

AGENDA
Board of Selectmen Meeting
Remote Location Meeting
June 22, 2020 – 6:30 PM

**PLEASE ASK IF ANYONE IS RECORDING THE MEETING
AND ANNOUNCE CABLE TAPING (IF PRESENT)**

1. In accordance with the Governor's Order Suspending Certain Provisions of the Open Meeting Law, G.L. c.30A, §20, relating to the 2020 novel Coronavirus outbreak emergency, the June 22, 2020 public meeting of the **Board of Selectmen** shall be physically closed to the public to avoid group congregation. **However, to view this meeting in progress, please go to [facebook.com/lakecam](https://www.facebook.com/lakecam) (you do not need a Facebook account to view the meeting). This meeting will be recorded and available to be viewed at a later date at <http://www.lakecam.tv/>**
2. Selectmen Announcements
3. 7:00 PM Meet with Lakeville Hospital Developer to discuss the plans for the former Lakeville Hospital Property
4. Review and vote to approve Memorandum of Understanding with Police, Fire and Laborers' Unions for FY21
5. Vote to rescind previous Special Municipal Employee Designations and vote to designate Special Municipal Employee Designations for FY21
6. Review and vote to approve Non-Union Wage Scale FY21
7. New Business
8. Old Business: Update on former Lakeville Hospital property
Update on sale of Lakeville Country Club
9. Any other business that may properly come before the meeting

Please be aware that this agenda is subject to change. If other issues requiring immediate attention of the Board of Selectmen arise after the posting of this agenda, they may be addressed at this meeting.

AGENDA ITEM #1
JUNE 22, 2020

In accordance with the Governor's Order Suspending Certain Provisions of the Open Meeting Law, G.L. c.30A, §20, relating to the 2020 novel Coronavirus outbreak emergency, the June 22, 2020 public meeting of the **Board of Selectmen** shall be physically closed to the public to avoid group congregation. **However, to view this meeting in progress, please go to facebook.com/lakecam (you do not need a Facebook account to view the meeting). This meeting will be recorded and available to be viewed at a later date at <http://www.lakecam.tv/>**

AGENDA ITEM #2
JUNE 22, 2020

ANNOUNCEMENTS

The Town will be holding an Annual and Special Town Meeting on June 23, 2020 at Apponequet High School. This year the Annual Town Meeting will come first, beginning at 7:00 PM, followed by the Special Town Meeting at 8:00 PM.

Tracie

AGENDA ITEM #3
JUNE 22, 2020

**MEET WITH LAKEVILLE HOSPITAL DEVELOPER TO DISCUSS THE
PLANS FOR THE FORMER LAKEVILLE HOSPITAL PROPERTY**

The developers of the former Lakeville Hospital Property, Rhino Capital LLC, will be present to discuss plans for the property.

Tracie

**AGENDA ITEM #4
JUNE 22, 2020**

**REVIEW AND VOTE TO APPROVE MEMORANDUM OF
UNDERSTANDING WITH POLICE, FIRE AND LABORERS'
UNIONS FOR FY21**

Attached are the Memorandums of Understanding for the Police, Fire and Laborers Unions for FY21 for the Board to review and vote to approve.

You will need to come in and sign the agreements. All 3 signatures are required.

Tracie

**MEMORANDUM OF AGREEMENT
BETWEEN
TOWN OF LAKEVILLE
&**

LAKEVILLE PERMANENT FIREFIGHTERS, IAFF LOCAL 3188

The Town of Lakeville ("Town") and the Lakeville Permanent Firefighters, Local 3188 ("Union"), having engaged in negotiations for a successor collective bargaining agreement and having now reached an agreement on same, hereby agree to the terms of a new collective bargaining agreement, which is to be effective from July 1, 2020 through June 30, 2023, and which shall carry forward all of the written provisions of the parties' agreement expiring on June 30, 2020, except as modified by the following:

1. Article V (EMPLOYEE RIGHTS)

Add the following section:

"SECTION 6. APPRAISAL SYSTEM

The Association and the Chief of the Fire Department or his designee shall engage in a collaborative effort to formulate an employee appraisal system. The objective of the appraisal system will be the betterment of the Lakeville Fire Department and its employees. The appraisal system shall be defined in writing and disseminated to relevant parties. It is agreed that the Town or the Association may opt out of this system at any time."

2. Article XVIII (RATES OF PAY)

Amend wage scale to reflect addition of Step 4 beginning on July 1, 2020, to be set at 3% above Step 3 rate with no cola the first year.

Amend wage scale to read as follows:

RANK	<u>FY 21</u> HOURLY	<u>FY 22</u> HOURLY	<u>FY 23</u> HOURLY
Step 1	\$22.22	\$22.67	\$23.12
Step 2	\$22.61	\$23.06	\$23.53
Step 3	\$23.87	\$24.34	\$24.83
Step 4	\$24.58	\$25.07	\$25.58
*Lieutenant	\$27.28	\$27.82	\$28.39

*Effective July 1, 2020, the pay differential for Lieutenants shall be at 11% above the base pay of a Step 4 Firefighter

Increase base rates as follows:

Effective July 1, 2020 2.0%
Effective July 1, 2021 2.0%
Effective July 1, 2022 2.0%”

3. Article XXII

Add the following provision to Section 1D:

“Members who obtain a Certified Community Paramedic (CP-C) certification shall be entitled to the following additional stipend:

Effective July 1, 2020	\$1,000
Effective July 1, 2021	\$1,500
Effective July 1, 2022	\$2,000”

4. Article XXIX (DURATION OF AGREEMENT)

Amend to read as follows:

“This agreement shall take effect upon execution, retroactive to July 1, 2020 and shall continue until June 30, 2023 or from day to day thereafter until a new agreement shall be negotiated and executed by the parties hereto. It is understood and agreed by the parties that this Agreement is subject to all applicable existing or future State Laws or By-Laws of the Town, unless exempted by the provisions of Massachusetts General Laws c. 150E.

On or after January 1, 2023, the Association shall notify the Town of its intention to commence bargaining for a new Agreement to take effect on July 1, 2023 and the notification under this Article, the parties shall, within sixty (60) days of said notification, provide each other with a copy of their Proposals.”

TOWN OF LAKEVILLE

LAKEVILLE PERMANENT
FIREFIGHTERS, IAFF LOCAL 3188

By its Board of Selectmen

Evagelia Fabian, Chair

Richard LaCamera

Brian Day

Dated: _____ Dated: _____

Memorandum Agreement

By and between the

New England Police Benevolent Association, Inc., Local 185,

And

The Town of Lakeville, Massachusetts

WHEREAS, the Town of Lakeville ("Town") and New England Police Benevolent Association, Inc., Local 185 ("Union"), are parties to a collective bargaining agreement ("CBA") which covers the period July 1, 2017 through June 30, 2020;

WHEREAS, prior to expiration of the parties' CBA, the Union sought to bargain over a proposed amendment to Article I of the Agreement; specifically, to include police lieutenants in the bargaining unit represented by the Union;

WHEREAS, the incumbents in the position of Police Lieutenant have an expressed a desire to be included in the bargaining unit represented by the Union;

WHEREAS, the position of Police Lieutenant is not presently included in a bargaining unit recognized by the Town;

NOW THEREFORE, in consideration of the mutual promises herein, the Union and the Town agree, effective May, 2020, to amend the 2017-2020 CBA as follows:

1. ARTICLE I (RECOGNITION AND BARGAINING UNIT)

Amend to read as follows:

"The Town hereby recognizes the Association as the exclusive representative and bargaining agent for the following unit: all full-time members of the Town's police department up through the rank of Lieutenant, but to exclude civilian employees of the police department, and further excluding the Captain and Chief of Police."

2. ARTICLE V (WAGES)

Amend to read as follows:

(A) Wages for the term of the first year of this contract shall be as follows:

STEP	FY18	FY19	FY20
Ptl 1	\$ 908.03	\$ 923.92	\$ 940.09
Ptl 2	\$ 943.60	\$ 960.11	\$ 976.91
Ptl3	\$ 980.57	\$ 997.73	\$1,015.19
Ptl 4	\$1,030.04	\$1,060.94	\$1,092.77

An officer in his first year of service shall be paid at the step 1 rate. On the anniversary date of his appointment the officer shall proceed to the next step increment, based on years of service.

The pay differential for Sergeants shall be at 13% per year above the base pay of the highest paid Patrolman.

Effective July 1 2017, The pay differential for Sergeants shall be at 13% per year above the base pay of the highest paid Patrolman:

Effective July 1, 2018, The pay differential for Sergeants shall be at 14% per year above the base pay of the highest paid Patrolman:

Effective July 1, 2019, The pay differential for Sergeants shall be at 15% per year above the base pay of the highest paid Patrolman:

Effective May 1, 2020, The pay differential for Lieutenants shall be at \$5,000 per year above the base pay of the highest paid Sergeant.

(B) Effective July 1, 2017, if any town departments in the contract fiscal year 7/1/2017 to 6/30/2020 receive more of an increase in salary than allowed in section A, this contract will be reopened for wages only.

(C) Pay scale for a recruit Officer in the Police Academy shall be 75% of step 1 until the recruit graduates as a Police Officer. In addition, new recruits would not be entitled to the education incentive or actual step 1 until successful completion of the Police Academy.

3. ARTICLE XII (SICK)

Amend Paragraph (K) to read as follows:

“Personal days with pay shall be granted each year with three (3) being deducted from accumulated sick leave. Six (6) personal days shall be granted yearly. The granting of personal days must occur subject to public safety operational and staffing needs of the department and Personal Days may not be taken prior to, or the days following any vacation unless authorized by the Police Chief pursuant to Article XIV or legal holidays, as defined by Article XV. No two (2) personal days may be taken consecutively, except with the written permission of the Police Chief. The following is normal anticipated time frame for granting personal day request:

Three (3) per year with at least 48 hours notice.

One (1) per year with at least 24 hours notice.

Two (2) per year with at least four (4) hour notice for Patrol Officer only if three (3) are scheduled for that particular shift upon approval of the Chief of Police. This will be referred to as an “Emergency Personal Day”. Sergeants and Lieutenants shall not be eligible for an “Emergency Personal Day”. If two (2) “Emergency Personal Days” are taken in the same six-month period (Defined as July 1-December 31 and January 1-June 30) the Officer shall forfeit his/her sick time bonus for that particular six-month period.”

The remainder of the provisions in the parties’ 2017-2020 CBA shall remain unchanged.

This memorandum is subject to ratification by the Town of Lakeville and by New England Police Benevolent Association, Inc., Local 185. Furthermore, the provisions of this Memorandum shall not be implemented unless the parties have ratified a successor agreement for the period of July 1, 2020 to June 30, 2023.

This Agreement has been duly executed by authorized representatives of the Town of Lakeville and by New England Police Benevolent Association, Inc., Local 185

IN WITNESS WHEREOF, the Union and the Town, by their authorized representatives, have set their hands to this Memorandum of Agreement on this 7 day of April, 2020,

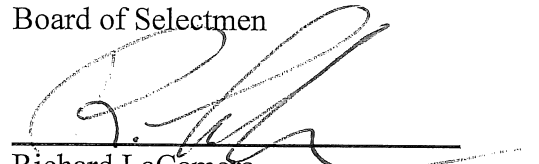
TOWN OF LAKEVILLE,
Town Administrator,



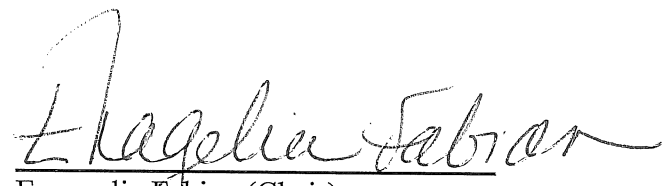
Maureen Candito

NEW ENGLAND POLICE BENEVOLENT
ASSOCIATION, Inc., Local 185,
By its Bargaining Team, duly authorized,

TOWN OF LAKEVILLE,
Board of Selectmen



Richard LaCamera



Evangalia Fabian (Chair)

**AGENDA ITEM #5
JUNE 22, 2020**

**VOTE TO RESCIND PREVIOUS SPECIAL MUNICIPAL
EMPLOYEE DESIGNATIONS AND VOTE TO DESIGNATE
SPECIAL MUNICIPAL EMPLOYEES FOR FY21**

In the past, Town Counsel has recommended that the Board vote to rescind the previous year's Special Municipal Employee Designations and then appoint the next years Special Municipal Employees.

I have included some information regarding Special Municipal Employees. You do not vote the "person" as the SME; it is the "position" that is designated SME.

I reviewed the current list and have come up with the following Special Municipal Employee designations:

Energy Advisory Committee (James Kenney)
Highway Department Administrative Assistant (Jennifer Jewell)
Zoning Board of Appeals (John Olivieri, Jr. & Janice Swanson)
Board of Assessors (Jon Pink)
Conservation Commission (Mark Knox)
Special Police Officers (Tom Robinson)

Tracie



Special Municipal Employees

An explanation of how the conflict of interest law applies to "Special Municipal Employee" positions

The conflict of interest law, G.L. c. 268A, covers all municipal officials and employees, whether elected or appointed, paid or unpaid, full-time or part-time. However, two sections of the conflict law apply less restrictively to those part-time or unpaid municipal officials who have been designated as "special municipal employees."

"Special municipal employee" status can be assigned to certain municipal positions by a vote of the board of selectmen, board of aldermen, town council or city council. Several specific municipal positions are automatically designated as "special" under the law. Your position is eligible to be designated as a "special municipal employee" position provided that:

- you are not paid; or
- you hold a part-time position which allows you to work at another job during normal working hours; or
- you were not paid by the city or town for more than 800 working hours (approximately 20 weeks full-time) during the preceding 365 days.

It is the municipal position that is designated as having "special" status, not the individual. Therefore, all employees holding the same office or position must have the same classification as "special municipal employees." For instance, one member of a school committee cannot be classified as a "special" unless all members are similarly classified.

The designation may be made by a formal vote of the board of selectmen, board of aldermen, town council or city council at any time. Votes should be taken individually for each board or position being designated, expressly naming the positions being designated. Once a position is designated as having "special" status, it remains a "special municipal employee" position unless and until the

classification is rescinded. A list of all the "special municipal employee" positions should be on file at the town or city clerk's office. This list should also be filed with the Ethics Commission.

Under no circumstances may a mayor, city councilor, town councilor, alderman, or selectman in a town with a population of more than 10,000 be designated as a "special." However, in towns of 10,000 or less, selectmen are automatically considered "special" employees. Other municipal positions in towns with a population of less than 10,000 must still be designated as "special municipal employee" positions by the selectmen.

The Legislature may also designate certain positions to have "special municipal employee" status. For example, board members and part-time employees of local housing and redevelopment authorities are defined by law as "special municipal employees" and do not need to have local authorities approve their designation as "specials." (See G.L. c. 121B, section 7.)

THE CONFLICT LAW IS LESS RESTRICTIVE FOR "SPECIALS"

Only two sections of the conflict of interest law apply less restrictively to "specials", §§ 17 and 20. All other sections of the conflict law that govern regular municipal employees apply to "special municipal employees" in exactly the same way. See the Summary of the Conflict Law for Municipal Managers or the Practical Guide to the Conflict Law for Municipal Employees for information on your responsibilities under the law (these publications are available from the State Ethics Commission). Remember that even if you serve on an unpaid part-time board or commission, you are still considered a regular municipal employee, unless your position has been expressly designated as having "special municipal employee" status.

Section 17 - Acting on Behalf of Others

Section 17 generally prohibits municipal employees from representing a private party before municipal boards or departments. It also prohibits municipal employees from acting as agent (or attorney) for a private party in connection with any matter of direct and substantial interest to their city or town. Finally, it prohibits municipal employees from accepting pay or other compensation in connection with any matter of direct and substantial interest to their municipality.

However, if you are a "special municipal employee," you may:

- represent private parties before municipal boards other than your own, provided that you have not officially participated in the matter and the matter is not now (and was not within the past year) within your official responsibility;

- act as agent for private parties in connection with a matter of interest to your city or town, provided that you have not participated in the matters as a municipal official, and that the matter is not (and has not been, during the past year) within your official responsibility; and
- receive pay or other compensation in connection with matters involving your city or town, provided that you have not officially participated in the matters and they are not (and have not been, within the past year) within your official responsibility.

Example: You are a Conservation Commissioner. The Commission has been given "special municipal employee" status. You are also an engineer in private practice in town.

- You may be hired as site engineer and represent a private development company at a Planning Board hearing, as long as the hearing does not in any way involve Conservation Commission matter.
- However, if the hearing is about a wetlands dispute, you could not represent the developer before the Planning Board because the matter is under your official responsibility as Conservation Commissioner.
- Also, if you prepare site plans, blueprints, structural analyses or other professional documents, you may not allow the developer to submit those materials to the Conservation Commission (or to any other municipal boards, in connection with matters under the Conservation Commission's responsibility).
- Also, you may not be paid for giving the developer advice about how to get his project approved by the Conservation Commission, or for any other activity related to the Conservation Commission review process.

Note that the prohibition against "acting as agent" covers any type of activity that involves representing someone other than your city or town. Activities which can be considered "acting as agent" include: serving as someone's spokesperson; making phone calls or writing letters; acting as a liaison; affixing professional seals or signing supporting documentation; and participating as an electrician, plumber or other contractor during municipal building inspections. For more information about section 17, request Advisory No. 13: Municipal Employees Acting as Agent from the State Ethics Commission.

Section 20 -- Restrictions on Having an Interest in Contracts with your City or Town

Section 20 generally prohibits municipal employees from having a direct or indirect financial interest in a contract with their city or town. However, there are many exemptions in this section of the law. For instance, a municipal employee may own less than 1% of the stock of a company that does business with the municipality.

Also, a municipal employee may have a financial interest in a contract with a municipal department which is completely independent of the one where he works, provided that the contract has been publicly advertised or competitively bid, and the employee has filed a disclosure of his interest in the contract with the city or town clerk. Note that there are additional requirements for personal services contracts: contact your town counsel or city solicitor or the State Ethics Commission's Legal Division for more information.

However, if you are a "special municipal employee," you have two additional exemptions to section 20:

As a "special municipal employee," you may have a financial interest in a contract with a department which is completely independent of the one where you work, provided that you file a disclosure of your interest in the contract with the city or town clerk (there is no "public notice" or "competitive bid" requirement for this "special municipal employee" exemption).

As a "special municipal employee", you may even have a financial interest in a contract with your own department (or with a department which has overlapping jurisdiction with your department), provided that you file a disclosure of your interest in the contract with the city or town clerk and the board of selectmen, board of aldermen, town council or city council vote to grant you an exemption to section 20.

Example: You are a member of the School Committee, which has been given "special municipal employee" status. You also own a hardware store in town.

- You may sell light bulbs to the town's Department of Public Works, because Public Works is not under the jurisdiction of the School Committee; however, you must file a disclosure of your interest in the light bulb sales with the Town Clerk.
- You also may sell light bulbs to the School Department (which is under the School Committee's jurisdiction), but only if you file a disclosure of your interest in the light bulb sales with the Town Clerk and the Board of Selectmen vote to exempt your light bulb sales from the restrictions of section 20.

For more information about restrictions on holding an interest in municipal contracts, contact your city solicitor or town counsel or the Legal Division of the State Ethics Commission.

Section 20 -- Restrictions on Holding Multiple Municipal Positions

Because the restrictions of section 20 also apply to employment contracts, municipal employees are generally prohibited from holding more than one municipal position. However, there are many exemptions to this general prohibition. If you are a municipal employee -- regular or "special", you may:

- hold any number of unpaid positions, because you do not have a financial interest in any of the positions (however, if you hold even one paid appointed position, you must look for other exemptions);
- hold any number of elected positions, whether paid or unpaid, because you serve in those positions by virtue of your election, rather than because of an appointment or employment contract (however, if you hold even one paid appointed position, you must look for other exemptions); and
- in some instances, you may hold more than one paid appointed position, provided that the jobs are in separate departments (which do not have overlapping responsibilities) and all paid jobs have been publicly advertised. However, your board of selectmen, board of aldermen, town council or city council must vote to exempt you from section 20, and there are also other requirements you must meet. For more information, see Advisory No. 7: Multiple Office Holding from the State Ethics Commission, or contact your town counsel or city solicitor or the State Ethics Commission's Legal Division.
- If you serve in a town with a population of less than 3,500, you may hold more than one position with the town if the board of selectmen formally approves the additional appointments.

If you are a "special municipal employee", you may also:

- hold any number of other "special municipal employee" positions, provided that the positions are with totally independent departments and you file a disclosure of your financial interest in all the positions with the city or town clerk;
- hold any number of other "special municipal employee" positions, even if the departments' jurisdictions overlap, provided that you file a disclosure of your financial interest in all the

positions with the city or town clerk, and the board of selectmen, board of aldermen, town council or city council vote to exempt you from section 20.

Example: As a Cemetery Commissioner, you are a "special municipal employee."

- You may also hold "special municipal employee" positions on the Board of Library Trustees and on the Waterways Commission, because the three positions are completely independent of each other. However, you must file a disclosure of your financial interest (e.g., stipends, per diem payments, salary) in the positions with the Town Clerk.

If you wish to hold a "special municipal employee" position with the Department of Public Works (which maintains buildings on the cemetery grounds) or as the town's Tree Warden (who cares for the trees on the cemetery grounds), you must file a disclosure of your financial interest in the positions with the Town Clerk, and the Board of Selectmen must vote to exempt you from section 20.

For more information about holding more than one municipal position, request Advisory No. 7: Multiple Office Holding from the State Ethics Commission, or contact your town counsel or city solicitor or the State Ethics Commission's Legal Division.

* * *

The definition of "special municipal employee" can be found in section 1(n) of the conflict of interest law (G.L. c. 268A). Note that town councils are empowered by G.L. c. 39, section 1 to exercise all duties and powers of boards of aldermen.

* * *

Commission Fact Sheets are prepared and issued by the Public Education Division of the State Ethics Commission. They are intended to provide guidance to public officials and employees concerning practical applications of the conflict law. For further information, contact your town counsel or city solicitor, or the Legal Division of the State Ethics Commission.

ISSUED: May 1987

REVISED: March 1990

REVISED: January 1991

REVISED: August 1992

AGENDA ITEM #6
JUNE 22, 2020

**REVIEW AND VOTE ON NON-UNION WAGE
SCALES FOR FY21**

Attached is the Non-Union Wage Scales for FY21 for your review and vote.

The Union FY21 Union Wage Scale is attached also for comparison.

Tracie

TOWN OF LAKEVILLE

FY21

Date Adopted by Selectmen:

DRAFT

CLASSIFICATION AND COMPENSATION PLAN

FOR BENEFIT ELIGIBLE EXEMPT AND NON EXEMPT NON-UNION EMPLOYEES

EFFECTIVE JULY 1, 2020-JUNE 30, 2021

HRLY NON EXEMPT STEPS	LEVELS				
	1	2	3	4	5
1ST	\$21.92	\$20.52	\$19.14	\$18.36	\$16.65
2ND	\$22.50	\$21.11	\$19.72	\$18.94	\$17.22
3RD	\$23.13	\$21.70	\$20.27	\$19.47	\$17.71
4TH	\$23.78	\$22.33	\$20.84	\$20.00	\$18.18
5TH	\$25.35	\$23.80	\$22.22	\$21.30	\$19.37
LEVELS	CLASSIFICATIONS				
1	HR Assistant, Head Dispatcher+\$1.25				
2	Admin. Asst. to the Police Chief + \$1.25, Admin. Asst. to the Fire Chief + \$1.25				
3	Intentionally Blank, Dispatch Supervisor+\$1.25				
4	Dispatcher (Full Time) + \$1.25				
5	Board of Selectmen Clerk				
	Intentionally Blank				

SALARIED EXEMPT STEPS	GRADES				
	A	B	C	D	E
1ST	\$57,296	\$54,562	\$51,827	\$45,526	\$44,686
2ND	\$58,933	\$56,115	\$53,297	\$46,805	\$45,943
3RD	\$60,190	\$57,503	\$54,812	\$48,127	\$47,239
4TH	\$63,220	\$59,798	\$56,375	\$49,485	\$48,570
5TH	\$68,397	\$64,273	\$60,145	\$52,785	\$51,809
GRADES	CLASSIFICATIONS				
A	Town Coordinator				
B	Intentionally Blank				
C	Executive Assistant for the Selectmen's Office				
D	Intentionally Blank				
E	Intentionally Blank				

GRADES	SALARIED APPOINTMENTS	
F	Superintendent of Streets, DPW Director	\$81,600
G	Building Commissioner/Facilities Manager/ Director of Inspection	\$100,786
H	Deputy Fire Chief (Plus incentives per Fire Contract)	\$74,879
I	Police Capt. (\$5,000 above Sergeant base pay & incentives)	\$82,036
J	ACO (inclusive of call back stipends)	\$72,100
K	Council on Aging Director	\$60,770
L	HR Director	\$74,675
M	Director of IT	\$77.25
N	Library Director	\$71,576

per hour

<u>102.00%</u>
<u>103.00%</u>

\$20.18	\$18.82	\$16.70	\$14.98	\$13.80	\$12.64	\$11.60
\$20.75	\$19.38	\$17.24	\$15.55	\$14.44	\$13.26	\$12.20
\$21.37	\$19.96	\$17.77	\$16.03	\$14.98	\$13.63	\$12.57
\$22.01	\$20.56	\$18.29	\$16.51	\$15.55	\$14.01	\$12.95
\$23.50	\$21.97	\$19.54	\$17.64	\$16.63	\$14.97	\$13.80

\$30.00

APPENDIX "A"

TOWN OF LAKEVILLE

Date Adopted by Selectmen:

DRAFT

FY21

CLASSIFICATION AND COMPENSATION PLAN

FOR BENEFIT ELIGIBLE EXEMPT AND NON EXEMPT UNION EMPLOYEES

EFFECTIVE JULY 1, 2020 - JUNE 30, 2021

HRLY NON EXEMPT STEPS	LEVELS				
	1	2	3	4	5
1ST	\$21.92	\$20.52	\$19.14	\$18.36	\$16.65
2ND	\$22.50	\$21.11	\$19.72	\$18.94	\$17.22
3RD	\$23.13	\$21.70	\$20.27	\$19.47	\$17.71
4TH	\$23.78	\$22.33	\$20.84	\$20.00	\$18.18
5TH	\$25.35	\$23.80	\$22.22	\$21.30	\$19.37
6TH	\$26.11	\$24.51	\$22.89	\$21.94	\$19.95
LEVELS	CLASSIFICATIONS				
1	Highway Foreman + \$1.00 Diff. Master Mechanic & \$1.00 Diff. 2020, Landfill/Transfer Station Supervisor (Master Mechanic \$1.00 Differential), Highway Mechanic/Laborer (Master Mechanic \$1.00 Differential and \$2.00 Differential for Certification in Air Brake Training + \$1.00 Diff. 2020), Youth Services Librarian, Treasurer/Collector Clerk & Payroll Clerk, Administrative Assistant for Building Department, Assessment Specialist (\$1.00 Differential for Active Real Estate License), Accounting Specialist, Facilities Assistant, Park Supervisor				
2	Highway Heavy Equipment Operator/Truck Driver/Laborer, Landfill/Transfer Station Lead Operator (\$50 Differential + \$1.00 Diff. 2020), Landfill/Transfer Station Equipment Operator, Assessors Field Clerk, Administrative Assistant Board of Health, Administrative Assistant Town Accountant, Administrative Assistant COA-Director, Administrative Assistant to Superintendent of Streets				
3	Library Assistant-Adult Services Full and Part-Time, Library Assistant-Technical Services, Park Laborer				
4	Treasurer Clerk, Accounting Clerk, Dept. of Inspectional Services Clerk, COA Clerk, Treasurer/Collector Clerk, Town Clerk, Highway Department Clerk				
5	Assessors Clerk, Collector Clerk, Board of Health Clerk, Library Technical Assistant Clerk, Custodian				

SALARIED EXEMPT STEPS	GRADES				
	A	B	C	D	E
1ST	\$57,296	\$54,562	\$51,827	\$45,526	\$44,686
2ND	\$58,933	\$56,115	\$53,297	\$46,805	\$45,943
3RD	\$60,190	\$57,503	\$54,812	\$48,127	\$47,239
4TH	\$63,220	\$59,798	\$56,375	\$49,485	\$48,570
5TH	\$68,397	\$64,273	\$60,145	\$52,785	\$51,809
6TH	\$70,449	\$66,201	\$61,949	\$54,369	\$53,363
GRADES	CLASSIFICATIONS				
A	Principal-Assessor/Appraiser				
B	Executive Assistant to the Building Commissioner				
C	Assistant Town Clerk, Assistant Treasurer/Collector				
D	Intentionally Blank				
E	Intentionally Blank				

GRADES	OTHER ANNUAL SALARIED APPOINTMENTS
J	Board of Health Agent \$73,440

OTHER ITEMS

1. Letter from FEMA regarding rescission of FIRM Map Votes
2. Letter from Comcast regarding changes to channel lineups and packages



Federal Emergency Management Agency

Washington, D.C. 20472

June 8, 2020

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

LFD CANCEL

RECEIVED
JUN 17 2020

Evagelia Fabian
Chairperson, Board of Selectmen
Town of Lakeville
Town Hall
346 Bedford Street
Lakeville, Massachusetts 02347

Community: Town of Lakeville
Plymouth County,
Massachusetts
Community No.: 250271
SELECTMEN'S OFFICE

Dear Ms. Fabian:

This letter will serve as formal notification that the proposed Flood Hazard Determinations presented in the Preliminary copies of the revised Flood Insurance Study (FIS) and Flood Insurance Rate Map (FIRM) dated April 18, 2018, and in our letter to you dated January 22, 2020, finalizing the proposed Flood Hazard Determinations, have been rescinded. The effect of this action is to cancel the July 22, 2020, effective date of the FIS and FIRM for the Town of Lakeville. As a result, the effective FIS report and FIRM, dated July 16, 2015, remain in effect.

As you may be aware, some communities in the Cape Cod Watershed study are experiencing difficulties during the adoption and compliance period resulting in the inability to adopt the July 22, 2020, FIS and FIRM and thereby comply with the National Flood Insurance Program (NFIP) regulations. Although the July 22, 2020, final flood hazard determinations is hereby rescinded, all engineering data and flood hazard information upon which the determination was made currently remains valid, and remains as it appears on the preliminary FIRM.

The Preliminary FIS report and FIRM for Plymouth County, Massachusetts (All Jurisdictions), dated April 18, 2018, constitute available data under 44 Code of Federal Regulations (CFR) 60.3(b)(4). Guidance on the use of FEMA draft or preliminary FIS data as "available data" for regulating floodplain development is available in FEMA Floodplain Management Bulletin 1-98 available from FEMA's website at www.fema.gov.

Communities that have adopted ordinances to reflect the FIS report and FIRM dated July 22, 2020, should revise their ordinances to revert to the previously adopted FIS Report and FIRM dated July 16, 2015.

The U.S. Department of Homeland Security's Federal Emergency Management Agency (FEMA) will continue to work with the communities in the Cape Cod Watershed study to determine when the new final determination will be made. Once that is established, a new Letter of Final Determination will be issued, and communities will have another 6-month adoption and compliance period.

This action is being undertaken to ensure that all communities are afforded the opportunity to adopt the modified flood hazard determinations and comply with the NFIP. We regret any inconvenience this action may have caused you or your community and look forward to continued cooperation with your

community. If you have any questions about the FIS report and FIRM, or require assistance in revising ordinances for your community, please contact Kerry Bogdan at our Regional Office by telephone at (617) 956-7576.

Sincerely,

A handwritten signature in blue ink, appearing to read "David I. Maurstad".

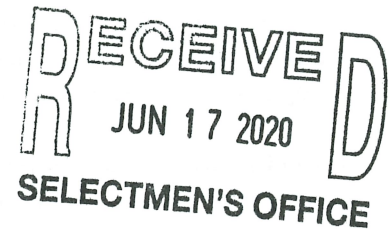
David I. Maurstad
Deputy Associate Administrator
Insurance and Mitigation
Department of Homeland Security
Federal Emergency Management Agency

cc: Community Map Repository
Kevin Bernardo, Health Agent, Town of Lakeville
Maureen Candito, Town Administrator, Town of Lakeville
Michael O'Brien, Fire Chief and Emergency Management Director, Town of Lakeville
Nathan Darling, Building Commissioner, Town of Lakeville



June 15, 2020

Board of Selectmen
Town of Lakeville
346 Bedford Street
Lakeville, MA 02347



Re: Changes to Channel Lineups and Packages

Dear Chairman and Members of the Board:

We are committed to keeping you and our customers informed about changes to Xfinity TV services. Accordingly, please note the following changes:

- On June 9, 2020, AMC Premiere (a Subscription Video OnDemand "SVOD" product) rebranded as AMC+ and SVOD subscribers received access to a new linear AMC+ channel.
- On June 9, 2020, Urban Movie Channel (a Subscription Video OnDemand product) rebranded as WEtv+.
- Effective June 16, 2020, GSN, Investigation Discovery, Travel and TV Land are now part of the Entertainment genre pack.
- Effective June 16, 2020, EWTN is now part of the Kids & Family genre pack.
- Effective June 16, 2020, Cartoon Network is now part of Expanded Basic. Expanded Basic will include Kids & Family, Entertainment, and Sports & News genre packs.
- Effective June 16, 2020, the following price reductions will occur:
 - Expanded Basic will be reduced from \$56.27 to \$53.25
 - Digital Starter will be reduced from \$67.27 to \$64.25
 - Preferred Package* will be reduced from \$85.22 to \$82.20
 - Double Play with Voice* will be reduced from \$112.22 to \$109.20
 - Preferred Double Play* with Voice will be reduced from \$130.17 to \$127.15
 - Starter XF Double Play* will be reduced from \$132.22 to \$129.20
- The following triple play packages are now available: **Standard+** More at \$129.99/mo includes Limited Basic, Expanded Basic, HD programming, 20 Hour DVR Service, Performance Pro Internet and Unlimited Voice; **Select+** More at \$159.99/mo includes Limited Basic, Expanded Basic, Digital Preferred Tier, HD programming, DVR Service, **Extreme Pro Internet**, and Unlimited Voice; **Signature+** More at \$189.99/mo includes Limited Basic, Expanded Basic, Digital Preferred Tier, Epix, HD programming, Premium DVR Service, **Gigabit Internet**, Unlimited Voice, and Netflix Standard HD Plan; and **Super+** More at \$199.99/mo includes Signature+ More, HBO, The Movie Channel (TMC), Showtime and More Sports & Entertainment. Prices exclude Broadcast TV Fee, Regional Sports Fee, taxes and fees.

- The following double play packages are now available: **Standard+** at \$109.99 includes Limited Basic, Expanded Basic, HD programming, 20 Hour DVR Service, and Performance Pro Internet; **Select+** at \$139.99/mo includes Limited Basic, Expanded Basic, Digital Preferred Tier, HD programming, 20 Hour DVR Service, and Blast! Internet; **Signature+** at \$169.99/mo includes Limited Basic, Expanded Basic, Digital Preferred Tier, Epix, HD programming, DVR Service, **Extreme Pro Internet**, and Netflix Standard HD Plan; and **Super+** at \$189.99/mo includes Signature+, HBO, TMC and Showtime. Prices exclude Broadcast TV Fee, Regional Sports Fee, taxes and fees.
- The following packages will no longer be available to new customers starting June 16, 2020 and to existing customers for new subscription starting June 30, 2020: **Super Triple Play, Signature Triple Play, Select Triple Play, Standard Triple Play, Super Double Play**, Signature Double Play, Select Double Play, and Standard Double Play. Customers who currently subscribe to one of these packages, will continue to receive the package until they make a change, or they receive further notice.
- Starting June 18, 2020, Xfinity TV and Xfinity Flex customers subscribing to HBO will now have access to HBO's new streaming platform HBO Max. HBO Max has replaced HBO on our bills.

Please feel free to contact me at Michael_Galla@cable.comcast.com should you have questions.

Very truly yours,

Michael Galla

Michael Galla, Sr. Manager
Government Affairs

*Package is currently not available for new subscriptions.