

**SPECIAL TOWN MEETING
TOWN OF MONTAGUE
COMMONWEALTH OF MASSACHUSETTS
March 2, 2017**

BACKGROUND INFORMATION

ARTICLE 1. Receive report of the Public Works Facility Planning Committee.

ARTICLES 2 through 7.

Creation and modification of WPCF Position Descriptions.

Montague's Water Pollution Control Facility (WPCF) has developed and implemented a truly innovative approach to treatment, now commonly referred to as the "Montague Process." Our staff modified the plant's conventional treatment process (extended aeration), creating a non-conventional facility that reduces sludge through a process comprised of three distinct stages: anoxic, anaerobic and fermentation.

The environmental and economic implications of the Montague Process (currently operating as a pilot with approval of the Mass DEP) are substantial. In addition to reducing the amount of sludge being trucked to landfills, Montague is now poised to reduce its sludge disposal fees by approximately \$150,000/year and to create a revenue stream of approximately \$200,000 to \$400,000/year by disposing of other local communities' sludge through the Montague Process.

Articles 2 through 7 update the WPCF's staffing model through the addition of a chief operator, redesign of certain existing positions, and improved specification of all positions to ensure they align with the work that each requires. The reclassifications better reflect the skills required of each position and place staff at wages that better align with those paid by other MA wastewater facilities. These changes are essential to retaining licensed WPCF staff in any community, but are particularly important here as we refine and implement the Montague Process.

ARTICLE 2.

Amend the classification plan adding the position of WPCF Chief Operator at Grade F

ARTICLE 3.

Amend the classification plan changing the title of WPCF Senior Clerk/Lab Technician to Administrative Assistant/Lab Technician at Grade D

ARTICLE 4.

Amend the classification plan to modify the duties of the WPCF Operator/Laborer at Grade B

ARTICLE 5.

Amend the classification plan to change the title of WPCF Operator to Wastewater Technician at Grade

ARTICLE 6.

Amend the classification plan to add the position of WPCF Lead Mechanic at Grade E

ARTICLE 7. Amend the classification plan to add the position of WPCF Lead Operator at Grade E

ARTICLE 8. Accept the last paragraph of MGL Chapter 41, Section 111F

Accepting this article would allow the town to establish a special injury leave indemnity fund for payment of injury leave compensation or medical bills incurred by a police officer during the performance of his/her duties, appropriate monies into the fund or deposit funds received from insurance proceeds or restitution, and to pay expenses incurred under Section 111F without appropriation, but with the approval of the Board of Selectmen. This would facilitate use of insurance income received in certain instances to cover the unanticipated staff time (frequently over-time) needed to cover for an officer who is injured on duty.

ARTICLE 9. Appropriate additional funds for the Town's share of the Airport Improvement Project 3-25-0032-19

Article 9 would appropriate \$3,000 for the purpose of increasing the \$8,350 previously appropriated under Article 11 of the May 7, 2016 Annual Town Meeting, as the Town's share of a Federal Grant for a Master Plan Update Project including an Airport Layout Plan Update. The increase in the Town's share is due to an increase in the projected total cost of the project, which includes designation of portions of the Airport as "not be developed" in order to protect Native American and environmental concerns. The newly anticipated project cost is \$225,000. Of that, the Federal share is \$202,500; the State share is \$11,250 and our local share is \$11,250.

ARTICLE 10. Appropriate Additional Funds for stabilizing the Strathmore Mill

Article 10 would appropriate funds for the purpose of stabilizing the Strathmore Paper Mill Buildings, including but not limited to the expenditure of funds for roof and sprinkler repair, debris removal, securing the buildings and any other related costs.