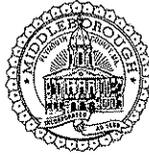


Incorporated 1669
335 Years of Progress



CRANBERRY CAPITAL
OF THE WORLD



Town of Middleborough
Massachusetts

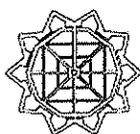
Town Manager

508-947-0928
FAX 508-946-2320

TOWN MANAGER'S REPORT
FEBRUARY 4, 2011

Attached please find correspondence from the office of the Town Manager for your review. Thank you.

Charles J. Cristello
Town Manager



GOV. FILES MUNICIPAL HEALTH INSURANCE BILL

January 28, 2011

Gov. Deval Patrick chose the opening session of the 2011 MMA Annual Meeting on Jan. 21 to unveil his proposal to address soaring municipal health insurance costs.

Under the governor's plan, all municipalities would be required to offer health plans that are of "comparable actuarial value" to the state's Group Insurance Commission, or to join the GIC. If a municipality's health insurance does not meet the comparable actuarial value test, then the municipality would be required to enter into coalition bargaining with its municipal employees – for a limited time period – to reach agreement on how to comply.

Under the governor's bill, his administration would write regulations to define "comparable actuarial value," determine deadlines for negotiations, determine which option would be selected in the event that the parties cannot come to an agreement, and determine how much of the savings communities must share with municipal employees.

In a letter to legislators attached to his bill, the governor urged the Legislature to act quickly so that the new law would be in place and implemented by July 1.

During the MMA's Annual Business Meeting on Jan. 22, municipal leaders unanimously endorsed legislation that would give cities and towns control over the design of health insurance plans outside of collective bargaining. The policy statement adopted by MMA members calls the legislation the most effective guarantee of real reform and taxpayer savings.

From the local perspective, the efficacy of the governor's approach is dependent on the regulations that would be written after the bill's passage.

Local officials and the MMA are encouraged that the issue of health insurance plan design is a priority for the Legislature and are grateful to the governor and the House speaker for calling for quick action.

Lawmakers had serious discussions about municipal health insurance last year, but they were not able to agree on a plan to help cities and towns control costs.

The governor's bill would also require all municipalities to have eligible retired employees enrolled in Medicare as their primary source of health insurance coverage, a move that many cities and towns have already made.

The MMA applauds Gov. Patrick and his team for recognizing that the status quo is intolerable and reform is necessary, and echoes his call for immediate legislative action by the end of March.

The Association's initial analysis of the legislation shows that there are several key issues to be addressed in order to guarantee meaningful reform and savings:

- First, there should be NO requirement that a portion of any cost savings be shared with employees. One important note is that any reduction in plan cost will already benefit employees by reducing their share of the premium cost. Beyond that, however, there should be no

requirement that taxpayers divert the savings to pay for other benefits. Communities need these funds to protect services and avoid layoffs.

- Second, the “comparable actuarial value” standard is vague and clearly open to conflict and disagreement at the local level, especially since further changes will likely be announced to the GIC’s plans later this spring. The MMA strongly urges that this be replaced with clear, simple and straightforward language requiring local plans to have co-pays, deductibles and tiered networks that are comparable to the GIC’s. This would be much easier to implement, and the savings would be clear and identifiable, with little dispute at the local level.
- Third, the legislation shouldn’t be mandatory on every community, as there are many municipalities where the state plan doesn’t work, and many that have instituted plan design changes outside of collective bargaining (based on past precedent within the community).
- Fourth, there are costs that arise when communities consider joining the GIC, including potential increased costs for retiree health payments and coverage for employees who work 19 hours a week or more. These added municipal costs drive up the GIC’s cost and need to be factored into the legislation.

The MMA strongly appreciates the Governor’s position that the time for reform has come, and looks forward to working with the Administration and other key stakeholders in passing legislation immediately, including these four elements, so that we achieve the reform that cities and towns need.

TEXT OF GOVERNOR'S MUNICIPAL HEALTH INSURANCE BILL FILED JAN. 2011

FURTHER STRENGTHENING THE COMMONWEALTH'S PARTNERSHIP WITH ITS MUNICIPALITIES

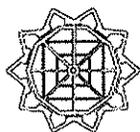
MUNICIPAL HEALTH INSURANCE

SECTION 6. (a) Each municipality shall provide health insurance coverage to its subscribers either through the group insurance commission or through other means with benefits of comparable actuarial value to those provided by the group insurance commission.

(b) Notwithstanding chapter 32B of the General Laws or any other general or special law to the contrary, if a municipality's health insurance benefits do not comply with subsection (a), the chief executive of the municipality shall give notice to its public employee committee, established or which shall be established under section 19 of said chapter 32B, of its intention to enter into negotiations to provide health insurance coverage to its subscribers and to enter into a written agreement within a period prescribed by regulations to provide such coverage.

(c) If no agreement is reached within the prescribed period, the municipality shall transfer its subscribers to the group insurance commission or provide health insurance coverage to its subscribers in a manner prescribed by regulations and which complies with subsection (a).

(d) The secretary of administration and finance, in consultation with the secretary of labor and workforce development, shall adopt regulations to carry out this section, including but not limited to regulations defining comparable actuarial value, setting forth deadlines for prompt and reasonable compliance with this section to ensure compliant coverage in fiscal year 2012, detailing the procedure by which the municipality shall provide health insurance coverage under this section, and determining the extent to which reduced costs to the municipality resulting from adoption of coverage under this section shall be shared with the municipality's employees.



MEMBERS ENDORSE RESOLUTIONS ON HEALTH, TRANSPORTATION AT ANNUAL BUSINESS MEETING

January 28, 2011

At the MMA's Annual Business Meeting on Jan. 22, members endorsed resolutions calling for local authority over health insurance plan design and adequate funding for road and bridge programs.

The "Resolution Calling for Health Insurance Plan Design Authority for Cities and Towns" reflects the MMA's top legislative priority. It states, in part, that the "cities and towns of the Commonwealth must be given the same authority that the state has to change, update and modernize the design of municipal health insurance plans."

The MMA estimates that this one change would reduce municipal costs by \$100 million statewide, helping communities to avert further cuts in school, public safety and library personnel as local leaders grapple with an ongoing fiscal crisis and a fourth straight year of cuts to local aid.

For many cities and towns, the resolution points out, the annual increase in the cost of health insurance exceeds the annual allowable increase in the property tax levy.

"Cities and towns in Massachusetts have been denied the authority to manage and decrease taxpayer-funded health insurance costs because of a restrictive state law that requires municipalities to collectively bargain and obtain union approval for even the most basic changes in the design of health insurance plans, including co-pays, deductibles and other features."

The resolution calls for local authority "to determine plans and change health insurance co-pays and deductibles at least up to the level of the co-pays and deductibles in comparable plans that the Commonwealth offers to its own employees."

The resolution calls for the governor and the Legislature to act on the MMA proposal "early in 2011."

The governor announced his own municipal health insurance proposal the previous day during the opening session of the MMA Annual Meeting. Former House Ways and Means Committee Chair Charles Murphy, who spoke during the MMA business meeting, said it's a good sign that the governor, House speaker and Senate president are all talking about the problem. He said he's "optimistic" that the Legislature will pass a health insurance bill this year.

The "Resolution on Transportation Finance and Administration" points out that "properly maintained roadways are an essential part of a healthy and growing economy" and that cities and towns are responsible for "maintaining in safe and passable condition more than 90 percent of all roadways in the Commonwealth," as well as bridges, sidewalks and intersections.

Local budgets are already constrained by Proposition 2 ½ as well as local aid cuts, and funding for the Chapter 90 local road and bridge program has not increased in more than a decade.

The resolution calls on the governor and the Legislature to make a new state transportation bond act an early priority in the 2011-2012 legislative session and to support Chapter 90 authorizations of at least \$300 million per year.

The resolution also calls on the Massachusetts Department of Transportation's Highway Division to rescind the "cost overrun" policy that assigns responsibility to the host city or town for overruns of more than 10 percent on local projects for which the Department of Transportation has taken control.

Finally, the resolution calls for an adequate federal transportation program and more local authority over the use of federal transportation funds.

At the opening session, Gov. Deval Patrick told local officials that he would propose \$200 million for the Chapter 90 program in fiscal 2012, which would be an increase of \$45 million over fiscal 2011.

The health insurance resolution that members adopted at the meeting was proposed by the MMA's Policy Committee on Personnel and Labor Relations, while the transportation resolution was proposed by the MMA's Policy Committee on Public Works, Transportation and Public Utilities.

The resolutions were approved by the MMA Board of Directors at the board's Nov. 9 meeting. The respective policy committees accepted comments from members on the proposed resolutions through Dec. 31.

Massachusetts Municipal Association

2011 Annual Business Meeting

Adopted Unanimously by the Members

January 22, 2011

Resolution Calling for Health Insurance Plan Design Authority for Cities and Towns

Whereas, the Commonwealth of Massachusetts is facing a deep and abiding fiscal crisis caused by the worst national and global recession in the past 70 years;

Whereas, local aid to cities and towns has been dramatically reduced by the Commonwealth for three years in a row, forcing deep cuts in essential municipal services, eliminating thousands of municipal workers, and increasing reliance on the regressive property tax;

Whereas, the cost of health care delivery continues to increase faster than inflation, driving up the cost of health insurance for all private and public employers, and the problem is so severe that for many cities and towns the increase in costs exceeds the annual allowable increase in the property tax levy;

Whereas, the likelihood of a fourth year of local aid reductions combined with ever increasing health insurance costs will guarantee further service reductions and municipal job losses;

Whereas, municipal health insurance plan design is woefully misaligned when compared with the Commonwealth's plan design, and especially when compared with private sector health insurance plan design;

Whereas, cities and towns in Massachusetts have been denied the authority to manage and decrease taxpayer-funded health insurance costs because of a restrictive state law that requires municipalities to collectively bargain and obtain union approval for even the most basic changes in the design of health insurance plans, including co-pays, deductibles and other features;

Whereas, the Commonwealth of Massachusetts has exempted itself from any such collective bargaining restrictions or requirements, and has routinely managed and reduced its own health insurance costs for state employees through unilaterally determined plan design changes to co-pays and deductibles;

Whereas, every news organization that has editorialized on the issue of plan design has supported the MMA position to exempt local plan design decisions from collective bargaining;

Whereas, private sector business and taxpayer advocacy groups such as the Massachusetts Taxpayers Foundation, Associated Industries of Massachusetts, The Boston Foundation and the Business Roundtable have supported the MMA position;

Whereas, the municipal labor unions have steadfastly refused to accept any compromise that would alleviate this problem and have continued to deny that the problem even exists; and

Whereas, continuing to deny cities and towns the same management authority that the Commonwealth of Massachusetts uses to reduce health insurance costs will force municipalities and local taxpayers to continue to pay an unnecessarily high share of local budgets for health benefits, will force cities and towns to eliminate municipal positions from the workforce, and will further cut the essential education, public safety, public works and other core services that are vital to future economic growth and are rightly expected by the citizens of our communities;

Therefore it is Hereby Resolved by the Members of the Massachusetts Municipal Association as Follows:

- The cities and towns of the Commonwealth hereby call upon the Governor and the Legislature to recognize that the time for real reform has come and that real reform must happen early in 2011 in order to avoid profound service reductions and job loses, and that further delay will harm the taxpayers, residents and economic future of Massachusetts;
- The cities and towns of the Commonwealth must be given the same authority that the state has to change, update and modernize the design of municipal health insurance plans;
- The cities and towns of the Commonwealth must be provided with the authority to determine plans and change health insurance co-pays and deductibles at least up to the level of the co-pays and deductibles in comparable plans that the Commonwealth offers to its own employees;
- All eligible municipal retirees are required to enter the federal Medicare program for health insurance; and
- A copy of this resolution shall be presented to the Governor and the members of the Legislature on behalf of the cities and towns of the Commonwealth.

Massachusetts Municipal Association

2011 Annual Business Meeting

Adopted Unanimously by the Members

January 22, 2011

Resolution on Transportation Finance and Administration

Whereas, the cities and towns of Massachusetts have the responsibility of maintaining in safe and passable condition more than 90 percent of all roadways in the Commonwealth, and a large and growing inventory of bridges, sidewalks and intersections; and

Whereas, well constructed and properly maintained roadways are an essential part of a healthy and growing economy and are necessary to ensure the safety of Massachusetts motorists, cyclists, and pedestrians, and all others who travel in our state; and

Whereas, local property tax revenues collected under the strict limits of Proposition 2 1/2 are necessary to support local schools and other vital municipal services, and are not sufficient to fund local roadway programs; and

Whereas, the state levies a 21-cent-per-gallon gas tax [adopted in 1991] for the purpose of supporting state and local transportation programs; and

Whereas, the current Chapter 90 authorization remains at approximately the same amount of more than a decade ago and has not been adjusted to keep pace with increases in the cost of materials and labor; and

Whereas, The Massachusetts Transportation Finance Commission, created by the Legislature, found that the Chapter 90 program has been under-funded with a 20-year gap of more than \$1.0 billion; and

Whereas, the cities and towns of Massachusetts need an adequate amount of Chapter 90 authorizations in order to meet the local roadway needs [MMA analysis has determined that the actual need is at least \$300 million annually]; and

Whereas, the Chapter 90 bond authorization in the 2008 state transportation bond act is nearly exhausted; and

Whereas, the President is expected to file a transportation funding proposal next year to extend and update the federal surface transportation act [SAFETEA-LU];

Therefore it is Hereby Resolved by the Members of the Massachusetts Municipal Association as Follows:

- The state must fairly share gas tax collections with the cities and towns of Massachusetts to help pay for local road projects; and
- The Governor and the Legislature must make enactment of a new state transportation bond act an early priority in the 2011-2012 legislative session with a three-year Chapter 90 authorization of not less than \$900 million; and
- The Governor should take action to permanently schedule at least \$300 million annually in the state's ongoing five-year capital spending plan; and
- The governor should distribute at least \$300 million in Chapter 90 spending authorizations in fiscal 2012, supported by a new state transportation bond act; and
- The Massachusetts Department of Transportation (MASSDOT) should distribute Chapter 90 "availability of funds" letters and contracts for fiscal 2012 by April 1 prior to the construction season; and
- The Massachusetts Department of Transportation (MASSDOT) - Highway Division should rescind the "cost overrun" policy that assigns responsibility to the host city or town for overruns of more than 10 percent on local projects for which MASSDOT has taken control; and
- The President should propose and Congress should reauthorize a six-year federal transportation funding act [SAFETEA-LU], including an adequate level of federal funding for Massachusetts projects and programs and a meaningful role for local governments in transportation planning; and
- The new federal transportation law must provide more federal regulatory flexibility to allow local governments to use federal highway and transit funds in ways that best meet local needs, provide small cities and rural communities with the option to receive funds directly, allow municipalities to set their own priorities in transportation investment, and provide cities and towns with greater voice and flexibility in influencing transportation plans that satisfy local needs and objectives; and
- A copy of this resolution shall be presented to the Governor, the members of the Massachusetts Legislature, and the members of the Massachusetts Congressional Delegation on behalf of the cities and towns of the Commonwealth.

OFFICE OF THE GOVERNOR
STATE HOUSE, BOSTON, MA

January 18, 2011 - For immediate release:

GOVERNOR PATRICK ANNOUNCES THIRD PHASE OF PENSION REFORM

Continues efforts to modernize the pension system; Find efficiencies and cost-savings in state government

BOSTON – Tuesday, January 18, 2011 – Continuing the Patrick-Murray Administration’s efforts to identify efficiencies and cost-savings in state government, Governor Deval Patrick today announced his proposal for the next phase in pension reform. This proposal will build on pension reform legislation, signed during the Administration’s first term, that closed loopholes and eliminated the most egregious abuses in the public retirement system.

Pension Reform III will further overhaul the benefits plan to ensure its long-term sustainability and credibility. Coupled with Pension I and II, this reform package is expected to save taxpayers more than \$5 billion in pension costs over 30 years, and \$2 billion in retiree health benefit costs for new employees over the next 30 years.

“We have committed to fix what’s broken in state government. That’s why, in partnership with the legislature, we enacted long-awaited reforms in ethics, transportation, education and state pensions,” said Governor Patrick. “Today, I’m proud to stand with our partners in the Legislature and Treasurer’s office to announce the filing of the next set of reforms in the state pension system.”

“The changes Governor Patrick is proposing today will ensure the public employee pension system is fair, credible and fiscally sustainable,” said Administration and Finance Secretary Jay Gonzalez. “Doing nothing is not an option. If we don’t take action now, there will not be a pension system for retirees in the future.”

“We have made a number of significant reforms to the pension system over the last two years, closing loopholes and eliminating special benefits, but we can do more to maintain the system and establish a more equitable public benefit for all employees,” said Senate President Therese Murray. “The reforms announced today, including a number that were endorsed by the Senate last year, are a step in the right direction and deserve attention from the Legislature. Reasonable adjustments to modernize the system are appropriate, and I will review the Governor’s proposal closely with the Senate.”

“Last session we changed the way government does business more profoundly than at any time in recent history by passing sweeping ethics, pension, transportation and education reform,” said House Speaker Robert A. DeLeo. “Having done away with entrenched pension loopholes, I am committed to continuing reform in this area.”

“It is essential that the proposed extension of the deadline for fully funding our pension system be coupled with strong and comprehensive reforms,” said Treasurer-elect Steve Grossman. “Massachusetts has earned a high bond rating – which saves taxpayers millions annually – by living within its means and dealing aggressively with financial challenges before they become insurmountable. The plan that the Governor has announced today strikes the necessary balance among the interests of the taxpayers, the investment community and public employees.”

Pension Reform III core components:

Increase the retirement age for virtually all state workers, reflecting the fact that people are living and working longer.

This change will more closely align the state system with the retirement ages already set by the federal government for Social Security benefits.

- Group 1 (elected officials and most general employees): Increase the retirement age to 60-67 from the current 55-65;
- Group 2 (employees with titles reflecting hazardous duties): Increase the retirement age to 55-62 from the current 55-60;
- Group 3 (state police): The maximum benefit is currently reached with 25 years of service. Our proposal would increase this to 30 years by lowering the benefit factor after 20 years of service from 3.0 to 2.5 per year of service;
- Group 4 (firefighters, police officers, some corrections officers): Increase the retirement age to 50-57 from the current 45-55

Eliminate early retirement subsidies

The current system provides an incentive for those who have reached minimum retirement age to retire before reaching maximum retirement age, as the increase in benefits resulting from additional years of service is less than the benefit of additional years of pension. The Administration’s proposal would eliminate this incentive.

Reduce Group 1 Contribution Rate

Reduce the 9 percent contribution rate of new Group 1 employees and the 11 percent contribution rate of new teachers by 0.5 percent. This reduction protects new Group I employees who, as a result of changes to the system, will be contributing for a longer period of time.

Increase “high 3” to “high 5”

Increase the period for averaging earnings, for purposes of calculating a member’s retirement allowance, from 3 to 5 years. A slightly longer averaging period more accurately reflects an employee’s career earnings.

Eliminate Section 10 early retirements for all employees

Currently, employees with 20 years of service who are terminated at no fault of their own are entitled to an early retirement benefit equal to one third of their high 3 earning years, plus an annuity from contributions. In most cases, that lifetime termination benefit is significantly larger than what the employee would have received if not terminated, and declines with further increases in age and service. Under the Administration’s proposal, employees would not be eligible for early retirement until they reach minimum retirement age, and all employees within each Group would receive these benefits based on the same formula.

Pro-rate benefits based on employment history

The Administration’s proposal would pro-rate the retirement allowance for employees who have served in more than one Group, taking into account the number of years of service in each Group. Pro-rating prevents windfalls for people who have only a short period of service in a Group with higher benefit levels at the end of their career.

Introduce an anti-spiking rule

The Patrick-Murray proposal would introduce an “anti-spiking rule” which would limit the annual increase in pensionable earnings to no more than 7 percent of the average pensionable earnings over the last two years plus inflation. This provision would not apply to bona fide promotions or job changes.

Eliminate “Double Dipping”

Pension Reform III would eliminate the right to receive a pension while receiving compensation for service as an elected official.

Other provisions include:

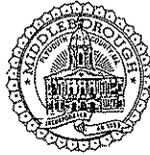
- Increase scrutiny of legislation benefiting individual employees by requiring such legislation to be accompanied by an actuarial cost estimate, confirmation of the cost analysis from the Public Employees Retirement Commission and a recommendation from the Retirement Board.
- Require elected officials to repay the full value of the pension they have received in order to rejoin the system, consistent with what all other state employees are required to do.
- Require members who rejoin the system or new members eligible to receive creditable service based on work elsewhere to purchase creditable service within one year or pay the full actuarial interest rate.

- Allow retirement boards to require retirees convicted of a criminal offense related to their employment to repay benefits received since the date of the offense, not just the date of conviction.
- Establish a special commission to study the Massachusetts public employees' pension classification system. The commission will review and make recommendations for reform regarding the Massachusetts public employees' group classification system, beginning with consideration of the work by the Blue Ribbon Panel on the Massachusetts Public Employees Pension Classification System.
- Allow retirees who married a person of the same sex within the first year after it became legal to change their retirement option in order to provide a benefit to their spouse.

The Commonwealth's public employee retirement system is a defined benefit plan that provides retirement and disability benefit levels similar to those of other states with defined benefit plans and no Social Security coverage for public employees.

###

Incorporated 1669
335 Years of Progress



CRANBERRY CAPITAL
OF THE WORLD



Town of Middleborough
Massachusetts

Town Manager

508-947-0928
FAX 508-946-2320

January 31, 2011

Craig Smail
135 Seekell Street
East Taunton, MA 02718

Dear Craig:

It is my pleasure to offer you the position of Senior Wastewater Treatment Plant Operator effective January 3, 2011.

Your hourly pay will be \$27.2045 for 40 hours (Step 3 of Technical Services). This position is a GMEG Union position and all benefits under the Agreement will apply.

Congratulations!

Very truly yours,

A handwritten signature in black ink, appearing to read "Charles J. Cristello".

Charles J. Cristello
Town Manager

CJC/ajf
Enclosure

cc: Board of Selectmen
Treasurer/Collector
Town Clerk
Andrew Bagas, DPW Director
Todd Goldman, Wastewater Superintendent
Ruth McCawley Geoffroy, GMEG

Incorporated 1669
335 Years of Progress



CRANBERRY CAPITAL
OF THE WORLD



Town of Middleborough
Massachusetts

Town Manager

508-947-0928
FAX 508-946-2320

February 4, 2011

Mr. David Perini, Commissioner
Division of Capital Asset Management
One Ashburton Place, 15th Floor
Boston, MA 02108
ATTN: Emergency Waiver Request

Dear Mr. Perini:

I am writing on behalf of the Town of Middleborough to request a waiver of the notice requirements in Chapter 149.

The tilt of the cupola on top of our historic Town Hall had been brought to our attention several months ago by an engineer on our staff who graphically represented it on the enclosed photo. We finally located an architect who specializes in historic buildings and asked her to evaluate the cupola and give us an estimate for its repair. In the enclosed e-mail she sent two weeks ago she advised:

First and foremost is bringing the cupola to earth which seems the most prudent step. It is our opinion that this should be accomplished as soon as possible since we have no real confirmation of structural condition of the cupola and its supports, some of which appear to be undermined by the insertion of the decks and stairs in the dome.

This situation poses an immediate threat to public safety since the cupola could come crashing down onto Nickerson Avenue or the parking lots and stairways that service the Town Hall. We do not feel we can risk waiting for the Chapter 149 notice requirements to begin this project. I have worked on securing funding, approximately \$25,000, to remove the cupola and place it in the parking lot until we can identify additional funding to make the repairs. Those funds will be available on Tuesday. I intend to then solicit three written quotes from qualified contractors. The details of the work are attached to the enclosed e-mail. I understand that this project is subject to prevailing wage and bonding requirements.

Very truly yours,

Charles J. Cristello
Town Manager

CJC/ajf
Enclosure

Incorporated 1669
335 Years of Progress



CRANBERRY CAPITAL
OF THE WORLD



Town of Middleborough
Massachusetts

Town Manager

508-947-0928
FAX 508-946-2320

February 4, 2011

Thomas P. Gray, Esq.
Director, Right of Way Bureau
Massachusetts Department of Transportation
Ten Park Plaza
Boston, MA 02116-3969

Re: Project #605878- Nemasket River Stormwater Pollution Mitigation

Dear Attorney Gray:

Thank you for your correspondence of January 18, 2011. Pursuant to your request, the Town of Middleborough has designated Andrew Bagas, DPW Director, to act as the coordinator/liaison to work with the Community Compliance section of the Right of Way Bureau. Please send correspondence to the attention of Andrew Bagas, DPW Director, Department of Public Works, 48 Wareham Street, Middleborough, MA 02346. Mr. Bagas can also be reached by phone at (508) 946-2481 or via e-mail at abagas@middleborough.com.

The Town of Middleborough looks forward to working with you on the above-referenced project. Should you have any questions or concerns, please do not hesitate to contact our office.

Very truly yours,

Charles J. Cristello
Town Manager

CJC/ajf

c: Andrew Bagas, DPW Director
Board of Selectmen