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, September 2, 2015 at 6:30PM**

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.

AGENDA ITEMS:

TOWN MEETING ARTICLES:

➢ 15: Transfer Properties to Conservation Commission	Evelyn Strawn & Betsy Hall Conservation Commission
➢ 29: Civil Service – Ages	Cindy DePina Director of Human Resources
➢ 1: Personnel By-Law – Misc D	"
➢ 4D: Study of Personnel Salaries Town-Wide	"
➢ 4K: Emergency Operations Plan	Aaron Wallace Director of Emergency Operations
➢ 4B: Police Study of Department	Melissa Arrighi Town Manager
➢ 30: Acts of 2001, Chapter 94 – Leases	"

Public Comment

Old/New/Other Business

- Sub-Committee & Committee Liaison Updates

Meeting Minutes
None

Next Meeting: Thursday, September 3 at 6:30PM, Mayflower II Meeting Room – Town Hall

15

Conservation Commission
508-747-1620, x139
Evelyn Strawn, Chairperson

Memorandum

To: Advisory and Finance Committee

From: Evelyn Strawn, Chairperson – Conservation Commission
Betsy Hall, Chairperson – Open Space Committee

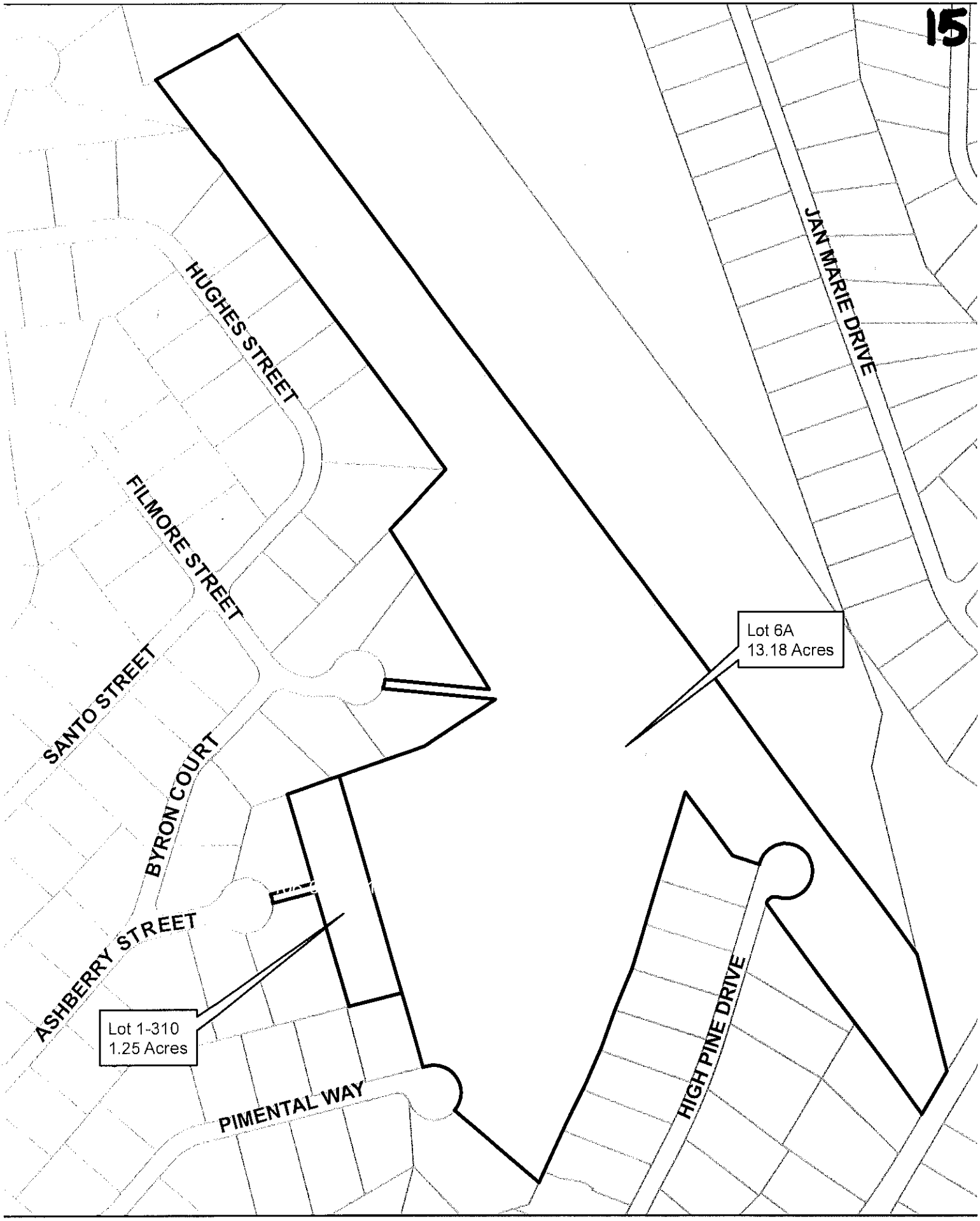
Date: August 12, 2015

Re: 2015 Fall Town Meeting

The Conservation Commission, in cooperation with the Open Space Committee seeks to convey three parcels of Tax-Title/Foreclosed land to the Care and Custody of the Conservation Commission, including any easements (utility, drainage, et al.).

To see if the Town will vote to transfer the following parcels from the Town Treasurer to the Conservation Commission for the purpose of maintaining protected Open Space…or take any other action relative thereto.

Parcel ID	Location	Yr. of Final TT Judgement
West Plymouth area		
106-000-001-310	Off Ashberry Street	1980
Location: So Meadow Rd to Montgomery Dr to Ashberry St		
106-000-006A-000	Off Pimental Way	1999
Location: So Meadow Rd to Montgomery Dr to Ashberry St to Pimental Way		
Manomet area		
045-000-036B-008	Bulrush Lane	2003
Location: State Rd to Brook Rd to Bulrush Ln		



Feet
0 100 200 400 600

Fall Town Meeting 2015
Tax Title Lots: 106-000-001-310 & 106-000-006A-000

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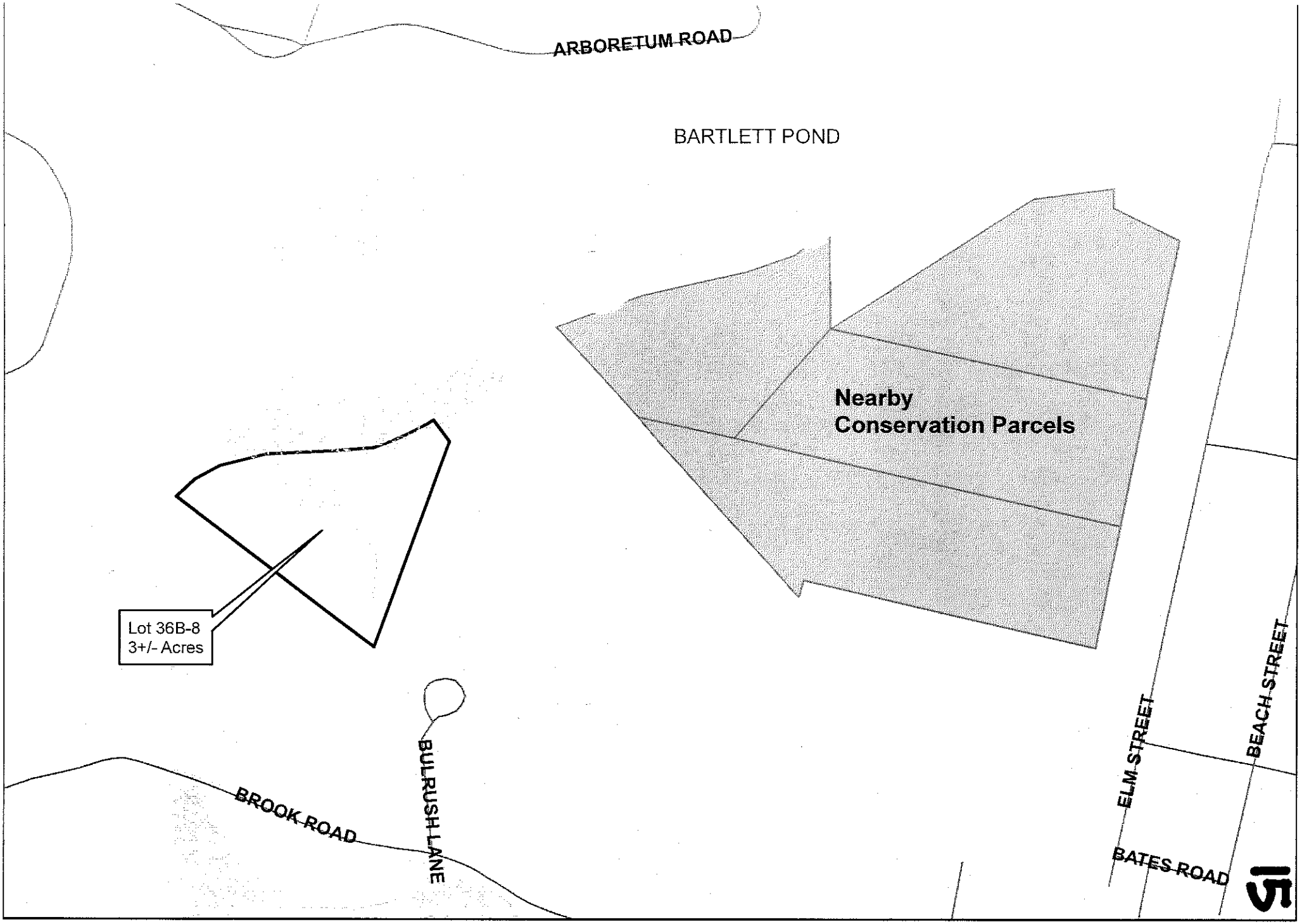

Fall Town Meeting 2015

Tax Title Lot: 045-000-036B-008

Town of Plymouth
Human Resources Dept.

Memo

To: Board of Selectmen and Advisory and Finance Committee

From: Cindy M. DePina, Director of Human Resources

Date: 08/25/2015

Re: Article 1 – Classification and Compensation Plans/Personnel Bylaws

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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 thereto.

Change the pay rates effective January 1, 2016 and then again January 1, 2017 in the Personnel Bylaws.

The Commonwealth of Massachusetts has changed the minimum wage effective January 1, 2016 and then another increase will occur on January 1, 2017. The current minimum wage in Massachusetts is $9.00. On January 1, 2016 it will increase to $10.00 per hour and on January 1, 2017 it will increase to $11.00 per hour. Attached is the proposed pay scale for Misc. D employees, which includes changes for both the minimum wage impact and the impact of compression of wages for supervisors. The proposed changes would help prevent supervisors' wages from falling below the wage of an employee they are overseeing.

11 Lincoln Street • Plymouth • MA • 02360 • 508-747-1620 x101 (phone) • 508-830-4140 (fax)

IMPORTANT CHANGES TO THE MASSACHUSETTS MINIMUM WAGE

In accordance with An Act Restoring the Minimum Wage and Providing Unemployment Insurance Reforms Chapter 144 of the Acts of 2014

Effective January 1, 2015

MINIMUM WAGE: $9.00 PER HOUR

The minimum wage law applies to all employees except those being rehabilitated or trained in charitable, educational, or religious institutions; members of religious orders; agricultural, floricultural, and horticultural workers; those in professional service; and outside salespersons not reporting to or visiting their office daily. See M.G.L. chapter 151, §§1 and 2. For further information regarding the Massachusetts state minimum wage, contact the Massachusetts Department of Labor Standards at (617) 626-6952 or visit www.mass.gov/dols.

In no case shall the Massachusetts minimum wage rate be less than $0.50 higher than the effective federal minimum rate.

SERVICE RATE: $3.00 PER HOUR

Wait staff, service employees and service bartenders may be paid the service rate if they regularly receive tips of more than $20 a month, and if their average hourly tips, when added to the service rate, are equal to or exceed the basic minimum wage. See M.G.L. chapter 151, §7.

AGRICULTURAL RATE: $8.00 PER HOUR

Work on a farm and the growing and harvesting of agricultural, floricultural and horticultural commodities requires payment of no less than the above-listed rate per hour, except when such wage is paid to a child seventeen years of age or under, or to a parent, spouse, child or other member of the employer's immediate family. See M.G.L. chapter 151, §2A.

Effective January 1, 2016:

- Minimum Wage shall be $10.00 per hour
- Service Rate shall be $3.35 per hour (provided service employee receives tips of more than $20 per month and if his/her average hourly tips, when added to the service rate, equals $10.00 per hour).

Effective January 1, 2017:

- Minimum Wage shall be $11.00 per hour
- Service Rate shall be $3.75 per hour (provided service employee receives tips of more than $20 per month and if his/her average hourly tips, when added to the service rate, equals $11.00 per hour).

The Commonwealth of Massachusetts
Executive Office of Labor and Workforce Development
Department of Labor Standards

JOB TITLE	2015 hourly rate	Proposed January 1, 2016	Proposed January 1, 2017
CENSUS TAKER	$ 9.0000	$ 10.0000	$ 11.0000
ELECTION WORKER	$ 9.0000	$ 10.0000	$ 11.0000
HARBORMASTER ASSISTANT	$ 11.2200	$ 12.2200	$ 13.2200
	$ 11.6688	$ 12.6688	$ 13.6688
	$ 12.1380	$ 13.1380	$ 14.1380
	$ 12.6174	$ 13.6174	$ 14.6174
HEAD LIFEGUARD	$ 11.0000	$ 11.5000	$ 12.0000
	$ 11.5000	$ 12.0000	$ 12.5000
	$ 12.0000	$ 12.5000	$ 13.0000
	$ 12.5000	$ 13.0000	$ 13.5000
INFORMATION AIDE 1749 CT HSE	$ 9.0000	$ 10.0000	$ 11.0000
LIBRARY PAGE	$ 9.6100	$ 10.6100	$ 11.6100
LIFEGUARD	$ 10.5000	$ 11.0000	$ 11.5000
	$ 11.0000	$ 11.5000	$ 12.0000
	$ 11.5000	$ 12.0000	$ 12.5000
	$ 12.0000	$ 12.5000	$ 13.0000
LIFEGUARD COORDINATOR	$ 15.5000		
	$ 16.0000		
	$ 18.5000		
MATRON	$ 9.5100	$ 10.5100	$ 11.5100
	$ 10.0100	$ 11.0100	$ 12.0100
	$ 10.5100	$ 11.5100	$ 12.5100
MUSEUM DIRECTOR	$ 9.0000	$ 10.0000	$ 11.0000
NATURAL RESOURCE OFFICER	$ 15.3000		
NATURAL RESOURCE TECH & ASST	$ 9.1800	$ 10.1800	$ 11.1800
	$ 9.5064	$ 10.5064	$ 11.5064
	$ 10.1082	$ 11.1082	$ 12.1082
	$ 10.6896	$ 11.6896	$ 12.6896
PARK RANGER	$ 9.9450	$ 10.9450	$ 11.9450
	$ 10.4550	$ 11.4450	$ 12.4450
	$ 10.9650	$ 11.9450	$ 12.9450
RECREATION BEACH & POND ATTND	$ 9.0000	$ 10.0000	$ 11.0000
	$ 9.5100	$ 10.5100	$ 11.5100
	$ 10.0100	$ 11.0100	$ 12.0100
	$ 10.5100	$ 11.5100	$ 12.5100
RECREATION BEACH & POND NITE	$ 9.0000	$ 10.0000	$ 11.0000
	$ 9.7854	$ 10.7854	$ 11.7854
	$ 10.5708	$ 11.5708	$ 12.5708
	$ 11.3562	$ 12.3562	$ 13.3562

JOB TITLE	2015 hourly rate	Proposed January 1, 2016	Proposed January 1, 2017
RECREATION INSTRUCTORS	$ 9.0000	$ 10.0000	$ 11.0000
	$ 9.5100	$ 10.5100	$ 11.5100
	$ 10.0100	$ 11.0100	$ 12.0100
	$ 10.5100	$ 11.5100	$ 12.5100
RECREATION SUPERVISOR B&P	$ 11.2500	$ 13.5000	$ 15.7500
	$ 12.0000	$ 14.2500	$ 16.5000
	$ 12.5000	$ 14.7500	$ 17.2500
	$ 13.5000	$ 15.7500	$ 18.0000
SEASONAL LABORER	$ 9.0000	$ 10.0000	$ 11.0000
	$ 9.3264	$ 10.3264	$ 11.3264
	$ 9.9282	$ 10.9282	$ 11.9282
	$ 10.5096	$ 11.5096	$ 12.5096
SEASONAL OFFICE WORKER	$ 10.9956	$ 13.0000	$ 15.0000
	$ 11.7912	$ 13.7912	$ 15.7912
	$ 12.4440	$ 14.4440	$ 16.4400
	$ 13.0050	$ 15.0050	$ 17.0500
SEASONAL REPAIRMAN	$ 9.0000	$ 10.0000	$ 11.0000
	$ 9.3060	$ 10.3060	$ 11.3060
	$ 9.8568	$ 10.8568	$ 11.8568
	$ 10.1592	$ 11.1592	$ 12.1592
SPECIALTY SPORTS INSTRUCTOR	$ 9.6900	$ 10.6900	$ 11.6900
	$ 10.7100	$ 11.7100	$ 12.7100
	$ 11.7300	$ 12.7300	$ 13.7300
	$ 12.7500	$ 13.7500	$ 14.7500
SPORTS CLINIC ASSISTANT	$ 9.0000	$ 10.0000	$ 11.0000
SURVEYING FIELD TECHNICIAN	$ 10.2000	$ 11.2000	$ 12.2000
TOWN MEETING TELLER	$ 9.0000	$ 10.0000	$ 11.0000
WATER SAFETY INSTRUCTOR	$ 11.0000	$ 13.0000	$ 15.0000
	$ 11.5000	$ 13.5000	$ 15.5000
	$ 12.0000	$ 14.0000	$ 16.0000
	$ 12.5000	$ 14.5000	$ 16.5000
WATER SAFETY PROGRAM COORD	$ 11.0000	$ 13.0000	$ 15.0000
	$ 11.5000	$ 13.5000	$ 15.5000
	$ 12.0000	$ 14.0000	$ 16.0000
	$ 12.5000	$ 14.5000	$ 16.5000
YOUTH CENTER ATTENDANT	$ 9.0000	$ 10.0000	$ 11.0000
	$ 9.5100	$ 10.5100	$ 11.5100
	$ 10.0100	$ 11.0100	$ 12.0100
	$ 10.5100	$ 11.5100	$ 12.5100

4D

Town of Plymouth
Human Resources Dept.

Memo

To: Board of Selectmen and Advisory and Finance Committee

From: Cindy M. DePina, Director of Human Resources

Date: 08/25/2015

Re: Article 4

ARTICLE 4: To see if the Town will vote to raise and appropriate, transfer from available funds or borrow a sum of money for the construction and/or repair and/or purchase and/or lease and/or replacement of departmental buildings and/or equipment and/or capital facilities and/or for feasibility studies and other types of studies for the various departments of the Town substantially as follows:

D. Study of Personnel Salaries Town Wide

We are proposing a comprehensive study to evaluate salaries for all positions within the Town for both internal equity as well as comparisons externally to similar communities to ensure salaries are at the proper level. We would like to ensure we can offer competitive salary packages that attract and retain talent.

In a constantly changing economic climate, keeping the Town thriving requires staying in tune with the climate. Salary survey analysis identifies incumbents who are paid significantly less than the market, providing an opportunity to make adjustments over time to bring those salaries up to a competitive level. It can also identify any areas where a position may be getting overpaid and allow to control costs and make any adjustments. There may also be positions that are being paid at the proper level and there would not be a need to make any changes.

The survey will be conducted by a third party, with no association to the Town. When the project is completed a comprehensive report will be available to review. The cost to complete this study will be approximately $42,000.

11 Lincoln Street • Plymouth • MA • 02360 • 508-747-1620 x101 (phone) • 508-830-4140 (fax)

4K

TOWN OF PLYMOUTH

OFFICE OF
EMERGENCY MANAGEMENT
2209 State Road
Plymouth, Massachusetts 02360

MEMO

Date: August 25, 2015

To: Board of Selectmen
Finance & Advisory Committee

Cc: Melissa Arrighi, Town Manager
Lynne Barrett, Finance Director

From: Aaron Wallace, Emergency Management Director

Re: Fall 2015 ATM, Article 4K

Article 4K seeks to provide adequate planning funds to complete a Comprehensive Emergency Operations Plan for the Town of Plymouth. While the Office of Emergency Management coordinates disaster planning for town departments, each department and office within the town's executive is responsible for maintaining the ability to address functional emergency processes for their respective operations. FEMA Public Assistance requests for the latest disaster declaration associated with the severe winter storms of 2015 have identified areas of improvement in emergency response policies which should be developed and documented to be consistent with the current rollout of the Federal Interagency Operations Plans and Presidential Policy Directive / PPD-8 National Preparedness Goals.

Funding of this article at a proposed $100,000 would expand the Town of Plymouth's plan from its current form into four comprehensive sections:

1. Section One: The Basic Plan will detail the emergency response policies and describes the response organization(s). The Basic Plan will outline all aspects of the authority of agencies and departments, planning assumptions, updated hazard & vulnerability assessment material, and emergency management roles and responsibilities.

2. Section Two: Emergency Support Functions will provide information about the Town department capabilities and describes how departments will carry out a specific function in any emergency situation. The Emergency Support Functions are plans organized around the performance of a broad task.

3. Section Three: Support Annexes will provide guidance and describe the functional process and administrative requirements necessary to ensure efficient and effective implementation of the Town of Plymouth' incident management

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objectives. The following is a list of Support Annexes proposed for the Town of Plymouth's Emergency Operations Plan.

- Direction & Control
- Communications & Warning
- Evacuation
- Continuity of Operations

4. Section Four: The Incident Annexes will provide information about how the Town of Plymouth's departments will respond to specific situations. The following is a list of Incident Annexes proposed for the Town of Plymouth's Emergency Operations Plan:

- Debris Management
- Drought
- Severe Weather
- Earthquake
- Security & Protection

As you prepare the upcoming fiscal year budget, I ask that you weigh the considerable good adequate planning funding will provide the Town of Plymouth in its mission to protect its citizens and resources. Directing much needed resources to comprehensive planning will assist departments with their tasks in preparing, training for and executing emergency operations and recovery work.

Article 4K Comprehensive Emergency Operations Plan

Sponsor: Office of Emergency Management

Background

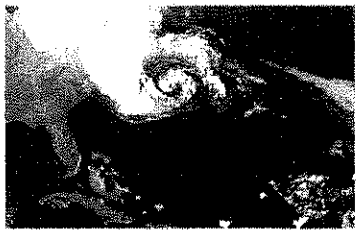
- The Massachusetts Emergency Management Agency provides an online CEMP template for communities to review and fill out in order to complete a boilerplate informational plan. This template provides very little operational or tactical support to community response agencies.
- IAW with PPD-8, Federal Interagency Operational Plans (FIOP) for Protections, Response & Recovery are currently under a national engagement and review period through September. These planning revisions are goal oriented to better align resources and deliver core capabilities to respond to national preparedness goals and domestic incidents.

Background (cont.)

- Plymouth has grown beyond the rural designation (50,000+) and would benefit greatly from an actionable emergency planning tool to improve departmental, government, and private support for response and recovery to domestic incidents which includes a natural disaster.
- Ensuring our planning is designed and departments are trained in coordination with the current tenets of the federal core capabilities and National Disaster Recovery Framework will ensure our local government is using effective decision making and devising practical solutions which will ensure Plymouth is in the best position to recover quickly to protect our governmental, cultural, environmental, and financial assets.

Purpose

- OEM appeals to obtain consultant services to complete a CEOP. The Town of Plymouth's EOP needs to be revised to comply with National Incident Management System standards, appropriate Emergency Management accreditation standards, FEMA CPG 201, and all National Preparedness Directorate policies and FIOP updates.



Scope

- Recent events and weather phenomena have resulted in a number of revised practices involving state & federal emergency management planning. As proposed the successful contractor will:
  - Assess all current departmental & state programs
  - Develop recommended policies & procedures
  - Complete a Comprehensive Emergency Operations Plan which implements a Basic Plan and guided actions for Emergency Support Functions (ESFs)
  - Produce operational Support & Incident Annexes

Considerations & Summary

- The project scope will incorporate the whole community into the emergency planning process.
- Provides appropriate guidance for converting information into a usable form, including required provisions for processing federal reimbursement to maximize receipt of future Public Assistance made available through the Stafford Act.

TOWN OF PLYMOUTH
11 Lincoln Street
Plymouth, MA 02360
(508) 747-1620

OFFICE OF TOWN MANAGER

MEMORANDUM

To: Board of Selectmen
Advisory and Finance Committee
Lynne Barrett, Director of Finance
Annikka Bernabe, Selectmen's Office

From: Melissa G. Arrighi, Town Manager

Date: August 21, 2015

Re: Fall Town Meeting, Article 4B

ARTICLE 4: To see if the Town will vote to raise and appropriate, transfer from available funds or borrow a sum of money for the construction and/or repair and/or purchase and/or lease and/or replacement of departmental buildings and/or equipment and/or capital facilities and/or for feasibility studies and other types of studies for the various departments of the Town substantially as follows:

B. Police Study of Department

or take any other action relative thereto.

The Town of Plymouth recognizes that policing in Plymouth has changed over the years as the Town has grown, social media has exploded, the increased media involvement in police activities, the constant scrutiny and numerous lawsuits filed against the officers, and the statistics on types of crimes have evolved. The Police Chief has made operational adjustments, provided specialty training, hired the Street Crimes Unit, and expanded the Department's focus to manage these changes. However, we also understand that there are a number of departmental variables that can strongly influence our Plymouth Police Officers' attitudes, and consequently, their incident responses, and their coping capacity, both pre and post incident. The Police Chief and I have talked about this extensively as we think about the future and the best approaches to sustaining the Department's success in an ever changing public safety environment.

One of the recent recurring issues centers around the Injured on Duty claims by Plymouth Public Safety Officers. Increasing IOD claims, particularly in the area of psychological claims directly related to his/her work as a Plymouth Police Officer, are alarming. The processing of these psychological claims put a significant strain on the relationship between employee and manager

and the Union as the claims can be difficult to substantiate and are typically more complicated in nature than a physical injury sustained on the job. In addition, the claim itself often has a negative effect on the Officer's personal life, his/her job performance and attitude, and on the internal culture of the Department. Finally, increases in IOD claims and the potential for a resulting Disability Retirement, can also have a long-term fiscal impact on the pension system at large as these pensions are typically 72% of the employee's salary and are not taxable, regardless of their age or years of service to the Town.

The Town currently has a 111F budget of $ 200,000 with an average of 12 public safety officials in this full pay but unable-to-work status. The Town also has a 100B budget of $270,000 with an average of 60 public safety officials on that status. In the simplest terms, both 111F and 100B line items are funds raised from taxpayers that pay the medical bills for the work related injury these employees/retirees. For example, if it was a back injury, any doctor's appointment or procedure or surgery related to that injury, the costs are paid directly from these line items. These are in addition to the regular health insurance line item of approximately $28M. In the past, these costs have predominantly (but not exclusively) been associated with a **physical** injury sustained in the line of duty. However, that is changing as recent claims have pointed directly to a mental health issue related to the work the officer does for the Town of Plymouth. We need to understand why this is happening and how we can reduce these statistics both for the safety and wellbeing of our Officers and for the short and long-term financial impacts to the taxpayer and employee.

Research has shown that the culture found in police departments has a direct effect on the behavior and health of the officers. It is time that the Town did a full study of the Plymouth Police Department focusing on the key aspects that can influence Plymouth Police Officers' health and well-being, and correspondingly their attitudes towards their job, their colleagues, and the public at large they are charged with serving:

Stress Factors/Management
Manpower/Staffing including O/T and Time Off
Internal Culture/Attitudes among colleagues
Physical Training and Well Being
Psychological Education and Well Being

The Town wants to further identify and understand how these factors can be understood and improved upon to provide for the best and most effective means to maintain the physical and psychological well-being of our Plymouth Police Officers. The Town has a number of goals for this study:

1. Identify the specific Plymouth Police Department internal culture between fellow officers and provide recommendations on how that culture can be fostered to positively impact the legitimacy, effectiveness, conduct, and overall health of Plymouth Police Officers and their service to the public.
2. Identify and understand how other factors specific to the Plymouth Police Department, such as stress management and psychological and physical health evaluation and promotion can be productively managed. Make recommendations to help improve the well-being of the police officers with the goal of reducing the number of IOD claims related to these factors.
3. Identify and outline how staffing levels, overall manpower distribution, and vacation/sick time usage specific to the Plymouth Police Department can impact the well-being of the

Officers. Make recommendations on staffing plans that can promote a healthy work-life balance and reduce the number of IOD claims.

Based on the Massachusetts Municipal Personnel Association, the cost for such a study will average $40,000 with a funding source of certified free cash.

Thank you for your consideration.

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

To: Board of Selectmen
Advisory and Finance Committee
Lynne Barrett, Director of Finance
Annikka Bernabe, Selectmen's Office

From: Melissa G. Arrighi, Town Manager

Date: August 21, 2015

Re: Fall Town Meeting, Article 30

ARTICLE 30: To see if the Town will vote to petition for special legislation to rescind, as of 2026, Chapter 94: An Act Authorizing the Town of Plymouth To Lease Certain Land, under the Acts of 2001, approved September 27, 2001, or take any other action relative thereto.

BOARD OF SELECTMEN

In February of 1999, the Board of Selectmen heard a warrant article which asked Town Meeting to petition the Massachusetts Legislature for a Special Act that would exempt the leasing of property on Plymouth Long Beach from Chapter 30B. The petition was presented by John Scagliarini, a residential lease tenant of Town-owned property on Long Beach. The article, as presented, would afford the proposed no-bid clause to those who were occupying Town-owned beach properties and their future successors. In addition, the proposed language would permit the Town to issue leases up to 20 years in length and allow further consecutive extensions of no less than 10 years in length.

At that time, the Board voted 4-1 to support Mr. Scagliarini's request, but they specifically did not take a vote to address or include the property leased to Sandra Cotti for the operation of a concession stand at Plymouth.

At a meeting some weeks later, Sandra Cotti and her husband, Robert Cotti, asked the Board to support the inclusion of their leased commercial property within the petitioned article, citing the 1993 Special Act that exempts the leasing of publicly-owned property on Town Wharf from Chapter 30B. The Board voted to 4-0 to include the property leased to the Cotti's within the article proposed by Mr. Scagliarini.

Town Meeting passed a modified version of the petitioned article at the 1999 Spring Annual Town Meeting. The Special Act was further modified by and approved by the Massachusetts Legislature in 2001 in the following form:

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SECTION 1. The town of Plymouth, acting by and through its board of selectmen, may lease and extend existing leases for a certain parcel or parcels of land located on Plymouth Beach, also known as Long Beach, in the town of Plymouth to Sandra Cotti, President of Sandy's at the Beach, Inc., John Scagliarini, John J. Scagliarini, Jr., Sandra Sparks and Herta V. Sawyer Life Estate, the current tenants or occupants thereof, their successors and assigns who have made, or will make, improvements to the parcel or parcels, for periods not to exceed 20 years, with extensions for such consecutive 10 year terms as may be approved by the board of selectmen. The parcel or parcels may not be assigned to others, or sublet by any lessee or lessees, without the prior written approval of the board of selectmen. Any further disposition of the parcel or parcels, other than that authorized by this act, shall be subject to the provisions of chapter 30B of the General Laws and any other applicable law.

SECTION 2. As consideration for a lease authorized by this act, the lessee of the parcel shall pay to the town of Plymouth as annual rent a sum equal to the amount of taxes which would be due to the town if such parcel was held privately and assessed as land is currently assessed in the town of Plymouth in the area in which the parcel is located. The annual rent due to the town by the lessee shall be adjusted annually as the tax rate or assessment changes.

SECTION 3. This act shall take effect upon its passage. [Approved September 27, 2001.]

Section 1 of the Special Act outlines the no-bid and lease extension provisions. Section 2 restricts the annual rent for the properties to the amount of taxes that would be assessed on the property.

Over time, it has become apparent that the Special Act has significantly hampered the Town's ability obtain a fair market value for the leasing of publicly-owned property on Plymouth Long Beach. Leases in such long-term durations as ten and twenty year increments prevent the Town from reacting to changes—or challenges—that arise from changing markets and changing lease successors. Staff has been working in recent years to improve the Town's control over its leased properties and ensure that the taxpayers are receiving the best value for the use of these desirably-located properties. As such, staff has been working on an overall leasing policy that will govern the way by which we address the issuance, renewal, and transfer of Town leases and licenses.

A recent request to transfer a long term lease on Plymouth Long Beach to a new successor has brought these long-standing concerns about the Special Act to the forefront. Upon staff's recommendation and after much discussion, the Board has determined that the removal of the Special Act will support the aforementioned efforts to maximize both the financial and service-oriented values of Long Beach properties for the community. It should be noted that our recommendation to make the termination of the Act effective in 2026 is intended to honor the latest-expiring existing lease on Plymouth Long Beach.

Thank you for your consideration of Article 30. Please contact me with any questions you may have.