The meeting was called to order by the Moderator at 7:07 pm who declared a presence of a 5% quorum, there being 216 qualified voters present (9.5%). All articles were duly moved, seconded and voted upon. There were four floor amendments. The meeting was adjourned at 10pm.

WEST TISBURY
COMMONWEALTH OF MASSACHUSETTS

WARRANT FOR ANNUAL TOWN MEETING

County of Dukes County, SS
To Either of the Constables of the Town of West Tisbury,

GREETINGS:

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of West Tisbury qualified to vote in elections and in Town affairs to meet in the **West Tisbury Elementary School**, Old County Road, in said Town on **Tuesday** the **Thirteenth day of April, Two Thousand Ten**, at **seven o'clock** in the evening; then and there to act on the articles of this Warrant.

And to meet again in the West Tisbury Public Safety Building (North Tisbury Fire Station) in said West Tisbury on **Thursday, the Fifteenth Day of April, at Twelve O'Clock Noon** at the Polling Place, then and there to act on Article 1 of the Warrant by the election of Officers on the Official Ballot.

The polls for voting on the Official Ballot will be **opened at Twelve O'Clock Noon** and shall be closed **at Eight O'Clock in the Evening.**

ARTICLE 1: To elect the following Officers on the Official Ballot:
One Moderator for One Year
One Member of the Board of Selectmen for Three Years
One Member of the Board of Health for Three Years
One Member of the Board of Assessors for Three Years
One Treasurer for One Year
One Tax Collector for One Year
One Town Clerk for One Year
One Tree Warden for One Year
Two Members of the Finance Committee for Three Years
Two Library Trustees for Three Years
One Member of the Planning Board for Five Years
One Member of Parks and Recreation for Three Years

ARTICLE 2: To hear reports of the Town Officers and Committees and act thereon.
(NO ACTION)

ARTICLE 3: To see if the Town will vote to Raise and Appropriate such sums of money as may be necessary to defray Town Charges and Expenses for Fiscal Year 2011.
(RECOMMENDED 4-0)
PASSED UNANIMOUSLY

ARTICLE 4: To see if the Town will vote to amend the Personnel By-law by **deleting** Section 26 in its entirety and **inserting** the following new Section 26 and further to Raise and

Appropriate the Sum of Twenty One Thousand Eight Hundred Seventy-Seven Dollars and Sixty-One Cents ($21, 877.61) to fund the revisions to the Year Round Classification Plan to be effective July 1, 2010.

Section 26 Classification and Compensation Plans

Section 26-1 Year Round Classification Plan

GRADE A Administrative Clerk I

GRADE B Administrative Clerk 2
Circulation Assistant
Janitor
Kitchen Manager

GRADE C Administrative Assistant I

GRADE D Highway Superintendent Assistant
Head of Circulation

GRADE E Administrative Assistant II
Data Collector
Animal Control Officer

GRADE F No Positions Assigned

GRADE G Park and Recreation Director
Assistant Director Council On Aging

GRADE H Patrol Officer
Assistant Librarian
Council on Aging Outreach Worker

GRADE I Police Corporal
Board Administrator

GRADE J Police Sergeant
Library Director
Principal Assessor
Director of Council on Aging
Health Agent

GRADE K Inspector of Buildings
Town Accountant

GRADE L Town Administrator

SECTION 26-2 Seasonal Classification Plan

GRADE A No Position Assigned

GRADE B Parking Lot Attendant
Laborer

GRADE C Beach Sticker Seller
Assistant Recreation Instructor
Summer Parking Officer
Parking and Traffic Coordinator
Tennis Attendant

GRADE D Assistant Swim Instructor
Tennis Instructor
Highway Dept Laborer

GRADE E Lifeguard.
Swim Instructor
Recreation Instructor
Summer Patrolman

GRADE F Acting Summer Program Director
Recreation Director

GRADE G Summer Program Director

GRADE H Security Personnel

Section 26-3 Year Round Pay Schedule

Section 26-3
FY 2011 Year Round Pay Schedule

Grade		***Step 1***	***Step 2***	***Step 3***	***Step 4***	***Step 5***	***Step 6***	***Step 7***	***Step 8***
A	Hourly	14.73	15.47	16.24	17.05	17.90	18.80	19.74	20.73
	35 hours	26,911.71	28,263.69	29,670.48	31,150.35	32,703.30	34,347.60	36,064.98	37,873.71
	40 hours	30,756.24	32,301.36	33,909.12	35,600.40	37,375.20	39,254.40	41,217.12	43,284.24
B	Hourly	15.76	16.55	17.38	18.25	19.16	20.12	21.13	22.19
	35 hours	28,793.52	30,236.85	31,753.26	33,342.75	35,005.32	36,759.24	38,604.51	40,541.13
	40 hours	32,906.88	34,556.40	36,289.44	38,106.00	40,006.08	42,010.56	44,119.44	46,332.72
C	Hourly	16.86	17.70	18.59	19.52	20.50	21.53	22.61	23.74
	35 hours	30,803.22	32,337.90	33,963.93	35,663.04	37,453.50	39,335.31	41,308.47	43,372.98
	40 hours	35,203.68	36,957.60	38,815.92	40,757.76	42,804.00	44,954.64	47,209.68	49,569.12
D	Hourly	18.04	18.94	19.89	20.88	21.92	23.02	24.17	25.38
	35 hours	32,959.08	34,603.38	36,339.03	38,147.76	40,047.84	42,057.54	44,158.59	46,369.26
	40 hours	37,667.52	39,546.72	41,530.32	43,597.44	45,768.96	48,065.76	50,466.96	52,993.44
E	Hourly	19.30	20.27	21.28	22.34	23.46	24.63	25.86	27.15
	35 hours	35,261.10	37,033.29	38,878.56	40,815.18	42,861.42	44,999.01	47,246.22	49,603.05
	40 hours	40,298.40	42,323.76	44,432.64	46,645.92	48,984.48	51,427.44	53,995.68	56,689.20
F	Hourly	20.65	21.68	22.76	23.90	25.10	26.36	27.68	29.06
	35 hours	37,727.55	39,609.36	41,582.52	43,665.30	45,857.70	48,159.72	50,571.36	53,092.62
	40 hours	43,117.20	45,267.84	47,522.88	49,903.20	52,408.80	55,039.68	57,795.84	60,677.28
G	Hourly	22.10	23.21	24.37	25.59	26.87	28.21	29.62	31.10
	35 hours	40,376.70	42,404.67	44,523.99	46,752.93	49,091.49	51,539.67	54,115.74	56,819.70
	40 hours	46,144.80	48,462.48	50,884.56	53,431.92	56,104.56	58,902.48	61,846.56	64,936.80
H	Hourly	23.65	24.83	26.07	27.37	28.74	30.18	31.69	33.27
	35 hours	43,208.55	45,364.41	47,629.89	50,004.99	52,507.98	55,138.86	57,897.63	60,784.29
	40 hours	49,381.20	51,845.04	54,434.16	57,148.56	60,009.12	63,015.84	66,168.72	69,467.76
I	Hourly	25.68	26.96	28.31	29.73	31.22	32.78	34.42	36.14
	35 hours	46,917.36	49,255.92	51,722.37	54,316.71	57,038.94	59,889.06	62,885.34	66,027.78
	40 hours	53,619.84	56,292.48	59,111.28	62,076.24	65,187.36	68,444.64	71,868.96	75,460.32
J	Hourly	27.99	29.39	30.86	32.40	34.02	35.72	37.51	39.39

	35 hours	51,137.73	53,695.53	56,381.22	59,194.80	62,154.54	65,260.44	68,530.77	71,965.53
	40 hours	58,443.12	61,366.32	64,435.68	67,651.20	71,033.76	74,583.36	78,320.88	82,246.32
K	Hourly	30.51	32.04	33.64	35.32	37.09	38.94	40.89	42.93
	35 hours	55,741.77	58,537.08	61,460.28	64,529.64	67,763.43	71,143.38	74,706.03	78,433.11
	40 hours	63,704.88	66,899.52	70,240.32	73,748.16	77,443.92	81,306.72	85,378.32	89,637.84
L	Hourly	32.65	34.28	35.99	37.79	39.68	41.66	43.74	45.93
	35 hours	59,651.55	62,629.56	65,753.73	69,042.33	72,495.36	76,112.82	79,912.98	83,914.11
	40 hours	68,173.20	71,576.64	75,147.12	78,905.52	82,851.84	86,986.08	91,329.12	95,901.84

Section 26-4 Seasonal Pay Schedule

Section 26-4
FY 2011 Seasonal Pay Schedule

Grade		***Step 1***	***Step 2***	***Step 3***	***Step 4***
A	Hourly	10.50	11.03	11.58	12.16
B	Hourly	12.36	12.98	13.63	14.31
C	Hourly	13.90	14.60	15.33	16.10
D	Hourly	15.61	16.39	17.21	18.07
E	Hourly	17.70	18.59	19.52	20.50
F	Hourly	21.87	22.96	24.11	25.32
G	Hourly	23.12	24.28	25.49	26.76

Section 26-5 Police Pay Schedule

Section 26-5
FY 2011 Police Pay Schedule

Grade		***Step 1***	***Step 2***	***Step 3***	***Step 4***	***Step 5***	***Step 6***	***Step 7***	***Step 8***
G	Hourly	22.10	23.21	24.37	25.59	26.87	28.21	29.62	31.10
	35 hours	40,376.70	42,404.67	44,523.99	46,752.93	49,091.49	51,539.67	54,115.74	56,819.70
	40 hours	46,144.80	48,462.48	50,884.56	53,431.92	56,104.56	58,902.48	61,846.56	64,936.80
H	Hourly	23.65	24.83	26.07	27.37	28.74	30.18	31.69	33.27
	35 hours	43,208.55	45,364.41	47,629.89	50,004.99	52,507.98	55,138.86	57,897.63	60,784.29
	40 hours	49,381.20	51,845.04	54,434.16	57,148.56	60,009.12	63,015.84	66,168.72	69,467.76
I	Hourly	25.68	26.96	28.31	29.73	31.22	32.78	34.42	36.14
	35 hours	46,917.36	49,255.92	51,722.37	54,316.71	57,038.94	59,889.06	62,885.34	66,027.78
	40 hours	53,619.84	56,292.48	59,111.28	62,076.24	65,187.36	68,444.64	71,868.96	75,460.32
J	Hourly	27.99	29.39	30.86	32.40	34.02	35.72	37.51	39.39
	35 hours	51,137.73	53,695.53	56,381.22	59,194.80	62,154.54	65,260.44	68,530.77	71,965.53
	40 hours	58,443.12	61,366.32	64,435.68	67,651.20	71,033.76	74,583.36	78,320.88	82,246.32
K	Hourly	30.51	32.04	33.64	35.32	37.09	38.94	40.89	42.93
	35 hours	55,741.77	58,537.08	61,460.28	64,529.64	67,763.43	71,143.38	74,706.03	78,433.11
	40 hours	63,704.88	66,899.52	70,240.32	73,748.16	77,443.92	81,306.72	85,378.32	89,637.84

(RECOMMENDED 4-0)

PASSED

ARTICLE 5: To see if the Town will vote to amend the Personnel Bylaw in large part for the purpose of clarification, to read as follows, with the amended text appearing in **bold** print:

Section 1.0 General Provisions

Section 1-2. Purpose.

(b) Fair treatment of all applicants and employees shall be **the goal** in all aspects of the personnel system which shall be administered without regard to race, color, religion, sex, **sexual orientation, gender expression**, national origin, political affiliation, age, disability, or other non-merit factors and with proper regard for privacy and constitutional rights.

Section 1-3. Application.

(a) All Town departments and positions, including positions funded by a grant or other payment source, shall be subject to the provisions of the By-law except elected officials, those under the direction and control of the **Up-Island Regional** School **District** Committee, and employees covered by contractual agreement. Nothing in this By-law, however, shall bar extending the By-law to otherwise exempt employees or officials.

Section l-4. Personnel Board .

….The Board of Selectmen shall appoint a Personnel Board consisting of five members. Members shall serve for three-year terms. One of the members shall be a Town employee, **nominated following election** by the employees and appointed by the Selectmen. …

Section 1-6. Definitions.

(i) Emergency Employee" shall mean any employee hired on a non-competitive basis for a period of time not to exceed **forty-five (45)** days.
.
(n) "Day" For employees with **variable** or unscheduled working hours,

(o) "Service", for the purpose of vacation status only, shall mean **paid** service in the Commonwealth or in any political subdivision thereof prior to entry into Town service..."

Section 2.0. Administration.

Section 2-l. Responsibilities of the Personnel Board.

(a) ….**M**aintain an effective personnel system, **by establishing policies, procedures and regulations to ensure proper administration of the Town's Personnel By-law**, and prepare an annual report.

(b) Formulate and review the classification and c**ompensation** plan**s every five (5) years and annually review the pay schedule as set forth in Section 7.3 of this By-law. The classification and compensation plans will be reviewed concurrently.**

(h)Approve step increases as recommended by Department Heads and Appointing Authorities.

(i) Review and **recommend** the annual **wage** adjustment percentage increase**,** as appropriate**, subject to Town Meeting approval.**

Section 3.0 Personnel Records

Section 3-2. Content of Records.

(c) A copy of any physical examination reports and health reports **shall be kept either in a sealed envelope in the employee' s personnel file or in a separate file and maintained in accordance with applicable law or regulations.**

Section 4.0 Recruitment and Appointment

Section 4-2. Policy.

The Town shall make every effort to attract and employ qualified persons. Every person regardless of age, race, creed, color, nationality, religion, sex, **sexual orientation, gender expression** or disability applying for employment in the Town shall receive equal treatment.

Section 4-3. Recruitment.

All Department Heads shall be responsible for the recruitment and selection of personnel. The qualifications, classification and **wage range** for positions shall be established in accordance with the classification and compensation plans.

> Notice of Vacancies. ….The job vacancy notice shall include: the job title, major duties of the position, qualifications, **wage range**, a closing date for applications, and application instructions.
>
> (d) Examinations. A pre-employment physical examination **may be** required of all full time new personnel by a practicing physician, approved by the Department Head.

Section 4-4. Appointment.

The written notice of appointment shall include the **wage**, the starting date, and appropriate additional information. Copies of the notice of appointment shall be provided to the Personnel Board (see section 3-l).

Section 4-5. Failure to Report.

An applicant who accepts an appointment and fails to report to work within three days after the date set by the Appointing Authority **or the Department Head** shall be deemed to have declined the appointment and the offer of employment shall be withdrawn.

Section 5.0 Orientation and Probation

Section 5-3. Orientation.

(b) provide the employee with a copy of this **P**ersonnel By-law, the **sexual harassment policy, the sick bank policy, the handbook for public officials and the state conflict of interest laws** and thoroughly explain all the benefits and options the employee is entitled to, and assist the employee with completion of appropriate forms;

Section 5-4. Probationary Period.

(b) the employee's performance, due to extenuating circumstances, requires additional observation and that the probationary period will be extended for **one additional** three (3) month **period**; or

> (d) The employee may be removed by an Appointing Authority **at any time during or following the probationary period** if **the Appointing Authority** determines that the employee intentionally falsified information relating to **his or her** application for employment. **Moreover, an employee may be terminated simply by providing notice to said individual during the probationary period that such person** was unable or unwilling to perform the required duties, or displayed conduct, habits, or dependability which did not merit continuing the employee in the position. **There is no requirement for "cause," "just cause" or other standard of proof, so long as the determination to terminate was not**

made for a discriminatory reason. The affected employee is not entitled to a hearing unless the reason(s) given are such that they merit a so-called "name clearing hearing" to prevent the person from being able to gain employment elsewhere. In any event, the employee will not be entitled to regain his or her position, regardless of the outcome of such name-clearing hearing. The employee and the Personnel Board shall be notified in writing of the reasons for the termination and the effective date of the action.

Section 7.0 Compensation Plan

Section 7.4 Starting Rates for New Appointments.
Persons appointed to positions shall be paid at the minimum **wage** rate, except that**,** however, the Appointing Authority may recommend compensation at a higher rate on the basis of exceptional qualifications or a lack of qualified applicants available at the minimum rate.

Section 7-8. Working out of Grade

(a) Employees temporarily assigned to a higher grade shall, after actively working two consecutive weeks in said higher grade, be entitled to receive the **wage** of the higher grade at least one step higher than the employee's current wage. The two weeks shall be exclusive of sick leave or vacation leave. An employee shall have the right, without fear of discrimination, to refuse permanent assignment to a higher job grade**; provided, however, the Town retains the right to abolish the lower grade position.**

(b) If any **current** employee should be reclassified to a lower rated job, he/she shall enter it **at a rate no lower than his/her existing rate.**

Section 8.0 Overtime

Section 8-2. Policy.

Add the following two sentences in **bold** print:

The Town shall pay overtime in conformance with the Fair Labor Standards Act (FLSA). Department Heads shall be responsible for the control and authorization of overtime. Overtime shall be authorized only in emergencies at the discretion of a Department Head. Employees shall be compensated for overtime at an hourly rate of time and one half for all hours worked over 40 in a week. With the approval of the Department Head, an employee may elect compensatory time off at the rate of time and a half for all hours worked over 40 in a week. **The Town has adopted a 28-day work cycle for the Police Department as provided by section 207(k) of the FLSA. With the approval of the Department Head, an employee may elect compensatory time off at the rate of time and a half for all hours worked over 40 in a week. An employee accepting compensatory time agrees that a request to take time off using compensatory time may be refused by the Department Head if it would result in calling in another employee at overtime.**

Section 8.4 Terms of Overtime Pay

Change by deleting the following section in its entirety:

~~Where overtime is performed for a Department other than the employee's regular full-time department, the overtime rate will be 1-1/2 (one and one half) times the appropriate rate scheduled for work being performed as determined by the Department Head for whom the work is being accomplished. All overtime must be approved in advance by the appropriate Department Head.~~

Section 9.0 Police Department

9-1. Coverage. All Officers of the Police Department will be compensated for hours worked in excess of their standard established work schedule, those hours shall be classified as overtime and be compensated at a rate of 1-1/2 (one and one half) times their base pay on an hourly basis.

9-3. Duty Overtime. Overtime pay will be paid at the rate of 1-1/2 (one and one half) times their base wage ~~**in conformance with Section 8-2 of this By-law**~~ for hours worked as a result of extending a tour of duty on a shift to properly complete an investigation or work assignment. Work completed within a portion of an hour will be compensated for the full hour.

9-4. Extra Duty. Police Officers who are required to work ~~more than 40 (forty) hours~~ in **excess of their standard established work schedule** while assigned to special events, investigative duties, emergencies and other Town situations, as determined by the Police Chief, will be compensated at the rate of 1-1/2 (one and one half) times their base wage ~~**in conformance with Section 8-2 of this By-law**~~ with a minimum of 4 (four) hours.

Section 10.0 Holidays

Section 10-2. Terms of Holiday Pay.

(a**) E**mployee**s** shall receive one day's pay at the regular rate of the employee based on the number of hours regularly scheduled on the day on which the designated holiday occurs; and

(c) An employee working on a paid holiday shall receive in addition to holiday pay, **overtime at a rate in conformance with Section 8-2 of this By-law.**

11.0 Vacation Leave

Section l1-2. Vacation Granted.

(a) An employee in continuous service shall be granted two (2) weeks (twice the number of days **regularly** scheduled in each week of vacation) with pay after completion of one year of service but less than five years of continuous service.

(b) An employee in continuous service shall be granted three weeks (three times the number of days **regularly** scheduled in each week) of vacation with pay after five (5) years of continuous service but less than ten (10) years of service.

(c) An employee in continuous service shall be granted four weeks (four times the number of days **regularly** scheduled in each week) of vacation with pay after ten (10) years of continuous service.

Section l1-3. Scheduling.

Requests for vacation periods for individual employees shall be approved by the Department Head so long as they do not interfere with the operation of the Department. Vacation should be taken in the twelve months following the year in which it was earned. Unused vacation may be carried forward into the next twelve month period and requires the written approval of the Department Head. **Carried over vacation time not so utilized within the next twelve month period shall be forfeited**. A copy of the written approval must be submitted to the Personnel Board.

Section 11- 7. Working on Vacation.

With the approval of the Department Head, an employee, in continuous service of at least 10 (ten) years, may elect to work up to half of earned vacation time **from the current year** at regular compensation, in addition to paid vacation.

Section 12.0 Sick Leave

Section 12.1 Coverage. Full-time employees **except** contract employees

Section l2-5. Accrual of Sick Leave.

An employee shall be credited with the unused portion of leave granted under this section up to a maximum of 120 days **upon termination or resignation**. No sick leave credits will be accrued while absent on leave without pay.

12-6. Separation Benefit.

Upon retirement, death, or resignation of an employee, or termination by dismissal through no fault or delinquency of his own, the Town shall pay to the employee or his estate, as the case may be, an amount of money equal to 25% of the employee's accumulated unused sick leave **up to a maximum of 120 days** as of the effective date of retirement, resignation, or termination by dismissal through no fault or delinquency of his own, or the day of death.

Section 12-8. Certification of Illness.

A Department Head may request a physician's certificate of illness after three **consecutive** days absence or after a series of repeated absences during the year. **The Town reserves the right to discipline or discharge an employee that abuses or overuses sick leave.**

Section 12-9. Sick Leave Register.

Change by deleting this section in its entirety and inserting the following amended language

Department Heads or the Appointing Authority shall maintain an adequate register of employee sick leave both accrued and granted for each employee. Copies of such a register shall be provided to the employee and submitted to the Personnel Board upon request. Department Heads or appointing authorities shall clearly indicate on their payrolls all payments for sick leave, and are responsible for the control of such sick leave in their department. Sick leave which is inadequately documented may be revoked by the Personnel Board.

Section 12-11 Sick Leave Bank

change to add the following sentence shown in **bold** print

(c) The Committee shall designate a yearly enrollment period during which time all eligible employees will be asked to indicate, in writing, their desire to be included in the sick leave bank. **Note: Under the rules and regulations of the Committee the annual enrollment period is the month of July.**

<u>Section 13.0 Bereavement Leave</u>

Section 13-2 Policy

Emergency leave of up to **five (5)** days may be granted for a death in the employee's immediate family.

<u>Section l6.0 Family and Medical Leave</u>

Change by /inserting the following sentence at the beginning of the section:

The following is a good-faith effort to summarize some of the provisions of the Family and Medical Leave Act (FLMA).

16.1 Coverage. **All** Full –time Employees

<u>Section 17.0 Personal **Leave**</u>

Section 17-2 Policy

17-2. Policy. Each full time employee, after the completion of one year's service, shall be allowed up to three (3) days of leave with full pay during each year for the purpose of transacting or attending to personal, legal, business or family matters which require absence during regular working hours. Leave under this **section** shall be available for reasons of hardship or other pressing need and not merely for personal convenience. Full or half day increments may be taken. Days or half days cannot be accumulated or carried over.

Section 18.0 Leaves of Absence

18.4 Benefit Entitlement

Section 18. 4 shall be deleted in its entirety and the following new Section 18.4 shall be inserted

An employee on a leave of absence without pay shall not accrue sick leave, vacation leave or be eligible for holiday pay.

Section 19.0 Longevity Pay

19-2. Policy. Annual Longevity increments shall be as follows:

(a) Upon completion of 10 (ten) years of continuous employment to the Town, an employee shall be paid an additional 1% **of the employee's base hourly rate multiplied by the scheduled number of hours for the previous year.**

(b) Upon completion of 15 (fifteen) years of continuous employment to the Town, an employee shall be paid an additional 2% **of the employees base hourly rate multiplied by the scheduled number of hours for the previous year.**

(c) Upon completion of 20 (twenty) years of continuous employment to the Town, an employee shall be paid an additional 3% **of the employee's base hourly rate multiplied by the scheduled number of hours for the previous year.**

(d) Upon completion of 25 (twenty-five) years of continuous employment to the Town, an employee shall be paid an additional 4% **of the employee's base hourly rate multiplied by the scheduled number of hours for the previous year.**

19-3. When Paid. **Longevity pay shall be paid to an employee on his anniversary date**.

Section 21.0 Safety

Section 21-2 Policy.

The Town shall **make a reasonable effort to** provide and maintain safe working conditions.

Section 21-3. Procedures.

As appropriate, **and subject to budget restrictions**, employees shall be provided with necessary safety equipment and clothing. Employees shall be required to wear and use safety equipment at all times while undertaking the work for which the equipment is furnished. There shall be no exceptions.

Section 23.0 Disciplinary Policy

Section 23-3. Reasons for Disciplinary Action.

Disciplinary action may be initiated for failure of an employee to fulfill responsibilities as an employee. The following**, while not intended to be all-inclusive,** shall be sufficient cause for disciplinary action:

(l) Violation of the town's sexual harassment policy.

(m) Violation of the State conflict of interest laws.

Section 23-4. Disciplinary Procedures.

Department Heads and supervisors shall be responsible for enforcing rules and regulations. Disciplinary action shall include only the following: oral reprimand, written reprimand, disciplinary probation, suspensions, and discharge. **Transferring an employee may be done whenever the best interest of the department of Town would be served. The severity of an infraction shall dictate the level of disciplinary action imposed. There is no requirement that every step be followed. So-called "progressive discipline" assumes the offense is not a serious one. Common sense and the nature of an employee's misconduct may require starting at a higher level of discipline, even with discharge.**

The proposed amendments also include minor grammatical, punctuation, and spelling corrections.

(RECOMMENDED 4-0)

PASSED

ARTICLE 6: To see if the Town will vote to authorize the following expenditures in order to defray Town Capital Expenses for Fiscal Year 2011, consistent with the Town's Capital Improvements Plan:

PROJECT	EXPENSE	FUNDING SOURCE
Howes House/Library Well	$15,000	Appropriate from Free Cash
Basketball Court	$80,000	Raise & Appropriate
Feasibility Study – Police Department	$15,000	Appropriate from Free Cash
Police Vehicle	$34,000	Appropriate from Free Cash

(See Capital Improvements Budget immediately following Town Budget in Annual Report)

(RECOMMENDED 3-1)

PASSED

ARTICLE 7: To see if the Town will vote to Authorize the Treasurer and or Collector to enter into Compensating Balance Agreements during Fiscal Year 2011 as permitted by M.G.L. Chapter 44, Section 53F. **(RECOMMENDED 4-0)**
PASSED

ARTICLE 8: To see if the Town will vote to expend the sum of Two Thousand Six Hundred Fifty-Nine Dollars and Thirty-Five Cents ($2,659.35), surplus dog license fees, received from the county per M.G.L. Chapter 140, Section 172, for the support of the West Tisbury Free Public Library under the direction of the Library Trustees. **(RECOMMENDED 4-0)**
PASSED UNANIMOUSLY

ARTICLE 9: To see if the Town will vote to amend the Zoning Bylaw by replacing existing Section 8.8, Wireless Communications Facilities with a new Section 8.8 entitled "Personal Wireless Service Facilities," copies of which are on file and may be inspected at the office of the Town Clerk. **(2/3 VOTE REQUIRED, NO ACTION 4-0)**
PASSED AS AMMENDED YES 204 NO 1

ARTICLE 10: To see if the Town will vote to amend Section 3.1-1, Use Table, of the Zoning Bylaw by prohibiting heliports in all Use Districts except for Light Industrial District 2 (Martha's Vineyard Airport). A footnote will state "This does not preclude bona fide emergency helicopter landings." **(2/3 VOTE REQUIRED, RECOMMENDED 4-0)**
PASSED UNANIMOUSLY

ARTICLE 11: To see if the Town will vote to replace existing Section 6.7-2, 6.7-3 and 6.7-5 H (1&2) of the Zoning Bylaw to read as follows:

6.7-2 Boundaries

The Floodplain District is herein established as an overlay district. The District includes all special flood hazard areas within the Town of West Tisbury designated as Zone AE, AO or VE on the Dukes County Flood Insurance Rate Map (FIRM) issued by the Federal Emergency Management Agency (FEMA) for the administration of the National Flood Insurance Program. The map panels of the Dukes County FIRM that are wholly or partially within the Town of West Tisbury are panel numbers 25007C0079H, 25007C0083H, 25007C0084H, 25007C0087H, 25007C0089H, 25007C0091H, 25007C0093H, 25007C0094H, 25007C0111H, 25007C0113H, 25007C0181H, 25007C0182H and 25007C0210H, dated July 6, 2010. The exact boundaries of the District may be defined by the 100-year base flood elevations shown on the FIRM and further defined by the Dukes County Flood Insurance Study (FIS) report dated July 6, 2010. The FIRM and FIS report are incorporated herein by reference and are on file with the Town Clerk, Planning Board and Building Officials.

6.7-3 Base Flood Elevation Levels
The coastal area of the Town shall have Base Flood Elevation levels established as Zones AE, AO and VE.

6.7-5 H (1&2)
Replace reference to “West Tisbury” with “Dukes County” due to the new mapping format established by FEMA.

(2/3 VOTE REQUIRED, RECOMMENDED 4-0)

PASSED UNANIMOUSLY

ARTICLE 12: To see if the Town will vote to amend the Zoning Bylaw as follows:

Amend Section 3.1-1, Use Table, as follows: Add Wind Energy Conversion Systems as a use allowed by Special Permit within all Use Districts as residential uses, community uses, and business uses.

Amend Section 4.3-2, Height Exceptions, as follows *(new language in* ***bold*** *print, deleted language in brackets* [ ]):
C. Barns **and** silos [and wind energy conversion systems] may exceed applicable height limits, provided that they comply with all other provisions of this bylaw, and provided that for every one foot by which such structures exceed the height limit, the minimum setback requirements are increased by one foot.

E. Wind Energy Conversion Systems (WECS) may exceed height limitations via Special Permit per Section 8.9.

Add the following new Section 8.9:

SECTION 8.9 WIND ENERGY CONVERSION SYSTEMS (WECS)

8.9-1 Purpose
The purpose of this section is to provide for the development and use of wind power as an alternative energy source, while protecting public health, safety and welfare, preserving environmental, historic and scenic resources, and controlling noise levels.

8.9-2 Applicability
Any application that proposes to erect a Wind Energy Conversion System (WECS) shall comply with this section.

8.9-3 Special Permit

No WECS shall be erected, constructed or installed without first obtaining a Special Permit from the Zoning Board of Appeals (ZBA). Modification to an existing WECS shall also require a Special Permit.

8.9-4 Requirements and Procedures
In addition to the requirements and procedures for Special Permits listed in Section 9.2-1, applicants seeking approval for any WECS shall comply with the following:

A. Site Plan and Other Plans: Per Section 9.2-1C, the Special Permit application shall be accompanied by a Site Plan, which will include a general description of landscape and existing vegetation.

In addition, the ZBA may request the following: a plan showing existing vegetation, including average height of trees and any proposed vegetation removal on the subject property or abutting properties; and/or a topographic map of the area within 2,000 feet of the proposed site.

B. Site Visit: The ZBA shall perform a site visit with the applicant prior to the applicant's public hearing.

C. Expanded Notification: Due to potential for significant visual and other impacts, public hearing notices shall be mailed to all property owners within 1,000 feet of the subject property.

D. Written Narrative: The applicant shall provide a description of the proposed WECS including technical, environmental details, and other reasons for the proposed location, height and design.

E. Height Calculation: Overall height of the wind turbine shall be measured from the land in its natural state prior to grading or filling to the highest point reached by any part of the wind turbine.

F. Setbacks: The minimum setback for the wind turbine shall be maintained equal to the overall height, as defined in E. above, from the center of the tower base, plus ten (10) feet from all boundaries of the site on which the WECS is to be located.

No part of the WECS support structure, including guy wire anchors, may extend closer to the property boundaries than the standard structure setbacks for the zoning district in which the property is located.

The ZBA may reduce setback distances for a WECS with the permission of an abutting property owner.

G. Noise: the WECS and associated equipment shall conform with the provisions of the Department of Environmental Protection's Division of Air Quality Noise Regulations (310 CMR 7.10).

H. Noise Violation: A source of sound will be considered to be violating the regulations if it exceeds the standards set forth in Section 8.9-4 G.

Any complaint of excessive noise resulting from the operation of a WECS shall be submitted to the Zoning Inspector, who may then request that the property owner supply ambient and operating decibel measurements at the nearest point from the WECS to the property line of the complainant and/or to the nearest inhabited residence.

If the noise levels are found to have exceeded allowable limits, the Zoning Inspector shall notify the property owner, in writing, of their responsibility to correct the violation. If the noise violation is not remedied within 30 days, the WECS shall remain inactive until the noise violation is remedied, which may include relocation or removal.

I. Prevention of Access: All WECS shall be constructed to prevent unauthorized access and/or climbing.

J. Visual Impact: The applicant shall employ all reasonable means, including landscaping and alternative locations and colors to minimize the visual impact of all WECS components.

K. Compliance with Laws, Ordinances and Regulations: The construction and operation of all such proposed WECS shall be consistent with all applicable local, state and federal requirements, including but not limited to all applicable safety, construction, environmental, electrical, communications and aviation requirements. The safety of the design and the construction of any wind energy generating facility, including towers and associated equipment and the compatibility of the tower structure with the rotors and other components, shall be certified by the manufacturer and by an engineer licensed by the Commonwealth of Massachusetts. No WECS shall include lighting, unless required by the Federal Aviation Administration (FAA). The owner/applicant of any WECS shall provide proof of liability insurance for the installation, use and maintenance of the wind energy generating facility.

L. Roads District, Coastal District: No WECS shall be permitted within the Roads District or Shore Zone of the Coastal District, as delineated in Article VI of the zoning bylaw.

M. Security: In conjunction with the special permit approval process the ZBA may require the posting of a bond or other security to assure satisfactory fulfillment of all requirements, in such sum and in accordance with such conditions as the Board may determine necessary. The ZBA need not require security where there is full assurance of compliance. The amount of security required shall not exceed either the estimated costs of the measures proposed, or the estimated cost of restoration of affected lands and property if the work is not performed as required, whichever is greater.

8.9-5 Review Criteria
In addition to the review criteria and General Findings and Specific Findings for Special Permits listed in Section 9.2-2, the ZBA shall also make specific written findings as to whether the proposed WECS is appropriate for the proposed location.

8.9-6 Abandonment
A WECS shall be considered to be abandoned if it has ceased to produce quantifiable amounts of power during a period of 365 days or is designated a safety hazard by the Zoning Inspector. Once a WECS is designated as abandoned, the owner shall physically remove or repair the WECS within 90 days of written notice. "Physically remove" may include, but not be limited to:

- Removal of WECS, any equipment shelters and security barriers from the subject property.
- Proper disposal of the waste materials from the site in accordance with local and State solid waste disposal regulations.
- Restoring the location of the WECS to its natural condition, except that any landscaping and grading shall remain in the after-condition.

Add the following to Section 14.1, Definitions:

Wind Energy Conversion Systems: All equipment, machinery and structures utilized in the connection with the conversion of wind to other forms of energy whether commercial or residential. **(2/3 VOTE REQUIRED, RECOMMENDED 4-0)**
PASSED YES 170 NO 23

ARTICLE 13: To see if the Town will vote to Raise and Appropriate the sum of Thirty Four Thousand Nine Hundred Eighty-Eight Dollars ($34,988) to fund the Town of West Tisbury's share of the administrative expenses of the Dukes County Regional Housing Authority in Fiscal Year 2011; provided however, that the other five towns on Martha's Vineyard vote in the affirmative to raise and appropriate their respective sums. **(RECOMMENDED 2-0-1)**
PASSED

ARTICLE 14: To see if the Town will vote to accept the provisions of H4105, "An Act Authorizing the Government Employers In The County Of Dukes County To Establish A Pooled Other Post –Employment Benefits Trust Fund," and vote to join the Trust, or take any action relative thereto. **(RECOMMENDED 4-0)**
MOTION TO POSTPONE INDEFINATELY; PASSED UNANIMOUSLY

ARTICLE 15: To see if the Town will vote to transfer the sum of One Hundred Fifty Thousand Dollars ($150,000) as follows: Fifty-Two Thousand Dollars ($52,000) from Long Term Interest (Line 710-5915), Thirteen Thousand Dollars ($13,000) from Short Term Interest (Line 710-5925) and Eighty-Five Thousand Dollars ($85,000) in Free Cash to the OPEB Stabilization Fund. **(2/3 VOTE REQUIRED, RECOMMENDED 4-0)**
PASSED UNANIMOUSLY

ARTICLE 16: To see if the Town will vote to Appropriate the sum of Sixty Two Thousand One Hundred Twenty-Four Dollars ($62,124) for reconstruction work on town roads under Chapter 86 of the Acts of 2008 and the provisions of Section 34(2)(a) of Chapter 90 of the M.G.L. Said amount will be reimbursed by the Commonwealth of Massachusetts and is considered an available fund. **(RECOMMENDED 4-0)**
PASSED UNANIMOUSLY

ARTICLE 17: To see if the Town will vote to rescind the $450,000 unissued balance of the $4,900,000 authorized to be borrowed by vote of the Town under Article 25 of the Warrant at the 2008 Annual Town Meeting to pay costs of preserving and restoring the Town Hall, including the construction of an addition thereto, the remodeling, reconstructing and making extraordinary repairs to the existing building, and equipping and furnishing the same, which amount is no longer needed to pay costs of completing the project for which it was approved, or to take any other action relative thereto. **(RECOMMENDED 4-0)**
PASSED UNANIMOUSLY

ARTICLE 18: To see if the Town will vote to Raise and Appropriate the sum of Ten Thousand Dollars ($10,000) for the purpose of hydrant maintenance.
(RECOMMENDED 4-0)
PASSED UNANIMOUSLY

ARTICLE 19: To see if the Town will vote to transfer the sum of Eighteen Thousand Dollars ($18,000) from the Fire Department's Personal Service (Line 220-5120) to Expenses (Line 2205700) $8,000 for painting and $10,000 for unexpected expenses on fire truck.
(RECOMMENDED 4-0)
PASSED UNANIMOUSLY

ARTICLE 20: To see if the Town will vote to Appropriate from Free Cash the sum of Two Thousand Five Hundred Dollars ($2,500) that will enable the police department to participate in joint training with the Island police departments and other emergency responders from other communities and the State Police on the Island and to provide related emergency response equipment, aimed at improving our ability to respond in case of emergencies to situations exceeding the capabilities of a single municipality. **(RECOMMENDED 4-0)**
PASSED UNANIMOUSLY

ARTICLE 21: To see if the Town will Appropriate from Free Cash the sum of Three Thousand Five Hundred Dollars ($3,500) for the purchase of a new copier/printer for the Police Department. **(RECOMMENDED 4-0)**
PASSED UNANIMOUSLY

ARTICLE 22: To see if the Town will vote to Raise and Appropriate the sum of Ten Thousand Dollars ($10,000) for the purchase of a microfiche reader and to begin to permanently conserve on microfilm Assessors record cards, which must be maintained in perpetuity. This is the first article in what will be a multi-year records conservation project.
(RECOMMENDED 3-0)
PASSED

ARTICLE 23: To see if the Town will vote to Raise and Appropriate the sum of Four Thousand Five Hundred Dollars ($4,500) for the purpose of installing lights along the south side of the Library/Howes House parking lot. **(RECOMMENDED 3-0)**
PASSED

ARTICLE 24: To see if the Town will vote to Appropriate from Free Cash the sum of Eighteen Thousand Five Hundred Dollars ($18,500) for the purpose of conducting maintenance inspections on each town-owned building and developing a long term plan for maintaining the buildings and making them more efficient. **(RECOMMENDED 3-1)**
PASSED

ARTICLE 25: To see if the Town will vote to Raise and Appropriate the sum of Fifteen Thousand Dollars ($15,000) for the purpose of contracting for a Facilities Manager for town-owned buildings. **(RECOMMENDED 3-1)**
PASSED

ARTICLE 26: To see if the Town will vote to act upon the recommendations of the Community Preservation Committee to appropriate and set aside for later expenditure from the Community Preservation Fund established pursuant to Chapter 44B of the Mass. General Laws, FY2011 revenues, in the following amounts:

a. Open Space reserve $40,000 (10% of estimated FY2010 Community Preservation Fund revenues)
b. Historical Resources reserve $40,000 (10% of estimated FY2010 Community Preservation Fund revenues)
c. Community Housing reserve $40,000 (10% of estimated FY2010 Community Preservation Fund revenues)
d. Administrative expenses $20,000 (5% of estimated FY2010 Community Preservation Fund revenues
e. Undesignated reserve $260,000 (65% of estimated FY2010 Community Preservation Fund revenues) **(RECOMMENDED 4-0)**

PASSED UNANIMOUSLY AS AMMENDEND TO READ FY 2011

ARTICLE 27: To see if the Town will vote to Appropriate the sum of One Hundred Fifty Thousand Dollars ($150,000) toward restoration of the foundation of the historic First Congregational Church of West Tisbury, with $1,500 to be appropriated from the Community Preservation Historical Resources reserve and $148,500 to be appropriated from the Community Preservation Undesignated reserve. The foundation work is estimated to cost $331,244, and is part of a larger restoration and renovation project to be supported by private funding. **(RECOMMENDED 4-0)**
PASSED

ARTICLE 28: To see if the Town will vote to Appropriate the sum of Seventy Thousand Dollars ($70,000) to support second mortgage loans under the Helm Loan Fund program administered by the Island Affordable Housing Fund, for qualified buyers of affordable housing in West Tisbury with incomes less than or equal to 100% of the area median income, with $10,000 to be appropriated from the Community Preservation Community Housing reserve and $60,000 to be appropriated from the Community Preservation Undesignated reserve; provided, however, that preference is given to West Tisbury residents and that the owners of the community housing acquired, created, or supported by the second mortgage loans execute covenants or restrictions, enforceable by the Town, ensuring the affordability of the community housing for as long a period of time as permitted by law.
(NOT RECOMMENDED 2-1)
PASSED

ARTICLE 29: To see if the Town will vote to Appropriate the sum of One Hundred Thousand Dollars ($100,000) from the Community Preservation Historical Resources reserve to support debt service for the Town Hall renovation bond issue. This is the second of five annual installments authorized by vote at Annual Town Meeting, April 2008.
(RECOMMENDED 4-0)
PASSED UNANIMOUSLY

ARTICLE 30: To see if the Town will vote to Appropriate the sum of Eight Thousand One Hundred Fifty Dollars ($8,150) from the Community Preservation Historical Resources reserve to replace windows in the historic County Courthouse, contingent upon proportional support from all other Island towns. **(RECOMMENDED 4-0)**
PASSED UNANIMOUSLY

ARTICLE 31: To see if the Town will vote to Appropriate the sum of Twenty Five Thousand Dollars ($25,000) to fund engineering and environmental studies preparatory to dredging and preserving the Town's historic Mill Pond, with $5,000 to be appropriated from the Community Preservation Historical Resources reserve and $20,000 to be appropriated from the Community Preservation Open Space reserve. **(NOT RECOMMENDED 2-1-1)**
PASSED AS AMMENDED; REMOVE 'PREPARATORY TO DREDGING AND PRESERVATION…", INSERT LANGUAGE AFTER 'STUDIES' TO READ " ON WHICH TO BASE A LONG TERM MANAGEMENT PLAN FOR THE PRESERVATION OF THE TOWN'S HISTORIC MILL POND…"

ARTICLE 32: To see if the Town will vote to appropriate the sum of One Hundred Four Thousand Dollars ($104,000) from the Community Preservation Community Housing reserve, supplemented as needed from the Undesignated reserve, to support the rental assistance program of the Dukes County Regional Housing Authority for West Tisbury households, with $22,000 to be appropriated from the Community Preservation Community Housing reserve and $82,000 to be appropriated from the Community Preservation Undesignated reserve. **(RECOMMENDED 2-0-1)**
PASSED

ARTICLE 33: To see if the Town will vote to Appropriate the sum of Two Hundred Twenty-Five Thousand Dollars ($225,000) to support affordable housing initiatives by the West Tisbury Affordable Housing Trust Fund administered by the West Tisbury Affordable Housing Committee and the Board of Selectmen, with $20,000 to be appropriated from the Community Preservation Community Housing reserve and $205,000 to be appropriated from the Community Preservation Undesignated reserve. **(RECOMMENDED 2-0-1)**
PASSED

ARTICLE 34: To see if the Town will vote to accept M.G.L Chapter 59, Section 5, Clauses 41D and 17E. These clauses increase by the Consumer Price Index the amount of gross receipts and the value of whole estate allowed in the current Senior (41C) and Surviving Spouse, Minor Child, Elderly (17D) exemptions. **(RECOMMENDED 4-0)**
PASSED UNANIMOUSLY AS AMMENDED. ADD SENTENCE "THESE INCREASES ARE TO BE EFFECTIVE FOR EXCEMPTIONS GRANTED FOR ANY FISCAL YEAR BEGINNING ON OR AFTER JULY 1, 2010" TO THE PARAGRAPH.

ARTICLE 35: To see if the Town of West Tisbury will vote to Appropriate from the Fund Balance Reserved for Overlay Released by the Assessors for Expenditures the sum of One Hundred Ninety-Nine Thousand Seven Hundred Seventy Five Dollars ($199,775) to fund the Town of West Tisbury's share of the cost for replacement windows and vent units, shingling, roofing and other repairs at the West Tisbury School, provided however, that the other two towns in the Region vote in the affirmative to raise and appropriate their respective shares.
Submitted by the Up-Island Regional School Committee **(RECOMMENDED 3-0-1)**
PASSED UNANIMOUSLY

ARTICLE 36: To see if the Town will vote to reauthorize revolving accounts previously established by vote of the Town under M. G. L. Chapter 44, Section 53E1/2, for fiscal year 2011, to be credited with receipts from the following revenue sources, to be expended under the authority and direction of the following agencies or officials, for the following stated purposes, not to exceed the following spending limits respectively:

FUND	REVENUE SOURCE	AUTHORITY TO SPEND FUNDS	USE OF FUNDS	SPENDING LIMITS
Wetlands Protection	Filing Fees	Conservation Commission	To pay for expenses of the Commission	$2,000

Bylaw			related to the administration of the Bylaw	
Health Services	Medicare, insurance & other reimbursements	Board of Health	Town health services	$12,000
MVRDRRD	Fees collected at local drop-off by MVRDRRD	Board of Health	Expenses related to operation of the Local Drop-off	$99,000

(RECOMMENDED 4-0)

PASSED

ARTICLE 37: To see if the Town will vote to Raise and Appropriate the sum of Twenty Four Thousand Dollars ($24,000) to be used by the Board of Assessors for the valuation update of real and personal property to meet triennial certification of values as required by Massachusetts State Law. **(RECOMMENDED 4-0)**
PASSED

ARTICLE 38: To see if the Town will vote to amend the Year Round Classification Plan at Section 26-1 of the Personnel By-law by adding the position of Reference/ Information Technology Librarian at Grade 5. [If Article 4 is approved, this position would be added at Grade E.] **(RECOMMENDED 4-0)**
PASSED UNANIMOUSLY

ARTICLE 39: To see if the Town will vote to amend the Seasonal Classification Plan at Section 26-2 of the Personnel By-law by adding the position of Library Page at Grade 1. [If Article 4 is approved, this position would be added at Grade A.] **(RECOMMENDED 4-0)**
PASSED UNANIMOUSLY

ARTICLE 40: To see if the Town will vote to authorize the Board of Selectmen to enter into an intermunicipal agreement with the County of Dukes County to provide an Integrated Pest Management Program (including rodent control), and to further see if the Town will vote to Raise and Appropriate the sum of Four Thousand Six Hundred Sixty-Three Dollars and Forty-Three Cents ($4,663.43) as the Town's proportional share of the balance ($32,841.07) of the net cost of the program, based on the equalized valuation as computed by the Commonwealth of Massachusetts Department of Revenue for Fiscal Year starting July 1, 2010. The level budgeted projection cost of the Pest Management Program for Fiscal Year 2011 is $71,915.81 less projected revenue of $25,000 for a net cost of $46,915.81. The County of Dukes County will pay Thirty percent (30%) ($14,074.74) of the net cost of the program.

(RECOMMENDED 3-0)

PASSED

ARTICLE 41: To see if the Town will vote to authorize the Board of Selectmen to enter into an intermunicipal agreement with the County of Dukes County to provide a Vineyard Health Care Access Program and further to see if the Town will vote to Raise and Appropriate the sum of Eight Thousand Eight Hundred Thirty-Three Dollars and Eight Cents ($8,833.08) as the town's proportionate share of the balance ($62,204.76) of the level budgeted projection cost, based on the equalized valuation as computed by the Commonwealth of Massachusetts Department of Revenue for a fiscal year starting July 1, 2010. The cost of the level budgeted share of the program for fiscal year 2011 is $88,863.94. The County of Dukes County will pay Thirty Percent (30%) ($26,659.18) of the level budgeted cost of the program.

(RECOMMENDED 3-0)

PASSED UNANIMOUSLY

ARTICLE 42: To see if the Town will vote to Raise and Appropriate the sum of Nine Thousand Six Hundred Thirty-Five Dollars and Four Cents ($9,635.04) to continue the Vineyard Health Care Access Program at the current level of service. These funds will be administered by the County of Dukes County and will provide Sixty-One Thousand One Hundred Thirty Six Dollars and Six Cents ($61,136.06) county-wide. This amount represents the Town's proportionate share, based on the 50/50 formula, which combines 50% of the cost based on equalized valuation of property values as computed by the Commonwealth of

Massachusetts Department of Revenue and 50% based on the Town's populations as documented in the US Census. Based on this formula the total for West Tisbury is 15.76%.
(RECOMMENDED 3-0)
PASSED UNANIMOUSLY

ARTICLE 43: To see if the Town will vote to Raise and Appropriate the sum of Sixteen Thousand Five Hundred Dollars ($16,500) to be placed in the Ambulance Stabilization Fund.
(2/3 VOTE REQUIRED, RECOMMENDED 4-0)
PASSED UNANIMOUSLY

ARTICLE 44: To see if the Town will vote to Raise and Appropriate the sum of One Hundred Thousand Dollars ($100,000) to be placed in the Fire Equipment Stabilization Fund.
(2/3 VOTE REQUIRED, RECOMMENDED 4-0)
PASSED UNANIMOUSLY

ARTICLE 45: To see if the Town will vote to Appropriate from Free Cash the sum of Two Hundred Fifty Thousand Dollars ($250,000) to reduce the tax levy in Fiscal Year 2011.
(RECOMMENDED 4-0)
PASSED UNANIMOUSLY

ARTICLE 46: To see if the Town will vote to Appropriate from Free Cash the sum of Two Thousand Nine Hundred Dollars ($2,900) for new flags and associated hardware for the Town's cemeteries. **(RECOMMENDED 4-0)**
PASSED UNANIMOUSLY

ARTICLE 47: To see if the Town will vote to change the Capital Improvement Planning Committee Bylaw by replacing the words "cost over $10,000" in Section 2 with the words "cost over $25,000". **(RECOMMENDED 4-0)**
PASSED UNANIMOUSLY

ARTICLE 48: To see if the Town will vote to Appropriate the sum of Ten Thousand Dollars ($10,000) from Free Cash to be placed in the Reserve Fund. **(RECOMMENDED 4-0)**
PASSED UNANIMOUSLY

And you are directed to serve this Warrant by posting attested copies thereof in not less than six (6) public places in West Tisbury fourteen days at least before the holding of such meeting.

Hereof fail not and make due return of this Warrant with doings thereon to the Town Clerk at the time and place of Meeting aforesaid.

Given under our hands this 18TH Day of March in the Year Two Thousand Ten.

_____
Dianne E. Powers, Chairman

_____
Richard R. Knabel

_____
Jeffrey S. Manter

WEST TISBURY SELECTMEN

DATE:

I have posted attested copies of the above Warrant in not less than six (6) public places in West Tisbury fourteen (14) days before such meeting.

_____
Timothy A. Barnett
Constable

A true copy, attest: _____
Tara J. Whiting
Town Clerk