

**ANNUAL TOWN MEETING  
APRIL 5, 2008**

The Annual Town Meeting was called to order by the Moderator, Frances E. Botelho-Hoeg, at 9:10 a.m., at the Kingston Intermediate School, 65 Second Brook Street, Kingston, Massachusetts. The Moderator welcomed those present and announced there was a quorum of 106 voters present. She led the Town Meeting in reciting the Pledge of Allegiance and singing the Star Spangle Banner.

The Moderator asked for a moment of silence in memory of the following former Town officials or employees who passed away in 2007: Eleanor J. Basler, Alfred D. Darsch, Sr., Mary L. Igo, Kenneth Kite, Jeanne Matatall, Esther E. Merry and Joseph M. Palombo. She also acknowledged the Guidoboni Family and the recent passing of their daughter, Laura, and wished Mark well in his recovery.

The vote checkers were: Janet L. Bergeron, Priscilla W. Brackett, Christine M. Chipman, Hannah M. Creed, Lynn M. Flood, Mary M. Leone, Roberta G. Reed and Maureen E. Twohig. The doorkeepers were Nancy B. Delaney and Martha A. Rashleigh. Diane T. Scully served as an assistant.

The sworn tellers were Paul L. Armstrong, Paul F. Basler and James C. Judge.

Ms. Botelho-Hoeg welcomed Nancy Eaton and Mona Leviton from CART Services to the meeting. She then explained the guidelines under which this Town Meeting would be conducted.

Selectman Jean M. Landis-Naumann recognized Agricultural Commission Chairman Christine M. Nava. Mrs. Nava announced that Lydia A. Mathias was chosen as the second annual recipient of the Commission's agricultural achievement award. Mrs. Mathias was the lead organizer of the Commission's successful first Agricultural Night. She was presented with a plaque and received a standing ovation.

At 9:20 a.m., the Moderator suspended the Annual Town Meeting and proceeded to open the Special Town Meeting, which had been called for 9:00 a.m. The Annual Town Meeting resumed business at 10:05 a.m.

Mathew H. Hamilton, Chairman of the Finance Committee, presented his opening statement.

Mark S. Beaton, Chairman of the Board of Selectmen, instead of presenting an opening statement chose to recognize Selectman Joseph D. Kelleher. Due to out-of-state work commitments, Mr. Kelleher would be leaving the Board effective with the town election. Mr. Beaton stated that Mr. Kelleher had served the Town faithfully over the past four years and acknowledged Mr. Kelleher's honesty, integrity and commitment. With a standing ovation, Mr. Kelleher was thanked for his service and extended well wishes by the Town Meeting body.

On the motion of Mark S. Beaton, VOTED that that the following non-residents and non-registered residents be allowed to enter and address the Town Meeting:

Mark R. Reich, Town Counsel  
Kevin R. Donovan, Town Administrator  
Joan Paquette, Town Accountant  
John Tuffy, Superintendent of Schools  
Robert T. Heath, Fire Chief  
Thomas Bott, Town Planner  
Lusia Stewart, Library Director  
Jennifer Scavone, Secretary to Wage & Personnel Board  
Patrick Kelleher

ARTICLE 1. On the motion of Mark S. Beaton, VOTED that the Town accept the reports of the various Town Officers, Boards and Committees as printed in the Annual Town Report.

ARTICLE 2. Mark S. Beaton moved that the Town authorize the Board of Selectmen to request special legislation as set forth in the warrant, provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approve amendments to the bill before enactment by the General Court; and provided further that the Board of Selectmen approve amendments to the bill before enactment by the General Court; and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition.

Discussion followed.

Richard K. Gardner moved the question.

THE MOTION WAS CARRIED.

On the motion of Mark S. Beaton, VOTED that the Town authorize the Board of Selectmen to request special legislation as set forth in the warrant, provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approve amendments to the bill before enactment by the General Court; and provided further that the Board of Selectmen approve amendments to the bill before enactment by the General Court; and provided further that the Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition.

Said legislation to read as follows:

**AN ACT RELATIVE TO THE TOWN OF KINGSTON**

*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 the provisions of section 53F½ of chapter 44 of the General Laws or of any general or special law or state regulation to the contrary, the Town of Kingston is hereby authorized to transfer a sum of money from the Waste Water Enterprise Fund to the Town's general fund to reimburse the general fund for the substantial contribution made by the Town of Kingston to the costs of establishing the waste water enterprise and the Town shall apply such sum of money for the fiscal year 2009 operating

budget of the Town with no further action by the Town; the authority granted herein recognizes that a transfer of funds from the subject enterprise fund will not harm the enterprise, that the Town is facing significant fiscal constraints and would otherwise be required to limit operations or reduce the level of services provided, and that the Kingston Town Meeting has determined that the transfer contemplated herein is in the best interests of the town.

Section 2. Any action taken by the Town of Kingston at the April 5, 2008 Annual Town Meeting to transfer surplus revenue from the Waste Water Enterprise Fund and to appropriate such funds for the fiscal year 2009 operating budget of the Town, and all actions taken pursuant thereto and in reliance thereon, are hereby ratified, validated and confirmed as though such transfer had occurred after the effective date of this act.

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

YES - 98; NO - 93

THE MOTION WAS CARRIED.

At 11:16 a.m., the Moderator called for a brief recess. The meeting resumed at 11:30 a.m.

Mark S. Beaton moved to reconsider Article 2.

Mauro Mazzilli questioned the quorum. After a count of the house, the tellers reported that there were 162 voters present.

William B. Martin moved the question.

THE MOTION WAS CARRIED.

A vote was taken on Mr. Beaton's motion to reconsider.

THE MOTION WAS NOT CARRIED.

ARTICLE 3. Mathew H. Hamilton moved that the sum of \$33,903,147 be appropriated to be expended for the operating budgets for the fiscal year beginning July 1, 2008, for Personal Services and for Expenses as printed in a document entitled "Town of Kingston: FY 2009 Summary Budget", and to meet such appropriation that the sum of \$32,566,219 be raised and appropriated, the sum of \$575,136 be transferred from surplus revenue, the sum of \$178,158 be transferred from Water Enterprise revenue, the sum of \$159,103 be transferred from Waste Water Enterprise revenue, the sum of \$24,531 be transferred from the Septic Loan Fund Balance, and the sum of \$400,000 be transferred from Surplus Waste Water Revenue.

The Moderator read the budget in its entirety. Holds were placed on the following items: Selectmen - Personal Services; Care of Municipal Property - Expenses; Police - Expenses; Vocational Education - Schools; and Council on Aging - Expenses.

Questions were asked and answered.

Jean M. Landis-Naumann moved to amend by changing the funding source of the \$400,000 to be transferred as follows: \$200,000 from the Stabilization Fund and \$200,000 from Surplus Waste Water Revenue.

After considerable discussion, John P. Creed moved the question.

THE MOTION WAS CARRIED.

A vote was taken on the amendment of Ms. Landis-Naumann.

THE AMENDMENT WAS CARRIED.

Dennis N. Randall moved to amend by adding: "and in the event the legislature does not approve the transfer from the Surplus Waste Water Revenue, that an additional sum of \$200,000 be transferred from the Stabilization Fund."

THE AMENDMENT WAS CARRIED.

On the motion of Mathew H. Hamilton, as amended, VOTED that the sum of \$33,903,147 be appropriated to be expended for the operating budgets for the fiscal year beginning July 1, 2008, for Personal Services and for Expenses as printed in a document entitled "Town of Kingston: FY 2009 Summary Budget", and to meet such appropriation that the sum of \$32,566,219 be raised and appropriated, the sum of \$575,136 be transferred from surplus revenue, the sum of \$178,158 be transferred from Water Enterprise revenue, the sum of \$159,103 be transferred from Waste Water Enterprise revenue, the sum of \$24,531 be transferred from the Septic Loan Fund Balance, the sum of \$200,000 be transferred from the Stabilization Fund, and the sum of \$200,000 be transferred from Surplus Waste Water Revenue; and in the event the legislature does not approve the transfer from the Surplus Waste Water Revenue, that an additional sum of \$200,000 be transferred from the Stabilization Fund.

The budget items were VOTED as follows:

MODERATOR	PERSONAL SERVICES	100
	EXPENSES	0
SELECTMEN	PERSONAL SERVICES	309,201
	EXPENSES	65,359
FINANCE COMMITTEE	PERSONAL SERVICES	4,900
	EXPENSES	2,000
RESERVE FUND	EXPENSES	75,000
CAPITAL PLANNING COMMITTEE	PERSONAL SERVICES	400
	EXPENSES	0
TOWN ACCOUNTANT	PERSONAL SERVICES	116,477
	EXPENSES	2,448
ASSESSORS	PERSONAL SERVICES	156,165
	EXPENSES	21,000
REVALUATION	EXPENSES	25,000

TREASURER	PERSONAL SERVICES	116,759
	EXPENSES	20,850
COLLECTOR	PERSONAL SERVICES	124,186
	EXPENSES	42,775
LEGAL	EXPENSES	120,000
WAGE AND PERSONNEL BOARD	PERSONAL SERVICES	4,117
	EXPENSES	200
DATA PROCESSING	EXPENSES	81,125
TAX TITLE FORECLOSURE	EXPENSES	7,500
TOWN CLERK	PERSONAL SERVICES	122,834
	EXPENSES	6,350
ELECTION AND REGISTRATION	PERSONAL SERVICES	25,164
	EXPENSES	21,412
CONSERVATION COMMISSION	PERSONAL SERVICES	77,181
	EXPENSES	4,110
PLANNING BOARD	PERSONAL SERVICES	36,418
	EXPENSES	6,961
ZONING BOARD OF APPEALS	PERSONAL SERVICES	8,935
	EXPENSES	350
OPEN SPACE COMMITTEE	PERSONAL SERVICES	0
	EXPENSES	2,398
GREEN COMMITTEE	EXPENSES	1,100
PERMANENT BUILDING COMMITTEE	PERSONAL SERVICES	1,080
	EXPENSES	50
CARE OF MUNICIPAL PROPERTY	PERSONAL SERVICES	53,095
	EXPENSES	134,767
RENT CONTROL BOARD	PERSONAL SERVICES	1,500
	EXPENSES	150
POLICE	PERSONAL SERVICES	2,469,436
	EXPENSES	244,520
FIRE DEPARTMENT	PERSONAL SERVICES	1,611,059
	EXPENSES	280,728
INSPECTION SERVICES	PERSONAL SERVICES	126,300
	EXPENSES	5,300
SEALER OF WEIGHTS AND MEASURES	PERSONAL SERVICES	6,853
	EXPENSES	1,200
K.E.M.A.	EXPENSES	978
ANIMAL CONTROL	PERSONAL SERVICES	41,227
	EXPENSES	9,260

HARBORMASTER	PERSONAL SERVICES	32,635
	EXPENSES	11,965
SILVER LAKE REGIONAL	SCHOOLS	7,392,876
KIS/KES	SCHOOLS	10,645,245
VOCATIONAL EDUCATION	SCHOOLS	45,000
STREET, TREES & PARKS	PERSONAL SERVICES	654,708
	EXPENSES	296,244
SNOW AND ICE	PERSONAL SERVICES	25,000
	EXPENSES	73,299
STREET AND LIGHTING	EXPENSES	35,000
SOLID WASTE DISPOSAL	PERSONAL SERVICES	120,609
	EXPENSES	303,410
RECYCLING COMMITTEE	EXPENSES	0
BOARD OF HEALTH	PERSONAL SERVICES	108,896
	EXPENSES	14,014
COUNCIL ON AGING	PERSONAL SERVICES	143,769
	EXPENSES	35,275
VETERANS BENEFITS	PERSONAL SERVICES	31,051
	EXPENSES	101,370
LIBRARY	PERSONAL SERVICES	402,520
	EXPENSES	152,766
RECREATION COMMISSION	PERSONAL SERVICES	160,076
	EXPENSES	89,444
HISTORICAL COMMISSION	EXPENSES	340
COOPERATIVE EXTENSION SERVICE	EXPENSES	270
RETIREMENT OF DEBT	EXPENSES	2,856,761
EMPLOYEE BENEFITS	PERSONAL SERVICES	0
	EXPENSES	3,378,326
LIABILITY/PROPERTY INSURANCE	EXPENSES	196,000
TOTAL SUMMARY BUDGET		\$33,903,147

YES - 173; NO - 13

MOTION WAS CARRIED SINCE IT MET THE  
2/3 REQUIREMENT.

John P. Creed moved to reconsider Article 3.

THE MOTION WAS NOT CARRIED SINCE  
IT DID NOT MEET THE 2/3 REQUIREMENT.

ARTICLE 4. The Finance Committee recommends that the sum of \$1,617,656 be appropriated to operate the Water Department Enterprise Fund to be expended pursuant to Massachusetts General Laws, Chapter 44, Section 53F ½, for the following expenditures of the Water Department; and to meet such appropriation \$1,439,498 to come from water enterprise revenue, and \$178,158 to be appropriated in the general fund and funded from water enterprise revenues.

Personal Services	\$ 455,999
Expenses	385,440
Capital Outlay	45,000
Debt Service	525,845
Depreciation	<u>27,214</u>
Sub-Total	\$1,439,498
Employee Benefits	\$ 108,362
Accounting Department	2,581
Collector Department	28,578
Treasurer Department	4,651
Data Processing	6,572
Insurance	<u>27,414</u>
	\$ 178,158
Total	\$ 1,617,656

On the motion of Robert R. Kostka, VOTED that the sum of \$1,439,498 be appropriated to operate the Water Department Enterprise Fund to be expended pursuant to Massachusetts General Laws, Chapter 44, Section 53F ½, for the following expenditures of the Water Department; and to meet such appropriation \$1,439,498 to come from water enterprise revenue:

Personal Services	\$ 455,999
Expenses	385,440
Capital Outlay	45,000
Debt Service	525,845
Depreciation	<u>27,214</u>
Total	\$ 1,439,498

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

ARTICLE 5. On the motion of Robert R. Kostka, VOTED that the Town appropriate the sum of \$100,289.00 for the testing, permitting and interim construction of a Well Site at Muddy Pond; and to meet this appropriation the sum of \$100,289.00 be transferred from the unexpended appropriations authorized by the vote from Article 4 of the April 27, 2002 Annual Town Meeting; and that the Water Commissioners be authorized to take all necessary action to carry out this project.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

ARTICLE 6. Robert R. Kostka moved that the Town appropriate \$250,000 for the purchase and installation of water meters and appurtenances; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, be authorized to borrow \$250,000 under the provisions of M.G.L. c. 44, § 8, or other enabling

authority; and that the Board of Water Commissioners be authorized to take any action to carry out this project.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

ON VOICE VOTE, THE MODERATOR DECLARED THE MOTION WAS CARRIED AND MET THE 2/3 REQUIREMENT.

Seven rose to question the Moderator's call of the voice vote.

YES - 93; NO - 64

THE MOTION WAS NOT CARRIED SINCE IT DID NOT MEET THE 2/3 REQUIREMENT.

ARTICLE 7. On the motion of Robert R. Kostka, VOTED UNANIMOUSLY that the sum of \$400,000 be appropriated for the continued upgrading and replacement of the water system on Pembroke Street and connection of the Von Rohr Estates to the distribution system; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, be authorized to borrow \$400,000 under the provisions of M.G.L. c. 44, § 8, or other enabling authority; and that the Board of Water Commissioners be authorized to take any action to carry out this project.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

ARTICLE 8. The Finance Committee recommends that the sum of \$3,553,589 be appropriated to operate the Sewer Department Enterprise Fund to be expended pursuant to Massachusetts General Laws, Chapter 44, Section 53F ½ for the following expenditures of the Sewer Department; and to meet such appropriation \$999,386 to come from waste water revenue, \$100,000 from Waste Water Surplus Revenue, \$733,032 to come from Sewer Betterments, \$1,331,849 to be transferred from the Massachusetts Water Pollution Abatement Trust, \$230,219 to come from the tax levy, and \$159,103 to be appropriated in the general fund and funded from waste water enterprise revenues.

Personal Services	\$ 384,775
Expenses	529,972
Debt Service	<u>2,479,739</u>
Sub-Total	\$ 3,394,486
Employee Benefits	81,614
Accounting Department	6,452
Assessor Department	6,899
Collector Department	33,377
Treasurer Department	3,101
Data Processing	7,206
Insurance	<u>20,455</u>
Sub-Total	\$ 159,103
Total	\$ 3,553,589

On the motion of Elaine A. Fiore, VOTED UNANIMOUSLY that the sum of \$3,394,486 be appropriated to operate the Sewer Department Enterprise Fund to be expended pursuant to Massachusetts General Laws, Chapter 44, Section 53F ½ for

the following expenditures of the Sewer Department; and to meet such appropriation \$999,386 to come from waste water revenue, \$100,000 to come from waste water surplus revenue, \$733,032 to come from Sewer Betterments, \$1,331,849 from the Massachusetts Water Pollution Abatement Trust, and \$230,219 to come from the tax levy.

Personal Services	\$	384,775
Expenses		529,972
Debt Service		<u>2,479,739</u>
Total	\$	3,394,486

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

ARTICLE 9. On the motion of Elaine A. Fiore, VOTED UNANIMOUSLY that the Town appropriate the sum of \$85,000.00 for the purpose of providing capital equipment for the Sewer Department as follows:

Vactor Cleaning	\$	40,000
Tow Behind Jetter		20,000
Capital Fund		<u>25,000</u>
	\$	85,000

and to meet this appropriation the sum of \$85,000.00 be transferred from the Waste Water Surplus Fund.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

ARTICLE 10. On the motion of Mathew H. Hamilton, VOTED that the salaries of elected officials be set as of July 1, 2008, as follows:

	FY 09
Moderator	\$ 100.00
Treasurer	16,314.00
Tax Collector	61,572.00
Town Clerk	61,572.00
Chairman, Board of Selectmen	2,000.00
Other Selectmen, each	1,500.00
Chairman, Board of Health	1,200.00
Other Health Board Members, each	1,000.00
Chairman, Board of Assessors	1,800.00
Other Assessors, each	1,500.00
Chairman, Water Commissioners	1,200.00
Other Water Commissioners, each	1,000.00
Chairman, Planning Board	1,200.00
Other Planners, each	1,000.00
Chairman, Sewer Commissioners	1,200.00
Other Sewer Commissioners, each	1,000.00

And further, that the sum of \$5,519.00 be raised and appropriated for said salaries, and that the Town Accountant be authorized to allocate such sums to the appropriate operating budgets.

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

ARTICLE 11. Elizabeth A. White moved that the Town amend the Wage and Personnel By-Law, including the classification and compensation schedules, A, B, C contained therein, as printed in a document entitled "Proposed Town of Kingston

Wage and Personnel By-Law with FY 2009 Compensation Schedules"; and that the sum of \$45,400.00 be appropriated for this purpose; and to meet this appropriation the sum of \$39,911.00 be raised and appropriated, the sum of \$3,173.00 be appropriated from Water Revenue and the sum of \$2,316.00 be appropriated from Waste Water Revenue to fund such amendments; and that the Town Accountant be authorized to allocate such sums to the appropriate operating budgets.

The Moderator announced the following changes to Schedule C-3, Seasonal Schedule, in the proposed printed handout:

Lead Counselor	hourly	10.32
Senior Counselor	hourly	9.92

Mathew H. Hamilton moved to amend the Wage and Personnel By-Law, including the classification and compensation schedules, A, B, C contained therein, as printed in a document entitled "Proposed Town of Kingston Wage and Personnel By-Law with FY 2009 Compensation Schedules"; and that the sum of \$37,900.00 be appropriated for this purpose; and to meet this appropriation the sum of \$32,411.00 be raised and appropriated, the sum of \$3,173.00 be appropriated from Water Revenue and the sum of \$2,316.00 be appropriated from Waste Water Revenue to fund such amendments; and that the Town Accountant be authorized to allocate such sums to the appropriate operating budgets.

Discussion followed.

A vote was taken on the amendment of Mr. Hamilton.

THE AMENDMENT WAS NOT CARRIED.

On the motion of Elizabeth A. White, VOTED that the Town amend the Wage and Personnel By-Law, including the classification and compensation schedules, A, B, C contained therein, as printed in a document entitled "Proposed Town of Kingston Wage and Personnel By-Law with FY 2009 Compensation Schedules"; and that the sum of \$45,400.00 be appropriated for this purpose; and to meet this appropriation the sum of \$39,911.00 be raised and appropriated, the sum of \$3,173.00 be appropriated from Water Revenue and the sum of \$2,316.00 be appropriated from Waste Water Revenue to fund such amendments; and that the Town Accountant be authorized to allocate such sums to the appropriate operating budgets.

Said document, excluding explanatory comments in boldface type, reads as follows:

SECTION I - BY SUBSTITUTING:

1. In Section 9, Classification and Rates of Compensation Schedules -
  - a. For Schedule A, the attached Schedule A.
  - b. For Schedules B-1 and B-2, the attached Schedules B-1 and B-2.
  - c. For Schedule C-1, the attached Schedule C-1.
  - d. For Schedule C-2, the attached Schedule C-2.
  - e. For Schedule C-3, the attached Schedule C-3.

Positions are part-time except where denoted full-time (FT). Positions are non-exempt except where denoted exempt (E).

### SCHEDULE A

<i>Title</i>	<i>Group</i>	<i>Rate</i>
Administrative Assistant (FT)	Administrative	S-2
Administrative Assistant – Town Clerk	Administrative	Schedule C-1
Administrative Assistant – Veterans’ Agent	Administrative	Schedule C-1
Alternate Inspector of Buildings	Administrative	Schedule C-2
Animal Control Officer	Administrative	H-6
Animal Inspector	Administrative	Schedule C-2
Archivist (FT) (E)	Library	S-3
Assistant Animal Control Officer	Public Safety	H-4
Assistant Assessor (FT)(E)	Administrative	S-9
Assistant Harbor Master/Assistant Shellfish Constable	Public Safety	Schedule C-2
Assistant Summer Program Director	Recreational	Schedule C-3
Assistant to the Board of Selectmen and the Town Administrator (FT)(E)	Administrative	S-7
Assistant to the Police Chief (FT)	Administrative	S-4
Assistant Town Treasurer (FT)(E)	Administrative	S-6
Assistant Zoning Enforcement Officer	Administrative	Schedule C-2
Call Fire Captain	Public Safety	Schedule C-1
Call Fire Lieutenant	Public Safety	Schedule C-1
Call Firefighter	Public Safety	Schedule C-1
Casual Part-time Worker	Labor	Schedule C-1
Chief Operator Superintendent (FT)(E)	Supervisory	S-9
Children’s Librarian (FT)(E)	Library	S-3
Clerical Assistant (FT)	Clerical	H-6
Clerk -- Election	Clerical	Schedule C-1
Clerk -- General	Clerical	Schedule C-1
Clerk -- Planning Board	Clerical	Schedule C-1
Clerk -- Special Town Committees Not Otherwise Specified	Clerical	Schedule C-1
Clerk -- Treasurer’s Office	Clerical	Schedule C-1
Conservation Agent (FT)	Administrative	S-5
Cook -- Council on Aging	Recreational	Schedule C-1
Council on Aging Director (FT)(E)	Administrative	S-3
Counselor	Recreational	Schedule C-3
Deputy Fire Chief/Fire Prevention Officer (FT)(E)	Administrative	S-7*
Election Officer	Clerical	Schedule C-1
Executive Secretary	Administrative	Schedule C-2
Executive Secretary - Finance Committee	Administrative	Schedule C-2
Executive Secretary - Planning Board	Administrative	Schedule C-2
Executive Secretary - Wage and Personnel Board	Administrative	Schedule C-2
Executive Secretary - Zoning Board of Appeals	Administrative	Schedule C-2
Flag Attendant	Recreational	Schedule C-2
Food Inspector	Administrative	Schedule C-2
Groundskeeper	Labor	Schedule C-1
Harbor Master/Shellfish Constable	Administrative	S-5**
Health Agent (FT)	Administrative	S-6
Highway Laborer/Truck Driver	Labor	Schedule C-1
Inspector of Buildings/Zoning Enforcement Officer (FT)(E)	Administrative	S-9*
Junior Counselor	Recreational	Schedule C-3
Lead Counselor	Recreational	Schedule C-3
Library Assistant	Library	Schedule C-1
Library Director (FT)(E)	Supervisory	S-9
Library Page	Library	Schedule C-1
Lifeguard	Recreational	Schedule C-3
Lifeguard/Swimming Instructor	Recreational	Schedule C-3
Matron	Public Safety	Schedule C-1
Moth Superintendent	Supervisory	Schedule C-1
Park Attendant	Recreational	Schedule C-3
Patrolman	Public Safety	Schedule C-1
Pesticide Applicator	Labor	H-3
Recreation Assistant	Administrative	H-6
Recreation Director	Administrative	S-4**
Reference Librarian (FT)(E)	Library	S-3
Registrar -- Election	Administrative	Schedule C-2
Reserve Public Safety Dispatcher	Public Safety	Schedule C-1
Secretary -- Permanent Part-time Departmental	Clerical	H-5
Senior Clerk -- General	Clerical	Schedule C-1
Senior Counselor	Recreational	Schedule C-3
Senior Groundskeeper	Labor	Schedule C-1
Specialty Program Coordinator	Recreational	Schedule C-3
Streetlister/Census Clerk	Clerical	Schedule C-1
Substitute Circulation Assistant	Library	Schedule C-1
Substitute Driver -- Council on Aging	Recreational	Schedule C-1
Substitute Librarian	Library	Schedule C-1
Summer Program Director	Recreational	Schedule C-3
Superintendent of Highways, Parks, and Trees (FT)(E)	Supervisory	S-10
Supervisor/After School Programs	Recreational	Schedule C-1

Supervisor Assistant/After School Programs	Recreational	Schedule C-1
Town Accountant (FT)(E)	Supervisory	S-10
Town Planner (FT)(E)	Administrative	S-10
Tree Warden	Labor	Schedule C-2
Veterans' Agent	Supervisory	Schedule C-2
Warden -- Election	Administrative	Schedule C-1
Water Department Office Administrator (FT)	Administrative	S-5
Water Superintendent (FT)(E)	Supervisory	S-9
Waterfront Director/Head Lifeguard	Recreational	Schedule C-3
Young Adult Librarian	Library	S-3**

\* With an additional remuneration of \$4,000.00.

\*\* Part time: pro-rated based on hours worked.

**SCHEDULE B-1  
Hourly Schedule**

<i>Grade</i>	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>
H-1	10.49	11.08	11.75	12.47	13.23
H-2	10.99	11.66	12.35	13.08	13.86
H-3	11.55	12.22	12.96	13.74	14.57
H-4	12.11	12.85	13.63	14.44	15.30
H-5	12.75	13.50	14.30	15.17	16.08
H-6	13.36	14.16	15.03	15.92	16.88

**SCHEDULE B-2  
Salaried Schedule**

<i>Grade</i>	<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>
S-1	32,660	33,884	35,153	36,471	37,838	39,255
S-2	34,944	36,254	37,614	39,026	40,490	42,011
S-3	37,389	38,792	40,244	41,753	43,322	44,945
S-4	40,005	41,506	43,066	44,680	46,355	48,095
S-5	42,808	44,411	46,077	47,806	49,600	51,458
S-6	45,806	47,523	49,305	51,154	53,072	55,061
S-7	49,010	50,850	52,759	54,737	56,787	58,917
S-8	52,443	54,408	56,449	58,566	60,764	63,042
S-9	56,114	58,217	60,399	62,664	65,015	67,452
S-10	60,041	62,294	64,629	67,053	69,565	72,177
S-11	64,244	66,655	69,154	71,745	74,437	77,229

<i>Grade</i>	<i>Step 7</i>	<i>Step 8</i>	<i>Step 9*</i>
S-1	40,729	42,257	43,842
S-2	43,584	45,219	46,913
S-3	46,630	48,379	50,194
S-4	49,895	51,765	53,706
S-5	53,389	55,391	57,468
S-6	57,129	59,269	61,492
S-7	61,126	63,419	65,799
S-8	65,405	67,857	70,404
S-9	69,980	72,605	75,328
S-10	74,881	77,690	80,602
S-11	80,123	83,128	86,246

\*Attainable for only those positions which supervise 5 or more full-time permanent positions.

**SCHEDULE C-1  
Hourly Schedule**

Administrative Assistant -- Town Clerk	hourly	14.05
Administrative Assistant -- Veterans' Agent	hourly	16.41
Call Fire Captain	hourly	14.82*
Call Fire Lieutenant	hourly	14.82**
Call Firefighter	hourly	14.82***
Casual Part-time Worker	hourly	11.65
Clerk -- Election	hourly	11.65
Clerk -- General	hourly	9.53
Clerk -- Planning Board	hourly	11.09
Clerk -- Special Town Committees		
Not Otherwise Specified	hourly	8.64

Clerk -- Treasurer's Office	hourly	14.05
Cook -- Council on Aging	hourly	12.38
Election Officer	hourly	9.72
Groundskeeper	hourly	8.00
Highway Laborer/Truck Driver	hourly	14.26
Library Assistant	hourly	13.73
Library Page	hourly	10.59
Matron	hourly	17.49
Moth Superintendent	hourly	10.59
Patrolman	hourly	16.70
Reserve Public Safety Dispatcher	hourly	11.65
Senior Clerk -- General	hourly	11.09
Senior Groundskeeper	hourly	10.59
Streetlister/Census Clerk	hourly	11.09
Substitute Circulation Assistant	hourly	13.11
Substitute Driver - Council on Aging	hourly	11.99
Substitute Librarian	hourly	19.94
Supervisor/After School Programs	hourly	12.79
Supervisor Assistant/After School Programs	hourly	8.49
Warden -- Election	hourly	11.65

\* Plus \$500.00 per year (first hour of duty paid at \$18.42)

\*\* Plus \$300.00 per year (first hour of duty paid at \$18.42)

\*\*\* Plus \$150.00 per year (first hour of duty paid at \$18.42)

### **SCHEDULE C-2 Salaried Schedule**

Alternate Inspector of Buildings	annually	1,211
Animal Inspector	annually	2,316
Assistant Harbor Master/Assistant Shellfish Constable	annually	2,959
Assistant Zoning Enforcement Officer	annually	7,462
Executive Secretary	annually	3,185
Executive Secretary - Finance Committee	annually	5,049
Executive Secretary - Planning Board	annually	8,273
Executive Secretary - Wage and Personnel Board	annually	4,241
Executive Secretary - Zoning Board of Appeals	annually	9,203
Flag Attendant	per location	221
Food Inspector	annually	5,427
Registrar - Election	annually	781
Tree Warden	annually	10,137
Veterans' Agent	annually	9,951

### **SCHEDULE C-3 Seasonal Schedule**

Assistant Summer Program Director	hourly	12.57
Counselor	hourly	8.00
Junior Counselor	per session	52.69
Lead Counselor	hourly	10.32
Lifeguard	hourly	10.91
Lifeguard/Swimming Instructor	hourly	10.91
Park Attendant	hourly	9.73
Senior Counselor	hourly	9.92
Specialty Program Coordinator	hourly	10.85
Summer Program Director	hourly	17.49
Waterfront Director/Head Lifeguard	hourly	12.57

ARTICLE 12. On the motion of John S. LaBrache, VOTED UNANIMOUSLY that the sum of \$18,495.30 be appropriated from the Elizabeth B. Sampson Memorial Fund, and the unexpended balances of prior years previously authorized from the E.B. Sampson Fund totaling \$10,099.70 be transferred from the appropriations authorized by the votes under the articles for the following accounts:

Article 12 of the 2001 Annual Town Meeting	\$	71.80
Article 11 of the 2005 Annual Town Meeting		2,455.79
Article 12 of the 2006 Annual Town Meeting		4.28
Article 11 of the 2007 Annual Town Meeting		<u>7,567.83</u>
	\$	10,099.70

for the following projects and that all expenditures shall be under the supervision of the respective departments or organizations:

<u>Department/Organization</u>	<u>Purpose</u>	<u>Amount</u>
Town Clerk	CART	\$ 1,000.00
Fire Dept.	Meters	5,000.00
Fire Dept.	SAFE Trailer Repairs	1,500.00
Luminary	Luminary Expenses	5,000.00
Conservation Commission	Repairs of Bridges	6,900.00
KES/KIS	Destination Imagination	4,195.00
Jones River Village Historical Society	Research Land Records	<u>5,000.00</u>
		\$ 28,595.00

FINANCE COMMITTEE RECOMMENDED FAVORABLE ACTION.

ARTICLE 13. Mathew H. Hamilton moved that the sum of \$279,000 be borrowed for the purposes of making capital improvements for several departments; and to meet this appropriation, the Treasurer with the approval of the Board of Selectmen, be authorized to borrow \$279,000 under the provisions of M.G.L. chapter 44 or any other enabling authority, for the following capital equipment and project for the various Town Departments; and that all expenditures shall be under the respective departments:

<u>Item</u>	<u>Department</u>	<u>Cost</u>
Catch Basin Cleaner	Streets, Trees & Parks	\$279,000

And further, that the sum of \$191,000 be appropriated for the following purpose; and to meet this appropriation \$191,000 be transferred from the Stabilization Fund; and that the expenditure for the feasibility study shall be under the direction of a Committee to be appointed and named the Police Station Study Committee; and further, that the Board of Selectmen be authorized to establish a five member Police Station Study Committee to be comprised of the Chief of Police and four persons so named by the Board of Selectmen, the appointments of which will be for the duration of the Committee and the Committee shall report its findings and recommendations back to Town Meeting:

<u>Item</u>	<u>Department</u>	<u>Cost</u>
Feasibility Study	Police Station Study Committee	\$ 50,000
Marked Patrol Cars (2)	Police Department	66,000
Refurbish Brush Truck	Fire Department	30,000
Marked Car	Fire Department	<u>45,000</u>
		\$191,000

Mark S. Beaton moved to lay on table.

YES - 74; NO - 82

THE MOTION DID NOT CARRY SINCE IT DID NOT MEET THE 2/3 REQUIREMENT.

Jean M. Landis-Naumann moved to divide the article.

THE MOTION WAS CARRIED.

Joseph B. Mathias moved to adjourn this meeting to Monday, April 7, 2008, at 7:00 p.m., at the Kingston Intermediate School, 65 Second Brook Street.

YES - 99; NO - 50

THE MOTION WAS CARRIED.

There were 76 voters from Precinct 1, 59 voters from Precinct 2, 81 voters from Precinct 3 and 53 voters from Precinct 4, for a total of 269 voters.

Adjournment was at 1:45 p.m.

Respectfully submitted,

Mary Lou Murzyn, MMC/CMMC  
Town Clerk