

## **MINUTES OF THE BOARD OF SELECTMEN**

March 1, 2021

Recorded from Town Hall, 139 Main Street, Rowley, MA

1:00 p.m.

**MEMBERS PRESENT:** Chairman Cliff Pierce; Vice Chairman Joseph Perry; Clerk Deana M.P. Ziev; David Petersen; Robert Snow (Town Administrator Deborah Eagan, Assistant Town Administrator Amy Lydon)

### **CALL MEETING TO ORDER**

Chairman Pierce called the meeting to order at 1:03 p.m. He read the following:

Consistent with the Governor's orders suspending certain provisions of the Open Meeting Law this meeting will be conducted by remote participation to the greatest extent possible. The public may not physically attend this meeting, but every effort will be made to allow the public to view and listen to the open session portion of the meeting in real time. Persons who wish to do so are invited to watch the open session portion of the meeting on Rowley Community Media TV / listen live on the RCM page on the Town's website at [www.townofrowley.net](http://www.townofrowley.net) or join the meeting from your computer, tablet or smartphone by using the link: <https://global.gotomeeting.com/join/633824541> an also dial in using your phone by calling +1 (571) 317-3112 and using access code 633-824-541. In the event that live transmission proves infeasible, an audio or video recording, transcript or other comprehensive record of the open session portion of the meeting will be made available on the Town's website as soon as possible.

**1:00 p.m. APPOINTMENT** Triton Regional School Committee Chair Nerissa Wallen and Triton Regional School Superintendent Brian Forget to discuss FY 22 Triton Regional School District Tentative Budget

Chairman Pierce thanked Nerissa and Brian for attending the meeting. He asked if they could outline their plan for the rest of the year, and asked if it will be hybrid or fully in person.

Wallen said they have a meeting next Wednesday to discuss this, so she can't respond to that question, but she can explain where they have been as follows:

- Commissioner Riley of the Massachusetts Department of Elementary and Secondary Education has submitted a proposal that will grant him authority to end the ability for schools to use hybrid and remote learning models.
- Triton developed three models over the summer: fully remote; hybrid, with half of the classes in every other day, and 1 day per week fully remote; and fully in person.
- High priority students have been fully in person 4.5 days per week since the beginning of the year. These students include special education and English language students. K-2 students have been fully in person since December

- A remote academy is used for families opting to be fully remote. 300 students in K-12 have been using this academy. Grades K-8 are taught by Triton teachers, separate from the other learning models. Grades 9-12 use Florida virtual academy, which is asynchronous learning with oversight from Triton teachers.
- Triton started the year fully remote due to HVAC and COVID/contact tracing issues
- The hybrid model was used from October to early December.
- Cases increased, they had issues with getting COVID tests and testing turn-around times, so they went remote through the holidays and two weeks after to get over the holiday surge.
- Remote continued until towards the end of January because the surge continued, and they went back to hybrid at the end of January.
- New CDC guidance came out in February, they continued to provide transportation, but there has been a shift to parent provided transportation. They negotiated lower costs with the bus company due to the decreased number of runs.
- They have been providing free nutrition breakfast, lunch and snacks for children ages 0-18 in the 3 district towns. From September to December they provided 25,000 meals. Deliveries have been made through the bus companies, and there have been pick up locations in each town.
- Grant funds were used to provide 1 device to every student, internet hotspots, streaming abilities in the classrooms, google school and additional IT support on a contract basis.
- HVAC systems have all been evaluated except for PGS since the school was just renovated. The goal was 4 air exchanges per hour, and they had some repairs, some supporting systems were added and filters were changed.
- Other safety measures have been implemented such as one way corridors, sanitation stations, masks, plexi-glass dividers in offices and new furniture for social distancing.
- The middle and high schools have a code system that uses a scan function to track where a student was during the class periods for contact tracing.
- They received \$1.7 million dollars in grants used for chromebook leases, HVAC work, PPE, new furniture and storage and special education services. Remaining funds will be used for the second year chromebook lease, academic health initiatives for grade K-12 and to cover budget shortfalls in certain places.

Wallen thanked the three towns for funding the contact tracing liaison for Triton, and said this person is invaluable and a tremendous resource. She said the Town Health Departments have been amazing. She thanked Superintendent Brian Forget, the School Business Administrator, the Special Education staff, Lucinda Ward for her help with the meals program, Chris Walsh the facilities manager, the School Principals, Nurses, Staff and all the families, who adapted to everything.

Pierce said this is a lot of stuff and asked Wallen if she has been able to get any sleep. Wallen said it's been a full time job, they are trying to do this the best way they can, and it has been a community effort with thousands of people putting in time and effort to get

it done. Ziev said Wallen needs to be acknowledged and said she appreciates all Wallen does, using her time and putting in a tremendous effort. Petersen commended Wallen for the presentation and said she has a great deal of knowledge. Petersen asked about the status of the chairs at the Pine Grove School. Forget said the last he heard the chairs were in Arkansas and on their way to Rowley, and were delayed due to snow.

Forget said regarding the FY22 budget, they have a tentative budget that he doesn't want to rehash unless the Board wishes him to review it in detail. He asked if he can answer any questions about the budget. Pierce asked if there are any recent developments that might alter the tentative budget. Forget said an unknown is the 1.9 trillion dollars on the way from the Federal level, which has heard could be directed to Towns and schools, but we don't know any amounts yet. He said the focus of the meeting on Wednesday will be about returning to school fully in person. He said a lot of these funds will be needed for additional services to close the gaps due to the unusual school year. He said he thinks they can be more aggressive on their assumptions for special education out of district, which will decrease slightly; medical costs which were estimated at 5%, but renewed at 1.18% which is a decrease of \$50,000 to \$60,000. He said the rest comes down to revenues, and they are more confident with regional transportation and circuit breaker numbers. He said on Wednesday, additional services above level services will be discussed. He said the budget will decrease at least a couple hundred thousand in the final budget to be approved on the 10<sup>th</sup>.

Petersen said over the past 10 years, the district has lost approximately 750 students, yet each year the Triton budget grows by 1.5 to 2 million dollars. He asked what the status of the lost students is. Forget said enrollment has decreased 15% and costs have increased over the past 15 years, and this is not unique to Triton. He said he has a presentation that outlines the numbers and the types of staff changes over this time. He said the number of classroom teachers has declined with enrollments, however there have been significant increases in the number of special education/specialized programs, interventionists and clinical social workers on staff. He said the staff size has shrunk, but not at the same rate as enrollments since they have added varied supports for students in need. He said he can do an updated presentation to the Board next year. He said the FY22 budget assumes that the majority of students who left this year will be returning. He said the Clark School offered discounted tuition to Rowley residents this year, and if Rowley's numbers do rebound, Rowley's increase will be larger in FY23. He said there is a slim chance that the State's enrollment calculations will be adjusted, and there are 37,000 fewer students enrolled in FY21 versus FY20. Wallen said many families have delayed entering their kids into preschool and kindergarten due to safety concerns, so we will see a bump there as well.

Petersen asked how Triton's budget has been received by the other two Towns who have larger increases than Rowley does. Forget said Newbury's increase is \$554,000, and they have said this is a higher increase, but more in line with their previous assessments. He said Salisbury's increase is \$976,000, which they have said is not affordable, and said that the low \$800,000s is a target number they would be able to

support. He said Rowley's increase of \$268,000 will likely go down to the mid 100,000s.

Pierce asked if they have done long term projections on population growth, and if they expect enrollments to continue to decrease or to stabilize. Forget said they do an enrollment study every year, but it doesn't include a lot of forecasting with pointed assumptions. He said at one point the enrollments were projected to decrease to 2,200, and now they are at 2,300, which he thinks is a plateau. He said enrollments increase with births and home purchases/new housing developments.

Petersen thanked Wallen and Forget for coming in, and said it was helpful. He said this was an extremely challenging year, he thanked them for all they are doing and to give his best to the rest of the Committee and the staff. He said we don't always agree on the Triton budget.

**1:20 p.m. APPOINTMENT** Police Chief Scott Dumas to discuss Body Worn/In-Car Camera Systems to contract award

Police Chief Scott Dumas said we have received grant funding totaling \$48,000 for this project. He said with all eyes on law enforcement these days, these camera systems will help with transparency in the Department. He said he developed a written proposal to solicit quotations, he received five responses, and he recommends the contract be awarded to Getac Video Solutions. He said there are two bidders lower than Getac Video Solutions, but he has concerns about them since Rowley is a smaller municipality with limited IT capabilities, and we need a cloud based product. He said he recommends Getac at \$48,180.90. He said he spoke to their references, who are happy with the quality of their product, its ease of use and the support from the company.

Petersen asked how many units are being purchased and if there is a unit for each officer. Dumas said each cruiser will have a camera unit in it. He said the units for the officers will be pooled, and they will have some spares. Petersen asked about repair costs and replacements due to wear and tear. Dumas said the systems are robust, and Getac replaces the body worn cameras after 24 months, and we can keep the original cameras. He said the biggest issue with the body worn cameras are the different clipping systems when an officer is in a physical situation. He said there have been no issues with the cameras in the cruisers. Petersen asked if we should look to implement a replacement program. Dumas said he will look to do this, and the \$5,694 annual cost for Getac will be added into the operating budget for licensing and maintenance fees. He said the cost to replace each cruiser camera is \$1,000 to \$2,000, and the body cameras will be replaced by Getac every 24 months. Petersen asked if officers can turn the cameras on or off and if there will be a policy on how these are to be used. Dumas said there will be a policy that balances the need for transparency with civil liberty issues. He said the policy has been modeled off of other agencies, and he can send the Board a copy of it. Ziev asked if it will be a requirement that the cameras are worn. Dumas said it will be a requirement. He said for certain situations, such as domestic violence calls, they will need strict guidelines around the use of the cameras.

Dave Petersen made a motion to approve the award of the contract to Getac Video Solutions, Bob Snow second, all in favor, roll call vote– Bob Snow – aye; Cliff Pierce – aye; Joe Perry – aye; Dave Petersen – aye. Deana Ziev – ABSTAINED.

**1:30 p.m. APPOINTMENT** Fire Chief James Broderick to present Robert J. O’Leary and Brian Sculley as Full-time Firefighters

Chief Broderick said both candidates are with him, and are socially distanced. He said the Town was awarded a SAFER grant to hire two additional firefighters. He said over the past six months, we have had a rigorous process and over 30 candidates applied. He said these two finalists are members of the call force. He said each of them passed the PAT last week, and said Brian Sculley and R.J. O’Leary are the successful candidates for the two full-time Firefighter positions.

Joe Perry made a motion to approve both candidates as full-time firefighters, Deana Ziev second, all in favor, roll call vote– Bob Snow – aye; Cliff Pierce – aye; Joe Perry – aye; Dave Petersen – aye; Deana Ziev – aye

Pierce and Petersen congratulated Sculley and O’Leary. Petersen asked Chief Broderick when the second shift will start. Broderick said he is working on a plan that he plans to present to the Board of Selectmen that will be two shifts per day for seven days a week. He said coverage will be for 12 hours per day, with shifts of 3 people. Petersen asked for an update on the status of the new truck. Broderick said the truck has been built and he has a virtual acceptance meeting this week. He said the truck still needs to be lettered and additional equipment needs to be installed. He said he expects the truck to be in Rowley by the third week in March.

**GENERAL BUSINESS**

1. Approve FY 21 State Cultural Council Grant State Contract forms

Chairman Pierce read the following:

*The Town is receiving a \$5,300 Massachusetts Cultural Council grant for this fiscal year (FY 21).*

*The Board of Selectmen needs to vote by roll call to accept the grant and to authorize Chairman Pierce to sign the State Contract forms.*

*Debbie has notified Rowley Cultural Council (RCC) Chairwoman Sharon Hydren of the State grant award. Once the completed grant paperwork is returned to the State, the Town will receive the funds. The RCC will need to meet to review applications and to award grants.*

Dave Petersen made a motion to accept the grant and to authorize Chairman Pierce to sign the State contract forms, Joe Perry second, all in favor, roll call vote– Bob Snow – aye; Cliff Pierce – aye; Joe Perry – aye; Dave Petersen – aye; Deana Ziev – aye

## **NEW BUSINESS**

1. YMCA notice that they are converting the well system to Town water

Chairman Pierce read the following:

*YMCA Director Chris Bevilacqua informed Debbie that the Y plans to discontinue the well system at the Y Camp and switch to the Town water system. Chris discussed this plan with Rowley Water Superintendent Bob Gray and Primary Water Operator Rob Swinarski. Chris Bevilacqua sent Debbie the following email message.*

*Hi Debbie,*

*I hope you're well. We spoke to the water department yesterday about switching the water to the camp sites off of the well system and moving it over to town water. The camp sites are the last of the water system that is still on the well. Switching them to town water would eliminate the need for us to use the well system, as well as keep up with the Department Of Environmental Protection regulations for opening, upkeep, and closing of a well system. The camp sites use very little water so it would not be a substantial additional burden on the town water system.*

*The water department are fine with us doing this and we would contract out a licensed plumber to come in and do the work for us. I wanted to run it by you before we made any final decisions though. Are you ok with us moving forward with this?*

*Thanks,  
Chris*

*Debbie spoke with Water Department Administrative Assistant Katherine Bento who said that the Y will need to be responsible for all the water pipes connections that will need to be made at the camp.*

*Chairman Pierce said the Board of Selectmen, as the "landowner" will need to approve the Y's request. If the Board is in agreement, they will need to vote by roll call.*

Eagan said Chris Bevilacqua is on the phone call. Petersen said this is probably a good idea and will make things easier given the testing requirements for the well.

Bob Snow made a motion to approve the YMCA's request to discontinue the well system at the Y Camp and switch to the Town water system, with the YMCA responsible for all the water pipe connections that need to be made, Joe Perry second, all in favor, roll call vote— Bob Snow – aye; Cliff Pierce – aye; Joe Perry – aye; Dave Petersen – aye; Deana Ziev – aye

2. Discuss capital projects using Community Preservation Act funds

Chairman Pierce read the following:

Below is an update on two projects that you have already voted on, as well as two additional projects that will require the Board's vote.

**PROJECTS ALREADY VOTED ON:**

**Replacement of handicap ramp at Town Hall:**

The Board discussed this project during the December 14, 2020 Selectmen's meeting. The Board authorized us to go out to bid for this work ahead of Town Meeting, with the bid award being contingent upon getting the additional CPA funding at Town Meeting to complete the project.

We received nine bids for this project. Tom Mullen has recommended that the low bidder be rejected because their bid was not responsive. CBI is in the process of checking the references for the second low bidder, who submitted a bid price of \$88,420. Once the reference checks are complete, we will file an application with the CPC to seek the additional funding of needed to complete this project.

|                           |                |
|---------------------------|----------------|
| Remaining ramp funding    | \$ 47,900.00   |
| CBI contract              | \$ (17,000.00) |
| construction cost         | \$ (88,420.00) |
| 10% contingency           | \$ (8,842.00)  |
| Additional funding needed | \$ (66,362.00) |

**Restoration of historic slate roof at Town Hall Annex:**

The Board discussed this project during the January 25, 2021 Selectmen's meeting. The Board authorized us to request \$65,000 in funding from the CPC for this restoration project. We will file an application with the CPC for this funding.

**ADDITIONAL PROJECTS:**

**Replacement of first floor windows at Town Hall Annex:**

The windows at the Annex building are believed to be original to the building. The glazing that holds the window glass into the window panes is badly deteriorating. The windows are no longer able to be cleaned due to how frail they are. We have received a quote to replace the windows at the Annex, with windows similar to those used at Town Hall. Based on this quote, we would like to request \$80,000 in CPA funds to replace all 26 windows on the first floor of the Town Hall Annex.

Does the Board wish to seek funding for this project? If so, the Board needs to vote by roll call to file this application with the CPC.

Petersen said when the siding project was done at the Annex, the walls were insulated, but we didn't want to do the windows at that time. He said the windows really need to be replaced and they are heavy and old. He said hopefully the townspeople will

understand the need for this. He said the new windows at Town Hall are a real asset to the building.

Dave Petersen made a motion to file an application with the CPC to request \$80,000 to replace the first floor windows at the Town Hall Annex, Bob Snow second, all in favor, roll call vote– Bob Snow – aye; Cliff Pierce – aye; Joe Perry – aye; Dave Petersen – aye; Deana Ziev – aye

Pierce continued:

**Roadway into the Bradstreet property**

*The Board discussed this project during the February 8, 2021 and February 22, 2021 Selectmen’s meetings. Debbie has reached out to Meridian to get a cost estimate for the additional engineering work that is needed, and a construction estimate. The Board will need to vote if they would like to file an application with the CPC for this project.*

Eagan said she has not received a return phone call or email from Meridian. She said she reached out to HL Graham this morning and hopefully she will speak to him soon and this will be ready for the next CPC meeting.

3. Basketball court project update

Chairman Pierce read the following:

*At the June 22, 2020 Special Town Meeting, \$85,000 of CPA funds were appropriated to renovate the basketball court in front of the Pine Grove School.*

**Engineering Firm:**

*We have been looking for an engineering firm to prepare the design of the basketball court, create construction specifications, submit required permits with the Conservation Commission, and to oversee the construction. We need a firm specializing in this work because we do not have the technical capabilities in house to develop the plans, develop bid specifications, file for CONCOM permits and oversee the construction.*

*We received no response from the first five engineering firms that we reached out to. The sixth firm we reached out to, VHB (Vanasse Hangen Brustlin), said they were too busy to take on this project, but recommended Huntress Associates. We take the recommendation of VHB highly because they have worked for the Town in the past.*

*Huntress Associates submitted the attached proposal for these services. We have not received a recommendation to hire Huntress Associates from the Parks and Recreation Committee. P&R Chairman Haley has sent the attached emails about his concerns.*

*Huntress Associates provided the attached Firm Profile, Resume and portfolio of projects. Amy did reference checks with The Town of Newbury and the City of Newburyport, who are both currently working with Huntress on projects. They said*

Huntress is “awesome, a pleasure to work with”, “absolutely excellent and very responsive.” They said they did not have any issues with the timeliness of communications with Huntress, and they felt that Huntress had sufficient resources to dedicate to their projects. They both said they would hire this firm again. Other municipalities are using firms specializing in this work for these types of projects.

Does the Board wish to hire Huntress Associates for the engineering work for this project? If so, the Board needs to vote by ROLL CALL to approve this contract.

**Project Funding:**

Joe Haley and Tim Southall have indicated that they wish to have at least 4, and ideally 6 hoops on this court. Huntress has provided an estimated construction cost of \$65,000 for a court with two hoops, with each additional hoop costing approximately \$4,500. Using this information, to install 6 hoops, we project that there will be a shortfall in funding of \$10,000.

|   |                |
|---|----------------|
| Existing CPC Funding                      | \$ 85,000.00   |
| Huntress Contract                         | \$ (12,000.00) |
| Estimated Construction cost, with 2 hoops | \$ (65,000.00) |
| 4 additional hoops at \$4,500 each        | \$ (18,000.00) |
| Estimated Budget Shortfall                | \$ (10,000.00) |

Does the Board wish to request additional CPC funding of \$10,000 for this project? If so, the Board needs to vote by ROLL CALL to file this application with the CPC.

Petersen said he thinks we move ahead with this and request the additional \$10,000. He said if we do this project, it needs to be done right. He said Huntress has extensive experience and specializes in recreational facilities. He said for the Police and Fire stations project, they worked with a small firm that specialized in the design of police and fire stations, and this worked well. He said we have received good recommendations from Newbury and Newburyport about Huntress. He said Amy has spent a lot of time hunting down firms, and he recommends that we hire Huntress and request the additional \$10,000 from the CPC. Pierce said he agrees with Petersen, and using a specialized firm is a good thing, rather than a large firm.

Dave Petersen made a motion to hire Huntress Associates and to request an additional \$10,000 from the CPC for this project, Bob Snow second, all in favor, roll call vote– Bob Snow – aye; Cliff Pierce – aye; Joe Perry – aye; Dave Petersen – aye; Deana Ziev – aye

Petersen said he has been involved in a number of these projects and time is money. He said if someone wants to hold off on moving forward, the project will cost more money.

## **FY 22 BUDGETS**

- Finance Committee

Dave Petersen made a motion to approve the FY22 Finance Committee budget, Bob Snow second, all in favor, roll call vote– Bob Snow – aye; Cliff Pierce – aye; Joe Perry – aye; Dave Petersen – aye; Deana Ziev – aye.

- Town Hall

Joe Perry made a motion to approve the FY22 Town Hall budget, Bob Snow second, all in favor, roll call vote– Bob Snow – aye; Cliff Pierce – aye; Joe Perry – aye; Dave Petersen – aye; Deana Ziev – aye.

- Town Hall Annex

Dave Petersen made a motion to approve the FY22 Town Hall Annex budget, Bob Snow second, all in favor, roll call vote– Bob Snow – aye; Cliff Pierce – aye; Joe Perry – aye; Dave Petersen – aye; Deana Ziev – aye.

- Harbormaster

Bob Snow made a motion to approve the FY22 Harbormaster budget, Dave Petersen second, all in favor, roll call vote– Bob Snow – aye; Cliff Pierce – aye; Joe Perry – aye; Dave Petersen – aye; Deana Ziev – aye.

- Agricultural Commission

Bob Snow made a motion to approve the FY22 Agricultural Commission budget, Dave Petersen second, all in favor, roll call vote– Bob Snow – aye; Cliff Pierce – aye; Joe Perry – aye; Dave Petersen – aye; Deana Ziev – aye.

- Tree Department

Bob Snow made a motion to approve the FY22 Tree Department budget, Joe Perry second, all in favor, roll call vote– Bob Snow – aye; Cliff Pierce – aye; Joe Perry – aye; Dave Petersen – aye; Deana Ziev – aye.

- Highway Department

Dave Petersen made a motion to approve the FY22 Highway Department budget, Bob Snow second, all in favor, roll call vote– Bob Snow – aye; Cliff Pierce – aye; Joe Perry – aye; Dave Petersen – aye; Deana Ziev – aye.

- Snow and Ice

Bob Snow made a motion to approve the FY22 Snow and Ice budget, Dave Petersen second, all in favor, roll call vote– Bob Snow – aye; Cliff Pierce – aye; Joe Perry – aye; Dave Petersen – aye; Deana Ziev – aye.

- Veterans Committee

Dave Petersen made a motion to approve the FY22 Veterans Committee budget, Deana Ziev second, all in favor, roll call vote– Bob Snow – aye; Cliff Pierce – aye; Joe Perry – aye; Dave Petersen – aye; Deana Ziev – aye.

- Debt

Joe Perry made a motion to approve the FY22 Debt budget, Bob Snow second, all in favor, roll call vote– Bob Snow – aye; Cliff Pierce – aye; Joe Perry – aye; Dave Petersen – aye; Deana Ziev – aye.

Joe Perry expressed his appreciation to the Board of Health. He said the second COVID vaccine shot was administered last Thursday. He said they did an excellent job and he was able to get in and out in a short time.

### **ADJOURN**

Chairman Pierce called for a motion to adjourn. Bob Snow so moved, Deana Ziev second, all in favor – aye- roll call vote – Bob Snow – aye; Joe Perry – aye; Dave Petersen – aye; Cliff Pierce – aye; Deana Ziev – aye

Meeting adjourned at 2:16 p.m.

Respectfully submitted,  
Amy Lydon  
Assistant Town Administrator

### **ATTACHMENTS:**

1. Meeting memo regarding 1:00 p.m. Appointment: Triton Regional School Committee Chair Nerissa Wallen and Triton Regional School Superintendent Brian Forget to discuss FY 22 Triton Regional School District Tentative Budget
2. Letter from Triton Regional School District regarding FY22 Budget dated February 11, 2021
3. Letter from Chairman Pierce to Triton Regional School District regarding FY22 Triton Regional School District Budget
4. Letter from Police Chief Scott Dumas regarding Body Worn/In-Car Camera Systems contract award
5. Letter from Fire Chief James Broderick regarding Appointment of Robert J. O’Leary as a Full-time Firefighter

6. Letter from Fire Chief James Broderick regarding Appointment of Brian Sculley as a Full-time Firefighter
7. Meeting memo regarding General Business #1: Approve FY 21 State Cultural Council Grant State Contract forms
8. FY 21 State Cultural Council Grant State Contract forms
9. Meeting memo regarding New Business #1: YMCA notice that they are converting the well system to Town water
10. Email from Chris Bevilacqua to Debbie Eagan regarding Water and house at Cedar Mill
11. Meeting memo regarding New Business #2: Discuss capital projects using Community Preservation Act funds
12. Meeting memo regarding New Business #3: Basketball court project update
13. Proposal for Professional Services from Huntress Associates, Inc.
14. Email correspondence with Parks & Recreation Committee Chairman Joe Haley regarding Proposal for Professional Services from Huntress Associates, Inc.
15. Email from Chris Huntress from Huntress Associates detailing recent reference work, including attached document regarding their qualifications
16. Draft FY22 budget for Finance Committee
17. Draft FY22 budget for Town Hall
18. Draft FY22 budget for Town Hall Annex
19. Draft FY22 budget for Agricultural Commission
20. Draft FY22 budget for Harbormaster
21. Draft FY22 budget for Tree Department
22. Draft FY22 budget for Highway Department
23. Draft FY22 budget for Snow and Ice
24. Draft FY22 budget for Veterans Committee
25. Draft FY22 budget for Debt