**MONTAGUE SELECTBOARD MEETING**

**VIA ZOOM**
**Monday, November 9, 2026**
**AGENDA**
**Join Zoom Meeting: https://us02web.zoom.us/j/6327691840**

**Meeting ID: 632 769 1840 Password: 945669 Dial into meeting: +1 312 626 6799**

Topics may start earlier than specified, unless there is a hearing scheduled

**Meeting Being Taped** **Votes May Be Taken**

1. 6:30PM Selectboard Chair opens the meeting, including announcing that the meeting is being recorded and roll call taken

2. 6:30 Approve Minutes: Selectboard Meetings: November 2, 2026

3. 6:30 **Public Comment Period:** Individuals will be limited to two (2) minutes each and the Selectboard will strictly adhere to time allotted for public comment

4. 6:32 **Police Business with Chief Jason Haskins**
   - Hiring plan for upcoming vacancy in Police Department
   - Request to authorize a lateral transfer hiring bonus of $12,500 for this hire

5. 6:45 **Curbside Trash Collection Discussion with Jan Ameen, Director of Franklin County Solid Waste Management District.**
   - Overview and recommendations including a discussion of possible changes to the pay-as-you throw program policies for curbside trash collection.

6. 7:00 **Assistant Town Administrator's Business**
   - Authorize Contract Amendment #2 with Bowman Consulting, Ltd for Montague Center Complete Streets project design and construction administration services. Amendment value is $11,000 to be funded with contingency from Town Meeting appropriation.
   - Authorize and Execute Contract for Workplace Safety and Education Grant for the amount of $4,000 to pay for Aerial Lift Training.
   - Accept easement from Franklin County Regional Housing and Redevelopment Authority for intersection upgrades at Industrial Blvd and Millers Falls Rd.
   - Other project updates

7. 7:10 **Town Administrator's Business**

   - Updates from the Village Services Sustainability Study Working group session #2, next steps.
   - FY27 Tax Rate Setting Hearing anticipated to be 11/23/2026 at 6:30PM
   - Topics not anticipated within 48 hours posting requirements

**Next Meeting**

Selectboard Meeting: Monday, November 16th, at 6:30pm via ZOOM

# Montague Police Department
**180 Turnpike Road**

**Turners Falls, MA 01376**

**(413) 863-8911**
*(413) 863-3210 (fax)*

***Chief Jason D. Haskins***


4B

**To:** Town Administrator and Selectboard
**From:** Chief Jason Haskins
**Date:** November 5, 2026
**Subject:** Request for Early Recruitment and One-Time Hiring Incentive

I am requesting authorization to immediately begin the recruitment and selection process for a police officer in anticipation of Officer Dan Miner's retirement on December 18, 2026. I am also requesting **one-time authorization to offer a $10,000 hiring incentive** to assist in recruiting a qualified lateral-transfer officer. Although the Town has previously authorized this incentive, that authorization is no longer in effect, and this request seeks new approval specifically for this vacancy.

Unlike most municipal positions, hiring and training a police officer can take several months before the employee is available to work independently. A new recruit typically requires approximately six months of academy training, followed by three months of departmental field training. Additionally, candidates generally must be hired approximately two months before the academy begins. Missing an enrollment deadline could delay the process by several additional months.

Beginning recruitment now would allow the Department to get ahead of this process and potentially reduce the duration of the anticipated staffing vacancy.

**Lateral Transfers and Financial Considerations**

Hiring an experienced officer could provide significant operational and financial advantages. A qualified lateral transfer could potentially be available for independent patrol duty after approximately two months of field training, rather than the extended training required for a new recruit.

The estimated costs associated with sending a new officer through the police academy include:

| Expense | Estimated Cost |
|---|---|
| Academy tuition | $3,200 |
| Salary during academy | $28,600 |
| Academy equipment and gear | $18,000 |
| **Total** | **$49,800** |

These figures do not include overtime associated with maintaining staffing during training or the costs of departmental field training.

A one-time $10,000 hiring incentive, consistent with the amount previously utilized by the Town, could help attract an experienced officer while potentially avoiding academy-related expenses and reducing the period of increased overtime costs.

Beyond the financial impact, prolonged vacancies place additional demands on existing personnel, including increased overtime, fatigue, and employee burnout.

**Requested Authorization**

I respectfully request approval to:

1. **Begin recruitment and selection immediately** in anticipation of Officer Miner's retirement, without waiting for the position to become vacant.
2. **Authorize a one-time $10,000 lateral-transfer hiring incentive** for the recruitment associated with this anticipated vacancy.

These requests do not seek to increase the Department's authorized staffing level or establish an ongoing hiring incentive program. Rather, they are intended to minimize the anticipated vacancy, reduce avoidable expenses, and maintain consistent police services for the community.

Thank you for your consideration.

**Chief Jason D. Haskins, MSCJA**
Montague Police Department
180 Turnpike Road
Turners Falls, MA, 01376
413-863-8911 ext. 203

Bowman

6A

November 3, 2026

***VIA EMAIL:*** *chrisN@montague-ma.gov*
Chris Nolan-Zeller
Assistant Town Administrator
Town of Montague
1 Avenue A
Turners Falls, MA 01376
413.863.3200 x109

RE: **Proposal for Additional Work #2 – Complete Streets Project**
**Montague, MA**

Dear Chris:

Bowman Consulting Group, Ltd. ("Bowman"), is pleased to submit this amendment to provide additional design modifications, legal coordination, and construction administration support services for the Complete Streets project. It is our understanding that this additional work order is necessary to provide continued design support during construction as modifications to the roadway improvements are identified in the field. These changes are being driven by unanticipated existing field conditions as well as concerns raised by adjacent property owners regarding the proposed improvements and their impact on individual properties. As this work is out of the original scope of services, the following scope of services is related to the additional design and survey services.

## SCOPE OF SERVICES

### *TASK 7 – ADDITIONAL SERVICES #2*

Bowman will provide additional engineering and design services during construction to address field conditions and modifications requested by the Town. Services include the following:

- Assist the Town in evaluating concerns raised by adjacent property owners and address in-field design modifications due to unanticipated existing field conditions.
- Coordinate with Town and the Town's legal team regarding the improvements adjacent at 39 Main Street.
- Prepare sketches, revised plan sheets, details or other supplemental documentation necessary to document field modifications during construction.
- Additional site visits to review conditions, confirm constraints and evaluate areas where modifications to the construction documents are required.

## SCHEDULE

We will proceed upon receipt of your signed authorization of this proposal.

Bowman

## FEE

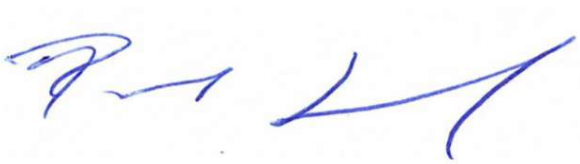
Our fee for the phase described herein is as follows:

Task 7 ..... $11,000

Bowman will perform services outlined above for a lump sum fee of **$11,000.** Additional Services as necessary with be billed on an hourly basis. Our policy is to invoice on a monthly basis using percent complete for each of the project task shown below.

General terms and conditions will be as referenced as part of the original contract dated September 01, 2025. If you should have any questions, or require further information, please feel free to contact me at 413-875-8855 or pfurgal@bowman.com.

Sincerely,



Paul Furgal, PE, PTOE
New England Deputy Regional Manager
pfurgal@bowman.com

**Accepted for Town of Montague**

By: _____
(Signature of Authorized Representative)

_____
(Printed Name of Authorized Representative)

Title: _____

Date: _____

# COMMONWEALTH OF MASSACHUSETTS | STANDARD CONTRACT FORM

This form is jointly issued and published by the Office of the Comptroller, the Executive Office for Administration and Finance, and the Operational Services Division as the default contract for all Commonwealth Departments when another form is not prescribed by regulation or policy. The Commonwealth deems void any changes made on or by attachment (in the form of addendum, engagement letters, contract forms or invoice terms) to the terms in this published form or to the Standard Contract Form Instructions and Contractor Certifications, the Commonwealth Terms and Conditions, the Commonwealth Terms and Conditions for Human and Social Services, or the Commonwealth IT Terms and Conditions which are incorporated by reference herein. Additional non-conflicting terms may be added by Attachment. Contractors are required to access forms at macomptroller.org/forms or mass.gov/lists/osd-forms.

**6B**

## CONTRACTOR INFORMATION

**Contractor Legal Name**
Town of Montague

**d/b/a**

**Legal Address**
As entered on Form W-9 or Form W-4
1 Avenue A, Turners Falls, MA 01376

**Contract Manager Name**
Fern Smith

**Phone**
413-863-3200, ext 108

**Fax**

**Email**
ferns@montague-ma.gov

**Vendor Code**
VC 60000191893

**Vendor Code Address ID**
e.g. "AD001".
AD 001

Note: The Address ID must be set up for Electronic Funds Transfer (EFT) payments.

## COMMONWEALTH INFORMATION

**Department**
Executive Office of Labor & Workforce Development / Dept. of Industrial Accidents

**Mosaic Department Code**
EOL

**Contract Manager Name**
Maryann Falvey

**Business Mailing Address**
100 Cambridge St. 5th Floor Boston, MA 02114 Attn:Contracts

**Billing Address** If Different
Accounts Payable (DWD) Accounts.Payable@detma.org

**Phone**
617-507-9055

**Fax**

**Email**
maryann.falvey@mass.gov

**Mosaic Transaction ID(s)**
CT EOL 0999 27SAFETY700305000178

**RFR/Procurement or Other ID Number**
BD-26-1043-DAO01-32500-127477

## (●) NEW CONTRACT

**Procurement or Exception Type (Check one option only)**

☐ **Statewide Contract**
(OSD or an OSD-designated department.)

☐ **Collective Purchase**
(Attach OSD approval, scope, and budget.)

☑ **Department Procurement** - Includes all Grants 815 CMR 2.00.
(Attach Solicitation Notice or RFR, and Response or other procurement supporting documentation.)

☐ **Emergency Contract**
(Attach justification for emergency, scope, and budget.)

☐ **Contract Employee**
(Attach Employee Status Form, scope, and budget.)

☐ **Interim Contract with new Contractor**
(Attach justification for Interim Contract and updated scope/budget.)

☐ **Other Procurement Exception**
(Attach authorizing language, legislation with specific exemption or earmark, and exception justification, scope, and budget.)

## ( ) CONTRACT AMENDMENT

**Current Contract End Date *PRIOR* to Amendment**

**Amendment Amount**
Or Enter "No Change"

**Amendment Type**
Check one option only. Attach details of amendment changes.

☐ **Amendment to Date, Scope, or Budget**
(Attach updated scope and budget.)

☐ **Interim Contract with Current Contractor**
(Attach justification for Interim Contract and updated scope/budget.)

☐ **Contract Employee**
(Attach any updates to scope or budget.)

☐ **Other Procurement Exception**
(Attach authorizing language/justification and updated scope/budget.)

## TERMS AND CONDITIONS

**The Standard Contract Form Instructions and Contractor Certifications and the following document are incorporated by reference into this Contract and are legally binding.**
Check ONE option:

(●) Commonwealth Terms and Conditions ( ) Commonwealth Terms and Conditions for Human and Social Services ( ) Commonwealth IT Terms and Conditions

## COMPENSATION

Check ONE option.

**The Department certifies that payments for authorized performance accepted in accordance with the terms of this Contract will be supported in the state accounting system by sufficient appropriations or other non-appropriated funds, subject to intercept for Commonwealth owed debts under 815 CMR 9.00.**

(●) **Rate Contract (No Maximum Obligation).** (Attach details of all rates, units, calculations, conditions or terms and any changes if rates or terms are being amended.)

( ) **Maximum Obligation Contract.** Total maximum obligation for total duration of this contract (or new total if contract is being amended):

Mosaic Transaction ID(s) CT EOL 0999 27SAFETY700305000178

## PROMPT PAYMENT DISCOUNTS (PPD)

Commonwealth payments are issued through Electronic Funds Transfer (EFT) 45 days from invoice receipt. See Prompt Pay Discounts Policy.

**Contractors requesting accelerated payments must identify a PPD as follows:**

Payment issued within:
**10 days** % PPD.
**15 days** % PPD.
**20 days** % PPD.
**30 days** % PPD.

**If PPD percentages are left blank, identify reason:**

☐ **Statutory/legal** ☐ **Ready Payments** (M.G.L. c. 29, § 23A) ☑ **Agree to standard 45-day cycle** ☐ **Only initial payment**

## BRIEF DESCRIPTION OF CONTRACT PERFORMANCE or REASON FOR AMENDMENT

**Enter the Contract title, purpose, fiscal year(s) and a detailed description of the scope of performance or what is being amended for a Contract Amendment.**
Attach all supporting documentation and justifications.

FY27 SAFETY GRANT

## SUPPLIER DIVERSITY PROGRAM (SDP) PLAN

**Does the Supplier Diversity Program apply?**

○ **YES** If YES, the Contractor's annual SDP commitment for this Contract is

◉ **NO** If NO, and the department is an Executive Department, enter the appropriate exemption:

## ANTICIPATED START DATE (Complete ONE option only.)

The Department and Contractor certify for this Contract, or Contract Amendment, that Contract obligations:

◉ 1. may be incurred as of the Effective Date (latest signature date below) and no obligations have been incurred prior to the Effective Date.

○ 2. may be incurred as of , **20** , a date **LATER** than the Effective Date below and **no** obligations have been incurred **prior** to the Effective Date.

○ 3. were incurred as of , **20** , a date **PRIOR** to the Effective Date below, and the parties agree that payments for any obligations incurred prior to the Effective Date are authorized to be made either as settlement payments or as authorized reimbursement payments, and that the details and circumstances of all obligations under this Contract are attached and incorporated into this Contract. Acceptance of payments forever releases the Commonwealth from further claims related to these obligations.

## CONTRACT END DATE

Contract performance shall terminate as of 06/30 , **20** 27 , with no new obligations being incurred after this date unless the Contract is properly amended, provided that the terms of this Contract and performance expectations and obligations shall survive its termination for the purpose of resolving any claim or dispute, for completing any negotiated terms and warranties, to allow any close out or transition performance, reporting, invoicing or final payments, or during any lapse between amendments.

## CERTIFICATIONS

Notwithstanding verbal or other representations by the parties, the **"Effective Date"** of this Contract or Amendment shall be the latest date that this Contract or Amendment has been executed by an authorized signatory of the Contractor, the Department, or a later Contract or Amendment Start Date specified above, subject to any required approvals. The Contractor certifies that they have accessed and reviewed all documents incorporated by reference as electronically published and the Contractor makes all certifications required under the Standard Contract Form Instructions and Contractor Certifications under the pains and penalties of perjury, and further agrees to provide any required documentation upon request to support compliance, and agrees that all terms governing performance of this Contract and doing business in Massachusetts are attached or incorporated by reference herein according to the following hierarchy of document precedence, the applicable Commonwealth Terms and Conditions, this Standard Contract Form, the Standard Contract Form Instructions and Contractor Certifications, the Request for Response (RFR) or other solicitation, the Contractor's Response (excluding any language stricken by a Department as unacceptable, and additional negotiated terms, provided that additional negotiated terms will take precedence over the relevant terms in the RFR and the Contractor's Response only if made using the process outlined in 801 CMR 21.07, incorporated herein, provided that any amended RFR or Response terms result in best value, lower costs, or a more cost effective Contract.

| **AUTHORIZING SIGNATURE FOR THE CONTRACTOR**<br>Signature and date must be captured at time of signature. | | **AUTHORIZING SIGNATURE FOR THE DEPARTMENT**<br>Signature and date must be captured at time of signature. | |
|---|---|---|---|
| **Signature** | **Date** | **Signature** | **Date** |
| | | | |
| **Print Name** | **Print Title** | **Print Name** | **Print Title** |
| | | | |

6C

# EASEMENT DEED

**Franklin County Regional Housing and Redevelopment Authority**, having an address of 241 Millers Falls Road, Turners Fall, Massachusetts 01376 (the "Grantor"), for consideration of One ($1.00) Dollar paid, hereby grants, with *quitclaim covenants*, to the **Town of Montague**, a Massachusetts municipal corporation, acting by and through its Selectboard, having an address of Montague Town Hall, One Avenue A, Turners Falls, Massachusetts 01376 (the "Town"), a permanent easement for the purpose of installing, constructing, operating, maintaining, repairing and replacing a bus stop, including all related facilities and appurtenances associated therewith, in, on and over that certain parcel of land located at the intersection of Millers Fall Road and Industrial Boulevard in the Town of Montague, Franklin County, Massachusetts which parcel is shown as "Permanent Easement Franklin County Regional Housing and Redevelopment Authority Area About 271 S.F.," on a plan entitled "Plan of Land in Montague, MA Prepared for Town of Montague," dated August 27, 2026, prepared by Sherman & Frydryk, and recorded with the Franklin County Registry of Deeds in Plan Book ____, Page ____ (the "Easement Premises").

The Town, its agents, employees and contractors shall have the right of entry upon and passage over the Easement Premises from time to time by foot and motor vehicle, including equipment, for the purpose of undertaking and completing such activities and for all uses incidental or related thereto. The Town shall have the right to remove any structures, objects or vegetation (including trees or shrubs) from the Easement Premises as may be necessary or convenient to exercise the rights taken hereunder.

The Grantor agrees not to construct any buildings, structures, and/or other facilities within the Easement Premises and not to grant any easements, leases, licenses or other interests affecting the Easement Premises that will interfere with the Town's easement rights without the prior written permission of the Town. Any rights granted in violation of this provision shall be null and void.

All rights and privileges herein granted, including all benefits and burdens shall run with the land and shall be binding upon and inure to the benefit of the parties hereto, their respective heirs, executors, administrators, successors, assigns and legal representatives.

The Town's Acceptance of Easement and certified copy of the Town Meeting vote authorizing said acceptance are attached hereto and incorporated herein.

For Grantor's title, reference shall be made to a deed dated April 27, 2018, recorded with the Franklin County Registry of Deeds in Book 7188, Page 107.

[Signature Page Follows]

Witness the hand and seal of the Franklin County Regional Housing and Redevelopment Authority, this 5 day of November, 2026.

FRANKLIN COUNTY REGIONAL
HOUSING AND REDEVELOPMENT
AUTHORITY

Gina Govoni

Gina Govoni, Executive Director
Duly Authorized

COMMONWEALTH OF MASSACHUSETTS

Franklin, ss.

On this 5th day of November, 2026, before me, the undersigned Notary Public, personally appeared Gina Govoni, Executive Director of the Franklin County Regional Housing and Redevelopment Authority, who proved to me through satisfactory evidence of identification, which was MA DRIVERS LICENSE, to be the person whose name is signed on the preceding or attached document, and acknowledged to me that she signed it voluntarily for its stated purpose on behalf of Franklin County Regional Housing and Redevelopment Authority.

Tana A Bloom

Notary Public
My commission expires: 1/18/30

TANA A BLOOM
Notary Public, Commonwealth of Massachusetts
My Commission Expires January 18, 2030

ACCEPTANCE BY MONTAGUE
SELECTBOARD

We, the undersigned, being a majority of the Selectboard of the Town of Montague, Massachusetts, at a meeting duly held on November ____, 2026, voted to accept an easement from Franklin County Regional Housing and Redevelopment Authority, pursuant to the vote taken under Article 30 of the 2026 Annual Town Meeting.

TOWN OF MONTAGUE,
By its Selectboard

_____
Richard Kuklewicz, Chair

_____
Marina Goldman, Vice Chair

_____
Nathanael Card Schiffbauer, Clerk

COMMONWEALTH OF MASSACHUSETTS

Franklin, ss.

On this _____ day of November, 2026, before me, the undersigned Notary Public, personally appeared _____, member of the Montague Selectboard, who proved to me through satisfactory evidence of identification, which was _____ to be the person whose name is signed on the preceding or attached document, and acknowledged to me that he/she/they signed it voluntarily for its stated purpose on behalf of the Town of Montague.

_____
Notary Public
My commission expires:_____

Exhibit A

Certified Town Meeting Vote

**TOWN CLERK'S OFFICE**
TOWN OF MONTAGUE
One Avenue A
Turners Falls, MA 01376
413-863-3200 Ext. 203

townclerk@montague-ma.gov

**Wendy M. Bogusz**
**Town Clerk**

**Tina M. Sulda**
**Assistant Town Clerk**

September 9, 2026

## ANNUAL TOWN MEETING
## TOWN OF MONTAGUE
## COMMONWEALTH OF MASSACHUSETTS
## MAY 2, 2026

**ARTICLE 30. Right-of-Way Authorization for Intersection Safety Improvements at Millers Falls Road and Industrial Boulevard** (Selectboard)

**MOVED:** To see if the Town will vote to (a) authorize the Selectboard to acquire, by purchase, gift and/or eminent domain, on such terms as the Selectboard deems appropriate, the land and/or permanent and temporary easements in, on, under, over, across and along certain parcels of land located on or near the intersection of Industrial Boulevard and Millers Falls Road, and approximately shown on plans entitled "Town of Montague ROW Plans FRTA-Industrial Bld/Millers Falls Rd Bus Stop Improvements," prepared by Fuss & O'Neill, on file with the Town Clerk, as said plans may be amended from time to time and/or incorporated into an easement plan, and land within 200 feet of said parcels, for public way purposes, including without limitation, for the construction, installation, inspection, maintenance, improvement, repair, replacement and/or relocation of a bus stop, rights of way, sidewalks, drainage, utilities, driveways, retaining ways, guardrails, slopes, grading, rounding, construction, landscaping, and other structures and/or appurtenances, to enable the Town to undertake the Industrial Boulevard/Millers Falls Road Bus Stop Project and for any and all purposes and uses incidental or related thereto; (b) raise and appropriate, transfer from available funds, and/or borrow a sum of money to fund the foregoing project and any and all costs incidental or related thereto, including, without limitation, the cost of any land/easement acquisitions, appraisals, and surveys; (c) and, further, authorize the Selectboard to enter into all agreements and take any and all actions as may be necessary or appropriate to carry out the purposes of this article, or pass any vote or votes in relation thereto.

**PASSED AS PRINTED, BUT STRIKING SECTION B/UNANIMOUS VOTE**

A True Copy Attest:
Wendy M. Bogusz

**BOARD OF COMMISSIONERS MEETING**

**FRANKLIN COUNTY REGIONAL HOUSING & REDEVELOPMENT AUTHORITY**

**JUNE 22, 2026**

**MOVED:** To authorize the Executive Director to execute and deliver a permanent easement to the Town of Montague over a portion of the property located at 241 Millers Falls Road, Turners Falls, Massachusetts, for the purpose of constructing, operating, and maintaining bus stop, pedestrian safety, and related transportation improvements associated with the FRTA Bus Stop Improvements Project, substantially in the form presented to the Board.

**PASSED AS PRINTED**

A True Copy Attest:

Alisa Woods

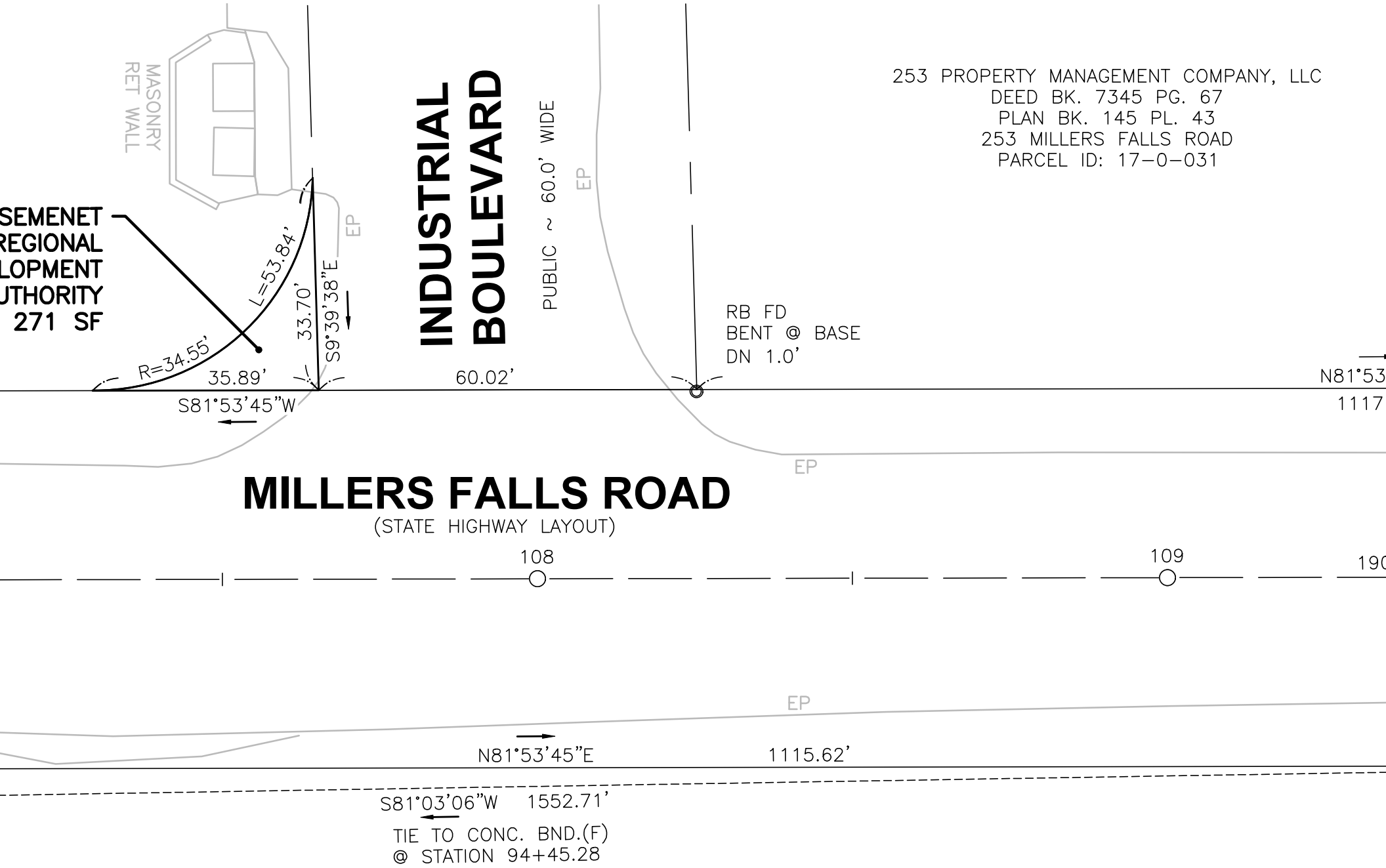
**Description of a Permanent Easement in Montague, MA**

A certain parcel of land shown as "Permanent Easement" on a plan entitled "Plan of Land in Montague, MA., Prepared for Town of Montague, Easement Plan, Millers Falls Road," dated August 27, 2026, by Sherman & Frydryk, Land Surveying, Engineering, and Scientists a division of Hancock Survey Associates, Inc., bounded and described as follows:

Beginning at a point at the intersection of the northerly line of Millers Falls Road, being a 1904 State Highway Layout (NO. 884), and the westerly line of Industrial Boulevard, also being the southeasterly corner of land of the Franklin County Regional Housing and Redevelopment Authority, as shown on said plan, thence running;

| | |
|---|---|
| S 81° 53' 45" W | thirty-five and 89/100 (35.89') along the northerly line of said Millers Falls Road to a point, thence turning and running; |
| Easterly & Northerly | on a curve to the left with a radius of thirty-four and 55/100 (34.55') feet, a distance of fifty-three and 84/100 (53.84') within land of Franklin County Regional Housing and Redevelopment Authority to a point on the westerly line of said Industrial Boulevard, thence turning and running; |
| S 09° 39' 38" E | thirty-three and 70/100 (33.70') along the westerly line of said Industrial Boulevard to the point of beginning. |

Containing an area of 271± square feet




THE PROPERTY LINES SHOWN ARE THE LINES
DIVIDING EXISTING OWNERSHIPS AND THE LINES