



ADVISORY & FINANCE COMMITTEE

The following meeting of the Advisory & Finance Committee has been posted and will be held

At: Plymouth Town Hall - Mayflower II Meeting Room
11 Lincoln Street, Plymouth, MA 02360

On: Wednesday, August 24, 2016 at 7:00PM

Items on the agenda will include but are not limited to the following.

Other discussion may include items that were not reasonably anticipated by the Chairman 48-hours in advance of the meeting posting.

Call to Order

Announcements

Public Comment

Fall Town Meeting Articles

- Article 11: Police Chief Civil Service Chief Mike Botieri, Police Department
Derek Brindisi, Assistant Town Manager
- Article 12: Fire Chief Civil Service Chief Ed Bradley, Fire Department
Derek Brindisi, Assistant Town Manager
- Article 1: Personnel Bylaw Derek Brindisi, Assistant Town Manager
- Article 6: Revolving Funds Derek Brindisi, Assistant Town Manager
- Article 7: Transfer Land – Conservation Betsy Hall, Chair - Open Space Committee

Old/New/Other Business

- Sub-Committee & Committee Liaison Updates

Public Comment

Adjournment

Next Meeting: Wednesday, August 31, 2016 at 7PM in the Mayflower II Meeting Room – Town Hall

DRAFT - FALL ANNUAL TOWN MEETING WARRANT

October 15, 2016

ARTICLE 11 :

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for special legislation providing that the positions of Police Chief and Police Captain appointed after passage of the Act not be subject to the Civil Service statute, all as set forth below; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill before enactment by the General Court which are within the scope of the general public objectives of the petition, and to authorize the Board of Selectmen to approve such amendments:

AN ACT EXEMPTING CERTAIN POSITIONS IN THE POLICE DEPARTMENT OF THE TOWN OF PLYMOUTH FROM THE CIVIL SERVICE LAW

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

Section 1. Notwithstanding any general or special law to the contrary, the positions of Police Chief and Police Captain within the Police Department of the Town of Plymouth shall be exempt from chapter 31 of the General Laws.

Section 2. Section 1 shall not impair the civil service status of any Police Chief and Police Captain in the Town of Plymouth on the effective date of this act.

Section 3. This act shall take effect upon its passage.

or take any other action relative thereto.

BOARD OF SELECTMEN

DRAFT - FALL ANNUAL TOWN MEETING WARRANT

October 15, 2016

ARTICLE 12 :

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for special legislation providing that the positions of Fire Chief and Deputy Fire Chief appointed after passage of the Act not be subject to the Civil Service statute, all as set forth below; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill before enactment by the General Court which are within the scope of the general public objectives of the petition, and to authorize the Board of Selectmen to approve such amendments:

AN ACT EXEMPTING CERTAIN POSITIONS IN THE FIRE DEPARTMENT OF THE TOWN OF PLYMOUTH FROM THE CIVIL SERVICE LAW

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

Section 1. Notwithstanding any general or special law to the contrary, the positions of Fire Chief and Deputy Fire Chief within the Fire Department of the Town of Plymouth shall be exempt from chapter 31 of the General Laws.

Section 2. Section 1 shall not impair the civil service status of any Fire Chief or Deputy Fire Chief in the Town of Plymouth on the effective date of this act.

Section 3. This act shall take effect upon its passage.

or take any other action relative thereto.

BOARD OF SELECTMEN



TOWN OF PLYMOUTH

BOARD OF SELECTMEN / TOWN MANAGER
 11 LINCOLN STREET, PLYMOUTH, MA 02360
 PHONE (508) 747-1620 EXTENSIONS 106 AND 100
 FAX (508) 830-4140

MEMORANDUM

TO: BOARD OF SELECTMEN
 FINANCE AND ADVISORY COMMITTEE

FROM: MELISSA ARRIGHI, TOWN MANAGER

SUBJECT: RESCIND CIVIL SERVICE

DATE: AUGUST 18TH 2016

Through two separate Special Acts I am seeking to remove the Civil Service requirement for the positions of Fire Chief, Deputy Fire Chief, Police Chief and Police Captain. These articles come at a time when it has been increasingly more difficult for the Town to recruit and encourage those officers within the rank and file to seek career enhancing promotional opportunities such as the aforementioned. Additionally, I believe that rescinding Civil Service will provide the Town with greater flexibility in recruiting, hiring and maintaining the best and the brightest to serve this community. I have listed our challenges and opportunities below.

Fire Department Challenges

Plymouth Fire requested a Deputy Chiefs Exam and a Fire Chiefs Exam Fall of 2011; the exam was scheduled (with other communities statewide) in March 2012.

- March 2012 Deputy Chief and Fire Chief Exams, the exam is open to Battalion Chiefs and Deputy Fire Chiefs, not enough applicants signed up (need 4) Exam closed to Plymouth and automatically rescheduled for the following year open to the next lower rank.
- March 2013 Deputy Chief and Fire Chief Exams, automatically posted for Plymouth due to not enough applicants in 2012, the exam is open to Deputy Fire Chiefs, Battalion Chiefs, and Captains. Not enough applicants signed up (need 4) Exam closed to Plymouth and automatically rescheduled for the following year open to the next lower rank.
- March 2014 Deputy Chief and Fire Chief Exams, automatically posted for Plymouth due to not enough applicants in 2013, the exam is open to Deputy Fire Chiefs, Battalion Chiefs, Captains and Lieutenants. No one signed up for either Exam (need 4) Exam closed to Plymouth and automatically rescheduled for the following year open to the next lower rank.

- March 2015 Deputy Chief and Fire Chief Exams, automatically posted for Plymouth due to not enough applicants in 2014, the exam is open to Deputy Fire Chiefs, Battalion Chiefs, Captains and firefighters (anyone alive). No one signed up for either Exam (need 4) Exam closed to Plymouth for 2015 and in accordance with Civil Service Regulations (PAR) both the Deputy Fire Chief and Fire Chiefs exams are closed out and will not automatically be rescheduled.

Currently, both the Chief and Deputy Chief have enough time in service to retire (Deputy Young retired July 5 this year), and there is no available list to fill the current vacancy. If there are further retirements and openings there are no lists to appoint a permanent Deputy Chief or Fire Chief. At this time, the Fire Department has tried for over four years to establish a Civil Service Promotional list for Fire Chief and Deputy Fire Chief, without any personnel signing up. There is currently no available list for Deputy Fire Chief or Fire Chief and the Town cannot participate in the regularly scheduled exam for this year (March 2016).

Police Department Challenges

The Department waited four (4) years to establish a Civil Service Certified Lieutenants List. The Police Department most recent challenges are below:

1. Fall 2011 - Lieutenant's Exam Requested
 - Not enough Applicants
 - Postponed to October 2012
2. Fall 2012 - above Lieutenant's Exam opened to Sergeants and Patrolman
 - Not enough Applicants
 - Cancelled - waited until 2014 – (more eligible candidates)
3. Fall 2014- Lieutenant's Exam Requested
 - Not enough Applicants
 - Postponed to October 2015 and opened to Police Officers
4. Fall 2015-Lieutenant's Exam Requested
 - Exam Administered - Current List Established

Benefits to the Town by removing Civil Service:

The benefits to the Town are numerous. The below benefits have been realized by the other 81% Police Departments and 85% Fire Departments throughout the Commonwealth who have eliminated the Civil Service requirement for the Fire Chief and Police Chief.

- Removing the Chiefs from Civil Service allows for greater flexibility within the hiring and promotional process.
- The department can determine the expiration date of the hiring and promotional lists.
- The police/fire department can set minimum eligibility guidelines not allowed under Civil Service such as higher education levels.
- The town and the department can determine what hiring preferences they want to acknowledge (residency, military experience, Paramedic/EMT certifications, language proficiency, prior academy training)

- Instead of the candidate ratio of (2N+1) departments would have a much larger candidate pool to select from.
- Ability to incorporate community and department specific criteria into promotional exams.
- Ability to offer promotional exams that more accurately gauge a candidate's suitability to become a supervisor.
- Attributes beyond test score, such as work product, contribution to the community and performance evaluations would factor into promotions.
- Ability to mandate a probationary period for promotions.
- There are many companies that provide promotional exams for police/fire departments.
- The exam score or rank does not have to be the determining factor for who the department interviews and promotes.
- Current employees retain their civil service status.
- Possible Promotion Criteria
 - Job related experience.
 - Performance evaluation.
 - Supervisory evaluation of the employee's potential.
 - Score on promotional exam.
 - Sick leave record.
 - Formal education.
 - Training and education through career development.
 - Disciplinary record.
 - Attitude toward the department and police work.
 - Work ethic and initiative.
- You broaden your promotional pool exponentially (100 applicants as compared to 2N+1)
- The appointing authority can decide what's important for their community, rather than being dictated
- You raise the level and competitiveness of the entire promotional process; as a result, your personnel raise the level of "their game"

Christopher Badot

From: Ed Bradley
Sent: Friday, August 19, 2016 9:19 AM
To: Melissa Arrighi; Derek Brindisi; Christopher Badot
Cc: Mike Botieri
Subject: Civil Service removal

Massachusetts General Laws, Chapter 4
Section 4B

(e) This section shall not affect any contractual or civil service rights which have come into existence between the city, town or municipality and any officer or employee thereof as a result of the original acceptance of any such law or the provisions thereof; provided, however, that such revocation shall apply to the successor to the incumbent officer or employee, which application shall prevent such contractual or civil service right from automatically continuing with respect to such successor officer or employee.

The entire wording MGL Chapter 4 Section 4B ;
Section 4B_Rescission of laws previously accepted by cities, towns or municipalities
[PREV](#) [NEXT](#)

Section 4B. At any time after the expiration of three years from the date on which a law to take effect upon its acceptance by a city or town or a municipality as defined in section four, or is to be effective in such cities, towns or municipalities accepting its provisions, has been accepted in any such city, town or municipality such statute may be revoked in the same manner as it was accepted by such city, town or municipality, but such revocation shall be subject to the following restrictions:

- (a) This section shall not apply if such law provides for another manner of revocation.
- (b) This section shall not apply to any such law which authorizes, but does not require, acceptance by a city, town or municipality to act.
- (c) This section shall not apply to any action taken under chapter thirty-two or thirty-two B.
- (d) This section shall not apply to any action taken to establish a regional district, authority or other entity which involves another city, town, municipality, district or other governmental entity.

(e) This section shall not affect any contractual or civil service rights which have come into existence between the city, town or municipality and any officer or employee thereof as a result of the original acceptance of any such law or the provisions thereof; provided, however, that such revocation shall apply to the successor to the incumbent officer or employee, which application shall prevent such contractual or civil service right from automatically continuing with respect to such successor officer or employee.

If a petition signed by five per cent or more of the registered voters of a city or town is filed in the office of the city or town clerk within sixty days following a vote other than a vote taken by voters on an official ballot to revoke the acceptance of any optional provision of the General Laws, requesting that the revoking of such acceptance be submitted as a question to the voters of such city or town, said vote to revoke shall be suspended from taking effect until such question is determined by vote of the registered voters voting thereon at the next regular city or town election, or if the city council or board of selectmen or other authority charged with calling elections shall so direct, at a special election called for that purpose. Petitions filed requesting the placement of the question or revocation on the ballot for determination by the voters shall be substantially in conformity with the provisions of the law governing the signing of nomination papers for city or town officers, as to the identification and certification of names thereon, and submission to the registrars thereof. A brief summary of the relevant section or sections of the General Laws shall also appear on the official ballot. If such revocation is favored by a majority of the voters voting thereon, the acceptance of said optional law shall be revoked and it shall become null and void beginning with the first day of the month next following said vote of revocation. The question to be placed on a ballot shall be essentially as follows:

"Shall the acceptance by ___ (City, Town) of section(s) ___ of chapter ___ of the General Laws be revoked?

YES___ NO___".

If, on the sixty-first day following the date a vote has been taken to revoke the acceptance of an optional provision of the General Laws, and no petition as aforesaid has been filed, the vote to revoke shall become effective forthwith.

If at the time a city, town, municipality or district is authorized to revoke its acceptance of a law under the provisions of this section and such city, town, municipality or district has adopted a change in charter or otherwise is required to adopt a different procedure for acceptance of such law other than that procedure used for its original acceptance, then the procedure for acceptance in effect at the time of revocation shall be the manner for revoking such original acceptance.

G. Edward Bradley, Chief
Town of Plymouth Fire Department
114 Sandwich Street
Plymouth Massachusetts

508-830-4213 X1
Fax 508-830-4174
ebritley@townhall.plymouth.ma.us

DRAFT - FALL ANNUAL TOWN MEETING WARRANT

October 15, 2016

ARTICLE 1:

To see if the Town will vote to amend the Classification and Compensation Plans and the Personnel By-Law and Collective Bargaining Agreements contained therein, or take any other action relative thereto.

BOARD OF SELECTMEN



TOWN OF PLYMOUTH

BOARD OF SELECTMEN / TOWN MANAGER
11 LINCOLN STREET, PLYMOUTH, MA 02360
PHONE (508) 747-1620 EXTENSIONS 106 AND 100
FAX (508) 830-4140

MEMORANDUM

TO: BOARD OF SELECTMEN
FINANCE AND ADVISORY COMMITTEE

FROM: DEREK S. BRINDISI, ASSISTANT TOWN MANAGER

SUBJECT: PERSONNEL BY-LAW AMENDMENT

DATE: AUGUST 18TH 2016

Please be advised that the Town Manager's Office is requesting that an amendment be made to the Personnel By-Law. The proposed amendment would specifically provide a new incentive for the Executive Group by allowing all employees within this classification to buy-back five (5) days of earned time each fiscal year while reducing the number of earned days each employee is allowed to accrue from 45-40 days. The proposed amendment also includes a longevity stipend of \$2,000 for employees with twenty-five (25) years or more of service to the Town.

These proposed amendments will distinguish the department heads from all other groups by offering this incentive to the Town's top level executives only. This program is aimed at minimizing the number of days each year a department head will be absent from managing the Town's complex departments. By only allowing an accrual of 40 days earned, the Town will realize a savings over the long term by buying back the five days at today's current salary versus a higher retirement salary in future years. Additionally, this amendment rewards the Town's long time Executive employees who have dedicated their careers to serving this town for over 25 years.

The proposed amendments are as followed:

Personnel By-Law:

By adding under: under SECTION 15: EARNED TIME a new paragraph

(d) Once per fiscal year, the Executive may buy back up to 5 days of earned time at his/her current rate of pay- effective January 1st 2017.

By adding that in bold.

a. EXEMPT EMPLOYEES

EIGIBILITY	ANNUAL ACCRUED EARNED TIME	MAXIMUM ALLOWABLE DAYS IN LTIA (W/O LTD)	MAXIMUM ALLOWABLE ACCRUED EARNED TIME
Year 1 through 4	33 days	180 (200) days	45 40*
Year 5 through 9	38 days	180 (200) days	45 40*
Year 10	40 days	180 (200) days	45 40*
Year 20	45 days	180 (200) days	45 40*
			* Executive Group

c. Usage

(3.) When an employee's earned time account reaches the maximum of ~~45~~ **40 days for the Executive Group and 45 days for all other Groups, additional accrual shall be disposed of, at the employee's election, as follows:**

By adding under: SECTION 13. LONGEVITY PAY

Years of Service	Longevity Pay	
25	\$2000	Executive Group

DRAFT - FALL ANNUAL TOWN MEETING WARRANT

October 15, 2016

ARTICLE 6:

To see what action the Town will take under the provisions of G.L. c.44, §53E 1/2 regarding the establishment, annual re-authorization or renewal as the case may be of revolving funds, or take any other action relative thereto.

BOARD OF SELECTMEN



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MEMORANDUM

TO: LYNNE BARRETT, DIRECTOR OF FINANCE
MELISSA ARRIGHI, TOWN MANAGER
KERE GILLETTE, BUDGET ANALYST

FROM: DEREK S. BRINDISI, ASSISTANT TOWN MANAGER

SUBJECT: FY17 CABLE REVOLVING FUND

DATE: AUGUST 18TH 2016

Please be advised that the Town Manager's Office is requesting that the Town Manager be authorized to expend up to an additional \$50,000 beyond the FY 17 Cable Revolving Fund appropriation of \$33,000. The \$50,000 will be used for the purposes and expenses related to technology needs at the new Town Hall, to include all necessary equipment, infrastructure and any related costs for installation thereto.

DRAFT - FALL ANNUAL TOWN MEETING WARRANT

October 15, 2016

ARTICLE 7:

To see if the Town will vote to transfer the care, custody, management and control of the property shown below, from the Town Treasurer for tax title purposes to the Conservation Commission for conservation purposes pursuant to G.L. c. 40, section 8C; and further to authorize the Conservation Commission to execute any and all instruments as may be necessary to effectuate the vote taken hereunder, or take any other action relative thereto.

Parcel ID
113-000-004-000 Map 113 Lot 4
113-000-007-000 Map 113 Lot 7
113-000-008-000 Map 113 Lot 8
113-000-011-000 Map 113 Lot 11
113-000-021-000 Map 113 Lot 21
114-000-020-027 Map 113 Lot 20-27
114-000-020-045D Map 114 Lot 20-45D
114-000-024-000 Map 114 Lot 24
114-000-025-000 Map 114 Lot 25
114-000-033-000 Map 114 Lot 33

or take any other action relative thereto.

OPEN SPACE COMMITTEE

DRAFT - FALL ANNUAL TOWN MEETING WARRANT

October 15, 2016

ARTICLE 6:

To see what action the Town will take under the provisions of G.L. c.44, §53E 1/2 regarding the establishment, annual re-authorization or renewal as the case may be of revolving funds, or take any other action relative thereto.

BOARD OF SELECTMEN



TOWN OF PLYMOUTH

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11 LINCOLN STREET, PLYMOUTH, MA 02360
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MEMORANDUM

TO: LYNNE BARRETT, DIRECTOR OF FINANCE
MELISSA ARRIGHI, TOWN MANAGER
KERE GILLETTE, BUDGET ANALYST

FROM: DEREK S. BRINDISI, ASSISTANT TOWN MANAGER

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Please be advised that the Town Manager's Office is requesting that the Town Manager be authorized to expend up to an additional \$50,000 beyond the FY 17 Cable Revolving Fund appropriation of \$33,000. The \$50,000 will be used for the purposes and expenses related to technology needs at the new Town Hall, to include all necessary equipment, infrastructure and any related costs for installation thereto.

DRAFT - FALL ANNUAL TOWN MEETING WARRANT

October 15, 2016

ARTICLE 7:

To see if the Town will vote to transfer the care, custody, management and control of the property shown below, from the Town Treasurer for tax title purposes to the Conservation Commission for conservation purposes pursuant to G.L. c. 40, section 8C; and further to authorize the Conservation Commission to execute any and all instruments as may be necessary to effectuate the vote taken hereunder, or take any other action relative thereto.

Parcel ID
113-000-004-000 Map 113 Lot 4
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114-000-020-045D Map 114 Lot 20-45D
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114-000-025-000 Map 114 Lot 25
114-000-033-000 Map 114 Lot 33

or take any other action relative thereto.

OPEN SPACE COMMITTEE

Long Duck Pond

Preserve

Fall 2016 Town Meeting

Presentation by

***Plymouth Conservation Commission
Plymouth Open Space Committee***

ARTICLE 7: To see if the Town will vote to transfer the care, custody and control of the following parcels from the Town Treasurer to the Conservation Commission for the purpose of preserving natural open space which will increase protection of the Ponds of Plymouth Well Zone II and enhance the land area within Natural Heritage & Endangered Species Program, Priority Habitat of Rare Species, while promoting passive recreation activities in Plymouth's southeastern region; or take any other action thereto.

Parcel IDs: 113-000-004-000, 113-000-007-000, 113-000-008-000, 113-000-011-000, 113-000-021-000, 114-000-020-027, 114-000-020-045D, 114-000-024-000, 114-000-025-000 and 114-000-033-000

CONSERVATION COMMISSION RECOMMENDATION: Approval (unanimous)

The Conservation Commission voted unanimously on May 10, 2016 in favor of the Article.

OPEN SPACE COMMITTEE RECOMMENDATION: Approval (unanimous)

The Open Space Committee voted unanimously on May 3, 2016 in favor of the Article.

PROJECT SUMMARY:

The Conservation Commission and the Open Space Committee are recommending transfer of 10 Tax Title lots [zoned Rural Residential (RR)], located east of Bourne Rd., west of Long Pond Rd., south of Justine Rd. and north of Lunn's Way. Conveyance of these properties will preserve one hundred and sixteen (116) acres of undeveloped open space, portions lying within the Aquifer District, that abut open space lands owned by Wildlands Trust, The Plymouth Conservation Commission as well as lots under the care and custody of the Board of Selectmen.

The transfer of these parcels to Conservation Status will aid in protecting the Zone II of The Ponds of Plymouth Well Site and create an area for passive recreational use while securing rare and endangered species habitat through the enhancement of a wildlife corridor along Bourne Rd. It will also limit the number of additional septic systems in the area.

Based on current Assessors data, there are approximately 3,800 either built or planned single family homes within the surrounding area including the AD Makepeace, Redbrook Development Project.

Transferring these tax title properties to the Conservation Commission will support the following goals from the Plymouth Master Plan:

• **Control Sprawl**

Sprawl is large-lot low density development that consumes open space.

• **Protect the Environment**

Plymouth is a center of biodiversity and lies above the largest aquifer in Massachusetts.

• **Preserve Character**

Plymouth's diverse natural and built landscapes include historic sites, village settlements, rural landscapes, forests, coastline, ponds, streams, wetlands, and cranberry bogs. These landscapes define Plymouth's character and must be preserved.

• **Encourage Economic Development**

Economic development provides jobs for Plymouth residents and tax revenues to help pay for town services.

• **Balance Costs and Growth**

Compact commercial and residential development costs less than sprawling development, both in terms of town service costs and impact on the land.

• **Improve Quality of Life**

Residents want opportunities to live, work, and play in town and to enjoy Plymouth's uniqueness.

PROJECT INTENT

For the past year, the Plymouth Open Space Committee has been studying ten (10) tax title properties located north of exit 2 and south of exit 3, bounded by Bourne Rd., Long Pond Rd., Halfway Pond Rd., and Lunn's Way. It is surrounded by residential developments on all sides with approximately three thousand eight hundred (3800) established or approved homes.

Wildlands Trust, Conservation Commission and the Department of Conservation and Recreation (DCR) currently own parcels in this area which together total one hundred and sixty-six acres (166). Conserving these tax title properties would add one hundred and sixteen (116) acres, creating a protected preserve of two hundred and eighty-two acres.

The transfer of these parcels to Conservation Status will aid in protecting Zone II of The Ponds of Plymouth Well Site. It will limit the number of additional septic systems in the watershed for Little and Great Herring Ponds as well as the watershed for Big Sandy Pond and White Island Pond (as well as other smaller ponds).

All of the parcels are within a designated Natural Heritage Priority Habitat. This natural open space provides homes and food for wildlife. It is populated with many different species of native plants and trees. Trails crisscross the parcels creating an area for passive recreational use while securing rare and endangered species habitat through the enhancement of a wildlife corridor along Bourne Rd.

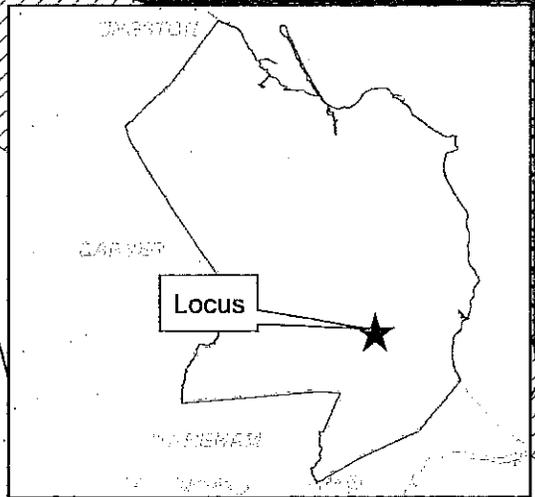
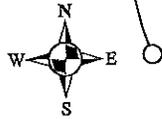
One of the most important issues in Plymouth is economic development. We need additional tax income from light industrial and commercial businesses. We need quality jobs for our residents. We can accomplish this through Smart Growth, which includes protecting open space. Do we need to conserve more natural open space in Plymouth? Absolutely.

Land in conservation increases our ability to attract visitors through eco-tourism. It preserves the character and beauty of our town while helping to attract new business. It safeguards our aquifer and limits traffic congestion. It protects the many plants, birds and animals which delight both residents and tourists.

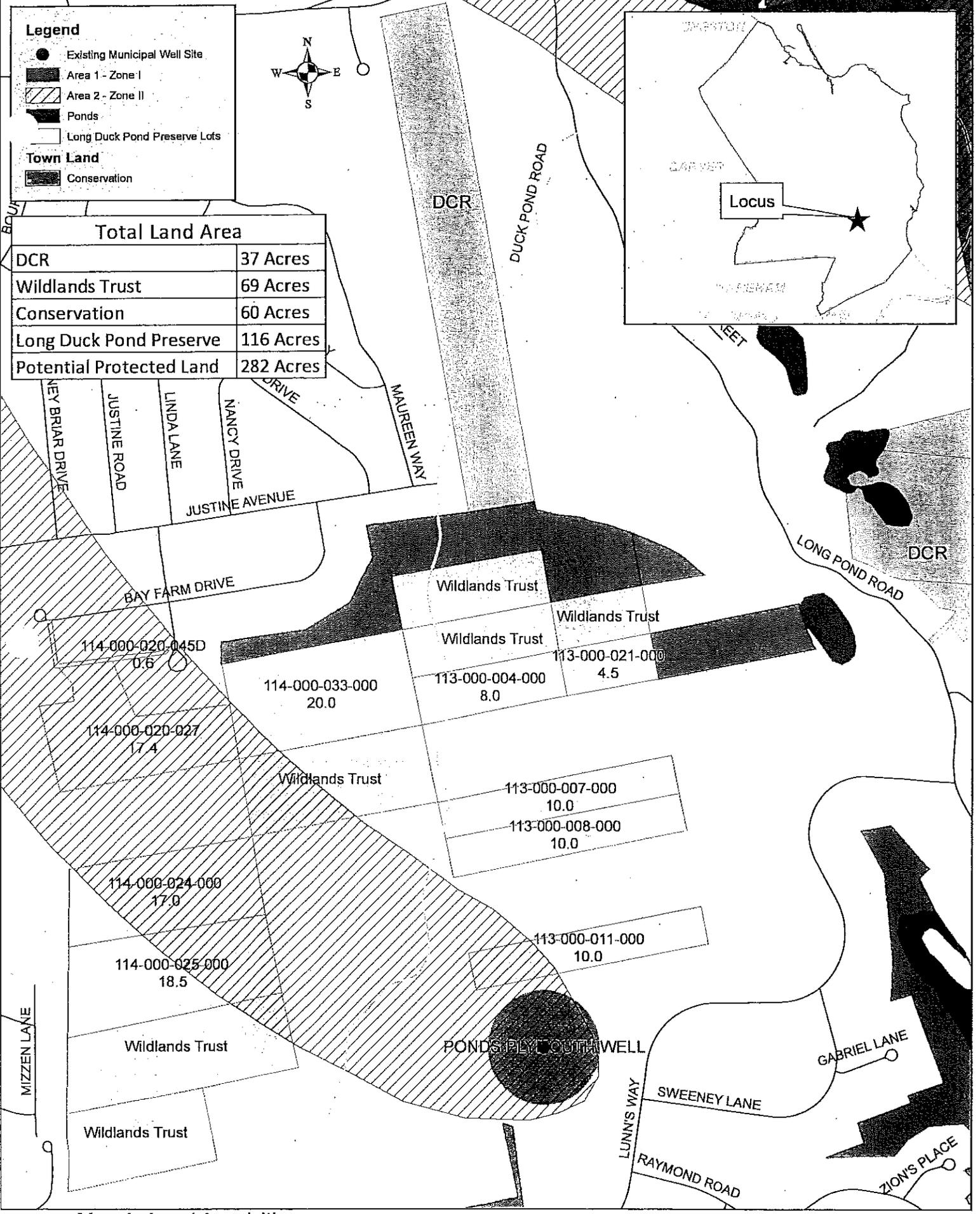
The Open Space Committee was created by Town Meeting and charged with the mission of acting in "...an advisory capacity to the planning board and the representative town meeting with respect to the preservation of natural open space...." The Open Space Committee and the Conservation Committee recommend conserving these one hundred and sixteen acres for our benefit as well as the benefit of future generations.

Legend

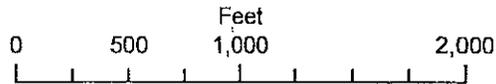
- Existing Municipal Well Site
- Area 1 - Zone I
- ▨ Area 2 - Zone II
- Ponds
- Long Duck Pond Preserve Lots
- Town Land**
- Conservation



Total Land Area	
DCR	37 Acres
Wildlands Trust	69 Acres
Conservation	60 Acres
Long Duck Pond Preserve	116 Acres
Potential Protected Land	282 Acres



Map A: Land Acquisition
Long Duck Pond Preserve Lots
Area Open Space & Aquifer Protection



Department of Planning & Development
 Data Sources: MassGIS
 & Plymouth Engineering Dept.

Long Duck Pond Preserve Ecosystem

The proposed Long Duck Pond Preserve is a forest ecosystem of trees, shrubs, herbaceous plants, fungi and animals along with a substrate of soil, water, organic debris and rocks. This ecosystem functions as a living infrastructure that supports our community in a number of ways:

- a. Helps to provide a reliable source of clean water and fresh air¹.
- b. Limits storm water and flooding.
- c. Protects biodiversity (the number and variety of plants and animals located within a specified geographic region).
- d. Supplies food and homes for billions of mammals, insects, birds, amphibians, plants and micro-organisms.
- e. Provides space for outdoor recreation, such as hiking, running, biking, birding and photography.
- f. Creates essential wildlife corridors.
- g. Stores a significant amount of carbon and offers shading and cooling.

One acre of forest absorbs six tons of carbon dioxide and puts out four tons of oxygen. This is enough to meet the annual needs of 18 people. The net cooling effect of a young, healthy tree is equivalent to ten room-size air conditioners operating 20 hours a day, according to the U.S. Department of Agriculture.

In essence, forests support the "common wealth" of Plymouth — the shared natural resources on which we all depend.

Plymouth is losing many acres of forest each year. Town Meeting has the rare opportunity to protect 116 acres of forest at a minimal cost. These acres are contiguous with other parcels of conserved forest, which will create a woodland preserve of 282 acres.

¹"Decades of research into the forest-water connectionunderscore the fact that one of the lowest-cost options for water sustainability is to retain forests for the pollution filtration and storm water retention benefits they provide." *Changes to the Land: Four Scenarios for the Future of the Massachusetts Landscape*

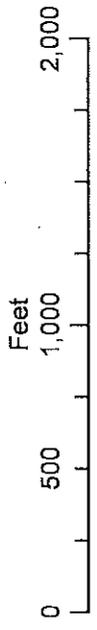


Legend

- NHESP Priority Habitats of Rare Species
- Long Duck Pond Preserve Lots

Map B: Land Acquisition
Long Duck Pond Preserve Lots
Aerial View with Natural Heritage

Department of Planning & Development
 Data Sources: MassGIS
 & Plymouth Engineering Dept.





Herring Ponds Watershed Association

P.O. Box 522, Sagamore Beach, MA 02562
Preserving our Ponds and Watershed

To: G. Hooker, Plymouth Conservation Commission
B. Hall, Plymouth Open Space Committee
From: Brian Harrington, President, HPWA
Re: Long Duck Pond Preserve

Date: August 7, 2016

The Herring Ponds Watershed Association strongly endorses the Article to transfer ten tax title lots to the Conservation Commission to establish the proposed Long Duck Pond Preserve (LDPP).

The Herring River Watershed, including Little and Great Herring Ponds, is a state designated Area of Critical Environmental Concern (ACEC), and deserves extraordinary attention by *all levels of government* in conservation planning and environmental protection. A critical source of the water that flows through the Herring River ACEC is the Plymouth-Carver Aquifer (PCA), a sole-source aquifer which flows under the LDPP and into the Watershed from the northwest. A Sole Source Aquifer means that it is the only source of drinking water for residents. It also is the source of almost 80% of the water that passes into and through the Herring River ACEC.

The PCA is very susceptible to pollution. Because it is located in a vast area of sand and gravel, water flows freely throughout its boundaries. Once pollution occurs, cleaning up the aquifer is costly. (Costs for the Sagamore Lens on Cape Cod are expected to exceed \$1.4 billion.) Accordingly, a coordinated protection effort is the best and most economical way to preserve the quality and quantity of our drinking water and of our Herring River ACEC.

Through this Article, Plymouth has an extraordinary opportunity to assure the protection of the aquifer that flows under LDPP and into the Herring River Watershed by preserving the huge aquifer recharge area within the LDPP boundaries.

We urge our Town Meeting to approve the Article which establishes the proposed Long Duck Pond Preserve.

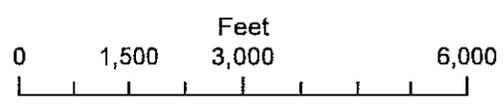


Legend

- Long Duck Pond Preserve Lots

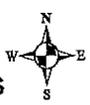
Watersheds

- Red Brook
- Herring Ponds



Department of Planning & Development
 Data Sources: MassGIS
 & Plymouth Engineering Dept.

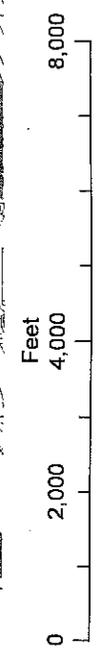
SW Plymouth Watershed Areas





Legend

-  Nearby Built Lots
-  Long Duck Pond Preserve Lots



Department of Planning & Development
 Data Sources: MassGIS
 & Plymouth Engineering Dept.

**Map C: Land Acquisition
 Long Duck Pond Preserve Lots
 Nearby Developed Lots**

