

## 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, February 10, 2016 at 7:00PM

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*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

### Public Comment

### Agenda Items

- Notice of Public Hearing – FY2017 Budget John Moody
- Snow & Ice Deficit Spending Dennis Westgate, Asst. DPW Director
- Special Town Meeting Article
  - 1 – Classif & Compensation/Personnel Bylaw Melissa Arrighi, Town Manager &
  - 3 – Unpaid Bills of a Prior Fiscal Year Marie Brinkmann, Human Resources Dir.
- Annual Town Meeting Article
  - 12 – Chapter 90 Sid Kashi, Town Engineer
  - 22 – Accept as Public Way – Raymond/Camelot “
  - 23 – Private Road Improvements “
  - 33 – ZBA – Amend Charter Steve Striar, Petitioner
  - 34 – Charter Review – Amend Charter “

### Old/New/Other Business

- Sub-Committee & Committee Liaison Updates

### Meeting Minutes

None

### Public Comment

### Adjournment

*Next Meeting: Wednesday, February 24 at 7PM, Mayflower II Meeting Room, Town Hall  
BUDGET HEARING BEGINS AT 7:30PM*



TOWN OF PLYMOUTH  
11 LINCOLN STREET  
PLYMOUTH, MA 02360

**ADVISORY & FINANCE COMMITTEE  
NOTICE OF PUBLIC HEARING**

The Advisory & Finance Committee will hold a Public Hearing in the Mayflower Hearing Room, Town Hall, 11 Lincoln Street, Plymouth, Massachusetts on **Wednesday, February 24, 2016 at 7:30PM** to solicit comments from the general public on the proposed FY2017 operating and capital budgets in accordance with the Town Charter, Chapter 2, Section 12-2. Budgets may be inspected at the Office of the Town Clerk or the Advisory & Finance Committee Office, Town Hall, 11 Lincoln Street, Plymouth, Massachusetts or online at [www.plymouth-ma.gov](http://www.plymouth-ma.gov)

Any person interested and desiring to be heard on this issue should appear at the time and place designated.

Advisory & Finance Committee

# TOWN OF PLYMOUTH

Department of Public Works  
159 Camelot Road  
Plymouth, Massachusetts 02360

## MEMO

**To:** *Town of Plymouth Advisory and Finance Committee*

**From:** *Dennis Westgate, Assistant Director of Public Works* 

**Re:** *Authorization to Overspend Snow & Ice*

**Date:** *February 4, 2016*

**cc:** *Melissa Arrighi, Town Manager/Lynne Barrett, Director of Finance/Jonathan Beder, Director of Public Works*

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Per Massachusetts General Laws Chapter 44 – Municipal Finance, Section 31D – Snow and Ice Removal; Emergency Expenditures; Reporting Requirements, Any city or town may incur liability and make expenditures in any fiscal year in excess of available appropriations for snow and ice removal, provided that such expenditures are approved by the Town Manager and Finance or Advisory Committee in a town having a City Manager or by the Mayor and City Council in any other city; provided, however, that the appropriation for such purposes in said fiscal year equaled or exceeded the appropriation for said purposes in the prior fiscal year. Expenditures made under authority of this section shall be certified to the Board of Assessors and included in the next annual tax rate.

Every city or town shall annually, not later than September fifteenth, report to the division of local services of the department of revenue the total amounts appropriated and expended, including any funding or reimbursements received from the commonwealth, for snow and ice removal in the fiscal year ending on the preceding June thirtieth.

Attached, please find information illustrating all expenditures associated with the Snow & Ice Budget as of 2/4/16.

The Snow & Ice Budget for FY16 was approved for \$510,000. Expenditures to date including outstanding and anticipated invoices are roughly \$572,785. This leaves a deficit of roughly \$63,285.

With many weeks remaining in the winter season and the weather forecast predicting a continuation of the current weather pattern, it is probable that the DPW will continue to incur expenses associated with winter snow and ice operations.

Therefore, please find the appropriate request form for an additional expenditure authorization up to \$600,000. This will cover the current deficit and authorize an additional expenditure up to roughly \$537,215 for future snow and ice events. If this amount proves insufficient due to exceptionally significant and/or numerous storms between now and spring, the DPW will request another authorization.

Should you have any questions, please don't hesitate to ask.

**SNOW & ICE DEFICIT SPENDING REQUEST  
WINTER 2015-2016**

The Plymouth Public Works Department requests the Snow and Ice Budget be increased by \$600,000.

In accordance with Chapter 44 of the Massachusetts General Laws, Section 31D, expenditures in excess of the available appropriation, is hereby approved.

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Melissa Arrighi, Town Manager

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Lynne Barrett, Finance Director

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John Moody, Chairman  
Advisory & Finance Committee

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Date Approved

**Please provide a detailed copy of your year to date budget  
with this request.**



Snow & Ice Information Summary  
Winter 2015-2016  
Highway Division  
Report 1, February 4, 2016

1. Snow & Ice Budget total estimated costs through 2/4/16 = \$ 555,764.32
  - Overtime = \$ 82,201.91
  - Vehicle Maintenance = \$ 59,205.94
  - Snow Removal = \$ 206,242.00
  - Snow Supplies = \$ 223,465.73
  - Purchase of Svc. = \$ 1295.00
  
2. Est. Total Salt Purchased To Date Winter 2015-2016 = 4,290.12 Tons
  
3. Est. Total MAG Purchased To Date Winter 2015-2016 = 0
  
4. Snow & Ice Budget total costs Winter 2014-2015 = \$ 2,904,313.66
  
5. Total Tons of Salt Purchased Winter 2014-2015 = 9,168.36 Tons
  
6. Total Number of Snow & Ice Events to Date = 7
  
7. Total Number of Salting Events to Date = 7
  
8. Total Number of Plowing Events to Date = 5
  
9. Total Number of Snow & Ice Events Winter 2014-2015 = 12
  
10. Approximate Total Snowfall to Date Winter 2015-2016 = 13.2 inches
  
11. Plymouth Maintains approximately 400 miles of Roads

**Dennis Wood**

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**From:** Precision Weather <bounces@snowandice.com>  
**Sent:** Sunday, January 24, 2016 2:14 PM  
**To:** Dennis Wood  
**Subject:** Precision Weather Certified Weather Statement

**New England Weather Science**  
Weather Forecasting  
Certified Statements - Consulting  
*Rob Gilman, Meteorologist*

15 Summit Avenue  
Hull, MA 02045

781-925-2210 781-925-8525  
[www.snowandice.com](http://www.snowandice.com)  
Automated Voice Fax  
781-925-2210

Jan 24th, 2016,

**Dear Plymouth**

**In honor of your request, I am stating specific weather conditions for Jan 23rd, 2016 to Jan 24th, 2016. Reports are based on our network of observers, including; Plymouth and North Attleboro.**

**Jan 23rd through Jan 24th brought the following weather; Light snow became moderate to heavy at times into the evening. Snow ended around and shortly after midnight.**

**Plymouth: 8.5 inches**

**Dennis Wood**

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**From:** Precision Weather <bounces@snowandice.com>  
**Sent:** Monday, January 18, 2016 1:34 PM  
**To:** Dennis Wood  
**Subject:** Precision Weather Certified Weather Statement

**New England Weather Science**  
Weather Forecasting  
Certified Statements - Consulting  
*Rob Gilman, Meteorologist*

15 Summit Avenue  
Hull, MA 02045

781-925-2210 781-925-8525  
[www.snowandice.com](http://www.snowandice.com)  
Automated Voice Fax  
781-925-2210

Jan 18th, 2016,

Dear Plymouth

In honor of your request, I am stating specific weather conditions for Jan 17th, 2016 to Jan 18th, 2016. Reports are based on our network of observers, including; Plymouth and North Attleboro.

Jan 17th through Jan 18th brought the following weather; Eve snow ending by early-AM.

**Plymouth: 2.8 inches**

**Dennis Wood**

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**From:** Precision Weather <bounces@snowandice.com>  
**Sent:** Wednesday, January 13, 2016 9:53 AM  
**To:** Dennis Wood  
**Subject:** Precision Weather Certified Weather Statement

**New England Weather Science**  
Weather Forecasting  
Certified Statements - Consulting  
*Rob Gilman, Meteorologist*

15 Summit Avenue  
Hull, MA 02045

781-925-2210 781-925-8525  
[www.snowandice.com](http://www.snowandice.com)  
Automated Voice Fax  
781-925-2210

Jan 13th, 2016,

Dear Plymouth

In honor of your request, I am stating specific weather conditions for Jan 12th, 2016. Reports are based on our network of observers, including; Plymouth and North Attleboro.

Jan 12th brought the following weather; Late-PM mix to snow-squalls.

**Plymouth: 0.4 inches**

**Dennis Wood**

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**From:** Precision Weather <bounces@snowandice.com>  
**Sent:** Tuesday, January 05, 2016 11:16 AM  
**To:** Dennis Wood  
**Subject:** Precision Weather Certified Weather Statement

**New England Weather Science**  
Weather Forecasting  
Certified Statements - Consulting  
*Rob Gilman, Meteorologist*

15 Summit Avenue  
Hull, MA 02045

781-925-2210 781-925-8525  
[www.snowandice.com](http://www.snowandice.com)  
Automated Voice Fax  
781-925-2210

Jan 5th, 2016,

Dear Plymouth

In honor of your request, I am stating specific weather conditions for Jan 4th, 2016 to Jan 5th, 2016. Reports are based on our network of observers, including; Plymouth and North Attleboro.

Jan 4th through Jan 5th brought the following weather; Developing snow-showers to light snow.

**Plymouth: 1.5 inches**

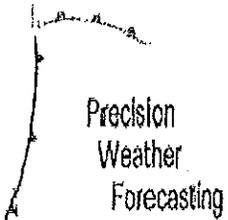
**Dennis Wood**

From: Precision Weather <bounces@snowandice.com>  
 Sent: Sunday, December 27, 2015 2:51 PM  
 To: Dennis Wood  
 Subject: Precision Weather Storm Warning

**SNOW & ICE Storm Warning**

Prepared for: **Plymouth**  
 email: [wood@townhall.plymouth.ma.us](mailto:wood@townhall.plymouth.ma.us) fax: 1-508-830-4165

Date: 12/27/2015  
 Time: 1:03 PM  
 By: Bill Gile



Consult With Your Meteorologist at: 1-844-793-2255 (1-844-PWF-CALL)  
 Visit Precision Weather Forecasting on the web at [www.snowandice.com](http://www.snowandice.com)

Snow by: Tuesday at 12 - 2am

Ice By: Tuesday at 2 - 4am

Rain By: Tuesday at 7 - 9am

1" of snowfall by:

Total snowfall accumulation: Less than 1 inch of SNOW

Duration of the storm: 12 - 18 hours

Post-storm conditions: freezing nights, melting days

TODAY (Sunday)	WEATHER	AMOUNT	TEMP.	WIND
Mid. - 6 AM				
6 AM - Noon				
Noon - 6 PM	mostly cloudy, RW- around		55-62 F	WSW at 2-8 mph
6 PM - Mid.	RW- around early, mainly cloudy		42-55 F	NW at 3-12 mph
Special Notes:				

TOMORROW (Monday)	WEATHER	AMOUNT	TEMP.	WIND
Mid. - 6 AM	clearing late		32-42 F	NW at 2-10 mph
6 AM - Noon	mostly sunny		32-37 F	N at 10-22 mph
Noon - 6 PM	sun dimmed by high clouds		34-39 F	N at 10-22 mph
6 PM - Mid.	mostly cloudy, SW- late		30-35 F	NE at 1-10 mph
Special Notes:	Light snow will develop around midnight then become a snow/sleet/freezing rain mix at times until daybreak then change to rain for the morning commute.			

Tuesday	WEATHER	TEMP.
OVERALL FORECAST	S- or S-/IP-/R- mix early changing to R-/R mid morning	44 F

Next Update: 8 AM Monday

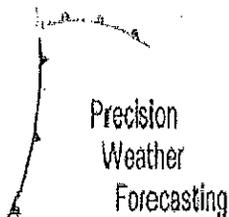
**Dennis Wood**

From: Precision Weather <bounces@snowandice.com>  
 Sent: Monday, December 28, 2015 7:34 AM  
 To: Dennis Wood  
 Subject: Precision Weather Storm Warning

**SNOW & ICE Storm Warning**

Prepared for: **Plymouth**  
 email: [wood@townhall.plymouth.ma.us](mailto:wood@townhall.plymouth.ma.us) fax: 1-508-830-4165

Date: 12/28/2015  
 Time: 08:03 AM  
 By: Rob Gilman



Consult With Your Meteorologist at: 1-844-793-2255 (1-844-PWF-CALL)  
 Visit Precision Weather Forecasting on the web at [www.snowandice.com](http://www.snowandice.com)

Snow by: Tuesday at 2 - 4am

Ice By: Tuesday at 2 - 4am

Rain By: Tuesday at 7 - 9am

1" of snowfall by:

Total snowfall accumulation: Little, if any SNOW

Duration of the storm: 12 - 18 hours

Post-storm conditions: Melting nights and days

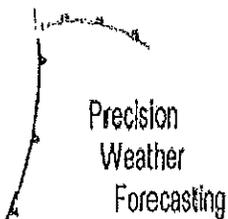
TODAY (Monday)	WEATHER	AMOUNT	TEMP.	WIND
Mid. - 6 AM				
6 AM - Noon	lots of sun		34-38 F	N at 7-15 mph
Noon - 6 PM	sun, increasing clouds		30-38 F	N at 4-15 mph
6 PM - Mid.	mostly cloudy		30-34 F	E at 5-14 mph
Special Notes:				

TOMORROW (Tuesday)	WEATHER	AMOUNT	TEMP.	WIND
Mid. - 6 AM	S-/S quickly changing to IP/ZR-	little, if any	33-39 F	E at 8-24 mph
6 AM - Noon	IP/ZR- to R-/R, times of R+	0.25 to 0.50 inch RAIN	33-41 F	NE at 8-23 mph
Noon - 6 PM	R-/R, brief R+ early tapering to RW- after 2pm.	0.15 to 0.35 inch RAIN	39-44 F	NE at 8-15 mph
6 PM - Mid.	gradual clearing		39-43 F	NW at 8-18 mph
Special Notes:	Snow will develop after Midnight then become a snow/sleet/freezing rain mix at times until daybreak then change to rain for the morning commute.			

Wednesday	WEATHER	TEMP.
OVERALL FORECAST	becoming cloudy	48 F

**Dennis Wood**

From: Precision Weather <bounces@snowandice.com>  
 Sent: Monday, December 28, 2015 6:48 PM  
 To: Dennis Wood  
 Subject: Precision Weather Storm Warning



**SNOW & ICE Storm Warning**

Prepared for: **Plymouth**  
 email: [wood@townhall.plymouth.ma.us](mailto:wood@townhall.plymouth.ma.us) fax: 1-508-830-4165

Date: 12/28/2015  
 Time: 8:04 PM  
 By: Bill Gile

Consult With Your Meteorologist at: 1-844-793-2255 (1-844-PWT-CALL)  
 Visit Precision Weather Forecasting on the web at [www.snowandice.com](http://www.snowandice.com)

Snow by: Tuesday at 12am - 2am

Ice By: Tuesday at 12am - 2am

Rain By: Tuesday at 6am - 8am

1" of snowfall by:

Total snowfall accumulation: Little, if any SNOW, watch for icy spots

Duration of the storm: 12 - 18 hours

Post-storm conditions: Melting nights and days

TODAY (Monday)	WEATHER	AMOUNT	TEMP.	WIND
Mid. - 6 AM				
6 AM - Noon				
Noon - 6 PM				
6 PM - Mid.	mostly cloudy		29-33 F	E at 5-14 mph
Special Notes:				

TOMORROW (Tuesday)	WEATHER	AMOUNT	TEMP.	WIND
Mid. - 6 AM	S-/S quickly changing to IP/ZR-, then R- late	little, if any SNOW, Icy spots	32-37 F	E at 8-24 mph
6 AM - Noon	any IP/ZR- to R-/R, times of R+	0.50 to 0.75 inch RAIN	33-41 F	NE at 8-23 mph
Noon - 6 PM	R-/R, brief R+ early tapering to RW- after 2pm.	0.25 to 0.50 inch RAIN	39-44 F	NE at 8-15 mph
6 PM - Mid.	gradual clearing		39-43 F	NW at 8-18 mph
Special Notes:	Snow will develop after Midnight then become a snow/sleet/freezing rain mix at times until daybreak then change to rain for the morning commute. Total wash-out of any snow/ice.			

Wednesday	WEATHER	TEMP.

**Dennis Wood**

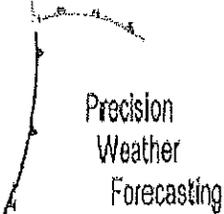
From: Precision Weather <bounces@snowandice.com>  
 Sent: Tuesday, December 29, 2015 7:56 AM  
 To: Dennis Wood  
 Subject: Precision Weather Storm Warning

Date: 12/29/15  
 Time: 08:03 AM  
 By: Rob Gilman

**SNOW & ICE Storm Warning**

Prepared for: **Plymouth**  
 email: [wood@townhall.plymouth.ma.us](mailto:wood@townhall.plymouth.ma.us) fax: 1-508-830-4165

Consult With Your Meteorologist at: 1-844-793-2255 (1-844-PWF-CALL)  
 Visit Precision Weather Forecasting on the web at [www.snowandice.com](http://www.snowandice.com)



Snow by:  
 Ice By: continuing  
 Rain By: continuing

1" of snowfall by:

Total snowfall accumulation: Little, if any SNOW

Duration of the storm: 6 to 10 hours REMAINING

Post-storm conditions: Melting nights and days

TODAY (Tuesday)	WEATHER	AMOUNT	TEMP.	WIND
Mid. - 6 AM				
6 AM - Noon	any IP/ZR- to R-/R early, times of R+	0.40 to 0.60 inch RAIN	33-42 F	from ENE/E at 7-17 mph, gust to 25 mph
Noon - 6 PM	R-/R to RW- then spotty drizzle	0.10 to 0.25 inch RAIN	40-44 F	From NE at 6-16 mph, gust to 20 mph
6 PM - Mid.	cloudy, spotty drizzle		36-40 F	From N to NW at 5-12 mph
Special Notes:	Total wash-out of any snow/ice.			

TOMORROW (Wednesday)	WEATHER	AMOUNT	TEMP.	WIND
Mid. - 6 AM	cloudy		34-39 F	From NW at 3-10 mph
6 AM - Noon	mostly cloudy/some breaks of sunshine		34-44 F	From NW at 4-10 mph
Noon - 6 PM	some breaks of sun early then mostly cloudy		43-47 F	From NW to S at 3-9 mph
6 PM - Mid.	cloudy, RW late		41-44 F	From S/SE at 3-9 mph
Special Notes:	Above freezing with rain showers Wednesday night into pre-dawn Thursday.			

Thursday	WEATHER	TEMP.
OVERALL FORECAST	RW- before dawn then cloudy with some sunny breaks late	49 F

**Dennis Wood**

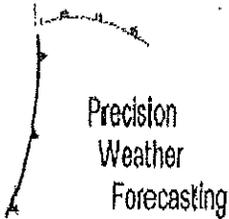
From: Precision Weather <bounces@snowandice.com>  
 Sent: Sunday, January 03, 2016 1:46 PM  
 To: Dennis Wood  
 Subject: Precision Weather Storm Warning

Date: 01/03/2016  
 Time: 1:03 PM  
 By: Bill Gile

**SNOW & ICE Storm Warning**

Prepared for: **Plymouth**  
 email: [wood@townhall.plymouth.ma.us](mailto:wood@townhall.plymouth.ma.us) fax: 1-508-830-4165

Consult With Your Meteorologist at: 1-844-793-2255 (1-844-PWF-CALL)  
 Visit Precision Weather Forecasting on the web at [www.snowandice.com](http://www.snowandice.com)



**Snow by: Monday 9 - 11am**

**Ice By:**

**Rain By:**

**1" of snowfall by: Monday 2 - 4 PM**

**Total snowfall accumulation: 1 to 2 inches**

**Duration of the storm: 12 to 18 hours**

**Post-storm conditions: Freezing Days and Nights**

TODAY (Sunday)	WEATHER	AMOUNT	TEMP.	WIND
Mid. - 6 AM				
6 AM - Noon				
Noon - 6 PM	few clouds		39-46 F	W at 5-17 mph
6 PM - Mid.	increasing clouds		32-39 F	W at 3-13 mph
Special Notes:				

TOMORROW (Monday)	WEATHER	AMOUNT	TEMP.	WIND
Mid. - 6 AM	lots of clouds		25-32 F	NW at 5-15 mph
6 AM - Noon	cloudy, SW-/S- developing	Dusting	24-30 F	NNW at 10-25 mph Gusts to 30mph
Noon - 6 PM	cloudy, SW-/S-, some S at times	Dusting to 1 inch	21-28 F	N at 15-30 mph Gusts to 40mph
6 PM - Mid.	cloudy, SW-/S-	Dusting to 1 inch	17-23 F	N at 15-30 mph Gusts to 40mph
Special Notes:	Ocean effect snow bands can become heavier at times during the afternoon and evening with blowing and drifting snow.			

Tuesday	WEATHER	TEMP.
OVERALL FORECAST	lingering SW- in the morning, then breaks of PM sun	25 F

Special Town Meeting  
April 2, 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

11 Lincoln Street  
Plymouth, Massachusetts 02360

FAX: (508) 830-4140

Board of Selectmen  
Town Manager  
(508) 747-1620 ext. 100

Human Resources  
(508) 747-1620 ext. 101

DATE: February 4, 2016  
TO: Board of Selectmen and Advisory and Finance Committee  
FROM: Marie Brinkmann, Director of Human Resources  
RE: Article 1 Special Town Meeting  
Classification and Compensation Plans/Personnel Bylaws

*Marie Brinkmann*

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Article 1 – To see if the Town will vote to amend the Classification and Compensation Plans and the Personnel Bylaw and Collective Bargaining Agreements contained therein, or take any other action relative thereto.

We are recommending the following changes to the Personnel Bylaw:

- Per the approved change to the Library Director position, the position should be removed from Section 7, Schedule A: Classification of Positions, Group: Executive Management – Non-Union, of the Personnel Bylaw as it is now properly listed in Article I Recognition of the OPEIU Collective Bargaining Agreement.
- Update/Correct the names of the Collective Bargaining Units in Section 29 List of Bargaining Agreements of the Personnel Bylaw to more accurately reflect those Bargaining Units in the Town of Plymouth. Also, in the same section remove the terms of the agreements in order to maintain the accuracy of the document.



## MEMORANDUM OF AGREEMENT

December 23, 2015

(NOTICE – Numbers 3, 4, 5, 6, 11, 14, 15, and 16 to take place after Town Meeting.  
Numbers 9, 10, 12, 13, and 17 to take place in Year 2 of new CBA)

Acting subject to ratification by the membership of Local 888 SEIU (“the Union”) and by the Plymouth Board of Selectmen, representatives of the Union and the Town agree as follows:

1. Life Insurance increased to \$15,000 for active employees (this is not to be incorporated into the new CBA and will take effect as soon as practicable)
2. Pay Date moves to Friday (this is not to be incorporated into the new CBA and will take effect as soon as practicable)
3. Eliminate practice of separate checks (this language will not be incorporated into the new CBA)
4. Change language in Article II – Vacancies and New Positions regarding seniority as follows:  
“Within a reasonable period of time to allow for reviewing applications and conducting interviews, the Department Head will notify the Town Manager which applicant is being recommended for appointment. When two (2) or more of the qualified personnel are Town employees and all have the same qualifications, ~~the senior employee shall be selected~~ the Town Manager will make the final decision without regard to seniority.”
5. Change language in Article II – Vacancies and New Positions regarding probationary employees as follows:  
“All employees who are new to this bargaining unit shall be considered as probationary employees. They shall remain as probationary employees for ~~three (3)~~ four (4) calendar months. During probation, employees may be discharged without cause and shall not be able to grieve any discharge.”
6. Change to Article VII – Work Week regarding removal of 4 day work week language:  
*Beginning September 3, 2013, (after Labor Day) Town Hall hours shall be changed to Monday through Friday, 7:30 a.m. to 4:00 p.m. with one (1) hour for lunch for all SEIU members. Members can also select to work a 4 day work week subject to the needs of their department and with the approval of their immediate manager. Schedules must be on file with the Town and will be reviewed annually.*
7. Add language to Article VII – Work Week to incorporate the Memorandum of Agreement dated November 25, 2015:

When the Plymouth Town Hall, Senior Center or Library is closed or has reduced hours due to weather events or Town-wide public emergency, all Union members, both within and outside those buildings, shall be paid their regular work day salary. Any Union member who is asked to and agrees to work, shall receive compensatory time (equal to the hours worked, i.e., at straight time) and be paid at time-and-a-half (1 ½) for hours worked. Employees who are asked to and agree to work during a weather event or public emergency that occurs on a holiday shall receive compensatory time (equal to hours worked, i.e., straight time) and be paid at time-and-a-half (1 ½) for hours worked. All compensatory time earned pursuant to this agreement must be used within 30 days or will be lost.

8. Change language in Article XIII – Salaries to reflect COLA increases:

FY16 (effective July 1, 2015) increase of 2%  
 FY17 (effective July 1, 2016) increase of 2.5%  
 FY18 (effective July 1, 2017) increase of 3%

9. Change language in Article XVII – Vacation Leave regarding vacation eligibility as follows:

2A. "An employee will begin accruing vacation on a weekly basis immediately upon employment according to the chart below. Weekly accrual rate will increase on anniversary dates. A new employee may begin taking accrued vacation at 6 4 month anniversary of employment."

10. Change language in Article XVII – Vacation Leave regarding vacation accrual as follows:

2B. "Employees hired on or after July 1, 2011, will begin accruing vacation on a weekly basis according to the chart below as of July 1, 2012. Weekly accrual rate will increase on anniversary dates. A new employee may begin taking accrued vacation at ~~six (6)~~ four (4) month anniversary of employment."

<i>Years of Service</i>	<i>Vacation Days</i>	<i>Hourly Accrual Rate (7.5 hrs per day)</i>	<i>Hourly Accrual Rate (8 hrs per day)</i>
0-2	10	1.44	1.54
2	<del>10</del> 11	<del>1.44</del> 1.59	<del>1.54</del> 1.69
3	<del>10</del> 12	<del>1.44</del> 1.73	<del>1.54</del> 1.85
4	<del>10</del> 13	<del>1.44</del> 1.88	<del>1.54</del> 2.00
5	<del>10</del> 15	<del>1.44</del> 2.16	<del>1.54</del> 2.31
6	<del>10.5</del> 15	<del>1.54</del> 2.16	<del>1.64</del> 2.31
7	<del>11</del> 15	<del>1.63</del> 2.16	<del>1.75</del> 2.31
8	<del>12</del> 15	<del>1.73</del> 2.16	<del>1.85</del> 2.31
9	<del>12.5</del> 15	<del>1.83</del> 2.16	<del>1.95</del> 2.31
10 & 11	13-16	1.92 2.31	2.05 2.46
12 & 13	14-17	2.02 2.45	2.15 2.62
14 & 15	14.5-18	2.11 2.60	2.25 2.77
16 & 17	15-19	2.21 2.74	2.36 2.92

18 & 19	16 20	<del>2.31</del> 2.88	2.46 3.08
20	16.5 20	<del>2.41</del> 2.88	2.57 3.08

11. Change language in Article XVIII – Sick Leave as follows:

A. “An employee (hired before July 1, 2011) in continuous employment shall be allowed the equivalent number of hours to equal one and one-quarter (1 ¼) days leave with pay for each month thereof provided such sick leave is caused by sickness, injury or disability which prevents the employee from performing his/her normal duties. A new employee hired on or after July 1, 2011 in continuous employment shall be allowed the equivalent number of hours equal to .834 days leave with pay for each month thereof provided such sick leave is caused by sickness, injury or disability which prevents the employee from performing his/her normal duties. At the discretion of their department head, employees may utilize sick time in increments of one hour. The one-hour utilization may not be unreasonably denied for an urgent medical need.”

12. Change language in Article XVIII – Sick Leave as follows:

C. “An employee in continuous employment shall be credited with the unused portion of leave granted under sub-section A up to a maximum of ~~1,500~~ 2,100 hours (~~1350~~ 1,890 for those employees who receive the long term disability benefit).”

13. Change language in Article XVIII – Sick Leave regarding buyback as follows:

K. “The Town agrees that it shall pay to the employee upon his voluntary retirement or upon the death of said employee to his named beneficiary Twenty-five dollars (\$25.00) for each 7 ½ (or 8) hours of accumulated unused sick leave remaining in the account of said employee for fifty (50%) percent of the total hours of said accumulated sick leave, up to a maximum payment of ~~twenty-five hundred (\$2,500)~~ thirty-five hundred (\$3,500) dollars. In order to be eligible for this benefit said employee must have been employed as a member of this bargaining unit for ten (10) years or more. Employees who accept the Town’s long term disability insurance option will not be eligible for this buyback plan.”

14. Add language to Article XXIV - Management Rights:

M. Employees who are asked to, or may have a need to, operate a motor vehicle while on Town business shall notify their supervisor if they are on a medication that might impair their ability to safely operate a motor vehicle.

15. Add language to Article XXIV - Management Rights:

N. Employees will notify Human Resources immediately upon any arraignment or conviction of a misdemeanor or felony.

16. Remove “and/or stipends” from Article XXXVII - Re-Openers:

“It is understood that if any other town side managed collective bargaining group reaches an agreement for a salary-related increase during the lifetime of this contract

only (2012-2015) (2015-2018), the contract will be reopened on the issue of salary increases. A "salary-related increase" shall be defined as COLA and/or stipends. This article shall not apply when a greater wage increase is awarded as the result of an arbitrator's decision or a reclassification."

**17. Add a new article – Article XXXVIII - Longevity:**

*Employees in continuous service, who have completed the number of years of continuous service set forth below, shall receive longevity payments in accordance with the calendar year in which said employee attains that particular level of years of service. The longevity payment shall be paid in a lump sum during the month of November, except if an employee retires after July 1, he/she shall receive his full longevity pay for that year in a lump sum with his/her final week's pay. Eligibility begins with the date of continuous employment. Part-time employees in the group shall receive the longevity benefits listed below on a pro-rata basis. An employee's share of a benefit shall bear the same relationship to the total benefits as the employee's average work-week bears to a full-time work week.*

<u>Years of Service</u>	<u>Longevity Payment</u>
5	\$100
10	\$150
15	\$200
20	\$300
25	\$500

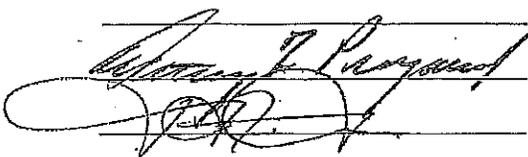
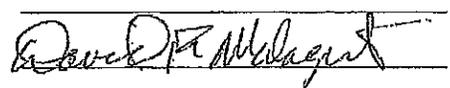
**18. Add Language to Article VII – Work Week:**

The normal hours of duty shall be from Monday through Friday, 8:00 a.m. to 4:30 p.m., with one hour lunch except in cases where a 40-hour week is the required work week due to unusual circumstances is required by the Town Manager, Department Head and Human Resources Director.

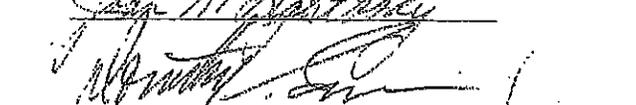
SD 7:30 4:00 SD 

Signed on \_\_\_\_\_

On behalf of the Town:

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

On behalf of the Union:

  
 \_\_\_\_\_  
  
 \_\_\_\_\_  
  
 \_\_\_\_\_  
 Marilyn A. Yeston  
 Sandra [unclear]

Special Town Meeting  
April 2, 2016

**ARTICLE 3:**

To see if the Town will vote to raise and appropriate or transfer a sum of money to pay certain unpaid bills of a prior fiscal year, or take any other action relative thereto.

BOARD OF SELECTMEN



# TOWN OF PLYMOUTH

11 Lincoln Street  
Plymouth, Massachusetts 02360

FAX: (508) 830-4140

Board of Selectmen  
Town Manager  
(508) 747-1620 ext. 100

Human Resources  
(508) 747-1620 ext. 101

DATE: February 2, 2016  
TO: Derek Brindisi, Assistant Town Manager  
FROM: Marie Brinkmann, Director of Human Resources  
RE: FY15 Invoice – 100B

*Marie Brinkmann*

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Please be advised the Town of Plymouth has received an outstanding 100B (Police and Fire Retired on Disability) invoice from FY15. In order to pay this bill, an additional \$2,341.27 will be required. Due to privacy considerations, the name of the retiree as well as the name of the vendor are being kept confidential.

The Town of Plymouth accepted MA General Law Chapter 41 Section 100B on April 15, 1074 (Article 46), as a result, any retired Police Officers and Fire Fighters who were injured in the line of duty are indemnified.



2016 ANNUAL TOWN MEETING  
APRIL 2, 2016

**ARTICLE 12:**

To see if the Town will vote to appropriate a sum of money from available funds as the State's share of the cost of work under G.L. c.90, §34 (2)(a) of the Massachusetts General Laws, or take any other action relative thereto.

BOARD OF SELECTMEN



# TOWN OF PLYMOUTH

Department of Public Works  
11 Lincoln Street  
Plymouth, Massachusetts 02360

**TO: ADVISORY AND FINANCE COMMITTEE**

**FROM: SID KASHI, P.E.** *(Signature)*  
**TOWN ENGINEER**

**Through: Jonathan Beder, Director of Public Works**

**DATE: January 29, 2016**

**Subject: 2016 SPRING ANNUAL TOWN MEETING – ARTICLE EXPLANATION  
ARTICLE 12 – ACCEPTING CHAPTER 90 (STATE) FUNDS**

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This Annual Article authorizes the Town to accept the funding provided by the State under G.L., Chapter 90 for the maintenance of public roads. In the last round of yearly appropriations, the Town received \$1,512,961.00. The estimated amount for Fiscal Year 2017 is unknown at this time.

The Town can expect a similar amount in Fiscal Year 2017, unless there is a change in policy and/or the State's financial health.

**There is not any need for funding this Article.**

The D.P.W. recommends that the ADVISORY AND FINANCE COMMITTEE vote to approve and support Article 12 as presented.

2016 ANNUAL TOWN MEETING  
APRIL 2, 2016

**ARTICLE 22:**

To see if the Town will vote to authorize the Board of Selectmen to accept and allow as a public way the following street or portions thereof as laid out by the Board of Selectmen and reported to the Town, and as shown on plans on file with Town Clerk; to authorize the Board of Selectmen to acquire by gift, or eminent domain an easement or easements to use said way for all purposes for which public ways are used in the Town of Plymouth, and all associated easements; and further, accept gifts for this purpose and any expenses related thereto; and authorize the Board of Selectmen to enter into all agreements and take all related actions necessary or appropriate to carry out said acquisition(s);

- Raymond Road
- Camelot Drive

or take any other action relative thereto.

DEPARTMENT OF PUBLIC WORKS



# TOWN OF PLYMOUTH

Department of Public Works  
Engineering Division  
11 Lincoln Street  
Plymouth, Massachusetts 02360

TO: ADVISORY AND FINANCE COMMITTEE

FROM: SID KASHI, P. E. *S.K.*  
TOWN ENGINEER

Through: Jonathan Beder, Director of Public Works

CC: Roads Advisory Committee

DATE: January 29, 2016

SUBJECT: STREET LAYOUT (ACCEPTANCE) PROGRAM  
2016 SPRING ANNUAL TOWN MEETING – ARTICLE 22

This year there are two (2) streets being proposed for acceptance, namely Raymond Road in the Ponds of Plymouth subdivision located in South Plymouth, and Camelot Drive (Portion of).

Raymond Road and Camelot Drive which are presently unaccepted have been approved by the Roads Advisory Committee for acceptance.

There is not any need for funding this Article.

This package contains a brief synopsis of the locations being considered and locus maps.

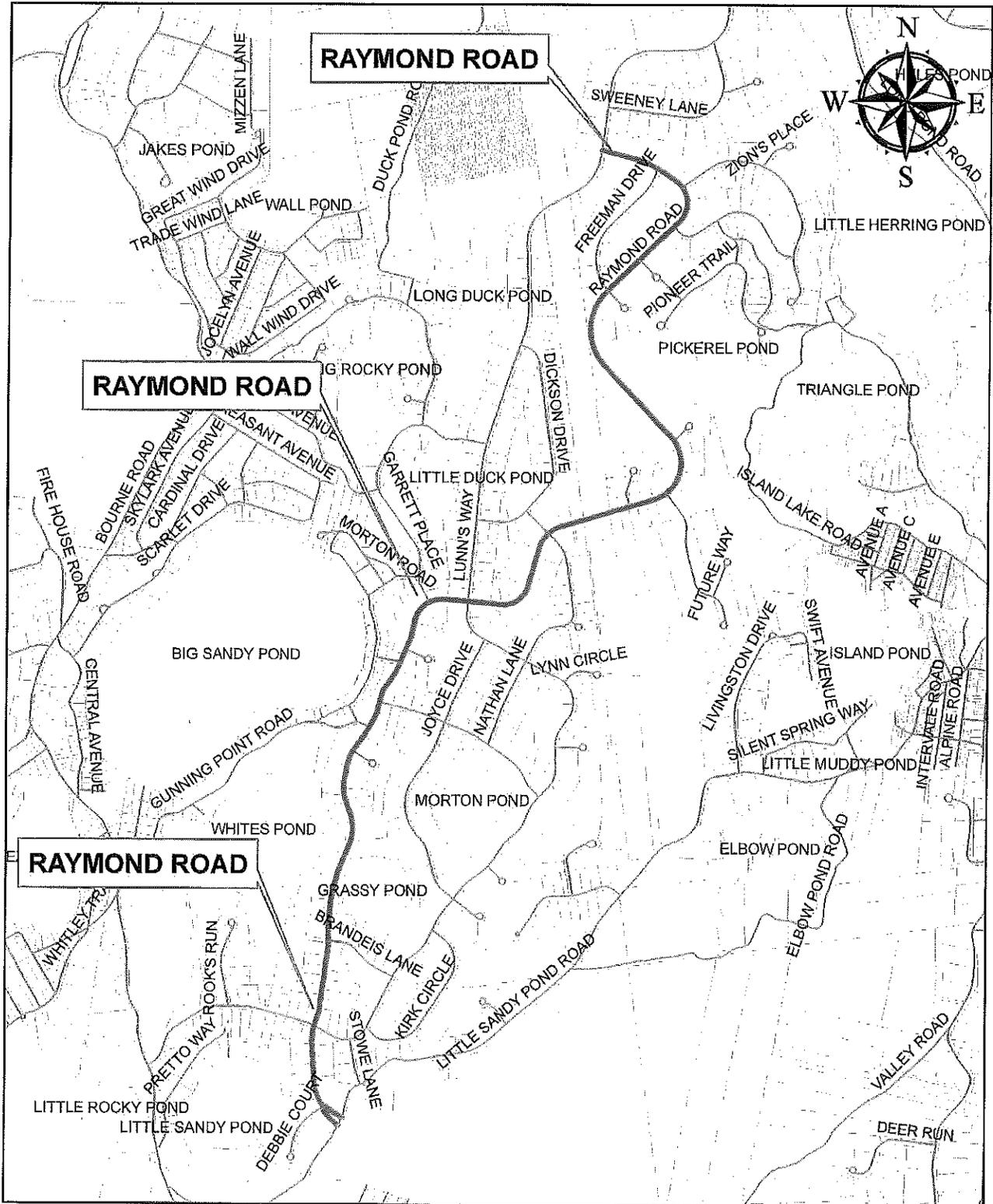
Representative of the Engineering Division will be available on February 10<sup>th</sup> to present the materials and answer any questions that you may have.

The D.P.W. - Engineering Division recommends that the ADVISORY AND FINANCE COMMITTEE members vote to support Article 22 as presented.

# 2016 ANNUAL TOWN MEETING LOCUS MAP

ARTICLE 22:  
DPW ENGINEERING - RAYMOND ROAD

PLAT 113, 122, 123 & 124



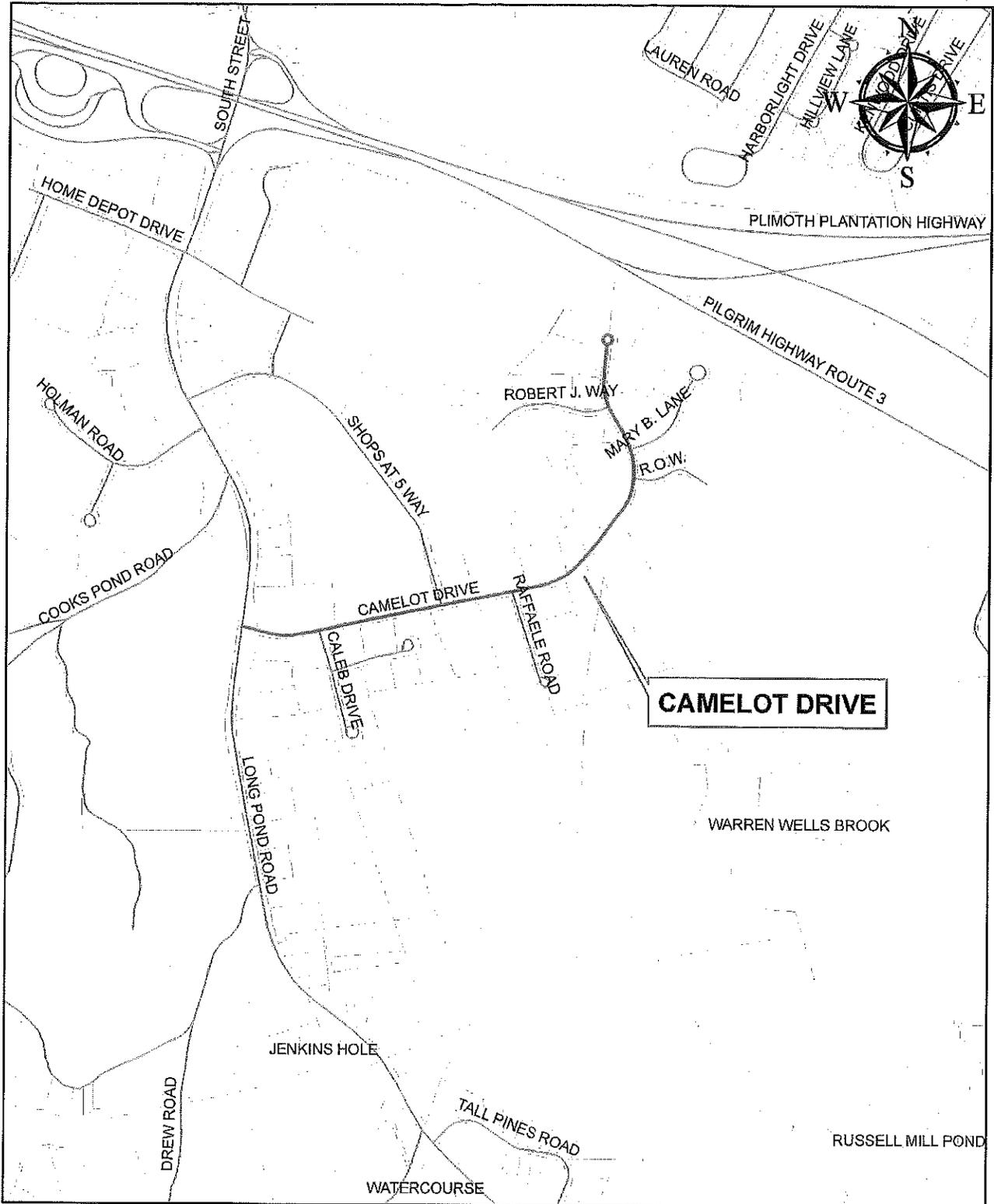
PREPARED BY THE PLYMOUTH ENGINEERING DIVISION



# 2016 ANNUAL TOWN MEETING LOCUS MAP

ARTICLE 22:  
DPW ENGINEERING - CAMELOT DRIVE

PLAT 83



PREPARED BY THE PLYMOUTH ENGINEERING DIVISION

1,000 0 1,000 2,000

SCALE IN FEET

## ARTICLE 22

**RAYMOND ROAD** - is located in the South Plymouth section of Town and comprises a portion of the "Ponds of Plymouth, *fka Heritage Hills*" subdivision. Built in phases between 1973 thru 2007, Raymond Road runs from south to north at a length of 15,735' or 2.98 miles, connecting Little Sandy Pond Road and Lunn's Way. Raymond Road is the second Town layout in this development. Lunn's Way was laid out last year (2015).

**CAMELOT DRIVE** - is located in the upper Long Pond Road section of Town and comprises the Camelot Park subdivision. Built in the early 1980's, Camelot Drive runs from east to west at a length of 2,640' or 0.50 mile, running from Long Pond Road to the Towns Department of Public Works facility. The laying out of Camelot Drive is important to the Town, in that, Camelot Drive services the Towns Water department, Parks, Highway and Sewer Treatment facilities.

2016 ANNUAL TOWN MEETING  
APRIL 2, 2016

**ARTICLE 23:**

To see if the Town will vote to raise and appropriate, transfer from available funds, borrow, or otherwise fund \$500,000 in improvements to Private Roads including all costs necessary and related thereto, consistent with the provisions of Chapter 112 of the Acts of 2012 as signed by the Governor in June 13, 2012, or take any other action relative thereto.

ROADS ADVISORY COMMITTEE



# TOWN OF PLYMOUTH

Department of Public Works  
Engineering Division  
11 Lincoln Street  
Plymouth, Massachusetts 02360

**TO:** ADVISORY AND FINANCE COMMITTEE

**FROM:** SID KASHI, P. E. *S.K.*  
TOWN ENGINEER

**Through:** Jonathan Beder, Director of Public Works

**CC:** Melissa Arrighi, Town Manager  
Roads Advisory Committee

**DATE:** January 29, 2016

**SUBJECT: 2016 SPRING ANNUAL TOWN MEETING – ARTICLE EXPLANATION –  
ARTICLE 23 - \$500,000. FUNDING FOR UNACCEPTED ROADS  
IMPROVEMENT PROGRAM.**

Over half of the roads in Plymouth are unaccepted AS PUBLIC WAY. There are approximately 200 miles of unaccepted roads, and 33% of these roads are unpaved. A large percentage of requests to the DPW for road repairs involve unaccepted roads, and many of them being used as Town-Wide connectors, which are located in areas with significant build-out potential.

Many residents living on unaccepted roads expect that the Town should be doing more to maintain or improve unaccepted roads.

There are not any funding sources available to support adequate levels of Town maintenance on unaccepted roads. The DPW and the Roads Advisory Committee (RAC) have been exploring various options to create a program to help fund desired improvements to unaccepted roads. To accomplish this goal the RAC recommended to the Board of Selectmen (BOS) to place an article in the Town Meeting Warrant requesting that the Board of Selectmen petition the Legislature to file for a Special Act authorizing the Town of Plymouth to make improvements on unaccepted roads with public funds. Several years ago, an Article was placed on Town Meeting Warrant. The Special Act was passed by State Legislators and signed by the Governor on June 13, 2012.

Funding to repair/maintain unaccepted roads has been authorized in the past by Town Meeting. Several years ago at a Special Town Meeting on November 1, 1994, the Town Meeting members voted to “appropriate the sum of \$170,000.00 from free cash for the maintenance of unaccepted roads”. The funding continued through the 1998 construction season.

In the past three (3) years the Town Meeting appropriated \$500,000 each year for improving and maintaining of unaccepted paved and gravel roads.

The following is a list of projects which were either completed or on-going utilizing funds:

**1. Crack Seal**

- Bruce Road (South Meadow Road to Montgomery Drive)
- Ashbury Street (Montgomery Drive to Pimental Way)
- Cox Lane (Montgomery Drive to Knoll Road)
- Donna Drive (State Road to Andrews Way)

**2. Overlay**

- Bruce Road (South Meadow Road to Montgomery Drive) – 1800 feet
- Shore Road (Pond Road to Valley Road)
- Pond Road (Valley Road to the End)
- Little Sandy Pond Road (portion of) – approximately 1,800 feet

**3. Full Depth Re-Construction**

- Little Sandy Pond Road (portion of) – approximately 1,000 feet
- George Street
- Queen Drive

**4. Pavement Management Program** – Assist with inventory and development of a long term maintenance program for unaccepted gravel and paved roads.

**5. Spreading and grading Recycled Asphalt** (material) for improving gravel roads

**6. Field Survey and Design** – Conducted field survey and office work for Birch Street and Curtis drive watershed areas in order to design drainage system, and roadway.

This article asks that the Town Meeting to fund \$500,000.00 to improve unaccepted roads. The funding will allow the Public Works Department to improve the condition and safety of these unaccepted roads. Improvements needed to keep these roads maintained and safe.

The \$500,000.00 funding will be utilized in the following areas by generating a pavement management program:

Surface Treatment \$200,000.00	Reconstruction \$100,000.00
Mill & Overlay \$120,000.00	Crack Seal \$30,000.00
Gravel Road Upgrade \$50,000.00	

Representatives of the Engineering Division and the Roads Advisory Committee will be available on February 10th to present the materials and answer any questions that you may have.

The D.P.W. recommends that the ADVISORY AND FINANCE COMMITTEE Members vote to approve and support Article 23 as presented.

Encl: Special Act passed by Legislators and signed by Governor  
Report prepared by "BETA" (a pavement management firm)

THE COMMONWEALTH OF MASSACHUSETTS

In the Year Two Thousand and Twelve

AN ACT AUTHORIZING THE TOWN OF PLYMOUTH TO MAKE IMPROVEMENTS OF UNACCEPTED ROADS.

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 section 57A of chapter 40, any other general or special law or charter provision to the contrary, the town of Plymouth may transfer money from available funds or borrow money to implement a road improvement program to prepare road layout or make improvements to unaccepted roads and to conduct studies associated with such layouts or improvements.

SECTION 2. This act shall take effect upon its passage.

House of Representatives, June 5, 2012.

Passed to be enacted,

*Robert J. Fahnestock*, Speaker.

in Senate, June 6, 2012.

Passed to be enacted,

*Paul Cellery*, President.

13 June 2012.

Approved,

at 1 o'clock and 40 minutes, P. M.

*[Signature]*  
GOVERNOR.



# Town of Plymouth Department of Public Works

## PAVEMENT MANAGEMENT PROGRAM UNACCEPTED ROADWAYS



www.beta.com

## Roadway Inventory and GIS

### Plymouth Roadway Profile

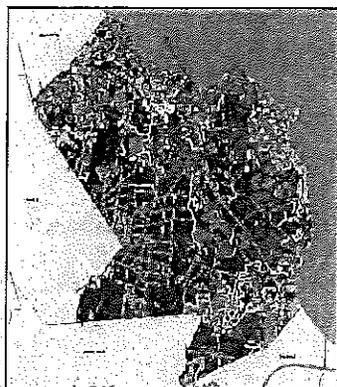


Classification	Miles
Town – Accepted	218.9
Town – Unaccepted	152.5
Town – Private/Exclusion	125.7
<b>Total</b>	<b>497.1</b>



## Roadway Inventory and GIS

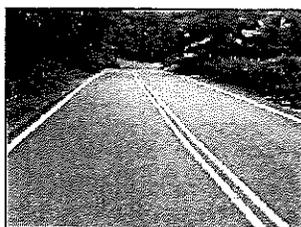
### Plymouth Unaccepted Roadway Profile



Road Type	Miles
Unaccepted – Asphalt	87.5
Unaccepted – Gravel	65.0
<b>Total</b>	<b>152.5</b>



## Pavement Management



#### Maintenance

- Crack Seal
- Pothole/Utility Patching

#### Surface Treatment

- Microsurfacing
- Rubber Chip Seal
- Double Chip Seal

#### Structural Repair

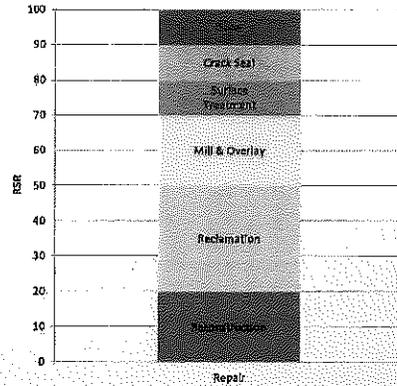
- Mill and Overlay
- Reclamation
- Reconstruction



## Maintenance & Repair Methods

### Paved Roadways

- Defer Maintenance - \$0.00 SY
- Crack Seal- \$1.00 SY
- Surface Treatment - \$14.00 SY
  - Micro Seal
  - Rubber Chip Seal
  - Double Chip Seal
- Mill & Overlay - \$20.00 SY
- Reclamation - \$90.00 SY
- Reconstruction - \$135.00 SY



## Maintenance & Repair Methods

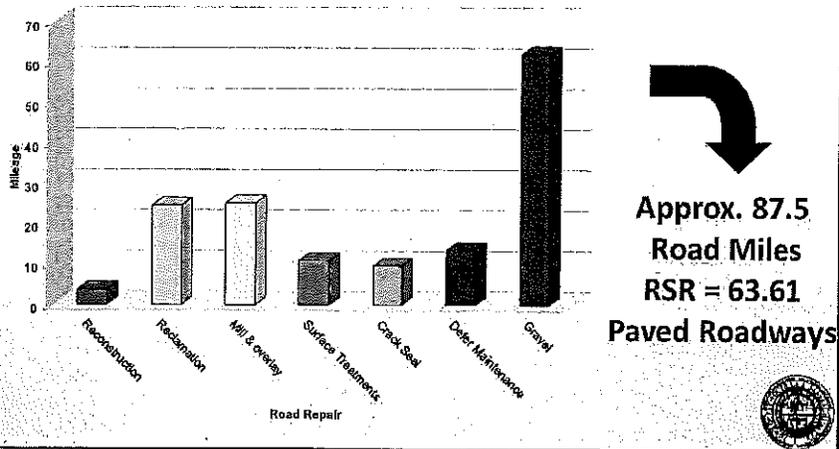
### Gravel Roadways

- Gravel Road Annual Re-grading Maint.- \$2.00 SY
- Gravel Road Dense Grade - \$13.00 SY
- Gravel Paved Roadway - \$135.00 SY



## Existing Conditions Summary

### General Rating by Mile – Unaccepted Roads



## Existing Conditions Summary

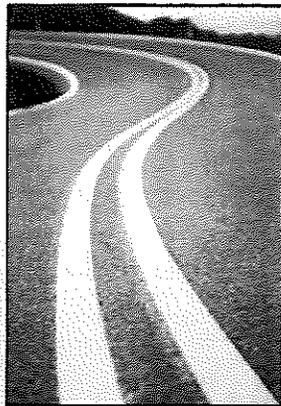
### Breakdown by Repair Method\*

Repair Method	Length (Miles)	Est. Cost	% By Repair
Reconstruction	3.7	\$5,156,726	4.3%
Reclamation	24.5	\$29,353,354	28.0%
Mill and Overlay	25.1	\$7,152,040	28.6%
Surface Treatment	10.9	\$1,960,430	12.5%
Crack Seal	9.7	\$114,501	11.1%
Defer Maintenance	13.6	\$0	15.5%
<b>TOTAL:</b>	<b>87.5</b>	<b>\$43,737,048</b>	<b>100.0%</b>

**Backlog\* = Approx. \$43.7 Million**

\*Excludes Gravel Roads

## Construction History - Unaccepted



### 2013 Construction

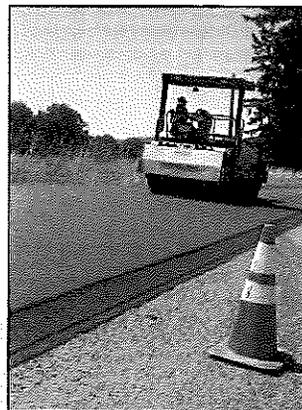
- Bruce Road – Overlay/Crack Seal
- Ashbury Street - Overlay/Crack Seal
- Cox Lane – Overlay/Crack Seal
- Donna Drive – Crack Seal
- Little Sandy Pond Road – 1,000ft
  - Full Depth Reconstruction



## Anticipated Construction

### 2015 Unaccepted Roads

- George Street
  - \$510K (Money Allocated)
- Queen Drive
  - \$165K (Money Allocated)
- Birch Street
  - \$225K (Money Not Allocated)

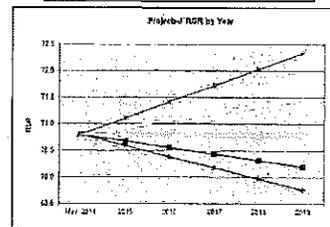
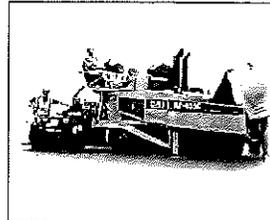


\*Asking for \$500K at Town Meeting FY2016



## Next Steps

- Determine target funding levels
- Identify funding sources
- Prioritize Roadway Construction
- Installation and Train of Town Staff



Town of Plymouth  
Department of Public Works

PAVEMENT MANAGEMENT PROGRAM  
UNACCEPTED ROADWAYS



2016 ANNUAL TOWN MEETING  
APRIL 2, 2016

**ARTICLE 33:**

To see if the Town will vote to amend section 3-12-1 of the Town Charter to read as follows:  
The Board of Selectmen shall appoint a Zoning Board of Appeals of five members and two associate members for three year overlapping terms. Persons not registered to vote in the town of Plymouth and Representative Town Meeting Members shall not be eligible for appointment to or service on the Zoning Board of appeals, or to take any other action relative thereto.

BY PETITION Steven Striar et al.

## Article 33

'Persons not registered to vote in the Town of Plymouth, Town of Plymouth employees, and representative town meeting members shall not be eligible for appointment to, or service on, the Advisory and Finance Committee.'

Every member of the Advisory and Finance Committee should be familiar with this prohibition. It is the final paragraph of chapter 2 section 12-1 of the Town Charter. It is made part of our Charter for good reason. Among other things, it is meant to place a barrier between those we have elected to make decisions on our behalf and those who serve as their advisors. By this simple act we are able to reduce the likelihood of both real conflicts of interest and the mere appearance of one.

Without this prohibition, the actions and intentions of the Advisory and Finance Committee and representative town meeting could be called into question to the detriment of all.

As correct as it was to include this language in the Charter. I believe there was a failure to recognize the potential conflict that could arise by not including a similar provision in the Charter affecting service on the Zoning Board of Appeals.

As an adjudicatory board, Zoning Board of Appeal members are called on to pass judgement on those aggrieved by the enforcement or dictates of town regulations. Town meeting members on the other hand have the legislative authority to enact the rules and regulations that govern certain activities in the town.

It is at this point that the potential for conflict arises. To have ZBA members, who are in essence and fact our local judges actively participating as our legislators runs counter to the separation of powers doctrine that has served us so well for so long.

Executive, Legislative and Judicial. Each branch of government, whether federal, state or local has it's own certain and separate responsibilities. They should not be co-mingled. We would not accept it at the highest levels of government. We should not accept it in Plymouth.

Therefore it is proposed by this article that 3-12-1 of the Town Charter be amended to read as follows:

'The Board of Selectmen shall appoint a Zoning Board of Appeals of five members and two associate members for three year overlapping terms. Persons not registered to vote in the town of Plymouth and Representative Town Meeting Members shall not be eligible for appointment to or service on, the Zoning Board of Appeals.'

This committee should be aware, it is my intention to ask for a revision of this article prior to town meeting or an amendment to the article on town meeting floor. The change would be limited to a provision delaying implementation of this prohibition, if enacted, for up to one year to allow for a more orderly transition period.

2016 ANNUAL TOWN MEETING  
APRIL 2, 2016

**ARTICLE 34:**

To see if the Town will vote to amend section 7-6-1 of the Town Charter to read as follows: At least once every five years, a special committee shall be appointed by the Moderator to review this Charter and submit a report, with recommendations, to the Citizens of Plymouth and Representative Town Meeting concerning any proposed amendments which the committee may determine to be necessary or desirable. Said report shall be published in the local paper of record and on the Town's website within 14 days of completion, or take any action relative thereto.

BY PETITION Steven Striar et al.

## Article 34

The purpose of this warrant article is to amend chapter 7 section 6-1 of the Town Charter. The existing language reads:

At least once every 5 years, a special committee shall be appointed by the town moderator to review this charter and to make a report, with recommendations, to the representative town meeting concerning any proposed amendments which the committee may determine to be necessary or desirable.

As proposed, the amended section would read:

At least once every 5 years, a special committee shall be appointed by the Moderator to review this charter and submit a report, with recommendations, to the Citizens of Plymouth and representative town meeting concerning any proposed amendments which the committee may determine to be necessary or desirable. Said report shall be published in the local paper of record and on the Towns website within 14 days of completion.

However, it is my intent to revise this article either before town meeting if possible or as an amendment on town meeting floor to remove the requirement of publication in the local paper of record.

My reason for proposing this Charter amendment is simple. It comes from the the first words of the Charter itself.

“We, the people of the Town of Plymouth,.....”

The language of the preamble is clear. I believe it is the cornerstone of the document. This is The Peoples Charter and it should be treated as such. It may seem a small thing. And on it's own mean little but 'We the People', as noted in the prreamble need to be reminded of our responsibilities with respect to the conduct of our government and we should not give them up freely.

In addition, I am hopeful the publication requirement will provide the public with improved and timely access to the same important information that is provided to their representatives at Town Meeting.