
EXPLANATION: *The requirements for this position have changed to include a wider range of responsibilities, knowledge of administration and assistance to the Director in supervisory tasks. This article addresses the changes by upgrading the position to an appropriate level.*

**Favorable Action**  
**Favorable Action**

**ARTICLE 24:** To see if the Town will vote to raise and appropriate, transfer from available funds and/or authorize the Treasurer to borrow, a sum or sums of money, to remove dead and unhealthy trees from the area located next to the DPW town barn/dog pound areas at 415 Mattakeesett Street, shown on Assessor's Map A7, Lot 26, or take any other action relative thereto.

Submitted by the Conservation Commission

ADVISORY COMMITTEE RECOMMENDATION:

**Town Meeting Floor**

SELECTMEN'S RECOMMENDATION:

**Favorable Action**

EXPLANATION: *The Conservation Commission needs to have a stand of unhealthy/dead trees located in the area of the DPW town barn/dog pound area at 415 Mattakeesett Street removed. As reasons wherefore, the trees have been determined to be a safety risk for two reasons: potential blowdown of dead trees/limbs onto the roadway; and the trees obstruct the vision for town vehicles entering Mattakeesett Street. Cost estimates for the work is approximately \$9,000.00.*

**ARTICLE 25:** To see if the Town will vote to raise and appropriate and/or transfer from available funds, the sum of \$40,000 to be added to the Open Space Fund at the rate of \$10,000 per year, or take any other action relative thereto.

Submitted by the Conservation Commission

ADVISORY COMMITTEE RECOMMENDATION:

**Favorable Action**

SELECTMEN'S RECOMMENDATION:

**Favorable Action**

EXPLANATION: *This article is to reimburse the Conservation Commission for the purchase of the Gary Thorpe property located off Oldham Street, shown on Assessor's Map C9, Lot 50, consisting of approximately 22+/- acres. The property was purchased on behalf of the Town of Pembroke – DPW for drainage purposes. From the original amount of \$40,000, Open Space has been reimbursed \$25,000 to date.*

**ARTICLE 26:** To see if the Town will vote to appropriate and/or reserve from the Community Preservation annual revenues in the amounts recommended by the Community Preservation Committee for committee administrative expenses, community preservation projects and other expenses in fiscal year 2017, with each item to be considered a separate appropriation:

**Appropriations:**

From FY17 estimated revenues for Historic Resources Reserve	\$ 35,000
From FY17 estimated revenues for Community Housing Reserve	\$ 35,000
From FY17 estimated revenues for Open Space Reserves	\$ 35,000
From FY17 estimated revenues for Committee Administrative Expenses	\$ 15,000

Submitted by the Community Preservation Committee

ADVISORY COMMITTEE RECOMMENDATION:

**Favorable Action**

SELECTMEN'S RECOMMENDATION:

**Favorable Action**

EXPLANATION: *This article satisfies a mandate by the State in the Community Preservation Act. It is stated in the act that each year the Town must reserve a minimum of 10% for each category from the projected combined income from our 1% surcharge and funding from the State.*

**ARTICLE 27:** To appropriate any remaining balance of funds from Community Preservation Fund FY17 Annual Revenues to the Annual Budgeted Reserve, or take any other action relative thereto.

Submitted by the Community Preservation Committee

ADVISORY COMMITTEE RECOMMENDATION:  
SELECTMEN'S RECOMMENDATION:  
EXPLANATION:

**Favorable Action**  
**Favorable Action**

**ARTICLE 28:** To see if the Town will vote to adopt and approve the following recommendations of the Community Preservation Committee for Fiscal Year 2017, and to see if the Town will vote to implement such recommendations by appropriating a sum or sums of money from the Community Preservation Fund. Each recommendation is to be voted on individually.

**Recommendation A:** To appropriate the sum of \$100,000 from Community Housing Reserves and that said funds be granted to the Pembroke Housing Authority for the purpose of supporting community housing by replacing the existing fire alarm system at the Kilcommons Drive housing complex with a new, fully-addressable, radio-controlled and monitored fire alarm system, or take any other action relative thereto.

**Recommendation B:** To appropriate the sum of \$12,411.67 from Community Housing Reserves and that said funds be granted to the Pembroke Housing Authority for the purpose of supporting community housing by finalizing payment for the installation of intercom systems at the Kilcommons Drive and Mayflower Court community housing complexes, or take any other action relative thereto.

**Recommendation C:** To appropriate the sum of \$45,000 from Historic Resources Reserves and that said funds be granted to the trustees of the Cobb Library for the purpose of historic preservation by completing phase II of the replacement of exterior shingles, front porch decking and railing, storm door, bulkhead, stained glass storm window; painting of all exterior trim; and repair of curbing, or take any other action relative thereto.

**Recommendation D:** To appropriate the sum of \$135,000 from FY17 Annual Budgeted Reserve and that said funds be used by the Town Administrator of the Town of Pembroke for the purpose of historic preservation by replacing the roof, repairing and painting the exterior, renovating the front wall and installing a covered entry roof at the Historic GAR Hall (AKA Police Boys' Club) on Center Street, or take any other action relative thereto.

**Recommendation E:** To appropriate the sum of \$9,200 from Open Space/Recreation Fund Reserves and that said funds be granted to Pembroke Youth Baseball for the purpose of replacing fencing on the McPhillips Field at the Mattakesett Street baseball fields, or take any other action relative thereto.

**Recommendation F:** To appropriate the sum of \$2,518 from Open Space/Recreation Fund Reserves and that said funds be granted to the Pembroke Recreation Commission for the purpose of installing gates at the entrance on Mattakesett Street to the J.J. Shepherd Memorial Forest, or take any other action relative thereto.

**Recommendation G:** To appropriate the sum of \$4,500 from Open Space/Recreation Fund Reserves and that said funds be granted to the Pembroke Recreation Commission for the purpose of repairing exposed roof beams at the Harry M. Woods Memorial Bandstand on Center Street, or take any other action relative thereto.

ADVISORY COMMITTEE RECOMMENDATION:  
SELECTMEN'S RECOMMENDATION:

**Favorable Action ALL**  
**Favorable Action ALL**

Submitted by the Community Preservation Committee

**Subsequent Meeting for the  
ELECTION OF OFFICERS  
to be held on  
Saturday, May 14, 2016**

Pembroke Town Hall – Veteran’s Hall	Precinct 1
Pembroke Community Middle School	Precinct 2 & 4
Bryantville Elementary School Auditorium	Precinct 3
North Pembroke Elementary School Auditorium	Precinct 5

Then and there to act on the following article:

**ARTICLE 29:** To bring to the Election Officers their vote, all on one ballot, for the following named Officers and Committees, to Wit:

One Moderator for one year; one Selectmen for three years; one Assessor for three years; one Board of Health Member for three years; one Housing Authority Member for two years; one Housing Authority Member for four years; two Library Trustees for three years; two Planning Board Members for five years; one Constable for three years; one School Committee Member for three years; one DPW Commissioner for three years; or take any other action relative thereto.

Submitted by the Town Clerk

	<b>2016 Budget</b>	<b>2017 Requests</b>	<b>2017 Town Admin.</b>	<b>2017 Advisory</b>
<b>Moderator</b>				
Wages & Salaries-Elected	100	100	100	100
	-----	-----	-----	-----
Totals	100	100	100	100
<b>Board of Selectmen</b>				
Wages & Salaries-Elected	9,000	9,000	9,000	9,000
Wages & Salaries	118,840	123,226	122,425	122,425
General Expenses	7,597	8,150	8,150	8,150
Purchase of Services-Audit	43,550	38,500	38,500	38,500
	-----	-----	-----	-----
Totals	178,987	178,876	178,075	178,075
<b>Town Administrator</b>				
Wages & Salaries	128,889	136,000	136,000	136,000
General Expenses	3,167	3,525	3,525	3,525
	-----	-----	-----	-----
Totals	132,056	139,525	139,525	139,525
<b>Legal</b>				
Purchase of Services	115,000	125,000	110,000	110,000
	-----	-----	-----	-----
Totals	115,000	125,000	110,000	110,000
<b>Advisory Committee</b>				
Wages & Salaries	5,884	5,884	5,884	5,884
General Expenses	572	572	572	572
Reserve Fund	70,000	70,000	50,000	50,000
	-----	-----	-----	-----
Totals	76,456	76,456	56,456	56,456
<b>Town Accountant</b>				
Wages & Salaries	85,360	106,815	106,815	106,815
General Expenses	4,550	6,800	6,800	6,800
	-----	-----	-----	-----
Totals	89,910	113,615	113,615	113,615
<b>Board of Assessors</b>				
Wages & Salaries-Elected	5,400	5,400	5,400	5,400
Wages & Salaries	230,247	231,751	225,461	225,461
General Expenses	35,150	35,150	35,150	35,150
	-----	-----	-----	-----
Totals	270,797	272,301	266,011	266,011

	<b>2016 Budget</b>	<b>2017 Requests</b>	<b>2017 Town Admin.</b>	<b>2017 Advisory</b>
<b>Treasurer/Collector</b>				
Wages & Salaries	318,276	330,751	324,461	324,461
General Expenses	79,885	79,885	79,885	79,885
	-----	-----	-----	-----
Totals	398,161	410,636	404,346	404,346
<b>Data Processing</b>				
General Expenses	40,572	64,475	64,475	64,475
	-----	-----	-----	-----
Totals	40,572	64,475	64,475	64,475
<b>Town Clerk</b>				
Wages & Salaries-Elected	76,305	76,305	76,305	76,305
Wages & Salaries	50,308	50,358	50,358	50,358
General Expenses	3,820	5,020	4,320	4,320
	-----	-----	-----	-----
Totals	130,433	131,683	130,983	130,983
<b>Elections</b>				
Wages & Salaries	33,000	40,000	40,000	40,000
General Expenses	17,800	21,000	21,000	21,000
	-----	-----	-----	-----
Totals	50,800	61,000	61,000	61,000
<b>Registrations</b>				
Wages & Salaries	5,600	7,600	5,600	5,600
General Expenses	6,900	8,300	8,300	8,300
	-----	-----	-----	-----
Totals	12,500	15,900	13,900	13,900
<b>Conservation Commission</b>				
Wages & Salaries	55,899	56,150	56,150	56,150
General Expenses	935	2,825	935	935
	-----	-----	-----	-----
Totals	56,834	58,975	57,085	57,085
<b>Planning Board</b>				
Wages & Salaries	50,613	50,613	48,452	48,452
General Expenses	2,240	2,240	2,240	2,240
	-----	-----	-----	-----
Totals	52,853	52,853	50,692	50,692
<b>Zoning Board of Appeals</b>				
Wages & Salaries	24,474	24,474	24,474	24,474
General Expenses	2,600	2,600	2,600	2,600
	-----	-----	-----	-----
Totals	27,074	27,074	27,074	27,074

	<b>2016 Budget</b>	<b>2017 Requests</b>	<b>2017 Town Admin.</b>	<b>2017 Advisory</b>
<b>Town Hall Maintenance</b>				
Wages & Salaries	66,065	95,910	95,910	95,910
General Expenses	139,890	141,890	126,890	126,890
	-----	-----	-----	-----
Totals	205,955	237,800	222,800	222,800
<b>Police Department</b>				
Wages & Salaries	2,934,590	3,536,557	2,989,228	2,989,228
General Expenses	358,332	436,104	340,502	340,502
	-----	-----	-----	-----
Totals	3,292,922	3,972,661	3,329,730	3,329,730
<b>Fire Department</b>				
Wages & Salaries	2,807,722	2,850,150	2,843,650	2,843,650
General Expenses	190,225	200,500	192,500	192,500
	-----	-----	-----	-----
Totals	2,997,947	3,050,650	3,036,150	3,036,150
<b>Inspectional Services</b>				
Wages & Salaries	188,850	206,080	188,059	188,059
General Expenses	6,650	12,400	12,400	12,400
	-----	-----	-----	-----
Totals	195,500	218,480	200,459	200,459
<b>Emergency Management</b>				
Wages & Salaries	2,594	2,594	2,594	2,594
General Expenses	9,511	9,511	9,511	9,511
	-----	-----	-----	-----
Totals	12,105	12,105	12,105	12,105
<b>Dog Officer</b>				
Wages & Salaries	45,619	48,419	48,419	48,419
General Expenses	10,400	7,600	7,600	7,600
	-----	-----	-----	-----
Totals	56,019	56,019	56,019	56,019
<b>Pembroke Public Schools</b>				
Pembroke Public Schools	30,832,029	31,799,833	31,332,029	31,332,029
	-----	-----	-----	-----
Totals	30,832,029	31,799,833	31,332,029	31,332,029
<b>Department of Public Works</b>				
Wages & Salaries	853,863	853,873	852,873	852,873
General Expenses	273,490	347,186	335,186	335,186
Snow & Ice	100,000	596,501	100,000	100,000
	-----	-----	-----	-----
Totals	1,227,353	1,797,560	1,288,059	1,288,059

	<b>2016 Budget</b>	<b>2017 Requests</b>	<b>2017 Town Admin.</b>	<b>2017 Advisory</b>
<b>Street Lighting</b>				
General Expenses	95,000	95,000	95,000	95,000
Totals	95,000	95,000	95,000	95,000
<b>Board of Health</b>				
Wages & Salaries	117,327	123,193	117,338	117,338
General Expenses	7,110	9,610	7,610	7,610
Purchase of Services-Nursing	20,000	20,000	20,000	20,000
Totals	144,437	152,803	144,948	144,948
<b>Council on Aging</b>				
Wages & Salaries	161,950	177,339	177,339	177,339
General Expenses	46,641	59,548	49,810	49,810
Senior Tax Program	5,000	5,000	5,000	5,000
Totals	213,591	241,887	232,149	232,149
<b>Veterans' Services</b>				
Wages & Salaries	64,987	65,879	65,879	65,879
General Expenses	2,300	2,300	2,300	2,300
Benefits & Medical	175,000	175,000	170,000	170,000
Totals	242,287	243,179	238,179	238,179
<b>Commission on Disabilities</b>				
General Expenses	705	705	705	705
Totals	705	705	705	705
<b>Library</b>				
Wages & Salaries	463,940	474,453	474,453	474,453
General Expenses	89,600	91,800	91,800	91,800
Books	84,000	86,000	86,000	86,000
Totals	637,540	652,253	652,253	652,253
<b>Lydia Drake Library</b>				
General Expenses	2,285	2,285	2,285	2,285
Totals	2,285	2,285	2,285	2,285
<b>Recreation Commission</b>				
Wages & Salaries	87,132	93,678	87,678	87,678
General Expenses	6,000	6,220	6,220	6,220
Park Maintenance	7,360	7,360	7,360	7,360
Totals	100,492	107,258	101,258	101,258

	<b>2016 Budget</b>	<b>2017 Requests</b>	<b>2017 Town Admin.</b>	<b>2017 Advisory</b>
<b>Community Center</b>				
Wages & Salaries	26,949	27,248	17,953	17,953
General Expenses	32,346	32,346	32,346	32,346
	-----	-----	-----	-----
Totals	59,295	59,594	50,299	50,299
<b>Herring Fisheries</b>				
General Expenses	1,800	1,800	1,800	1,800
	-----	-----	-----	-----
Totals	1,800	1,800	1,800	1,800
<b>Town Landing</b>				
Wages & Salaries	42,379	42,379	42,379	42,379
General Expenses	1,750	2,150	1,750	1,750
	-----	-----	-----	-----
Totals	44,129	44,529	44,129	44,129
<b>Town Clock Winder</b>				
Wages & Salaries	1,457	1,457	1,457	1,457
	-----	-----	-----	-----
Totals	1,457	1,457	1,457	1,457
<b>Town Memorial Committee</b>				
General Expenses	5,910	5,910	5,910	5,910
	-----	-----	-----	-----
Totals	5,910	5,910	5,910	5,910
<b>South Shore Women's Center</b>				
General Expenses	3,500	3,500	3,500	3,500
	-----	-----	-----	-----
Totals	3,500	3,500	3,500	3,500
<b>Plymouth County Cooperative</b>				
General Expenses	107	107	107	107
	-----	-----	-----	-----
Totals	107	107	107	107
<b>Historical Commission</b>				
General Expenses	2,000	2,000	2,000	2,000
	-----	-----	-----	-----
Totals	2,000	2,000	2,000	2,000
<b>Maturing Debt Principal</b>				
General Expenses	2,160,159	2,459,443	2,459,443	2,459,443
	-----	-----	-----	-----
Totals	2,160,159	2,459,443	2,459,443	2,459,443
<b>Maturing Debt Interest</b>				
General Expenses	768,072	939,925	939,925	939,925
	-----	-----	-----	-----
Totals	768,072	939,925	939,925	939,925

	<b>2016 Budget</b>	<b>2017 Requests</b>	<b>2017 Town Admin.</b>	<b>2017 Advisory</b>
<b>Short Term Interest</b>				
General Expenses	67,000	67,000	67,000	67,000
Totals	67,000	67,000	67,000	67,000
<b>Plymouth County Retirement</b>				
General Expenses	2,776,769	3,026,915	3,026,915	3,026,915
Totals	2,776,769	3,026,915	3,026,915	3,026,915
<b>Unemployment Compensation</b>				
General Expenses	75,000	75,000	75,000	75,000
Totals	75,000	75,000	75,000	75,000
<b>Group Health Insurance</b>				
General Expenses	6,803,175	7,377,433	7,377,433	7,377,433
Totals	6,803,175	7,377,433	7,377,433	7,377,433
<b>Group Life Insurance</b>				
General Expenses	20,000	20,000	20,000	20,000
Totals	20,000	20,000	20,000	20,000
<b>Medicare Tax</b>				
General Expenses	470,000	470,000	470,000	470,000
Totals	470,000	470,000	470,000	470,000
<b>Property &amp; Liability Insurance</b>				
General Expenses	660,000	700,000	700,000	700,000
Totals	660,000	700,000	700,000	700,000
<b>Grand Total</b>	<b>55,807,073</b>	<b>59,623,560</b>	<b>57,862,383</b>	<b>57,862,383</b>

## APPENDIX B

### Article 4

#### Water Budget

<b>WATER</b>	<b>FISCAL 2016 BUDGET</b>	<b>FISCAL 2017 REQUEST</b>	<b>FY2017 TOWN ADMIN.</b>
Salaries	543,935	541,970	541,970
Expenses	553,470	591,679	591,679
Debt Service	675,735	599,065	599,065
Capital	122,000	182,000	182,000
<b>Total Cost Water</b>	1,895,140	1,914,714	1,914,714

## APPENDIX C

### Article 5

#### Solid Waste Budget

<b>SOLID WASTE</b>	<b>FISCAL 2016 BUDGET</b>	<b>FISCAL 2017 REQUEST</b>	<b>FISCAL 2017 TOWN ADMIN.</b>
Salaries	59,700	57,608	57,608
Expenses	1,283,184	1,331,936	1,331,936
Debt Service	238,483	259,595	259,595
<b>Total Cost Solid Waste</b>	1,581,367	1,649,139	1,649,139

## APPENDIX D

### Article 2

#### ANNUAL SALARY SCHEDULE A FULL TIME OFFICERS AND EMPLOYEES EFFECTIVE JULY 1, 2016 THROUGH JUNE 30, 2017

<u>Title</u>	<u>SA</u>	<u>Current Minimum</u>	<u>Proposed Minimum</u>	<u>Current 2nd Year</u>	<u>Proposed 2nd Year</u>	<u>Current Maximum</u>	<u>Proposed Maximum</u>
Lieutenant (Fire) Captain (Fire)	SA-5	n.a.	n.a.	n.a.	n.a.	510	520
Call Firefighters	SA-6	n.a.	n.a.	n.a.	n.a.	387	395
Treasurer/Collector	SA-8	76,775	83,685	80,615	87,870	84,710	92,334
Youth Services Librarian	SA-11	44,460	45,349	48,764	49,739	53,121	54,183
Assistant Librarian	SA-12	14,019	14,299	14,375	14,663	16,618	16,950
Associate Librarian II	SA-13	38,565	39,336	40,487	41,297	42,397	43,245
Associate Librarian I	SA-14	33,945	34,624	36,081	36,802	37,440	38,189
Coordinator/Dir. of Recreation	SA-15	48,945	53,350	51,710	56,364	54,293	59,179
Building Inspector/Zoning Agent	SA-16	62,519	63,769	65,192	66,496	66,821	68,157
Animal Control Officer	SA-18	37,893	38,650	41,972	42,811	45,936	46,855
Executive Assistant	SA-19	49,058	53,473	51,102	55,701	53,878	58,727
Chief Assessors/Appraiser	SA-21	76,775	83,685	80,615	87,870	84,710	92,334
Dir. of Planning & Comm. Dev.	SA-22	58,935	60,114	63,415	64,683	67,801	69,157
Planning Board Assistant	SA-23	45,497	46,407	47,762	48,717	50,062	51,063
Library Director	SA-27	61,980	63,220	69,444	70,833	79,218	80,802
Health Agent	SA-28	54,500	60,495	56,181	62,361	59,144	65,650
Council on Aging Director	SA-29	50,539	51,550	53,067	54,128	55,721	56,835

#### ANNUAL SALARY SCHEDULE B APPOINTED PART TIME OFFICERS AND EMPLOYEES EFFECTIVE JULY 1, 2016 THROUGH JUNE 30, 2017

<u>Title</u>	<u>Current Annual Salary</u>	<u>Proposed Annual Salary</u>
Conservation Agent Field Agent	32,245	32,890
Wiring Inspector	26,401	26,929
Veterans Agent	15,761	17,180
Plumbing Inspector	12,977	13,237
Gas Inspector	12,977	13,237
Animal Inspector	6,707	6,841
Summer Playground Director	6,562	6,693
Inspector of Weights & Measures	6,106	6,228
Assistant Wiring Inspector	4,977	5,077
Assistant Summer Playground Director	4,454	4,543
Herring Fisheries Superintendent	2,593	2,645
Civil Defense Director	2,593	2,645
Town Landing Administrator	2,075	2,116

**APPENDIX D**  
Article 2, continued

**HOURLY WAGE SCHEDULE C**  
**FULL TIME/PART TIME EMPLOYEES**  
**EFFECTIVE JULY 1, 2016 THROUGH JUNE 30, 2017**

<u>Department</u>	<u>SC</u>	<u>Current Minimum</u>	<u>Proposed Minimum</u>	<u>Current 2nd Year</u>	<u>Proposed 2nd Year</u>	<u>Current Maximum</u>	<u>Proposed Maximum</u>
Matron	SC-1	23.15	23.62	25.55	26.07	28.92	29.50
Patrolman-Permanent Intermittent	SC-1	23.15	23.62	25.55	26.07	28.92	29.50
Patrolman-Special	SC-2	23.15	23.62	25.55	26.07	28.92	29.50
Summer Playground Counselor (Rec)							
After School Counselor (Rec)							
Basic Recycling Attendant	SC-3	9.58	10.01	10.04	10.49	10.54	11.01
<b>July 1, 2016 – Dec. 31, 2016</b>							
Summer Playground Counselor (Rec)							
After School Counselor (Rec)							
Basic Recycling Attendant	SC-3	10.00	11.00	10.48	11.53	11.00	12.10
<b>Jan.1, 2017 – June 30, 2017</b>							
Part Time Laborer	SC-4	17.61	17.97	18.74	19.12	19.93	20.33
Call Firefighter	SC-5	19.90	20.30	19.90	20.30	19.90	20.30
Diver	SC-6	n.a.	n.a.	n.a.	n.a.	26.93	27.47
Landfill Manager	SC-7	n.a.	n.a.	n.a.	n.a.	40.07	40.88
Building Committee Assistant (PT)	SC-8	n.a.	n.a.	n.a.	n.a.	20.51	20.92
Custodians	SC-9	17.57	17.93	19.54	19.93	21.17	21.60
Election&Census Workers, Registrars	SC-10	n.a.	n.a.	n.a.	n.a.	12.95	13.21
Senior Clerk	SC-11	16.73	17.07	17.83	18.19	18.93	19.31
Junior Clerk	SC-12	13.33	13.60	14.48	14.77	15.60	15.92
Typist-Part Time	SC-13	12.80	13.06	13.39	13.66	13.99	14.27
Council on Aging Van Drivers	SC-13	12.80	13.06	13.39	13.66	13.99	14.27
Maintenance Person (PT)	SC-13	12.80	13.06	13.39	13.66	13.99	14.27
Library Aide	SC-14	13.33	13.60	14.40	14.69	15.61	15.93
Lifeguard	SC-15	n.a.	n.a.	n.a.	n.a.	12.20	12.45
Water Safety/Lifeguard Train. Inst.	SC-16	n.a.	n.a.	n.a.	n.a.	13.67	13.95
Head Lifeguard/Water Safety Inst.	SC-18	n.a.	n.a.	n.a.	n.a.	14.25	14.54
Extra Help-Assessors-Measurer							
Summer Head Counselor (Rec)							
After School Head Counselor (Rec)	SC-19	n.a.	n.a.	n.a.	n.a.	11.43	11.93
<b>** July 1, 2016 – Dec. 31, 2016</b>							
Extra Help-Assessors-Measurer							
Summer Head Counselor (Rec)							
After School Head Counselor (Rec)	SC-19	n.a.	n.a.	n.a.	n.a.	11.93	13.12
<b>** Jan.1, 2017 – June 30, 2017</b>							
Extra Help-Assessors-Listers	SC-20	n.a.	n.a.	n.a.	n.a.	15.23	15.54
Water Safety Instructor Aide	SC-21	n.a.	n.a.	n.a.	n.a.	11.98	12.22
Alternate Inspector, Building Dept.	SC-22	n.a.	n.a.	n.a.	n.a.	24.51	25.00
Dir., Water Safety/Program Instructor	SC-23	n.a.	n.a.	n.a.	n.a.	17.83	18.19
Library Page: ** 7/1/16-12/30/16	SC-24	10.23	10.68	10.73	11.21	11.29	11.79
Library Page: ** 1/1/17- 6/30/17	SC-24	10.68	11.75	11.20	12.32	11.79	12.97
Recycling Attendant: ** 7/1/16-12/30/16	SC-25	10.77	11.25	11.30	11.80	11.88	12.41
Recycling Attendant: **1/1/17- 6/30/17	SC-25	11.24	12.37	11.80	12.98	12.40	13.64

\*\* July 1, 2016: Mass. Minimum Wage Rate = \$10.00/hr and January 1, 2017: Mass. Minimum Wage Rate = \$11.00/hr

**APPENDIX D**  
Article 2, continued

**HOURLY WAGE SCHEDULE C**  
**FULL TIME/PART TIME EMPLOYEES**  
**EFFECTIVE JULY 1, 2016 THROUGH JUNE 30, 2017**

continued

Zoning Board Assistant	SC-27	20.76	21.18	21.86	22.30	22.87	23.33
Recycling Supervisor	SC-28	13.88	14.16	14.56	14.86	15.27	15.58
Principal Clerk	SC-29	16.85	17.19	17.84	18.20	18.87	19.25
Senior Aide - Council on Aging	SC-29	16.85	17.19	17.84	18.20	18.87	19.25
Conservation Comm. Admin. Agent	SC-30	20.38	20.79	21.43	21.86	22.44	22.89
Generalist Reference Librarian	SC-31	22.47	22.92	24.64	25.14	26.85	27.39

**ANNUAL SALARY SCHEDULE D**  
**ELECTED FULL TIME/PART TIME OFFICIALS**  
**EFFECTIVE JULY 1, 2016 THROUGH JUNE 30, 2017**

<u>Department</u>	<u>Current Annual Salary</u>	<u>Proposed Annual Salary</u>
Moderator	100	100
Selectman	1,800	1,800
Assessor	1,800	1,800
Town Clerk	76,305	77,831

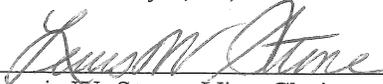
Hereof, fail not, and make due return of this Warrant, with your doings thereon, to the Town Clerk, at the time and place of meetings as aforesaid.

Given under our hands this 25<sup>th</sup> day in April in the year of our Lord Two Thousand and Sixteen

TOWN OF PEMBROKE  
BOARD OF SELECTMEN



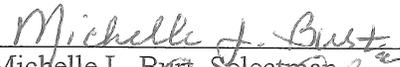
Arthur P. Boyle, Jr., Chairman



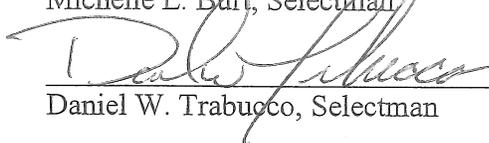
Lewis W. Stone, Vice-Chairman



Willard J. Boulter, Jr., Clerk

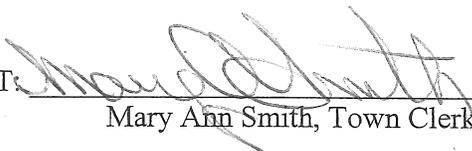


Michelle L. Burt, Selectman



Daniel W. Trabucco, Selectman

A true copy, ATTEST:



Mary Ann Smith, Town Clerk

PURSUANT TO THE WARRANT, for the Annual Town Meeting to be held on Tuesday, May 10, 2016, I have notified and warned the inhabitants of the Town of Pembroke by posting up attested copies of the same at the Town Office Building, Pembroke Center Library, Pembroke Center Post Office, North Pembroke Post Office, Bryantville Post Office, and the Country Corner Store.

POSTED: Date:

April 24, 2016

By:



**Town of Pembroke  
Annual Town Meeting Funding Recommendations  
May 10, 2016**

<u>Article</u>	<u>Purpose</u>	<u>Funding Request</u>	<u>Funding Source</u>
1	Town Reports	0	
2	Non Union Schedules -	77,984	Taxation
3	Operating Budget	57,862,383	Various
4	Water Operating Budget	1,914,714	Water Revenue
5	Solid Waste Operating Budget	1,649,139	Solid Waste Revenue
6	Collective Bargaining Agreements	45,687	Taxation
7	Stabilization Fund	0	
8	Grant Authorizations	0	
9	Revolving Funds	0	
10	Mass Highways Authorization	0	
11	S.S. Community Action Council	5,000	Taxation
12	Hobomock Street Sidewalk		Borrowing
13	Route 16 Project R.O.W.	0	
14	Borrowing Rescissions	0	
15	Pavement Management	300,000	Town Meeting Floor
16	Street Sweepings Disposal	85,000	Town Meeting Floor
17	Guardrail Repair	10,000	Free Cash
18	Pine Grove Cemetery	15,000	Free Cash
19	School Resources Officer	96,000	Town Meeting Floor
20	Zoning Bylaws	0	
21	Recreation Revolving Fund (New)	0	
22	Council on Aging Revolving Fund	0	
23	Assistant Library Director	0	
24	Mattakeesett Street Trees (ConCom)	9,000	Free Cash
25	Open Space Fund	10,000	Free Cash
26	Community Preservation		
	Administrative Expenses	15,000	Community Preservation Funds
	Historic Resources	35,000	Community Preservation Funds
	Housing	35,000	Community Preservation Funds
	Open Space	35,000	Community Preservation Funds
27	Budgeted Reserve		Community Preservation Funds
28	Community Preservation		
	Kilcommons Drive Alarms	100,000	Community Preservation Funds
	Kilcommons Drive Intercoms	12,412	Community Preservation Funds
	Cobb Library	45,000	Community Preservation Funds
	Police Boys Club	135,000	Community Preservation Funds
	McPhillips Field	9,200	Community Preservation Funds
	Mattakeesett Field Gates	2,518	Community Preservation Funds
	Woods Memorial Bandstand	4,500	Community Preservation Funds
29	Annual Town Election	0	
	Totals	\$62,508,537	