



**FRANKLIN TOWN COUNCIL**  
**May 16, 2018**

**Municipal Building**  
**355 East Central Street**  
**2<sup>nd</sup> Floor Council Chambers**

**7:00 PM**

**A. APPROVAL OF MINUTES**

**B. ANNOUNCEMENTS –**

1. *This meeting is being recorded by Franklin TV and shown on Comcast channel 11 and Verizon channel 29. This meeting may also be recorded by others.*

**C. PROCLAMATIONS/RECOGNITIONS**

**D. CITIZEN COMMENTS –** *Citizens are welcome to express their views for up to five minutes on a matter that is not on the Agenda. The Council will not engage in a dialogue or comment on a matter raised during Citizen Comments. The Town Council will give remarks appropriate consideration and may ask the Town Administrator to review the matter.*

**E. APPOINTMENTS**

**F. HEARINGS –** *FY 2019 Budget Hearing: 7:10 PM*

**G. LICENSE TRANSACTIONS -** *La Cantina Winery Company*

**H. PRESENTATIONS/DISCUSSIONS -** *Franklin Farmer's Market*

**I. SUBCOMMITTEE REPORTS**

1. *Capital*
2. *Budget*
3. *EDC*

**J. LEGISLATION FOR ACTION**

1. *Resolution 18-21: Expenditure Limits for FY 2019 on Departmental Revolving Funds Established by Franklin Town Code Chapter 73, as Provided in G.L. Chapter 44, Section 53E½, as Amended (Motion to Move Resolution 18-21 – Majority Vote (5))*
2. *Resolution 18-22: Salary Schedule, Full Time Elected Official (Motion to Move Resolution 18-22 – Majority Vote (5))*
3. *Resolution 18-23 Compensation Plan, FY 2019 (Motion to Move Resolution 18-23 – Majority Vote (5))*

**K. TOWN ADMINISTRATOR'S REPORT**

**L. FUTURE AGENDA ITEMS**

**M. COUNCIL COMMENTS**

**N. EXECUTIVE SESSION**

**O. ADJOURN**

## HEARING – 7:10 PM

- FY 2019 BUDGET HEARING – 7:10 PM  
1ST READING

OPERATING BUDGET TOWN OF FRANKLIN FY19 VOTING DOCUMENT		FY 2018	FY 2019	FY 2019	FY 2019
		Town Council Final	TA Recommends	Fin Comm Vote	Town Council Vote
111 Town Council					
	expenses	<u>4,000</u>	<u>4,000</u>	<u>4,000</u>	
		4,000	4,000	4,000	-
123 Town Administration					
	salaries	461,299	481,171	481,171	
	expenses	<u>25,000</u>	<u>22,800</u>	<u>22,800</u>	
		486,299	503,971	503,971	-
131 Finance Committee					
	expenses	<u>1,500</u>	<u>1,500</u>	<u>1,500</u>	
135 Comptroller					
	salaries	424,777	443,474	443,474	
	expenses	<u>70,050</u>	<u>61,750</u>	<u>61,750</u>	
		494,827	505,224	505,224	-
141 Assessors					
	salaries	276,694	284,813	284,813	
	expenses	<u>75,000</u>	<u>75,700</u>	<u>75,700</u>	
		351,694	360,513	360,513	-
147 Treasurer-Collector					
	salaries	391,532	363,697	363,697	
	expenses	57,305	58,000	58,000	
	tax title expenses	<u>32,000</u>	<u>35,000</u>	<u>35,000</u>	
		480,837	456,697	456,697	-
151 Legal					
	salaries	101,000	104,030	104,030	
	expenses	<u>46,500</u>	<u>46,500</u>	<u>46,500</u>	
		147,500	150,530	150,530	-
152 Human Resources					
	salaries	143,000	152,740	152,740	
	expenses	<u>16,950</u>	<u>22,750</u>	<u>22,750</u>	
		159,950	175,490	175,490	-
155 Information Technology					
	expenses	<u>205,000</u>	<u>255,700</u>	<u>255,700</u>	
		205,000	255,700	255,700	-
161 Town Clerk					
	elected official salary	81,000	84,000	84,000	
	salaries	67,816	73,129	73,129	
	expenses	<u>26,050</u>	<u>22,250</u>	<u>22,250</u>	
		174,866	179,379	179,379	-
164 Elections & Registration					
	salaries	28,514	36,337	36,337	
	expenses	<u>23,000</u>	<u>23,000</u>	<u>23,000</u>	
		51,514	59,337	59,337	-

OPERATING BUDGET TOWN OF FRANKLIN FY19 VOTING DOCUMENT		FY 2018	FY 2019	FY 2019	FY 2019
		Town Council Final	TA Recommends	Fin Comm Vote	Town Council Vote
176 Appeals Board					
	expenses	<u>5,000</u>	<u>3,000</u>	<u>3,000</u>	
		5,000	3,000	3,000	-
177 Planning & Growth Manage					
	salaries	250,090	236,421	236,421	
	expenses	<u>39,650</u>	<u>35,300</u>	<u>35,300</u>	
		289,740	271,721	271,721	-
192 Public Property & Buildings					
	salaries	2,640,604	2,741,851	2,741,851	
	expenses	<u>4,272,300</u>	<u>4,478,500</u>	<u>4,478,500</u>	
		6,912,904	7,220,351	7,220,351	-
196 Central Service					
	expenses	<u>115,100</u>	<u>136,000</u>	<u>136,000</u>	
		115,100	136,000	136,000	-
Subtotal, General Government		9,880,731	10,283,413	10,283,413	-
210 Police					
	salaries	5,079,656	5,110,118	5,110,118	
	expenses	<u>297,364</u>	<u>317,137</u>	<u>317,137</u>	
		5,377,020	5,427,255	5,427,255	-
220 Fire					
	salaries	4,946,066	5,014,150	5,014,150	
	expenses	<u>413,800</u>	<u>423,700</u>	<u>423,700</u>	
		5,359,866	5,437,850	5,437,850	-
225 Regional Dispatch					
	expenses	94,000	723,080	723,080	
		94,000	723,080	723,080	-
240 Inspection					
	salaries	373,120	387,898	387,898	
	expenses	<u>23,000</u>	<u>22,200</u>	<u>22,200</u>	
		396,120	410,098	410,098	-
292 Animal Control					
	expenses	69,428	71,628	71,628	
		<u>69,428</u>	<u>71,628</u>	<u>71,628</u>	
Subtotal, Public Safety		11,296,434	12,069,911	12,069,911	-
300 Town Schools	*	60,235,000	63,235,000	63,235,000	
395 Norfolk Aggie		<u>38,000</u>	<u>29,475</u>	<u>29,475</u>	
Subtotal, Education		60,273,000	63,264,475	63,264,475	-

OPERATING BUDGET TOWN OF FRANKLIN FY19 VOTING DOCUMENT		FY 2018	FY 2019	FY 2019	FY 2019
		Town Council Final	TA Recommends	Fin Comm Vote	Town Council Vote
440 DPW-Highway Dept					
	salaries	1,679,657	1,780,646	1,780,646	
	expenses	2,824,840	2,847,740	2,847,740	
		4,504,497	4,628,386	4,628,386	-
424 Street Lighting					
	expenses	165,000	175,000	175,000	
		165,000	175,000	175,000	-
TOTAL DPW - Hwy		4,669,497	4,803,386	4,803,386	-
510 Health					
	salaries	203,179	158,620	158,620	
	expenses	4,250	29,250	29,250	
		207,429	187,870	187,870	-
525 Public Health Services					
	expenses	20,000	20,000	20,000	
		20,000	20,000	20,000	-
541 Council on Aging					
	salaries	190,469	204,200	204,200	
	expenses	5,800	5,930	5,930	
		196,269	210,130	210,130	-
543 Veterans Services					
	expenses	43,250	44,200	44,200	
	veterans assistance	225,000	200,000	200,000	
		268,250	244,200	244,200	-
Subtotal, Human Services		691,948	662,200	662,200	-
610 Library					
	salaries	574,477	590,301	590,301	
	expenses	262,000	310,000	310,000	
		836,477	900,301	900,301	-
630 Recreation					
	salaries	303,340	309,050	309,050	
	expenses	248,380	272,400	272,400	
		551,720	581,450	581,450	-
691 Historical Commission					
	salaries	4,000	7,000	7,000	
	expenses	3,000	4,000	4,000	
		7,000	11,000	11,000	-
692 Memorial Day					
	expenses	1,200	1,300	1,300	
		1,200	1,300	1,300	-
695 Cultural Council					
	expenses	3,000	8,000	8,000	
		3,000	8,000	8,000	-
Subtotal, Culture & Recreation		1,399,397	1,502,051	1,502,051	-

OPERATING BUDGET TOWN OF FRANKLIN FY19 VOTING DOCUMENT		FY 2018	FY 2019	FY 2019	FY 2019
		Town Council Final	TA Recommends	Fin Comm Vote	Town Council Vote
710 Retirement of Debt					
	general fund	2,006,000	2,135,000	2,135,000	
	general fund excluded	1,870,000	1,977,000	1,977,000	-
750 Interest					
	general fund	538,080	455,858	455,858	
	general fund excluded	1,937,628	1,967,101	1,967,101	-
	new ban's	250,000	308,142	308,142	
	new ban's excluded	-	-	-	-
	short term interest general fund	8,000	-	-	
Subtotal, Debt Service		6,609,708	6,843,101	6,843,101	-
<b>Benefits:</b>					
910 Retirement & Pension		4,771,398	5,223,882	5,223,882	-
Health/Life Insurance Benefits		2,750,000	2,875,000	2,875,000	-
Retired Teacher Health Insurance		910,000	950,000	950,000	-
Non-GIC School Retirees		950,000	1,035,000	1,035,000	-
Workers Compensation		550,000	550,000	550,000	-
Unemployment Compensation		110,000	110,000	110,000	-
Medicare		315,000	325,000	325,000	-
OPEB		500,000	550,000	550,000	-
Compensation Reserve		100,000	75,000	75,000	
Subtotal Benefits		10,956,398	11,693,882	11,693,882	-
945 Liability Insurance		525,000	600,000	600,000	
<b>TOTAL ALL BUDGETS</b>		<b>106,302,113</b>	<b>111,722,419</b>	<b>111,722,419</b>	<b>-</b>
Surplus/(Deficit)		7,505	(1,486,435)	(1,486,435)	-
<b>ENTERPRISE FUNDS:</b>					
434 Solid Waste Disposal					
	salaries	70,129	76,105	76,105	-
	expenses	1,871,813	1,918,031	1,918,031	
		1,941,942	1,994,136	1,994,136	-
440 Sewer					
	salaries	674,009	701,932	701,932	-
	expenses	409,750	439,750	439,750	-
	charles river assesment	3,651,680	3,645,250	3,645,250	-
	OPEB	6,000	6,000	6,000	-
	principal & interest	373,711	363,746	363,746	
		5,115,150	5,156,678	5,156,678	-
450 Water					
	salaries	1,208,202	1,241,140	1,241,140	-
	expenses	2,051,000	2,064,600	2,064,600	-
	OPEB	16,000	16,000	16,000	
	principal & interest	1,594,701	2,028,394	2,028,394	
		4,869,903	5,350,134	5,350,134	-
<b>TOTAL ENTERPRISE FUNDS</b>		<b>11,926,995</b>	<b>12,500,948</b>	<b>12,500,948</b>	<b>-</b>
<b>TOTAL OPERATING BUDGET</b>		<b>118,229,108</b>	<b>124,223,367</b>	<b>124,223,367</b>	<b>-</b>



## License Transaction:

Robert Vozzella  
La Cantina Winery Company  
355 Union Street

This is a request for a Farmer-Winery, Farmer's Market License to allow samples and sales of wine at the Franklin Farmer's Market, from June 1 to October 26, 12:00 pm to 6:00 pm on the Town Common at High Street pursuant to Chapter 138, §15F.

Mr. Vozzella has obtained all state requirements, attached.

**MOTION** to approve the issuance of a Farmer Winery, Farmer's Market License to Robert Vozzella, La Cantina Winery Company and to be effective June 1, 2018 to October 26, 2018, 12:00 pm to 1:00 pm, located on the Town Common at High Street.

**DATED:** \_\_\_\_\_, 2018

**VOTED:**

**UNANIMOUS** \_\_\_\_\_

**YES** \_\_\_\_\_ **NO** \_\_\_\_\_

**ABSTAIN** \_\_\_\_\_

**ABSENT** \_\_\_\_\_

**A True Record Attest:**

**Teresa M. Burr**  
Town Clerk

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**Glenn Jones, Clerk**  
**Franklin Town Council**

The Commonwealth of Massachusetts  
Department of the State Treasurer

License Number: SP-LIC-007608  
Record Number: 2016-000139-SP-REN



Alcoholic Beverages Control Commission

Hereby Grants a Salesman's Permit  
ROBERT VOZZELLA  
355 Union St. Franklin, MA 02038  
La Cantina Winery Company

This permit is issued conditionally and subject to the fact that there exists no breach of any condition of any previous license or violation of any law of the Commonwealth under any previous license and this license shall be subject to revocation, cancellation, modification or suspension for any such breach of condition or violation of law.

This permit shall always be carried by the permittee and shall not be valid unless he has endorsed his usual signature on the line below. No person under twenty-one years of age shall be permitted to handle, transport or deliver any alcoholic beverages under this permit. No alcoholic beverage shall be delivered and no alcoholic beverages other than samples shall be transported in a vehicle owned or leased by the holder of a Salesman's permit

IN WITNESS WHEREOF, the undersigned have hereunto affixed their official signatures this March 23, 2016.

2018

This License will expire  
12/31/2018 unless otherwise  
suspended or revoked during this period

*Jean M. Lorizio*  
Jean Lorizio, Chairman

*Elizabeth A. Lashway*  
Elizabeth Lashway, Commissioner

*Kathleen McNally*  
Kathleen McNally, Commissioner

Permit Issued Under the Provisions of Section 19A and 22, Chapter 138 of the General Laws, as Amended

Fee \$ 200.00



The Commonwealth of Massachusetts  
Department of the State Treasurer

License Number: TR-LIC-003667  
Record Number: 2017-000223-SP-REN



Alcoholic Beverages Control Commission

Hereby Grants a  
Transportation and Delivery Permit  
Vehicle Plate Number: 7143SF

Related License:  
ABCC License Number: SP-LIC-007608  
License Type: Salesman Permit

No PERSON under eighteen years of age shall be permitted to handle, transport or deliver any alcoholic beverages under this permit.

IN WITNESS WHEREOF, the undersigned have hereunto affixed their official signatures this 3/23/2016.

2018

This License will expire  
12/31/2018 unless otherwise  
suspended or revoked during this period

This permit is issued conditionally and subject to the fact that there exists no breach of any condition of any previous permit or violation of any law of the Commonwealth under any previous permit and this license shall be subject to revocation, cancellation, modification or suspension for any such breach of condition or violation of law.

This permit shall always be carried in the vehicle.

License Issued under the Provisions of Section 22, Chapter 138 of the General Laws, as Amended

Fee \$ 150.00

*Jean M. Lorizio* Jean Lorizio, Chairman  
*Elizabeth Lashway* Elizabeth Lashway, Commissioner  
*Kathleen McNally* Kathleen McNally, Commissioner

# THE COMMONWEALTH OF MASSACHUSETTS

EXECUTIVE OFFICE OF ENERGY AND ENVIRONMENTAL AFFAIRS



## Department of Agricultural Resources

251 Causeway Street, Suite 500, Boston, MA 02114  
617-626-1700 fax: 617-626-1850 www.mass.gov/agr



CHARLES D. BAKER  
Governor

KARYN E. POLITO  
Lt. Governor

MATTHEW A. BEATON  
Secretary

JOHN LEBEAUX  
Commissioner

May 8, 2018

La Cantina Winery  
355 Union St.  
Franklin, MA 02038

Re: Franklin Farmers' Market

Dear Mr. Vozzella:

Please be advised that your application for certification of the Franklin Farmers' Market, on Fridays from June 1<sup>st</sup> 2018 to October 26<sup>th</sup> 2018 from 12:00 pm to 6:00 pm as an agricultural event pursuant to M.G.L. c. 138, Section 15F has been approved.

Please remember that, upon certification of an agricultural event by MDAR, the farm-winery must submit a copy of the approved application to the local licensing authority along with the application for obtaining a special license from the city or town in which the event will be held. Upon issuance of a special license, the winery should confirm that a copy of the special license was sent by the local licensing authority to the Alcoholic Beverages Control Commission (ABCC) at least seven (7) days prior to the event.

Sincerely,

A handwritten signature in black ink, appearing to read "John Lebeaux".

John Lebeaux, Commissioner

THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE OFFICE OF ENERGY AND ENVIRONMENTAL AFFAIRS



Department of Agricultural Resources

251 Causeway Street, Suite 500, Boston, MA 02114  
617-626-1700 fax: 617-626-1850 www.mass.gov/agr



Application for Certification of an Agricultural Event for the Sale of Wine  
Pursuant to M.G.L. c. 138, Section 15F

\*To be completed by the licensed farm-winery and returned to:

By Mail: Agricultural Event Certification Program, 251 Causeway Street, Suite 500, Boston, MA 02114

By Email: [Rebecca.Davidson@State.ma.us](mailto:Rebecca.Davidson@State.ma.us) with the subject line "Agricultural Event Certification"

(A separate application must be completed for each event)

In order for your application to be considered complete, you must include the following documents. Incomplete applications will not be accepted.

- Signed and dated application with farm-winery license number
- List of vendors with brief descriptions of products for current year/season
- Event operational guidelines or rules for current year/season
- Resume of event manager or description of experience
- Plan depicting the premises and specific location where the license will be exercised. See Template 1.
- Approval letter from event management including the name of the licensed farm-winery and the day(s), month and year of event. See Template 2.

1. Applicant Information

Name of Licensed Farm-Winery	La Cantina Winery Company				
Farm-Winery License Number	FW-110	State of Issue	MA		
Contact Person	Robert Vozzella				
Address	355 Union St				
City	Franklin	State	MA	Zip	02038
Phone Number	617-851-5127	Email	bob@lacantinawinery.com		
Correspondence preference	<input type="checkbox"/> Regular Mail		<input checked="" type="checkbox"/> Email		
<i>Note: Approval/denial letters will be sent regular mail.</i>					
Do you intend to sell, sample, or both? Check all that apply.					
<input checked="" type="checkbox"/> Sell		<input checked="" type="checkbox"/> Sample			

2. Event Information

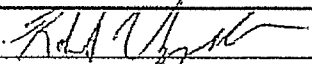
Name of Agricultural Event	Franklin Farmers Market				
Type of Event	<input type="checkbox"/> Agricultural Fair (as defined by MDAR policy)	<input checked="" type="checkbox"/> Farmers Market (as defined by MDAR policy)	<input type="checkbox"/> Other Agricultural Event		
If you selected "Other Agricultural Event", how does this event promote local agriculture?					
Event Address	Town Common, corner of Main st and High st				
City	Franklin	State	MA	Zip	02038
Event Phone Number	508-423-6818	Event Website	<a href="http://www.franklinfarmersmarketma.com/">http://www.franklinfarmersmarketma.com/</a>		

<b>3. Event Description</b>			
What are the date(s) and time(s) of the event?			
Start date	06 / 01 / 18	End date	10 / 26 / 18 Time 12:00-6:00
	Month Day Year	Month Day Year	
If this is a weekly event, on what day of the week does the event occur? Friday			
If the event is an agricultural fair, does the event include competitive agriculture?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input checked="" type="checkbox"/> N/A
Is the event sponsored or run by an agricultural/horticultural society, grange, agricultural commission or association whose primary purpose is the promotion of agriculture and its allied industries?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	
	If yes, identify:		
<b>4. Event Management</b>			
Name of Event Manager	Cynthia Garboski		
Email Address	c.garboski@gratefulfarm.com	Phone Number	508-423-6818
Is this person the on-site manager?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	
If no, identify on-site manager (include contact information):			
If there are multiple managers, list them and include contact information:			
Attach on-site manager(s) resume(s) or list any credentials or training of the on-site manager(s): <i>Relevant credentials include, but are not limited to, experience as a market manager, attendance at any market manager workshops, and experience with other agricultural events.</i>			

**5. General**

Attach or provide in the space below a plan depicting the premises and the specific location where the license will be exercised. See *template for necessary elements to include*.

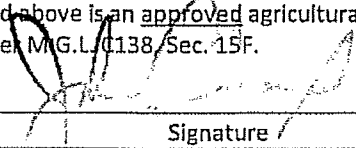
[Empty space for plan depicting premises and specific location]

 _____ Signature of Applicant	<u>5/1/18</u> _____ Date
<u>Robert Vozzella</u> _____ Name (please print)	<u>Owner</u> _____ Title (please print)
<u>FW-110</u> _____ Farm-Winery License Number	<u>MA</u> _____ State

**FOR DEPARTMENT USE ONLY**

**APPROVAL**

The event listed above is an approved agricultural event by the Massachusetts Department of Agricultural Resources under M.G.L. c.138, Sec. 15F.

 _____ Signature	<u>5/9/18</u> _____ Date
-----------------------------------------------------------------------------------------------------------	--------------------------------

**DENIAL**

The event listed above is not approved as an agricultural event by the Massachusetts Department of Agricultural Resources for the following reason(s):

\_\_\_\_\_

\_\_\_\_\_

_____ Signature	_____ Date
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## FRANKLIN FARMERS MARKET 2018

The Franklin Farmers Market operates with permission of the Town of Franklin, Massachusetts. The following regulations have been formulated with the cooperation and approval of the Town of Franklin.

The market is located on the Franklin Town Common on High Street, between Main and Union Streets, and operates every Friday beginning June 1<sup>st</sup>, and ending October 26<sup>th</sup> (no market June 29<sup>th</sup>). Operating hours are from 12:00pm to 6:00pm. Vendors are requested not to arrive earlier than 10:00am or later than 11:30am on the day of the market. Vendors must remain at the market until 6pm unless otherwise approved by the market manager.

Any vendor wishing to sell processed foods, baked goods, meat, fish, etc. must obtain a Board of Health certificate from the Town of Franklin and provide proof of their licenses to the market manager with this registration. These items shall be wrapped, covered, and/or refrigerated as deemed necessary by the Town of Franklin Board of Health Agent and the market manager.

Prices shall be predominately displayed by pound, bunch or piece.

All scales are to have a Massachusetts Weights and Measures Inspection seal dated for the current market year.

Product dumping, price gouging, and loud hawking are prohibited.

The market is considered a class "B" market; defined as vendors growing or creating their own products, or selling the products of other New England producers that are previously approved by the market manager. In the event, there is reasonable doubt that a vendor is not adhering to this definition, the market manager will have the right to conduct an on-site inspection of the vendor's farm, kitchen or workshop at a mutually agreeable time. At this inspection, the market manager will verify that the vendor is capable of creating the products that they offer for sale.

No vendor shall have the right to sub-lease, sell, transfer, or permit any other person the use of their market space without prior approval of the market manager.

Vendors are *not* allowed to park on High Street, and are requested to park their vehicles after offloading on either the Union Street or Main Street sides of the common to facilitate customer parking.

Vendors are required to clean their spaces and remove all debris prior to leaving.

Any market disputes should be brought to the attention of the market manager. All questions or concerns shall be directed to the market manager.

The market manager reserves the right to cancel the privileges of any vendor who willfully violates any of these rules, *without reimbursement of market fees paid*.

The seasonal fee for attendance is **\$250.00/year. Due by May 15<sup>th</sup>**. Check made payable to "Franklin Farmers Market".

*Franklin Farmers' Market Application*

BUSINESS NAME: \_\_\_\_\_

CONTACT NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

TOWN: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIPCODE: \_\_\_\_\_

TEL/CELL#: \_\_\_\_\_ E-Mail: \_\_\_\_\_

WEBSITE/FB PAGE (to be used on FFM website): \_\_\_\_\_

PRODUCT: \_\_\_\_\_

TENT SIZE: \_\_\_\_\_

***For planning sake, please circle the dates that you know you are attending.***

June 1	<del>June 29</del>	July 27	Aug 24	Sept 21	Oct 19
June 8	July 6	Aug 3	Aug 31	Sept 28	Oct 26
June 15	July 13	Aug 10	Sept 7	Oct 5	ALL
June 22	July 20	Aug 17	Sept 14	Oct 12	

SPECIAL REQUESTS (Best effort will be made to meet requests): \_\_\_\_\_

*I/we agree to abide by the rules and regulations governing the Franklin Farmers Market.*

Signature \_\_\_\_\_

Date \_\_\_\_\_

MAIL TO: FFM  
CYNTHIA GARBOSKI  
9 PROSPECT ST  
FRANKLIN MA 02038  
PHONE: 508-423-6818

# Cynthia Garboski

Cynthia Garboski  
9 Prospect Street, Franklin, MA 02038  
508-423-6818  
c.garboski@gratefulfarm.com

4/16/18

Dear La Cantina Winery,

La Cantina Winery has been accepted as a vendor at the Franklin Farmers' Market for the 2018 season, pending all necessary special licenses and/or permits. The market will take place from June 1, 2018 to October 26, 2018 on Fridays from 12PM-6PM. The market is held at the Franklin, MA town common on Main Street at High Street.

Warm regards,



Cynthia Garboski  
Market Manager





## Cynthia Garboski

9 Prospect Street, Franklin, MA 02038

Phone: (508) 423-6818 Email: [cigarboski@gmail.com](mailto:cigarboski@gmail.com)

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**Overview** I have been working with my family owned farm and local market for several years. In recent years, I have taken over management of both endeavors.

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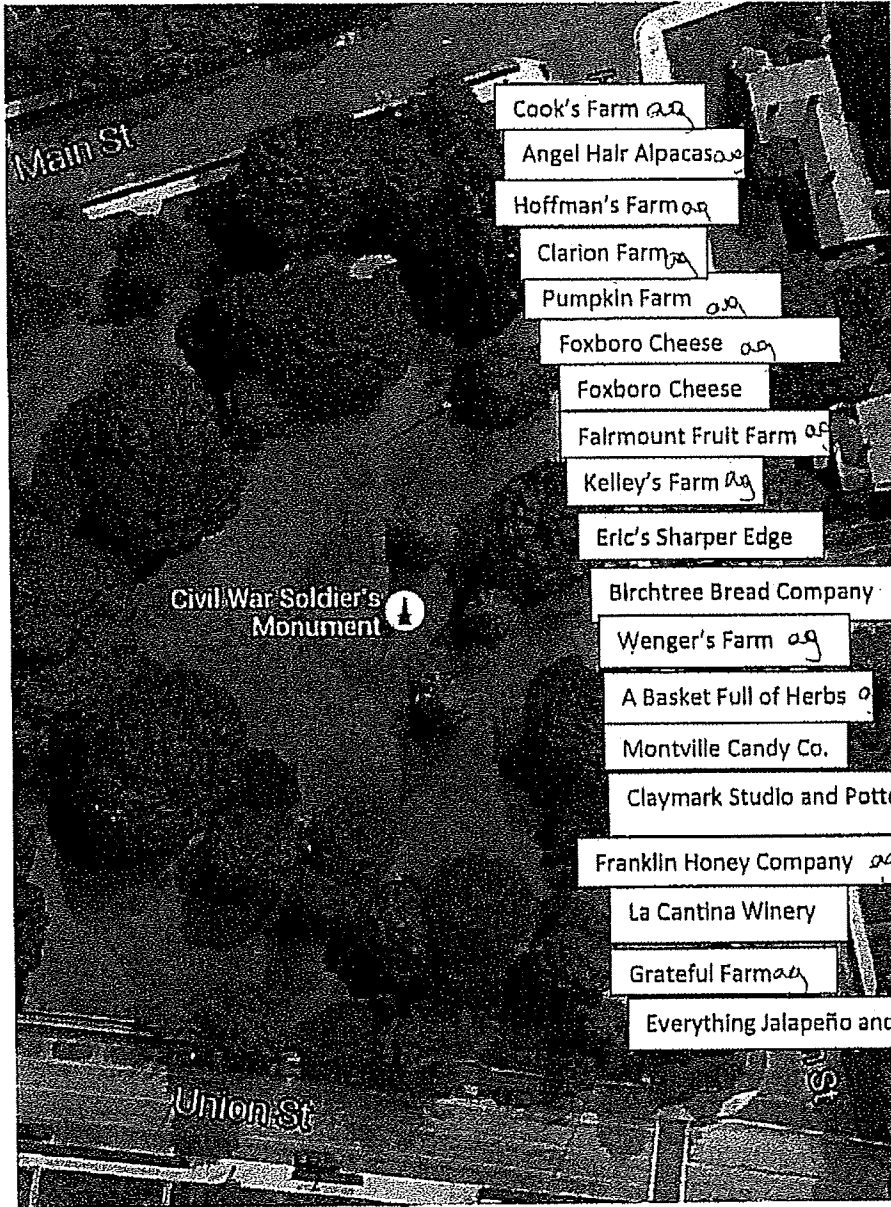
**History**

- **2013 – Present** Manager of Marketing for Grateful Farm and Franklin Farmers' Market
- **2016 – Present** Market Manager and Operator for Franklin Farmers' Market. Vendor representative for Grateful Farm.
- **January 2017 – Present** Manager and Operator of Grateful Farm Corp.

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**Education**

- **University of Rhode Island, Kingston, RI, 2000-2004**  
Bachelor of Science in Electrical Engineering



Main St

Civil War Soldier's Monument

Union St

Cook's Farm

Angel Hair Alpacas

Hoffman's Farm

Clarion Farm

Pumpkin Farm

Foxboro Cheese

Foxboro Cheese

Fairmount Fruit Farm

Kelley's Farm

Eric's Sharper Edge

Birchtree Bread Company

Wenger's Farm

A Basket Full of Herbs

Montville Candy Co.

Claymark Studio and Pottery Space

Franklin Honey Company

La Cantina Winery

Grateful Farms

Everything Jalapeño and Not

13/20

Company	Product	City	ST.	Zip
A Basket Full of Herbs	Packaged dried herb and spice blends	Natick	MA	01760
Ackerman Maple Farm	maple syrup, maple cream, maple sugar and maple candy	Cabot	VT	05647
Angel Hair Alpacas	Alpaca Clothing	N. Grafton	MA	01536
Birchtree Bread Company	Artisan breads and pastries	Worcester	MA	01604
Clarion Farms	Horse and Horseshoe farm inspired garden art and décor pieces	Franklin	MA	02038
Claymark Studio	Hand made ceramics	Franklin	MA	02038
Cooks' Valley Farm	fruit, vegetables, cut flowers	Wrentham	MA	02093
Elzire's Acre	Goat Milk Soap	Plymouth	MA	02360
Eric's Sharper Edge	Knife Sharpening	Princeton	MA	01541
Everything Jalapeno and Not	Salsa, Jam, Relish, Pickles	Franklin	MA	02038
Fairmount Fruit Farm	Vegetables, Fruit, Eggs	Milford	MA	01757
Foxboro Cheese	Cheese, Beef, Veal, eggs	Franklin	MA	02038
Franklin Honey Company	Raw, unprocessed honey, honey bee related products (lip balm, hand cream, soap, candles)	Foxboro	MA	02035
Grateful Farm	Organic fruit and produce, potted veg.& herbs	Franklin	MA	02038
Hoffmans' Farm	Vegetables	Franklin	MA	02038
Kellys' Farm	Fruits and veggies, some plants and flowers, corn, tomato, etc	Franklin	MA	02038
La Cantina Winery	Wine	Northbridge	MA	01534
Montville Candy	Fudge, candy, nuts, popcorn and marshmallows	Franklin	MA	02038
Painted Lady Flower Farm	Flowers	Hopedale	MA	01747
Pumpkin Farm, The	Vegetables (certified organic)	Franklin	MA	02038
Wengers Farm	honey, homemade baked goods, eggs, produce, local made jams	Medway	MA	02053
Jorge Amado Ceramics	hand built and wheel thrown pottery	Bellingham	MA	02019
Andy's Heaven and Hell Hot Sa	Hot Sauce and Jerky	Franklin	MA	02038
Cactus Pottery	Cactus plants and pots	Bellingham	MA	02019
Lanni Orchards	Fruits and Vegetables			
TC Scoops	Ice Cream, Hot Fudge, Chocolate Bark, Nuts and more	Lunenburg	MA	01462
		Medway	MA	

The Commonwealth of Massachusetts  
Department of the State Treasurer

License Number: FW-LIC-000110  
Record Number: 2017-000014-FW-REN  
Capacity: 5K Gallons or Less



Alcoholic Beverages Control Commission

Hereby Grants a Farmer-Winery License  
La Cantina Winery Company  
355-357 Union Street Franklin, MA 02038

This license authorizes the above-named holder: (1) to produce, rectify, blend, or fortify from fruits, flowers, herbs or vegetables wine containing not more than 24 percent of alcohol by volume at 60 degrees Fahrenheit; and, (2) to sell wine or winery products: (a) at wholesale to any person holding a valid wholesaler's and importer's license under section 18; (b) at retail or wholesale to a person in a state or territory in which the importation and sale of wine is not prohibited by law; and, (c) at wholesale to a person in any foreign country.

This license is subject to the following conditions:

1. The licensed premises and all books, records and other documents relating to the business authorized to be conducted under this license shall be subject to inspection at any time by any member of the Commission or any duly authorized agent thereof.
2. Alcoholic beverages shall not be kept or exposed for sale on premises other than those described in this license.
3. Alcoholic beverages shall not be sold delivered or furnished to any person under twenty-one years of age; or delivered by any person under eighteen years of age.
4. Sales and deliveries hereunder are authorized between the hours of 8:00 o'clock AM and 11:00 o'clock PM only.
5. The above-named holder must obtain a license issued under M.G.L. c. 138 §19F to sell at retail by the bottle to consumers, for consumption off the winery premises.

This license is issued conditionally and subject to the fact that there exists no breach of any condition of any previous license or violation of any law of the Commonwealth under any previous license and this license shall be subject to revocation, cancellation, modification or suspension for any such breach of condition or violation of law.

2018

This License will expire  
12/31/2018 unless otherwise  
suspended or revoked during this period

IN WITNESS WHEREOF, the undersigned have hereunto affixed their official signatures this March 23, 2016.

*Jean M. Lorizio*

Jean Lorizio, Chairman

*Elizabeth A. Lashway*

Elizabeth Lashway, Commissioner

*Kathleen M. McNally*

Kathleen McNally, Commissioner

This License Shall Be Displayed on the Premises in a Conspicuous Place Where It Can Be Easily Read.

Fee \$ 22.00

**fjfaubert@hotmail.com**  
89 Redwood Drive  
Cranston, RI 02920-5914



**Frank J. Faubert**

Tel: 401.943.5454  
Fax: 401.946.4121  
**www.stoptraining.com**

May 17, 2016

Dear Owner / Manager,

This letter is confirmation that the individual(s) listed below have/has successfully completed a S.T.O.P. training course. Certification is valid for three years from the class date.

Should you have any questions or require further information, please do not hesitate to call.

\* You may need to show this letter to your city/town hall for proof of certification.

*Frank J. Faubert*  
Frank J. Faubert, President

**Place of Employment:** La Cantina Winery - Franklin

**Class Date:** 5/15/2016

**Expiration Date:** 5/15/2019

**Workshop Location:** La Cantina Winery - Franklin

**Names:**

Vozzella, Robert J.

Vozzella, Phyllis

Vozzella, Ana A.

Vozzella, Robert A.

APPLICATION BY A FARMER WINERY FOR LICENSE TO SELL AT A  
FARMER'S MARKET  
(CH.138, §15F)

YEAR 20

18

**1. Licensee Information:**

Name of Applicant: La Cantina Winery Company  
Mailing Address: 355 Union St  
Manager of Record: Robert A Vozzella

ABCC License Number: (If Existing Licensee) FW-110  
Business Name (d/b/a if different):  
City/Town: Franklin State MA Zip 02038  
Phone Number of Premises: 617-851-5127

Other Phone: Email: bob@lacantinawinery.com Website: www.lacantinawinery.com

Contact Person concerning this application (attorney if applicable):  
Name: Robert A Vozzella City/Town: Franklin State MA Zip 02038  
Address: 355 Union St Email: bob@lacantinawinery.com  
Contact Number: 617-851-5127 Fax Number:

**2. Event Information:**

A. Farmer's Market licenses are only permitted at events that the Department of Agriculture has certified as Agricultural Events.  
Please attach document from Department of Agricultural Resources certifying that this is an agricultural event.

Date(s) of Event: Fridays 12:00-60:00 June 1 - October 26, 2018

B. Contact person for applicant during event:  
Name: Robert A Vozzella  
Phone number of contact: 617-851-5127

C. Description of the premises within the Farmer's Market:

Address of Premises for the Sale of Wine: Main st at High st. Franklin MA 02038  
City/Town: Franklin State MA Zip 02038 Phone Number of Premises:  
Describe Area to be Licensed:  
Franklin Town Common

**APPLICATION FOR LICENSE BY A FARMER WINERY TO SELL AT A  
FARMER'S MARKET  
(CH.138, §15F)**

**3. Existing License(s) to Manufacture, Export and Sell at Retail:**

List the license(s) you hold which authorize the manufacture, exportation and retail sale of wine to consumers: (Attach a copy of each license)

Name	License Type	License Address
La Cantina Winery Company	Federal Basic Permit MA-W-21028	355 Union St Franklin MA 02038
La Cantina Winery Company	MA Farm Winery #FW-110	355 Union St Franklin MA 02038

**4. Are you providing, without charge, samples of wine to prospective customers?** Yes  No

*Section 15F specifically requires that "all samples of wine shall be served by an agent, representative or solicitor of the licensee."*

**A. If yes, please provide names and addresses of all agents, representatives and solicitors:**

Name	Address	ABCC License Number
Robert A. Vozzella	355 Union St Franklin MA 02038	#FW-110
Ana Vozzella	355 Union St Franklin MA 02038	#FW-110
Robert J. Vozzella	687 Pleasant St Franklin MA 02038	#FW-110
Phyllis Vozzella	687 Pleasant Franklin MA 02038	#FW-110

**B. Proof of Age for Sale to Consumers:**

Please identify all methods by which you will obtain proof of age before providing samples or making any sales of wine to consumers :

Check valid State issued identification card, drivers license, military ID, and or passport for age

**5. Transportation and Delivery:**

Please identify in detail all persons or businesses that are licensed under M.G.L. c. 138, §22 that will be making any delivery of wine on your behalf to the Farmer's Market in Massachusetts.

Robert A Vozzella, CEO of La Cantina Winery Company

\*If additional space is needed, please use last page.

**APPLICATION FOR LICENSE BY A FARMER WINERY TO SELL AT A  
FARMER'S MARKET  
(CH.138, §15F)**

**6. Safety and Tax Registration:**

Has the Farmer's Market registered with the Food and Drug Administration? Yes  No  Registration Date:

**7. Disclosure of License Disciplinary Action:**

Have any of the your licenses to sell alcoholic beverages ever been suspended, revoked or cancelled? Yes  No

If yes, list said interest below:

Date	License	Reason why license was Suspended, Revoked or Cancelled

Pursuant to M.G.L. Ch. 62C, Sec. 49A, I certify under the penalties of perjury that, I have filed all state tax returns and paid all state taxes required under law. I further understand that each representation in this application is material to the determination of the application and state under penalty of perjury that all statements and representations therein are true.

Note: The LLA may require additional information.

Signature

*Robt Lynch*

Title

Owner

Date

5/10/18



PRESENTATIONS  
AND  
DISCUSSIONS

- *Franklin Farmer's Market*



**TOWN OF FRANKLIN**

**RESOLUTION 18-21**

**EXPENDITURE LIMITS FOR FY2019 ON DEPARTMENTAL  
REVOLVING FUNDS ESTABLISHED BY  
FRANKLIN TOWN CODE CHAPTER 73, AS  
PROVIDED IN G.L. CHAPTER 44, SECTION 53E½, AS AMENDED**

WHEREAS, the Franklin Town Council has adopted a bylaw amendment establishing a new chapter of the Franklin Town Code: Chapter 73 Departmental Revolving Funds, as provided in G.L. Chapter 44, Section 53E½, as amended by Chapter 218 of the Legislative Acts of 2016, and

WHEREAS, G.L. Chapter 44, Section 53E½, as amended, further provides that the municipality's legislative body shall annually set the expenditure limit for each revolving fund established under the local bylaw,

NOW THEREFORE, the Franklin Town Council hereby sets the expenditure limit for each revolving fund established under Franklin Town Code Chapter 73 for fiscal year 2019, as follows:

- Section 5.1 Senior Center Respite Program: Thirty Thousand Dollars (\$30,000)
- Section 5.2 Senior Center Activities Program: One Hundred Thousand Dollars (\$100,000)
- Section 5.3 Senior Center Supportive Day Program: One Hundred Thousand Dollars (\$100,000)
- Section 5.4 Use of Facilities Account: One Hundred Thousand Dollars (\$100,000)
- Section 5.5 Fire Department Fire Rescue Training Program: Ten Thousand Dollars (\$10,000)
- Section 5.6 Community Policing Programs: Twenty-Five Thousand Dollars (\$25,000)

This Resolution shall become effective according to the rules and regulations of the Town of Franklin Home Rule Charter.

**DATED:** \_\_\_\_\_, 2018

**VOTED:**

**UNANIMOUS** \_\_\_\_\_

**A True Record Attest:**

**YES** \_\_\_\_\_ **NO** \_\_\_\_\_

**ABSTAIN** \_\_\_\_\_

**Teresa M. Burr  
Town Clerk**

**ABSENT** \_\_\_\_\_

\_\_\_\_\_  
**Glenn Jones, Clerk  
Franklin Town Council**



**TOWN OF FRANKLIN**

**RESOLUTION 18-22**

**SALARY SCHEDULE  
FULL-TIME ELECTED OFFICIAL**

A Resolution Amending Appendix A, Chapter 4 of the Code of the Town of Franklin, entitled "Salary Schedule - Full-Time Elected Official".

**BE IT RESOLVED BY THE FRANKLIN TOWN COUNCIL THAT:**

Appendix A Salary Schedule - Full-Time Elected Official, Chapter 4 of the Code of the Town of Franklin is amended as follows:

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**APPENDIX A  
SALARY SCHEDULE - FULL-TIME ELECTED OFFICIAL**

<b>OFFICE</b>	<b>INCUMBENT SALARY</b>	
<b>Town Clerk</b>	<b><del>\$81,000</del></b>	<b><u>\$84,000</u></b>

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This resolution is effective for the fiscal year beginning on July 1, 2018.

**DATED:** \_\_\_\_\_, 2018

**VOTED:**

**UNANIMOUSLY:** \_\_\_\_\_

**A True Record Attest:**

**YES:** \_\_\_\_ **NO:** \_\_\_\_

**Teresa M. Burr  
Town Clerk**

**ABSTAIN:** \_\_\_\_ **ABSENT:** \_\_\_\_

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**Glenn Jones, Clerk  
Franklin Town Council**



**TOWN OF FRANKLIN**

**RESOLUTION 18-23**

**Compensation Plan – FY 2019**

**Whereas:** The Human Resources Director, pursuant to Chapter 25 of the Code of the Town of Franklin, has reviewed the Compensation Plan which establishes minimum and maximum salaries for pay ranges;

**Whereas:** This pay plan shall be submitted to the Town Council for approval prior to implementation.

**NOW THEREFORE BE IT** enacted by the Town Council of the Town of Franklin that the Compensation Plan is hereby amended as attached.

This Resolution shall become effective according to the rules and regulations of the Town of Franklin Home Rule Charter.

**DATED:** \_\_\_\_\_, 2018

**VOTED:**  
**UNANIMOUS** \_\_\_\_\_

**A True Record Attest:**

**YES** \_\_\_\_\_ **NO** \_\_\_\_\_

**Teresa M. Burr**  
**Town Clerk**

**ABSTAIN** \_\_\_\_\_

**ABSENT** \_\_\_\_\_

\_\_\_\_\_  
**Glenn Jones, Clerk**  
**Franklin Town Council**

# Town of Franklin

355 East Central Street  
Franklin, Massachusetts 02038-1352



Phone: (508) 553-4810  
Fax: (508) 553-4896  
Web: [www.franklinma.gov](http://www.franklinma.gov)

## OFFICE OF HUMAN RESOURCES

### MEMORANDUM

TO: Jeffrey Nutting, Town Administrator  
FROM: Karen Bratt, Human Resources Director *KMB*  
DATE: May 8, 2018  
SUBJECT: FY19 Compensation Plan

I have updated the Town of Franklin's Compensation Plan to include a 3% increase on the minimum and maximum salaries for all grades. This increase is in line with the Collective Bargaining Agreements for all 9 unions, which include a 3% increase for FY19 effective July 8, 2018.

By offering the 3% increase, we can ensure that our compensation is competitive in the municipal marketplace so that we may attract and retain qualified candidates for our positions.

TOWN OF FRANKLIN

FY18 COMPENSATION PLAN				CLASSIFICATION PLAN	FY19 COMPENSATION PLAN			
	Min	Mid	Max	Position Titles	Min	Mid	Max	
Hourly Rate:	\$10.00	\$11.84	\$13.67	G1 Concession Stand Sales Person Gate Guard Library Page Poll Worker	G1	\$10.00	\$12.04	\$14.08
Annual Rate:				Program Aide Referee				
35 hours/week	\$18,200.00	\$21,548.80	\$24,879.40		\$18,200.00	\$21,912.89	\$25,625.78	
40 hours/week	\$20,800.00	\$24,627.20	\$28,433.60		\$20,800.00	\$25,043.30	\$29,286.61	
Hourly Rate:	\$10.98	\$12.95	\$14.92	G2 Arts & Crafts Instructor Camp/Program Counselor Cook Seasonal Labor	G2	\$11.31	\$13.34	\$15.37
Annual Rate:				Supportive Day Program Assistant Substitute Library Assistant				
35 hours/week	\$19,983.60	\$23,569.00	\$27,154.40		\$20,583.11	\$24,276.07	\$27,969.03	
40 hours/week	\$22,838.40	\$26,936.00	\$31,033.60		\$23,523.55	\$27,744.08	\$31,964.61	
Hourly Rate:	\$12.00	\$14.15	\$16.30	G3	G3	\$12.36	\$14.57	\$16.79
Annual Rate:								
35 hours/week	\$21,840.00	\$25,753.00	\$29,666.00		\$22,495.20	\$26,525.59	\$30,555.98	
40 hours/week	\$24,960.00	\$29,432.00	\$33,904.00		\$25,708.80	\$30,314.96	\$34,921.12	
Hourly Rate:	\$13.03	\$14.15	\$16.30	G4 Office Assistant I	G4	\$13.42	\$15.10	\$16.79
Annual Rate:								
35 hours/week	\$23,714.60	\$25,753.00	\$29,666.00		\$24,426.04	\$27,491.01	\$30,555.98	
40 hours/week	\$27,102.40	\$29,432.00	\$33,904.00		\$27,915.47	\$31,418.30	\$34,921.12	
Hourly Rate:	\$14.26	\$16.85	\$19.45	G5 Matron Office Assistant II Parking Control Officer	G5	\$14.69	\$17.36	\$20.03
Annual Rate:				Senior Camp/Program Counselor				
35 hours/week	\$25,953.20	\$30,667.00	\$35,399.00		\$26,731.80	\$31,596.38	\$36,460.97	
40 hours/week	\$29,660.80	\$35,048.00	\$40,456.00		\$30,550.62	\$36,110.15	\$41,669.68	
Hourly Rate:	\$15.55	\$18.39	\$21.22	G6 Bus Driver - Part-Time Camp/Program Director ADD - Custodian - Part-Time Dispatcher - Part-Time Managing Cook Office Assistant III Program Supervisor Recycling Center Laborer	G6	\$16.02	\$18.94	\$21.86
Annual Rate:				Senior Supervisor Substitute Custodian				
35 hours/week	\$28,301.00	\$33,469.80	\$38,620.40		\$29,150.03	\$34,464.52	\$39,779.01	
40 hours/week	\$32,344.00	\$38,251.20	\$44,137.60		\$32,344.00	\$39,388.02	\$45,461.73	
Hourly Rate:	\$17.01	\$20.10	\$23.18	G7 Engineering Aide Instructor Program Coordinator, Recreation	G7	\$17.52	\$20.70	\$23.88
Annual Rate:								
35 hours/week	\$30,958.20	\$36,582.00	\$42,187.60		\$31,886.95	\$37,670.09	\$43,453.23	
40 hours/week	\$35,380.80	\$41,808.00	\$48,214.40		\$36,442.22	\$43,051.53	\$49,660.83	
Hourly Rate:	\$18.59	\$21.96	\$25.32	G8 Outreach Coordinator Painter Recycling Center Supervisor Secretary	G8	\$19.15	\$22.61	\$26.08
Annual Rate:								
35 hours/week	\$33,833.80	\$39,967.20	\$46,082.40		\$34,848.81	\$41,156.84	\$47,464.87	
40 hours/week	\$38,667.20	\$45,676.80	\$52,665.60		\$39,827.22	\$47,036.39	\$54,245.57	
Hourly Rate:	\$20.13	\$23.89	\$27.64	G9 Executive Secretary Program Coordinator, Senior Center	G9	\$20.73	\$24.60	\$28.47
Annual Rate:								
35 hours/week	\$36,636.60	\$43,479.80	\$50,304.80		\$37,735.70	\$44,774.82	\$51,813.94	
40 hours/week	\$41,870.40	\$49,691.20	\$57,491.20		\$43,126.51	\$51,171.22	\$59,215.94	

TOWN OF FRANKLIN

FY18  
COMPENSATION PLAN

CLASSIFICATION PLAN

FY19  
COMPENSATION PLAN

	Min	Mid	Max		Position Titles	Min	Mid	Max	
Hourly Rate:	\$22.16	\$26.18	\$30.20	G10	Facilities Administrator Licensing Administrator Senior Engineering Aide Supportive Day Program Coordinator	G10	\$22.82	\$26.97	\$31.11
Annual Rate:									
35 hours/week	\$40,331.20	\$47,647.60	\$54,964.00		Veteran's Services Officer	\$41,541.14	\$49,077.03	\$56,612.92	
40 hours/week	\$46,092.80	\$54,454.40	\$62,816.00			\$47,475.58	\$56,088.03	\$64,700.48	

Hourly Rate:	\$24.20	\$28.59	\$32.98	G11	DPW Inspector	G11	\$24.93	\$29.45	\$33.97
Annual Rate:									
35 hours/week	\$44,044.00	\$52,033.80	\$60,023.60			\$45,365.32	\$53,594.81	\$61,824.31	
40 hours/week	\$50,336.00	\$59,467.20	\$68,598.40			\$51,846.08	\$61,251.22	\$70,656.35	

Hourly Rate:	\$26.36	\$31.19	\$36.02	G12	Administrative Assistant Assistant Town Clerk Deputy Director, Recreation Health Agent	G12	\$27.15	\$32.13	\$37.10
Annual Rate:					Human Resources Administrator				
35 hours/week	\$47,975.20	\$56,765.80	\$65,556.40		Payroll Administrator	\$49,414.46	\$58,468.77	\$67,523.09	
40 hours/week	\$54,828.80	\$64,875.20	\$74,921.60		Permit Inspector	\$56,473.66	\$66,821.46	\$77,169.25	

Hourly Rate:	\$28.85	\$34.09	\$39.34	G13	Appraiser Assistant Library Director Assistant to Town Administrator Nurse	G13	\$29.72	\$35.12	\$40.52
Annual Rate:					Office Manager				
35 hours/week	\$52,507.00	\$62,043.80	\$71,598.80		Planner I	\$54,082.21	\$63,914.49	\$73,746.76	
40 hours/week	\$60,008.00	\$70,907.20	\$81,827.20		Solid Waste Coordinator	\$61,808.24	\$73,045.13	\$84,282.02	

Hourly Rate:	\$31.50	\$37.23	\$42.96	G14	Assistant Comptroller Assistant Treasurer/Collector Asst. Highway Superintendent Conservation Agent Engineering Assistant Environmental Affairs Specialist Planner II	G14	\$32.45	\$38.35	\$44.25
Annual Rate:					Public Works Management Analyst				
35 hours/week	\$57,330.00	\$67,758.60	\$78,187.20		Senior Appraiser	\$59,049.90	\$69,791.36	\$80,532.82	
40 hours/week	\$65,520.00	\$77,438.40	\$89,356.80		Senior Inspector	\$67,485.60	\$79,761.55	\$92,037.50	

Hourly Rate:	\$34.81	\$40.95	\$47.09	G15	Asst. Water/Sewer Superintendent Construction Inspector Director, Council on Aging GIS Administrator	G15	\$35.85	\$42.18	\$48.50
Annual Rate:					Human Resources Manager				
35 hours/week	\$63,354.20	\$74,529.00	\$85,703.80		Purchasing Agent	\$65,254.83	\$76,764.87	\$88,274.91	
40 hours/week	\$72,404.80	\$85,176.00	\$97,947.20			\$74,576.94	\$87,731.28	\$100,885.62	

Hourly Rate:	\$38.29	\$45.05	\$51.81	G16	Manager of Public Facilities Recreation Director	G16	\$39.44	\$46.40	\$53.36
Annual Rate:									
35 hours/week	\$69,687.80	\$81,991.00	\$94,294.20			\$71,778.43	\$84,450.73	\$97,123.03	
40 hours/week	\$79,643.20	\$93,704.00	\$107,764.80			\$82,032.50	\$96,515.12	\$110,997.74	

Hourly Rate:	\$42.12	\$49.55	\$56.15	G17	Assistant Town Engineer Building Commissioner Deputy Director of Ops, Public Facilities Director of Assessing Health Director Highway/Grounds Superintendent Library Director	G17	\$43.38	\$50.61	\$57.83
Annual Rate:					Planning & Community Development Director				
35 hours/week	\$76,658.40	\$90,181.00	\$102,193.00		Water/Sewer Superintendent	\$78,958.15	\$92,108.47	\$105,258.79	
40 hours/week	\$87,609.60	\$103,064.00	\$116,792.00			\$90,237.89	\$105,266.82	\$120,295.76	

TOWN OF FRANKLIN

FY18  
COMPENSATION PLAN

CLASSIFICATION PLAN

FY19  
COMPENSATION PLAN

	Min	Mid	Max		Position Titles		Min	Mid	Max
Hourly Rate:	\$46.33	\$54.51	\$62.69	G18	Comptroller	G18	\$47.72	\$56.15	\$64.57
					Director of Human Resources				
Annual Rate:					Police Lieutenant				
35 hours/week	\$84,320.60	\$99,208.20	\$114,095.80		Treasurer/Collector		\$86,850.22	\$102,184.45	\$117,518.67
40 hours/week	\$96,366.40	\$113,380.80	\$130,395.20				\$99,257.39	\$116,782.22	\$134,307.06
Hourly Rate:	\$50.97	\$59.96	\$68.95	G19	Deputy Director of Operations, DPW	G19	\$52.50	\$61.76	\$71.02
					Deputy Fire Chief				
					Deputy Police Chief				
Annual Rate:					Deputy Town Administrator				
35 hours/week	\$92,765.40	\$109,127.20	\$125,489.00		Director of Public Facilities		\$95,548.36	\$112,401.02	\$129,253.67
40 hours/week	\$106,017.60	\$124,716.80	\$143,416.00		Town Engineer		\$109,198.13	\$128,458.30	\$147,718.48
Hourly Rate:	\$56.06	\$65.96	\$75.85	G20	DPW Director	G20	\$57.74	\$67.93	\$78.13
					Finance Director				
					Fire Chief				
Annual Rate:					Police Chief		\$105,090.08	\$123,639.24	\$142,188.41
35 hours/week	\$102,029.20	\$120,047.20	\$138,047.00		Town Solicitor		\$120,102.94	\$141,301.99	\$162,501.04
40 hours/week	\$116,604.80	\$137,196.80	\$157,768.00						