

# TOWN OF PEMBROKE, MASSACHUSETTS



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

**2015**

## **ANNUAL TOWN MEETING WARRANT**

**ATTEND THE ANNUAL TOWN MEETING  
TUESDAY, APRIL 28, 2015  
7:30 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 role of the Advisory Committee is to submit a balanced budget at the Annual Town Meeting in the spring for the following fiscal year. The Committee is required to make recommendations on all articles at the town meeting whether for or against each article. This year's fiscal budget total was \$52,777.626. The committee made recommendations at the Annual Town Meeting including the Special Town Meeting in the spring and again at the fall Town Meeting. We would like to thank Ed Thorne and Michael Buckley for their assistance in providing financial information for the budget. Below is the listing of supplemental transfers made by the committee from the Reserve Fund during the year.

### Fiscal Year 2014 Pembroke Reserve Fund Appropriation - \* \$70,000

<u>Date</u>	<u>Amount</u>	<u>Department</u>	<u>Purpose</u>
07/22/13	1,597.08	Animal Control	Vacation Buyback
09/30/13	3,000.00	D.P.W.	Tree Removal
11/12/13	809.60	Town Hall	Vacation Buyback
11/25/13	2,500.00	Town Hall	Telephone
12/07/13	8,640.00	Library	Contracted Services
02/24/14	1,738.50	Town Clerk	Clerical Salaries
03/31/14	6,900.00	Town Hall	Building Maintenance
05/31/14	1,465.00	Animal Control	Dead Animal
05/31/14	1,590.96	Animal Control	Vacation Buyback
05/31/14	2,000.00	Library	Building Repairs
07/14/14	360.00	Zoning Board of Appeals	Advertising
07/14/14	248.00	Town Hall	Custodians
07/14/14	1,613.00	Town Hall	Electricity
07/14/14	1,938.00	Town Hall	Postage
07/14/14	6,241.00	Police	Gasoline
07/14/14	623.00	Inspectional Services	Mileage
07/14/14	102.00	Community Center	Custodians
07/14/14	3,891.00	Medicare Tax	Town's Share

\*Provided by Town Accountant

Transfers	\$45,257.14
Original Appropriation:	\$70,000.00
Balance	\$24,742.86

Chairperson: Linda Peterson, Clerk: Stephen Curley, Members: James McCollum, Rachel Michael, Anthony O'Brien Sr., Stephen Walsh, Timothy Brennan and Patricia Elsner



**COMMONWEALTH OF MASSACHUSETTS  
TOWN OF PEMBROKE  
ANNUAL TOWN MEETING WARRANT  
TUESDAY, APRIL 28, 2015**

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  
LEARNING LANE, PEMBROKE, MASSACHUSETTS  
ON  
TUESDAY, THE TWENTY-EIGHTH DAY OF APRIL 2015  
AT SEVEN THIRTY 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:

Favorable Action

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 2016 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 2016 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 2016 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 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: <i>This article allows the Town to fund collective bargaining agreements negotiated between the Board of Selectmen and the listed Town Unions.</i>	

**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:	Take No Action
SELECTMEN'S RECOMMENDATION:	Town Meeting Floor
EXPLANATION: <i>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.</i>	

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

**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 and 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 per year



<u>NO.</u>	<u>DEPARTMENT</u>	<u>RECEIPTS</u>	<u>EXPENDITURES</u>
5	Treasurer/Collector	Tax Title Redemption Proceeds	Tax Title legal costs \$30,000
6	DPW – Cemetery	Fees charged	To pay overtime from weekend burials and to pay for foundation. Total expenditures not to exceed \$10,000
7	DPW - Tree	Sale of Firewood Fees charged	To replace equipment and 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 D.P.W., Board of Health, Historical District Commission, Town Landing Committee, Library Trustees, Council on Aging, and Conservation Commission

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 last fiscal year, 510 Pembroke households were served.*

**ARTICLE 12:** To see if the Town will vote to amend the General Bylaws, as most recently amended, by amending Article IV- Officers, Boards and Committees, by inserting a new Section 11 as follows:

SECTION 11.

Elected or appointed Town Boards, Committees or Commissions must post their meeting agendas and minutes on the Town website. Agendas are to be posted 48 hours prior to the start of the meeting, excluding Saturdays and Sundays, in accordance with the G.L. c. 30A, Section 20 of the Open Meeting Law. Minutes must be posted when voted by the members of the Town board, committee or commission or when in draft form.

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 require the minutes of public meetings held by town's boards, committees and commissions to be available to the public twenty-four hours a day on the town website.*

**ARTICLE 13:** To see if the Town will vote to raise and appropriate, transfer from available funds and/or borrow a sum of money to be expended under the direction of the Board of Selectmen, for the purpose of acquiring a parcel of land containing 9.807 acres, otherwise known as 9 Owl's Bog, shown on Assessor Map B8 as Parcels 92, 94 and 102, and located on Mattakeesett Street, and to authorize the Board of Selectmen to acquire said parcel by purchase, gift and/or eminent domain for general municipal purposes, including, without limitation, for the purpose of dredging Furnace Pond, on such terms and conditions as the Board deems advisable, or take any other action relative thereto.

Submitted by the Town Administrator

ADVISORY COMMITTEE RECOMMENDATION: Town Meeting Floor  
SELECTMEN'S RECOMMENDATION: Favorable Action  
EXPLANATION: *This article will allow the town to purchase 9.8+ acres of land adjacent to Furnace Pond with unrestricted use to allow the possibility of dredging Furnace Pond in the future.*

**ARTICLE 14:** To see if the Town will vote to amend the General By-Laws: Article II Town Meetings by deleting Section 8 in its entirety, 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 article would delete an outdated section of the Town's By-Laws which requires the warrant to close on February 1. Eliminating this date provides the Board of Selectmen with more flexibility regarding the opening and closing of the warrant and allows more time for the warrant to be open. The Board of Selectmen would still be required to follow town and state laws that require the warrant to be posted in a timely manner.*

**ARTICLE 15:** To see if the Town will vote to amend the General By-Laws: Article II Town Meetings by deleting Section 13 in its entirety, 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 article would eliminate the requirement that a Capital Plan be enacted at a Special Fall Town Meeting and that it shall be the "sole article on said warrant." Adoption would allow a Capital Plan to be adopted at any Annual or Special Town Meeting and allow any business, as has traditionally been the case, to be done at a Fall Special Town Meeting.*

**ARTICLE 16:** To see if the Town will vote to amend the General By-Laws: Article II Town Meetings Section 1 and 2, as shown below with the new provisions being added shown in bold and the deleted provisions being shown as crossed out; the text not being changed is shown in regular type for informational purposes only with the following changes, or take any other action in relation thereto.

"SECTION 1.

The Annual Town Meeting shall be held on the ~~fourth (4<sup>th</sup>)~~ **second (2<sup>nd</sup>)** Tuesday in ~~April~~ **May** at ~~seven thirty~~ o'clock in the evening (~~7:30 PM~~) **(7:00 PM) and each subsequent Thursday and Tuesday at seven o'clock in the evening (7:00 PM)** as necessary for the transaction of municipal business, except for the election of officers and the determination of such matter as by law are required to be elected or determined by ballot. In the event that any of the forgoing dates fall on a legal holiday, the scheduled meeting shall be postponed until the following Tuesday or Thursday, whichever is earlier.

SECTION 2.

The annual election of such officers and the determination of matter of law as are required to be elected or determined by ballot shall be held on the Saturday following ~~fourth (4<sup>th</sup>)~~ **second (2<sup>nd</sup>)** Tuesday in ~~April~~ **May** each year. Polls for this annual election shall open at 9:00 o'clock in the morning (9:00 AM) and remain open until 7:00 o'clock in the evening (7:00 PM)."

Submitted by the Board of Selectmen

ADVISORY COMMITTEE RECOMMENDATION:

Favorable Action

SELECTMEN'S RECOMMENDATION:

Favorable Action

EXPLANATION: *This article would change the date for the first session of the Annual Town Meeting from the 4<sup>th</sup> Tuesday in April until the second Tuesday in May, and change the date of the annual*

*election from the Saturday after the 4<sup>th</sup> Tuesday in April to the Saturday following the second Tuesday in May. This change was recommended by the Department of Revenue during a Financial Review of the Town, in order to accommodate more accurate state aid figures.*

**ARTICLE 17:** To see if the Town will vote to amend the General By-Laws: Article II Town Meetings, Section 11, by adding the following new paragraph after the existing paragraphs:

The Board of Selectmen may, after consultation with the Moderator, allow for a 'Consent Calendar.' Such Calendar shall be limited to annual articles that, in the opinion of the Board of Selectmen and the Moderator, are routine in nature and not subject to debate. Warrant articles for the Consent Calendar shall be numbered consecutively, insofar as practically possible. Any single voter may request that an article be removed from the Consent Calendar. Adoption of the Consent Calendar shall require a fourth-fifths (4/5) vote.

Submitted by the Board of Selectmen

ADVISORY COMMITTEE RECOMMENDATION:

Favorable Action

SELECTMEN'S RECOMMENDATION:

Favorable Action

EXPLANATION: *The article would allow for adoption of a so-called "Consent Calendar" to be comprised of annual routine articles, not usually subject to debate. Adoption of the Consent Calendar would require a 4/5<sup>th</sup>'s vote, and any single voter could ask that an item be removed from the Consent Calendar. The article was recommended by the Department of Revenue during a Financial Review of the Town. Requires a majority vote.*

**ARTICLE 18:** 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 expended for the purchase of equipment for the DPW, or take any action relative thereto.

Submitted by the DPW Commissioners

ADVISORY COMMITTEE RECOMMENDATION:

Take No Action

SELECTMEN'S RECOMMENDATION:

Town Meeting Floor

EXPLANATION: *This article would allow for the purchase of a new front end loader and attachments in the amount of \$350,300; a snow blower attachment and power angle blade for a backhoe in the amount of \$110,500; a new 10 wheel dump truck, sander and plow in the amount of \$312,750 and a new trackless multi-purpose tractor and attachments in the amount of \$176,450. This appropriation and debt authorization would be contingent upon passage of a Proposition 2 ½ debt exclusion referendum under General Laws Chapter 59, 21 C(k) and would require a 2/3 majority vote.*

**ARTICLE 19:** To see if the Town will vote to amend the General By-Laws: Article XX Police Regulations, Section 17 – Water Flow onto Streets, by deleting and renaming this Section as follows: "Section 17- Interference with Streets and Ways," and further by inserting the following new language after the existing text:

No person shall throw, rake, blow or place leaves sticks, grass, or dirt onto any street or way. No person shall plow, shovel, or blow snow or any other matter onto any street or way where it may create a hazardous traffic condition. A violation of this by-law may be enforced pursuant to the noncriminal disposition process set forth in G.L. c. 40, § 21D and subject to the penalties set forth in Section XXVIII of these By-laws. Alternatively, this by-law may be enforced pursuant to G. L.

c. 40 §, 31 and upon written notice by an enforcing officer, the offender shall remove the leaves, debris, snow or other matter that they have caused to be placed in the street. Upon failure of the offender to comply with the notice to remove, the Town may remove the leaves, debris, snow or other matter placed in the street or way and recover expense of such removal from the offender.

and further to see if the Town will vote to amend the General By-Laws by amending Article XXVIII Penalties by adding:

Violations of Town By-Law Article XX Section 17- Interference with Streets and Ways

First Offense:	one hundred dollars (\$100.00)
Second Offense:	two hundred dollars (\$200.00)
All Subsequent Offenses:	three hundred dollars (\$300.00)

or take any other action related thereto.

Submitted by Police Chief Richard Wall and  
DPW Director Eugene Fulmine

ADVISORY COMMITTEE RECOMMENDATION:

Favorable Action

SELECTMEN'S RECOMMENDATION:

Favorable Action

EXPLANATION: *This article seeks to prohibit the blowing, raking, shoveling or otherwise placing of leaves, snow and other debris into the town's roadways.*

**ARTICLE 20:** To see if the Town will vote to raise appropriate, transfer from available funds, and/or borrow a sum of money to be used for the purpose of conducting a Sole Assessment Center for the rank of Police Lieutenant conforming to the general job descriptions under the Massachusetts Civil Services, Human Resources Division.

Submitted by Police Chief Richard Wall

ADVISORY COMMITTEE RECOMMENDATION:

Favorable Action

SELECTMEN'S RECOMMENDATION:

Favorable Action

EXPLANATION: *Approval and funding of this article will allow the Pembroke Police Department and the Town of Pembroke to employ an outside agency to conduct a Sole Assessment Center Examination for the rank of Pembroke Police Lieutenant. Civil Service allows municipalities to procure a testing agency that conforms to Civil Service standards to fill vacancies or create a list of candidates to fill future vacancies. The current estimate of cost is \$ 6,700.00.*

**ARTICLE 21:** To see if the Town will vote to raise and appropriate, transfer from available funds, and/or borrow the sum of \$20,000, to supplement the amounts authorized under Article 18 of the April 23, 2013 Special Town Meeting, to replace the generator at the Pembroke Public Library, or take any other action relative thereto.

Submitted by Emergency Management

ADVISORY RECOMMENDATION:

Favorable Action

SELECTMEN'S RECOMMENDATION:

Favorable Action

EXPLANATION: *Special Town Meeting voted to replace the library generator in April 2013 with an appropriation that fell short of the actual replacement costs as bid during two rounds of public procurement. The existing generator was a donation in 1998 and will power only the small meeting room. In order for the library to fully serve residents in an emergency, a new generator is required power all of the building, including heat, hot water, the computers, etc. Pembroke Emergency Management plans to run the command center from the library, the building could shelter upwards of*

250 or more people, and would be a centrally located shelter. The old generator could be repurposed for a smaller site. Requires a 2/3 majority if borrowing.

**ARTICLE 22:** 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. At the time of the purchase, it was understood that the monies provided from the Open Space Fund were a temporary loan and were to be reimbursed.*

**ARTICLE 23:** To see if the Town will vote to raise and appropriate and/or transfer from available funds, the sum of \$14,000.00 or any other sum, to be expended under the direction of the Board of Selectmen and managed by the Pembroke Watershed Association, for the purposes of continuing the hydrilla control program in Hobomock Pond.

Submitted by the Conservation Commission

ADVISORY COMMITTEE RECOMMENDATION:

Favorable Action

SELECTMEN'S RECOMMENDATION:

Favorable Action

EXPLANATION: *The aquatic vegetation control program performed at Hobomock Pond has been very effective at controlling the hydrilla infestation. However, continued management of this invasive species is necessary to prevent additional spread and to achieve a level of sustainable long-term control.*

**ARTICLE 24:** 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 2016, with each item to be considered a separate appropriation:

**Appropriations:**

From FY16 estimated revenues for Historic Resources Reserve	\$ 35,000
From FY16 estimated revenues for Community Housing Reserve	\$ 35,000
From FY16 estimated revenues for Open Space Reserves	\$ 35,000
From FY16 estimated revenues for Committee Administrative Expenses	\$ 12,000

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 25:** To appropriate any remaining balance of funds from Community Preservation Fund FY16 Annual Revenues to the Annual Budgeted Reserve, or take any other action relative thereto.

Submitted by the Community Preservation Committee

ADVISORY COMMITTEE RECOMMENDATION:	Favorable Action
SELECTMEN'S RECOMMENDATION:	Favorable Action
EXPLANATION:	

**ARTICLE 26:** To see if the Town will vote to adopt and approve the following recommendations of the Community Preservation Committee for Fiscal Year 2016, 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 \$6,800.00 from FY16 Annual Budgeted Reserve and that said funds be used by Pembroke Youth Baseball for the purpose of replacing fencing on field C at the Mattakeesett Street baseball fields, or take any other action relative thereto.

ADVISORY COMMITTEE RECOMMENDATION:	Town Meeting Floor
SELECTMEN'S RECOMMENDATION:	Town Meeting Floor

**Recommendation B:** To appropriate the sum of \$15,000.00 from FY16 Annual Budgeted Reserve and that said funds be used by the Town Administrator for the purpose of replacing the existing boat ramp at the town landing at Oldham Pond on Wampatuck Street, or take any other action relative thereto.

ADVISORY COMMITTEE RECOMMENDATION:	Favorable Action
SELECTMEN'S RECOMMENDATION:	Town Meeting Floor

**Recommendation C:** To appropriate the sum of \$50,000.00 from FY16 Community Preservation Historic Reserve and that said funds be used by the Pembroke Department of Public Works (DPW) for the purpose of replacing headstones and walls at the Mt. Pleasant Cemetery on Mattakeesett Street, or take any other action relative thereto.

ADVISORY COMMITTEE RECOMMENDATION:	Favorable Action
SELECTMEN'S RECOMMENDATION:	Town Meeting Floor

**Recommendation D:** To appropriate the sum of \$25,000.00 from FY16 Community Preservation Historic Reserve and that said funds be used by the Pembroke Department of Public Works (DPW) for the purpose of replacing headstones and walls at the Pine Grove Cemetery on Elm Street, or take any other action relative thereto.

ADVISORY COMMITTEE RECOMMENDATION:	Favorable Action
SELECTMEN'S RECOMMENDATION:	Town Meeting Floor

Submitted by the Community Preservation Committee

**ARTICLE 27:** To see if the town will raise and appropriate or transfer from available funds a sum to supplement the school department's operating budget for fiscal year 2016 contingent upon the passage of a proposition 2½ referendum question, or take any other action relative thereto.

Submitted by Petition of Rachael Kilnapp and others

ADVISORY COMMITTEE RECOMMENDATION:	Town Meeting Floor
------------------------------------	--------------------

**SELECTMEN'S RECOMMENDATION:**

Town Meeting Floor

**EXPLANATION:** *This article is submitted by Petition. Passage of this article will bring the question to a vote on the Town Election Ballot May 2, 2015. "The passage of this question will negate years of declining state funding and prevent additional cuts from being made to classroom teaching positions and critical student programs. Going into the 2015-2016 school year, the school system will have cut over \$3,200,000 since 2012, including more than 40 positions: the funds provided for in this question will prevent further cuts to student programs and services."*

**ARTICLE 28:** To see if the town will vote to amend the Pembroke Zoning Map dated June 1, 2005 so as to extend the Residential – Commercial District on Parcel: E10-71A Westerly 1050' from and parallel to the existing Residential – Commercial District line which is 800' from the Sideline of Washington St. - Rt. 53 and between the northerly and southerly boundary lines of Parcel: E10-71A. As more particularly described and shown on the plan by Stenbeck & Taylor, Inc. dated February 27, 2015 a copy of which is annexed hereto.

Submitted by Petition of William McGovern and others

**ADVISORY COMMITTEE RECOMMENDATION:**

Indefinite Postponement

**SELECTMEN'S RECOMMENDATION:**

Town Meeting Floor

**EXPLANATION:** *This article is submitted by Petition. The Selectmen shall insert in the warrant for the annual meeting all subjects the insertion of which shall be requested of them in writing by ten or more registered voters of the town. Requires 2/3 majority vote.*

**Subsequent Meeting for the  
ELECTION OF OFFICERS  
to be held on  
Saturday, May 2, 2015**

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


Submitted by the Town Clerk

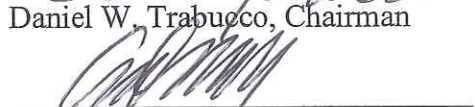


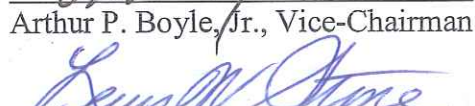
Hereof, fail not, and make due return of this Warrant, with your doings thereon, to the Town Clerk, at the time and place of meetings as aforesaid.


Given under our hands this 6<sup>th</sup> day of April in the year of our Lord Two Thousand and Fifteen

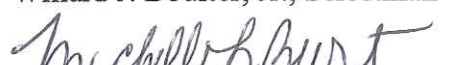
TOWN OF PEMBROKE  
BOARD OF SELECTMEN

  
Daniel W. Trabucco, Chairman

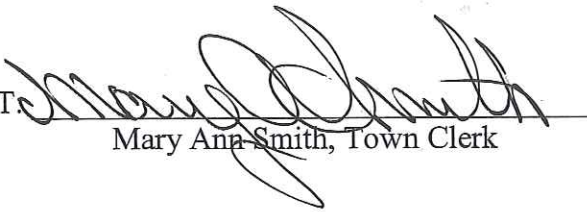
  
Arthur P. Boyle, Jr., Vice-Chairman

  
Lewis W. Stone, Clerk

  
Willard J. Boulter, Jr., Selectman

  
Michelle L. Burt, Selectman

A true copy, ATTEST:

  
Mary Ann Smith, Town Clerk

PURSUANT TO THE WARRANT, for the Annual Town Meeting to be held on Tuesday, April 28, 2015, 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: 4/7/15

By: 

# APPENDIX A

## Article 3

### Town Administrator's Budget

	2015 Budget	2016 Request	2016 Town Admin.	2016 Advisory
<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	118,674	116,164	116,164	116,164
General Expenses	8,497	7,597	7,597	7,597
Purchase of Services-Audit	42,190	43,550	43,550	43,550
	-----	-----	-----	-----
Totals	178,361	176,311	176,311	176,311
 <b>Town Administrator</b>				
Wages & Salaries	121,892	126,992	126,992	126,992
General Expenses	7,167	3,167	3,167	3,167
	-----	-----	-----	-----
Totals	129,059	130,159	130,159	130,159
 <b>Legal</b>				
Purchase of Services	115,000	115,000	115,000	115,000
	-----	-----	-----	-----
Totals	115,000	115,000	115,000	115,000
 <b>Advisory Committee</b>				
Wages & Salaries	5,562	5,800	5,800	5,800
General Expenses	572	572	572	572
Reserve Fund	70,000	70,000	70,000	70,000
	-----	-----	-----	-----
Totals	76,134	76,372	76,372	76,372
 <b>Town Accountant</b>				
Wages & Salaries	84,098	84,103	84,103	84,103
General Expenses	4,300	4,550	4,550	4,550
	-----	-----	-----	-----
Totals	88,398	88,653	88,653	88,653

	2015 Budget	2016 Request	2016 Town Admin.	2016 Advisory
<b>Board of Assessors</b>				
Wages & Salaries-Elected	5,400	5,400	5,400	5,400
Wages & Salaries	227,635	222,445	222,445	222,445
General Expenses	38,900	35,150	35,150	35,150
	-----	-----	-----	-----
Totals	271,935	262,995	262,995	262,995
<b>Treasurer/Collector</b>				
Wages & Salaries	315,868	309,390	309,390	309,390
General Expenses	81,885	79,885	79,885	79,885
	-----	-----	-----	-----
Totals	397,753	389,275	389,275	389,275
<b>Data Processing</b>				
General Expenses	40,572	40,572	40,572	40,572
	-----	-----	-----	-----
Totals	40,572	40,572	40,572	40,572
<b>Town Clerk</b>				
Wages & Salaries-Elected	75,177	75,177	75,177	75,177
Wages & Salaries	52,994	49,564	49,564	49,564
General Expenses	3,820	3,820	3,820	3,820
	-----	-----	-----	-----
Totals	131,991	128,561	128,561	128,561
<b>Elections</b>				
Wages & Salaries	33,000	33,000	33,000	33,000
General Expenses	17,800	17,800	17,800	17,800
	-----	-----	-----	-----
Totals	50,800	50,800	50,800	50,800
<b>Registrations</b>				
Wages & Salaries	5,600	5,600	5,600	5,600
General Expenses	6,900	6,900	6,900	6,900
	-----	-----	-----	-----
Totals	12,500	12,500	12,500	12,500
<b>Conservation Commission</b>				
Wages & Salaries	54,030	55,080	55,080	55,080
General Expenses	935	935	935	935
	-----	-----	-----	-----
Totals	54,965	56,015	56,015	56,015

	<b>2015 Budget</b>	<b>2016 Request</b>	<b>2016 Town Admin.</b>	<b>2016 Advisory</b>
<b>Planning Board</b>				
Wages & Salaries	49,748	49,873	49,873	49,873
General Expenses	2,240	2,240	2,240	2,240
	-----	-----	-----	-----
Totals	51,988	52,113	52,113	52,113
<b>Zoning Board of Appeals</b>				
Wages & Salaries	24,330	24,119	24,119	24,119
General Expenses	2,600	2,600	2,600	2,600
	-----	-----	-----	-----
Totals	26,930	26,719	26,719	26,719
<b>Town Hall Maintenance</b>				
Wages & Salaries	69,815	67,015	66,065	66,065
General Expenses	139,890	139,890	139,890	139,890
	-----	-----	-----	-----
Totals	209,705	206,905	205,955	205,955
<b>Police Department</b>				
Wages & Salaries	2,824,031	3,154,912	2,871,464	2,871,464
General Expenses	349,305	376,270	358,332	358,332
	-----	-----	-----	-----
Totals	3,173,336	3,531,182	3,229,796	3,229,796
<b>Fire Department</b>				
Wages & Salaries	2,837,172	2,872,231	2,749,108	2,749,108
General Expenses	190,225	190,225	190,225	190,225
	-----	-----	-----	-----
Totals	3,027,397	3,062,456	2,939,333	2,939,333
<b>Inspectional Services</b>				
Wages & Salaries	185,560	186,071	186,071	186,071
General Expenses	6,300	8,800	6,650	6,650
	-----	-----	-----	-----
Totals	191,860	194,871	192,721	192,721
<b>Emergency Management</b>				
Wages & Salaries	2,555	2,555	2,555	2,555
General Expenses	9,511	9,511	9,511	9,511
	-----	-----	-----	-----
Totals	12,066	12,066	12,066	12,066

	<b>2015 Budget</b>	<b>2016 Request</b>	<b>2016 Town Admin.</b>	<b>2016 Advisory</b>
<b>Dog Officer</b>				
Wages & Salaries	43,145	44,952	44,952	44,952
General Expenses	10,400	10,400	10,400	10,400
	-----	-----	-----	-----
Totals	53,545	55,352	55,352	55,352
 <b>Pembroke Public Schools</b>				
Pembroke Public Schools	28,971,029	30,471,029	29,532,029	29,532,029
	-----	-----	-----	-----
Totals	28,971,029	30,471,029	29,532,029	29,532,029
 <b>Department of Public Works</b>				
Wages & Salaries	877,283	839,256	839,256	839,256
General Expenses	239,097	284,490	273,490	273,490
Snow & Ice	100,000	485,489	100,000	100,000
	-----	-----	-----	-----
Totals	1,216,380	1,609,235	1,212,746	1,212,746
 <b>Street Lighting</b>				
General Expenses	95,000	100,000	95,000	95,000
	-----	-----	-----	-----
Totals	95,000	100,000	95,000	95,000
 <b>Board of Health</b>				
Wages & Salaries	112,446	115,603	115,603	115,603
General Expenses	6,810	7,110	7,110	7,110
Purchase of Services-Nursing	20,000	20,000	20,000	20,000
	-----	-----	-----	-----
Totals	139,256	142,713	142,713	142,713
 <b>Council on Aging</b>				
Wages & Salaries	160,337	163,821	159,563	159,563
General Expenses	46,641	46,641	46,641	46,641
Senior Tax Program	5,000	5,000	5,000	5,000
	-----	-----	-----	-----
Totals	211,978	215,462	211,204	211,204
 <b>Veterans' Services</b>				
Wages & Salaries	64,032	64,032	64,032	64,032
General Expenses	2,300	2,300	2,300	2,300
Benefits & Medical	175,000	175,000	175,000	175,000
	-----	-----	-----	-----
Totals	241,332	241,332	241,332	241,332

	2015 Budget	2016 Request	2016 Town Admin.	2016 Advisory
<b>Commission on Disabilities</b>				
General Expenses	970	970	970	970
	-----	-----	-----	-----
Totals	970	970	970	970
<b>Library</b>				
Wages & Salaries	459,681	457,109	457,109	457,109
General Expenses	89,600	89,600	89,600	89,600
Books	80,100	84,000	84,000	84,000
	-----	-----	-----	-----
Totals	629,381	630,709	630,709	630,709
<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	84,994	100,711	85,405	85,405
General Expenses	6,000	6,000	6,000	6,000
Park Maintenance	6,300	7,360	7,360	7,360
	-----	-----	-----	-----
Totals	97,294	114,071	98,765	98,765
<b>Community Center</b>				
Wages & Salaries	25,557	26,949	26,949	26,949
General Expenses	33,521	34,871	32,346	32,346
	-----	-----	-----	-----
Totals	59,078	61,820	59,295	59,295
<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	1,250	1,750	1,750	1,750
	-----	-----	-----	-----
Totals	43,629	44,129	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>2015 Budget</b>	<b>2016 Request</b>	<b>2016 Town Admin.</b>	<b>2016 Advisory</b>
<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	1,966,549	2,160,159	2,160,159	2,160,159
	-----	-----	-----	-----
Totals	1,966,549	2,160,159	2,160,159	2,160,159
<b>Maturing Debt Interest</b>				
General Expenses	1,067,083	767,848	767,848	767,848
	-----	-----	-----	-----
Totals	1,067,083	767,848	767,848	767,848
<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	2,688,871	2,776,769	2,776,769	2,776,769
	-----	-----	-----	-----
Totals	2,688,871	2,776,769	2,776,769	2,776,769
<b>Unemployment Compensation</b>				
General Expenses	60,000	75,000	75,000	75,000
	-----	-----	-----	-----
Totals	60,000	75,000	75,000	75,000

	<b>2015 Budget</b>	<b>2016 Request</b>	<b>2016 Town Admin.</b>	<b>2016 Advisory</b>
<b>Group Health Insurance</b>				
General Expenses	6,606,675	6,803,175	6,803,175	6,803,175
	-----	-----	-----	-----
Totals	6,606,675	6,803,175	6,803,175	6,803,175
<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	460,000	470,000	470,000	470,000
	-----	-----	-----	-----
Totals	460,000	470,000	470,000	470,000
<b>Property &amp; Liability Insurance</b>				
General Expenses	600,000	660,000	660,000	660,000
	-----	-----	-----	-----
<b>Totals</b>	600,000	660,000	660,000	660,000
<b>Grand Total</b>	53,552,959	56,117,457	54,327,270	54,327,270



## APPENDIX B

### Article 4

#### Water Budget

<b>WATER</b>	<b>FISCAL 2015 BUDGET</b>	<b>FISCAL 2016 BUDGET</b>
Salaries	509,419	533,017
Expenses	538,896	553,470
Debt Service	667,916	675,735
Capital	122,000	122,000
<b>Total Cost Water</b>	<b>1,838,231</b>	<b>1,884,222</b>

## APPENDIX C

### Article 5

#### Solid Waste Budget

<b>SOLID WASTE</b>	<b>FISCAL 2015 BUDGET</b>	<b>FISCAL 2016 BUDGET</b>
Salaries	58,308	58,308
Expenses	1,262,943	1,283,184
Debt Service	259,222	186,799
<b>Total Cost Solid Waste</b>	<b>1,580,473</b>	<b>1,528,291</b>

## APPENDIX D

### Article 2

#### ANNUAL SALARY SCHEDULE A FULL TIME OFFICERS AND EMPLOYEES EFFECTIVE JULY 1, 2015 THROUGH JUNE 30, 2016

<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>
Fire Chief & Forest Warden	SA-3	92,367	93,753	97,842	99,310	103,642	105,197
Lieutenant(Fire) Captain(Fire)	SA-5	n.a.	n.a.	n.a.	n.a.	495	510
Call Firefighters	SA-6	n.a.	n.a.	n.a.	n.a.	376	387
DPW Director	SA-7	92,326	93,711	94,869	96,292	99,612	101,107
Treasurer/Collector	SA-8	75,640	76,775	79,423	80,615	83,458	84,710
Youth Services Librarian	SA-11	43,803	44,460	48,043	48,764	52,336	53,121
Assistant Librarian	SA-12	13,812	14,019	14,163	14,375	16,373	16,618
Associate Librarian II	SA-13	37,995	38,565	39,889	40,487	41,771	42,397
Associate Librarian I	SA-14	33,443	33,945	35,547	36,081	36,886	37,440
Coordinator/Dir of Recreation	SA-15	48,222	48,945	50,946	51,710	53,491	54,293
Building Inspector/Zoning Agent	SA-16	61,595	62,519	64,229	65,192	65,833	66,821
Animal Control Officer	SA-18	34,845	35,368	38,864	39,447	42,770	43,411
Executive Assistant	SA-19	48,333	49,058	50,346	51,102	53,082	53,878
Lieutenant/Asst. to Police Chief	SA-20	76,941	78,095	81,466	82,688	86,746	88,047
Chief Assessors/Appraiser	SA-21	75,640	76,775	79,423	80,615	83,458	84,710
Dir of Planning & Comm Dev	SA-22	58,064	58,935	62,478	63,415	66,799	67,801
Planning Board Assistant	SA-23	44,825	45,497	47,057	47,762	49,323	50,062
Asst. DPW Director	SA-24	62,396	63,332	66,748	67,749	70,375	71,430
Library Director	SA-27	61,064	61,980	68,418	69,444	78,136	79,218
Health Agent	SA-28	53,695	54,500	55,351	56,181	58,270	59,144
Council on Aging Director	SA-29	49,792	50,539	52,283	53,067	54,898	55,721
Town Clerk	SA-30	n.a.	n.a.	n.a.	n.a.	75,177	76,304

#### ANNUAL SALARY SCHEDULE B APPOINTED PART TIME OFFICERS AND EMPLOYEES EFFECTIVE JULY 1, 2015 THROUGH JUNE 30, 2016

<u>Title</u>	<u>Current Annual Salary</u>	<u>Proposed Annual Salary</u>
Town Accountant	44,081	44,742
Assistant Town Accountant	36,681	37,231
Conservation Agent Field Agent	31,768	32,245
Wiring Inspector	26,011	26,401
Veterans Agent	15,528	15,761
Plumbing Inspector	12,785	12,977
Gas Inspector	12,785	12,977
Animal Inspector	6,608	6,707
Summer Playground Director	6,465	6,562
Inspector of Weights & Measures	6,016	6,106
Assistant Wiring Inspector	4,903	4,977
Assistant Summer Playground Director	4,388	4,454
Herring Fisheries Superintendent	2,555	2,593
Civil Defense Director	2,555	2,593
Town Landing Administrator	2,044	2,075

## APPENDIX D

continued

### HOURLY WAGE SCHEDULE C FULL TIME/PART TIME EMPLOYEES EFFECTIVE JULY 1, 2015 THROUGH JUNE 30, 2016

<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	22.80	23.15	25.17	25.55	28.49	28.92
Patrolman-Permanent Intermittent	SC-1	22.80	23.15	25.17	25.55	28.49	28.92
Patrolman-Special	SC-2	22.80	23.15	25.17	25.55	28.49	28.92
Summer Playground Counselor (Rec)	SC-3	9.43	9.58	9.89	10.04	10.38	10.54
After School Counselor (Rec)	SC-3	9.43	9.58	9.89	10.04	10.38	10.54
Basic Recycling Attendant	SC-3	9.43	9.58	9.89	10.04	10.38	10.54
Part Time Laborer	SC-4	17.34	17.61	18.46	18.74	19.63	19.93
Call Firefighter	SC-5	19.60	19.90	19.60	19.90	19.60	19.90
Diver	SC-6	n.a.	n.a.	n.a.	n.a.	26.53	26.93
Landfill Manager	SC-7	n.a.	n.a.	n.a.	n.a.	39.47	40.07
Building Committee Assistant (PT)	SC-8	n.a.	n.a.	n.a.	n.a.	20.20	20.51
Custodians	SC-9	17.31	17.57	19.25	19.54	20.85	21.17
Election& Census Workers, Registrars	SC-10	n.a.	n.a.	n.a.	n.a.	12.75	12.95
Senior Clerk	SC-11	16.48	16.73	17.56	17.83	18.65	18.93
Junior Clerk	SC-12	13.13	13.33	14.26	14.48	15.36	15.60
Typist-Part Time	SC-13	12.61	12.80	13.19	13.39	13.78	13.99
Council on Aging Van Drivers	SC-13	12.61	12.80	13.19	13.39	13.78	13.99
Maintenance Person (PT)	SC-13	12.61	12.80	13.19	13.39	13.78	13.99
Library Aide	SC-14	13.13	13.33	14.18	14.40	15.37	15.61
Lifeguard	SC-15	n.a.	n.a.	n.a.	n.a.	12.01	12.20
Water Safety/Lifeguard Train. Inst.	SC-16	n.a.	n.a.	n.a.	n.a.	13.46	13.67
Head Lifeguard/Water Safety Inst.	SC-18	n.a.	n.a.	n.a.	n.a.	14.03	14.25
Extra Help-Assessors-Measurer	SC-19	n.a.	n.a.	n.a.	n.a.	11.26	11.43
Summer Head Counselor (Rec)	SC-19	n.a.	n.a.	n.a.	n.a.	11.26	11.43
After School Head Counselor (Rec)	SC-19	n.a.	n.a.	n.a.	n.a.	11.26	11.43
Extra Help-Assessors-Listers	SC-20	n.a.	n.a.	n.a.	n.a.	15.00	15.23
Water Safety Instructor Aide	SC-21	n.a.	n.a.	n.a.	n.a.	11.80	11.98
Alternate Building Inspector	SC-22	n.a.	n.a.	n.a.	n.a.	24.14	24.51
Dir., Water Safety/Program Instructor	SC-23	n.a.	n.a.	n.a.	n.a.	17.56	17.83
Library Page	SC-24	10.07	10.23	10.57	10.73	11.12	11.29
Recycling Attendant	SC-25	10.61	10.77	11.13	11.30	11.70	11.88
Zoning Board Assistant	SC-27	20.45	20.76	21.53	21.86	22.53	22.87
Recycling Supervisor	SC-28	13.67	13.88	14.34	14.56	15.04	15.27
Principal Clerk	SC-29	16.60	16.85	17.57	17.84	18.59	18.87
Senior Aide - Council on Aging	SC-29	16.60	16.85	17.57	17.84	18.59	18.87
Conservation Comm Admin. Agent	SC-30	20.07	20.38	21.11	21.43	22.10	22.44
Generalist Reference Librarian	SC-31	22.13	22.47	24.27	24.64	26.45	26.85

## **APPENDIX D**

continued

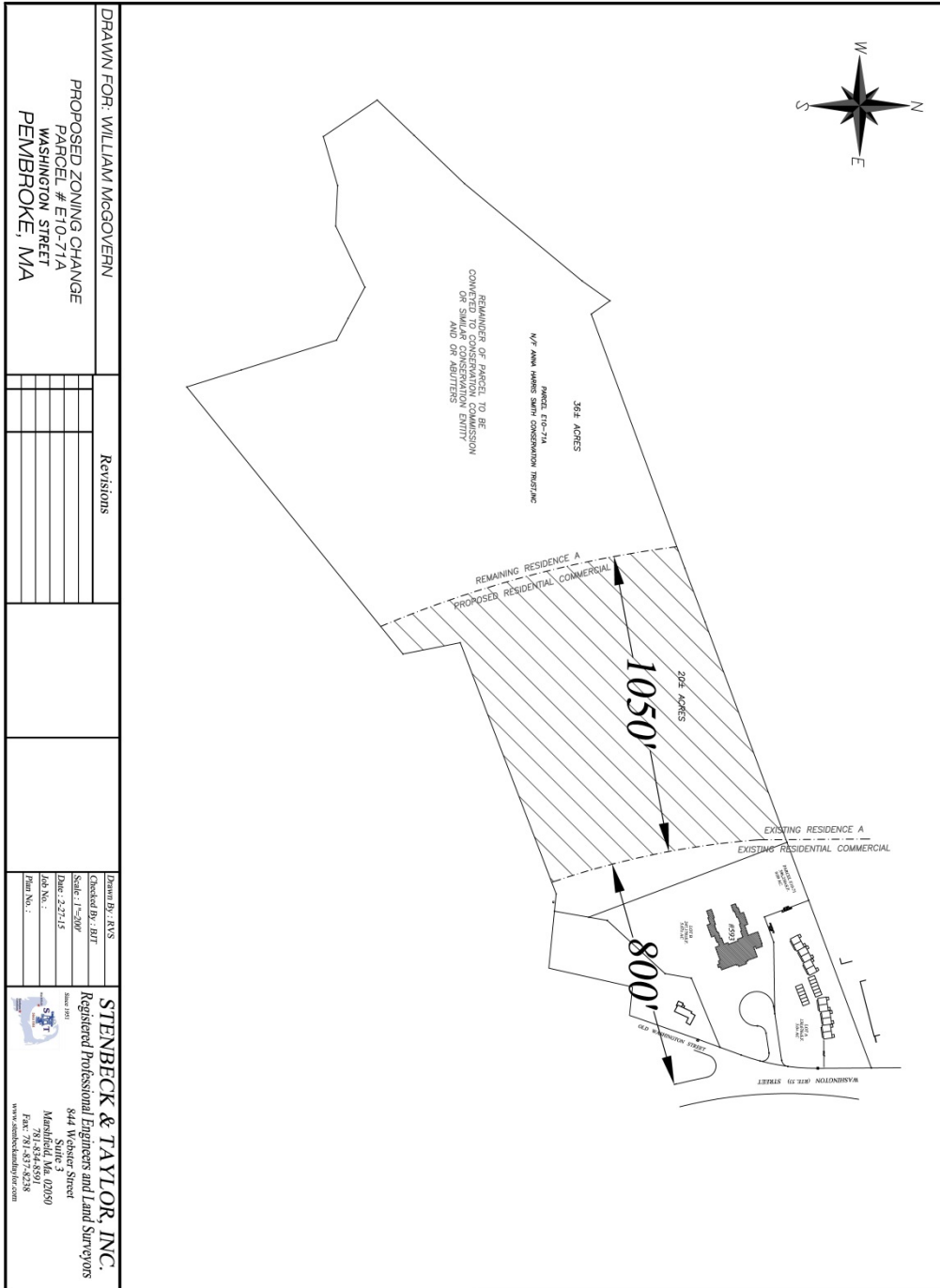
### **ANNUAL SALARY SCHEDULE D ELECTED FULL TIME/PART TIME OFFICIALS EFFECTIVE JULY 1, 2015 THROUGH JUNE 30, 2016**

<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	75,177	76,305

# APPENDIX E

## Article 28

### Petition Article – Pembroke Zoning Map Amendment Submitted Plan



**COMMONWEALTH OF MASSACHUSETTS**  
**TOWN OF PEMBROKE**  
***SPECIAL TOWN MEETING WARRANT***  
WITHIN THE ANNUAL TOWN MEETING  
***TUESDAY, APRIL 28, 2015***

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, Learning Lane, on TUESDAY, the TWENTY-EIGHTH DAY OF APRIL, 2015 at EIGHT O'CLOCK in the evening, then and there to act on the following:

**ARTICLES 1 THROUGH 2**

**ARTICLE 1:** To see if the Town will vote to authorize the below listed transfers to supplement Fiscal Year 2015 appropriations, and to authorize the below listed reductions in Fiscal Year 2015 appropriations, or take any other action relative thereto:

<u>Transfer To</u>	<u>Amount</u>	<u>Transfer From</u>
Town Hall Maint. – Wages & Salaries	\$ 6,000	Plymouth County Retirement
Police Department – General Expenses	\$ 14,000	Overlay Surplus
Dept. of Public Works – Expenses	\$ 6,700	DPW Wages & Salaries
Unemployment General Expenses	\$ 30,000	Overlay Surplus
Property and Liability Insurance	\$ 80,000	Overlay Surplus

or take any other action relative thereto.

Submitted by the Town Accountant & Department Heads

ADVISORY COMMITTEE RECOMMENDATION:

Favorable Action

SELECTMEN'S RECOMMENDATION:

EXPLANATION: *These transfers are requested to meet shortfalls in the current budget.*

**ARTICLE 2:** To see if the Town will vote to transfer the sum of \$385,400 from the surplus in the Water Special Revenue Fund to the Water Enterprise Fund, and transfer the sum of \$353,316 from the surplus in the Solid Waste Special Revenue Fund to the Solid Waste Enterprise Fund, or take any other action relative thereto.

Submitted by the Town Accountant

ADVISORY COMMITTEE RECOMMENDATION:

Favorable Action

SELECTMEN RECOMMENDATION:

EXPLANATION: *This article requests the transfer of accumulated water surplus funds from the old Special Revenue Fund Balances to the newly authorized Enterprise Funds, per the recommendation of the Department of Revenue.*


And you are directed to serve this Warrant by posting attested copies thereof at the Town Office Building, Pembroke Center Post Office, North Pembroke Post Office, Bryantville Post Office, Pembroke Center Library and the Country Corner Store.

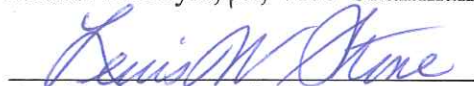
Hereof, fail not, and make due return of this Warrant, with your doings thereon, to the Town Clerk, at the time and place of meetings as aforesaid.


Given under our hands and seals this 6<sup>th</sup> day of April, 2015.

PEMBROKE BOARD OF SELECTMEN

  
Daniel W. Trabucco, Chairman

  
Arthur P. Boyle, Jr., Vice-Chairman

  
Lewis W. Stone, Clerk

  
Willard J. Boulter, Jr., Selectman

  
Michelle L. Burt, Selectman

A TRUE COPY ATTEST:

  
Mary Ann Smith, Town Clerk

Pursuant to the Warrant for the Special Town Meeting to be held on April 28, 2015, 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

4/7/15

  
Constable