



**ANNUAL TOWN MEETING**  
**Saturday, September 12, 2020, 10:00 am**  
**Ballfield Across From**  
**Wellfleet Elementary School**  
**95 Lawrence Road, Wellfleet**

**&**

**SPECIAL TOWN ELECTION**  
**DATE: September 8, Noon to 7pm**  
**Wellfleet Senior Center**

# **WHAT TO EXPECT WHEN YOU'RE EXPECTING TO ATTEND WELFLEET'S ANNUAL TOWN MEETING**

Hello Voters,

Wellfleet's Annual Town Meeting is when we fulfill our role as citizen-legislators and decide many issues, including our Town's budget and bylaws. Needless to say, this year's meeting will be very different from our normal Town Meeting. Town staff have put a lot of thought and work in creating a setting that allows us to meet and conduct business in the midst of a global health crisis. With the safety of voters and town officials as our goal, here's what you can expect when you arrive at the Elementary School ballfield for Town Meeting on Saturday, September 12.

## **PLAN SUBJECT TO CHANGE IF HEALTH REGULATIONS CHANGE**

### **PARKING:**

The parking spaces facing the ballfield are reserved for handicapped parking. If necessary, there will also be additional handicapped parking in the lot next to the ballfield where the temporary police station was located.

### **MASKS:**

Masks are required from the moment you exit your vehicle until the moment you return to your vehicle at the end of the meeting. If you have a medical reason why you cannot wear a mask, please inform the Fire Department personnel as you approach the school and before you join the screening line. If you cannot wear a mask, you will be required to sit in a seating area separated from other voters.

### **ARRIVAL & SCREENING:**

The screening line will be along the fence on the outside of the ballfield. Please maintain a safe distance while in line. If you attend with other members of your household, please stay together throughout the arrival and check-in process.

Before you enter the ballfield to be checked-in for the meeting, a member of the Wellfleet Fire Department will ask you a few questions and take your temperature with a non-contact thermal instrument. There will be a list of symptoms posted near the screening line. If you have any of the symptoms listed, or if you show evidence of a fever, we ask that you not attend the meeting for the safety of your fellow voters.

### **CHECK-IN:**

When you approach the entrance to the ballfield, you will be directed to one of the registrars. All registration tables will accept all voters; you do not need to go to a specific table based on your last name.

Non-voters will not be admitted to the ballfield. There will be a separate seating area outside the ballfield for non-voters, who will also be required to wear masks and maintain a safe distance at all times. This restriction does not apply to town officials who are required by charter to attend Town Meeting.

**SEATING:**

After you have been checked in, a volunteer will help you select a seat. Seats will be arranged in pairs and have been specifically placed in rows on a grid pattern to maintain a safe distance between voters. Please do not move the chairs for any reason. If there are more than two people in your household party, we ask that you be willing to sit separately. If you must sit together, please ask a volunteer for assistance. Once you are seated, we ask you remain seated for the duration of the meeting unless you need to use the restrooms.

There will be some seats under a tent for shelter from the sun, but these should be reserved for older, more vulnerable voters. Depending on attendance, there may not be enough seats under the tent for everyone, so you should plan on bringing a hat and sunscreen. You may bring your own beach chairs or a blanket, but you must set them up at least 6 feet away from others.

**BATHROOMS:**

Porta-potties, hand wash stations and hand sanitizer will be available at the meeting.

**NO SMOKING, NO AEROSOL INSECT REPELLENTS:**

No smoking is allowed on the ballfield. Smoking is allowed only on the paved surface at least 100 feet away from any seating or check-in areas.

If you bring insect repellent, it must be a liquid or wipe-on type. Absolutely no aerosol spray insect repellent will be allowed within the ballfield area.

**DEBATE:**

If you wish to speak during the meeting, please stand in place at your seating location and wait to be recognized. A volunteer will bring a microphone to your location once you have been recognized. Microphones will be sanitized between speakers, but you are still required to leave your mask on while speaking into the microphone. Please identify yourself clearly once recognized, and before speaking, as the Moderator may not be able recognize you by name because of distance and masking.

**VOTING:**

When you check in, you will be given a brightly colored piece of paper. This will be your voter card for this meeting. Votes will be taken by a show of cards held in the air. If the outcome of vote cannot be determined by the Moderator by this method, there will be a counted vote taken.

**LEAVING THE MEETING:**

Please try to stay for the duration of the meeting to minimize foot traffic that would disrupt the meeting and bring you too close to other voters.

After the meeting ends, I will ask voters to remain in their seats and leave only when their row is called. This will help to minimize crowding at the exits and maintain safe distancing.

This town meeting will be a unique experience for us all and will become part of Wellfleet's history. I ask you all to be patient, maintain your good humor, and respect one another as we work through these challenges together.

Dan Silverman  
Wellfleet Town Moderator

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## FINANCIAL & PROPOSITION 2½ TERMS

Chapter 59, section 21C of the Massachusetts General Laws is commonly referred to as Proposition 2½ (Prop. 2½) or the Tax Limiting Law for Cities and Towns in Massachusetts.

**LEVY:** The property tax levy is the revenue a Town can raise through real and personal property taxes. The property tax levy is the largest source of revenue for the Town.

**LEVY CEILING:** This is the maximum the levy can be. The ceiling equals 2.5% of the Town's full and fair cash value. The levy limit is equivalent to a tax rate of \$25.00.

**LEVY LIMIT:** The maximum the levy can be in a given year. The limit is based on the previous year's levy limit plus certain allowable increases, such as debt exclusions.

**LEVY LIMIT INCREASE:** The levy limit automatically increases each year by 2.5% of the previous year's levy limit.

**NEW GROWTH:** New construction and new parcel subdivision may also increase the Town's levy limit.

**OVERRIDE:** A community can permanently increase its levy limit by successfully voting at a referendum to exceed the limits. A community may take this action as long as it is below the levy ceiling.

**DEBT EXCLUSION:** This type of override ballot question can be placed on a referendum by a two-thirds vote of the Selectboard. If a majority of the voters approve the ballot question, the Town's levy limit is increased only for the amount voted at the referendum for the life of that debt only. The levy limit increase may exceed the Town's levy ceiling.

**DEBT SERVICE:** The repayment cost, usually stated in annual terms and based on an amortization schedule, of the principal and interest owed on any particular bond issue.

**ENCUMBRANCE:** A reservation of funds to cover obligations chargeable to but not yet paid from a specific appropriation account.

**CAPITAL OUTLAY EXPENDITURES EXCLUSION:** This type of override ballot question can be placed on a referendum by a two-thirds vote of the Selectboard. If a majority of the voters approve the ballot question, the additional amount for the payment of the capital project cost is added to the levy limit or levy ceiling only for the year in which the project is being undertaken.

**CONTINGENT VOTES:** Chapter 59, section 21C (m) permits a Town Meeting to appropriate funds contingent upon passage of a referendum question (OVERRIDE/DEBT EXCLUSION). A contingent vote does not automatically result in an override referendum. An override referendum can only be called by the Selectboard. If a referendum is called by the Selectmen, it must take place within forty-five days of the Town Meeting vote.

## TOWN MEETING PROCEDURES

A quorum of 6% of the Town's registered voters must be present in order to conduct business. (Charter: Sect. 2-1-3)

Voters are identified by voter cards, issued when they check in with the registrars at the beginning of the meeting.

Only voters may participate in voice votes. In case of a counted vote, voters will be identified by their voter cards.

Non-voters who have been admitted to the meeting must sit in the section designated for them. Nonvoters who may wish to speak must identify themselves and may address the meeting only by permission of the Moderator. (Charter: Sect. 2-1-2).

No voter will be allowed to speak until recognized by the Moderator.

Voters may only speak twice to any motion or amendment unless authorized by the Moderator. The provisions of this clause shall not apply to a) the person making the motion under an Article, and b) those persons required to be in attendance under the provisions of Charter Section 2-7-5. (Charter: Sect. 2-7-8).

All motions, including all amendments, must be in writing and be legible. Exceptions for very simple motions or amendments are at the discretion of the Moderator. (General Bylaws: Sect. II-2)

Zoning Bylaws	2/3 majority
To incur debt	2/3 majority
To transfer or sell Town land	2/3 majority
To approve charter amendments	2/3 majority
To pay unpaid bills of a prior fiscal year	4/5 majority at an Annual Town Meeting 9/10 majority at a Special Town Meeting

The order of consideration of the Articles as printed in the Warrant may be changed only by a two-thirds vote. (Charter: Sect. 2-7-4)

Some other common motions which require more than a simple majority to pass:

A motion to reconsider must be made at the same session as the vote it seeks to reconsider. It can only be made after some intervening business and must be made within one hour of the vote to be reconsidered. It is debatable to the same extent as the motion it seeks to reconsider, and it requires a majority vote. (Charter: Sect. 2-7-9).

## FINANCE COMMITTEE STATEMENT

### A Statement to the Voters from the Wellfleet Finance Committee

To the voters and citizens of the Town of Wellfleet:

Early in 2020, the Finance Committee (FinCom) held numerous meetings to vet the budgets of nearly every town department, along with some of the larger future projects that will impact town finance in the coming years. Even then, what struck us particularly is how so many issues affecting Wellfleet's financial health *cannot* be viewed simply on an annualized basis – but require a multi-year perspective to understand their true cost and benefit to the town.

These include major capital and operational outlays for harbor dredging, water/wastewater management, public works, police/fire staffing and housing. Equally important, however, are the costs associated with initiatives whose value is less easily calculated like the modernization of the regional school system, investments in the economic vitality of the town for young families and quality-of-life services that all residents can share together year-round.

Now, in the months since the emergence of the COVID-19 pandemic, the Finance Committee is rethinking the assumptions that drove the creation of the departmental budgets just last Fall, especially given the uncertainty surrounding the impact on revenues from tourism and seasonal businesses that are relied upon to supplement the funding of many of the town's operations.

The FinCom is especially concerned with understanding the potential consequences to the town based on two distinct financial scenarios. The first is that the pandemic will be managed within a year or two and we'll return to a predictable and manageable budgeting schedule. The second is that the societal impact of COVID-19 will be a multi-year phenomenon that changes the basic financial outlook for Wellfleet. At this point, we can speculate but we can't predict, which means we should begin to prepare ourselves for either outcome.

The FinCom is an advisory board to Town Meeting, the Selectboard and the Town Administrator. Finance Committee meetings are recorded on video and broadcast on local cable access as well as being available on demand through the Town website. All members of the public are encouraged to attend our meetings in person or view them online.

Respectfully submitted,  
Fred Magee, Chair  
Wellfleet Finance Committee

Current Finance Committee members are: Kathy Granlund, Janet Loewenstein, Linda Pellegrino, Stephen Polowczyk, Robert Wallace, Jeff Tash and Ira Wood. Sarah Robin also serves as an Alternate member.

**ANNUAL TOWN MEETING WARRANT**

Saturday, September 12, 2020

The Commonwealth of Massachusetts

To either of the Constables in the Town of Wellfleet in the County of Barnstable:

**GREETINGS:**

In the name of the Commonwealth of Massachusetts you are hereby required to notify and warn the inhabitants of the Town of Wellfleet qualified to vote in Town Affairs, to meet at the ballfield across the street from the WELLFLEET ELEMENTARY SCHOOL, 100 LAWRENCE ROAD in Wellfleet on the 12<sup>th</sup> day of September, 2020, at ten o'clock in the morning, then and there to vote upon the following Articles:

<b>Article #</b>	<b>Page #</b>	<b>Description</b>
1	8	Operating Budget
2	8	FY 21 Capital Budget
3	13	Marina Enterprise
4	14	Water Enterprise
5	14	<del>CIP Nauset School Renovations</del> <b>Withdrawn</b>
6	14	Wellfleet Employee Association
7	14	Non-union & Other Personnel
8	14	Fire Dept Staff- Override
9	15	Fire Dept Training
10	15	Water System Upgrade
11	16	CPC-Housekeeping
12	16	CPC- Rental Assistance Program
13	17	CPC- Housing Buy Down Program
14	17	CPC- Housing Institute 2020
15	18	CPC- Museum Phase 2 Historic Restoration
16	18	CPC- Cemetery Restoration Phase 3
17	19	Climate Change matching grant funds
		<b><u>Finance Articles Consent Agenda</u></b>
18	19	Chapter 90 Funds
19	19	OPEB-Town
20	19	Marina Ent Stabilization
21	20	Cable Access Television
22	20	Shellfish Revolving Fund
		<b><u>Other Articles – Bylaw Amendments</u></b>
23	20	Petitioned article - Bylaw Amendment - plastic bottle ban
24	21	Bylaw Amendment – change town meeting start time
25	22	Petitioned article - Bylaw Amendment – Climate Policy
		<b><u>Other Articles – Disposition of Town Owned Land</u></b>
26	22	<del>Disposition of Town-owned property-Map 14, parcel 30</del> <b>Withdrawn</b>
27	22	Disposition of Town-owned property-Map 20, parcels 11, 12 and 16
28	23	Disposition of Town-owned property-Map 35-1, parcels 201, 209 and 210
29	23	Authorize of Easement - Water Line Easement for 925 Chequessett Neck Rd
		<b><u>Unclassified Articles</u></b>
30	23	High Toss Road
31	24	Municipal Affordable Housing Trust
32	24	Petitioned article - Resolution to Change the State Flag/Seal of Massachusetts
		<b><u>Other Articles - Consent Agenda</u></b>
33	26	Dispose of Personal Property
34	26	Town Collector
35	26	DEP Liability
36	27	Nauset local contributions
		<b><u>Closing Articles</u></b>
37	27	Closing Articles
38	27	Closing Articles

## SECTION I: BUDGET ARTICLES

**ARTICLE 1: FY 2021 Operating Budget.** To see if the Town will vote to raise and appropriate and/or transfer from available funds such sums of money necessary to fund the Fiscal Year 2021 Town Operating Budget and fix the salaries and compensation of all elected officers (appendix E) of the Town for Fiscal Year 2021 or do or act anything thereon.

(Requested by the Selectboard)

**Selectboard:** Recommends 4-0.

**Finance Committee:** Recommends 8-0 with two exceptions  
Shellfish Dept and Shellfish Propagation were both recommended 7-0-1.

**SUMMARY:** This Article requests approval of the Fiscal Year 2021 Operating Budget (See Appendix A) This Article also sets the salaries of elected officials (appendix E) as per the budget and approves the budgets of the two regional school districts.

### **ARTICLE 2: FY 2021 Capital Budget.**

#### **Article 2A: FY 2021 Debt Service**

To see if the Town will vote to raise and appropriate the sum of \$1,692,286 to fund the FY 2021 debt service budget as listed in appendix B, the Capital Budget, or to do or act anything thereon.

**Selectboard:** Recommends 5-0.

**Finance Committee:** Recommends 8-0.

**SUMMARY:** This article requests town meeting voters authorize the payment of \$1,692,286 in debt service for the FY 2021 fiscal year.

#### **Article 2B: Shellfish Department Pick-up Truck**

To see if the Town will vote to transfer from the Shellfish Fund the sum of \$36,495 to be expended under the Town Administrator and the Shellfish Constable for the purchase of a replacement pick-up truck for the Shellfish Department, and costs related thereto.

**Selectboard:** Does **NOT** Recommend 5-0.

**Finance Committee:** Recommends 7-0-1.

**SUMMARY:** This article requests town meeting voters authorize the transfer of funds from the Shellfish Fund to pay for the cost of a replacement pick-up truck for the Shellfish Department.

#### **Article 2C: Replace One Police Cruiser**

To see if the Town will vote to raise and appropriate, transfer from available funds or borrow \$50,000 to purchase, outfit, and equip one replacement police cruiser for the Police Department, and all other costs incidental or related thereto. To fund this appropriation, the Selectboard will be authorized to borrow said amount pursuant to G.L. c. 44, §§ 7 or 8, or any other enabling authority, to issue bonds or notes of the Town therefor, and further, to authorize any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, to be applied to the payment of costs approved hereunder in accordance with M.G.L. c. 40, §20, thereby reducing by a like amount the amount authorized to be borrowed to pay such costs;

provided, however, that the appropriation authorized hereunder shall be contingent on the approval by the voters of the Town of a so-called Proposition 2 ½ debt exclusion ballot question under G.L. c. 59, §21C.

***Two-thirds vote required***

**Selectboard:** Recommends 4-1.

**Finance Committee:** Recommends 8-0.

**SUMMARY:** This article requests authorization to purchase one replacement police vehicles pursuant to the Department's vehicle replacement plan.

Effect on Property Taxes: It is expected that these funds would be borrowed as a debt exclusion. The cost of \$50,000 would be borrowed over five years and would add \$0.6 cents to the tax rate in the first year and would cost the owner of a median priced (\$538,524) single-family home \$2.90.

**Article 2D: Replace Fire & Rescue Command Car 81**

To see if the Town will vote to raise and appropriate, transfer from available funds or borrow \$55,000 to purchase, outfit, and equip a replacement vehicle to the Fire and Rescue Command Car 81, including all other costs incidental or related thereto. To fund this appropriation, the Selectboard will be authorized to borrow said amount pursuant to G.L. c. 44, §§ 7 or 8, or any other enabling authority, to issue bonds or notes of the Town therefor, and further, to authorize any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, to be applied to the payment of costs approved hereunder in accordance with M.G.L. c. 40, §20, thereby reducing by a like amount the amount authorized to be borrowed to pay such costs; provided, however, that the appropriation authorized hereunder shall be contingent on the approval by the voters of the Town of a so-called Proposition 2 ½ debt exclusion ballot question under G.L. c. 59, §21C.

***Two-thirds vote required***

**Selectboard:** Recommends 4-1.

**Finance Committee:** Recommends 8-0.

**SUMMARY:** This article requests authorization to replace the Fire & Rescue Command Car 81.

Effect on Property Taxes: It is expected that these funds would be borrowed as a debt exclusion. The cost of \$55,000 would be borrowed over five years and would add \$0.6 cents to the tax rate in the first year and would cost the owner of a median priced (\$538,524) single-family home \$3.20.

**Article 2E: Replace Fire & Rescue Equipment on Forestry 90**

To see if the Town will vote to raise and appropriate, transfer from available funds or borrow \$40,000 to replace equipment on the Forestry 90 vehicle for the Fire & Rescue Department, including all costs related thereto. To fund this appropriation, the Selectboard will be authorized to borrow said amount pursuant to G.L. c. 44, §§ 7 or 8, or any other enabling authority, to issue bonds or notes of the Town therefor, and further, to authorize any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, to be applied to the payment of costs approved hereunder in accordance with M.G.L. c. 40, §20, thereby reducing by a like amount the amount authorized to be borrowed to pay such cost; provided,

however, that the appropriation authorized hereunder shall be contingent on the approval by the voters of the Town of a so-called Proposition 2 ½ debt exclusion ballot question under G.L. c. 59, §21C.

***Two-thirds vote required***

**Selectboard:** Recommends 5-0.

**Finance Committee:** Recommends 8-0.

**SUMMARY:** This article requests authorization to replace equipment on the Forestry 90 vehicle for the Fire & Rescue Department.

Effect on Property Taxes: It is expected that these funds would be borrowed as a debt exclusion. The cost of \$40,000 would be borrowed over five years and would add \$0.4 cents to the tax rate in the first year and would cost the owner of a median priced (\$538,524) single-family home \$2.33.

**Article 2F: Replace Fire & Rescue EMS Equipment**

To see if the Town will vote to raise and appropriate, transfer from available funds or borrow \$80,000 to replace EMS equipment for the Fire & Rescue Department, including all costs related thereto. To fund this appropriation, the Selectboard will be authorized to borrow said amount pursuant to G.L. c. 44, §§ 7 or 8, or any other enabling authority, to issue bonds or notes of the Town therefor, and further, to authorize any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, to be applied to the payment of costs approved hereunder in accordance with M.G.L. c. 40, §20, thereby reducing by a like amount the amount authorized to be borrowed to pay such costs; provided, however, that the appropriation authorized hereunder shall be contingent on the approval by the voters of the Town of a so-called Proposition 2 ½ debt exclusion ballot question under G.L. c. 59, §21C.

***Two-thirds vote required***

**Selectboard:** Recommends 5-0.

**Finance Committee:** Recommends 8-0.

**SUMMARY:** This article requests authorization to replace EMS equipment for the Fire & Rescue Department.

Effect on Property Taxes: It is expected that these funds would be borrowed as a debt exclusion. The cost of \$80,000 would be borrowed over five years and would add \$0.9 cents to the tax rate in the first year and would cost the owner of a median priced (\$538,524) single-family home \$4.65.

**Article 2G: Article has been withdrawn**

**Article 2H: Replace 2004 Public Works Backhoe**

To see if the Town will vote to raise and appropriate, transfer from available funds or borrow \$168,000 to equip and replace a 2004 Backhoe for the Department of Public Works, including all costs related thereto. To fund this appropriation, the Selectboard will be authorized to borrow said amount pursuant to G.L. c. 44, §§ 7 or 8, or any other enabling authority, to issue bonds or notes of the Town therefor, and further, to authorize any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, to

be applied to the payment of costs approved hereunder in accordance with M.G.L. c. 40, §20, thereby reducing by a like amount the amount authorized to be borrowed to pay such costs; provided, however, that the appropriation authorized hereunder shall be contingent on the approval by the voters of the Town of a so-called Proposition 2 ½ debt exclusion ballot question under G.L. c. 59, §21C.

***Two-thirds vote required***

**Selectboard:** Had no recommendation 2-2-1.

**Finance Committee:** Recommends 8-0.

**SUMMARY:** This article requests authorization to replace a 2004 DPW Backhoe.

Effect on Property Taxes: It is expected that these funds would be borrowed as a debt exclusion. The cost of \$168,000 would be borrowed over five years and would add \$1.8 cents to the tax rate in the first year and would cost the owner of a median priced (\$538,524) single-family home \$9.77.

**Article 2I: Article has been withdrawn**

**Article 2J: Public Works-Replace Guard Shack and Build Canopy Extension at Transfer Station**

To see if the Town will vote to raise and appropriate, transfer from available funds or borrow \$55,000 to replace the Guard Shack and extend the canopy at the Transfer Station, including all costs related thereto. To fund this appropriation, the Selectboard will be authorized to borrow said amount pursuant to G.L. c. 44, §§ 7 or 8, or any other enabling authority, to issue bonds or notes of the Town therefor, and further, to authorize any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, to be applied to the payment of costs approved hereunder in accordance with M.G.L. c. 40, §20, thereby reducing by a like amount the amount authorized to be borrowed to pay such costs; provided, however, that the appropriation authorized hereunder shall be contingent on the approval by the voters of the Town of a so-called Proposition 2 ½ debt exclusion ballot question under G.L. c. 59, §21C.

***Two-thirds vote required***

**Selectboard:** Recommends 5-0.

**Finance Committee:** Recommends 6-2.

**SUMMARY:** This article requests authorization to replace the Guard Shack and extend the canopy at the Transfer Station.

Effect on Property Taxes: It is expected that these funds would be borrowed as a debt exclusion. The cost of \$55,000 would be borrowed over five years and would add \$0.6 cents to the tax rate in the first year and would cost the owner of a median priced (\$538,524) single-family home \$3.20.

**Article 2K: Article has been withdrawn**

**Article 2L: Repair and Improve the Beach Bathrooms**

To see if the Town will vote to transfer from the Beach Fund the sum of \$30,000 to repair and improve the bathrooms at the ocean side beaches, and costs related thereto.

***Majority vote required***

**Selectboard:** Recommends 4-1.

**Finance Committee:** Does **NOT** Recommend 8-0.

**SUMMARY:** This article requests authorization to repair and make improvements to the beach restrooms. The project is expected to be funded by the Beach Fund.

**Article 2M: Article has been withdrawn**

**Article 2N: Article has been withdrawn**

**Article 2O: Nauset Regional School District Capital Improvements**

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$70,996 to fund the Nauset Regional School district's Fiscal Year 2021 capital improvement plan, and costs related thereto.

*Majority vote required*

**Selectboard:** Recommends 5-0.

**Finance Committee:** Recommends 8-0.

**SUMMARY:** Article 2O request authorization to fund capital improvements at the Nauset Regional School District.

**Article 2P: Article has been withdrawn**

**Article 2Q: Wellfleet Elementary School Fire Suppression Engineering**

To see if the Town will vote to raise and appropriate, transfer from available funds or borrow \$110,000 to fund engineering of a potential fire suppression system at the Wellfleet Elementary School, including all costs related thereto. To fund this appropriation, the Selectboard will be authorized to borrow said amount pursuant to G.L. c. 44, §§ 7 or 8, or any other enabling authority, to issue bonds or notes of the Town therefor, and further, to authorize any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, to be applied to the payment of costs approved hereunder in accordance with M.G.L. c. 40, §20, thereby reducing by a like amount the amount authorized to be borrowed to pay such costs; provided, however, that the appropriation authorized hereunder shall be contingent on the approval by the voters of the Town of a so-called Proposition 2 ½ debt exclusion ballot question under G.L. c. 59, §21C.

*Two-thirds vote required*

**Selectboard:** Recommends 5-0.

**Finance Committee:** Reserves Recommendation 8-0.

**SUMMARY:** Article 2Q request authorization to fund the engineering of a potential fire suppression system at the Wellfleet Elementary School.

Effect on Property Taxes: It is expected that these funds would be borrowed as a debt exclusion. The cost of \$110,000 would be borrowed over five years and would add \$1.2 cents

to the tax rate in the first year and would cost the owner of a median priced (\$538,524) single-family home \$6.40.

**Article 2R: Article has been withdrawn**

**Article 2S: Article has been withdrawn**

**Article 2T: Public Works-Lt. Island Road Improvements**

To see if the Town will vote to raise and appropriate, transfer from available funds or borrow \$150,000 to fund repairs and improvements to Lt. Island Road for the Department of Public Works, including all costs related thereto. To fund this appropriation, the Selectboard will be authorized to borrow said amount pursuant to G.L. c. 44, §§ 7 or 8, or any other enabling authority, to issue bonds or notes of the Town therefor, and further, to authorize any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, to be applied to the payment of costs approved hereunder in accordance with M.G.L. c. 40, §20, thereby reducing by a like amount the amount authorized to be borrowed to pay such costs; provided, however, that the appropriation authorized hereunder shall be contingent on the approval by the voters of the Town of a so-called Proposition 2 ½ debt exclusion ballot question under G.L. c. 59, §21C.

***Two-thirds vote required***

**Selectboard:** Recommends 5-0.

**Finance Committee:** Recommends 8-0.

**SUMMARY:** Article 2T request authorization to make improvements to Lt. Island Road.

Effect on Property Taxes: It is expected that these funds would be borrowed as a debt exclusion. The cost of \$150,000 would be borrowed over ten years and would add \$1.0 cents to the tax rate in the first year and would cost the owner of a median priced (\$538,524) single-family home \$5.16.

**Article 2U: Article has been withdrawn**

**Article 2V: Beach Department-Portable Repeaters**

To see if the Town will vote to raise and appropriate, transfer from available funds or borrow \$40,000 to place portable repeaters at the ocean side beaches, and costs related thereto.

***Majority vote required***

**Selectboard:** Recommends 5-0.

**Finance Committee:** Recommends 8-0.

**SUMMARY:** Article 2V request authorization to place portable repeaters at the ocean side beaches to improve cell phone capacity.

**ARTICLE 3: FY 2021 Marina Enterprise Budget.** To see if the Town will vote to raise and appropriate and/or transfer from available funds such sums of money necessary to fund the Fiscal Year 2021 Marina Enterprise Fund Budget or do or act anything thereon.

***Majority vote required.***

(Requested by the Selectboard)

**Selectboard:** Recommends 5-0.  
**Finance Committee:** Recommends 8-0.

**SUMMARY:** This Article requests approval of the Fiscal Year 2020 Marina Services Enterprise Fund Budget. (See Appendix C)

**ARTICLE 4: FY 2021 Water Enterprise Budget.** To see if the Town will vote to raise and appropriate and/or transfer from available funds such sums of money necessary to fund the Fiscal Year 2021 Water Enterprise Fund Budget or do or act anything thereon.

***Majority vote required.***

(Requested by the Selectboard)

**Selectboard:** Recommends 5-0.  
**Finance Committee:** Recommends 8-0.

**SUMMARY:** This Article requests approval of the FY2021 Water Enterprise Fund Budget. (See Appendix D)

**ARTICLE 5: Capital Improvement–Nauset High School Renovations.-Postponed to Spring ATM**

**SECTION II: ADDITIONAL FINANCIAL ARTICLES**

**ARTICLE 6: Wellfleet Employee Association (WEA) Contract.** To see if the Town will vote to raise and appropriate and/or transfer from any available source of funds an amount of money sufficient to fund the first year of a collective bargaining agreement between the Town of Wellfleet and the Wellfleet Employee Association, Units A, B and C beginning July 1, 2020 or do or act anything thereon.

***Majority vote required.***

(Requested by the Selectboard)

**Selectboard:** Recommends 5-0.  
**Finance Committee:** Recommends 8-0.

**SUMMARY:** Town Meeting approval is required to fund the 1<sup>st</sup> year of a collective bargaining agreement.

**ARTICLE 7: Non-Union and Other Personnel Salaries & Compensation.** To see if the Town will vote to raise and appropriate and/or transfer from available funds such sums of money necessary to fund wage and salary adjustments for non-union and other personnel beginning July 1, 2020, or do or act anything thereon.

***Majority vote required.***

(Requested by the Selectboard)

**Selectboard:** Recommends 5-0.  
**Finance Committee:** Recommends 8-0.

**SUMMARY:** This appropriation funds wage and salary adjustments for non-union and other personnel.

**ARTICLE 8: Additional Fire Department Positions –** To see if the Town will vote to raise and appropriate and/or transfer from any available source of funds \$148,000, or any other sum for the purpose of funding two new Firefighter/EMT/Paramedic positions; provided, however that no sums

shall be expended hereunder unless and until the Town shall have voted to assess an additional \$148,000 in real estate and personal property taxes pursuant to the provisions of G. L. c. 59, §21C (Proposition 2 ½), or do or act anything thereon.

**Majority vote required.**

(Requested by the Selectboard  
and the Fire Chief)

**Selectboard:** Recommends 5-0.

**Finance Committee:** Recommends 8-0

**SUMMARY:** This article would fund the cost of adding two additional Firefighter/EMT/ Paramedic. Funding, if approved, would be through a 2 ½ override. Costs for each position include starting salary of each position (\$53,213), uniforms and protective clothing (\$1,900), holiday and call back costs (\$6,900) and an estimate of benefits and training costs (\$11,987). The total payroll, with estimated benefits and training costs of one position is \$74,000.  
Effect on Property Taxes: The cost of 148,000 would add 6.5 cents to the tax rate and would cost the owner of a median priced (\$538,524) single-family home \$35.12.

**ARTICLE 9: Funding for Paramedic Training Program.** To see if the Town will vote to raise and appropriate and/or transfer from available funds the sum of **\$10,000**, or any other sum, for the purpose of creating and funding a paramedic training fund to pay for medic training for future Wellfleet Fire and Rescue staff, or do or act anything thereon.

**Majority vote required**

**Selectboard:** Recommends 5-0.

**Finance Committee:** Recommends 8-0.

**SUMMARY:** This article would fund a paramedic training program for the Wellfleet Fire and Rescue Department with the intent to improve recruiting and retention for the Department. Paramedics who left the department in their first year of employment would be required to reimburse the Town for the full cost. Paramedics who left the department in their 2<sup>nd</sup> year would be required to reimburse the Town for 2/3 of the costs and those who left in their 3<sup>rd</sup> year would be required to reimburse the Town for 1/3 of the costs.

**ARTICLE 10: Water System Upgrade.** To see if the Town will vote to appropriate a sum of money, not to exceed \$3,843,438 for the purpose of planning, designing and construction of a new water main, bidding and bid documents and related infrastructure on Route 6 and Briar Lane to improve the hydraulic flow of water from the Town's secondary water source, and for the payment of all other costs incidental and related thereto, and that to meet this appropriation the Town Treasurer, with the approval of the Selectmen be and hereby is authorized to borrow said amount under and pursuant to Chapter 44, Section 8 of the General Laws, or pursuant to any other enabling authority including the Massachusetts Water Pollution Abatement Trust, and to issue bonds or notes of the Town therefore; provided, however that no sums shall be borrowed or expended hereunder unless and until the Town shall have voted to exclude the amounts necessary to pay debt service on any bonds or notes issued pursuant to this vote from the limits of Chapter 59, Section 21C of the Massachusetts General Laws (Proposition 2 ½) or take any other action in relation thereto.

**Two-thirds vote required.**

**Selectboard:** Recommends 5-0.  
**Finance Committee:** Recommends 8-0.  
**Board of Water Commissioners:** Recommends 5-0.  
**Housing Authority:** Recommends 3-0.  
**Local Housing Partnership Recommends:** 6-0

**SUMMARY:** This article requests appropriation of funds for planning, designing and construction of an upgraded water main on Route 6 and Briar Lane. The cost will be reduced and offset by any grants received for the project. The project is needed to enable the development of the housing development at 95 Lawrence Road.

**ARTICLE 11: Community Preservation** (Requested by The Community Preservation Committee)

To see if the Town will vote to hear and act on the report of the Community Preservation Committee on the Fiscal Year 2021 Community Preservation budget and to appropriate from the Community Preservation Fund estimated annual revenues a sum of \$27,133.13 to meet the administrative expenses and all other necessary and proper expenses of the Community Preservation Committee for Fiscal Year 2021; and further to appropriate from Community Preservation Fund estimated revenues a sum of \$51,650 for open space debt service; a sum of \$2,616.25 to reserve for open space; a sum of \$54,266.25 to reserve to for community housing; and further to reserve for future appropriation a sum of \$54,266.25 for historic resources as recommended by the Community Preservation Committee, as well as a sum of \$352,730.65 to be placed in the 2021 Budgeted Reserve for general Community Preservation Act purposes, or do or act anything thereon.

***Majority vote required.***

**Selectboard:** Recommends 5-0.  
**Finance Committee:** Recommends 8-0.  
**Community Preservation Committee:** Recommends 6-0.

**SUMMARY:** This is an annual CPC housekeeping article. Out of a total projected revenue figure of \$542,662.53 for Fiscal Year 2021, \$27,133.13 is the 5% of estimated for administrative expenses, as provided by the Community Preservation Act. Open Space's 10% is allocated as the funding source for Land Bank debt service in the capital budget. There is a remainder of \$2,616.25 to be placed in an Open Space Reserve after debt service has been met. Community Housing's 10%, and Historic Resources' 10% are reserved respectively for housing and historic preservation purposes. The balance of \$352,730.65 is reserved for approved CPA projects in any category including Recreation.

**ARTICLE 12: Community Preservation - Covid-19 Emergency Housing Assistance and Continued Wellfleet Rental Assistance Program**

To see if the Town will vote, pursuant to MGL c.44B, to appropriate \$65,023.00 from the Community Preservation Fund budgeted housing reserve and \$304,977.00 from the Community Preservation Fund Balance for a total of \$370,000.00 to the Wellfleet Housing Authority to provide funding for Covid-19 Emergency Housing Assistance and for continuance of the Rental Assistance program for Wellfleet households for one to three years, or do or act anything thereon.

***Majority vote required.***

**Selectboard:** Recommends 5-0.  
**Finance Committee:** Recommends 8-0.

**Community Preservation Committee:** Recommends 6-0.

**Housing Authority:** Recommends 3-0.

**Local Housing Partnership:** Recommends 6-0.

**Summary:** This is a critical time to help our neighbors remain in their homes and CPA funds allow a community to assure this stability for our residents at risk.

This article will fund a special Covid-19 Emergency Housing Assistance Program in the amount of \$205,000 as well as Wellfleet's on-going Rental Assistance Program in the amount of \$165,000. The Covid-19 Emergency Housing Assistance Program will only be used if Wellfleetians have exhausted all other Federal, State and Regional support services. It is designed to provide up to \$500 per month in temporary assistance for up to one year to households who have lost significant income due to the pandemic. This program can help people who were earning up to 100% of the Barnstable County median income (AMI) with rent going forward or in arrears, first, last and security deposits, and mortgage assistance for deed restricted homes. The ongoing Rental Assistance Program helps qualified renters (up to 60% of AMI) with up to three years of assistance paid directly to the landlord and with services to help tenants work toward self-sufficiency. Both programs will be administered by the Homeless Prevention Council working with the Wellfleet Housing Authority.

#### **ARTICLE 13: Community Preservation - Housing Buy Down Program**

To see if the Town will vote, pursuant to MGL c.44B, to appropriate \$85,891.00 from the Community Preservation Fund Fiscal Year 2021 estimated annual revenues and \$99,109.00 from the Community Preservation Fund Balance for a total sum of \$185,000.00 for the purpose of providing funds through the Wellfleet Housing Authority and the Wellfleet Local Housing Partnership for the purpose of promoting and supporting community housing by offering assistance with the purchase of workforce housing for low and moderate, income eligible first-time homebuyers within the Town of Wellfleet and to authorize the Selectboard to enter into a grant agreement to set forth the terms and conditions thereof, or do or act anything thereon.

***Majority vote required.***

**Selectboard:** Recommends 5-0.

**Finance Committee:** Recommends 8-0.

**Community Preservation Committee:** Recommends 6-0.

**Housing Authority:** Recommends 3-0.

**Local Housing Partnership Recommends:** 6-0

**SUMMARY:** The Housing Authority and the Local Housing Partnership have already successfully helped six first time homeowners with buy downs of Wellfleet homes. This will offer a seventh opportunity for a qualified local family to purchase a home which will be kept affordable in perpetuity through a deed restriction.

#### **ARTICLE 14: Community Preservation - Housing Institute 2020**

To see if the Town will vote, pursuant to MGL c.44B, to appropriate from the Community Preservation Fund Fiscal Year 2021 estimated annual revenues, the sum of \$7,500.00 be granted to the Community Development Partnership sponsored Lower Cape Housing Institute in Fiscal Year 2021 for the support of community housing, and to authorize the Selectboard to enter into a grant agreement to set forth the terms and conditions thereof, or do or act anything thereon.

***Majority vote required.***

**Selectboard:** Recommends 5-0.

**Finance Committee:** Recommends 8-0.

**Community Preservation Committee:** Recommends 6-0.

**Housing Authority:** Recommends 3-0.

**Local Housing Partnership Recommends:** 5-1

**SUMMARY:** The Community Development Partnership (CDP) is offering the Lower Cape Housing Institute for a fourth year. The CDP is seeking contributions from the eight participating towns towards the costs of continued training and technical assistance to develop better understanding of Community Housing needs and to support the town in meeting its housing production goals. Sessions are free to Town officials and other interested parties.

### **ARTICLE 15: Community Preservation - Museum Phase 2 Historic Restoration**

To see if the Town will vote, pursuant to MGL c.44B, to appropriate \$100,660.00 from the Community Preservation historic preservation reserve and the sum of \$249,340.00 from the Community Preservation Fund Fiscal Year 2021 estimated annual revenues for a total sum of \$350,000.00 for Phase 2 historic restoration of the mid-section of 262 Main Street by the Wellfleet Historical Society, thereby supporting historic preservation, and to authorize the Selectboard to enter into a grant agreement to set forth the terms and conditions thereof or do or act anything thereon.

***Majority vote required.***

**Selectboard:** Recommends 5-0.

**Finance Committee:** Recommends 8-0.

**Community Preservation Committee:** Recommends 6-0.

**SUMMARY:** The restoration of the mid-section of 262 Main Street will allow the Wellfleet Historical Society and Museum to open the connection between the East wing and the original museum area and provide greater accessibility to the first floor of the museum. The Historical Society has completed the permanent Historical Preservation Restriction agreement for the museum.

### **ARTICLE 16: Community Preservation - Cemetery Restoration Phase 3**

To see if the Town will vote, pursuant to MGL c.44B, to appropriate from the Community Preservation Fund Fiscal Year 2021 estimated annual revenues the sum of \$10,000 to contribute to the cost of, and thereby support, for the historic restoration of gravestones in most need of repair at the Pleasant Hill/Oakdale Cemetery, or do or act anything thereon.

***Majority vote required.***

**Selectboard:** Does not recommend 5-0.

**Finance Committee:** Recommends 8-0.

**Community Preservation Committee:** Recommends 4-2.

**SUMMARY:** This is the continuation of a multi-part cemetery restoration plan presented by the Wellfleet Cemetery Commissioners. Many stones and monuments in our cemeteries are in desperate need of restoration and repair. Future generations should be able to experience Wellfleet's history through the final resting places of town families over the past few centuries.

**ARTICLE 17: Matching Grant Funding** To see if the Town will vote to raise and appropriate or transfer from available funds up to \$50,000 for the purpose matching funds secured by grants, or do or act anything thereon.

**Majority vote required.**

(Requested by The Selectboard and the Energy and Climate Change Committee)

**Selectboard:** Recommends 5-0.

**Finance Committee:** Recommends 7-1.

**Energy and Climate Change Committee:** Recommends 0-0.

**SUMMARY:** This article will allow various Town departments, committees and boards to secure grants that require a matching contribution from the Town.

### **FINANCE CONSENT AGENDA**

#### **Voted on Together as part of a consent agenda**

**ARTICLE 18: Chapter 90 Road Repairs.** To see if the Town will vote to raise and appropriate and/or transfer from available funds \$248,219 in anticipation of reimbursement to be received pursuant to General Laws, chapter 90 as amended; said funds to be expended to repair and resurface Town roads and to carry out other authorized projects under the direction of the Department of Public Works, or do or act anything thereon.

**Majority vote required.**

(Requested by the Selectboard)

**Selectboard:** Recommends 5-0.

**Finance Committee:** Recommends 8-0.

**SUMMARY:** This Article will allow the Town to contract for paving services and other authorized projects in anticipation of receiving State reimbursement.

**ARTICLE 19: Other Post-Employment Benefits (“OPEB”) Appropriation.** To see if the Town will vote to raise and appropriate the sum of \$100,000, or any other sum, to be added to the Town’s Other Post-Employment Benefits Liability Trust Fund or do or act anything thereon.

**Majority vote required.**

(Requested by the Selectboard)

**Selectboard:** Recommends 5-0.

**Finance Committee:** Recommends 8-0.

**SUMMARY:** This amount will help to fund the Town’s share of future health insurance costs for current employees and retirees. As of June 30, 2016, the actuarial valuation of Wellfleet’s unfunded liability for these costs was \$7,987,654. The audited fund balance in the OPEB Trust Fund as of June 30, 2018 (\$1,475,735) plus the amount approved at the 2018 ATM for deposit in FY 2019 (\$250,000) sums up to an approximate balance of \$1,725,735.

**ARTICLE 20: Marina Enterprise Stabilization Fund** To see if the Town will vote to transfer from the Marina Parking fund the sum of \$10,000, or any other sum, for the purpose of contributing to the Marina Enterprise Stabilization Fund, or do or act anything thereon.

**Majority vote required.**

(Requested by the Selectboard)

**Selectboard:** Recommends 5-0.

**Finance Committee:** Recommends 8-0.

**SUMMARY:** By a majority vote the Town may appropriate into this fund in any year an amount not to exceed ten percent of the prior year's tax levy. These funds are a reserve for future capital improvements to the Marina. The audited fund balance as of June 30, 2018 was \$40,368. Adding the FY 2019 contribution (\$10,000) and the contribution requested by this article would bring the account to approximately \$60,368.

**ARTICLE 21: Transfer to LCCATV Fund** To see if the Town will vote to transfer from the Cable Receipts Fund the sum of \$157,016 to fund local television access programming for the operation of the two local access television channels, 99 and 22, or do or act anything thereon.

***Majority vote required.***

(Requested by the Selectboard)

**Selectboard:** Recommends 5-0.

**Finance Committee:** Recommends 8-0.

**Cable Advisory Committee:** Recommends 0-0.

**SUMMARY:** This article provides funding for the local government programming (channel 22) and Lower Cape Community Access Television (channel 99). COMCAST, through your cable TV bills, provides the funding to the cable receipts fund.

**ARTICLE 22: Shellfish Revolving Fund Spending Limit.** To see if the Town will vote to establish a spending limit for FY2021 of \$40,000 for the Shellfish Revolving Fund established pursuant to MGL Chapter 44, Section 53E½.

***Majority vote required.***

**Selectboard:** Recommends 5-0.

**Finance Committee:** Recommends 7-0.

**Shellfish Advisory Board:** Recommends 0-0.

**SUMMARY:** The purpose of this article is to establish the spending limit for the Shellfish Revolving Fund which was established for propagation efforts. The Shellfish Department's propagation efforts include the seeding of quahogs and oysters in all Wellfleet waterways which also contributes to improving water quality and natural oyster set in our harbor to benefit growers and spat collectors. This revolving fund takes the responsibility for funding the shellfish department's budget line 180 out of the taxpayer's pockets and puts it in the hands of those who make their living in the shellfish industry and those who harvest shellfish recreationally. The Shellfish Propagation Revolving Fund revenues will be derived from shellfish grant revenue and permit fees. The Revolving Fund expenditures may be used for the propagation, cultivation, protection and study of shellfish only.

### **SECTION III: CHARTER AMENDMENTS and GENERAL BYLAWS**

**ARTICLE 23: Commercial Single-Use Plastic Water Bottle Ban.**

To see if the Town will vote to adopt the following as a general by-law and to insert it into the Code of the Town of Wellfleet, Massachusetts.

**Section 1. Sale of Single-use Plastic Water Bottles**

Effective on September 1, 2021, it shall be unlawful to sell non-carbonated, unflavored drinking water in single-use plastic bottles of less than one gallon in the Town of Wellfleet. Enforcement of this regulation will begin September 1, 2021.

**Section 2. Definitions**

A single-use plastic bottle is a beverage container made from any type of plastic resin.

**Section 3. Exemptions**

Sales or distribution of non-carbonated, unflavored drinking water in single-use plastic bottles occurring subsequent to a declaration of emergency (by the Emergency Management Director or other duly authorized Town, County, Commonwealth or Federal official) affecting the availability and/or quality of drinking water to residents of the Town shall be exempt from this bylaw until seven days after the declaration has ended.

**Section 4. Enforcement**

Enforcement of this article shall be the responsibility of the Town Manager or his/her designee. The Town Manager shall determine the inspection process to be followed, incorporating the process into other Town duties as appropriate.

Any establishment conducting sales in violation of this article shall be subject to a non-criminal disposition fine as specified in G. L. Chapter 40 21D. The following penalties apply:

- First violation: Written warning
- Second violation: \$150 fine
- Third and subsequent violations: \$300 fine

Each day a violation continues constitutes a separate violation, incurring additional fines. Any such fines collected shall be payable to the Town of Wellfleet.

All businesses will be routinely inspected until the Town Manager deems the inspection to no longer be required.

***Majority vote required.***

(Petitioned Article)

**Selectboard:** Reserves recommendation.

**Recycling Committee:** Recommends 0-0.

**Bylaw Committee:** Recommends 2-0 with the following amendment:

Change Section 4 to replace Town Manager with Town Administrator in the three places it is listed.

**SUMMARY:** Single-use plastic bottles impact environmental health, and the health and longevity of other species, who may ingest plastic as food. Ultimately, plastic re-enters the human food chain where the adverse consequences are both known and emerging. Plastics pollute and impact our environment across their lifecycle from production to use to disposal.

Over 1,500 single-use plastic water bottles are used and discarded in the U.S. per second. Elimination of the use of single-use plastic water bottles will have a significant impact on future plastic-based pollution including the nation's greenhouse gas footprint and is consistent with protection of the natural environment in Wellfleet, Barnstable County, our nation and our earth, which we have a common responsibility to protect and steward.

**ARTICLE 24: Proposal to Amend Town of Wellfleet General Bylaw.**

To see if the Town will vote to amend its General Bylaws Article I, section 1, Town Meeting, by adding the text shown in **bold** and deleting the text shown as ~~strike through~~ below such that the bylaw, as amended shall read:

**Section 1.** Annual Town Meetings shall be opened at **6:00** ~~7:00~~ o'clock in the evening, **unless otherwise determined by the Selectboard.** Special Town Meetings may be opened at **6:00** ~~7 or 7:30~~

o'clock in the evening, **unless otherwise determined by the Selectboard.** ~~at the discretion of the Selectmen.~~

**Majority vote required.**

(Requested by the Selectboard)

**Selectboard:** Recommends 5-0.

**Bylaw Committee:** Recommends 2-0

**SUMMARY:** The change is to see if the people of Wellfleet would prefer an earlier start time to Town Meetings. The hope is that an earlier start time will allow for meetings that do not last as long into the evening, with meetings ending potentially no later than 9PM.

**ARTICLE 25: Proposal to Amend Town of Wellfleet General Bylaw.**

To see if the Town will vote to adopt the following as a general bylaw and to insert it into ARTICLE VII of the By-laws of the Town of Wellfleet, Massachusetts as Section 39:

**Section 39 Climate Policy**

The Town of Wellfleet recognizes that the climate emergency, driven by human activity including energy consumption and land use practices and leading to global warming, rising seas, deadly storms, dangerous heat waves, acidifying oceans, and melting ice sheets, poses an imminent threat to the health, safety and economic security of the residents of the Town. The Town of Wellfleet therefore adopts as its policy the objective of reducing net greenhouse gas emissions from human activity within and by the Town to zero at the earliest technically and economically feasible time, and directs that all officers and departments of the Town take such measures within the scope of their respective responsibilities and authority as may be necessary and prudent to facilitate such policy and objective.

**Majority vote required.**

(Petitioned Article)

**Selectboard:** Reserves recommendation 4-0-1.

**Bylaw Committee:** Does NOT recommend 2-0.

**Recycling Committee:** Recommends 0-0

**SECTION IV: ZONING BY LAW AMENDMENT ARTICLES**

None.

**SECTION V: DISPOSITION OF TOWN PROPERTY ARTICLES**

**ARTICLE 26: Article has been withdrawn**

**ARTICLE 27: Disposition of Town Land to Conservation Commission.** To see if the Town will vote to transfer care, custody, management and control of Assessors Map 20, Parcels 11, 12, and 16, Town owned properties along Kendrick Avenue from the board or commission currently having custody thereof and from the purpose for which said property is currently held, to the Wellfleet Conservation Commission for open space purposes, or to do or act anything thereon.

**Two-thirds vote required.**

**Selectboard:** Recommends 4-0-1

**Open Space Committee:** Recommends 0-0.

**Planning Board:** Recommends 5-0.

**Conservation Commission:** Reserve recommendation until town meeting.

**Natural Resources Advisory Board:** Recommends 5-0.

**SUMMARY:** These three properties are located west of Mayo Beach and are each classified as Coastal Dune, Coastal Beach and Barrier Beach. They contain 1.84 acres and are all within the Areas of Critical Environmental Concern (ACEC) and the Flood Zone.

**ARTICLE 28: Disposition of Town Land to Conservation Commission.** To see if the Town will vote to transfer care, custody, management and control of Assessors Map 35-1, Parcels 201, 209, and 210, Town owned properties along the north shore of Blackfish Creek from the board or commission currently having custody thereof and from the purpose for which said property is currently held, to the Wellfleet Conservation Commission for open space purposes, or to do or act anything thereon.

***Two-thirds vote required.***

**Selectboard:** Recommends 4-0-1.

**Open Space Committee:** Recommends 0-0.

**Planning Board:** Recommends 5-0.

**Conservation Commission:** Reserve recommendation until town meeting.

**Natural Resources Advisory Board:** Recommends 5-0.

**SUMMARY:** These properties abut Blackfish Creek and include classifications of Barrier Beach, Coastal Dune and Salt Marsh. Parcel 209 is a 1.58 acre wetland area. Parcel 210 is a 7.41 acre area, 5.73 are tidal and 1.66 upland beach area. Parcel 201 is a .02 acre Town water access path. All are within the Areas of Critical Environmental Concern (ACEC) and the Flood Zone.

**ARTICLE 29: Authorize of Easement - Water Line Easement for 925 Chequessett Neck Road**

To see if the Town will vote to convey an easement under and around Chequessett Neck Road to and adjacent to the premises located at 925 Chequessett Neck Road, for the installation, use, repair and maintenance of water lines extending from a well located at 680 Chequessett Neck Road, Wellfleet, Massachusetts 02667, as shown on the sketch plan entitled "Sewage Disposal System," dated August 18, 1987; attached as Exhibit A (the "Sketch Plan"), to include the right to locate, install, use, repair and maintain such pipes and appurtenances as shall be necessary to maintain the connection to the well located at 680 Chequessett Neck Road, Wellfleet, Massachusetts 02667.

***Two-thirds vote required.***

**Selectboard:** Recommends 5-0.

**SUMMARY:** The owner of 925 Chequessett Neck Road currently has water lines under Chequessett Neck Road that connect the home to the well which is located across the street. This easement would allow the owner to maintain, repair and replace the current water lines as needed.

**SECTION VI: UNCLASSIFIED ARTICLES**

**ARTICLE 30: High Toss Road**

To see if the Town will vote to accept as a town way the road known as High Toss Road, between Pole Dike Road and Duck Harbor Road, as heretofore laid out by the Selectboard and shown on a plan entitled "Plan of Land, High Toss Road," dated April 6, 2020, prepared by Outermost Land Survey, Inc., and on file with the Town Clerk, and to authorize the Selectboard to acquire on behalf of the Town by

gift, purchase, or eminent domain an easement to use High Toss Road, as herein described, for all purposes for which public ways are used in the Town of Wellfleet, and drainage, utility, access, and/or other easements related thereto, or do or act anything thereon.

***Majority vote required.***

**Selectboard:** Recommends 5-0.

**SUMMARY:** This Article authorizes the Town to secure title to High Toss Road between Pole Dike Road and Duck Harbor Road. The Town has maintained this section of road for years, but does not have clear title to the land.

### **ARTICLE 31: Wellfleet Municipal Affordable Housing Trust Authorization**

To see if the Town will vote to: (a) rescind the vote taken under Article 44 of the 2004 Annual Town Meeting and authorize the Select Board to petition the General Court for special legislation repealing Chapter 352 of the Acts of 2006 establishing an Affordable Housing Trust Fund, provided, however that the General Court may make clerical or editorial changes of form only to the bill, unless the Select Board approves amendments to the bill before enactment, and to authorize the Select Board to approve amendments within the scope of the general public objectives of the petition; (b) further, to see if the Town will vote to accept the provisions of G.L. c. 44, §55C, establishing a trust to be known as the Wellfleet Affordable Housing Trust Fund, whose purpose shall be to provide for the creation and preservation of affordable housing in the Town for the benefit of low and moderate income households, appointment of a Board of Trustees and the authority of said Board of Trustees shall be as set forth in G.L. c. 44, §55C, provided, however, that any member of the Board of Trustees may be removed for cause after the opportunity for a hearing and further, that the Board of Trustees shall provide for an independent annual audit of the books and records of the Trust, and upon receipt of the audit by the Board of Trustees, a copy shall be provided forthwith to the Select Board; and (c) further to see if the Town will vote to transfer all funds from the existing Affordable Housing Trust Fund to the Wellfleet Municipal Affordable Housing Trust Fund, or do or act anything thereon.

***Majority vote required.***

**Selectboard:** Recommends 5-0.

**Housing Authority:** Recommends 0-0.

**Local Housing Partnership:** Recommends 0-0.

**SUMMARY:** The Massachusetts Municipal Affordable Housing Trust Fund legislation enacted in 2005 and revised in 2016 sets more consistent and clearer guidelines for the use of funds to create, preserve and support affordable housing initiatives than our current trust fund that was created by special legislation in 2006.

### **ARTICLE 32: Resolution in Support of Changing the State Flag & Seal of Massachusetts**

Whereas the history of the State of Massachusetts is replete with instances of conflict between the European Colonists and the Native Nations of the region, who first extended the hand of friendship to the Colonists on their shores in 1620, and helped them to survive starvation during the settlers' first winters on their land;

Whereas members of the Native Nation for whom the State of Massachusetts is named were ambushed and killed by Myles Standish, first commander of the Plymouth Colony, in April of 1623, barely two years after the Pilgrims arrived on their shores;

Whereas the naked Colonial broadsword brandished above the head of the Native man on the Massachusetts State Flag and Seal is modeled over Myles Standish's own broadsword, borrowed from the Pilgrim Hall in Plymouth by the illustrator Edmund Garrett in 1884;

Whereas the belt binding the Native's cloak on the Flag and Seal is modeled after a belt worn by Metacomet, known to the English as King Philip, who was among the Wampanoag leaders who resorted to a mutually destructive war in 1675-76 in defense of Native lands against Euro-Colonial encroachment;

Whereas the proportions of the body of the Native man in the Flag and Seal were taken from a Native skeleton kept in Winthrop, the bow modeled after a bow taken from a Native man shot and killed by a colonist in Sudbury in 1665, and his features taken from a photograph of an Ojibwe chief from Great Falls, Montana, considered by the illustrator to be a "fine specimen of an Indian" though not from Massachusetts;

Whereas the history of relations between Massachusetts since Colonial times and the Native Nations who continue to live within its borders includes the forced internment of thousands of so-called 'praying Indians' on Deer Island, in Boston Harbor, where they died by the hundreds of exposure in 1675, their subsequent enslavement in Boston, Bermuda, and the Caribbean Islands, the offering of 40 pounds of sterling as bounty for the scalps of Native men, women and children in Massachusetts beginning in 1686, increased to 100 pounds sterling for the scalps of Native adult males by 1722, half that amount for Native women and children;

Whereas Native Nations within the boundaries of Massachusetts were kept in a state of serfdom, and their members legally considered incompetent wards of the state until the nonviolent action of the so-called Mashpee Rebellion of 1833 led to the granting of Native self rule by the Massachusetts legislature in 1834, as if the sovereign right of Native self-government was the Massachusetts legislature's to confer;

Whereas Native Americans were legally prohibited from even stepping foot into Boston from 1675 until 2004, when that law was finally repealed;

Whereas the 400<sup>th</sup> anniversary of the landing of the Euro-Colonists at Plymouth Plantation, which gave rise to the long chain of genocidal wars and deliberate policies of cultural destruction against Native Nations of the this continent, is approaching in the year 2020, affording every citizen of the Commonwealth a chance to reflect upon this history and come to a new awareness of a better relationship between the descendants of the Euro-Colonial immigrants and the Native Nations of the Commonwealth;

Whereas the land area now known as the Town of \_\_\_\_\_ shares a rich Native history with modern tribal Nations like the Mohican, the Abenaki, and tribal groups like the Sokoki and the Pocumtuck and the Wampanoag who frequented this area for thousands of years before the first colonial settlers arrived.

Now, therefore, **BE IT RESOLVED** that the Town of \_\_\_\_\_ hereby adopts this resolution in support of H.2776 and S.1877, a **“Resolve Providing for the creation of a Special Commission relative to the Seal and Motto of the Commonwealth,”** and requests that Representative Paul Mark and Senator Jo Comerford continue their strong advocacy and support for the aforementioned Resolve (H.2776 and S.1877) in the General Court, and that the Joint Committee on State Administration and Regulatory Oversight, after holding a public hearing on the Resolve report it out favorably, and if the legislation shall pass that the governor shall sign it and work with members of the General Court to ensure its enactment.

***Majority vote required.***

**Selectboard:** Recommends 4-0-1.

### **SECTION VII: STANDARD ANNUAL ARTICLES**

#### **Voted on Together as part of a consent agenda**

**ARTICLE 33:** To see if the Town will vote to authorize the Town Administrator or his designee to dispose of the following articles of personal property by trade in or sale, or do or act anything thereon.

***Majority vote required.***

None at time of printing.

**Selectboard:** Recommends 5-0.

**SUMMARY:** This Article authorizes the Town Administrator or his designee to dispose of surplus/outdated supplies and equipment over \$1,500 in value during the fiscal year. All money received for the disposal of such goods is to be placed in the General Fund, as appropriate. Any credit for trade in value will be applied against the purchase of the replacement vehicle.

**ARTICLE 34:** To see if the Town will vote in accordance with G. L. c. 41, §38 to authorize the Town Collector to use all means for collecting taxes, which the Treasurer may use when appointed Collector, or do or act anything thereon.

***Majority vote required.***

**Selectboard:** Recommends 5-0.

**SUMMARY:** This Article authorizes the Town Collector when appointed to use all pertinent sections of the Massachusetts General Laws to collect taxes due.

**ARTICLE 35:** To see if the Town will vote to assume liability in the manner provided by G. L. c. 91, §29 and 29A, as most recently amended, for damage that may be incurred for work to be performed by the Department of Environmental Protection of Massachusetts for improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshores and shores along a public beach, excluding the Herring River and Herring River Dike, in accordance with G. L. c. 91, §11, and to authorize the Selectmen to execute and deliver a bond of indemnity therefore to the Commonwealth, or do or act anything thereon.

***Majority vote required.***

**Selectboard:** Recommends 5-0.

**SUMMARY:** The Commonwealth requires that the Town annually assume all liability for damages that may occur when work is performed by the Massachusetts Department Environmental Management within tidal and non-tidal waterways within the Town.

**ARTICLE 36:** To see if the Town will vote pursuant to the provisions of G. L. c. 71, §16B, to reallocate the sum of the Town's required local contributions to the Nauset Regional School District in accordance with the Nauset Regional School District Agreement, rather than according to the formula of the Education Reform Act, so-called, for fiscal year 2021, or do or act anything thereon.

***Majority vote required.***

**Selectboard:** Recommends 5-0.

**SUMMARY:** This annual request would apportion the operating budget of the Nauset Regional School District on a per pupil basis, rather than the Education Reform Act Formula. The Article will apportion the Nauset Regional School District Assessment for Fiscal 2021 to the four-member Towns based on their proportionate enrollment within the school district. This is the method provided within the inter-municipal agreement approved by the four Towns establishing the Nauset Regional School District and has been applied in each of the past fifteen years by Town Meeting vote.

#### **SECTION IX: STANDARD CLOSING ARTICLES**

**ARTICLE 37:** To hear reports of the Selectmen, Town Officers, and all other Committees and to act thereon, or do or act anything thereon.

**Selectboard:** Recommends 5-0.

**ARTICLE 38:** To act on any other business that may legally come before the meeting.

**Selectboard:** Recommends 5-0.

**SUMMARY:** Moderator's appointments are made under this article.

**SPECIAL TOWN ELECTION WARRANT**

Monday, September 8, 2020

The Commonwealth of Massachusetts

To either of the Constables in the Town of Wellfleet in the County of Barnstable:

**GREETINGS:**

In the name of the Commonwealth of Massachusetts you are hereby required to notify and warn the inhabitants of the Town of Wellfleet qualified to vote in Town Affairs, to meet at the **WELLFLEET SENIOR CENTER, 715 OLD KING'S HIGHWAY in Wellfleet on Monday the 8<sup>th</sup> day of September, 2020, between twelve o'clock noon and seven o'clock p.m.**, to vote on the following questions:

**Question 1:**

Shall the Town of Wellfleet be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay for the planning, designing and construction of a new water main, bidding and bid documents and related infrastructure on Route 6 and Briar Lane to improve the hydraulic flow of water from the Town's secondary water source, including the payment of all costs incidental or related thereto?

**Question 2:**

Shall the Town of Wellfleet be allowed to assess an additional \$148,000 in real estate and personal property taxes for the purposes of funding two new full time Firefighter/EMT/Paramedic position, including benefits and all other costs incidental or related thereto, for the fiscal year beginning July first, 2020?

**Question 3:**

Shall the Town of Wellfleet be allowed to exempt from the provisions of Proposition two and one-half, so-called, the amounts required to pay for the bond issued in order to purchase, outfit, and equip one replacement police cruiser for the Police Department, and all other costs incidental or related thereto?

**Question 4:**

Shall the Town of Wellfleet be allowed to exempt from the provisions of Proposition two and one-half, so-called, the amounts required to pay for the bond issued in order to purchase, outfit, and equip a replacement command vehicle for the Fire and Rescue Department, and all other costs incidental or related thereto?

**Question 5:**

Shall the Town of Wellfleet be allowed to exempt from the provisions of Proposition two and one-half, so-called, the amounts required to pay for the bond issued in order to replace the equipment on the Forestry 90 vehicle for the Fire and Rescue Department, and all other costs incidental or related thereto?

**Question 6:**

Shall the Town of Wellfleet be allowed to exempt from the provisions of Proposition two and one-half, so-called, the amounts required to pay for the bond issued in order to replace EMS equipment for the Fire and Rescue Department, and all other costs incidental or related thereto?

**Question 7:**

Shall the Town of Wellfleet be allowed to exempt from the provisions of Proposition two and one-half, so-called, the amounts required to pay for the bond issued in order to equip and replace a 2004 Backhoe for the Department of Public Works, and all other costs incidental and related thereto?

**Question 8:**

Shall the Town of Wellfleet be allowed to exempt from the provisions of Proposition two and one-half, so-called, the amounts required to pay for the bond issued in order to build and furnish a replacement guard shack and to extend the protective canopy at the Wellfleet Transfer Station for the Department of Public Works, and all other costs incidental and related thereto?

**Question 9:**

Shall the Town of Wellfleet be allowed to exempt from the provisions of Proposition two and one-half, so-called, the amounts required to pay for the bond issued in order to fund the engineering of a fire suppression system at the Wellfleet Elementary School, and all other costs incidental and related thereto?

**Question 10:**

Shall the Town of Wellfleet be allowed to exempt from the provisions of Proposition two and one-half, so-called, the amounts required to pay for the bond issued in order to fund repairs and improvements to Lt. Island Road for the Department of Public Works, and all other costs incidental and related thereto?

**APPENDIX A & B**  
**ARTICLES 1 & 3**  
**FY 2021 OPERATING & CAPITAL BUDGETS SUMMARY**

The Fiscal Year 2021 Operating Budget generally provides for the continuation of all services delivered during the previous fiscal year. A breakdown of the entire budget showing expenditures requiring Town Meeting approval and revenue estimates follows.

APPROPRIATIONS	FY2018	FY2019	FY2020	FY2021
Operating Budget	\$17,946,134	\$18,359,787	\$19,039,847	\$20,232,924
Capital Debt Service	\$1,820,602	\$1,828,966	\$1,871,735	\$1,692,296
Capital Expenditures	\$826,276	\$670,267	\$255,319	\$71,000
Articles (estimated)	\$540,158	\$464,720	\$528,157	\$430,277
Other: Overlay, Cherry Sheet	\$510,740	\$516,476	\$555,000	\$649,986
<b>TOTAL:</b>	<b>\$21,643,910</b>	<b>\$21,841,216</b>	<b>\$22,250,058</b>	<b>\$23,076,473</b>

**FUNDING SOURCES**

Allowable Tax Levy	\$18,795,672
Receipts Reserved	\$ 2,075,000
<u>Other Local Receipts, Chapter 90, etc.</u>	<u>\$ 2,205,801</u>
Total	\$23,076,473

The Capital Budget in article 2 includes debt service (principal and interest payments due during the fiscal year on outstanding debt) and capital expenditures which do not require borrowing.

**OPERATING BUDGET**  
**FISCAL YEAR 2021**  
**APPENDIX A**

APPENDIX A

	FY 19 Actual	FY 20 Budget	FY 21 Dept Head	FY 21 Town Admin	FY 21 FinCom	FY 21 Selectboard
<b>GENERAL GOVERNMENT</b>						
<b>114 - MODERATOR</b>						
Salaries & Wages	200	200	225	225	225	225
Operating Expenses	20	400	400	400	400	400
Total	220	600	625	625	625	625
<b>115 - CONSTABLES</b>						
Salaries & Wages	50	100	100	100	100	100
Total	50	100	100	100	100	100
<b>121 - AUDIT</b>						
Operating Expenses	21,900	23,000	22,900	22,900	22,900	22,900
Total	21,900	23,000	22,900	22,900	22,900	22,900
<b>122 - SELECTMEN</b>						
Salaries & Wages	12,500	12,500	12,500	12,500	12,500	12,500
Operating Expenses	4,215	4,370	4,370	4,370	4,370	4,370
Total	16,715	16,870	16,870	16,870	16,870	16,870
<b>123 - TOWN ADMINISTRATOR</b>						
Salaries & Wages	212,906	247,696	246,092	246,092	246,092	246,092
Operating Expenses	2,677	11,350	11,350	11,350	11,350	11,350
Total	215,583	259,046	257,342	257,342	257,342	257,342
<b>124 - GENERAL ADMINISTRATION</b>						
Salaries & Wages	124,734	129,053	132,532	132,532	132,532	132,532
Operating Expenses	22,330	21,400	21,800	21,800	21,800	21,800
Total	147,064	150,453	154,332	154,332	154,332	154,332
<b>131 - FINANCE COMMITTEE</b>						
Operating Expenses	198	300	300	300	300	300
Total	198	300	300	300	300	300
<b>132 - RESERVE FUND</b>						
TRANSFERS	6,344	87,202	89,500	89,500	89,500	89,500
Total	6,344	87,202	89,500	89,500	89,500	89,500
<b>135 - TOWN ACCOUNTANT</b>						
Salaries & Wages	143,431	145,727	167,188	167,188	167,188	167,188
Operating Expenses	7,451	10,390	10,390	10,390	10,390	10,390
Total	150,882	156,117	177,578	177,578	177,578	177,578
<b>141 - ASSESSOR'S OFFICE</b>						
Salaries & Wages	122,226	127,572	128,181	128,181	128,181	128,181
Operating Expenses	45,667	51,070	66,940	66,940	66,940	66,940
Total	167,893	178,642	195,121	195,121	195,121	195,121
<b>145 - TREASURER/COLLECTOR</b>						
Salaries & Wages	179,408	181,982	193,460	193,460	193,460	193,460
Operating Expenses	33,427	43,615	46,945	46,945	46,945	46,945
Total	212,835	225,597	240,405	240,405	240,405	240,405

OPERATING BUDGET

APPENDIX A

FISCAL YEAR 2021

	FY 19 Actual	FY 20 Budget	FY 21 Dept Head	FY 21 Town Admin	FY 21 FinCom	FY 21 Selectmen
<b>151 - LEGAL SERVICES</b>						
Operating Expenses	118,499	105,000	125,000	125,000	125,000	125,000
Total	118,499	105,000	125,000	125,000	125,000	125,000
<b>153 - COMPUTERIZATION</b>						
Operating Expenses	148,702	160,000	198,500	198,500	198,500	198,500
Total	148,702	160,000	198,500	198,500	198,500	198,500
<b>158 - TAX TITLE</b>						
Operating Expenses	0	11,000	11,000	11,000	11,000	11,000
Total	0	11,000	11,000	11,000	11,000	11,000
<b>161 - TOWN CLERK</b>						
Salaries & Wages	36,585	51,350	84,660	84,660	84,660	84,660
Operating Expenses	5,985	13,194	11,820	11,820	11,820	11,820
Total	42,570	64,544	96,480	96,480	96,480	96,480
<b>162 - ELECTIONS/REGISTRATION</b>						
Salaries & Wages	6,758	5,320	5,535	5,535	5,535	5,535
Operating Expenses	2,853	6,184	6,200	6,200	6,200	6,200
Total	9,611	11,504	11,735	11,735	11,735	11,735
<b>171 - CONSERVATION COMMISSION</b>						
Operating Expenses	3,267	3,630	3,630	3,630	3,630	3,630
Total	3,267	3,630	3,630	3,630	3,630	3,630
<b>174 - PLANNING BOARD</b>						
Operating Expenses	1,486	10,435	10,435	10,435	10,435	10,435
Total	1,486	10,435	10,435	10,435	10,435	10,435
<b>176 - ZONING BOARD OF APPEALS</b>						
Operating Expenses	1,011	1,756	1,756	1,756	1,756	1,756
Total	1,011	1,756	1,756	1,756	1,756	1,756
<b>177 - OPEN SPACE COMMITTEE</b>						
Operating Expenses	0	1,500	1,500	1,500	1,500	1,500
Total	0	1,500	1,500	1,500	1,500	1,500
<b>178 - HERRING WARDEN</b>						
Salaries & Wages	2,200	2,200	2,400	2,400	2,400	2,400
Operating Expenses	0	300	300	300	300	300
Total	2,200	2,500	2,700	2,700	2,700	2,700
<b>179 - SHELLFISH</b>						
Salaries & Wages	209,987	220,053	239,526	235,324	230,398	230,398
Operating Expenses	18,499	21,620	29,060	29,060	29,060	29,060
Total	228,486	241,673	268,586	264,384	259,458	259,458
<b>180 - SHELLFISH CONSERVATION/PROPAGATION</b>						
Operating Expenses	45,996	46,000	46,000	6,000	6,000	6,000
Total	45,996	46,000	46,000	6,000	6,000	6,000

OPERATING BUDGET  
FISCAL YEAR 2021

APPENDIX A

	FY 19 Actual	FY 20 Budget	FY 21 Dept Head	FY 21 Town Admin	FY 21 FinCom	FY 21 Selectmen
<b>181 - SHELLFISH ADVISORY COMMITTEE</b>						
Operating Expenses	0	100	100	100	100	100
Total	0	100	100	100	100	100
<b>182 - CHAMBER OF COMMERCE</b>						
Operating Expenses	10,000	10,000	10,000	10,000	10,000	10,000
Total	10,000	10,000	10,000	10,000	10,000	10,000
<b>183 - NATURAL RESOURCE ADVISORY BD</b>						
Operating Expenses	771	1,150	1,150	1,150	1,150	1,150
Total	771	1,150	1,150	1,150	1,150	1,150
<b>189 - HOUSING AUTHORITY</b>						
Operating Expenses	3,000	5,000	5,000	5,000	5,000	5,000
Total	3,000	5,000	5,000	5,000	5,000	5,000
<b>195 - TOWN REPORTS &amp; WARRANTS</b>						
Operating Expenses	16,377	14,050	16,500	16,500	16,500	16,500
Total	16,377	14,050	16,500	16,500	16,500	16,500
<b>196 - CONSULTANCY</b>						
Operating Expenses	9,838	20,000	20,000	20,000	20,000	20,000
Total	9,838	20,000	20,000	20,000	20,000	20,000
Total-General Gov't	1,581,498	1,807,769	1,985,145	1,940,943	1,936,017	1,936,017
<b>DEPARTMENT OF PUBLIC SAFETY</b>						
<b>210 - POLICE</b>						
Salaries & Wages	1,301,305	1,461,003	1,473,893	1,473,893	1,473,893	1,473,893
Operating Expenses	117,099	118,635	131,135	131,135	131,635	131,135
Total	1,418,404	1,579,638	1,605,028	1,605,028	1,605,028	1,605,028
<b>215 - COMMUNICATIONS/DISPATCHERS</b>						
Salaries & Wages	317,573	365,449	380,067	380,067	380,067	380,067
Operating Expenses	20,193	23,200	26,600	26,600	26,600	26,600
Total	337,766	388,649	406,667	406,667	406,667	406,667
<b>220 - FIRE</b>						
Salaries & Wages	1,222,006	1,474,082	1,574,543	1,526,860	1,574,543	1,574,543
Operating Expenses	175,444	218,297	254,470	254,470	254,470	254,470
Total	1,397,450	1,692,379	1,829,013	1,781,330	1,829,113	1,829,013
<b>241 - Building Department</b>						
Salaries & Wages	213,187	215,243	220,157	220,157	220,157	220,157
Operating Expenses	8,268	12,300	9,357	9,357	9,357	9,357
Total	221,455	227,543	229,514	229,514	229,514	229,514
<b>291 - EMERGENCY MANAGEMENT</b>						
Operating Expenses	2,618	5,000	5,000	5,000	5,000	5,000
Total	2,618	5,000	5,000	5,000	5,000	5,000
<b>293 - TRAFFIC/PARKING CONTROL</b>						
Salaries & Wages	2,000	2,000	2,250	2,250	2,250	2,250
Operating Expenses	1,210	4,250	5,250	5,250	5,250	5,250
Total	3,210	6,250	7,500	7,500	6,250	7,500
Total-Public Safety	3,380,903	3,899,509	4,082,722	4,035,039	4,082,722	4,082,722

FISCAL YEAR 2021		FY 19	FY 20	FY 21	FY 21	FY 21	FY 21
		Actual	Budget	Dept Head	Town Admin	FinCom	Selectmen
<b>EDUCATION</b>							
<b>300 - ELEMENTARY SCHOOL</b>							
	Budget Estimate	2,482,925	2,697,701	2,765,144	2,765,144	2,791,238	2,791,238
	Total	2,482,925	2,697,701	2,765,144	2,765,144	2,791,238	2,791,238
<b>301 - NAUSET REGIONAL SCHOOL DISTRICT</b>							
	NRSD ASSESSMENT	2,850,944	3,150,114	3,228,867	3,228,867	3,141,395	3,141,395
	Total	2,850,944	3,150,114	3,228,867	3,228,867	3,141,395	3,141,395
<b>302 - CAPE COD REG TECH HS DISTRICT</b>							
	OTHER ASSESSMENTS	268,755	255,136	261,514	261,514	264,214	264,214
	Total	268,755	255,136	261,514	261,514	264,214	264,214
	<b>TOTAL EDUCATION</b>	<b>5,602,624</b>	<b>6,102,951</b>	<b>6,255,525</b>	<b>6,255,525</b>	<b>6,196,847</b>	<b>6,196,847</b>
<b>DEPARTMENT OF PUBLIC WORKS</b>							
<b>417 - DPW FACILITIES</b>							
	Operating Expenses	379,935	340,950	340,950	340,950	340,950	340,950
	Total	379,935	340,950	340,950	340,950	340,950	340,950
<b>420 - DPW OPERATIONS</b>							
	Salaries & Wages	908,135	1,059,872	1,086,525	1,086,525	1,086,525	1,086,525
	Operating Expenses	142,090	149,550	164,450	164,450	164,450	164,450
	Total	1,050,225	1,209,422	1,250,975	1,250,975	1,250,975	1,250,975
<b>422 - DPW HIGHWAYS</b>							
	Operating Expenses	92,900	92,900	92,900	92,900	92,900	92,900
	Total	92,900	92,900	92,900	92,900	92,900	92,900
<b>423 - DPW SNOW REMOVAL</b>							
	Salaries & Wages	40,583	45,000	45,000	45,000	45,000	45,000
	Operating Expenses	67,200	83,180	83,180	83,180	83,180	83,180
	Total	107,783	128,180	128,180	128,180	128,180	128,180
<b>424 - DPW STREET LIGHTS</b>							
	Operating Expenses	4,736	10,600	10,600	10,600	10,600	10,600
	Total	4,736	10,600	10,600	10,600	10,600	10,600
<b>433 - DPW TRANSFER STATION</b>							
	Operating Expenses	269,627	323,350	352,350	323,350	352,350	352,350
	Total	269,627	323,350	352,350	323,350	352,350	352,350
<b>434 - RECYCLING COMMITTEE</b>							
	Operating Expenses	50	775	775	775	775	775
	Total	50	775	775	775	775	775
	<b>Total Public Works</b>	<b>1,905,256</b>	<b>2,106,177</b>	<b>2,176,730</b>	<b>2,176,730</b>	<b>2,176,730</b>	<b>2,176,30</b>

OPERATING BUDGET

APPENDIX A

FISCAL YEAR 2021

	FY 19	FY 20	FY 21	FY 21	FY 21	FY 21
	Actual	Budget	Dept Head	Town Admin	FinCom	Selectmen
<b>HUMAN SERVICES</b>						
<b>510 - HEALTH/CONS</b>						
Salaries & Wages	160,858	164,050	166,819	166,819	166,819	166,819
Operating Expenses	18,646	26,629	37,934	37,934	37,934	37,934
Total	179,504	190,679	204,753	204,753	204,753	204,753
<b>520 - HUMAN SERVICES</b>						
Grants	205,000	305,000	305,000	305,000	305,000	305,000
Total	205,000	305,000	305,000	305,000	305,000	305,000
<b>541 - COUNCIL ON AGING</b>						
Salaries & Wages	197,753	209,629	216,684	216,684	216,684	216,684
Operating Expenses	39,265	47,125	52,125	52,125	52,125	52,125
Total	237,018	256,754	268,809	268,809	268,809	268,809
<b>542 - COUNCIL ON AGING BOARD</b>						
Operating Expenses	0	0	0	0	0	0
Total	0	0	0	0	0	0
<b>543 - VETERAN's SERVICES</b>						
OTHER ASSESSMENTS	16,829	17,335	17,800	17,800	17,800	17,800
VETERANS BENEFITS	6,469	12,000	12,000	12,000	12,000	12,000
Total	23,298	29,335	29,800	29,800	29,800	29,800
Total Human Services	644,820	781,768	808,362	808,362	808,362	808,362
<b>CULTURE AND RECREATION</b>						
<b>610 - LIBRARY</b>						
Salaries & Wages	333,405	357,944	362,419	362,419	362,419	362,419
Operating Expenses	118,858	124,300	145,300	145,300	145,300	145,300
Total	452,263	482,244	507,719	507,719	507,719	507,719
<b>630 - RECREATION</b>						
Salaries & Wages	233,180	250,564	267,604	267,604	267,604	267,604
Operating Expenses	75,344	76,342	81,379	81,379	81,379	81,379
Total	308,524	326,906	348,983	348,983	348,983	348,983
<b>660 - COMMUNITY SERVICES DIRECTOR</b>						
Salaries & Wages	90,271	94,917	97,342	94,666	94,666	94,666
Operating Expenses	594	75,750	75,750	75,750	211,899	211,899
Total	90,865	170,667	173,092	170,416	306,565	306,565
<b>690 - HISTORICAL COMMISSION</b>						
Operating Expenses	486	2,600	2,600	2,600	2,600	2,600
Total	486	2,600	2,600	2,600	2,600	2,600
<b>692 - HOLIDAY CELEBRATIONS</b>						
Operating Expenses	1,200	1,200	1,200	1,200	1,200	1,200
Total	1,200	1,200	1,200	1,200	1,200	1,200
<b>696 - Cultural Council</b>						
Operating Expenses	2,000	2,000	2,000	2,000	2,000	2,000
Total	2,000	2,000	2,000	2,000	2,000	2,000
<b>699 - Beach Program</b>						
Salaries & Wages	303,470	269,189	319,125	319,125	319,125	319,125
Operating Expenses	120,723	66,400	66,760	66,760	66,760	66,760
Total	424,193	327,589	385,885	385,885	385,885	385,885
Total Culture & Rec.	1,279,531	1,313,206	1,421,479	1,418,803	1,554,952	1,554,952

OPERATING BUDGET  
FISCAL YEAR 2021

APPENDIX A

	FY 19 Actual	FY 20 Budget	FY 21 Dept Head	FY 21 Town Admin	FY 21 FinCom	FY 21 Selectmen
<b>INTEREST ACCOUNTS</b>						
Short Term Loan Prin/Int	0	25,000	25,000	25,000	25,000	25,000
R/E TAX REFUND INTEREST	166	150	150	150	150	150
Total Interest Accounts	166	25,150	25,150	25,150	25,150	25,150
<b>UNCLASSIFIED ACCOUNTS</b>						
<b>911 - RETIREMENT ASSESSMENT</b>						
Barnstable County Retirement	1,256,352	1,247,696	1,260,173	1,322,558	1,406,577	1,406,577
<b>912 - Workers Compensation</b>						
Injury Claims	102,547	115,000	115,000	115,000	115,000	115,000
<b>913 - Unemployment Compensation</b>						
Claims	19,532	25,000	25,000	25,000	25,000	25,000
<b>914 - Group Health Insurance</b>						
Premiums	1,224,468	1,379,027	1,379,027	1,379,027	1,379,027	1,379,027
<b>915 - Group Life Insurance</b>						
Premiums	5,507	6,500	6,500	6,500	6,500	6,500
<b>916 - Town Share Medicare</b>						
Tax Payments	123,720	126,000	129,090	131,040	131,040	131,040
<b>917 - Health Insurance Stipend</b>						
Employee Stipends	6,837	45,000	67,500	40,000	40,000	40,000
<b>940 - Miscellaneous</b>						
Tax Work off Program	17,500	19,000	13,000	19,000	19,000	19,000
<b>945 - Property/Liability Insurance</b>						
Premiums	324,008	312,000	330,000	330,000	330,000	330,000
<b>990 - Inter fund Transfers</b>						
Transfers	0	0	0	0	0	0
<b>Payroll Contract Adjustments</b>						
Salaries & Wages	0	0	0	0	0	0
Total Unclassified Accts	3,080,471	3,275,223	3,325,290	3,368,125	3,452,144	3,452,144
<b>OPERATING BUDGET TOTAL</b>						
	17,475,103	19,311,753	20,065,503	20,015,466	20,232,924	20,232,924

FY 2021 CAPITAL BUDGET

APPENDIX B

<u>Department</u>	<u>Request</u>	<u>FY 2021</u>	<u>Funding Source</u>
179 Shellfish Dept.	Pick-up Truck	\$36,495	Shellfish Fund
210 Police	Police cruiser	\$50,000	Borrow
220 Fire & Rescue	Replace command car	\$55,000	Borrow
220 Fire & Rescue	Replace Forestry 90 equip	\$40,000	Borrow
220 Fire & Rescue	Replace EMS Equip.	\$80,000	Borrow
300 Elementary School	Replace Playground	\$250,000	Borrow
300 Elementary School	Study of Fire Suppression	\$110,000	Borrow
300 Elementary School	Replace computers	\$25,000	Borrow
<u>301 Nauset Regional School District</u>			
Wellfleet share (13%) of Nauset	Reg. School District	\$71,000	Raise and Appropriate
417 Facilities-Town Bldg.	Town Hall railing	\$6,000	Borrow
417 Facilities-Town Bldg.	Bathroom upgrades	\$5,000	Borrow
417 Facilities-Town Bldg.	Trans Station Equip. Storage	\$230,000	Borrow
417 Facilities-Town Bldg.	Trans Station canopy	\$40,000	Borrow
417 Facilities-Town Bldg.	Trans Station guard shack	\$15,000	Borrow
417 Facilities-Town Bldg.	Sub Station roof	\$15,000	Borrow
417 Facilities	Baker Field backstops	\$35,000	Borrow
417 Facilities	Beach Bathroom upgrades	\$30,000	Beach Fund
417 Facilities	Bandstand awning replace	\$25,175	Borrow
417 Facilities	Swap Shop building	\$65,000	Borrow
417 Facilities	Lt. Island Bridge	\$150,000	Borrow
417 Facilities	Duck Creek Revetment	\$50,000	Borrow
417 Facilities	Beach repeaters	\$40,000	Beach Fund
420 DPW Equipment	Pick-up Truck '04'	\$60,000	Borrow
420 DPW Equipment	Backhoe '04'	\$168,000	Borrow

**Total** **\$1,736,670**

**Funding Sources:**

**Beach Fund**                 **\$70,000**  
**Shellfish Fund**           **\$36,495**  
**Borrow-Debt Exclusion** **\$1,630,175**

**DEBT SERVICE**

**710 Debt Service**

	<b><u>FY 2020</u></b>		<b><u>FY 2021</u></b>	
	Principal	Interest	Principal	Interest
Library Roof	\$15,000	\$300	<b>\$5,000</b>	<b>\$75</b>
Muni Building Church	\$35,000	\$1,550	<b>\$40,000</b>	<b>\$600</b>
Senior Center	\$50,000	\$4,250	<b>\$45,000</b>	<b>\$3,075</b>
Muni Water GOB 1	\$15,000	\$1,500	<b>\$15,000</b>	<b>\$1,125</b>
Muni Water SRF	\$50,000	\$2,755	<b>\$54,334</b>	<b>\$1,546</b>
Landfill Closure	\$105,000	\$18,900	<b>\$100,000</b>	<b>\$16,350</b>
Septic County Non	\$10,000		<b>\$10,000</b>	
Fire Station property	\$40,000	\$5,650	<b>\$35,000</b>	<b>\$4,725</b>
Fire Station Design #1	\$5,000	\$650	<b>\$5,000</b>	<b>\$525</b>
Landfill Closure #2	\$5,000	\$950	<b>\$5,000</b>	<b>\$825</b>
Uncle Tim's Bridge	\$10,000	\$2,350	<b>\$10,000</b>	<b>\$2,100</b>
Fire Station Design #2	\$15,000	\$2,850	<b>\$15,000</b>	<b>\$2,475</b>
Fire Station Construction	\$390,000	\$88,050	<b>\$385,000</b>	<b>\$78,375</b>
Wastewater MWPAT	\$8,817	\$3,331	<b>\$9,008</b>	<b>\$3,155</b>
Various Projects (01/16 Bond)	\$230,000	\$35,595	<b>\$175,000</b>	<b>\$30,995</b>
Police Station	\$305,000	\$213,073	<b>\$305,000</b>	<b>\$200,873</b>
CC Tech High School	\$160,364		<b>\$132,125</b>	
BAN payoff (sidewalks)	\$40,000	\$800	<b>\$0</b>	<b>\$0</b>
<b>Total</b>	<b>\$1,489,181</b>	<b>\$382,554</b>	<b>\$1,345,467</b>	<b>\$346,819</b>

<b>FY 2021</b>	<b>Total \$1,692,286</b>
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Land Bank Purchases Paid from CPC Funds

	<b><u>FY 2020</u></b>		<b><u>FY 2021</u></b>	
Geiger Land	\$20,000	\$600	\$20,000	\$600
Chavchavadze Land	\$30,000	\$1,350	\$30,000	\$4,725

Enterprise Fund Debt Service

	<b><u>FY 2020</u></b>		<b><u>FY 2021</u></b>	
Marina Enterprise	\$105,000	\$21,750	\$105,000	\$19,125
Water Enterprise	\$55,036	\$54,701	\$55,734	\$53,298

APPENDIX C ARTICLE 4  
FY 2021 MARINA SERVICES ENTERPRISE FUND BUDGET

The Marina operates from May 15<sup>th</sup> to October 15<sup>th</sup>. The enterprise fund is self-supporting. The Marina Enterprise Fund will reimburse the General Fund \$55,300 for Marina expenses carried in the general operating budget such as employee salaries and benefits and the cost of shared employees.

FY 2021 Estimated Revenues

Mooring and Slip Fees	320,000
Fuel Sales	160,000
Dockage	55,000
Other Income	15,000
Parking-seasonal	30,000
Waterways Fund	2,000
Beach Fund	10,000
Shellfish Fund	5,000
Marina Enterprise Fund Retained Earnings	56,461
<u>Total Revenues</u>	<u>653,461</u>

FY 2021 Estimated Expenditures

Salaries and Wages	212,661
Operating Expenditures	221,375
Capital Outlay (Debt Service)	124,125
Reserve	40,000
Reimburse General Fund costs	55,300
<u>Total Expenses</u>	<u>653,461</u>

## MARINA ENTERPRISE FUND

## APPENDIX C

	FY 2019	FY 2020	FY 2021	FY 2021	FY 2021
	Actual	Budget	Dept Head	Town Admin	Selectmen
<b>PERSONNEL</b>					
Salaries & Wages	177,759	179,269	179,269	179,269	179,269
Overtime	7,499	2,000	2,000	2,000	2,000
Holiday/Longevity	198	2,875	2,875	2,875	2,875
<b>TOTAL PERSONNEL</b>	<b>172,152</b>	<b>184,144</b>	<b>184,144</b>	<b>184,144</b>	<b>184,144</b>
<b>OPERATING EXPENSES</b>					
Services	30,569	34,450	25,350	25,350	25,350
Supplies	149,758	156,700	167,000	167,000	167,000
Other Charges	5,466	7,125	7,825	7,825	7,825
Small Equipment	1,976	1,200	1,200	1,200	1,200
<b>TOTAL OPERATING EXPENSES</b>	<b>187,769</b>	<b>199,475</b>	<b>201,375</b>	<b>201,375</b>	<b>201,375</b>
<b>CAPITAL OUTLAY</b>					
Engineering, Marina Rehab	6,980	20,000	20,000	20,000	20,000
Rehab Debt Service, Principal	110,000	105,000	105,000	105,000	105,000
Rehab Debt Service, Interest	23,900	21,750	19,125	19,125	19,125
<b>TOTAL CAPITAL OUTLAY</b>	<b>163,163</b>	<b>146,750</b>	<b>144,125</b>	<b>144,125</b>	<b>144,125</b>
<b>RESERVE</b>	<b>12,556</b>	<b>40,000</b>	<b>40,000</b>	<b>40,000</b>	<b>40,000</b>
<b>GENERAL FUND COSTS</b>					
Health/Life Insurance	33,000	33,000	33,000	33,000	33,000
Pension	9,000	9,000	9,000	9,000	9,000
Shared Employees	9,200	9,200	9,200	9,200	9,200
Building/Liability Insurance	4,100	4,100	4,100	4,100	4,100
<b>TOTAL GEN. FUND COSTS</b>	<b>55,300</b>	<b>55,300</b>	<b>55,300</b>	<b>55,300</b>	<b>55,300</b>
<b>MARINA ENTERPRISE TOTAL</b>	<b>614,791</b>	<b>625,669</b>	<b>653,461</b>	<b>653,461</b>	<b>653,461</b>

APPENDIX D ARTICLE 5  
FY 2021 WATER SERVICES ENTERPRISE FUND BUDGET

The Water Services Enterprise Fund is intended to be self-supporting when approximately 500 users are connected to the system and using Town water. An appropriation of \$119,463 is necessary to adequately fund the Water Enterprise Fund operations. The Water Enterprise Fund will reimburse the General Fund \$5,000 for Water Enterprise expenses carried in the general operating budget such as employee salaries and benefits and the cost of shared employees.

FY 2021 Estimated Revenues	
Water use charges	115,000
Other Revenues	49,200
General Fund transfer	119,463
<u>Total Revenue</u>	<u>283,663</u>
FY 2021 Expenses	
Salaries and Wages	18,182
Operations	152,450
Debt Service	109,031
Expenses in the operating budget	5,000
<u>Total Expenses</u>	<u>283,663</u>

WATER ENTERPRISE FUND  
FISCAL YEAR 2021

APPENDIX D

	FY 2019	FY 2020	FY 2021	FY 2021	FY 2021
	Actual	Budget	Dept Head	Town Admin	Selectboard
<b>PERSONNEL</b>					
Secretary and Clerk	8,752	21,533	21,533	21,533	21,533
<b>TOTAL PERSONNEL</b>	<b>8,752</b>	<b>21,533</b>	<b>21,533</b>	<b>21,533</b>	<b>21,533</b>
<b>OPERATING EXPENSES</b>					
Utilities-Electricity	8,646	12,000	12,000	12,000	12,000
Services-Whitewater, Inc	84,352	80,642	83,500	83,500	83,500
Services-Whitewater Contingency	5,487	25,000	25,000	25,000	25,000
Services-Environmental Partners	0	4,500	0	0	0
Services-Other	12,939	5,500	17,050	17,050	17,050
Supplies	9,854	10,600	10,600	10,600	10,600
Other Charges	2,372	6,350	1,927	1,927	1,927
<b>TOTAL OPERATING EXPENSES</b>	<b>123,650</b>	<b>144,592</b>	<b>150,077</b>	<b>150,077</b>	<b>150,077</b>
<b>DEBT SERVICE</b>					
Principal & Interest	110,442	109,736	109,031	109,031	109,031
<b>TOTAL DEBT SERVICE</b>	<b>110,442</b>	<b>109,736</b>	<b>109,031</b>	<b>109,031</b>	<b>109,031</b>
<b>SHARED EMPLOYEES</b>	<b>5,000</b>	<b>5,000</b>	<b>5,000</b>	<b>5,000</b>	<b>5,000</b>
<b>WATER ENTERPRISE TOTAL</b>	<b>247,844</b>	<b>280,861</b>	<b>283,663</b>	<b>283,663</b>	<b>283,663</b>

*SALARY/WAGE LIST*

APPENDIX E

<b>POSITION</b>	<b>UNION</b>	<b>FY 2020 SALARY/WAGES</b>	<b>FY 2021 SALARY/WAGES</b>
Treasurer	C	\$70,000	\$73,000
Assessor (35 hrs)	W	\$75,952	N
Assessor's Data Collector (35 hrs)	W	\$26.45	N
Assistant DPW Director	W	\$43,366	N
Assistant Health/Conservation Agent	W	\$26.10	N
Assistant Librarian - Children's (35 hrs)	W	\$30.77	N
Assistant Librarian – Tech. Services (35 hrs)	W	\$28.68	N
Assistant Recreation Director	W	\$27.99	N
Assistant Shellfish Constable	W	\$30.91	N
Assistant Town Accountant (35 hrs)	W	\$34.08	N
Assistant Town Clerk (35 hrs)	W	\$26.02	N
Beach Canoe/Small Boat Manager	W	\$5,125	N
Call - Lieutenant/Paramedic	W	\$35.75	N
Call - EMT	W	\$17.78 – \$26.73	N
COA Office Assistant (35 hrs)	W	\$23.80	N
COA Office Manager (35 hrs)	W	\$31.70	N
COA Outreach Coordinator (35 hrs)	W	\$30.82	N
Committee Secretary (18 hrs)	W	\$25.80	N
Committee Secretary/Water Clerk (40 hrs)	W	\$22.58	N
Committee Secretary BOH (10 hrs/month)	W	\$22.58	N
Community Service Director (35 hrs)	W	\$88,858	N
DPW Administrative Assistant (40 hrs)	T	\$27.11	\$28.19
Deputy Shellfish Constable	W	\$25.15	N
Health/Conservation Agent	W	\$82,259	N
Health/Building Clerk (20 hrs)	W	\$24.43	N
Fire Department Admin Assistant (40 hrs)	W	\$28.84	N
Health/Building Admin Assistant (35hrs)	W	\$27.44	N
Inspector of Buildings (40hrs)	W	\$83,325	N
Town Clerk	C	\$71,791	N
Library Assistants (19 hrs)	W	\$18.96-\$22.49	N
Asst Library Director	W	\$31.64	N
Library Director (35 hrs)	W	\$78,898	N
Principal Clerk (35 hrs)	W	\$26.69	N
Recreation Director	W	\$69,464	N
Shellfish Constable	W	\$77,588.68	N
Town Accountant (35 hrs)	W	\$100,000	N
Town Collector	C	\$70,000	\$73,000
Assistant Treasurer	W	\$25,630.8	N
Library Outreach Coordinator (35 hrs)	W	\$23.47	N
Clerk/Dispatcher	CU	\$69,649.89	\$71,391.14
Dispatchers	CU	\$46,432.51 - \$57,735.27	\$47,593.33 - \$
DPW Building/Grounds Custodian	T	\$50,888	\$53,443
DPW Driver/Laborer I/Operator	T	\$48,557 - \$53,738	\$51,019 - \$56,408
DPW Heavy Equipment Operator	T	\$55,298 - \$59,000	\$59,070 - \$61,360
DPW Facilities Foreman	T	\$66,708	\$69,896

DPW Heavy Truck Driver/Mechanic Asst.	T	\$59,520	\$62,421
DPW Transfer Station Working Forman	T	\$63,948	\$67,546
DPW Mechanic	T	62,900.96	\$65,428
DPW Highway Foreman	T	\$63,281	\$67,372
DPW Gate Attendant	T	\$46,615	\$48,999
Harbormaster	T	\$78,143	\$82,309
Assistant Harbormaster	T	\$53,931	\$57,128
Fire Captain/Paramedic	F	\$82,186.31	\$84,033.62
Fire Lt./Paramedic	F	\$69,744.38- \$74,711.93	\$71,139.27 - \$75,471.65
Firefighter/Paramedic	F	\$53,000 - \$67,061.91	\$54,060 - \$68,403.15
Elementary School Teachers P/T & F/T	S	\$32,945 – 97,134	N
Elementary School - Secretary to Principal	S	\$61,633	N
Elementary School - Librarian 40%	S	\$31,112	N
Elementary School Custodians	S	\$37,366 – \$60,212	N
Elementary School Nurse	S	\$90,033	N
Elementary School Education Assistant	S	\$7,623 – 42,476	N
Elementary School Secretary	S	\$37,572	N
Elementary School Cafeteria	S	\$13367 – 32,888	N
Town Administrator	C	\$140,000	\$142,800
Assistant Town Administrator	C	\$95,000	N
Executive Assistant to the Town Administrator	C	\$56,990	N
DPW Director	C	\$115,734	\$117,470
Elementary School Principal <i>includes long./mileage</i>	C	\$121,821	N
Fire Chief	C	\$120,020	\$122,720
Police Chief	C	\$137,536	\$141,663
Police Lieutenant	C	\$122,369	N
Wellfleet After School Child Care	S	\$7896 - \$16,740	N
Town Treasurer /Collector	C	\$77,338	N
Police Officer	P	\$58,369 – \$94,778	N
Police Sergeant	P	\$77,084 – 91,098	\$80,987 – 94,778
COA Van Drivers	PB	\$16.00/HR	N
COA Exercise Instructor	PB	\$24.80/HR	N
COA Cook	PB	\$24.00/HR	N
CPC Coordinator (9hrs/wk)	PB	\$29.50/HR	N
Police Matron	PB	\$16.53 – 22.73/HR	N
Relief Dispatcher	PB	\$15.70 – 16.01N	N
Special Police Officer	PB	\$15.15 – 20.00/HR	N
School Crossing Guard	PB	\$32.31	\$32.31
Electrical, Plumbing/Gas & Alternate Inspector	\$25/HR	\$38 /Inspection	\$38/inspection

C = Contract

CU = Communicators Union

E = Elected

T = Teamsters Union

W = Wellfleet Employees Association

N = Ongoing contract negotiations

P = Police Federation

PB = Personnel Board

S = School Union

F = Firefighters Union

PRSR STD  
U.S. POSTAGE  
**PAID**  
CCP & DF, MA  
PERMIT NO. 15