



TOWN OF TISBURY
SPECIAL TOWN MEETING WARRANT
TUESDAY, APRIL 29, 2025 AT 7:00 PM

Commonwealth of Massachusetts

County of Dukes, ss.

To either of the Constables of the Town of Tisbury,

Greetings:

In the name of the Commonwealth of Massachusetts you are directed to notify the inhabitants of the Town of Tisbury who are qualified to vote in elections and Town affairs to assemble at the Tisbury School Gymnasium-Auditorium, 40 West William Street, in said Town of Tisbury, on the twenty-ninth day of April in the year Two Thousand and Twenty-Five at seven o'clock in the evening, then and there to act on the following articles in this warrant:

ARTICLE 1 TO OBTAIN OFFICIAL BONDS

To see if the Town will vote to instruct the Select Board to obtain of the Town Officers from whom bonds are required in FY2026 only such bonds as are secured by regular bond and surety firms and, when the bond of any Town Officer is accepted by the Select Board, that the Town shall bear the expense of the amount paid by him or her for said bond, or take any action relative thereto.

Submitted: Select Board

The Finance and Advisory Committee Recommends Passage of this Article. (6-0-0)

ARTICLE 2 TO AUTHORIZE THE TREASURER TO BORROW IN ANTICIPATION OF REVENUE

To see if the Town will vote to authorize the Town Treasurer, with the approval of the Select Board, to borrow from time to time in anticipation of revenue for FY2026, in accordance with the provisions of Massachusetts General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable within one (1) year, and to renew any note or notes as may be given for a period of less than one (1) year, in accordance with Massachusetts General Laws, Chapter 44, Section 17, or take any action relative thereto.

Submitted: Finance Director

The Finance and Advisory Committee Recommends Passage of this Article. (6-0-0)

ARTICLE 3 TO AUTHORIZE THE FINANCE DIRECTOR TO ENTER INTO A COMPENSATING BALANCE AGREEMENT

To see if the Town will vote to authorize the Finance Director to enter into a compensating balance agreement or agreements for FY2026, pursuant to Chapter 44 Section 53F of the Massachusetts General Laws, or take any action relative thereto.

Submitted: Finance Director

The Finance and Advisory Committee Recommends Passage of this Article. (6-0-0)

ARTICLE 4 TO ELECT A FISH COMMITTEE

To see if the Town will vote to elect James Tilton, Michael Conroy, and Jonathan Snyder as a Fish Committee in Fiscal Year 2026, pursuant to the provisions of Chapter 40 of the Special Acts of 1847 as it relates to the regulation of herring fishing at Chappaquonsett Pond and Creek and access thereto, or take any action relative thereto.

Submitted: Select Board

The Finance and Advisory Committee Recommends Passage of this Article. (6-0-0)

ARTICLE 5 TO ADOPT A BYLAW TO PROHIBIT INCREASES IN TOWN MEETING SPENDING ARTICLES

To see if the Town will vote to adopt the following bylaw, or take any action relative thereto:

At any Annual or Special Town Meeting, no amendment or motion may be introduced that would increase the proposed budget or expenditure outlined in any of the articles in the Town Meeting warrant. The Town Moderator shall rule out of order any amendment that would violate this restriction.

Submitted: Finance Director

The Finance and Advisory Committee Recommends Passage of this Article. (6-0-0)

ARTICLE 6 TO ACCEPT MASSACHUSETTS ABANDONED PROPERTY LAW

To see if the Town will vote to accept Massachusetts General Laws Chapter 200A, Section 9A, regarding the disposition of abandoned funds held by the Town, including provisions requiring notice to owners of funds by letter, on the Town's website, and by advertisement, or take any action relative thereto.

Submitted: Finance Director

The Finance and Advisory Committee Recommends Passage of this Article. (5-0-0)

ARTICLE 7 FRINK LAND DONATION

To see if the Town will vote to acquire, by gift, and accept a donation of, the land located adjacent to the Baylis Woods subdivision containing approximately 2.99 acres and shown on Tisbury Assessor's Maps 26-B-19, and to authorize the Select Board to take all action and execute all documents necessary to accomplish the acquisition, or take any action relative thereto.

Submitted: Finance Director

The Finance and Advisory Committee Recommends Passage of this Article. (7-0-0)

ARTICLE 8 TO AMEND THE BYLAW REGARDING DOG LICENSE REVENUE

To see if the Town will vote to repeal the Tisbury bylaw adopted at the 1989 Annual Town Meeting, under Article 57, as follows:

~~Monies paid back to the Town of Tisbury by the County Treasurer from the County Dog Fund shall immediately be available for expenditure by the Library Trustees for acquisitions by the Vineyard Haven Public Library without further appropriation, per Chapter 140, Section 172 of Massachusetts General Laws.~~

or take any action relative thereto.

Submitted: Animal Control Officer

The Finance and Advisory Committee Does Not Recommend Passage of this Article. (1-0-5)

ARTICLE 9 TO ADOPT REVOLVING FUND BYLAW

To see if the Town will vote to adopt a Revolving Fund Bylaw, to include a Dog Licensing Revolving Fund and a Park and Ride Facility Revolving Fund, in addition to the Tashmoo Spring Building Revolving Fund voted under Article 5 of the warrant for the April 25, 2017 Special Town Meeting, as follows, and establish July 1, 2025 as the effective date for the Dog Licensing and Park and Ride Facility Revolving Funds; and to set the Fiscal Year 2026 expenditure limits for such revolving funds; or take any action relative thereto:

1. **Purpose.**

This bylaw is adopted under General Laws Chapter 44, § 53E½, and establishes and authorizes revolving funds for use by Town departments, boards, and officers in connection with the operation of programs or activities that generate fees, charges or other receipts to support all or some of the expenses of those programs or activities.

2. Expenditure Limitations.

A department head, board, or officer may incur liabilities against and spend monies from a revolving fund established under this bylaw without appropriation, subject to the following limitations:

- a. Fringe benefits of full-time employees whose salaries or wages are paid from the fund shall also be paid from the fund.
- b. No liability shall be incurred in excess of the available balance of the fund.
- c. The total amount spent during a fiscal year shall not exceed the amount authorized by vote of the Annual Town Meeting, or any increased amount that is later approved during that fiscal year by the Selectboard and Finance and Advisory Committee.

3. Reporting Requirements

The officer or board authorized to expend shall detail expenditures from the revolving fund in the Town's Annual Report each year.

4. Interest.

Interest earned on monies credited to a revolving fund established by this bylaw shall be credited to the general fund.

5. Authorized Revolving Funds.

Revolving Fund	Officer or Board Authorized to Expend	Fees and Receipts Credited to Fund	Program or Purpose
Tashmoo Spring Building	Board of Selectmen	Building Use Charges and Fees	Maintenance and improvements to the Tashmoo Spring Building
Dog Licensing	Town Clerk, Animal Control Officer	Dog license fees, penalties and late charges	Dog Licensing and operation and Animal Control Operations, including maintenance and improvements
Park and Ride Facility	Director of Public Works	Parking fees and permit fees	Operation, maintenance and upkeep of the Park and Ride Lot

Submitted: Select Board

The Finance and Advisory Committee Does Not Recommend Passage of this Article. (0-0-6)

ARTICLE 10 TO ADOPT A LEAF BLOWER BYLAW

To see if the Town will vote to adopt a leaf blower bylaw as follows, or take any action relative thereto:

1. Findings and Purpose.

1. Combustion-powered leaf blowers, in particular, emit noxious particulates during operation, and can cause hearing loss, posing a health hazard to operators. Combustion-powered leaf blowers also emit carbon dioxide, known to be a primary cause of global warming and climate change.
2. The Town is committed to protecting the public health, welfare, and safety of its residents and visitors and to protecting the environment. The goal of this bylaw is to reduce harmful noise pollution, reduce public health risks associated with particulate emissions and excessive noise, and reduce the level of CO2 emissions into the environment.

2. Permitted Activity

1. Leaf blowers (combustion-powered) may only be operated as follows:
 - a. between the hours of 8:00 AM and 5:00 PM Monday through Friday;
 - b. between the hours of 10:00 AM and 5:00 PM on Saturday; and
 - c. no more than 2 leaf blowers may be used simultaneously on the same property.
2. Effective 15 March 2028, no combustion-powered leaf blower may be used on any property in the Town. Until that date, combustion-powered leaf blowers may only be operated from:
 - a. 15 March through 31 May; and
 - b. 15 October through 15 January

3. Definition

Leaf blower means any handheld or backpack-mounted device that uses forced air to move leaves, grass, and/or other matter.

4. Responsible parties:

- 4.1 The following parties are the responsible parties for purposes of determining any violation of this bylaw:
- a. the party who employed the person operating the leaf blower (or the person operating the leaf blower, if self-employed); and
 - b. the party who owns the property where the violation occurs.

5. Enforcement

- 5.1 Violations of this bylaw may be enforced by the Police Department.
- 5.2 A person, individually or by his servant or agent, who violates any provision of this bylaw may be penalized by the non-criminal disposition method pursuant to G.L. Chapter 40, Section 21D and the Town's non-criminal disposition bylaw. The following penalties shall apply:
- a. first violation: written warning
 - b. second violation: \$100
 - c. third and subsequent violations: \$300 penalty/violation
- Each day the violation continues constitutes a separate violation.

6. Exemption

6.1 The Town shall not be subject to the provisions in section 2.1, nor to the seasonal restrictions in section 2.2 for the operation of leaf blowers to remediate the impacts of a severe weather event or accident.

7. Severability

If any provision of this bylaw is held to be invalid or unconstitutional by any court of competent jurisdiction, the remaining provisions shall continue in full force and effect.

Submitted: Select Board

ARTICLE 11 TO AMEND THE TISBURY BYLAWS REGARDING DUTIES OF THE TOWN ADMINISTRATOR AND RELATED MATTERS

To see if the Town will vote to adopt the following amendments to the identified sections of the current Tisbury General Bylaws to provide consistency with the current job description of the Town Administrator, and proposed "Town Administrator" bylaw (additions are shown with underline and deletions are shown with ~~strikethrough~~), or take any action relative thereto:

1. Council on Aging Bylaw

Delete in its entirety Section 5, as follows: ~~The Council may appoint such clerks and other employees as it may require.~~

2. Data Processing Department Bylaw

1. amend Section 2 as follows: The Department shall be administered by a coordinator, who shall be appointed by ~~and responsible to the Board of Selectmen~~ in a manner consistent with the authority delegated to the Town Administrator in the Town Administrator job description or bylaw.
2. amend Section 4, third and fourth sentences, as follows: Development of policies relating to the use of Town electronic data processing and computer services, subject to the approval of the ~~Board of Selectmen~~ Town Administrator. Preparation of an annual and long term budget, subject to the approval of the ~~Board of Selectmen~~ Town Administrator.

3. Department of Municipal Finance Bylaw

- (a) amend Section 2 as follows: The Department shall be administered by a Director of Municipal Finance, who shall be appointed by ~~and responsible to the Board of Selectmen~~ in a manner consistent with the authority delegated to the Town Administrator in the Town Administrator job description or bylaw and shall assist the Board of Assessors.
- (b) delete in its entirety Section 4, as follows: ~~The term of office of the Director of Municipal Finance shall be three years. The term of office of the Town Accountant also shall be three years, so arranged that to the extent possible that the terms shall expire in different years.~~
- (c) amend Section 5, first sentence, as follows: The Director of Municipal Finance shall ~~be responsible for~~ assist the Town Administrator by performing the following functions under their direction and supervision:
- (d) amend Section 6, first sentence, as follows: The Director of Municipal Finance shall appoint in a manner consistent with the authority delegated to the Town Administrator in the Town Administrator job description or bylaw all other personnel necessary to staff the Department, except that the appointment of personnel who will staff the office of the Board of Assessors and the Town Accountant shall also be subject to the respective recommendations of those officials, and the Town Accountant shall be appointed by the Board of Selectmen.

4. Computerization Bylaw

delete the bylaw in its entirety, as follows:

~~Section 1. No addition to, deletion from, or modification of the hardware or software connected to the Computer systems of the Town shall be made without the written approval of the Town's Computer Committee, duly appointed by the Board of Selectmen.~~

~~Section 2. All requests for appropriations for additions to, deletions from, or modifications of the Town's computer systems shall be submitted first to the Town's Computer Committee for its recommendation prior to action being taken thereon by the Capital Program Committee, the Finance and Advisory Committee, or the Town Meeting.~~

5. Procurement and Property Disposal Bylaw

delete the current text in its entirety and replace it with new language, as follows:

~~All Town contracts or purchase orders with a value of ten thousand dollars (\$10,000) or more and all amendments to such contracts or purchase orders shall be signed by an elected official or an elected board having control of an appropriation sufficient for the contract.~~

~~All Town contracts or purchase orders with a value of at least one thousand dollars (\$1,000) but less than ten thousand dollars (\$10,000) and all amendments to such contracts or purchase orders shall be signed by an elected official or board or the designee of such official or board.~~

~~All procurements of supplies, equipment and services, including construction and design services, with a value of one thousand dollars (\$1,000) or more shall be reviewed and approved by the Chief Procurement Officer or his designee prior to execution of any contract or purchase order therefor.~~

~~All contracts with a value of ten thousand dollars (\$10,000) or more shall be in a form approved by Town Counsel.~~

~~The availability of funding for all contracts with a value of one thousand dollars (\$1,000) or more shall be certified in writing by the Town Accountant.~~

~~All disposals of Town property shall be conducted by the Chief Procurement Officer or his designee.~~

1. Purchases of goods, services and materials by all Town Departments shall conform to M.G.L. Chapter 30B, Chapter 149, and Chapter 30, section 39M, as amended from time to time.
2. Awarding and Executing Contracts shall be in accordance with the following:

- a. Contracts or purchase orders under \$3,000 shall be awarded and executed by Department Heads.
- b. Contracts for purchases between \$3,000 and \$25,000 shall be awarded and executed by the Chief -Procurement Officer.
- c. Contracts exceeding \$25,000 shall be awarded and executed by the Chief Procurement Officer with the approval of the Select Board.
- d. For the purposes of this bylaw, the Chief Procurement Officer shall be the Town Administrator or their designee.

or take any action relative thereto

Submitted: Select Board

The Finance and Advisory Committee Recommends Passage of this Article. (6-0-0)

ARTICLE 12 TO AMEND THE TISBURY BYLAWS TO ADD A TOWN ADMINISTRATOR BYLAW

To see if the Town will vote to amend the Tisbury General Bylaws by adding a new section to be entitled "Town Administrator," as set forth below, or take any action relative thereto:

Town Administrator

1. Appointment, Qualifications, Employment Agreement and Performance Evaluation

A. Appointment: The Select Board shall appoint a Town Administrator.

B. Qualifications: The Town Administrator shall be a person of demonstrated ability, possessing the qualifications determined necessary by the Select Board and as required by state law.

C. Employment Agreement: To the extent permitted by law, the Select Board and the Town Administrator shall enter into a written employment agreement describing the length of the Town Administrator's term of service, compensation and other customary terms and conditions of employment. The term of an employment agreement shall not exceed three years.

D. Performance Evaluation: The Select Board shall conduct an annual public evaluation of the performance of the duties and other relevant accomplishments of the Town Administrator. The evaluation, which shall be conducted at a Select Board meeting open to the public, shall be based on performance metrics approved by the Select Board.

2. Administrative Responsibilities

Unless otherwise provided by state law or bylaw, and pursuant to the direction and approval of the Select Board, the Town Administrator shall have responsibility for the following:

- a) General activities of Town government and operations of all Town departments not otherwise under the supervision of other elected officials. This paragraph shall not apply to the activities and operations of the School Department and the statutory responsibilities of the School Committee.
- b) At least monthly meetings with Department Heads and, on a quarterly basis, including the Town Cabinet (established by vote under Article 12 of the warrant for the April 14, 1998 Special Town Meeting, as amended).
- c) Coordination and supervision of all financial activities relating to the effective administration of the Town.
- d) Supervision of Town employees, unless otherwise provided herein or by state law or bylaw.
- e) Administration of all general and special laws applicable to the Town, the Town's bylaws, votes of the Town within the scope of the Town Administrator's duties and any policies, rules and regulations made by the Select Board.

- f) Providing advice to the Select Board on policy issues and areas of concern, development of proposals and alternatives, and implementation of the policies and directives of the Select Board.
- g) Assisting in the development of litigation strategy; supervising Town departments' access to and use of legal counsel.
- h) Developing and administering a personnel management system as described in the Town's Personnel Bylaw; including but not limited to job descriptions, reporting structure, performance evaluation, training, hiring and disciplinary processes.
- i) Leading negotiation of collective bargaining agreements, except for those under the authority of the School Committee, subject to the approval, ratification and execution by the Select Board; representing the Select Board on School Committee collective bargaining; and ensuring the adherence to all executed collective bargaining agreements.
- j) Overseeing the development and maintenance of a full and complete inventory of all Town-owned capital assets and real and personal property. Such inventory of capital assets shall include the useful life of the assets and a replacement schedule if any.
- k) Managing and maintaining all Town buildings and properties, excluding those of the School Department.
- l) Overseeing information for, and control and use of data systems as appropriate for, the efficient internal and external communication requirements of Town departments, excluding the School Department.
- m) Supervising the preparation and publication of the warrant for all Annual and Special Town Meetings.
- n) Organizing, attending and participating in all regular and special meetings of the Select Board, Town Meetings and other meetings as directed by the Select Board.
- o) Preparing and maintaining agendas and minutes of Select Board meetings and other reports as directed by the Select Board.
- p) Acting as a liaison to, and representing the Select Board before, local, State, Tribal, Federal and regional authorities.
- q) In consultation with the Select Board, identifying and submitting applications for state and federal grants for which the Town is eligible.
- r) Acting as the Chief Procurement Officer under M.G.L. c. 30B, responsible for the purchase of all supplies, materials and equipment including the drafting of requests for proposals, solicitations of quotes and the bidding and awarding of all contracts.
- s) Serving as Public Information Officer for the Town and coordinating all responses to media inquiries, excluding inquiries made directly to the Town's elected officials.
- t) Responding to citizen complaints, concerns and inquiries including requests made under the Fair Information Practices Act and the Massachusetts Public Records Law.
- u) Overseeing emergency management situations, in coordination with the Town's Emergency Management Agency, and facilitating communication between the Select Board and Town departments.
- v) All other duties consistent with the office of Town Administrator as assigned by state law, bylaw or vote of the Select Board.

3. Appointing Authority

- A.** The Town Administrator shall appoint and may remove all Town Department heads, unless otherwise provided herein or by Town bylaw or state law. The Town Administrator shall consult with the Select Board prior to making any appointment or removal under this subsection. Unless otherwise provided by law, appointments or removals shall become effective fifteen (15) calendar days after written notice thereof has been provided to the Select Board, unless the Select Board rejects the appointment or removal by majority vote within such fifteen (15) calendar day period, or the Select Board approves the appointment or removal prior to the expiration of such fifteen (15) calendar day period.
- B.** Department heads shall be responsible, subject to the approval of the Town Administrator, for the appointment and removal of all employees subordinate to the respective department heads, provided no other method of appointment or removal is authorized under state law or the bylaws of the Town.
- C.** In the case of elected boards, the Town Administrator shall consult with the elected board prior to making any appointment or removal of an employee under this subsection, unless otherwise provided by Town bylaw or state law. Unless otherwise provided by law, appointments or removals shall become effective fifteen (15) calendar days after written notice thereof has been provided by the Town Administrator to the elected board, unless the elected board rejects the appointment or removal by majority vote within such fifteen (15) calendar day period, or the elected board approves the appointment or removal prior to the expiration off such fifteen (15) calendar day period. The elected board shall be responsible for directing the employee’s job duties, including establishment and monitoring of annual goals and objectives. The elected board and the Town Administrator shall collaborate on the employee’s annual evaluation in accordance with a timeline provided by the Town Administrator. Certain elected boards are exempt from this provision by virtue of state law; these include but are not limited to: Tisbury School Committee, Vineyard Haven Public Library Trustees, Board of Water Commissioners - Tisbury Water Works, and the Tisbury Board of Health.
- D.** All Department Heads and employees of elected boards shall be subject to the Town’s personnel policies, rules and regulations as administered by the Town Administrator.

4. Financial Reporting, Budget Submission and Fiscal Management

- A.** The Town Administrator shall be responsible for the coordination and supervision of all financial activities relating to the effective administration of the Town. To implement efficient financial administration, the Town Administrator shall work collaboratively with the Finance Director and, furthermore, with the Select Board, School Committee, Finance and Advisory Committee in developing and implementing the Town’s annual budget by performing the following functions:
- B.** After consulting with the Select Board, Finance and Advisory Committee, Town Clerk and the School Committee, issue a budget calendar and instructions no later than November 1st each year. The budget calendar and instructions shall contain:

 - 1. The budget policy statement developed by the Town Administrator in consultation with the Select Board, the Finance and Advisory Committee and the School Committee.
 - 2. The deadline for submission of annual operating budget requests to the Town Administrator in accordance with the guidelines set forth within the budget policy statement and the format for such requests.
 - 3. The deadline for the submission of multi-year capital requests to the Town Administrator and Capital Planning Advisory Committee in accordance with the guidelines set forth within the budget policy statement and the format for such requests.
 - 4. The deadline for submission of financial articles to the Town Clerk.

5. The deadline for the submission of a comprehensive draft operating budget by the Town Administrator to the Select Board and the Finance and Advisory Committee, which shall be no less than 90 days prior to the Annual Town Meeting.
- C. With the assistance of the Finance Director, the Town Administrator shall annually provide the Select Board and the Finance and Advisory Committee a report of estimated revenues from all sources, as well as other financial reports as requested by the Finance and Advisory Committee.
 - D. The Town Administrator shall prepare and provide the Select Board and the Finance and Advisory Committee with a proposed written operating budget for the Town government, excluding the School Committee, identifying all sources of funding and expenditures, including debt service. All departments, boards, officials and committees shall cooperate with the Town Administrator in the development of a proposed budget by providing reasonable written estimates of the appropriations they require for their operations in the next fiscal year.
 - E. The Town Administrator shall prepare and provide the Select Board and Finance and Advisory Committee with a proposed annual capital budget, including purchase of capital equipment and improvement of Town roads, buildings and facilities. Capital shall be defined as an item or project with a useful life in excess of five years and a cost in excess of \$25,000. The capital budget shall be established in accordance with any Town bylaws governing capital planning or related thereto.
 - F. The Town Administrator shall prepare, with the assistance of the Finance Director, long-term financial and capital plans for the Town including a multi-year forecast of revenues and expenses to be reviewed and approved by the Select Board and Finance and Advisory Committee. Such financial and capital plans shall be for a period of at least five years.
 - G. Subject to policy established by the Select Board, the Town Administrator shall approve all payment warrants including payroll warrants and vouchers for payment of Town funds submitted by the Finance Director and Town Accountant. Any payment warrants generated by the Town Administrator shall be signed by the Select Board.
 - H. With the assistance of the Finance Director, the Town Administrator shall keep the Select Board and Finance and Advisory Committee informed as to the financial condition and needs of the Town and shall make such recommendations to the Select Board and Finance and Advisory Committee as deemed necessary or expedient.
5. **Acting Town Administrator, Interim Town Administrator**
- A. Temporary Absence, Temporary or Acting Town Administrator - With the approval of the Select Board, the Town Administrator may designate a qualified Town employee to exercise the powers and perform the duties of the Town Administrator during an absence of the Town Administrator of not more than twenty (20) days, including Saturdays, Sundays and holidays. Such delegation shall be made by letter filed with the Town Clerk, the Finance Director, and the Select Board.
 - B. Powers and Duties - The powers and duties of the Temporary or Acting Town Administrator, under subsection (A) above, shall be limited to matters not admitting of delay and shall include authority to make temporary, emergency appointments or designations to Town office or employment but not to make permanent appointments or designations, or to effectuate terminations.
 - C. Interim Town Administrator - In the event of resignation or termination of the Town Administrator, the Select Board may appoint an Interim Town Administrator to serve in such position until a permanent Town Administrator is appointed. Such Interim Town Administrator shall have all the powers of the Town Administrator, except as may be limited by the terms of the appointment by the Select Board.

Submitted: Select Board

The Finance and Advisory Committee Recommends Passage of this Article. (6-0-0)

ARTICLE 13 TO AMEND THE PERSONNEL BYLAW

To see if the Town will vote to amend the Personnel Bylaw as follows:

(a) *amend the first sentences of Section 3 as follows:* The Personnel Board shall ~~be responsible for the~~ advise and recommend to the Town Administrator on the establishment and maintenance of a personnel system based on merit principles ~~a classification plan~~, and the development of personnel policies pursuant to section 4 of this bylaw. The Personnel Board shall be responsible for the development of an annual classification plan with a process that shall include consultation with the Finance and Advisory Committee, the Finance Director and the Town Administrator.

(b) *amend Section 3 (a) as follows:* (a) Method of administration. The Town Administrator shall act as the Personnel Director of the town. The Personnel Director shall be responsible for a system of administration which assigns specific responsibility for all elements of the personnel system including: maintaining personnel records, implementing effective recruitment and selection processes, maintaining the classification and compensation plans, monitoring the application of personnel policies and periodic reviews, evaluating the personnel system, and development of a disciplinary policy and grievance procedure. ~~In the capacity of the Personnel Director, the Town Administrator shall only report to and be administratively responsible to the Personnel Board. The Personnel Board shall participate in and contribute to any employment evaluation process of the Town Administrator while acting as the Personnel Director.~~ The Town Administrator may assign any responsibilities and duties under this bylaw to the Human Resources Director.

(c) *amend the last paragraph of Section 3, as follows:* The Personnel Board shall maintain, in writing, the Classification Plan and Compensation Plan described in subparagraphs (b) and (c) above. Neither of said plans shall apply to employees who are covered by a collective bargaining agreement or a personal employment contract. The Personnel Board shall annually review both ~~p~~Plans and shall prepare, for inclusion in the warrant for the Annual, Town Meeting, a compensation plan to be effective for the ensuing fiscal year and any revisions to the Classification Plan. The Compensation Plan and revisions to the Classification Plan. The Compensation Plan and revisions to the Classification Plan shall be subject to approval by Town Meeting, by a majority vote. The Compensation Plan and the Classification Plan may also be amended at any Special Town Meeting.

(d) *amend Section 4, first sentence, as follows:* ~~The Personnel Board shall promulgate personnel policies defining the rights, benefits and obligations of employees subject to this bylaw. The Personnel Board shall assist the Town Administrator in the promulgation of policies defining the rights, benefits and obligations of employees subject to this bylaw.~~

(e) *amend Section 4 (a), first sentence, as follows:* ~~The Personnel Director on behalf of the Personnel Board. The Town Administrator or their designee with the advice of the Personnel Board~~ shall prepare policies or amendments to policies.

Submitted: Personnel Board

The Finance and Advisory Committee Recommends Passage of this Article. (6-0-0)

ARTICLE 14 TO REVISE THE MEMBERSHIP OF THE SEWER ADVISORY BOARD

To see if the Town will vote to revise the membership of the Sewer Advisory Board, established by vote of the April 14, 2016 Special Town Meeting, by increasing it to seven members, to include one member or appointee of the Board of Health, one member or appointee of the Planning Board, one member or appointee of the Finance and Advisory Committee, one member or appointee of the Water Resources Committee, one sewer ratepayer appointed by the Select Board, and two members at large appointed by the Select Board, said board to be charged with making recommendations to the Select Board on the finance and operation of the Wastewater Collection and Treatment System, including matters of flow within the service area, requests for increases in flow or increases to the service area, and wastewater regulation, or take any action relative thereto.

Submitted: Wastewater Department/Select Board

The Finance and Advisory Committee Recommends Passage of this Article. (6-0-0)

ARTICLE 15 TO ESTABLISH THE NEW POSITION OF ASSISTANT LIBRARY DIRECTOR/ADULT SERVICES LIBRARIAN AT THE VINEYARD HAVEN PUBLIC LIBRARY

To see if the Town will vote to upgrade one existing Reference Librarian position to the new position of Assistant Library Director/Adult Services Librarian and to change the classification of this position, as upgraded, from Grade 5 to Grade 6 in the Classification and Compensation Plan for Managerial and Professional Employees, or take any action relative thereto.

Submitted: Library Board of Trustees

The Finance and Advisory Committee Recommends Passage of this Article. (6-0-0)

ARTICLE 16 TO ACCEPT MASSACHUSETTS GENERAL LAWS SEASONAL COMMUNITY DESIGNATION

To see if the Town will vote to accept, on behalf of the Town of Tisbury, the Seasonal Community Designation as provided for in General Laws Chapter 23B, Section 32(b); or to take any other action relative thereto.

Submitted: Select Board

The Finance and Advisory Committee Does Not Recommends Passage of this Article. (0-0-7)

And you are hereby directed to serve this Warrant by posting attested copies thereof at five public places in said Town, fourteen days at least before the time of holding said Meeting.

Hereof fail not, and make due return of this warrant, with your doings therein, to the Town Clerk at the time and place of meeting as aforesaid.

Given under our hands this first day of April in the year Two Thousand and Twenty-Five.

Tisbury Select Board

John F. Cahill

Christina M. Colarusso

Roy Cutrer Jr.

Posted at: Tisbury Town Hall
Tisbury New Town Hall Annex
Tisbury Senior Center
Vineyard Haven Public Library
Tisbury Police Department

Tisbury Constable