

TOWN OF BOXFORD

Website: BoxfordMA.gov

**Warrant for Annual Town Meeting
Tuesday, May 14, 2024
7:00 p.m.**

**Masconomet Regional High School
20 Endicott Road
Boxford, MA 01921**



Supporting documents for this warrant may be found at:

<https://www.boxfordma.gov/TownMeeting2024>

MASCONOMET REGIONAL HIGH SCHOOL – AUDITORIUM

**Commonwealth of Massachusetts
Essex s.s.**

To either of the Constables of the Town of Boxford in said County,

GREETINGS:

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of the Town of Boxford qualified to vote in elections and in Town affairs to meet at the **Masconomet Regional High School**, 20 Endicott Road, Boxford, on **Tuesday the fourteenth day of May next at 7:00 P.M.**, then and there to act on the following articles, viz:

**ITEMS HIGHLIGHTED INDICATE PLACEHOLDERS FOR VOTES.
VOTES HAVE NOT YET TAKEN PLACE.**

ARTICLE 1. To receive and place on file the reports of the Town Officers and Committees without ratification of any action taken or authorization of any action proposed; or take any other action thereon.

Sponsored and Supported by the **Select Board**

ARTICLE 2. To see if the Town, in accordance with M.G.L. Chapter 150E, section 7, **will vote to appropriate a sum of money to fund the first-year cost items contained in the Boxford Police Reserve Association collective bargaining agreement** recently negotiated and ratified by the Select Board which has a term of _____ through _____.

Said collective bargaining agreement is on file with the Town Clerk; funding for the cost items in the first year of said agreement is included in the general operating budgets of the Town; or take any other action thereon.

Sponsored and supported by the **Select Board**
Finance Committee recommends adoption of this article.

ARTICLE 3. To see if the Town will vote to adopt the Classification Plan and Compensation Plan for FY 2025, as submitted by the Personnel Board under Chapter 23 of the Town Code; said Classification Plan and Compensation Plan as printed on pages **XX** through **XX** of this warrant; funding for estimated costs of said plan included in the general operating budget of Town in Article X; or take any other action thereon.

Sponsored and Supported by the **Personnel Board**
Select Board recommends adoption of this article
Finance Committee to make recommendation at Town Meeting

ARTICLE 4. To **act on the proposed budget** and see what sums of money the Town will vote to raise and appropriate, or transfer from available funds, for the use of several departments for Fiscal Year 2025, to wit: General Government, Financial Administration, Public Safety, Education, Public Works, Health & Human Services, Culture & Recreation, Employee Benefits, Debt Service, and all other necessary proper expenses during said fiscal year; and authorize expenditure of these funds under the direction of the appropriate listed department; or take any other action thereon.

Sponsored and Supported by the Finance Committee

Estimate: \$41,421,652

Select Board recommends adoption of this article

The proposed budget is printed on pages **XX** and **XX** of this warrant.

NOTE: At this time, we anticipate that **Article 5 and Article 6** will each be offered as a "contingent appropriation." This means that although the appropriation could be approved at the Annual Town Meeting, that appropriation would be fully contingent upon successful passage of the related Proposition 2½ ballot questions. Should the override question fail, the appropriation would be rendered null and void. In the case of Article 6, the Masconomet Regional School District budget would be rejected (the district budget must be accepted by at least two of the three member communities).

ARTICLE 5. To see if the Town will vote **to raise and appropriate or transfer from available funds the sum of \$870,235** for the purpose of additionally funding the Fiscal Year 2025 Elementary School Budget; provided, however, that the appropriation authorized herein shall be subject to and contingent upon approval of the voters at the Town Election to assess additional real estate and personal property taxes in accordance with the provisions of Proposition 2 1/2, so called; or take any other action thereon.

Sponsored and supported by the **Elementary School Committee**

Finance Committee recommends adoption of this article

Select Board recommends adoption of this article

ARTICLE 6. To see if the Town will vote **to raise and appropriate or transfer from available funds the sum of \$163,902** for the purposes of additionally funding the Fiscal Year 2025 Masconomet Regional School District Assessment, thereby meeting the Town's total District assessment, provided, however, that the appropriation authorized herein shall be subject to and contingent upon approval of the voters at the Town Election to assess additional real estate and personal property taxes in accordance with the provisions of Proposition 2 ½, so called; or take any other action thereon.

Sponsored and supported by the **Masconomet Regional District School Committee**

Finance Committee recommends adoption of this article

Select Board recommends adoption of this article

ARTICLE 7. To see if the Town will vote to set the following **annual curbside solid waste collection fees: \$175 annual fee; \$175 annual fee for additional each additional 64 gallon trash barrel; \$6.00 for each 32-gallon overflow bag;** or take any other action thereon.

Sponsored and Supported by the **Board of Health**

Finance Committee recommends adoption of this article

Select Board recommends adoption of this article

ARTICLE 8. To **act on the list of proposed equipment and capital purchases** for FY 2025 and see what sums of money the Town will vote to transfer from Free Cash, for the use of several departments for fiscal year 2025, and authorize expenditure of these funds for such purposes under the direction of the appropriate listed department and authorize the Select Board or School Committees to dispose of any equipment declared surplus if replaced; or take any other action thereon.

Sponsored and supported by the **Select Board**

Estimate: **\$991,500**

Finance Committee recommends adoption of this article

Permanent Building Committee recommendations as noted

Sustainability Committee recommendation as noted

The proposed FY25 capital budget is printed on page XX of this warrant.

ARTICLE 9. To see if the Town will vote to transfer and appropriate from Free Cash the sum of \$50,000 to be expended by the Town Administrator, with the advice of the Select Board, to engage the consulting services of professional advisors to assist the Emergency Response Advisory Committee's charge to complete a comprehensive analysis on the Town's three-tiered emergency response program, and identify strategies to improve service through efficiencies and reduced emergency response times, or take any other action thereon.

Sponsored and supported by the **Select Board**

Finance Committee recommends adoption of this article

Emergency Response Advisory Committee recommends adoption of this article

ARTICLE 10. To see if the Town will vote to **transfer and appropriate from Free Cash the sum of \$147,711** (36.93% of Total) to be expended by the Masconomet Regional School District Committee, with the advice of the School Superintendent, to complete various IT, Facility, & Food Service projects, including all incidental and related expenses, or take any other action thereon.

Sponsored and supported by the Masconomet Regional District School Committee

Finance Committee recommends adoption of this article

Select Board recommends adoption of this article

ARTICLE 11. To see if the Town will vote to appropriate the sum of **\$XX** to pay costs of design, permitting, and regulatory approval, provide plans and specifications, conduct competitive construction bidding, and undertake other services as necessary, including any incidental and related costs, for a new Department of Public Works building and associated structures on Town-owned land off Spofford Road; said amount to be expended under the direction of the Permanent Building Committee; and authorize the Treasurer with the approval of the Select Board to borrow said amount under and pursuant to Massachusetts General Laws Chapter 44, Section 7, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor; and to authorize the Chief Procurement Officer under the direction of the Permanent Building Committee to enter into any and all agreements and execute any and all instruments as may be necessary on behalf of the Town to effectuate the execution of said Project; provided further that the amount of borrowing authorized pursuant to this vote shall be reduced by any grant amount received prior to the issuance of any bonds or notes under the authority of this vote; or take any other action thereon.

Sponsored and supported by **Permanent Building Committee**

Select Board recommends adoption of this article

Finance Committee recommends adoption of this article

ARTICLE 12. To see if the Town will vote to appropriate **\$XX** to engage consulting and engineering services to design, seek regulatory permitting approval, provide plans and specifications, conduct competitive construction bidding, and undertake other services as necessary, for the Spofford Pond School HVAC Project, including any incidental or related expenses, said funds to be expended under the direction of the Elementary School Committee; and that to meet this appropriation, the Treasurer, with the approval of the Select Board, is

authorized to borrow said amount under and pursuant to Massachusetts General Laws Chapter 44, Section 7, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor; and to authorize the Chief Procurement Officer under the direction of the Elementary School Committee to enter into any and all agreements and execute any and all instruments as may be necessary on behalf of the Town to effectuate the execution of said Project; provided further that the amount of borrowing authorized pursuant to this vote shall be reduced by any grant amount received prior to the issuance of any bonds or notes under the authority of this vote; or take any other action thereon.

Sponsored and supported by the **Elementary School Committee**
Board of Selectmen recommends adoption of this article
Finance Committee recommends adoption of this article

NOTE: At this time, we anticipate that **Article 13** will be offered as a "contingent appropriation." This means that although the appropriation could be approved at the Annual Town Meeting, that appropriation would be fully contingent upon successful passage of the related Proposition 2½ ballot questions. Should the override question fail, the appropriation would be rendered null and void. The Masconomet Regional School debt authorizations must be approved by all three member communities.
.....

ARTICLE 13. To see if the Town will vote to approve the indebtedness authorized by the Regional School Committee of the Masconomet Regional School District on March 20, 2024, for the purpose of engaging consulting and engineering services to design, seek regulatory permitting approval, provide plans and specifications, conduct competitive construction bidding and undertake other services as necessary, for a new roof, HVAC and Building Management System for the High School/ Middle School Building Complex, provided that said approval shall be contingent upon the passage of a Proposition 2 ½ debt exclusion ballot question under Massachusetts General Law Chapter 59 Section 21C, for the amounts required to pay the Town’s allocable share of the principal and interest on the borrowing authorized by the District, and if such ballot question is not passed, this vote will be deemed to be a disapproval; or take any other action thereon.

Sponsored and supported by the Masconomet Regional School District School Committee
Estimated Total Design Cost: \$5,000,000 (Boxford’s Share: \$ 1,846,387.50)
Select Board recommends adoption of this article
Finance Committee recommends adoption of this article
Sustainability Committee recommends adoption of this article

ARTICLE 14. To see if the Town will vote in accordance with the provisions of Chapter 77 of the Acts of 2023 to rescind the vote taken under Article 9 of the May 9, 2023 Annual Town Meeting creating a Special Opioid Settlement Stabilization Fund and dedicating 100% of the opioid litigation settlement funds received by the Town to such fund pursuant to G.L. c. 40, §5B, such funds henceforth to be placed in a special revenue fund to be expended without further appropriation for all of the purposes allowed by law, including those outlined in applicable opioid litigation settlement documents; or take any other action related thereto.

Sponsored and supported by the **Select Board**
Finance Committee recommends adoption of this article

ARTICLE 15. To see if the Town will vote to **appropriate or reserve from the Community Preservation Fund annual revenues** in the amounts recommended by the Community Preservation Committee for committee administrative expenses, debt service, community preservation projects and other expenses in Fiscal Year 2025, with each item to be considered a separate appropriation:

Appropriations:

From FY 2025 estimated annual revenues for Lincoln Hall Renovation Bond expense	\$39,332
From FY 2025 estimated annual revenues for Haynes Land Purchase Bond expense	\$112,375
From FY 2025 estimated annual revenues for Aaron Wood Renovation Bond expense	\$12,891
From FY 2025 estimated annual revenues for Boxford Commons Bond expense	\$128,500
From FY 2025 estimated annual revenues for 10 Elm Street Bond expense	\$72,500
From FY 2025 estimated annual revenues for Committee Administrative expenses	\$59,832

Reserves:

From FY 2025 estimated annual revenues for Community Housing Reserve	\$119,663
From FY 2025 estimated annual revenues for Historic Reserve	\$0
From FY 2025 estimated annual revenues for Open Space Reserve	\$7,288
From FY 2025 estimated annual revenues for Budgeted Reserve	\$625,000

or take any other action thereon.

Sponsored and supported by the **Community Preservation Committee**
Select Board recommends adoption of this article
Finance Committee recommends adoption of this article

ARTICLE 16. CPA Stiles Pond Advisory Committee

ARTICLE 17. CPA Johnson Playground Construction

ARTICLE 18. CPA Boxford Documents Center HVAC

ARTICLE 19. CPA Boxford Common Irrigation Well

ARTICLE 20. To see if the Town will vote to authorize the Select Board to acquire by gift, donation or otherwise, the following parcels of land in the Town of Boxford, and, further, to authorize the Select Board to enter into all agreements and execute any and all instruments as may be necessary on behalf of the Town to carry out the purposes of this article, or take any other action thereon.

Sponsored and supported by the **Select Board**

ARTICLE 21. To see if the Town will vote to amend the Town's Bylaws, Part 1: Administrative Legislation, Chapter 7, Committees, Commissions and Boards, Article III, Recreation Committee, Section 7-5, Purpose, by deleting the strike through language and by inserting the ***bold, italicized text*** as indicated below, or take any other action thereon:

§ 7-5. Purpose.

The Committee's purpose shall be to oversee the recreational needs of the Town, to recommend development of recreational areas as needed and ~~to be responsible for~~ ***assist with*** the care, maintenance and operation of such areas. ***The committee will meet as needed throughout the year to assess the recreational needs. The Department of Public Works Superintendent will work with the Recreation Committee.***

Sponsored and supported by the **Select Board**
Recreation Committee recommends adoption of this article

ARTICLE 22. To see if the Town will vote to amend the Town's Bylaws, Part 1: Administrative Legislation, Chapter 7, Committees, Commissions and Boards, Article XIV, Computer Management Committee, by striking it in its entirety, or take any other action thereon:

Sponsored and supported by the **Select Board**

ARTICLE 23. To see if the Town will vote to amend the Town's Bylaws, Part 1: Administrative Legislation, Chapter 19, Officers and Employees, by adding the new Article XII, Town Administrator, as set forth below, or take any other action thereon:

Chapter 19
Article XII
TOWNADMINISTRATOR
§19-26. Duties.

The Town Administrator shall be appointed by the Select Board and shall have the following duties:

- A. Chief Administrative Officer. The Town Administrator shall serve as the Town's Chief Administrative Officer, shall act as the agent for the Select Board and shall be responsible to the Select Board for the proper operation of Town affairs for which said Town Administrator is given responsibility under this bylaw. The Town Administrator shall supervise, direct and be responsible for the efficient administration of all departments and employees under the jurisdiction of the Select Board and all functions for which the Administrator is given responsibility, authority or control by the Town of Boxford bylaws, Town Meeting vote, or by vote of the Select Board. He/she shall coordinate with all committees, commissions and officials not under the jurisdiction of the Select Board.
- B. Chief Personnel Officer. The Town Administrator shall exercise overall responsibility for human resources for the Town including, but not limited to: supervision and evaluation of Town employees appointed by and under the jurisdiction of the Select Board. The Town Administrator shall administer the Town's Personnel Bylaw, including maintenance of centralized personnel records, preparation of annual evaluation of Town employees and recommendation of compensation. The Town Administrator shall direct the Town's contract negotiations and collective bargaining. He or she may inquire at any time into the conduct of any officer, employee, special employee, independent contractor, department, board commission or agency with regard to any matters affecting Town administration and have open and free access to all documents, and records from any source, electronic or otherwise, that are relevant to said inquiry.
- C. Chief Financial Officer. The Town Administrator shall serve as Chief Financial Officer. The Town Administrator is responsible to prepare, propose and submit to the Select Board and Finance Committee the fiscal documents pertaining to the annual operating budget and proposed capital outlay program for all municipal departments. The Town Administrator is responsible for the preparation and maintenance of the Town's Capital Improvement Program, preparing recommendations for annual capital request and an annual 5-year capital plan for purchase and maintenance of capital assets. The Town Administrator oversees the Town's Financial Team and may, pursuant to authority delegated by the Select Board, appoint a Director of Municipal Finance to oversee daily budgetary functions.

- D. Chief Procurement Officer. The Town Administrator shall act as Chief Procurement Officer in accordance with the provisions of Chapter 30B of the Massachusetts General Laws, and may appoint such assistant procurement officers as provided in Chapter 30B of the Massachusetts General Laws. Contacts shall be subject to execution by the Select Board unless otherwise provided by law.
- E. Under policy direction of the Select Board, coordinates with Town Counsel on legal matters affecting the Town.
- F. Responsible for the management of all properties under the authority of the Select Board.
- G. Responsible for media and public relations; to establish and maintain positive community relations with local organizations, groups and residents; act as Town liaison with local, regional, state and federal agencies
- H. Responsible for the coordination of Town-wide information technology and systems.
- I. Shall have access to all municipal books, papers and documents or information necessary for the proper performance of the duties of the administrator. The Town Administrator may, without notice, cause the affairs of any division or department under the Town Administrator's supervision, or the conduct of any officer or employee thereof, to be examined.
- J. Appointments. the Town Administrator shall provide guidance and recommendations to the Select Board regarding appointment of Town employees appointed by and under the jurisdiction of the Select Board; provided, however, that the Select Board shall, in its sole discretion, appoint, hire, remove and discipline, subject any applicable collective bargaining agreements, officers and employees under the jurisdiction of the Select Board.
- K. Recommend to the Select Board, who are granted the authority to make such changes upon majority vote, the reorganization, consolidation or abolishment of Town departments or agencies, to provide for new departments or agencies and to recommend a reassignment of powers, duties and responsibilities among such departments or agencies so established or existing;
- L. Perform any other duties as are required to be performed by the Town Administrator by by-laws, administrative code, votes of the Town Meeting, or votes of the Select Board, or otherwise.

ARTICLE 24. To see if the Town will vote to amend the Town’s Bylaws, Part II: General Legislation, Chapter 164, Stretch Energy Code, , by deleting the chapter title in the Table of Contents and replacing it with “Specialized Stretch Energy Code” and deleting the language contained in that chapter in its entirety and replacing it with the following language, , for the purpose of regulating the design and construction of buildings for the effective use of energy and reduction of greenhouse gas emissions, pursuant to the entirety of 225 CMR 22 and 23 including Appendices RC and CC, including future editions, amendments or modifications thereto, with an effective date of **January 1, 2025**, a copy of which is on file with the Town Clerk, or take any other action relative thereto.

Chapter 164
SPECIALIZED ENERGY CODE
§ 164-1 Definitions
§ 164-2 Purpose
§ 164-3 Applicability
§ 164-4 Stretch Code

§ 164-1 Definitions

International Energy Conservation Code (IECC) – The International Energy Conservation Code (IECC) is a building energy code created by the International Code Council. It is a model code adopted by many state and municipal governments in the United States for the establishment of minimum design and construction requirements for energy efficiency, and is updated on a three-year cycle. The baseline energy conservation requirements of the MA State Building Code are the IECC with Massachusetts amendments, as approved by the Board of Building Regulations and Standards and published in state regulations as part of 780 CMR.

Specialized Energy Code – Codified by the entirety of 225 CMR 22 and 23 including Appendices RC and CC, the Specialized Energy Code adds residential and commercial appendices to the Massachusetts Stretch Energy Code, based 3 | P a g e on amendments to the respective net-zero appendices of the International Energy Conservation Code (IECC) to incorporate the energy efficiency of the Stretch energy code and further reduce the climate impacts of buildings built to this code, with the goal of achieving net-zero greenhouse gas emissions from the buildings sector no later than 2050.

Stretch Energy Code - Codified by the combination of 225 CMR 22 and 23, not including Appendices RC and CC, the Stretch Energy Code is a comprehensive set of amendments to the International Energy Conservation Code (IECC) seeking to achieve all lifecycle cost-effective energy efficiency in accordance with the Green Communities Act of 2008, as well as to reduce the climate impacts of buildings built to this code.

§ 164-2 Purpose

The purpose of 225 CMR 22.00 and 23.00 including Appendices RC and CC, also referred to as the Specialized Energy Code is to provide a more energy efficient and low greenhouse gas emissions alternative to the Stretch Energy Code or the baseline Massachusetts Energy Code, applicable to the relevant sections of the building code for both new construction and existing buildings.

§ 164-3 Applicability

This energy code applies to residential and commercial buildings.

§ 164-4 Specialized Code

The Specialized Code, as codified by the entirety of 225 CMR 22 and 23 including Appendices RC and CC, including any future editions, amendments, or modifications, is herein incorporated by reference into the Town of Boxford General Bylaws, Chapter 164.

The Specialized Code is enforceable by the inspector of buildings or building commissioner

Sponsored and supported by the **Select Board**
Sustainability Committee recommends adoption of this article

ARTICLE 25. To see if the Town will vote to amend the Town’s Bylaws, Part II: General Legislation, Chapter 196, Zoning, Article V, Use Regulations, Section 196-13, R-A Residence-Agricultural District, Subsection 196-13C, Accessory apartments in residence districts, by deleting the strike through language and by inserting the ***bold, italicized text*** as indicated below, or take any other action thereon:

Sponsored and supported by the **Select Board**
Planning Board recommends adoption of this article
Zoning Board of Appeals recommends adoption of this article

ARTICLE 26. To transact any other business that may legally come before said meeting.

Supporting documents for this warrant may be found at:
www.boxfordma.gov/TownMeeting2024

You are hereby ordered to notify and warn voters to meet in the Boxford Town Hall, 7A Spofford Road, Boxford, MA, on Tuesday, the 21st of May next, polls open from 7:00 a.m. to 8:00 p.m., for the following purposes, viz: to choose by ballot the following Town Officers for the ensuing year: **Select Board**, TWO member for three years; **Board of Assessors**, ONE member for three years; **Board of Health**, TWO members for three years; **Boxford School Committee**, TWO members for three years; **Masconomet Regional District School Committee**, TWO members for three years; **Board of Library Trustees**, TWO members for three years; **Town Moderator**, ONE for 3 years; **Constable, East Parish**, ONE for three years; **Constable, West Parish**, ONE for three years; **Board of Commissioners of Trust Funds**, ONE member for three years.

QUESTION #1: Shall the Town of Boxford be allowed to assess an additional \$XX in real estate and personal property taxes for the purposes of funding the Fiscal Year 2025 Elementary School Budget beginning July first?

Yes ___ No ___

QUESTION #2: Shall the Town of Boxford be allowed to assess an additional \$XX in real estate and personal property taxes for the purposes of funding the Fiscal Year 2025 Masconomet Regional School District Assessment beginning July first?

Yes ___ No ___

QUESTION #3: Shall the Town of Boxford be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay the Town's allocable share of the bonds issued by the Masconomet Regional School District for the purpose of paying costs of an owners project manager (OPM) and design services in connection with the Roof, HVAC, and Building Management System construction project at the High School/Middle School Building Complex, including the payment of all costs incidental and related thereto.

Yes ___ No ___

And you are directed to serve this warrant by posting attested copies thereof at each of the public meeting houses in said Town seven days, at least, before the time of holding said meeting.

Hereof, fail not and make due return of this warrant with your doing thereon to the Town Clerk at the time and place of holding said meeting.

Given under our hands this _____ day of _____ in the year of our Lord, two thousand twenty-four.

Barbara G. Jessel, Chair

Margaret Chow-Menzer, Clerk

SELECT BOARD

Charles J. Costello

Peter C. Perkins

Judith A. Stickney

I have served this warrant by posting attested copies thereof on each of the meeting houses in said Town of Boxford seven days, at least, before the time of holding said meeting.

David A. Smallman, Constable
West Parish

John A. Rowen, Constable
East Parish

Date _____

Date _____

**TOWN OF BOXFORD - COMPENSATION PLAN for
NON-BENEFIT ELIGIBLE CLASSIFICATION PLAN EMPLOYEES
FISCAL YEAR 2025**

<u>HOURLY EMPLOYEES CLASSIFICATION</u>	<u>HOURLY RATE FY2025</u>
1. Library Personnel	
Circulation Attendant	\$15.30
Library Assistant	\$17.63
2. Minutes Secretary	\$18.53 - \$22.53
3. Clerical Associate	\$20.00
5. Alternate Building Inspector	\$29.61
6. Recycle Attendant	\$18.28
7. Election Officers	
Wardens	\$15.30
Inspectors	\$15.81
8. Plumbing/Gas Inspector	\$381.78 (weekly)
9. Wiring Inspector	\$381.78 (weekly)
10. DPW Summer Help	
Starting	\$17.34
Returning 2nd Year	\$17.68
Each Successive Returning Year	+ \$.35/ hour
11. Parks Program (Seasonal)	
Director	\$35.37 - \$41.61
Assistant Director	\$20.29 - \$25.50
Nurse	\$26.52 - \$37.74
Senior Counselor	\$15.50
Junior Counselor	\$15.00
12. Outreach Worker	\$19.20
13. Van Driver	\$16.15

TOWN OF BOXFORD, MA - NON-UNION CLASSIFICATION PLAN

Grade N-1

No position assigned.

Grade N-2

No position assigned.

Grade N-3

Assistant Treasurer/Collector of Taxes

Grade N-4

Administrative Services Manager/ HR Coordinator

Grade N-5

Director of Communications
Director of Senior Services
Town Clerk

Grade N-6

Director of Public Health
Director of Public Libraries
Inspector of Buildings

Grade N-7

Director of Assessments
Director of Land Use
Assistant Town Administrator
Treasurer/Collector

Grade N-8

No position assigned.

Grade N-9

DPW Superintendent/Town Engineer
Fire Chief

Grade N-10

Police Chief
Director of Municipal Finance/Town Accountant

Grade N-11

Town Administrator

TOWN OF BOXFORD – PROPOSED NON-UNION COMPENSATION PLAN FY 2025

Based on 40-hour work week.

Grade		Min	Mid	Max
1	Hourly	\$ 27.97	\$ 33.56	\$ 39.15
	Weekly	\$ 1,118.67	\$ 1,342.41	\$ 1,566.14
	Annual	\$ 58,394.82	\$ 70,073.78	\$ 81,752.75
2	Hourly	\$ 30.34	\$ 36.41	\$ 42.48
	Weekly	\$ 1,213.76	\$ 1,456.51	\$ 1,699.27
	Annual	\$ 63,358.38	\$ 76,030.05	\$ 88,701.73
3	Hourly	\$ 32.92	\$ 39.51	\$ 46.09
	Weekly	\$ 1,316.93	\$ 1,580.32	\$ 1,843.70
	Annual	\$ 68,743.84	\$ 82,492.61	\$ 96,241.38
4	Hourly	\$ 35.72	\$ 42.87	\$ 50.01
	Weekly	\$ 1,428.87	\$ 1,714.65	\$ 2,000.42
	Annual	\$ 74,587.07	\$ 89,504.48	\$ 104,421.89
5	Hourly	\$ 38.76	\$ 46.51	\$ 54.26
	Weekly	\$ 1,550.33	\$ 1,860.39	\$ 2,170.46
	Annual	\$ 80,926.97	\$ 97,112.36	\$ 113,297.76
6	Hourly	\$ 42.05	\$ 50.46	\$ 58.87
	Weekly	\$ 1,682.10	\$ 2,018.52	\$ 2,354.94
	Annual	\$ 87,805.76	\$ 105,366.91	\$ 122,928.07
7	Hourly	\$ 45.63	\$ 54.75	\$ 63.88
	Weekly	\$ 1,825.08	\$ 2,190.10	\$ 2,555.11
	Annual	\$ 95,269.25	\$ 114,323.10	\$ 133,376.95
8	Hourly	\$ 49.51	\$ 59.41	\$ 69.31
	Weekly	\$ 1,980.21	\$ 2,376.26	\$ 2,772.30
	Annual	\$ 103,367.14	\$ 124,040.56	\$ 144,713.99
9	Hourly	\$ 53.71	\$ 64.46	\$ 75.20
	Weekly	\$ 2,148.53	\$ 2,578.24	\$ 3,007.94
	Annual	\$ 112,153.34	\$ 134,584.01	\$ 157,014.68
10	Hourly	\$ 58.28	\$ 69.93	\$ 81.59
	Weekly	\$ 2,331.16	\$ 2,797.39	\$ 3,263.62
	Annual	\$ 121,686.38	\$ 146,023.65	\$ 170,360.93
11	Hourly	\$ 63.03	\$ 75.64	\$ 88.24
	Weekly	\$ 2,521.28	\$ 3,025.53	\$ 3,529.79
	Annual	\$ 131,610.60	\$ 157,932.72	\$ 184,254.84

Proposed Equipment and Capital Purchases for FY 2025

			PBC Recommendation	Sustainability Committee Recommendation
1	IT Hardware	\$65,000		
2	New Automated Trash Collection - Trash and Recycling Bins	\$340,000		
3	Design & Permitting of Balmoral Drainage System	\$50,000		
4	Lincoln Hall Maintenance	\$55,000		
5	Police Station Ceiling Repairs	\$7,500		
6	Boxford Common Irrigation Maintenance	\$15,000		
7	Fire Department Turnout Gear	\$27,000		
8	Fire Department SCBA Compressor	\$68,000		
9	Communications - Fire and Police Backup Repeaters	\$65,000		
10	Town Clerk - Election Tabulators	\$19,000		
11	Cole School and Spofford Schools Floor Replacement, next phase	\$50,000		
12	Cole School HVAC Feasibility Study	\$80,000		
13	Cole School ADA Improvements Project	\$150,000		
	Total ARTICLE 9	\$991,500		