

Greenfield City Council
October 18, 2023
246th Regular Meeting
6:30 p.m.
John Zon Community Center/Zoom Hybrid

To join in person:

35 Pleasant Street, Greenfield

To join via Zoom:

<https://greenfield-ma-gov.zoom.us/j/94111466694?pwd=R1FKMWxRckdqdTZkMWd6V01jMTNSdz09>

Meeting ID: 941 1146 6694

To join via Zoom:

Dial by your location

+1 301 715 8592 US (Washington DC)

+1 305 224 1968 US

+1 309 205 3325 US

+1 312 626 6799 US (Chicago)

+1 646 558 8656 US (New York)

+1 646 931 3860 US

+1 669 900 9128 US (San Jose)

+1 689 278 1000 US

+1 719 359 4580 US

+1 253 205 0468 US

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 360 209 5623 US

+1 386 347 5053 US

+1 507 473 4847 US

+1 564 217 2000 US

+1 669 444 9171 US

Meeting ID: 941 1146 6694 Passcode: 246505

Find your local number: <https://greenfield-ma-gov.zoom.us/j/94111466694?pwd=R1FKMWxRckdqdTZkMWd6V01jMTNSdz09>

[Click here to view the full agenda](#)

AGENDA

1. Call to Order

CHAIRS STATEMENT: This meeting is being recorded by the City Council and GCTV-9. If any other persons present are doing the same you must notify the chairperson at this time. In accordance with MGLc 30A SS 20(g) “No person shall address a meeting of a public body without permission of the Chair and all persons shall, at the request of the chair, be silent. No person shall disrupt the proceedings of a meeting of a public body. If, after clear warning from the chair, a person continues to disrupt the proceedings, the chair may order the person to withdraw from the

meeting and if the person does not withdraw, the chair may authorize a constable or other officer to remove the person from the meeting.”

2. Roll Call of Members
3. Pledge of Allegiance (voluntary)
4. Approve the meeting minutes – None.
5. Communications from Superintendent of Schools and School Committee (10 minutes) **(Pg. 5)**
 - “Redistricting” Subcommittee Meeting for creation of draft schedules for 24-25 School Year.
 - New Website expected to launch end of September.
 - School Committee Special Meeting for discussion on process for hiring new Superintendent.
 - Request from the City Council to authorize participation in school transportation bid for a 5 year contract.
 - Early Class Dismissals for October.
 - Superintendent Appointment.
 - Redistricting votes rescheduled to November.
 - Budget Subcommittee Capital Requests for FY2024.
- 5a. Questions from the Council for Superintendent of Schools and School Committee
6. Communications from Mayor, City Officers and Employees (10 minutes) **(Pg. 6)**
 - Update on the City’s Plan for Cold Weather.
 - Update on the City’s Options regarding Tax Title Taking.
 - Update on Current Cases for Greenfield in Land Court.
 - Update on Collins Center Wage & Classification Study.
 - Quarterly Grant List.
 - School Funding Advocacy.
- 6a. Questions from the Council for Mayor
7. Communications from other City Employees as needed, by invitation **(Pg. 17)**
 - Report from Police Chief Robert Haigh and Deputy Chief William Gordon on the following:
 - Community Resource Policing Program, including staffing and current results.
 - Status of the Greenfield Police Department Construction & Financing.
8. Public Comment
9. Public Hearing(s) and Second Reading(s): None
10. Motions, Orders, and Resolutions
 - I. Approval of Warrant on the City Biennial Election for November 7, 2023. **(Pg. 19)**

- II. Mayor's Appointments: Board of Health – Carrie Mimitz; Board of Trustees Public Library – Jim Zaccara; Community Preservation Commission (Planning Board Appointee) – Amy McMahan; Historical Commission – Sarah Bolduc; Planning Board (Alternate to Full Member) – Amy McMahan. **(Pg. 21)**
 - III. Resolution to Endorse Senate Bill No. 303: An Act Increasing the Commonwealth's Shared of the Education Foundation Budget. **(Pg. 27)**
 - IV. Resolution to Endorse Senate Bills No. 335 and 337 Relating to Special Education Funding Reimbursement. **(Pg. 29)**
 - V. Raise the COLA Base for Retirees Pursuant to MGL C 32 Section 103(J), from \$14,000 to \$16,000 for FY2024. **(Pg. 31)**
11. Presentation of Petitions and Similar Papers – None.
 12. Report of Committees – At the time of posting there were no topics reasonably anticipated by the Chair.
 13. Unfinished Business – At the time of posting there were no topics reasonably anticipated by the Chair.
 14. Old Business – At the time of posting there were no topics reasonably anticipated by the Chair.
 15. New Business
 - First Reading (Pg. 33)
 - Repurpose \$289,000 authorized for Police Station Upgrades to Dispatch Communication System.
 - Approve payment of \$12,707.40 for FY23 Energy Millbrook Solar Invoice from FY24 Energy Millbrook Solar Account 5209.
 - Approve payment of \$50,829.58 for FY23 GTR Greenfield Millbrook Solar LLC Invoice – Sewer Enterprise from FY24 WPCF Millbrook Solar Account 5209.
 - Approve payment of \$21,178.99 for FY23 GTR Greenfield Millbrook Solar LLC Invoice – Water Enterprise from the FY24 Water Enterprise Millbrook Solar Account 5209.
 - Approve payment of \$15,038.75 for FY23 Doherty, Wallace Pillsbury and Murphy PC Invoice from FY24 Legal Town [City] Account 5302.
 - Approve the Memorandum of Understanding (MOU) between City of Greenfield and United Public Service Employees Union representing the Department of Public Works (DPW) and transfer \$25,200 from Contract Stabilization for Parks Permanent Salaries/Wages Full Time line item 5111 (\$15,200) and Wages-Custodians line item 5113 (\$10,000).
 - Notice of Zoning Amendment proposals (Pg. 63)
 - Miscellaneous Zoning Amendments: Definitions of “Farm, Poultry” and “Dwelling, Three-Family”; Section 200-55: Marijuana Establishments; Section 200-34: Sign Regulations; Section 200-21: Water Supply Protection District (WP). –
 - Zoning Amendments to Section 200-39: Open Space/Cluster Developments
 - Zoning Amendments to Section 200-50: Major Development Review, Subsection (B): Application, Paragraph (1).

- Change to Council Rules of Procedure – to require all Council Sub-Committees to have public comment on their agendas – **Added 10-17-2023 at 10:16 am by Councilor Jasper Lapienski**

16. Motions for Reconsideration - At the time of posting there were no topics reasonably anticipated by the Chair.
17. Adjournment

EXECUTIVE SESSION MAY BE CALLED

**Please note that the list of topics was comprehensive at the time of posting, however, the public body may consider and take action on unforeseen matters not specifically named in this notice. Posted in accordance with M.G.L.c 30A § 18-25.*

Re: Update from the Superintendent and School Committee Chair

On Fri, Sep 22, 2023 at 12:17 PM Christine DeBarge <chrdeb1@gpsk12.org> wrote:
Good afternoon

Please see below.

Thank you
Christine

----- Forwarded message -----

From: **Christine DeBarge** <chrdeb1@gpsk12.org>
Date: Fri, Sep 22, 2023 at 12:15 PM
Subject: Update from the Superintendent and School Committee Chair
To: Kathy Scott <kathy.scott@greenfield-ma.gov>
Cc: Amy Proietti <amypro1@gpsk12.org>

Good afternoon Kathy

Please find below the items we intended to share on Wednesday evening.

We have scheduled a "redistricting" subcommittee meeting for Oct 5. Posting will be included on the City and District websites within the required timelines. We are working on creating draft schedules for the SY24-25 to identify any potential staff changes/gaps. We hope this is the last, substantive piece of the discussion

The district will be rolling out a new website by the end of September. We are working hard to ensure there are no errors but there likely will be some corrections needed. We ask folks who notice errors to please contact the Superintendent's office so we can correct them. The new website will be announced in the Parent Update when it occurs.

The School Committee will have a special meeting on Oct 4 at 6 pm virtually with Massachusetts Association of School Committees (MASC) to discuss the next steps in the Superintendent hiring process given Christine's retirement June 30 ,2024.

Thank you
Christine and Amy

City of
GREENFIELD, MASSACHUSETTS
OFFICE OF THE MAYOR ROXANN WEDEGARTNER
Town Hall • 14 Court Square • Greenfield, MA 01301 Phone 413-772-1560 • Fax 413-772-1519
Mayor@greenfield-ma.gov • www.greenfield-ma.gov

MEMO

TO: Council President Dan Guin, Council Vice-President Christine Forgey

FROM: Mayor Wedegartner

CC: Tammy Marciel, Clerk to Council; Kathy Scott, City Clerk, City Councilors

DATE: October 13, 2023

RE: Report on Requested Topics

City Plan for Cold Weather

The City's plan for cold weather is the same as it always is, working in conjunction with various social service agencies. We will have our city buildings: the Library and the John Zon Center open and available during their normal business hours as "warming centers" on very cold days. The police department community resource/co-response unit will regularly check on encampments to see who may need and want assistance and shelter. It is my understanding that they have access to some tents and sleeping bags for those who prefer to remain out of shelters. We have met throughout the summer with social service agencies and the Greenfield Police Department on how best to prepare for our unhoused populations. Unfortunately, the Salvation Army is running low on hotel vouchers and will not get them replenished until later in the winter. They (SA) will remain open for showers and laundry services during their regular daytime hours. CSO has the capacity to add 5 more beds and staffing to the 40 that they have available on Wells Street, but they were short on the funding (\$45,000 - \$9000 per bed) to get that done. I'm happy to report that the City will repurpose CDBG money in the amount of \$45,000 to enable them to add those beds. While that is only a small number of beds, it is adding to beds that are already available. As CSO has indicated to us, when there's overflow, they try to accommodate people in other areas of the shelter as best as possible.

I am awaiting confirmation that the two rooms we have “reserved” at the Days Inn will remain available during the winter months. I do not have that confirmation at this time.

I recognize that none of this is ideal and I truly wish we could do more. But this is what we are able to do for now with the resources we have.

City’s Options Regarding Tax Title Taking

I believe that the minutes of the Appointment & Ordinance meeting of September 13, show that Attorney Belcher-Timme, Attorney Iris Leahy, and Treasurer/Collector Kelly Varner gave a thorough report on our “options”. Until the state legislature comes up with new laws on tax title taking, we will follow the law as it exists today. The only thing that has changed since that meeting is that I have directed the Finance Department to set up an “agency fund” to hold any excess funds (equity) in anticipation of the legislature making new laws that instruct municipalities how to move forward after foreclosures.

I am on record with the City Council and the legislature as supporting new laws on handling homeowners’ equity following foreclosures.

Current Greenfield Cases in Land Court

The only Land Court case that we have outstanding now is Stephen D. Woodbridge and Roberta Browning v. City of Greenfield. It is being handled by Attorney Belcher-Timme on behalf of the city. Attorney Belcher-Timme has filed a Motion to Dismiss on that case (October 10, 2023) and a Memorandum of Law In Support Of the Defendant’s Motion to Dismiss. The Plaintiffs have two weeks to file a response. As of this memo, I do not know if they have filed that response.

Other Topics Under Mayor’s Remarks

- ☐ Update on Collins Center Wage & Classification Study
- ☐ Quarterly Grant List
- ☐ School Funding Advocacy

Received Grant Awards July-September 2023

Community and Economic Development Department

- Community Development Block Grant (CDBG) 2021: West St P2 infrastructure, social services: \$825,000
- EOHLC Community Planning Grant: \$43,000
- Making it Public for MA Municipalities-funding for public art and capacity building for two municipal staff (Christian LaPlante, Grant Program Assistant, Community & Economic Development & Caitlin von Schmidt, Administrative Assistant, Office of the Mayor): \$15,000

Council on Aging (Senior Center)

- EOE Grant: Enhancing Digital Literacy for Older Adults: \$99,773
- FY24 COA Formula Grant: \$74,606

Energy and Sustainability

- FY22 Green Communities Grant – WWTP HVAC replacement, 2 electric vehicles, EV charging station: \$100,302

GCET

- MBI Municipal Digital Equity Planning Grant-Technical assistance for development of a Greenfield Digital Equity Plan: Technical Assistance

Health Department

- MA Department of Public Health, Public Health Excellence Grant Program for Shared Services – Cross-jurisdictional shared-services with Greenfield, Montague, Deerfield, Sunderland, Leverett, & Shutesbury: \$296,750 + an additional \$190,694 = \$487,444 (FY'24)

Planning & Development Department

- Massachusetts Survey and Planning Grant: \$20,000

Police Department

- Crisis Intervention Team grant: \$100,000
- Co-Response grant: \$200,000

Public Works Department

- EPA Solid Waste Infrastructure for Recycling Infrastructure Grants: City of Greenfield Solid Waste Infrastructure for Recycling Grant Proposal to Transform its Manually Collected, Dual-Stream Recycling Program to an Automated, Single-Stream Collection Program: \$2,055,330
- Lead Service Line Planning Grant awarded 5/23; this is a straight grant, no in-kind services or cash match: \$200,000

Total this quarter: \$4,220,455

City of Greenfield Grant List 2023

COMMUNITY AND ECONOMIC DEVELOPMENT DEPARTMENT

Grants Received	Award
Community Development Block Grant (CDBG) 2021: West St P2 infrastructure, social services	\$825,000
EOHLC Community Planning Grant	\$43,000
Making it Public for MA Municipalities which includes funding for public art and capacity building for two municipal staff (Christian LaPlante, Grant Program Assistant, Community & Economic Development & Caitlin von Schmidt, Administrative Assistant, Office of the Mayor)	\$15,000
Gateways Housing Rehabilitation - housing rehab	\$183,750
Local Cultural Council FY24	\$19,400
MassDevelopment - Site Readiness - I-91	\$250,000
Industrial Park Expansion-ongoing	Consultant*
Community Preservation Act – FY23 State Matching	\$82,803
REDO #2 – storefront upgrades	\$71,250
REDO #3 - storefront upgrades	\$23,750
Mass Housing Partnership – Complete Neighborhoods	Consultant*
22-23 CDBG	\$1,650,000
*state grants that award consultants from a pool created by the funding agency	
TOTAL	\$2,913,953
	\$250,000+ (Consultants
Pending	Request
Urban Agenda FY24 - Downtown Greenfield Alliance	\$91,332
Crossroads Cultural District – FY24 regular	\$15,000

COUNCIL ON AGING (SENIOR CENTER)

EOEA Grant: Enhancing Digital Literacy for Older Adults \$99,773

FY24 COA Formula Grant \$74,606

MA Executive Office of Elder Affairs (EOEA), \$48,840

Formula Grant (FY23), annual amount changes based on census and state budget
COA line item 9110-9002

Mass In Motion Age Friendly Grant. Multi-year project; this amount funds the planning phase. Through FRCOG, from the state. \$4,300

TOTAL \$227,519

Pending Request

None at this time

ENERGY and SUSTAINABILITY

Grants Received Award

FY22 Green Communities Grant – WWTP \$100,302

HVAC replacement, 2 electric vehicles, EV charging station

TOTAL \$100,302

Pending Request

None at this time

EXECUTIVE OFFICE

Grants Received Award

American Rescue Plan Act (ARPA) – Two outlays, totally \$5,158,534 \$5,158, 534

Massachusetts Executive for Administration and Finance – Development of a Diversity, Equity, and Inclusion Plan \$35,000

Massachusetts Executive for Administration and Finance – Development of Wage and Classification Plan \$50,000

TOTAL \$5,243,534

Pending Request

None at this time

FIRE AND EMERGENCY MANAGEMENT DEPARTMENT

Grants Received	Award
Emergency Rural Health Care Grant Program, Track One: Recovery Grant: outbuilding and garage; emergency generator; audiovisual equipment	\$987,000
FY'21 FEMA, Assistance to Firefighters Grants - SCBA Fill Station for new Fire Station	\$70,000
SAFE FY'23	\$4,381
Senior Safe FY'23	\$2,277
FY'22 Firefighter Safety Equipment	\$19,000
FY'22 AED Grant	\$2,500
TOTAL	\$1,085,158
Pending	Request
FY2022 Staffing for Adequate Fire and Emergency Response (SAFER) Program	\$1,332,665

GCET

Grants Received	Award
MBI Municipal Digital Equity Planning Grant-Technical assistance for development of a Greenfield Digital Equity Plan	Technical Assistance
Community Development Block Grant (CDBG)	Low/Mod Infrastructure
ARPA	Internet Infrastructure
Pending	Request
None at this time	

HEALTH DEPARTMENT

Grants Received

MA Department of Public Health,
Public Health Excellence Grant
Program for Shared Services – Cross-
jurisdictional shared-services with
Greenfield, Montague, Deerfield,
Sunderland, Leverett, & Shutesbury
COVID-19 Contact tracing grant for
two years; July 1, 2022) was the start
of the second year of a \$250,000
total grant award

CDBG grant for elders at risk
(hoarders with extreme poverty)
Public Health Opioid Funds

TOTAL

Pending

CHIP Better Communities Grant for
CPR/AED training for teachers and
staff in public schools; the grant
ranges from \$10,000-\$75,000 a year
for 5 years.

LIBRARY

Grants Received

Massachusetts Board of Library
Commissioners (MBLC): \$9,378,183
for public library construction
project; \$328,236 (maximum) "Green
Library Incentive" awarded upon
receiving LEED certification

TOTAL

Pending

Institute of Museum and Library
Services, National Leadership Grants
for Libraries, Preproposal -
"Community Conversations," a 3-
year project to foster community
engagement, develop library training
tools, and more.

Award

\$296,750 + an additional \$190,694 =
(FY'24) \$487,444

\$125,000

\$25,000

TBD

\$ 637,444

Request

\$65,000/yr.

Award

\$1,875,637
in FY 24 (anticipated final)

\$1,875,637

Request

\$227,034.50

PARKS & RECREATION DEPARTMENT

Grants Received	Award
Parkland Acquisitions and Renovations for Communities (PARC) Grant Program for the Skate Park	\$400,000
MA Cultural District Grant, awarded through Greenfield's Crossroad's Cultural District for 2022 100 th Anniversary Winter Carnival	\$1,500
Attorney General FY22 Healthy Summer Youth Job Grant for the Healthy Summer Youth Jobs Grant Program for additional healthy summer jobs to youth	\$4,000
Greenfield Local Cultural Council (GLCC) for Winter Carnival for 2022	\$1,000
MA Festival Grant 2022	\$1,500
Stanton Foundation Maintenance Grant – Paws Park	\$16,500
TOTAL	\$424,000
Pending	Request
MA Festival Grant 2023	\$2,500
GLCC	\$1,500
Cultural Sector Recovery Grants for Organizations	\$5,000 up to \$75,000

PLANNING & DEVELOPMENT DEPARTMENT

Grants Received	Award
Massachusetts Survey and Planning Grant	\$20,000
TOTAL	\$20,000
Pending	Request
None at this time	

POLICE DEPARTMENT

Grants Received	Award
Crisis Intervention Team grant	\$100,000
Co-Response grant	\$200,000
DOJ Community Oriented Policing Services (COPS) Grant - \$375,000 over 3 years for the salary of three officers.	\$375,000
Dispatch Training Grant	\$16,081.42
MIIA Grant for Rearview Camera	\$869.99
BPV Grant - Bullet Proof Vest Grant, covers half the cost of the vests and is done on an as needed basis	\$925 remaining
CIT Grant - Co-Response and Overtime	\$113,407 remaining
Body Worn Cameras	\$15,000 remaining
TOTAL	\$821,283.41
Pending	Request
None at this time	

PUBLIC WORKS DEPARTMENT**Grants Received****Award**

EPA Solid Waste Infrastructure for Recycling \$2,055,330

Infrastructure Grants: City of Greenfield Solid

Waste Infrastructure for Recycling Grant

Proposal to Transform its Manually Collected,

Dual-Stream Recycling Program to an

Automated, Single-Stream Collection Program

Lead Service Line Planning Grant awarded

\$200,000

5/23; this is a straight grant, no in-kind services or cash match.

Solar array installed by PV Squared, allows the Greenfield DPW Office to reach net-zero energy status.

Donated by Greenfield resident Bill Ashley

Mass Department of Environmental Protection \$87,634

Agency (DEP) Asset Management Grant.

Project in progress

Ch 90 local aid road funding (annual), FY 2024 \$631,445

Hazard Mitigation Grant for installation of \$171,005.62

Generator at the Millbrook Wellfields; 25%

match with cash and in-kind services. Total

project cost 228,007.50. (An extension has

been approved, as the generator has been

held up by supply chain issues. It is due to be

delivered in the summer of 2023 and the

project should be completed by October of

2023.)

MIIA – Two, Heavy Duty Ladders and

\$5,529.10

Safety/Traffic Cones

TOTAL

\$3,150,943.72

Pending

Request

TECHNOLOGY DEPARTMENT**Grants Received****Award**

None at this time

Pending

Request

None at this time

TOTAL (without Greenfield Public Schools) \$16,499,774.13 *

*** Plus consultant technical assistance & internet infrastructure funding**

SCHOOLS

Grants Received	Award
Title I (305) FY 22 - grant ends 8/31/2023 - balance remaining \$ 85,044	\$564,477
Title IIA, Teacher Quality FY22	\$70,674
SPED IDEA (240) FY22	\$591,345
SPED (262) FY22	\$22,328
Title IV (309) FY22	\$39,170
Homeless Children & Youth FY22	\$6,655
ESSER II (115) FY22 -grant ends 9/30/2023 - balance remaining \$919,388	\$1,832,223
ESSER III (119) FY22 - grant ends 9/30/2024 - balance remaining \$2,912,587	\$4,095,336
American Rescue Plan IDEA	\$105,874
American Rescue Plan IDEA E	\$9,860
Homeless Children & Youth	\$19,709
Title I FY23 - grant ends 8/31/2024 - balance remaining \$264,393	\$699,971
Title IIA, Teacher Quality FY23 - grant ends 8/31/2024 - balance remaining \$0	\$80,745
SPED IDEA (240) FY23	\$588,434
SPED (262) FY23	\$22,974
Title IV (309) FY 23 - grant ends 8/31/2024 - balance remaining \$35,046	\$40,390
McKinney-Vento Homeless G FY23	\$10,000
Targeted Assistance Grant FY23 - grant ends 6/30/2023 - balance remaining \$50,000	\$50,000
Comprehensive School Health-FY23	\$30,000
Civics Teaching & Learning FY23	\$17,000
End Student Hunger FY23	\$500
Food Security Infrastructure FY23	\$146,332
Improve Ventilation & Air Quality FY23	\$334,932
Breakfast After the Bell FY23	\$5,190
SCHOOL TOTAL	\$9,384,119

Page 8 of 9

GRAND TOTAL **\$25,883,893.13**

Page 9 of 9

Between 01/01/2023 - 09/30/2023 Greenfield PD Dispatch diverted **349** 911/business line calls directed directly to behavioral health services with no direct police involvement.

Greenfield Co-Response Data 2023

TOTAL

January – September 2023:

- ☐ Phone follow ups: 71
- ☐ In person responses: 221

January:

- ☐ Phone follow-ups- 6
- ☐ In Person response- 26
 - o Evaluations- 6
 - o ED Diversion- 1
 - o Sect. 12- 2
 - o Voluntary Hospitalization- 0

February:

- ☐ Phone follow-ups: 5
- ☐ In Person response: 15
 - o Evaluations- 2
 - o ED Diversion- 2
 - o Sect. 12- 3
 - o Voluntary Hospitalization- 2

March:

- ☐ Phone follow ups: 3
- ☐ In Person response: 26
 - o Evaluation- 1
 - o ED Diversion- 1
 - o Sect. 12- 2
 - o Voluntary Hospitalization- 2

April:

- ☐ Phone follow ups: 11
- ☐ In Person responses: 9
 - o Evaluation- 0
 - o ED Diversion- 0
 - o Sect. 12- 1
 - o Voluntary Hospitalization- 1

May:

- ☐ Phone follow ups: 6
- ☐ In Person response: 23
 - o Evaluation- 2
 - o ED Diversion- 1
 - o Sect. 12- 3
 - o Voluntary Hospitalization- 3

June:

- ☐ Phone follow ups: 7
- ☐ In Person response: 16
 - o Evaluation- 1
 - o ED Diversion- 2
 - o Sect. 12- 3
 - o Voluntary Hospitalization- 1

July:

- ☐ Phone follow ups: 7
- ☐ In Person response: 29
 - o Evaluation- 14
 - o ED Diversion- 5
 - o Sect. 12- 4
 - o Voluntary Hospitalization- 0

August:

- ☐ Phone follow ups: 19
- ☐ In Person response: 37
 - o Evaluation- 3
 - o ED Diversion- 5
 - o Sect. 12- 8
 - o Voluntary Hospitalization- 5

September:

- ☐ Phone follow ups: 7
- ☐ In Person response: 40
 - o Evaluation- 1
 - o ED Diversion- 8
 - o Sect. 12- 3
 - o Voluntary Hospitalization- 9

Deerfield and Montague Co-Response data 2023

TOTAL

January – September

- ☐ Deerfield: 14
- ☐ Montague: 16

January:

- ☐ Deerfield- 4
- ☐ Montague- 1

February:

- ☐ Deerfield- 1
- ☐ Montague- 1

March:

- ☐ Deerfield- 2
- ☐ Montague- 1

April:

- ☐ Deerfield- 0
- ☐ Montague- 0

May:

- ☐ Deerfield- 0
- ☐ Montague- 3

June

- ☐ Deerfield- 1
- ☐ Montague- 1

July

- ☐ Deerfield- 1
- ☐ Montague- 4

August:

- ☐ Deerfield- 3
- ☐ Montague- 5

September:

- ☐ Deerfield- 2
- ☐ Montague- 0

This is to be discussed at the Council's October meeting. There may be additional information to provide to support or answer any additional questions.

CITY COUNCIL ORDER
City of GREENFIELD
MASSACHUSETTS

Councilor _____ :
Second by Councilor _____ :

The City Council,

Moved that it be ordered,

THAT IT BE ORDERED, THE GREENFIELD CITY COUNCIL HEREBY APPROVES THE ATTACHED CITY BIENNIAL ELECTION WARRANT FOR NOVEMBER 7, 2023, AND FURTHER AUTHORIZES THE CITY COUNCIL PRESIDENT TO SIGN SAID WARRANT ON BEHALF OF THE CITY COUNCIL.

Majority Vote Required.

VOTE:

Explanation of supporting rationale:

November 7, 2023 City Biennial Election Warrant

**CITY BIENNIAL ELECTION WARRANT
CITY OF GREENFIELD
COMMONWEALTH OF MASSACHUSETTS**

Franklin, ss

To the Constable of the City of Greenfield, County of Franklin

GREETINGS:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify and warn the inhabitants of said city, who are qualified to vote in elections, to meet at the polling places designated for the several precincts in said City as follows:

**Precinct 1 – 9 Greenfield High School, Gymnasium
21 Barr Avenue**

On TUESDAY, THE SEVENTH DAY OF NOVEMBER, 2023 from 7:00 a.m. to 8:00 p.m. for the following purpose:

To choose by ballot the following City Office:

ONE MAYOR	4 YEAR TERM
TWO CITY COUNCILORS AT LARGE	4 YEAR TERM
ONE CITY COUNCILOR PRECINCT ONE	4 YEAR TERM
ONE CITY COUNCILOR PRECINCT TWO	4 YEAR TERM
ONE CITY COUNCILOR PRECINCT THREE	4 YEAR TERM
ONE CITY COUNCILOR PRECINCT FOUR	4 YEAR TERM
THREE SCHOOL COMMITTEE MEMBERS	4 YEAR TERM
ONE ASSESSOR	4 YEAR TERM
THREE TRUSTEES OF A.K. WARNER FUND	2 YEAR TERM
ONE ELECTOR UNDER WILL OF OLIVER SMITH	2 YEAR TERM
THREE TRUSTEES OF JENNIE L. BASCOM EDUCATION FUND	2 YEAR TERM

Given under our hands this 18th day of October, 2023.

Daniel Guin,
City Council President

A true copy,
Attest:

Kathryn J. Scott,
Greenfield City Clerk

Date of Posting

Constable

CITY COUNCIL ORDER
City of GREENFIELD
MASSACHUSETTS

Councilor _____ :
Second by Councilor _____ :

The City Council,

Moved that it be ordered,

THAT THE GREENFIELD CITY COUNCIL, PURSUANT TO CHARTER SECTION 2-10, AFFIRMS THE FOLLOWING APPOINTMENTS BY THE MAYOR:

Board of Health - Carrie Mimitz, Term to Expire December 31, 2025 (short term to maintain staggered terms)

Board of Trustees of the Greenfield Public Library - Jim Zaccara, Term to Expire December 31, 2024 (short term to replace Ed Berlin)

Community Preservation Commission (Planning Board appointee) - Amy McMahan, Term to Expire June 30, 2025 (short term to maintain staggered terms)

Historical Commission - Sarah Bolduc, Term to Expire December 31, 2026

Planning Board, change from alternate to full member - Amy McMahan, Term to Expire December 31, 2024 (short term to maintain staggered terms)

Majority Vote Required.

VOTE:

Explanation of supporting rationale: Charter Section 2-10 does not call for a formal vote to affirm the appointees but does say that “at least nine (9) members shall be necessary to reject an appointment proposed by the Mayor”

ROXANN WEDEGARTNER
Mayor



City Hall
14 Court Square
Greenfield, MA 01301
Phone 413-772-1560 • Fax 413-772-1519
mayor@greenfield-ma.gov
www.greenfield-ma.gov

City of
GREENFIELD, MASSACHUSETTS
OFFICE OF THE MAYOR

MEMO

TO: Dan Guin, City Council President
Chris Forgey, City Council Vice President
FROM: Mayor Roxann Wedegartner
DATE: September 26, 2023
RE: October Appointments to City Boards and Commissions -

I submit the following names for appointments and reappointments to these City Boards and Commissions:

Appointments:

- Carrie Mimitz; Board of Health; December 31, 2025 (short term to maintain staggered terms)
- Jim Zaccara; Board of Trustees of the Greenfield Public Library; December 31, 2024 (short term to replace Ed Berlin)
- Amy McMahan; Community Preservation Commission (Planning Board appointee); June 30, 2025 (short term to maintain staggered terms)
- Sarah Bolduc; Historical Commission; December 31, 2026
- Amy McMahan; Planning Board, change from alternate to full member; December 31, 2024 (short term to maintain staggered terms)

Mayor Roxann Wedegartner

A handwritten signature in blue ink that reads "roxann wedegartner".

361 Conway St.
Greenfield, Ma 01301
(413) 824-1105
carriemimitz@gmail.com

Carrie Mimitz

I'm seeking a position on the Board of Health to become more involved in my community. I have lived in Greenfield for most of my life, I own a home that my husband and I take great pride in and have raised our family in.

I've worked in Greenfield for over 17 years as an OB nurse at Franklin Medical Center, I am a board certified lactation consultant, certified in infant massage, and was a facilitator in a postpartum support group at Community Action in Greenfield.

I am now a per diem school nurse in our district, I work at all the public schools and since doing so have more of an appreciation for all the hard work our government does for our students. I've had 4 children graduate and one child heading off to GMS.

I am very interested and would like to be a part of my home town Board of Health, I feel for these reasons I'm an excellent candidate.

EXPERIENCE

GPSK Per Diem School nurse 2022- present

My roll has many responsibilities, some
Of which include,

Administering first aid, and CPR
Treating minor injuries
Assessing for fever or stomach ailments
Communication with parents for various reasons
May be due to illness or social issues
Educating students on proper hygiene
Conducting yearly screening such as vision and hearing
Verifying vaccination records and contacting the appropriate facilities if missing records.

Obstetrics nurse June 2003-Oct. 2019 Franklin Medical Center

Greenfield, Ma.

Develops and implements standards of care and guidelines for breastfeeding mothers.

Collects and analyzes data to determine breastfeeding initiation and continuation rates and continuation rates and other outcomes.

Plans, implements, and evaluates patient, family, and staff breastfeeding education in accordance with current research.

SKILLS

IBCLC, Breastfeeding consultant.

Certified in infant massage

Childbirth instructor

Postpartum support group leader

CPR certified

EDUCATION

Greenfield Community College, Associate degree in Science of Nursing
2001-2003

Elms College, Chicopee Ma

Bachelor Degree of Science in nursing
2010-2012



Caitlin von Schmidt <caitlin.vonschmidt@greenfield-ma.gov>

Fwd: Library Board

1 message

Roxann Wedegartner <roxann.wedegartner@greenfield-ma.gov> Tue, Sep 26, 2023 at 9:32 AM

To: Caitlin von Schmidt <caitlin.vonschmidt@greenfield-ma.gov>

----- Forwarded message -----

From: **Jim Zaccara** <jim@hopeandolive.com>

Date: Tue, Sep 26, 2023 at 9:21 AM

Subject: Library Board

To: Roxann Wedegartner <roxann.wedegartner@greenfield-ma.gov>

To Mayor Wedegartner,

I'm writing this morning to confirm my interest in a nomination for a seat on the Board of Trustees of the Greenfield Public Library. My family and I have enjoyed constant use of the library system for the last 20 years, and we are deeply invested in the future success of this incredible resource. As a business owner in close proximity, it has been heartening to witness the spirit and embrace of the library upon its opening. I am delighted to have the opportunity to help support Franklin County's newest institution. Thanks so much for your consideration. Warm regards,
Jim Zaccara

--

Roxann Wedegartner

Mayor

City of Greenfield

14 Court Square

Greenfield, MA 01301

(she, her)

413-772-1562

413-834-1813



Mayor of Greenfield <mayor@greenfield-ma.gov>

Historical Commission Vacancy

1 message

Sarah Bolduc <lupinsbriefcase@icloud.com> Sat, Sep 23, 2023 at 6:31 PM

To: mayor@greenfield-ma.gov, eric.twarog@greenfield-ma.gov

To:

Mayor Roxann Wedegartner

Mr. John Passiglia, commission chair

My name is Sarah Bolduc and I'm writing to express my interest in the opportunity to serve on the Historical Commission.

As a lifelong resident of Greenfield, what thrills me the most about watching our town change are the stories that emerge about places I thought I knew. I spend most of my free time exploring our local sights and smells with my dog, and I have come to appreciate the "hands-on" historical sites that we can see and touch. Wandering our streets and forests, I grew as an adult to appreciate the historical significance surrounding me. For instance, growing up beneath Poet's Seat tower, it had a tendency to become part of the every day—until the first time I saw photographs of the original wooden tower, and somehow that structure I had seen so many times before was brand new. And again: I recently had the privilege of attending the talks at the Canalside Rail Trail about our historical Cheapside district, and how that long lost part of our city's history was once critical to our success as a foundling community.

These stories can be found in places frequented by many but known by few, and that connection to the past, to our heritage, is something at constant risk of being lost. History is best told by lived experiences: buildings, statues—tangible, touchable places and things, or a well-told story that sends you into the past. And so I spend most summers exploring what remains of our region's historical sites, researching and writing about places other people might never have heard of in the hopes of keeping that past alive through exploration. I write to inspire others and to remember the things we've lost as we usher ourselves into the ever digitized future. And if selected to serve, I would be honored and so proud to have an opportunity to help bring my own hometown back to life.

Thank you so much for your time and consideration.

Sincerely,

Sarah Bolduc

413-768-4922

144 S Shelburne Rd #1

Greenfield, MA 01301

CITY COUNCIL ORDER
City of GREENFIELD
MASSACHUSETTS

Councilor _____ :

Second by Councilor _____ :

The City Council,
Moved that it be ordered,

THAT THE GREENFIELD CITY COUNCIL APPROVES THE ATTACHED RESOLUTION TITLED “A RESOLUTION TO ENDORSE SENTATE BILL NO. 303: AN ACT INCREASING THE COMMONWEALTH’S SHARE OF THE EDUCATION FOUNDATION BUDGET.”

The City Council,
Move that it be resolved that,

WHEREAS, in 1993, the Commonwealth passed the Education Reform Act, committing to sharing 41% of K-12 school funding costs for school districts throughout the Commonwealth and established a minimum funding standard in the creation of “The Foundation Budget” for every school district,

WHEREAS, in 2015, the Foundation Review Budget Commission under-calculated the “Foundation Budget” costs by over \$1 billion annually in the areas of special education in-district teachers, health insurance and benefits, and special education out-of-district,

WHEREAS, in 2019, the legislature passed the Student Opportunity Act, which did not address 20 years of under-funded Chapter 70 local school aid relative to inflation and increased local school funding costs,

WHEREAS, S. 303, An Act Increasing the Commonwealth's Share of the Education Foundation Budget, would phase in a 1% increase each year to the Commonwealth’s share of K-12 education funding for 5 years to, increasing the state’s share from 41% to 46%,

The Greenfield City Council endorses the passage of S. 303, and we urge state legislators to vote for the passage of these changes to state law.

FURTHERMORE that we urge our local state legislators, school committee and mayor to formally endorse and support the passage of these changes to state laws.

FURTHERMORE that we urge city councils, school committees and mayors through Massachusetts to endorse the passage of these changes to state laws.

Majority vote required

VOTE:

Explanation of supporting rationale:

**Resolution to Endorse Senate Bill No. 303: An Act Increasing the
Commonwealth's Share of the Education Foundation Budget**

The City Council,
Move that it be resolved that,

WHEREAS, in 1993, the Commonwealth passed the Education Reform Act, committing to sharing 41% of K-12 school funding costs for school districts throughout the Commonwealth and established a minimum funding standard in the creation of "The Foundation Budget" for every school district,

WHEREAS, in 2015, the Foundation Review Budget Commission under-calculated the "Foundation Budget" costs by over \$1 billion annually in the areas of special education in-district teachers, health insurance and benefits, and special education out-of-district,

WHEREAS, in 2019, the legislature passed the Student Opportunity Act, which did not address 20 years of under-funded Chapter 70 local school aid relative to inflation and increased local school funding costs,

WHEREAS, S. 303—An Act Increasing the Commonwealth's Share of the Education Foundation Budget—would phase in a 1% increase each year to the Commonwealth's share of K-12 education funding for 5 years to, increasing the state's share from 41% to 46%,

The Greenfield City Council endorses the passage of S. 303, and we urge state legislators to vote for the passage of these changes to state law.

FURTHERMORE that we urge our local state legislators, school committee and mayor to formally endorse and support the passage of these changes to state laws.

FURTHERMORE that we urge city councils, school committees and mayors through Massachusetts to endorse the passage of these changes to state laws.

CITY COUNCIL ORDER City of GREENFIELD MASSACHUSETTS

Councilor _____ :
Second by Councilor _____ :

***The City Council,
Moved that it be ordered,***

THAT THE GREENFIELD CITY COUNCIL APPROVES THE ATTACHED RESOLUTION TITLED “A RESOLUTION TO ENDORSE SENATE BILLS NO. 335 AND 337 RELATING TO SPECIAL EDUCATION FUNDING REIMBURSEMENT.”

The City Council,
Move that it be resolved that,

WHEREAS, special education costs represent an extraordinary cost for the taxpayers of the City of Greenfield—over \$3.8 million for FY2022 alone,

WHEREAS, the Commonwealth mandates that school districts fulfill special education requirements without fully funding these mandates,

WHEREAS, in 1993, the Massachusetts Supreme Judicial Court stated the Massachusetts constitution 1780 clause concerning education ‘is not merely aspirational or hortatory, but also imposes on the Commonwealth an enforceable duty to provide an education for all its children, rich and poor, in every city and town through the public schools’ and that ‘the Commonwealth had failed to meet its constitutional obligation.’

WHEREAS, S. 335—An Act to Increase Special Education Circuit Breaker Reimbursement From 75% to 90%—would increase the Commonwealth’s reimbursement to municipalities of high-cost special education instruction and transportation costs from 75% to 90% of costs exceeding the approved costs threshold,

WHEREAS, S. 337—An Act Relative to Adjusting Approved Costs Threshold—would reduce the approved cost threshold from \$45,793 (as set in FY ‘20 and adjusted by the foundation inflation index annually) to \$37,120,

The Greenfield City Council endorses the passage of S. 335 and S. 337 and urges state legislators to vote for the passage of these changes to state law.

FURTHERMORE, we urge our local state legislators, school committee, and mayor to formally endorse and support the passage of these changes to state laws.

FURTHERMORE, we urge city councils, school committees, and mayors throughout Massachusetts communities to endorse and support the passage of these changes to state laws.

Majority vote required

VOTE:

Explanation of supporting rationale:

**Resolution to Endorse Senate Bills No. 335 and 337
Relating to Special Education Funding Reimbursement**

The City Council,
Move that it be resolved that,

WHEREAS, special education costs represent an extraordinary cost for the taxpayers of the City of Greenfield—over \$3.8 million for FY2022 alone,

WHEREAS, the Commonwealth mandates that school districts fulfill special education requirements without fully funding these mandates,

WHEREAS, in 1993, the Massachusetts Supreme Judicial Court stated the Massachusetts constitution 1780 clause concerning education ‘is not merely aspirational or hortatory, but also imposes on the Commonwealth an enforceable duty to provide an education for all its children, rich and poor, in every city and town through the public schools’ and that ‘the Commonwealth had failed to meet its constitutional obligation.’

WHEREAS, S. 335—An Act to Increase Special Education Circuit Breaker Reimbursement From 75% to 90%—would increase the Commonwealth’s reimbursement to municipalities of high-cost special education instruction and transportation costs from 75% to 90% of costs exceeding the approved costs threshold,

WHEREAS, S. 337—An Act Relative to Adjusting Approved Costs Threshold—would reduce the approved cost threshold from \$45,793 (as set in FY ‘20 and adjusted by the foundation inflation index annually) to \$37,120,

The Greenfield City Council endorses the passage of S. 335 and S. 337 and urges state legislators to vote for the passage of these changes to state law.

FURTHERMORE, we urge our local state legislators, school committee, and mayor to formally endorse and support the passage of these changes to state laws.

FURTHERMORE, we urge city councils, school committees, and mayors throughout Massachusetts communities to endorse and support the passage of these changes to state laws.

City Council Order
City of Greenfield
MASSACHUSETTS

Councilor _____ :
Second by Councilor _____ :

The City Council

Upon recommendation of the Mayor

An Order to Raise the COLA Base for Retirees Pursuant to MGL C 32, §103, paragraph J

Move that it be Ordered,

that the City Council, upon receipt of the Greenfield Retirement System Board's unanimous vote, authorizes the local option increase in the maximum base amount on which the retiree cost-of-living adjustment is calculated, by \$2,000, from the current base of \$14,000 to new base of \$16,000 for Fiscal Year 2024.

Majority Vote Required (7).
VOTE:

Explanation & Supporting Rationale

Due to unprecedented interest rates, the Greenfield Retirement System is in a favorable position in its funding schedule (due to be fully funded in 2035), and therefore has voted to provide an increase in the COLA base amount to retirees. This is only the second COLA base increase in more than a decade and will not impact the City's current funding schedule.

Retirement Board Vote attached.



Diana Schindler <diana.schindler@greenfield-ma.gov>

COLA minutes

1 message

Shari Hildreth <shari.hildreth@greenfield-ma.gov>
To: Diana Schindler <diana.schindler@greenfield-ma.gov>

Tue, Sep 26, 2023 at 12:49 PM

Hi Dee,

Here is the board vote to accept the increase to the \$16,000 COLA base.

PERAC Actuary John Boorak submitted another actuarial valuation option for the funding schedule. This schedule increases the COLA base to \$16,000, keeping the funding schedule the same length and the percentage increasing is the same, the only difference is the last payment is increased. Board voted on a motion made by M. Fiske and seconded by K. Phelps to accept the funding schedule to increase the COLA base to \$16,000. **UNANIMOUS**

Thank you for your help,

Shari Hildreth

Administrator
Greenfield Retirement System
14 Court Square
Greenfield, MA 01301
413-772-1503
Fax 413-772-1582

City Council – First Reading- October 18, 2023

- Repurpose \$289,000 authorized for Police Station Upgrades to Dispatch Communication System. (Backup documentation sent to Councilors separately.)
- Approve payment of \$12,707.40 for FY23 Energy Millbrook Solar Invoice from FY24 Energy Millbrook Solar Account 5209.
- Approve payment of \$50,829.58 for FY23 GTR Greenfield Millbrook Solar LLC Invoice – Sewer Enterprise from FY24 WPCF Millbrook Solar Account 5209.
- Approve payment of \$21,178.99 for FY23 GTR Greenfield Millbrook Solar LLC Invoice – Water Enterprise from the FY24 Water Enterprise Millbrook Solar Account 5209.
- Approve payment of \$15,038.75 for FY23 Doherty, Wallace Pillsbury and Murphy PC Invoice from FY24 Legal Town [City] Account 5302.
- Approve the Memorandum of Understanding (MOU) between City of Greenfield and United Public Service Employees Union representing the Department of Public Works (DPW) and transfer \$25,200 from Contract Stabilization for Parks Permanent Salaries/Wages Full Time line item 5111 (\$15,200) and Wages-Custodians line item 5113 (\$10,000).

City Council Order
City of Greenfield
MASSACHUSETTS

Councilor _____ :
Second by Councilor _____ :

The City Council _____

Upon recommendation of the Mayor

An Order to Repurpose \$289,000 Police Station Upgrades

Move that it be Ordered, that

The City Council approves a repurposing in the amount of 289,000, previously authorized Police Station Upgrades to be repurposed for Dispatch Communication System.

Majority Vote Required (7).

VOTE:

Attachments:

1. Proposal for Dispatch Console Solution

<u>DESCRIPTION</u>	<u>ACCOUNT</u>	<u>Original Amt</u>
FY22-098 Police Station Upgrades	40232100.5840	\$906,000

Balance in Account: \$845,738.88

Original project was broken out for the following items:

- 1. Address Water Filtration - \$105,000
- 2. New Sally Port - \$980,000
- 3. Dispatch Room Improvements - \$185,000
- 4. Locker Room Improvements - \$575,000
- 5. Securing Existing Site Utilities - \$11,000

City Council Order
City of Greenfield
MASSACHUSETTS

Councilor _____ :
Second by Councilor _____ :

The City Council

Upon recommendation of the Mayor

An Order to Approve FY 2023 Prior Year Invoice – Energy Millbrook Solar

Move that it be Ordered, that

The City approves the payment of the prior year invoice for GTR Greenfield Millbrook Solar, LLC in the amount of \$12,707.40 to be paid from FY24 Energy Millbrook Solar account #01001970.5209.

Current Combined in Town Yard and Streetlights electricity accounts is \$44,000.

2/3 Vote Required
VOTE:

Explanation:

New account has been created to track the solar credits. There is \$44,000 in the corresponding energy accounts, which will offset the cost of solar credits. Solar array went online in March 2022; City did not receive solar invoices until April 2023.

Attachments:

1. GTR Invoice

GTR GREENFIELD MILLBROOK SOLAR, LLC

Date: June 1, 2023

Invoice

GTR Greenfield Millbrook Solar, LLC
888 Prospect Street, Suite 200
La Jolla, CA, 92037

Company: City of Greenfield
Project: GTR Greenfield
Address: 195 Millbrook Rd
City, State Zip: Greenfield, MA 01301
Attention: Carole Collins
Phone: (413)772-1412

Billing date	Payment Terms
6/1/2023	Net 20 Days

Billing Type	Applicable Rates	Electric Energy Produced by Solar System (kWh)	Amount Due
AOBC 01/12/23 – 02/09/23	\$0.22515/kWh	68,628.00	\$15,384.41
AOBC 02/09/23 – 03/10/23	\$0.22515/kWh	29,400.00	\$6,552.23
AOBC 03/10/23 – 04/11/23	\$0.22515/kWh	170,828.00	\$38,394.74
AOBC 04/11/23 – 05/10/23	\$0.22515/kWh	166,628.00	\$37,449.11
PPA Credit @ 0.03 cents/kWh			(\$13,064.52)
Total Due			\$84,715.97

*Please be advised that the total amount due on this invoice already incorporates the discounted utility charges prior to the issuance of the AOBC transfer.

Bill Date:
6/1/2023

Total Amount:
84,715.97

Account	Account	Obj	% per Sch Z	\$ Amt	
WWTP	60004490	5209	60%	50,829.58	50,829.58
Mill Brook wellfield	61004540	5209	10%	8,471.60	
Green River Pump	61004540	5209	13%	11,013.08	
Adams Hill Pump	61004540	5209	2%	1,694.32	21,178.99
Town Yard	01001970	5209	5%	4,235.80	
Street Lights (propose)	01001970	5209	10%	8,471.60	12,707.40
Total			100%	84,715.97	

City Council Order
City of Greenfield
MASSACHUSETTS

Councilor _____:
Second by Councilor _____:

The City Council _____

Upon recommendation of the Mayor

An Order to Approve FY 2023 Prior Year Invoice – Sewer Enterprise

Move that it be Ordered, that

The City approves the payment of the prior year invoice for GTR Greenfield Millbrook Solar, LLC in the amount of \$50,829.58 to be paid from FY24 WPCF Millbrook Solar account #60004490.5209.

Current Balance in Electricity Account is \$85,490.12.

2/3 Vote Required
VOTE:

Explanation:

A new account has been created to track the solar credits. There is \$85,490.12 in the WPCF electricity account, which will offset the cost of solar credits. Solar array went online in March 2022; City did not receive solar invoices until April 2023.

Attachments:

1. GTR Invoice (See Order No. FY 24-014)

City Council Order
City of Greenfield
MASSACHUSETTS

Councilor _____:
Second by Councilor _____:

The City Council _____

Upon recommendation of the Mayor

An Order to Approve FY 2023 Prior Year Invoice – Water Enterprise

Move that it be Ordered, that

The City approves the payment of the prior year invoice for GTR Greenfield Millbrook Solar, LLC in the amount of \$21,178.99 to be paid from FY24 Water Enterprise Millbrook Solar account #61004490.5209.

Current Balance in Electricity Account is \$.

2/3 Vote Required
VOTE:

Explanation:

A new account has been created to track the solar credits. There is \$85,490.12 in the WPCF electricity account, which will offset the cost of solar credits. Solar array went online in March 2022; City did not receive solar invoices until April 2023.

Attachments:

1. GTR Invoice (See Order No. FY24-014)

City Council Order
City of Greenfield
MASSACHUSETTS

Councilor _____:
Second by Councilor _____:

The City Council _____

Upon recommendation of the Mayor

An Order to Approve FY 2023 Prior Year Invoice – Doherty, Wallace, Pillsbury and Murphy, P.C.

Move that it be Ordered, that

The City approves the payment of the prior year invoices dated 6/9/23 for Doherty, Wallace, Pillsbury and Murphy, P.C. in the amount of \$15,038.75 to be paid from FY24 Legal Town #01001510.5302.

Current available in Town Legal is \$84,725.00.

2/3 Vote Required
VOTE:

Explanation:

Two legal invoices for May were overlooked for payment during the Chief of Staff transition.

Attachments:

1. Doherty, Wallace, Pillsbury and Murphy, P.C. invoices for May 2023

Doherty, Wallace, Pillsbury and Murphy, P.C.

One Monarch Place, Suite 1900
Springfield, MA 01144-1900

Federal Tax I.D. No.: 04-2734757
<http://www.dwpm.com>

Telephone: (413) 733-3111

Fax: (413) 734-3910

City of Greenfield
Town Hall
14 Court Street
Greenfield, MA 01301-

June 09, 2023
Client: 919524
Matter: 000014
Invoice #: 222738
Resp. Atty: JBT
Page: 1

RE: Valley Health Regional Collaborative

For Professional Services Rendered Through May 31, 2023

SERVICES

Date	Person	Description of Services	Hours	Rate	Amount
5/25/2023	RMC	Review and advise on question re: execution.	0.20	\$250.00	\$50.00
Total Professional Services			0.20		\$50.00

PERSON RECAP

Person	Level	Hours	Rate	Amount	
RMC	ROSEMARY CROWLEY	SENIOR ATTORNEY	0.20	\$250.00	\$50.00
Total Services				\$50.00	
Total Current Charges					\$50.00
Previous Balance					\$1,867.50
Less Payments					(\$1,867.50)
PAY THIS AMOUNT					\$50.00

Due Upon Receipt. Please include the invoice number on all remittance. Thank you.

*You can now pay via ACH - contact us for banking details
or via PayPal or Credit Card at our secure online Payment Portal at dwpm.com
Thank You!*

City Council Order
City of Greenfield
MASSACHUSETTS

Councilor _____ :
Second by Councilor _____ :

The City Council

Upon recommendation of the Mayor

An Order Pursuant to M.G.L. C 150E, § 7 to approve the first-year cost items for settled CBA

Move that it be Ordered,

Pursuant to M.G.L. C 150E, § 7, that the City Council approve the Memorandum of Understanding (MOU) between the City of Greenfield and United Public Service Employees Union representing the Department of Public Works (DPW) **and transfer from Contract Stabilization, \$15,200 to Parks Permanent Salaries/Wages Full-Time, line item 0100.4380.5111 and \$10,000 to Wages-Custodians, line item 0100.1920.5113, for a total of \$25,200 to fund the first-year cost items.**

2/3rds Vote Required (9).

MOA Financial Summary

- a) FY24 – Step increases effective July 1 instead of January 1. (steps~2.5%)
- b) FY24=2%, FY25=3%, FY26=3% COLA
- c) Longevity of \$10/week at 10 years, \$12 /week at 11 years, \$14/week at 12 years, \$16/week at 13 years. \$18/week at 14 years, and so on.

Balance in Contract Stabilization: \$101,641.13

Attachments:

- 1. Signed MOU

MEMORANDUM OF AGREEMENT

Between

UNITED PUBLIC SERVICE EMPLOYEES UNION

(Department of Public Works)

And

CITY OF GREENFIELD

The City of Greenfield and the United Public Service Employees Union (Department of Public Works) hereby agree to the terms of the July 1, 2023-June 30, 2026 labor agreement, as follows, and subject to ratification by the Mayor, the bargaining unit and approval of funding by the Greenfield City Council. Unless otherwise specified, all provisions are to become effective upon execution of the Parties' collective bargaining agreement and appropriation by the City Council, embodying the terms of this MOA:

1. Duration: 3-year contract, July 1, 2023 through June 30, 2026
2. Article 7, Section B: Insert new number 10.
10. Refer to Department of Public Works Personnel Conduct Requirements.
3. Article 7, Section F: Amend Section F to read as follows:

The City may only use FCSO (Franklin County Sheriff's Office Community Service Work Crew Program) labor in picking up litter ~~papers~~ (except Main Street) and/or cutting brush and/or other tasks, provided it does not displace overtime opportunities. In such cases, the City employees shall not be responsible for guarding or transporting the FCSO work crew ~~prisoners~~.
4. Article 7: Insert new Section I.
Effective July 1, 2023 the City will provide a hoisting license categorized as HEML for all new employees. This is a Hoisting License for municipal use only that covers the 2B, 1C, and 4G.
5. Article 8, Section A: Amend Section A to read as follows:

Departmental seniority for an employee shall be defined as ~~his~~ their continuous length of service in the bargaining unit. Departmental seniority shall be the controlling factor in regard to layoffs, recalls, vacations and transfers. For employees of the City of Greenfield transferring into this bargaining unit, the departmental seniority will be mutually agreed to in advance by the City and the Union. Divisional seniority for an employee shall be defined and restricted to ~~their~~ his continuous length of service in ~~his~~ their current Division. Divisional seniority shall be the controlling factor in regard to job bids and promotions subject to Section

B of this Article. Part-time employees who work less than twenty (20) hours per week and summer help and temporary employees shall not have any departmental or Divisional seniority.

6. Article 8, Section B.9: Amend Section B.9. to read as follows:

It is understood that any employee awarded the bid, after a reasonable period of training, must demonstrate his ability to satisfactorily perform the work. "A reasonable period of training" as used in this Section shall be by mutual agreement of the City and the Union at the inception of such a training period. At the conclusion of such training period, if the City believes the employee has not demonstrated ability to satisfactorily perform the work, the employee may be returned to ~~his~~their prior position (if it still exists; otherwise to the appropriate position for which ~~they~~he ~~has~~have demonstrated ability to do the job and greater seniority than the incumbent). In case of such bumping, all bumped employees shall themselves have such bumping rights. The implementation of an award may be postponed by the City for a reasonable period until a replacement for the employee is ready.

7. Article 8, Section C: Amend Section C to read as follows:

An employee shall lose their seniority and cease to be an employee of the City for any of the following reasons:

1. If an employee quits or retires;
2. If the employee is discharged;
3. If the employee fails to report within five (5) days when recalled from layoff, or if an employee is on layoff for the length of their service or two (2) years, whichever is less;
4. Unauthorized Absences without notifying the ~~DPW~~Deputy Director or their designee within three (3) days; or
5. False reasons for leave of absence.

8. Article 8, Section G: Amend Section G to read as follows:

The City shall have the right to employ temporary help at its discretion between May 1 to September 30, and such help shall work the normal work week. All exceptions to these dates and hours shall be by mutual agreement between the ~~Superintendent~~DPW Director and the Union. The City shall have the right to terminate the employment of temporary help at any time.

9. Article 9, Section A: Amend Section A to read as follows:

The classifications, grades and rate ranges for all jobs in the bargaining unit have been negotiated and are made a part of this contract as Schedule "W" and Schedule "T." July 1, ~~2020~~2023, base rates will be increased by a two percent (2%) COLA, and adding a new step H with a two and one-half percent (2.5%) spread between step G and step H, allowing every eligible employee to step. Stepping will occur on July 1st, six (6) months earlier in FY24, due

to the change in the effective date for stepping. On July 1, ~~2024~~2024, base wages will be increased by ~~a twone~~ percent (21%) COLA, and an additional two percent (2%) COLA to compensate for the union accepting a correction to the longevity language error of twenty dollars (\$20) at ten (10) years of service to the intended ten dollars (\$10) at ten (10) years of service (longevity correction is effective July 1, 2023). On July 1, ~~2022~~2025, base wages will be increased by ~~a twethree~~ percent (23%) COLA. If wage increases are retroactive, payment of retroactive amounts is limited to those employees still actively employed in the bargaining unit as of the date of execution of the ~~2020~~2023-~~2023~~2026 Collective Bargaining Agreement. In the case of any retroactive pay, said retro will not be processed and paid until the new collective bargaining agreement is ratified by the union and city to include appropriation by the city council.

The following will become effective July 1, 2023:

Stepping will occur on July 1st of each year for eligible employees instead of January each year, therefore January steps will no longer occur.

Solid Waste will change from Grade W-8 to Grade W-9

Sewer and Drain Craftsman (Vactor Operator) will change from Grade W-9 to Grade W-10.

Distribution Crew Chief will change from Grade T-3 to Grade T-4.

Effective July 1, 2021:

~~The "T" schedule will drop a step and add a step. Note: On January 1, 2022 the wage chart will shift in order to re-title Step A through G. This will mean that the employees will remain at their current step, as the shift will effectively step them.~~

- ~~1. Employees at the Waste Water Treatment Plant, Water Distribution Crew Chief and ASE certified mechanics shall be paid according to the "T" Schedule.~~
1. In the award of any bid, except in the case of a lateral bid on the same pay scale, the wage increase shall be no less than twenty-five cents (25¢).
2. **Effective July 1, 2021, employees assigned to the WPCF who obtain the required licenses as listed below will be paid at the applicable grade:
 - T-1: 4M OIT or 2T OIT in Potable water.
 - T-2: 4M OIT and T-2 OIT in Potable water.
 - T-3: Full Potable water license (3T) or full Wastewater license (5C), and Backflow/Cross Connection license. The employee must have OIT in the other treatment field respectively (water or wastewater).
 - T-4: Full 5C Wastewater license, full 3T Potable Water license, and

Backflow/Cross Connection license.

3. ****Effective July 1, 2021, a T4 Grade level will be created and filled in all applicable T schedule Divisions. *The most senior qualified employee in the T-schedule as determined by the Director will be paid the applicable rate at the T-4 level. This only applies to 3 positions in the bargaining unit, Wastewater Treatment Specialist, Potable Water Specialist, and Lead Mechanic in Vehicle Maintenance.***

**** It is already understood that all these positions require a Hoisting and CDL B.**

Effective July 1, 2022 move the Distribution Licensed employees to the "T" schedule. As follows both the assigned Lead Operator (Crew Chief) and Secondary Operator only, will be placed at the appropriate step on the T-3. D2 full license will be placed at the appropriate step on the T-2. (Current D2 full and above licenses will be placed on T-2); 2OIT will be placed on the T-1. Non-licensed will remain at a W-8 until obtaining the appropriate license for T-1.

10. Article 9, Section C.2: Amend Section C.2 to read as follows:

An employee who is assigned by the City as back-up for one doing a higher classification job shall receive the corresponding job classification which would give the employee an increase of no less than twenty-five cents (25¢) per hour. The back-up may be assigned to the higher classification as needed and the higher temporary grade rate will be paid:

1. When the employee is assigned by management to do the higher classification of work.
2. If an employee works for ~~two-four~~ (24) or more hours in one (1) of the higher classification positions, the employee shall be paid at the higher classification rate for the entire shift.

This provision shall not be applied to any other positions, including Waste Water Specialist or Potable Water Specialist when doing the work of their supervisor.

11. Article 9, Section E: Delete Section E and rename Section F through Section P to reflect Section E through Section L:

~~Grade B for temporary help shall be for first year. If hired the second year, Grade C; third year, Grade D; fourth year, Grade E; fifth year, Grade F.~~

12. Article 9, Section E (formerly Section F): Amend Section E to read as follows:

An annual merit review on January 1st shall be conducted by the City for granting classification step increases. To be eligible for a step increase, an employee must have worked not less than one hundred thirty (130) days in the aggregate in the year prior to ~~January~~July 1st at ~~his~~their present classification step. The City may refuse to grant a step increase to an employee when a disciplinary suspension has occurred since last automatic increase. Step increases begin the first full payroll period in ~~January~~July. Time worked for step increases shall include only holidays and vacations.

For part-time help, the above Paragraph will apply, with the exception of the second sentence, which will be modified only to read fifty-two (52) days.

13. Article 9, Section G (formerly Section H): Amend Section G to read as follows:
~~A new employee hired at the A step will be advanced at the end of the probationary period to the B step. A new employee will step at the end of the probationary period.~~
14. Article 9, Section I (formerly Section J): Delete the last sentence of Section I:
Part-time employees are those who work fewer than forty (40) hours per week on a regular schedule. Part-time employees must, however, work an average of twenty (20) hours a week in order to be eligible for all City benefits, as well as statutory benefits for which they meet statutory requirements. Accrual rates or defined benefits shall be pro rata. Pro rata is defined as the equivalent amount as compared to a full-time position.
~~Temporary and seasonal employees are not benefit eligible.~~
15. Article 9, Section K (formerly Section L): Delete entire Section K:
~~An employee regardless of his length of service who is hurt on the job will be compensated for the balance of the day in which the injury occurred. Upon written application, employees involved in a Workers' Compensation case may receive the difference between what they receive from Workers' Compensation and their average weekly wage as determined by the Department of Industrial Accidents to determine benefit wage payments, deductible from their holiday, vacation, personal or sick pay and to the extent that they have time off pay available. Employees who are receiving Workers' Compensation benefits shall cease to accrue sick leave after six (6) months of disability absence and shall cease to accrue vacation and personal leave after three (3) months of such absence. On return to work, accruals will resume. Personal leave in any fiscal year will be calculated pro rata excluding the first six (6) months of disability leave.~~
~~No sick leave shall be available where the injury/illness arose out of employment for which another employer is liable under Workers' Compensation law or Section 111F of Chapter 41, M.G.L. and the employee is receiving sixty percent (60%) of their weekly pay.~~
16. Article 9, Section K (formerly M): Delete Section K:

Temporary or summer help will not be paid at a rate greater than W3A.

17. Article 9, Section K (formerly Section N): Amend Section K to read as follows:

Longevity Pay: Each bargaining unit member shall be paid longevity pay ~~of ten dollars (\$10.00) based on one dollar (\$1.00) per week times the at ten (10) years of service, after ten (10) years of service.~~ This shall not be computed into overtime. Effective July 1, 2023, each bargaining unit member, in addition, shall ~~receive~~ be paid longevity pay based on two dollars (\$2.00) per week for each year times the years of service beginning on the eleventh (11) after ten (10) years of service. This shall not be computed into overtime. (c.g. worker A reaches ten (10) years of service and receives ten dollars (\$10) per week. At year eleven (11) they receive an additional two dollars (\$2.00) per week, a total of twelve dollars (\$12.00) per week. At year twelve (12), they receive an additional two dollars (\$2.00) per week, a total of fourteen dollars (\$14.00) per week, and so on). Effective July 1, 2023, eligible employees will receive longevity increases on the first of the month in which their anniversary date lands instead of on their anniversary date.

18. Article 9, Section L (formerly Section O): Delete Section L.

~~Upon implementation of biweekly pay, the City will provide notice as required by State law. The payroll period shall begin at 12:01 a.m. on Sunday and end at Midnight on the second Saturday. The pay day shall begin at 12:01 a.m. and end Midnight the same date.~~

19. Article 10, Section A: Amend Section A to read as follows:

~~The payroll period~~ week shall begin at 12:01 a.m. on Sunday and end at midnight on the ~~following second~~ Saturday. The pay day shall begin at 12:01 a.m. and end at midnight ~~the same date as stated above.~~ All employees covered by this agreement shall be paid biweekly with overtime calculated on a weekly basis.

20. Article 10, Section F: Amend Section F to read as follows:

General OT:

1. Person normally assigned to the job.
2. Most senior qualified person within the division.
3. Most senior qualified person ~~shop~~ department-wide (not by division).

Route Assignments:

Plowing Route Assignments and All Other Routes:

1. Person who held the route the previous year has first right of refusal.
2. By ~~shop~~ department-wide seniority (not by division).
3. Employees who sign up for and are awarded a snow and ice assignment are expected to be available at all times unless on authorized leave. However, at no time shall the person not respond to a call more than three (3) times for snow and ice events for that season without a valid reason. In the event this occurs, the City may remove the assignment and replace them with another senior person.

Sanding Assignments:

1. Person who held the route the previous year has first right of refusal.
2. When a sanding route is open, the award will be to the most senior sander. Vacancies are then filled first by seniority from those on the sander standby list and then by seniority ~~shop~~department-wide (not by division).
3. The sanding backup list shall be limited to six (6). Vacancies on that list shall be filled by ~~shop~~department-wide seniority (not by division).

Loader/Mixer Position:

1. ~~Highway loader operator has first right of refusal.~~
2. ~~From those who were on the loader/mixer backup list (which shall be limited to 4) from the prior year by seniority.~~
3. ~~By shop wide seniority.~~
4. ~~Backup list shall be filled by shop wide seniority.~~

21. Article 11, Section A: Amend Section A, paragraphs 1 through 3 to read as follows:

The following will be considered paid holidays:

<u>New Year's Day</u>	<u>Independence Day</u>
<u>Martin Luther King Day</u>	<u>Labor Day</u>
<u>President's Day</u>	<u>Columbus Day</u>
<u>Patriot's Day</u>	<u>Thanksgiving Day</u>
<u>Memorial Day</u>	<u>Day after Thanksgiving</u>
<u>Veteran's Day</u>	<u>Christmas Day</u>
<u>Juneteenth</u>	

~~The following will be considered paid holidays: January 1st, Juneteenth, July 4th, November 11th, day after Thanksgiving, December 25th or the day following when any of said days occur on Sunday; and also the third Monday in January, the third Monday in February, the third Monday in April, the last Monday in May, the first Monday in September, the second Monday in October, and the fourth Thursday in November. All employees, except part-time and temporary help, will receive eight (8) hours pay for such holidays regardless of the day on which they fall. If a holiday as set forth above falls on a Saturday, the preceding Friday shall be a non-work day. If a holiday falls on a Sunday, the day following shall be a non-work day. For employees in the Solid Waste, as well as others who perform Solid Waste duties, and Water Facilities Division employees, on that day, and Water Facilities Division employees, the day~~

after Thanksgiving is to be administered as a regular work day and all employees working that day shall receive an additional floating holiday instead.

For Tuesday-through-Saturday employees, the holiday shall be recognized or celebrated on the next regularly scheduled work day. ~~This change will not apply to the current Tuesday through Saturday employee (current employee grandfathered). This current employee on the Tuesday through Saturday schedule, when a holiday falls on a Monday, can take the pay but not convert it to Comp Time.~~

The following will be considered paid one-half holidays: Christmas Eve (12/24) and New Year's Eve (12/31); ~~when Christmas Eve and New Year's Eve falls on a Saturday or Sunday, the one-half (1/2) day will be on the Friday before the holiday, except when Christmas and New Year's fall on a Saturday or Sunday.~~ A one-half (1/2) day holiday will be four (4) hours, 11:00 a.m. to 3:00 p.m., except that the rubbish routes must be completed. Management will make every effort to assign equipment and personnel to facilitate completion of the routes by 11:00 a.m. or as close to that as possible.

22. Article 11, Section C: Amend Section C to read as follows:
Effective July 1, 2021, Employee birthdays will be a paid holiday (birthday holiday must be used within the week the birthday lands, scheduled in collaboration with their direct supervisor if it is not on their actual birthday). ~~If birthday occurred before ratification and it landed on 7/1/21 or after, employee can still take it. —To be eligible for birthday holiday pay, an employee must have completed the initial probationary period. See Section A, paragraph 4 for details.~~
23. Article 12, Section C.1.: Amend Section C.1. to read as follows:
~~Any vacation time and/or comp. time requested to be used during the morning time before noon on a given day, must be taken in a minimum of four (4) hour increments and Vacation time may be taken in two (2) hours or more periods, but~~ must be requested in writing in advance. Employees requesting time off in the afternoon must either request the time in an increment of two and a half hours (2.5) and the City will allow employees requesting such time to leave at noon (the beginning of the paid lunch period) or must request to take the final hour of the work day as vacation or comp. time leave.
24. Article 13, Section B: Amend Section B to read as follows:
Leaves of absence for reasons of illness will be granted to any employee known to be ill, as supported by evidence satisfactory to the City. While the employee is on paid sick leave, their seniority will continue to accumulate to a minimum of one (1) year or the length of paid sick leave, whichever is greater. While it is understood that sick leave is only for the employee's illness or injury, up to eighty (80) hours of accrued sick time per year may be used by an employee for ~~an~~their ill child, spouse, and parent/step-parent.

25. Article 13, Section C.3.: Amend Section C.3. to read as follows:
The employee should notify the Foreman before starting time on the first day of absence of ~~his~~their intended absence, the anticipated length of absence and any subsequent change in the anticipated length of absence.
26. Article 13, Section C.5.: Amend Section C.5. to read as follows:
The department head ~~or designee~~ may require verifications satisfactory to the department head of any claim for sick leave if such verification is considered necessary. Upon returning to work after a sickness, the City agrees to accept a letter from a chiropractor or nurse practitioner, except in serious injury or illness cases. The department head ~~or designee may will~~ require a fitness-for-duty certification prior to an employee returning to work if sick leave was taken due to an injury (whether work-related or non-work-related).
27. Article 13, Section C.6.: Delete entire Section C.6.:
~~No sick leave shall be available when an employee is collecting Workers Compensation through another employer.~~
28. Article 13, Section E: Amend Section E to read as follows:
For employees hired before July 1, 2005: All full-time employees (or their estate) shall receive twenty percent (20%) of their unused accumulated sick leave at their base rate of pay in a lump sum payment based upon years of service in the following termination of employment classifications:
1. Death: No minimum years of employment;
 2. Disabled: No minimum years of employment;
 3. Laid off: One (1) year of employment;
 4. Retirement: Ten (10) years of employment;
 5. Resigns: Ten (10) years of employment.

For employees hired on or after July 1, 2005, their sick leave buy-back schedule shall be as follows:

1. Death: No minimum years of employment;
2. Disabled: No minimum years of employment;
3. Laid off: Ten (10) years of employment;
4. Retirement: Ten (10) years of employment;
5. Resigns: No benefit.

For employees hired after August 28, 2009, the sick leave buy-back shall be capped at five thousand dollars (\$5,000).

29. Article 18, Section D: Amend Section D to read as follows:
The City will make every effort to make the time available to the employee when requested, but no more than two (2) employees from any one Division can take non-emergency personal leave at the same time. Under no circumstances will an employee lose ~~his~~their yearly allotment, except if it is due solely to the employee failing to schedule and use leave through no interference of the City.
30. Article 19, Section A: Add language to Section A to read as follows:
Reasonable leaves for personal reasons may be granted for a maximum of one (1) year and shall be without compensation. No unpaid leave will be authorized if an employee has accumulated unused compensatory, vacation, personal or other paid time to their credit, except with the mutual agreement of the employee, the City and the Union. An employee with one year or more of employment with the City may request, in writing (to their department head and copied to the Mayor), a leave of absence without pay, not to exceed one year. While on such a leave, accruals will cease and the employee shall be eligible for Health Benefits under COBRA rights only. The City shall return the employee to the same or similar job held prior to the leave.
31. Article 19, Section C: Delete Section C:
~~During covered Workers' Compensation, paid or unpaid leave, employees will continue to be credited with vacation, sick leave and personal leave under this agreement, subject to a pro rata reduction in sick leave equal to one (1) day for each calendar month of such leave during the twelve (12) month period prior to the credit date. There shall be no accrual of benefits during an unpaid leave under this Article except if a leave is covered by Workers' Compensation.~~
32. Article 24, Section E: Amend Section E to read as follows:
The City will furnish adequate rain gear, rubber boots, gloves and helmets to its employees who shall be responsible for the proper storage, use, care and maintenance of the items assigned to ~~him~~ them. Replacement shall be given only when the worn items are turned in. Loss, damage to negligence or misplaced items shall be replaced at the employee's cost.
33. Article 25, Section B: Amend Section B, first paragraph and Step 1 paragraph to read as follows:
The purpose of this procedure is to secure, at the lowest level, equitable solutions to problems which may arise under this agreement. Any employee may state ~~his~~their grievance informally with their supervisor, provided a representative of the Union is present when the grievance is settled. If the matter is unresolved informally, an earnest effort shall be made to settle it by the following formal procedure.
- Step 1: Any complaint shall be presented orally or written by the aggrieved employee and/or ~~his~~their Union Representative on behalf of the aggrieved employee to the Division Foreman within five (5) work days of the occurrence of the

grievance. If they cannot reach a satisfactory settlement within one (1) work day, then the complaint shall be reduced to writing, signed and dated by the aggrieved employee and ~~his~~their Union Representative Division Steward, and referred to Step 2 within one (1) work day.

34. Article 26, Section A: Delete the last two sentences in Section A as follows:
The City will provide an outfitting allowance of six hundred dollars (\$600) with the exception of employees in the Service Division actively engaged in vehicular repairs, service or maintenance who are provided uniforms by the City. These employees will receive a boot allowance of two hundred and twenty-five dollars (\$225) per employee. ~~The employee who on November 15, 2010 held the position of Water Meter Reader will be entitled to the outfitting allowance until the employee vacates that position. At that time, the outfitting allowance will cease and the employee will be entitled to a boot allowance of two hundred and twenty-five dollars (\$225).~~

35. Article 30, Paragraph 1 and 2: Amend Paragraph 1 and 2 to read as follows:
A standby duty group of a minimum of eight (8) but a maximum of twelve (12) employees shall be determined on a bid basis with preference given to the most senior employee with sewer experience. From this group, a rotating crew of two (2) employees shall be available on standby year-round for Department of Public Works call-out assignments. In addition to this regular crew, a one-employee crew drawn from the list of normal sand truck operators will be available during the winter period. The duty assignment will be on a weekly basis, ~~beginning at 12:01 a.m. on Sunday to Midnight on Saturday.~~

Standby duty groups shall be determined on a bid basis for Drainage, Water Distribution, Water Facilities, Plowing and Sanding. Preference shall be given to the most senior persons within the Division, and then to the most senior qualified persons outside the Division. Each duty period shall be for one (1) week: 7:00 a.m. Monday to the following 7:00 a.m. Monday, ~~unless a holiday falls on a Monday the next duty will begin on Tuesday at 7:00 a.m.~~

36. Article 30, Paragraph 6: Amend Paragraph 6 to read as follows:
The maximum number of people on the rotation will be established by mutual agreement for each type of duty. Schedules of standby duty will be drawn in advance for each type of duty; once someone has bid on standby duty, they must stay on duty for the full period of the schedule except in case of sickness, quitting employment, retirement, injury and approved vacation. The present practice of switching duty with prior notice shall be continued.

37. Article 31: Insert new Article 31, Workers' Compensation to read as follows:

SENIORITY:

- ~~An employee on workers compensation who does not have a known or an anticipated return to work date as certified by their treating physician will not be eligible to bid on job openings.~~

WAGES:

- An employee regardless of his length of service who is hurt on the job will be compensated for the balance of the day in which the injury occurred.
- Upon written application, employees involved in a Workers' Compensation case may receive the difference between what they receive from Workers' Compensation and their average weekly wage as determined by the Department of Industrial Accidents to determine benefit wage payments, deductible from their holiday, vacation, personal or sick pay and to the extent that they have time-off pay available.
- Employees who are receiving Workers' Compensation benefits shall cease to accrue sick leave after six (6) months of disability absence and shall cease to accrue vacation and personal leave after three (3) months of such absence. On return to work, accruals will resume. Personal leave in any fiscal year will be calculated pro rata excluding the first six (6) months of disability leave.

HOURS AND OVERTIME:

- Employees are not eligible for call-outs if on the day or night of the call-out they were out due to illness or injury on the day of the call-out.

SICK LEAVE:

- The department head will require a fitness-for-duty certification prior to an employee returning to work if sick leave was taken due to an injury (whether work-related or non-work-related).
- No sick leave shall be available when an employee is collecting Workers Compensation through another employer.
- No sick leave shall be available where the injury/illness arose out of employment for which another employer is liable under Workers' Compensation law or Section 111F of Chapter 41, M.G.L. and the employee is receiving sixty percent (60%) of their weekly pay.

STANDBY DUTY:

- Once someone has bid on standby duty, they must stay on duty for the full period of the schedule except in case of sickness, quitting employment, retirement, injury and approved vacation.

38. Article 31, Reopeners: Rename Article 31 to Article 32 and add the following to the end of Article 32:

The Parties agree to reopen negotiations upon notice by either party during the term of this collective bargaining agreement regarding the issues of, 1) the licensing requirements in the Water Department, and 2) review and amendment, if necessary, of the bargaining unit's job descriptions.

The list of positions in the bargaining unit are referenced in Appendix A.

39. Article 32, Duration: Rename Article 32 to Article 33 and amend Section A to read as follows:
This agreement shall become effective July 1, ~~2020~~ 2023 and shall remain in full force and effect until and including June 30, ~~2023~~ 2026 and shall renew itself from year to year thereafter, unless written notice of desire to change or amend this agreement is given at least sixty (60) days prior to the expiration date by either of the parties hereto. Written notice shall be mailed by certified mail, return receipt requested.
40. Article 33, Section B: Amend Section B to read as follows:
Those provisions of this agreement which are not in accordance with existing Ordinances of the City of Greenfield will become effective only when such Ordinances are changed or cancelled to permit such provisions to become effective.

IN WITNESS WHEREOF, the said CITY OF GREENFIELD, acting through its Personnel Board and the UNITED PUBLIC SERVICE EMPLOYEES UNION, through its officers duly authorized, hereby set their hands and seals to this instrument and to other instruments of like tenor on the day and year first above written.

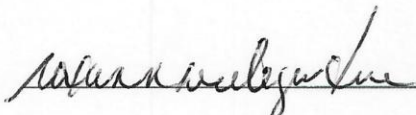

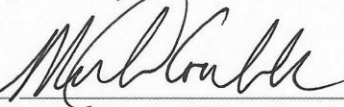

IN WITNESS WHEREOF, the parties hereto have set their hands this 22 day of

September, ~~2022~~ 2023.

41. Insert Appendix A, list of positions included in the bargaining unit.
42. FY 2020-2023 Wage Schedules: Replace FY 2020-2023 Wage Schedules with FY 2024-2026 Wage Schedules as follows:

CITY OF GREENFIELD:

UNITED PUBLIC SERVICE EMPLOYEES
UNION:

<u></u>	<u>9-22-23</u>	<u>Roger Stolon</u>	<u>9/14/23</u>
	Date		Date
<u></u>	<u>9/19/23</u>		
	Date		Date
<u></u>	<u>9/19/23</u>		
	Date		Date
<u></u>	<u>9-19-23</u>		
	Date		Date

APPENDIX A

6/9/2023

LIST OF POSITIONS INCLUDED IN THE BARGAINING UNIT

Custodian
Forestry Craftsman
Forestry Crew Chief
Forestry Operator
Highway & Traffic Craftsman
Highway & Traffic Crew Chief
Highway & Traffic Laborer
Highway & Traffic Operator
Parks Craftsman
Parks Crew Chief
Parks Laborer
Sewer & Drain Craftsman
Sewer & Drain Crew Chief
Sewer & Drain Laborer
Sewer & Drain Operator
Sewer & Drain Senior Operator
Solid Waste Crew Chief
Solid Waste Laborer
Solid Waste Operator
Solid Waste Senior Operator
Solid Waste Senior Operator 2
Vehicle Assistant Mechanic
Vehicle Lead Mechanic
Vehicle Master Mechanic
Vehicle Mechanic
Water Distribution Craftsman
Water Distribution Crew Chief
Water Distribution Laborer
Water Distribution Operator
WPCF Operations Technician Level I
WPCF Operations Technician Level II-Wastewater
WPCF Operator/Potable Water Specialist
WPCF Operator/Wastewater Specialist
WPCF Water Facilities Apprentice

City of Greenfield "W" Wage Schedule
FY24 July 1, 2023- June 30, 2024
2% COLA

Stepping will occur on July 1st, six (6) months earlier in FY24, due to the change in the effective date for stepping. Eligible employees will step July 1st instead of January each year therefore January steps will no longer occur. Effective July 1, 2023, add Step H with a 2.5% spread between Step G and Step H, allowing every eligible employee to step.

Grade	A	B	C	D	E	F	G	H
W3	\$17.41	\$17.87	\$18.64	\$19.08	\$19.56	\$20.05	\$20.55	\$21.06
	\$1,392.80	\$1,429.60	\$1,491.20	\$1,526.40	\$1,564.80	\$1,604.00	\$1,644.00	\$1,684.80
	\$36,212.80	\$37,169.60	\$38,771.20	\$39,686.40	\$40,684.80	\$41,704.00	\$42,744.00	\$43,804.80
W4	\$18.01	\$18.50	\$19.22	\$19.71	\$20.19	\$20.71	\$21.23	\$21.76
	\$1,440.80	\$1,480.00	\$1,537.60	\$1,576.80	\$1,615.20	\$1,656.80	\$1,698.40	\$1,740.80
	\$37,460.80	\$38,480.00	\$39,977.60	\$40,996.80	\$41,995.20	\$43,076.80	\$44,158.40	\$45,260.80
W5	\$18.58	\$19.06	\$19.74	\$20.24	\$20.75	\$21.26	\$21.79	\$22.33
	\$1,486.40	\$1,524.80	\$1,579.20	\$1,619.20	\$1,660.00	\$1,700.80	\$1,743.20	\$1,786.40
	\$38,646.40	\$39,644.80	\$41,059.20	\$42,099.20	\$43,160.00	\$44,220.80	\$45,323.20	\$46,446.40
W6	\$19.16	\$19.65	\$20.27	\$20.79	\$21.30	\$21.85	\$22.39	\$22.95
	\$1,532.80	\$1,572.00	\$1,621.60	\$1,663.20	\$1,704.00	\$1,748.00	\$1,791.20	\$1,836.00
	\$39,852.80	\$40,872.00	\$42,161.60	\$43,243.20	\$44,304.00	\$45,448.00	\$46,571.20	\$47,736.00
W7	\$19.65	\$20.13	\$20.86	\$21.38	\$21.92	\$22.46	\$23.02	\$23.60
	\$1,572.00	\$1,610.40	\$1,668.80	\$1,710.40	\$1,753.60	\$1,796.80	\$1,841.60	\$1,888.00
	\$40,872.00	\$41,870.40	\$43,388.80	\$44,470.40	\$45,593.60	\$46,716.80	\$47,881.60	\$49,088.00
W8	\$20.24	\$20.76	\$21.46	\$21.98	\$22.55	\$23.10	\$23.68	\$24.27
	\$1,619.20	\$1,660.80	\$1,716.80	\$1,758.40	\$1,804.00	\$1,848.00	\$1,894.40	\$1,941.60
	\$42,099.20	\$43,180.80	\$44,636.80	\$45,718.40	\$46,904.00	\$48,048.00	\$49,254.40	\$50,481.60
W9	\$20.73	\$21.27	\$22.00	\$22.57	\$23.12	\$23.72	\$24.31	\$24.92
	\$1,658.40	\$1,701.60	\$1,760.00	\$1,805.60	\$1,849.60	\$1,897.60	\$1,944.80	\$1,993.60
	\$43,118.40	\$44,241.60	\$45,760.00	\$46,945.60	\$48,089.60	\$49,337.60	\$50,564.80	\$51,833.60
W10	\$21.30	\$21.86	\$22.58	\$23.15	\$23.73	\$24.34	\$24.94	\$25.56
	\$1,704.00	\$1,748.80	\$1,806.40	\$1,852.00	\$1,898.40	\$1,947.20	\$1,995.20	\$2,044.80
	\$44,304.00	\$45,468.80	\$46,966.40	\$48,152.00	\$49,358.40	\$50,627.20	\$51,875.20	\$53,164.80
W11	\$21.83	\$22.36	\$23.16	\$23.74	\$24.35	\$24.91	\$25.57	\$26.21
	\$1,746.40	\$1,788.80	\$1,852.80	\$1,899.20	\$1,948.00	\$1,992.80	\$2,045.60	\$2,096.80
	\$45,406.40	\$46,508.80	\$48,172.80	\$49,379.20	\$50,648.00	\$51,812.80	\$53,185.60	\$54,516.80
W12	\$22.36	\$22.95	\$23.68	\$24.29	\$24.88	\$25.51	\$26.14	\$26.79
	\$1,788.80	\$1,836.00	\$1,894.40	\$1,943.20	\$1,990.40	\$2,040.80	\$2,091.20	\$2,143.20
	\$46,508.80	\$47,736.00	\$49,254.40	\$50,523.20	\$51,750.40	\$53,060.80	\$54,371.20	\$55,723.20

Note: All wages are calculated and paid hourly. Weekly and Annual wages may be approximate and are only for informational purposes.

City of Greenfield "T" Wage Schedule

FY24 July 1, 2023- June 30, 2024

2% COLA

Stepping will occur on July 1st, six (6) months earlier in FY24, due to the change in the effective date for stepping.
 Eligible employees will step July 1st instead of January each year therefore January steps will no longer occur.
 Effective July 1, 2023, add Step H with a 2.5% spread between Step G and Step H, allowing every eligible employee to step.

Grade	A	B	C	D	E	F	G	H
T1	\$20.03	\$20.80	\$21.57	\$22.34	\$23.11	\$23.88	\$24.74	\$25.36
	\$1,602.40	\$1,664.00	\$1,725.60	\$1,787.20	\$1,848.80	\$1,910.40	\$1,979.20	\$2,028.80
	\$41,662.40	\$43,264.00	\$44,865.60	\$46,467.20	\$48,068.80	\$49,670.40	\$51,459.20	\$52,748.80
T2	\$22.52	\$23.29	\$24.08	\$24.84	\$25.58	\$26.41	\$27.25	\$27.93
	\$1,801.60	\$1,863.20	\$1,926.40	\$1,987.20	\$2,046.40	\$2,112.80	\$2,180.00	\$2,234.40
	\$46,841.60	\$48,443.20	\$50,086.40	\$51,667.20	\$53,206.40	\$54,932.80	\$56,680.00	\$58,094.40
T3	\$24.60	\$25.44	\$26.30	\$27.12	\$27.99	\$28.79	\$29.72	\$30.46
	\$1,968.00	\$2,035.20	\$2,104.00	\$2,169.60	\$2,239.20	\$2,303.20	\$2,377.60	\$2,436.80
	\$51,168.00	\$52,915.20	\$54,704.00	\$56,409.60	\$58,219.20	\$59,883.20	\$61,817.60	\$63,356.80
T4	\$27.27	\$28.19	\$29.14	\$30.12	\$31.13	\$32.17	\$33.24	\$34.07
	\$2,181.60	\$2,255.20	\$2,331.20	\$2,409.60	\$2,490.40	\$2,573.60	\$2,659.20	\$2,725.60
	\$56,721.60	\$58,635.20	\$60,611.20	\$62,649.60	\$64,750.40	\$66,913.60	\$69,139.20	\$70,865.60

Note: All wages are calculated and paid hourly. Weekly and Annual wages may be approximate and are only for informational purposes.

City of Greenfield "W" Wage Schedule
FY25 July 1, 2024- June 30, 2025
3% COLA

Effective July 1, 2024, base wages will be increased by a one percent (1%) COLA, and an additional two percent (2%) COLA to compensate for the union accepting a correction to the longevity language error of twenty dollars (\$20) at ten (10) years of service to the intended ten dollars (\$10) at ten (10) years of service (longevity correction is effective July 1, 2023).

Grade	A	B	C	D	E	F	G	H
W3	\$17.93	\$18.41	\$19.20	\$19.65	\$20.15	\$20.65	\$21.17	\$21.69
	\$1,434.40	\$1,472.80	\$1,536.00	\$1,572.00	\$1,612.00	\$1,652.00	\$1,693.60	\$1,735.20
	\$37,294.40	\$38,292.80	\$39,936.00	\$40,872.00	\$41,912.00	\$42,952.00	\$44,033.60	\$45,115.20
W4	\$18.55	\$19.06	\$19.80	\$20.30	\$20.80	\$21.33	\$21.87	\$22.41
	\$1,484.00	\$1,524.80	\$1,584.00	\$1,624.00	\$1,664.00	\$1,706.40	\$1,749.60	\$1,792.80
	\$38,584.00	\$39,644.80	\$41,184.00	\$42,224.00	\$43,264.00	\$44,366.40	\$45,489.60	\$46,612.80
W5	\$19.14	\$19.63	\$20.33	\$20.85	\$21.37	\$21.90	\$22.44	\$23.00
	\$1,531.20	\$1,570.40	\$1,626.40	\$1,668.00	\$1,709.60	\$1,752.00	\$1,795.20	\$1,840.00
	\$39,811.20	\$40,830.40	\$42,286.40	\$43,368.00	\$44,449.60	\$45,552.00	\$46,675.20	\$47,840.00
W6	\$19.73	\$20.24	\$20.88	\$21.41	\$21.94	\$22.51	\$23.06	\$23.64
	\$1,578.40	\$1,619.20	\$1,670.40	\$1,712.80	\$1,755.20	\$1,800.80	\$1,844.80	\$1,891.20
	\$41,038.40	\$42,099.20	\$43,430.40	\$44,532.80	\$45,635.20	\$46,820.80	\$47,964.80	\$49,171.20
W7	\$20.24	\$20.73	\$21.49	\$22.02	\$22.58	\$23.13	\$23.71	\$24.31
	\$1,619.20	\$1,658.40	\$1,719.20	\$1,761.60	\$1,806.40	\$1,850.40	\$1,896.80	\$1,944.80
	\$42,099.20	\$43,118.40	\$44,699.20	\$45,801.60	\$46,966.40	\$48,110.40	\$49,316.80	\$50,564.80
W8	\$20.85	\$21.38	\$22.10	\$22.64	\$23.23	\$23.79	\$24.39	\$25.00
	\$1,668.00	\$1,710.40	\$1,768.00	\$1,811.20	\$1,858.40	\$1,903.20	\$1,951.20	\$2,000.00
	\$43,368.00	\$44,470.40	\$45,968.00	\$47,091.20	\$48,318.40	\$49,483.20	\$50,731.20	\$52,000.00
W9	\$21.35	\$21.91	\$22.66	\$23.25	\$23.81	\$24.43	\$25.04	\$25.67
	\$1,708.00	\$1,752.80	\$1,812.80	\$1,860.00	\$1,904.80	\$1,954.40	\$2,003.20	\$2,053.60
	\$44,408.00	\$45,572.80	\$47,132.80	\$48,360.00	\$49,524.80	\$50,814.40	\$52,083.20	\$53,393.60
W10	\$21.94	\$22.52	\$23.26	\$23.84	\$24.44	\$25.07	\$25.69	\$26.33
	\$1,755.20	\$1,801.60	\$1,860.80	\$1,907.20	\$1,955.20	\$2,005.60	\$2,055.20	\$2,106.40
	\$45,635.20	\$46,841.60	\$48,380.80	\$49,587.20	\$50,835.20	\$52,145.60	\$53,435.20	\$54,766.40
W11	\$22.48	\$23.03	\$23.85	\$24.45	\$25.08	\$25.66	\$26.34	\$27.00
	\$1,798.40	\$1,842.40	\$1,908.00	\$1,956.00	\$2,006.40	\$2,052.80	\$2,107.20	\$2,160.00
	\$46,758.40	\$47,902.40	\$49,608.00	\$50,856.00	\$52,166.40	\$53,372.80	\$54,787.20	\$56,160.00
W12	\$23.03	\$23.64	\$24.39	\$25.02	\$25.63	\$26.28	\$26.92	\$27.59
	\$1,842.40	\$1,891.20	\$1,951.20	\$2,001.60	\$2,050.40	\$2,102.40	\$2,153.60	\$2,207.20
	\$47,902.40	\$49,171.20	\$50,731.20	\$52,041.60	\$53,310.40	\$54,662.40	\$55,993.60	\$57,387.20

Note: All wages are calculated and paid hourly. Weekly and Annual wages may be approximate and are only for informational purposes.

City of Greenfield "T" Wage Schedule

FY25 July 1, 2024- June 30, 2025

3% COLA

Effective July 1, 2024, base wages will be increased by a one percent (1%) COLA, and an additional two percent (2%) COLA to compensate for the union accepting a correction to the longevity language error of twenty dollars (\$20) at ten (10) years of service to the intended ten dollars (\$10) at ten (10) years of service (longevity correction is effective July 1, 2023).

Grade	A	B	C	D	E	F	G	H
T1	\$20.63	\$21.42	\$22.22	\$23.01	\$23.80	\$24.60	\$25.48	\$26.12
	\$1,650.40	\$1,713.60	\$1,777.60	\$1,840.80	\$1,904.00	\$1,968.00	\$2,038.40	\$2,089.60
	\$42,910.40	\$44,553.60	\$46,217.60	\$47,860.80	\$49,504.00	\$51,168.00	\$52,998.40	\$54,329.60
T2	\$23.20	\$23.99	\$24.80	\$25.59	\$26.35	\$27.20	\$28.07	\$28.77
	\$1,856.00	\$1,919.20	\$1,984.00	\$2,047.20	\$2,108.00	\$2,176.00	\$2,245.60	\$2,301.60
	\$48,256.00	\$49,899.20	\$51,584.00	\$53,227.20	\$54,808.00	\$56,576.00	\$58,385.60	\$59,841.60
T3	\$25.34	\$26.20	\$27.09	\$27.93	\$28.83	\$29.65	\$30.61	\$31.37
	\$2,027.20	\$2,096.00	\$2,167.20	\$2,234.40	\$2,306.40	\$2,372.00	\$2,448.80	\$2,509.60
	\$52,707.20	\$54,496.00	\$56,347.20	\$58,094.40	\$59,966.40	\$61,672.00	\$63,668.80	\$65,249.60
T4	\$28.09	\$29.04	\$30.01	\$31.02	\$32.06	\$33.14	\$34.24	\$35.09
	\$2,247.20	\$2,323.20	\$2,400.80	\$2,481.60	\$2,564.80	\$2,651.20	\$2,739.20	\$2,807.20
	\$58,427.20	\$60,403.20	\$62,420.80	\$64,521.60	\$66,684.80	\$68,931.20	\$71,219.20	\$72,987.20

Note: All wages are calculated and paid hourly. Weekly and Annual wages may be approximate and are only for informational purposes.

**City of Greenfield "W" Wage Schedule
FY26 July 1, 2025- June 30, 2026**

3% COLA

Grade	A	B	C	D	E	F	G	H
W3	\$18.47	\$18.96	\$19.78	\$20.24	\$20.75	\$21.27	\$21.81	\$22.34
	\$1,477.60	\$1,516.80	\$1,582.40	\$1,619.20	\$1,660.00	\$1,701.60	\$1,744.80	\$1,787.20
	\$38,417.60	\$39,436.80	\$41,142.40	\$42,099.20	\$43,160.00	\$44,241.60	\$45,364.80	\$46,467.20
W4	\$19.11	\$19.63	\$20.39	\$20.91	\$21.42	\$21.97	\$22.53	\$23.08
	\$1,528.80	\$1,570.40	\$1,631.20	\$1,672.80	\$1,713.60	\$1,757.60	\$1,802.40	\$1,846.40
	\$39,748.80	\$40,830.40	\$42,411.20	\$43,492.80	\$44,553.60	\$45,697.60	\$46,862.40	\$48,006.40
W5	\$19.71	\$20.22	\$20.94	\$21.48	\$22.01	\$22.56	\$23.11	\$23.69
	\$1,576.80	\$1,617.60	\$1,675.20	\$1,718.40	\$1,760.80	\$1,804.80	\$1,848.80	\$1,895.20
	\$40,996.80	\$42,057.60	\$43,555.20	\$44,678.40	\$45,780.80	\$46,924.80	\$48,068.80	\$49,275.20
W6	\$20.32	\$20.85	\$21.51	\$22.05	\$22.60	\$23.19	\$23.75	\$24.35
	\$1,625.60	\$1,668.00	\$1,720.80	\$1,764.00	\$1,808.00	\$1,855.20	\$1,900.00	\$1,948.00
	\$42,265.60	\$43,368.00	\$44,740.80	\$45,864.00	\$47,008.00	\$48,235.20	\$49,400.00	\$50,648.00
W7	\$20.85	\$21.35	\$22.13	\$22.68	\$23.26	\$23.82	\$24.42	\$25.04
	\$1,668.00	\$1,708.00	\$1,770.40	\$1,814.40	\$1,860.80	\$1,905.60	\$1,953.60	\$2,003.20
	\$43,368.00	\$44,408.00	\$46,030.40	\$47,174.40	\$48,380.80	\$49,545.60	\$50,793.60	\$52,083.20
W8	\$21.48	\$22.02	\$22.76	\$23.32	\$23.93	\$24.50	\$25.12	\$25.75
	\$1,718.40	\$1,761.60	\$1,820.80	\$1,865.60	\$1,914.40	\$1,960.00	\$2,009.60	\$2,060.00
	\$44,678.40	\$45,801.60	\$47,340.80	\$48,505.60	\$49,774.40	\$50,960.00	\$52,249.60	\$53,560.00
W9	\$21.99	\$22.57	\$23.34	\$23.95	\$24.52	\$25.16	\$25.79	\$26.44
	\$1,759.20	\$1,805.60	\$1,867.20	\$1,916.00	\$1,961.60	\$2,012.80	\$2,063.20	\$2,115.20
	\$45,739.20	\$46,945.60	\$48,547.20	\$49,816.00	\$51,001.60	\$52,332.80	\$53,643.20	\$54,995.20
W10	\$22.60	\$23.20	\$23.96	\$24.56	\$25.17	\$25.82	\$26.46	\$27.12
	\$1,808.00	\$1,856.00	\$1,916.80	\$1,964.80	\$2,013.60	\$2,065.60	\$2,116.80	\$2,169.60
	\$47,008.00	\$48,256.00	\$49,836.80	\$51,084.80	\$52,353.60	\$53,705.60	\$55,036.80	\$56,409.60
W11	\$23.15	\$23.72	\$24.57	\$25.18	\$25.83	\$26.43	\$27.13	\$27.81
	\$1,852.00	\$1,897.60	\$1,965.60	\$2,014.40	\$2,066.40	\$2,114.40	\$2,170.40	\$2,224.80
	\$48,152.00	\$49,337.60	\$51,105.60	\$52,374.40	\$53,726.40	\$54,974.40	\$56,430.40	\$57,844.80
W12	\$23.72	\$24.35	\$25.12	\$25.77	\$26.40	\$27.07	\$27.73	\$28.42
	\$1,897.60	\$1,948.00	\$2,009.60	\$2,061.60	\$2,112.00	\$2,165.60	\$2,218.40	\$2,273.60
	\$49,337.60	\$50,648.00	\$52,249.60	\$53,601.60	\$54,912.00	\$56,305.60	\$57,678.40	\$59,113.60
Note:	All wages are calculated and paid hourly. Weekly and Annual wages may be approximate and are only for informational purposes.							

City of Greenfield "T" Wage Schedule

FY26 July 1, 2025- June 30, 2026

3% COLA

Grade	A	B	C	D	E	F	G	H
T1	\$21.25	\$22.06	\$22.89	\$23.70	\$24.51	\$25.34	\$26.24	\$26.90
	\$1,700.00	\$1,764.80	\$1,831.20	\$1,896.00	\$1,960.80	\$2,027.20	\$2,099.20	\$2,152.00
	\$44,200.00	\$45,884.80	\$47,611.20	\$49,296.00	\$50,980.80	\$52,707.20	\$54,579.20	\$55,952.00
T2	\$23.90	\$24.71	\$25.54	\$26.36	\$27.14	\$28.02	\$28.91	\$29.63
	\$1,912.00	\$1,976.80	\$2,043.20	\$2,108.80	\$2,171.20	\$2,241.60	\$2,312.80	\$2,370.40
	\$49,712.00	\$51,396.80	\$53,123.20	\$54,828.80	\$56,451.20	\$58,281.60	\$60,132.80	\$61,630.40
T3	\$26.10	\$26.99	\$27.90	\$28.77	\$29.69	\$30.54	\$31.53	\$32.31
	\$2,088.00	\$2,159.20	\$2,232.00	\$2,301.60	\$2,375.20	\$2,443.20	\$2,522.40	\$2,584.80
	\$54,288.00	\$56,139.20	\$58,032.00	\$59,841.60	\$61,755.20	\$63,523.20	\$65,582.40	\$67,204.80
T4	\$28.93	\$29.91	\$30.91	\$31.95	\$33.02	\$34.13	\$35.27	\$36.14
	\$2,314.40	\$2,392.80	\$2,472.80	\$2,556.00	\$2,641.60	\$2,730.40	\$2,821.60	\$2,891.20
	\$60,174.40	\$62,212.80	\$64,292.80	\$66,456.00	\$68,681.60	\$70,990.40	\$73,361.60	\$75,171.20

Note: All wages are calculated and paid hourly. Weekly and Annual wages may be approximate and are only for informational purposes.

Notice of Zoning Amendment proposals – October 18, 2023

The following zoning amendment proposals have been submitted to the Greenfield City Council for consideration:

- Miscellaneous Zoning Amendments: Definitions of “Farm, Poultry” and “Dwelling, Three-Family”; Section 200-55: Marijuana Establishments; Section 200-34: Sign Regulations; Section 200-21: Water Supply Protection District (WP), submitted September 22, 2023, by the Planning Board.
- Zoning Amendments to Section 200-39: Open Space/Cluster Developments, submitted September 22, 2023, by the Planning Board.
- Zoning Amendments to Section 200-50: Major Development Review, Subsection (B): Application, Paragraph (1), submitted October 5, 2023, by Councilor Philip Elmer.

CITY COUNCIL ORDER
City of GREENFIELD
MASSACHUSETTS

Councilor _____ :
Second by Councilor _____ :

The City Council,

Moved that it be ordered,

THAT THE CITY COUNCIL OF GREENFIELD AMEND THE ZONING ORDINANCE, CHAPTER 200, SECTION 200-3 TERMS AND WORDS, BY AMENDING THE DEFINITION OF “FARM, POULTRY”, TO READ AS FOLLOWS:

FARM, POULTRY -- Premises used in the production of poultry and/or eggs, having more than ten (10) poultry.
Premises on parcels of land less than 5 acres are allowed to have up to ten (10) poultry not to include roosters.

AND FURTHER AMENDS THE TABLE OF CONTENTS AND INDEX OF THE CODE. AND FURTHER THAT NONSUBSTANTIVE CHANGES TO THE NUMBERING OF THE ORDINANCE BE PERMITTED IN ORDER THAT IT BE IN COMPLIANCE WITH THE NUMBERING FORMAT OF THE CODE OF THE CITY OF GREENFIELD.

Two/Thirds (2/3) Vote Required (9)

Vote:

Explanation of supporting rationale:

Reason for Requested Amendment

The purpose of this proposed amendment is to clarify that roosters are not allowed on land less than five (5) acres in area.
The intent is to reduce the number of complaints received and enforcement actions that need to be taken

CITY COUNCIL ORDER
City of GREENFIELD
MASSACHUSETTS

Councilor _____ :
Second by Councilor _____ :

The City Council,

Moved that it be ordered,

THAT THE CITY COUNCIL OF GREENFIELD AMEND THE ZONING ORDINANCE, CHAPTER 200, SECTION 200-3 TERMS AND WORDS BY AMENDING THE DEFINITION OF “DWELLING, THREE-FAMILY”, TO READ AS FOLLOWS:

DWELLING, THREE-FAMILY -- A detached building containing three (3) dwelling units, ~~where each of the three (3) units, or any portion thereof, must be above or below at least one (1) of the other units.~~ *Also referred to as a triplex.*

AND FURTHER AMENDS THE TABLE OF CONTENTS AND INDEX OF THE CODE. AND FURTHER THAT NONSUBSTANTIVE CHANGES TO THE NUMBERING OF THE ORDINANCE BE PERMITTED IN ORDER THAT IT BE IN COMPLIANCE WITH THE NUMBERING FORMAT OF THE CODE OF THE CITY OF GREENFIELD.

Two/Thirds (2/3) Vote Required (9)

Vote:

Explanation of supporting rationale:

Reason for Requested Amendment

The purpose of this proposed amendment is to increase development opportunities for three-family homes through the City. The senior population in Greenfield is growing so there will be an increased need for accessible dwelling units. This amendment would allow three units to be built side by side.

CITY COUNCIL ORDER
City of GREENFIELD
MASSACHUSETTS

Councilor _____ :
Second by Councilor _____ :

The City Council,

Moved that it be ordered,

THAT THE CITY COUNCIL OF GREENFIELD AMEND THE ZONING ORDINANCE, CHAPTER 200, SECTION 200-55 MARIJUANA ESTABLISHMENTS, SUBSECTION B: APPLICABILITY, PARAGRAPH (4), TO READ AS FOLLOWS:

(4) No more than eight (8) Marijuana Retailers ~~and no more than four (4) Marijuana Delivery Operators~~ shall be allowed within the City of Greenfield. The number of licenses for brick and mortar Marijuana Retailers shall be capped at eight (8). A marijuana outdoor cultivation is limited to Tier 1 (5,000 square feet) per license. No person or entity having direct or indirect control shall be granted, or hold, more than three licenses in a particular class. The maximum outdoor canopy permissible under all licenses for a single parcel is 15,000 sq. ft.

AND FURTHER AMENDS THE TABLE OF CONTENTS AND INDEX OF THE CODE. AND FURTHER THAT NONSUBSTANTIVE CHANGES TO THE NUMBERING OF THE ORDINANCE BE PERMITTED IN ORDER THAT IT BE IN COMPLIANCE WITH THE NUMBERING FORMAT OF THE CODE OF THE CITY OF GREENFIELD.

Two/Thirds (2/3) Vote Required (9)

Vote:

Explanation of supporting rationale:

Reason for Requested Amendment

On August 11, 2022, former Governor Charlie Baker signed S. 3096, An Act Relative to Equity in the Cannabis Industry, into law. The new law requires host municipalities to establish initial policies to promote equity in the cannabis industry no later than July 1, 2023, or be subject to monetary penalties. The Massachusetts Cannabis Control Committee (CCC) encourages cities and towns in Massachusetts to consider incentives for increased participation by social equity applicants in their local cannabis ecosystem. Under the state program, social equity and economic empowerment applicants are eligible for exclusive access to Delivery Licenses, including Marijuana Courier Marijuana and Delivery Operator licenses, for at least a three-year period from April 1, 2022 to April 1, 2025.

CITY COUNCIL ORDER City of GREENFIELD MASSACHUSETTS

Councilor _____ :
Second by Councilor _____ :

The City Council,

Moved that it be ordered,

THAT THE CITY COUNCIL OF GREENFIELD AMEND THE ZONING ORDINANCE, CHAPTER 200, SECTION 200-34 SIGN REGULATIONS, SUBSECTION F: GENERAL SIGN REGULATIONS, PARAGRAPH (5) TO READ AS FOLLOWS:

(5) Dynamic display signs, also known as "electronic message centers," shall be prohibited, ***with the exception of municipal uses***. Dynamic display signs, also known as "electronic message centers," means any sign designed for outdoor use that is capable of displaying an electronic signal, including, but not limited to, cathode-ray tubes (CRT), light-emitting diode (LED) displays, plasma displays, liquid-crystal displays (LCD), or other technologies used in commercially available televisions or computer monitors. Signs with this technology which are placed by a public agency for the purpose of directing or regulating pedestrian or vehicle movement are exempt from this chapter.

AND FURTHER AMENDS THE TABLE OF CONTENTS AND INDEX OF THE CODE. AND FURTHER THAT NONSUBSTANTIVE CHANGES TO THE NUMBERING OF THE ORDINANCE BE PERMITTED IN ORDER THAT IT BE IN COMPLIANCE WITH THE NUMBERING FORMAT OF THE CODE OF THE CITY OF GREENFIELD.

Two/Thirds (2/3) Vote Required (9)

Vote:

Explanation of supporting rationale:

Reason for Requested Amendments

On July 20, 2022, the City Council adopted amendments to the Sign regulations under Section 200-34 of the Zoning Ordinance. Prior to leaving the City, former Chief of Staff Dani Letourneau forwarded a request for additional amendment to the sign regulations. The Planning Board met on September 21, 2023 to discuss the requested amendments and voted to recommend the above to the City Council. The proposed amendment to Subsection F(5) is the result of a request by the Greenfield Fire Department to allow the installation of an electronic message center sign at the new fire station.

CITY COUNCIL ORDER City of GREENFIELD MASSACHUSETTS

Councilor _____ :
Second by Councilor _____ :

The City Council,

Moved that it be ordered,

THAT THE CITY COUNCIL OF GREENFIELD AMEND THE ZONING ORDINANCE, CHAPTER 200, SECTION 200-34 SIGN REGULATIONS, SUBSECTION I: EXCEPTIONS, PARAGRAPH (3) TO READ AS FOLLOWS:

(3) No sign, other than traffic control and route signs authorized by public agencies, shall be placed within a public right-of-way unless a special permit has been granted by the Zoning Board of Appeals with prior written approval from ~~the Greenfield Licensing Commission and the Greenfield Department of Public Works~~ for City/county rights-of-way, and the Massachusetts Department of Public Works for state rights-of-way.

AND FURTHER AMENDS THE TABLE OF CONTENTS AND INDEX OF THE CODE. AND FURTHER THAT NONSUBSTANTIVE CHANGES TO THE NUMBERING OF THE ORDINANCE BE PERMITTED IN ORDER THAT IT BE IN COMPLIANCE WITH THE NUMBERING FORMAT OF THE CODE OF THE CITY OF GREENFIELD.

Two/Thirds (2/3) Vote Required (9)

Vote:

Explanation of supporting rationale:

CITY COUNCIL ORDER City of GREENFIELD MASSACHUSETTS

Councilor _____ :
Second by Councilor _____ :

The City Council,

Moved that it be ordered,

THAT THE CITY COUNCIL OF GREENFIELD AMEND THE ZONING ORDINANCE, CHAPTER 200, SECTION 200-21 WATER SUPPLY PROTECTION DISTRICT (WP), SUBSECTION A: PURPOSE, PARAGRAPH (1), TO READ AS FOLLOWS:

(1) The general boundaries of the Water Supply Protection district include Zones ~~4I~~, ~~2II~~, and ~~3III~~ as shown on the Official Zoning Map ~~dated July 28, 2014~~ *and as amended*. The Water Supply Protection District includes the Mill Brook well field and the recharge and watershed areas as determined by the hydrologic study titled "Aquifer Land Acquisition Study" prepared for the City of Greenfield, Department of Public Works by Tighe & Bond, Inc. of Easthampton, MA, August 1988. The District also includes the Leary Well Site Zone 1 and the one-half-mile interim Zone 2 required by the Department of Environmental Protection (DEP). The District also includes the Caisson Well Site Zone ~~4I~~ and Zone ~~2II~~ recharge areas. The maps as well as the accompanying report are incorporated herein by reference and are on file with the City Clerk, Inspector of Buildings and Planning Board.

And further amend Section 200-21, Water Supply Protection District (WP) of the Zoning Ordinance by replacing numbers 1, 2, and 3 relative to Zones with roman numerals I, II, and III throughout the ordinance.

AND FURTHER AMENDS THE TABLE OF CONTENTS AND INDEX OF THE CODE. AND FURTHER THAT NONSUBSTANTIVE CHANGES TO THE NUMBERING OF THE ORDINANCE BE PERMITTED IN ORDER THAT IT BE IN COMPLIANCE WITH THE NUMBERING FORMAT OF THE CODE OF THE CITY OF GREENFIELD.

Two/Thirds (2/3) Vote Required (9)

Vote:

Explanation of supporting rationale:

Reason for Requested Amendments

On September 8, 2023, the City of Greenfield received the following letter addressed to Mark Holley of the DPW Water Division with a copy to the Greenfield Planning Board. The proposed amendment doesn't reference a specific date for the Official Zoning Map so that if the Zoning Map is amended over time, the Water Supply Protection District Ordinance would not have to be amended as well.

Mr. Mark Holley, DPW/Water Division, 189 Wells St, Greenfield, MA 01301

Re: Wellhead Protection Update, Wells 1114000 - 04G, 05G, 06G, 07G

This letter is to provide you with an update on the status of your wellhead protection compliance for the above listed wells. MassDEP provides these updates to ensure water suppliers are aware of their status and to take any actions that may be required or suggested to enhance protection.

As you may know, the Zone II of public wells must be protected by local controls that prohibit the uses and activities cited in the Wellhead Protection Regulations 310 CMR 22.21(2). The City's Water Supply Protection District Ordinance and Board of Health Floor Drain Regulation sufficiently meet 310 CMR 22.21(2). However, the ordinance should be amended to reference the 2023 zoning map, rather than the 2014 map. In addition, amendments should include changing Zones 1, 2, 3 to Zones I, II, III as identified on the zoning map and in the Drinking Water Regulations.

We thank you for your commitment and efforts in protecting public drinking water supplies in Massachusetts. Please retain this letter for you records. If you have any questions, please contact me at the Drinking Water Program through the email address below.

Sincerely,

MassDEP Drinking Water Program/Boston



Roxann Wedegartner
Mayor

City of
GREENFIELD, MASSACHUSETTS

PLANNING AND DEVELOPMENT

PLANNING BOARD

City Hall • 14 Court Square • Greenfield, MA 01301
Phone 413-772-1549 • eric.twarog@greenfield-ma.gov • www.greenfield-ma.gov

TO: Daniel Guin, City Council President
Members of the Greenfield City Council

FROM: George Touloumtzis, Chairperson, Planning Board

DATE: September 22, 2023

RE: Proposed zoning amendments to amend the definition of "Farm, Poultry" and "Dwelling, Three-Family", to amend Section 200-55, Marijuana Establishments; to amend Section 200-34, Sign regulations; and to amend Section 200-21, Water Supply Protection District (WP) of the Zoning Ordinance.

At its September 21, 2023 meeting, the Planning Board, after careful consideration and deliberation, took the following votes to initiate the attached proposed zoning amendments to amend the definition of "Farm, Poultry" and "Dwelling, Three-Family", to amend Section 200-55, Marijuana Establishments; to amend Section 200-34, Sign regulation; and to amend Section 200-21, Water Supply Protection District (WP) of the Zoning Ordinance.

Amendment #1

MOTION: Moved by Kinney, seconded by McMahan, and voted 3:0:0 to forward the proposed zoning amendment to amend the definition of "Farm, Poultry" to the City Council to initiate the Zoning Amendment process.

Amendment #2

MOTION: Moved by McMahan, seconded by Kinney, and voted 3:0:0 to forward the proposed zoning amendment to amend the definition of "Dwelling, Three-Family" to the City Council to initiate the Zoning Amendment process.

Amendment #3

MOTION: Moved by McMahan, seconded by Kinney, and voted 3:0:0 to forward the proposed zoning amendment to amend Section 200-55, Marijuana Establishments to the City Council to initiate the Zoning Amendment process.

A large, dark, handwritten signature, likely of the Chairperson George Touloumtzis, is written over a horizontal line.

*The City of Greenfield is an Affirmative Action/Equal Opportunity Employer,
a designated Green Community and a recipient of the "Leading by Example" Award*

Amendment #4

MOTION: Moved by Kinney, seconded by McMahan, and voted 3:0:0 to forward the proposed zoning amendments to amend Section 200-34, Sign regulations to the City Council to initiate the Zoning Amendment process.

Amendment #5

MOTION: Moved by Kinney, seconded by McMahan, and voted 3:0:0 to forward the proposed zoning amendments to amend Section 200-21, Water Supply Protection District (WP) to the City Council to initiate the Zoning Amendment process.

Respectfully submitted,
George Touloumtzis
Chairperson, Planning Board

Attachment – Proposed Zoning Amendments

PROPOSED ZONING AMENDMENTS TO THE GREENFIELD ZONING ORDINANCE

September 22, 2023

Note: Text with a ~~strike through~~ is text to be deleted, ***black bold italic*** text is newly proposed text.

Zoning Amendment #1

Amend Section 200-3. Terms and words of the Zoning Ordinance by amending the definition of “Farm, Poultry” to read as follows:

FARM, POULTRY -- Premises used in the production of poultry and/or eggs, having more than ten (10) poultry. ***Premises on parcels of land less than 5 acres are allowed to have up to ten (10) poultry not to include roosters.***

Reason for Requested Amendment

The purpose of this proposed amendment is to clarify that roosters are not allowed on land less than five (5) acres in area. The intent is to reduce the number of complaints received and enforcement actions that need to be taken.

Zoning Amendment #2

Amend Section 200-3. Terms and words of the Zoning Ordinance by amending the definition of “Dwelling, Three-Family” to read as follows:

DWELLING, THREE-FAMILY -- A detached building containing three (3) dwelling units, ~~where each of the three (3) units, or any portion thereof, must be above or below at least one (1) of the other units.~~ ***Also referred to as a triplex.***

Reason for Requested Amendment

The purpose of this proposed amendment is to increase development opportunities for three-family homes through the City. The senior population in Greenfield is growing so there will be an increased need for accessible dwelling units. This amendment would allow three units to be built side by side.

Zoning Amendment #3

Amend Section 200-55, Marijuana establishments of the Zoning Ordinance, Subsection B(4) so that it reads as follows:

(1) No more than eight (8) Marijuana Retailers ~~and no more than four (4) Marijuana Delivery Operators~~ shall be allowed within the City of Greenfield. The number of licenses for brick and mortar Marijuana Retailers shall be capped at eight (8). A marijuana outdoor cultivation is limited to Tier 1 (5,000 square feet) per license. No person or entity having direct or indirect control shall be granted, or hold, more than three licenses in a particular class. The maximum outdoor canopy permissible under all licenses for a single parcel is 15,000 sq. ft.

Reason for Requested Amendment

On August 11, 2022, former Governor Charlie Baker signed S. 3096, An Act Relative to Equity in the Cannabis Industry, into law. The new law requires host municipalities to establish initial policies to promote equity in the cannabis industry no later than July 1, 2023, or be subject to monetary penalties. The Massachusetts Cannabis Control Committee (CCC) encourages cities and towns in Massachusetts to

consider incentives for increased participation by social equity applicants in their local cannabis ecosystem. Under the state program, social equity and economic empowerment applicants are eligible for exclusive access to Delivery Licenses, including Marijuana Courier Marijuana and Delivery Operator licenses, for at least a three-year period from April 1, 2022 to April 1, 2025.

Zoning Amendment #4

Amend Section 200-34, Sign regulations of the Zoning Ordinance, Subsections F(5) and I(3) so that they read as follows:

(5) Dynamic display signs, also known as "electronic message centers," shall be prohibited, *with the exception of municipal uses*. Dynamic display signs, also known as "electronic message centers," means any sign designed for outdoor use that is capable of displaying an electronic signal, including, but not limited to, cathode-ray tubes (CRT), light-emitting diode (LED) displays, plasma displays, liquid-crystal displays (LCD), or other technologies used in commercially available televisions or computer monitors. Signs with this technology which are placed by a public agency for the purpose of directing or regulating pedestrian or vehicle movement are exempt from this chapter.

(3) No sign, other than traffic control and route signs authorized by public agencies, shall be placed within a public right-of-way unless a special permit has been granted by the Zoning Board of Appeals with prior written approval ~~from the Greenfield Licensing Commission and the Greenfield Department of Public Works for City/county rights-of-way, and the Massachusetts Department of Public Works for state rights-of-way.~~

Reason for Requested Amendments

On July 20, 2022, the City Council adopted amendments to the Sign regulations under Section 200-34 of the Zoning Ordinance. Prior to leaving the City, former Chief of Staff Dani Letourneau forwarded a request for additional amendment to the sign regulations. The Planning Board met on September 21, 2023 to discuss the requested amendments and voted to recommend the above to the City Council. The proposed amendment to Subsection F(5) is the result of a request by the Greenfield Fire Department to allow the installation of an electronic message center sign at the new fire station.

Zoning Amendment #5

Amend Section 200-21, Water Supply Protection District (WP) of the Zoning Ordinance, Subsection A(1) so that it reads as follows:

(1) The general boundaries of the Water Supply Protection district include Zones ~~4I~~, ~~2II~~, and ~~3III~~ as shown on the Official Zoning Map ~~dated July 28, 2014~~ **and as amended**. The Water Supply Protection District includes the Mill Brook well field and the recharge and watershed areas as determined by the hydrologic study titled "Aquifer Land Acquisition Study" prepared for the City of Greenfield, Department of Public Works by Tighe & Bond, Inc. of Easthampton, MA, August 1988. The District also includes the Leary Well Site Zone 1 and the one-half-mile interim Zone 2 required by the Department of Environmental Protection (DEP). The District also includes the Caisson Well Site Zone ~~4I~~ and Zone ~~2II~~ recharge areas. The maps as well as the accompanying report are incorporated herein by reference and are on file with the City Clerk, Inspector of Buildings and Planning Board.

And further amend Section 200-21, Water Supply Protection District (WP) of the Zoning Ordinance by replacing numbers 1, 2, and 3 relative to Zones with roman numerals I, II, and III throughout the ordinance.

Reason for Requested Amendments

On September 8, 2023, the City of Greenfield received the following letter addressed to Mark Holley, of the DPW Water Division with a copy to the Greenfield Planning Board. The proposed amendment doesn't reference a specific date for the Official Zoning Map so that if the Zoning Map is amended over time, the Water Supply Protection District Ordinance would not have to be amended as well.

“Mr. Mark Holley
DPW/Water Division
189 Wells St
Greenfield, MA 01301

Re: Wellhead Protection Update, Wells 1114000 - 04G, 05G, 06G, 07G

Dear Mr. Holley:

This letter is to provide you with an update on the status of your wellhead protection compliance for the above listed wells. MassDEP provides these updates to ensure water suppliers are aware of their status and to take any actions that may be required or suggested to enhance protection.

As you may know, the Zone II of public wells must be protected by local controls that prohibit the uses and activities cited in the Wellhead Protection Regulations 310 CMR 22.21(2). The City's Water Supply Protection District Ordinance and Board of Health Floor Drain Regulation sufficiently meet 310 CMR 22.21(2). However, the ordinance should be amended to reference the 2023 zoning map (attached), rather than the 2014 map. In addition, amendments should include changing Zones 1, 2, 3 to Zones I, II, III as identified on the zoning map and in the Drinking Water Regulations.

We thank you for your commitment and efforts in protecting public drinking water supplies in Massachusetts. Please retain this letter for your records. If you have any questions, please contact me at the Drinking Water Program through the email address below.

Sincerely,

MassDEP Drinking Water Program/Boston”

CITY COUNCIL ORDER
City of GREENFIELD
MASSACHUSETTS

Councilor _____ :
Second by Councilor _____ :

The City Council,

Moved that it be ordered,

THAT THE CITY COUNCIL OF GREENFIELD AMEND THE ZONING ORDINANCE, CHAPTER 200, SECTION 200-39 OPEN SPACE/CLUSTER DEVELOPMENTS AS ATTACHED IN EXHIBIT A

AND FURTHER AMENDS THE TABLE OF CONTENTS AND INDEX OF THE CODE. AND FURTHER THAT NONSUBSTANTIVE CHANGES TO THE NUMBERING OF THE ORDINANCE BE PERMITTED IN ORDER THAT IT BE IN COMPLIANCE WITH THE NUMBERING FORMAT OF THE CODE OF THE CITY OF GREENFIELD.

Two/Thirds (2/3) Vote Required (9)

Vote:

Explanation of supporting rationale:

Proposed Zoning Amendments to the Greenfield Ordinance August 21, 2023



Roxann Wedegartner
Mayor

City of
GREENFIELD, MASSACHUSETTS

PLANNING AND DEVELOPMENT

PLANNING BOARD

City Hall • 14 Court Square • Greenfield, MA 01301
Phone 413-772-1549 • eric.twarog@greenfield-ma.gov • www.greenfield-ma.gov

TO: Daniel Guin, City Council President
Members of the Greenfield City Council

FROM: George Toulountzis, Chairperson, Planning Board

DATE: September 22, 2023

RE: Planning Board deliberation on and initiation of the proposed amendments to
Section 200-39, Open Space/Cluster Developments of the Zoning Ordinance.

At its September 21, 2023 meeting, the Planning Board, after careful consideration and deliberation, took the following vote to initiate the attached proposed zoning amendments to Section 200-39, Open Space/Cluster Developments of the Zoning Ordinance:

MOTION: Moved by McMahan, seconded by Kinney, and voted 3:0:0 to forward the proposed zoning amendments to Section 200-39, Open Space/Cluster Developments of the Zoning Ordinance to the City Council to initiate the Zoning Amendment process.

Respectfully submitted,
George Toulountzis
Chairperson, Planning Board

Attachments: Proposed Zoning Amendments to Section 200-39, Open Space/Cluster Developments of the Zoning Ordinance



*The City of Greenfield is an Affirmative Action/Equal Opportunity Employer,
a designated Green Community and a recipient of the "Leading by Example" Award*

PROPOSED ZONING AMENDMENTS TO THE GREENFIELD ORDINANCE

August 21, 2023

Note: Text with a ~~strike through~~ is text to be deleted, ***black bold italic*** text is newly proposed text.

~ 200-39. Open space/cluster developments.

- A. Description. An open space/cluster development shall mean a residential development in which the buildings are clustered together into one (1) or more groups on reduced lot sizes with the remaining land permanently ***protected*** ~~undeveloped~~.
- B. Purpose. The purpose of open space/cluster development is to allow for a flexible design in residential development of single-family, two-family, and multifamily housing. The intention is to:
 - (1) Promote a more efficient use of land in harmony with its natural features;
 - (2) Encourage a less sprawling form of development that consumes less open land;
 - (3) Encourage the permanent preservation of open space, agricultural lands and other natural resources;
 - (4) Facilitate the construction and maintenance of streets, utilities, and public services in a more economical and efficient manner;
 - (5) Promote diverse housing at a variety of costs.
- C. Open Space/cluster developments are allowed in the Urban Residential (RA), Suburban Residential (RB), and Rural Residential (RC) zoning districts subject to site plan review by the Planning Board with the following regulations and conditions.
- D. Procedures.
 - (1) Preapplication review. To promote communication and avoid misunderstanding, applicants are strongly encouraged to submit preliminary materials for informal review by the Planning Board prior to formal application.
 - (2) Application.
 - (a) Applicants for an open space/cluster development shall submit to the Planning Board twelve (12) copies of an application and twelve (12) prints of the development plan, with one set being reduced to 11" x 17". If the land on the plan involves more than one (1) ownership, each owner of land included on the plan shall be a party to the application and, upon plan approval, subject to its provisions for any land shown on the plan as part of the open space/cluster development.

(b) The Planning Board approval of a cluster development site plan hereunder shall not substitute for compliance with the Subdivision Control Act¹ nor oblige the Planning Board to approve a related definitive plan for subdivision, nor reduce any time periods for Planning Board consideration under that law. However, in order to facilitate processing, the Planning Board may, insofar as practical under law, adopt regulations establishing procedures for submission of a combined development plan and application which shall satisfy this section and the Board's regulations under the Subdivision Control Act.

(3) Submittal requirements. The development plan shall be prepared by a registered professional civil engineer, a registered land surveyor or **registered landscape architect** ~~other qualified professional~~ at a scale of one (1) inch equals forty (40) feet and shall be on standard twenty-four (24) by thirty-six (36) inch sheets prepared, at a minimum, in accordance with the Site Plan Review Section, ~ 200-8.4, of this ordinance and the requirements for a preliminary subdivision plan under the Greenfield Subdivision Regulations.² The plan shall also include the following information:

- (a) Identification of existing vegetative cover, natural resources, topography and land uses, including the boundaries of all wetlands on the site as determined by the Greenfield Conservation Commission;
- (b) Existing structures, **public water lines, private wells, sewer systems, water systems, and septic systems, and telecommunications infrastructure and other utilities** ~~wells, septic systems, sewer lines, water lines, utilities, and drainage;~~
- (c) Soil types, based on the Soil Conservation Service Soil Survey and on-site soil boring logs, approximate depth to groundwater, location and results of percolation tests and other subsurface tests;
- (d) Proposed uses of land and buildings;
- (e) The location and dimension of all proposed lots;
- (f) Proposed lot lines, streets, parking areas, walkways, drainage and utilities, existing and proposed easements;
- (g) The general location and description of proposed public water lines, private wells, sewer systems, water systems, ~~and~~ septic systems, **connections for fire hydrants, and telecommunications infrastructure and other utilities;**
- (h) The location, size and description of proposed common open space, parks, and other community or recreational uses. The proposed use of the open space shall be specified in the application. If several uses are proposed, the plans shall specify what uses will occur in what areas. The Planning Board shall have the authority to approve or disapprove particular uses proposed for the open space.
- (i) A proposed landscaping plan and grading plan;

¹Editor's Note: See MGL c. 41, ~ 81K et seq.

²Editor's Note: See Ch. 880, Subdivision of Land.

- (j) The location, number, and types of residential dwelling units.
- (4) Additional submittal requirements:
 - ~~(a) The number of dwelling units and lots which could be constructed under this ordinance by means of a conventional development plan without open space/cluster approval;~~
 - (ab)** Proposed design features to integrate the development into the existing landscape, the surrounding neighborhoods, and enhance aesthetic assets;
 - (be)** Pre- and post-development runoff calculations;
 - (cd)** If phasing of the development is proposed, a phasing schedule indicating which portions of the development including buildings, dwelling units, infrastructure, etc., to be constructed during each phase;
 - (de)** Materials indicating the landowner's interest in the land to be developed, the form of organization proposed to own and maintain the common land and the substance of covenants and grants of easements to be imposed upon the use of land and structures;
 - (ef)** If necessary to determine compliance with the requirements or intent of this provision, the Planning Board may require further engineering or environmental analysis to be prepared at the expense of the applicant.
- (5) Review by other boards. Within ten (10) days of receiving the application and development plan, the Planning Board shall transmit one (1) copy of the plan to the Department of Public Works, Fire Department, Inspector of Buildings, Board of Health and Conservation Commission for review and comment. Failure to comment within thirty (30) days shall be deemed as no objection to the development plan.

E. Permitted uses.

- (1) The permitted uses in an open space/cluster development may include single-family, two-family, and/or multifamily dwellings. In mixed used developments, multifamily dwelling units shall not exceed thirty percent (30%) of the total number of dwelling units.
- (2) Multifamily dwellings shall also meet the design requirements for multifamily dwellings, ~ 200-7.2, of this ordinance.

F. Lots/units.

(1) The maximum initial number of dwelling units permitted in an OSCD shall be calculated by a formula based upon the net acreage of the parcel. This formula takes into account site-specific development limitations that make some land less suitable for development than other land. The factors named below are included for net acreage calculation purposes only and do not convey or imply any regulatory constraints on development that are not contained in other applicable provisions of law, including the City of Greenfield Zoning Ordinance. To determine net acreage, subtract the following from the total (gross acreage of the site):

- (a) *One hundred percent (100%) of the acreage of land with slopes of 25% or greater;*
- (b) *The total acreage of land subject to easements or restrictions prohibiting development, lakes, ponds, vernal pools, 100-year floodplains as most recently delineated by FEMA, Zone I and A around public water supplies, and all wetlands as defined in Chapter 131, Section 40 of the General Laws and any state or local regulations adopted there under, as delineated by an accredited wetlands specialist and approved by the Conservation Commission; and*
- (c) *Ten percent (10%) of the remaining acreage after the areas of A and B are removed to account for subdivision roads and infrastructure;*
- (2) *The maximum initial number of allowable dwelling units on the parcel shall be determined by dividing the net acreage determined under section ~ 200-7.1(F1), above, by the minimum lot area requirement of the district under this zoning ordinance. Fractional units of less than .5 shall be rounded down and fractional units of .5 or more shall be rounded up.*
- (3) *For parcels located in more than one zoning district, the maximum initial allowable number of dwelling unit for each zoning district shall be computed separately first. These totals shall be added together and then rounded as above. The allowable number of maximum bonus dwelling units for the entire OSCD shall be calculated based upon this combined total number of dwelling units. The permitted location of the dwelling units and Protected Open Space shall be wherever the Planning Board determines best fits the characteristics of the land, based upon the Conservation Analysis and Findings described in Article 5 of the Subdivision Regulations.*
- ~~(1) — The number of lots/dwelling units shall not exceed that which could be built on the tract in the district under this zoning ordinance. The number of lots/dwelling units shall be computed by subtracting from the total land area any land used for roadways, any lots not buildable in accordance with this ordinance, Title V of the State Sanitary Code (if not connected to municipal sewer), or any other local or state regulation and then dividing by the minimum lot requirement for each type of dwelling unit proposed. Total lots/dwelling units shall be rounded to the nearest whole number.~~
- ~~(2) — Each lot shall be of a size and shape to provide a building site which shall be in harmony with the natural terrain and other features of the land.~~
- ~~(3) — Each lot shall have adequate access on a public way or on a private way approved under the Greenfield Subdivision Regulations.³~~

G. Density Bonus.

- (1) *The planning board may award via special permit a density bonus to increase the number of dwelling units beyond what is allowed under ~200-7.1(F) of this Ordinance. The additional number of dwelling units permitted under this section ~200-7.1(G) shall be known as the OSCD's "density bonus." When determining the final total number of bonus dwelling units, fractional units of less than .5 shall be rounded down and fractional units of .5 or more shall be rounded up. The maximum density bonus award is subject to the adequate spacing needed for utilities (see J(2) of this Section).*

³Editor's Note: See Ch. 880, Subdivision of Land.

(2) Bonus density incentives:

<i>Design Feature</i>	<i>Bonus</i>
<i>OSCD protects 10% above the minimum requirement for the District</i>	<i>10%</i>
<i>OSCD protects 15% above the minimum requirement for the District</i>	<i>5% for each additional 5% protected</i>
<i>OSCD protects 20 or more contiguous acres</i>	<i>10%</i>
<i>OSCD protects land contiguous to an already protected area outside the OSCD parcel so as to increase the practical area of working agricultural land, forest, or wildlife habitat in the already protected area by 25%</i>	<i>10%</i>
<i>OSCD allocates more than 50% of the allowed lots for multi-family homes</i>	<i>10%</i>
<i>OSCD contains units that have a maximum HERS rating of 0 (Net-Zero Energy homes)</i>	<i>10% bonus if 20% or more of the units meet this standard</i>
<i>OSCD contains dwelling units that can be counted towards Greenfield's 10% affordable housing requirement set by Chapter 40B</i>	<i>10% bonus if 20% or more of the units meet this standard</i>
<i>OSCD contains dwelling units designated as affordable senior housing (55+)</i>	<i>5% if at least 10% of the units meet this standard</i>
<i>All homes in the OSCD include water collection for irrigation</i>	<i>5%</i>
<i>OSCD design includes recreational opportunities for the public by providing access to walking trails or other passive forms of recreation</i>	<i>5%</i>

GH. Dimensional requirements.

- (1) The area of the tract to be developed shall be not less than five (5) contiguous acres.
- (2) The minimum lot size per unit may be reduced to no less than the minimum lot area requirement of the Residential A District in ~ 200-5.2. of this ordinance.
- (3) Lot frontage and lot width may be reduced to a minimum of fifty (50) feet in the RA, RB and RC Districts.
- (4) Flag lots which meet the requirements of ~ 200-7.8 of this ordinance shall be permitted.
- (5) The minimum front and rear setback requirements and the open space per lot shall be the same as normally required in the district. The side yard requirements shall be ten (10) feet for single- and two-family dwellings and twenty (20) feet for multifamily structures in all residential districts.

The Planning Board may reduce, by up to one half, the setbacks otherwise listed in the Table of Dimensional Requirements in this ordinance if the Board finds that such reduction will result in better design, improve protection of natural and scenic resources and will otherwise comply with this ordinance.

(6) Further reduction of frontage, lot width, lot size, and setbacks from those set forth in this ordinance may be granted by the Planning Board by special permit if the Board finds that such reduction will result in better design, improve protection of natural and scenic resources and will otherwise comply with this ordinance.

(7) The maximum building height in any open space/cluster development shall be thirty-five (35) feet.

(8) All buildings and accessory structures and uses on a lot which adjoins a lot not within the open space/cluster development shall meet the minimum setback requirements for the district.

HI. Common open space requirements.

(1) All land not devoted to dwellings, accessory uses, roads, or other development shall be set aside as common land for recreation, conservation, or agricultural uses which preserve the land in essentially its natural condition.

(2) Common space shall be equivalent to the total reduction in lot sizes but shall be at least twenty-five percent (25%) of the total land area of the tract in Urban Residential (RA) zones and twenty-five percent (25%) in Suburban Residential (RB) and **fifty percent (50%) in Rural Residential (RC) zones not including wetlands determined by the Conservation Commission under the Wetlands Protection Act, floodplains, and slopes in excess of twenty-five percent (25%).** In no case shall a parcel of common open space be less than one (1) acre in Urban Residential (RA) zones or one and one-quarter (1 1/4) acres in Suburban Residential (RB) or Rural Residential (RC) zones. At least one-half (1/2) of the open space shall be shaped for land uses such as recreation and agriculture. ***To the extent possible, the preserved land shall form a contiguous tract.***

(3) Further subdivision of common open space or its use for other than the above listed uses, except for easements for underground utilities and septic systems, shall be prohibited. Structures or buildings accessory to recreation, conservation, or agricultural uses may be erected but shall not exceed five-percent coverage of such common open land.

(4) Such common open space shall be either:

(a) Conveyed to a corporation or trust owned or to be owned by the owners of lots or units within the development. If such a corporation or trust is utilized, ownership thereof shall pass with conveyances of the lots in perpetuity;

(b) Conveyed to a corporation or trust owned or to be owned by the owners of lots or units within the development and to be managed by a nonprofit organization, the principle purpose of which is the conservation or preservation of open space;

(c) Conveyed to the City of Greenfield, at no cost, and accepted by it for a park or open space use. Such conveyance shall be at the option of the City and shall require the approval of the City Council.

(d) Conveyed to a non-profit land trust whose principal purpose is to conserve farmland and/or forestland, subject to the covenant requiring employment of land management practices that will ensure existing agricultural fields and pastures will be mowed or plowed at least once per year. Included with the covenant shall be copies of

the lease, for a minimum of five years, with a farmer or operator who will use the land for agricultural purposes.

(5) In any case where such land is not conveyed to the City, a conservation restriction enforceable by the City shall be recorded to ensure that such land shall be kept in an open or natural state and shall not be built for residential use or developed for accessory uses such as parking or roadways. Such restrictions shall further provide for maintenance of the common land in a manner which will ensure its suitability for its function, appearance, cleanliness and proper maintenance of drainage, utilities and the like.

IJ. Improvements.

(1) Roadways, drainage, utilities, sidewalks, and grading shall be designed in accordance with the Greenfield Subdivision Regulations.⁴

(2) All lots shall be served by adequate water and sewage disposal service. The proposed water system shall be either connected to a municipal water system or to an individual water supply approved by the Greenfield Board of Health and the Massachusetts Department of Environmental Protection. The proposed sewage disposal system shall be either municipal sanitary sewer or individual or community septic systems approved by the Board of Health and/or the Massachusetts Department of Environmental Protection.

(3) Shared (community) septic systems shall be built in compliance with regulations for shared systems found in 310 CMR 15.000 (Title V). Septic systems shall be placed in the development to maximize the distance between systems and leaching areas shall be placed within common open areas rather than on individual lots. Individual on-site septic systems shall also be allowed on lots which meet all the standard dimensional requirements in the district and the requirements of Title 5 of the State Environmental Code.

(4) Community septic systems shall only be permitted if a properly recorded ownership and maintenance agreement has been submitted and approved by the Planning Board and, if required, by the Massachusetts Department of Environmental Protection.

(5) There shall be an adequate, safe, and convenient arrangement of pedestrian circulation, facilities, roadways, driveways, and parking.

(6) Each lot shall be of a size and shape to provide a building site which shall be in harmony with the natural terrain and other features of the land.

(7) Each lot shall have adequate access on a public way or on a private way approved under the Greenfield Subdivision Regulations.⁵

(8) The design shall include a planting plan that includes sufficient native trees and plantings to improve the visual character of the development and screen structures from public ways.

⁴Editor's Note: See Ch. 880, Subdivision of Land.

⁵Editor's Note: See Ch. 880, Subdivision of Land.

~~J~~K. Community association. Ownership and maintenance of common open space, community water and sewage disposal systems, private ways, recreational facilities or any other commonly held property or facility shall be permanently assured through a nonprofit homeowners' or condominium association recorded by a covenant or other agreement in the Franklin County Registry of Deeds. Such agreements shall be submitted with the development plan and shall be subject to approval by the Planning Board and City Council.

(1) Such agreements shall specify ownership of all common land, facilities, etc.; method of maintenance; responsibility for maintenance; compulsory membership in the association as a requirement of ownership of any lot or unit in the development; compulsory assessments for the cost of maintenance and the creation of a lien on the property assessed for failure to pay such assessment; guarantees that the association formed to own and maintain the common land and facilities shall not be dissolved without the consent of the Planning Board; guarantees that the ownership of common open space shall not be transferred without first offering the land to the City of Greenfield; and any other specifications deemed necessary by the Planning Board.

(2) Such agreements shall provide that in the event that the association or any successor organization fails to maintain the common open space or any commonly owned facility in reasonable order and condition in accordance with the development plan, the City may enforce such agreements and may enter onto such land and maintain it in order to preserve the taxable values of the properties within the development and to prevent the common land or facility from becoming a public hazard or nuisance. If the City is required to perform any maintenance or repair work, the members of the association shall pay the cost thereof and the cost, if unpaid, shall become a lien upon their properties until said cost has been paid.

~~K~~L. Criteria for approval. Approval of an open space/cluster development shall be granted only if the Planning Board determines that it complies with all pertinent criteria in the Subdivision Regulations and:

(1) The requirements of this open space/cluster development provision have been complied with;

~~(2) The plan is superior to a conventional one in preserving open space for conservation, recreation, or agriculture, in utilizing the natural features of the land, in allowing for more efficient provision of streets, utilities, and other public services, or in providing for affordable housing, and is at least equal in all aspects to a conventional subdivision plan;~~

~~(32)~~ T he applicant has shown to the satisfaction of the Planning Board that the potential for groundwater pollution is no greater from the proposed open space/cluster development than would be expected from a conventional development meeting the minimum lot size requirements located on the parcel. The burden of proof shall be on the applicant and the Board may hire professional assistance to certify impacts to groundwater at the expense of the applicant. The Board may impose conditions, including monitoring, to ensure groundwater protection;

~~(43)~~ The Planning Board may impose a development phasing schedule in accordance with ~ 200-8.3. of this ordinance.

~~L~~M. Further requirements upon approval.

(1) There shall be no ~~increase in density~~, change in street layout, type of use or dwelling, or open space or any other substantial change as determined by the Planning Board to an approved

development plan without review and further hearing by the Planning Board unless specified differently as a condition of approval.

(2) No lot within an approved open space/cluster development may be further subdivided so as to increase the number of lots unless approved as a major amendment, and a notation to this effect shall be shown on any definitive plan of a subdivision based upon this section.

(3) Prior to development or sale of any lot within an open space/cluster development, all lots to be so developed shall be shown on a plan recorded in the Registry of Deeds or registered with the Land Court, and a covenant or other instrument satisfactory to the Planning Board shall have been executed assuring the open land or recreational use of lands so designated in the development plan and the ownership and maintenance of any communal septic systems or other commonly owned facility.

CITY COUNCIL ORDER
City of GREENFIELD
MASSACHUSETTS

Councilor _____ :
Second by Councilor _____ :

The City Council,

Moved that it be ordered,

THAT THE CITY COUNCIL OF GREENFIELD AMEND THE ZONING ORDINANCE, CHAPTER 200, SECTION 200-50 MAJOR DEVELOPMENT REVIEW, SUBSECTION (B) APPLICATION, PARAGRAPH (1), TO READ AS FOLLOWS:

§ 200-50(B) (1)

(1) All new uses as defined by the Greenfield Zoning Ordinance that generate ~~three~~ **two** thousand ~~(3,000)~~ **(2,000)** vehicle trips per day or more in the General Commercial District, and/or **fifteen hundred** (1,500) vehicle trips per day in any other district. [Subsection B1 amended by City Council on March 20, 2019]

AND FURTHER AMENDS THE TABLE OF CONTENTS AND INDEX OF THE CODE. AND FURTHER THAT NONSUBSTANTIVE CHANGES TO THE NUMBERING OF THE ORDINANCE BE PERMITTED IN ORDER THAT IT BE IN COMPLIANCE WITH THE NUMBERING FORMAT OF THE CODE OF THE CITY OF GREENFIELD.

Two/Thirds (2/3) Vote Required (9)

Vote:

Explanation of supporting rationale:

Reason for the change: The General Commercial thresholds were raised to 3,000 trips per day from 1,000 four years ago by the City Council. In retrospect, they were set too high – i.e., relaxed too much -- limiting the city's oversight and allowing major developments to proceed without major development review. Two thousand trips per day (2,000) is the level used by the state for its Massachusetts Environmental Policy Act (MEPA) reviews.

To: Dan Guin, City Council President
Members of the Greenfield City Council
George Touloumtzis, Planning board
Eric Twarog, Dept. of Planning and Development

From: Philip Elmer, City Councilor

Date: October 5, 2023

Re: Proposed changes in the thresholds requiring major development review under § 200-50(B) (1) of the Greenfield Zoning Ordinance

Chapter 244 Development review Section 244-2 says (no change since Alan Twarog's memo of July 5, 2023)
...

The most recent edition of the Institute of Transportation Engineers (ITE) Trip Generation Manual shall be used to determine if the proposed project meets the vehicle trips per day thresholds requiring major development review under § 200-50(B) (1) of the Greenfield Zoning Ordinance. If the ITE trip generation rates are not applicable or the use is not included in the manual, the estimated vehicle trips per day shall be verified by the Greenfield Department of Public Works.

§ 200-50(B) (1)

(1) All new uses as defined by the Greenfield Zoning Ordinance that generate ~~three~~ **two** thousand ~~(3,000)~~ **(2,000)** vehicle trips per day or more in the General Commercial District, and/or **fifteen hundred** (1,500) vehicle trips per day in any other district. [Subsection B1 amended by City Council on March 20, 2019]

Reason for the change: The General Commercial thresholds were raised to 3,000 trips per day from 1,000 four years ago by the City Council. In retrospect, they were set too high – i.e., relaxed too much -- limiting the city's oversight and allowing major developments to proceed without major development review. Two thousand trips per day (2,000) is the level used by the state for its Massachusetts Environmental Policy Act (MEPA) reviews.