

Commonwealth of Massachusetts
Town of Adams

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TOWN CLERK
ADAMS MASS.

Berkshire, ss.

To either of the Constables, of the Town of Adams in the County of Berkshire in said Commonwealth:

Greetings:

*In the name of the Commonwealth, you are hereby directed to notify and warn the Inhabitants of the Town of Adams qualified to vote in Town affairs to meet at the **Adams Memorial Building, Side Entrance, 30 Columbia Street, Adams, Massachusetts on Tuesday the 17th day of June 2025, at 6:00 P.M., then and there to act on the following articles, to wit.***

ANNUAL ARTICLES

- Article 1** To choose all other town officers not previously chosen by ballot.
- Article 2** To hear the reports of the Board of Selectmen and other town officers and act thereon.
- Article 3** To hear the reports of any committee and act thereon.
- Article 4** To see if the Town will vote to fix the salary and compensation of all elective officers of the Town in accordance with the provisions of Section 108 of Chapter 41 of the General Laws, as amended, and to see if any of said salaries and compensation shall be increased, or take any other action in relation thereto.

Board of Selectmen

Chairman.....2,000
Member.....1,200

Board of Health

Chairman.....1,386
Member.....924

Board of Assessors

Full-Time.....80,762
Part-Time.....1,800

Cemetery Commissioners

Chairman.....600
Member.....500

Treasurer/Collector.....80,762

Moderator.....300

Town Clerk.....80,762

OPERATING OMNIBUS ARTICLE

Article 5 To see if the Town will vote to raise and appropriate, or appropriate from available funds, a sum or sums of money as may be necessary to defray the ordinary expenses of the Town for the fiscal period beginning July 1, 2025, through June 30, 2026, or take any other action in relation thereto.

	Personal Services		Operating Expenses	
	FY2025 Approved	FY2026 <i>Recommended</i>	FY2025 Approved	FY2026 <i>Recommended</i>
EXECUTIVE				
Selectmen	6,899	6,899	15,475	15,125
Town Administrator	204,933	209,954	92,500	89,650
Moderator	305	305	205	205
Town Report			2,100	2,100
FINANCE & TECHNOLOGY				
Finance Committee	528	528	3,080	3,030
Employee/Retiree Benefits	1,716,786	1,913,646		
Accountant	170,092	163,012	50,355	56,855
Technology			262,608	271,412
Insurance			276,700	348,800
GENERAL GOVERNMENT				
Assessor	156,771	165,384	11,950	11,750
Treasurer-Collector	143,184	149,128	39,510	46,135
Town Clerk	146,789	159,740	5,975	10,875
Elections			40,075	24,000
Registrar of Voters	2,004	2,004		
Codification			2,500	2,500
COMMUNITY DEVELOPMENT	176,299	183,502	146,585	118,335
Greylock Glen Outdoor	109,581	109,022	57,500	103,660
INSPECTION SERVICES				
Inspection Services	251,191	261,865	7,175	6,925
Weights/Measures Inspector			5,000	7,150

	Personal Services		Operating Expenses	
	FY2025 Approved	FY2026 Recommended	FY2025 Approved	FY2026 Recommended
PUBLIC HEALTH				
Board of Health			15,300	15,300
PUBLIC SAFETY				
Police Department	2,143,268	2,202,938	134,050	106,350
Animal Control Officer	27,952	28,027	4,225	4,225
Parking Management	27,000	28,979	4,950	4,950
Emergency Management	2,129	2,085	2,875	2,875
Forest Warden	3,829	3,829	14,465	14,465
PUBLIC SERVICES				
Council on Aging	216,136	232,325	25,030	23,830
Veterans Services	20,000	20,000	139,955	139,915
Memorial Day Remembrances			1,450	1,450
Library	261,118	274,993	97,985	99,935
PUBLIC BUILDINGS/ PROPERTY MAINTENANCE				
Police Station			28,910	28,910
Registry of Deeds			1,050	1,050
Town Hall			21,350	21,350
Public Buildings/Property Maintenance	110,191	91,966	195,000	235,000
Adams Memorial Building			116,300	66,300
Visitor's Center			12,400	12,400
PUBLIC WORKS				
Tree Warden/Insect Pest			19,000	19,000
Public Works Administration	63,082	53,782	3,200	3,200
Department of Public Works	1,324,172	1,328,246		
Highways			115,850	115,850
Snow & Ice Control			246,000	246,000
Flood Control			600	600
DPW Garage/Equipment Maintenance			212,400	212,400
Transfer Station			68,500	68,500
Wastewater Collection			5,000	5,000
Cemetery, Parks & Grounds			45,375	45,375
Celebrations - Seasonal			2,000	2,000
Totals		7,592,159		2,614,737

ARTICLE 5 - AVAILABLE FUNDS TO BE USED		
DEPARTMENT	FUND	AMOUNT
Parking Department	Parking Meter Fund	10,000
Council on Aging	Council on Aging Fund	30,000

SEWER ENTERPRISE FUND ARTICLE

Article 6 To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to operate the sewer enterprise or take any other action in relation thereto.

SEWER ENTERPRISE FUND

	<i>FY2026 Recommended</i>
WASTEWATER TREATMENT PLANT	
Personnel Expenses	566,071
Operating Expenses	472,875
Debt Service	405,718
WWTP Energy Incentive Rebate	(52,936)
Total Recommendation	1,391,728

The FY2026 Recommendation of \$1,391,728 will be raised as follows:

Tax Levy \$1,391,728

CAPITAL OMNIBUS ARTICLES

Article 7 To see if the Town will vote to raise and appropriate, or appropriate from available funds, a sum or sums of money as may be necessary for the purchase, rebuilding and/or installation of certain departmental equipment; for the contracting for certain services; to pay interest and loans maturing during this period; for the repair, reconstruction and/or construction of streets, roadways, sidewalks, sewers, guard rails, retaining walls, buildings, and/or bridges within the Town; further, to authorize the trade-in of any presently owned equipment toward the purchase price thereof, or take any other action in relation thereto.

CAPITAL OUTLAY

	<i>FY2025 Approved</i>	<i>FY2026 Recommended</i>
ADMINISTRATION AND FINANCE		
Technology	28,000	30,000
Debt Service	644,678	381,675
Total Recommendation		411,675

ARTICLE 7 - AVAILABLE FUNDS TO BE USED

DEPARTMENT	FUND	AMOUNT
Technology	Technology Fund	30,000

TECHNOLOGY – TOTAL **30,000**

Technology 30,000

This request is for Town-wide computer network/internet upgrades along with any unforeseen technology expenses.

The above request is appropriated from the Technology Fund for no impact to the Tax Rate.

DEBT SERVICE – TOTAL **381,675**

PRINCIPAL ON MATURING DEBT

Town Hall/ Police Station/Library Bond Issue

This request represents the principal of the Town Hall, Police Station & Library borrowing. 145,000

Adams Storm Damage Bond Issue

This request represents the principal of the Storm Damage Bond. 145,000

TOTAL PRINCIPAL **290,000**

INTEREST ON MATURING DEBT

Town Hall/Police Station/Library Bond Issue

This request represents the interest of the Town Hall, Police Station & Library borrowings. 13,050

Adams Storm Damage Bond Issue

This request represents the interest of the Storm Damage Bond. 48,050

TOTAL INTEREST **61,100**

INTEREST – TEMPORARY LOANS

BAN's; GAN's; TAN's; and related fees 30,575

Temporary borrowing can occur for the following reasons: Anticipation of issuance of long-term debt (Bond Anticipation Notes), receipt of grants (Grant Anticipation Notes), or if the Town needs money to meet its financial obligations and the tax bills have yet to be issued (Tax Anticipation Notes).

This request also represents fees associated with various loans.

This request also includes any related Bond Counsel fees.

TOTAL INTEREST – TEMPORARY LOANS/FEES **30,575**

**Article 8 CAPITAL INFRASTRUCTURE AND EQUIPMENT OUTLAY
FROM FREE CASH**

To see if the Town will vote to appropriate from available funds, Free Cash, a sum or sums of money as may be necessary for the purchase, rebuilding and/or installation of certain departmental equipment; for the contracting for certain services; buildings within the Town; further, to authorize the trade-in of any presently owned equipment toward the purchase price thereof, or take any other action in relation thereto.

	<i>FY2026 Recommended</i>
TECHNOLOGY	
Replacement of Town-wide Desktop Computers	51,000
E911 Compliant Multi – Building Telephone Upgrade	48,500
PUBLIC SAFETY	
Replacement of One Police Cruiser	76,000
PUBLIC WORKS	
DPW Garage/Equipment – Truck Lift	55,000
DPW Garage/Equipment – New Snowplows	7,500
Cemetery, Parks & Grounds Mobile Equipment	10,000
TOTAL REQUESTED	248,000

TECHNOLOGY **99,500**

Technology - Equipment

*This request is for the replacement of approximately
60 Town-wide desktop computers.*

51,000

Technology – E911 Compliance

*This request is for Town-wide multi-line telephone systems
that must be upgraded to be E911 complaint with
FCC regulations.*

48,500

PUBLIC SAFETY **76,000**

Police Cruiser

This request is for the purchase of a replacement Police cruiser.

76,000

PUBLIC WORKS **72,500**

DPW Garage/Equipment

*This request is for the purchase of a replacement truck lift.
The current lift is beyond useful life. This new lift will be a
mobile unit for more versatility.*

55,000

DPW Garage/Equipment

*This request is for the replacement of three (3) unrepairable
snowplows.*

7,500

Cemetery, Parks & Grounds

This request is for the purchase of small mobile equipment.

10,000

REGIONAL SCHOOL ASSESSMENT ARTICLES

Article 9 To see if the Town will vote to raise and appropriate, or appropriate from available funds, a sum or sums of money as may be necessary for the operating and capital assessments of the Hoosac Valley Regional School District (HVRSD) for the fiscal period beginning July 1, 2025, through June 30, 2026, or take any other action in relation thereto.

	<i>FY2025 Approved</i>	<i>FY2026 Recommended</i>
<i>Hoosac Valley Regional SD</i>	<i>6,484,422</i>	<i>6,620,400</i>

The above assessment consists of four parts:

1)State Department of Elementary & Secondary Education Minimum Municipal Contribution (Foundation Budget),	\$ 4,301,696
2) Additional Operating Assessment (above Foundation),	1,201,693
3) Other Expenditures (Non-Foundation-Transportation),	454,813
4) Capital Assessment – HVHS Project Debt Exclusion	662,198
	<u>\$ 6,620,400</u>

The total Hoosac Valley Regional School District FY2026 budget is \$23,136,636

Article 10 To see if the Town will vote to raise and appropriate, or appropriate from available funds, a sum or sums of money as may be necessary for the operating and capital assessments of the Northern Berkshire Vocational Regional School District (NBVRSD) for the fiscal period beginning July 1, 2025, through June 30, 2026, or take any other action in relation thereto.

	<i>FY2025 Approved</i>	<i>FY2026 Recommended</i>
<i>No Berkshire Vocational RSD</i>	<i>1,063,774</i>	<i>1,069,566</i>

The above assessment consists of four parts:

1)State Department of Elementary & Secondary Education Minimum Municipal Contribution (Foundation Budget),	\$ 918,767
2) Additional Operating Assessment (above Foundation),	114,052
3) Additional Operating Assessment (Non-Foundation-Transportation),	36,747
	<u>\$ 1,069,566</u>

The total Northern Berkshire Vocational Regional School District FY2026 budget is \$ 12,653,337.

TRANSFERS TO SPECIAL FUNDS

- Article 11** To see if the Town will vote to appropriate from available funds, a sum of money to be used to lower the tax rate, or take any other action in relation thereto.

It is proposed that \$250,000 of Free Cash be utilized to offset this year's Tax Rate.

- Article 12** To see if the Town will vote to transfer from available funds a sum of money to be added to the Stabilization Fund, or take any other action in relation thereto.

This article will transfer the balance of the Reserve Fund, currently \$ 175,000, to the Stabilization Fund.

- Article 13** To see if the Town will vote to raise and appropriate or appropriate from available funds a sum of money to provide for extraordinary and/or unforeseen expenditures to be known as the Reserve Fund account, transfer from which may be made from time to time only by the Finance Committee, or take any other action in relation thereto.

This is an annual item that allows the Town the flexibility to meet operational difficulties, through the Finance Committee, and will eliminate the expense of calling a Special Town Meeting. Request: \$175,000.

- Article 14** To see if the Town will vote to raise and appropriate or appropriate from available funds a sum of money to pay unpaid bills of current or prior fiscal years, or take any other action in relation thereto.

At this time, there are no outstanding bills.

ANNUAL AUTHORIZATION ARTICLES

- Article 15** To see if the Town will vote to authorize its Board of Selectmen to apply for and receive funds from the Community Development Block Grant Program under the Housing and Community Development Act of 1974, as amended, or take any other action in relation thereto.

This article will allow the Town to apply for and expend Community Development Block Grants.

Article 16 To see if the Town will vote to authorize its Board of Selectmen to apply for and receive funds from the United States Department of Agriculture under the Community Facilities Grant program, or take any other action in relation thereto.

This article will allow the Town to apply for and expend Community Facilities Grants.

Article 17 To see if the Town will vote to accept certain perpetual care funds that were received during the period January 1, 2024 through December 31, 2024 for the care and maintenance of cemetery lots, such funds are in the custody of the Town Treasurer, or take any other action in relation thereto.

This article will allow the Town to accept the \$9,500 deposited with the Town for the care and maintenance of cemetery lots.

Article 18 To see if the Town will vote to authorize the Town Treasurer, with the approval of the Board of Selectmen, to borrow in the event of a revenue shortfall to allow the Treasurer to borrow via Revenue Anticipation Notes (RAN's), Tax Anticipation Notes (TAN's), Federal Aid Anticipation Notes (FAAN's), Grant Anticipation Notes (GAN's), and State Aid Anticipation Notes (SAAN's), in an amount not to exceed the anticipated revenue shortfall, or take any action in relation thereto.

The law requires that the Town annually grant this authority to the Town Treasurer.

Article 19 ***AUTHORIZE REVOLVING FUND SPENDING LIMITS***
To see if the Town will vote, pursuant to Massachusetts General Law Ch. 44, §53E ½ to establish limitations on expenditures from the revolving funds established by Chapter 50 of the General Bylaws, entitled, "Revolving Funds", as follows, or take any action in relation thereto:

Revolving Account	FY2026 Expenditure Limit
Bid Specification Revolving Fund	\$5,000
Sanitary Sewer Revolving Fund	\$30,000
Promotional Revolving Fund	\$5,000
Library Revolving Fund	\$7,000
Transfer Station Revolving Fund	\$90,000
Inspection Services Fund	\$25,000
Tax Title Revolving Fund	\$20,000
Greylock Glen Revolving Fund	\$50,000
Adams Visitor Center	\$25,000
Adams Memorial Building	\$25,000

Article 20 *AMEND COMPENSATION PLAN*

To see if the Town will vote to amend the Compensation Plan as established by Section 10-5 of the Town of Adams Code of Laws or take any other action in relation thereto.

SALARY ADMINISTRATION PLAN - ANNUAL RATE TABLE - FISCAL YEAR 2026

This represents a 2.0% Cost of Living Adjustment (COLA) over Fiscal 2025.

Grade	Step 1	2	3	4	5	6	7	8	9	10	11	12
1	24,371	24,981	25,605	26,245	26,903	27,576	28,265	28,971	29,696	30,438	31,199	31,979
2	26,565	27,230	27,910	28,607	29,323	30,058	30,808	31,578	32,369	33,178	34,007	34,857
3	28,957	29,680	30,422	31,183	31,963	32,763	33,582	34,421	35,283	36,165	37,067	37,994
4	31,563	32,351	33,161	33,990	34,840	35,712	36,605	37,519	38,458	39,420	40,403	41,412
5	34,404	35,263	36,146	37,049	37,975	38,927	39,900	40,896	41,919	42,967	44,039	45,140
6	37,500	38,437	39,400	40,383	41,393	42,431	43,490	44,576	45,691	46,834	48,003	49,203
7	40,874	41,896	42,945	44,016	45,119	46,249	47,404	48,587	49,804	51,049	52,323	53,631
8	44,553	45,667	46,810	47,977	49,180	50,412	51,670	52,960	54,286	55,643	57,032	58,458
9	48,563	49,776	51,023	52,296	53,606	54,949	56,320	57,727	59,173	60,650	62,165	63,719
10	52,933	54,256	55,615	57,002	58,431	59,895	61,390	62,922	64,499	66,109	67,761	69,454
11	57,697	59,140	60,621	62,132	63,689	65,286	66,915	68,585	70,303	72,059	73,859	76,819
12	62,890	64,463	66,077	67,723	69,421	71,161	72,937	74,757	76,631	78,544	80,507	84,055
13	68,551	70,264	72,024	73,819	75,670	77,565	79,501	81,486	83,528	85,613	87,753	91,268
14	74,720	76,588	78,506	80,462	82,480	84,546	86,656	88,820	91,045	93,318	95,651	99,483
15	81,444	83,481	85,572	87,704	89,904	92,155	94,456	96,814	99,240	101,718	104,259	108,436
16	88,774	90,993	93,274	95,597	97,994	100,449	102,957	105,527	108,171	110,872	113,642	116,482

SALARY ADMINISTRATION PLAN - HOURLY RATE TABLE - FISCAL YEAR 2026

Grade	Step 1	2	3	4	5	6	7	8	9	10	11	12
1	13.34	13.67	14.01	14.37	14.72	15.09	15.47	15.86	16.25	16.66	17.08	17.50
2	14.54	14.90	15.28	15.66	16.05	16.45	16.86	17.28	17.72	18.16	18.61	19.08
3	15.85	16.25	16.65	17.07	17.49	17.93	18.38	18.84	19.31	19.79	20.29	20.80
4	17.28	17.71	18.15	18.60	19.07	19.56	20.04	20.54	21.05	21.58	22.11	22.67
5	18.83	19.30	19.78	20.28	20.79	21.31	21.84	22.38	22.94	23.52	24.10	24.71
6	20.53	21.04	21.57	22.10	22.66	23.22	23.80	24.40	25.01	25.63	26.27	26.93
7	22.37	22.93	23.51	24.09	24.70	25.31	25.95	26.59	27.26	27.95	28.64	29.35
8	24.39	25.00	25.62	26.26	26.92	27.59	28.28	28.99	29.72	30.47	31.22	32.00
9	26.58	27.24	27.93	28.62	29.34	30.08	30.83	31.60	32.39	33.20	34.03	34.88
10	28.97	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.09	38.02
11	31.58	32.37	33.18	34.01	34.86	35.73	36.63	37.54	38.48	39.44	40.43	42.05
12	34.42	35.28	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.07	46.01
13	37.52	38.46	39.42	40.40	41.42	42.45	43.51	44.60	45.72	46.86	48.03	49.96
14	40.90	41.92	42.97	44.04	45.15	46.28	47.43	48.62	49.83	51.08	52.35	54.45
15	44.58	45.69	46.84	48.00	49.21	50.44	51.70	52.99	54.32	55.67	57.07	59.35
16	48.59	49.80	51.05	52.32	53.64	54.98	56.35	57.76	59.21	60.69	62.20	63.76

SPECIAL ARTICLES

Article 21 *ECONOMIC DEVELOPMENT FUND*

To see if the Town will vote to appropriate from the Economic Development Fund, a sum of money to be used for Fiscal Year 2026 expenses: \$80,000 for the payroll expenses of the Executive Director of the Greylock Glen Outdoor Center from July 1, 2025, through June 30, 2026, or take any other action in relation thereto.

The balance of the Economic Development Fund as of April 16th, 2025, is: \$127,443.

CITIZENS' PETITION

Article 22 To see if the Town will vote to require the Selectmen (any one or more Selectmen, per meeting) to hold a monthly series of 60-90 minute community forums – beginning within 60 days of the 2025 Town Meeting – to share updates with and engage residents on the Greylock Glen Outdoor Recreation and Environmental Center (“The Glen project”) or take any other action in relation thereto.

Recognizing the Town’s significant investment in the Glen, these meetings will promote transparency and encourage public involvement, be open to all residents, and shall be posted on the Town Website Calendar at least two weeks in advance.

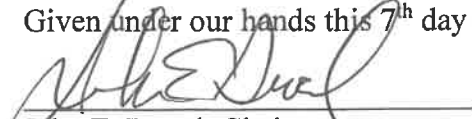
TOPICS TO BE DISCUSSED AT MONTHLY MEETINGS, IN ANY ORDER:

1. **THE MISSION OF DEVELOPING THE GREYLOCK GLEN:**
Review the Glen project’s original mission of delivering economic benefits while emphasizing environmental sensitivity and climate sustainability. Discuss competing priorities and provide a timeline for important updates.
2. **ECONOMIC IMPACT:**
Present recent and projected income/expenses. The Select Board is encouraged to share data in advance to support informed discussion.
3. **MOVING FORWARD:**
Discuss strategies, opportunities, and risks for the Glen project’s future growth.
4. **ENVIRONMENTAL EDUCATION, RECREATION, AND SUSTAINABILITY:**
Provide updates on the development’s original goals, as well as progress, challenges, and community engagement opportunities.
5. **IDENTIFY ADDITIONAL ASSISTANCE:**
Explore additional sources of technical and financial assistance to help the town navigate the development and management of the Glen project.
6. **ADDITIONAL TOPICS:**
Identify and discuss other Glen project-related topics and concerns raised by the Select Board or residents during this process.

Article 23 To transact any other business that may legally come before said meeting.

Hereof fail not and make return of this Warrant by posting in three or more public places in said Town of Adams, true and attested copies thereof, seven days before the holding of said voting.

Given under our hands this 7th day of May, 2025.


John E. Duval, Chairperson


Ann M. Bartlett, Vice-Chairperson

Christine D. Hoyt, Member


Jay T. Meczywor, Member


Joseph J. Nowak, Member

BOARD OF SELECTMEN
ADAMS, MASSACHUSETTS

Adams, Massachusetts

May 20, 2025

I have served the foregoing warrant by posting in three places in the said Town of Adams true and attested copies thereof, seven days at least before the time of holding said meeting.


Thomas A. Satko
Constable of the Town of Adams

A True Copy, Attest:


Thomas A. Satko
Constable of the Town of Adams