

Town of Marblehead Annual Town Meeting

May 4, 2026



Photo by Rob Kipp



2026 ANNUAL TOWN MEETING FOR FISCAL 2025

Article 1	Articles in Numerical Order	Article 21	Essex North Shore Agricultural and Technical School District
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Article 13	Water Department Construction	Article 33	Amend General Bylaws Part I, Chapter 39 - Prohibition of Crypto ATMs
Article 14	MWRA Local Water System Assistance Program, Interest Free Loan	Article 34	Dissolve Public Works Committee (adopted 3.19.70 ATM Article 20)
Article 15	Proposed Reclassification and Pay Schedule (Administrative)	Article 35	Amend General Bylaw, Public Works Committee
Article 16	Proposed Pay Schedule and Reclassification (Traffic Supervisors)	Article 36	Amend Certain Bylaws Related to the DPW - Housekeeping
Article 17	Proposed Reclassification and Pay Schedule (Seasonal and Temporary Personnel)	Article 37	Limit Municipal Employment Contracts to One Calendar Year
Article 18	Compensation - Town Officers	Article 38	Restore Elected Terms of the Select Board to One Calendar Year
Article 19	Collective Bargaining (Fire)	Article 39	Repeal Article 34, Department of Planning and Community Development
Article 20	Ratification of Salary Bylaw	Article 40	Resolution affirming the Town of Marblehead's commitment to the Declaration of Independence and the Constitution

Article 1: Articles in Numerical Order



MOTION

VOTED: That the Town adopt an order requiring articles in the Warrant to be taken up in their numerical order.

Article 2: Reports of Town Officers and Committees



MOTION

VOTED: That the Town receive the report of the Town Accountant, the reports of the Town Officers, and special committees.

Article 3: Consent Articles



That the Town act on the Consent articles as follows:

MOTION (a. ASSUME LIABILITY)

VOTED: That the Town assume liability in the manner provided by Section 29 of Chapter 91 of the General Laws, for all damages that may be incurred by work to be performed by the Massachusetts Highway Department for the improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, harbors, tidewaters, foreshores and shores along a public beach in accordance with Section 11 of Chapter 91 of the General Laws and authorize the Select Board to execute and deliver a bond of indemnity therefore to the Commonwealth.

MOTION (b. ACCCEPT TRUST PROPERTY)

VOTED: That the Town Indefinitely Postpone this Article.

MOTION (c. LEASE TOWN PROPERTY)

VOTED: That the Town authorize the appropriate Town Officers to let or lease such land, buildings or structures owned by the Town on such terms as they may determine.

MOTION (d. CONTRACTS IN EXCESS OF 3 YEARS)

VOTED: That the Town authorize the Select Board, pursuant to G. L. c. 30B § 12, to enter into contracts in the best interest of the Town in excess of three (3) years but not more than ten (10) years.

MOTION (e. FINANCIAL ASSISTANCE CONSERVATION)

VOTED: That the Town authorize the Conservation Commission and other proper officers of the Town to apply for financial assistance from public and private sources to be expended by the Conservation Commission for the purchase of vacant land and any other purpose, authorized by Section 8C of Chapter 40 of the General Laws as amended, or to reimburse the Town for sums of money expended for such purposes, or both.

Article 4: Amend Zoning Bylaw – 3A Multi-Family Overlay District



MOTION

VOTED: That the Town amend the Zoning Bylaw and map to adopt a 3A Multifamily Overlay District by adding a new provision as follows:

- **Amendment #1**

ARTICLE 200-43

- A. Purpose
- B. Scope and Authority
- C. Definitions
- D. Use Regulations
- E. Dimensional Regulations
- F. Off-street parking
- G. Design Standards
- H. Affordable Housing
- I. Administration
- J. Effective Date

- **Amendment # 2**

To amend the Marblehead Zoning Map by adding the 3A Multifamily Overlay District and its two subdistricts: the Broughton Road District and Tedesco District. The boundaries of the two districts are delineated as 3A Broughton Road Subdistrict and 3A Tedesco Subdistrict are as shown in the 3A Multifamily Overlay District Map dated February 11, 2026, which is hereby incorporated in the Marblehead Zoning Map and which is on file with the Town Clerk.

Article 5: Amend Zoning Bylaw – Accessory Dwelling Units



MOTION

VOTED: That the Town amend the Town of Marblehead Zoning Bylaws Accessory Dwelling Units, as follows (**underline and bold** is new language and ~~cross-out~~ is removed language) and change all the rubrics accordingly.

§ 200 Article IX, § 200-42. Accessory dwelling units

- A. Purpose
- B. General Requirements
- C. Exterior Appearance and size
- D. Procedure
- E. Additional conditions and requirements for all accessory dwelling units
- F. Enforcement and termination
- G. Severability
- H. Definitions

Article 6: Unpaid Accounts



MOTION(2/3 *Vote Required*)

VOTED: That the Town approve from FY26 available funds \$60,145.29 to provide for the payment of the unpaid accounts brought forward from previous year FY25 as set forth below:

Department /Vendor	Fiscal Year	Invoice #	Amount
School			
ARC Mechanical	FY25	122005	3,462.29
Total School			3,462.29
Assessor			
Konica Minolta	FY25	295679023	187.00
Konica Minolta	FY25	296232223	187.00
Konica Minolta	FY25	297271919	187.00
Konica Minolta	FY25	500320120	187.00
Konica Minolta	FY25	503944459	187.00
Massachusetts Association of Assessing Officers	FY25	200007302	500.00
Total Assessor			1,435.00
Town Clerk			
Essex County Sheriff	FY25	25-163	495.00
Total Town Clerk			495.00
Fire			
National Grid (Gas)	FY25	21010-18000	4,256.87
National Grid (Gas)	FY25	58203-63009	2,141.21
Total Fire			6,398.08
Rec & Park			
National Grid (Gas)	FY25	62234-24008	2,988.21
National Grid (Gas)	FY25	58193-58001	2,551.49
National Grid (Gas)	FY25	33405-76000	10,971.74
Total Rec & Park			16,511.44
Public Buildings			
National Grid (Gas) - Abbot Hall	FY25	95552-95003	25,351.61
National Grid (Gas) - Mary Alley	FY25	58321-28001	4,501.71
National Grid (Gas) - Pickett House	FY25	08808-15001	224.51
National Grid (Gas) - Dog Office	FY25	95559-11002	535.64
National Grid (Gas) - Old Town House	FY25	33356-92006	1,148.05
Total Public Buildings			31,761.52
Library			
National Grid (Gas)	FY25	21010-15009	81.96
Total Library			81.96
TOTAL UNPAID BILLS			\$60,145.29

Article 7: Departmental Revolving Funds



MOTION

VOTED: That the Town fix the maximum amount that may be spent during FY 2027 beginning July 1, 2026, for the revolving funds established in the town bylaws for certain departments, boards, committees, agencies or officers in accordance with G.L.c. 44 § 53E 1/2

<u>MGL c 44 s 53E 1/2</u>		<u>Actual</u>	<u>Voted</u>	<u>Request</u>
<u>Description</u>	<u>Project #</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>
Park Revolving Fund	470	\$791,157	\$2,000,000	\$2,000,000
Historic Comm Gift Shop	471	\$6,214	\$25,000	\$25,000
Council on Aging	473	\$77,575	\$250,000	\$350,000
Animal Control	474	\$14,677	\$740	\$5,000
Street Opening	475	\$24,995	\$280,000	\$200,000
Commercial Waste Coll	478	\$965,977	\$2,008,495	\$1,300,000
Conservation Fines	479	\$6,978	\$75,000	\$75,000
Hobbs Memorial Building	480	\$0	\$15,000	\$15,000
Vaccine Revolving	481	\$7,889	\$10,000	\$10,000
Special Education	486	\$10	\$500,000	\$200,000
School Transportation	832	\$0	\$25,000	\$15,000
Sump Pump Revolving	495	\$0	\$10,300	\$10,300
Storm Water Bylaw	494	\$0	\$0	\$0
TOTAL		\$1,895,472	\$5,199,535	\$4,205,300

Article 8: Purchase of Equipment of Several Departments



MOTION

VOTED: That the Town will raise and appropriate any sums of money for the purchase and/or lease of equipment for several departments of the Town:

INDEFINITELY POSTPONE

Article 9: Lease Purchase



MOTION (2/3 Required)

VOTED: pursuant to G.L. c. 44 §21C, to authorize the Select Board to enter into lease purchase agreements for the lease and purchase of vehicles and certain capital for a period of time not in excess of the useful life of the property to be procured on such terms and conditions as the Select Board deem in the best interest of the Town; and to authorize the Select Board to take all actions necessary to administer and implement such agreement and to fund said lease purchase through an annual appropriation in the Capital Budget.

And to pay for the first year of the lease, that **the sum of \$524,067.00 be appropriated, and to meet this appropriation; \$236,077.00 to be transferred from Waste Revolving Fund and \$287,990.00 is to be appropriated from free cash. To include the following:**

Department	Description	Amount
Waste Department	John Deere Wheel Loader Lease	\$26,077
Waste Department	Trash Carts Lease	\$210,000
Waste Department	Backhoe Lease	\$29,916
Police Department	2023 Ford Interceptor Police Utility AWD Lease	\$15,005
Police Department	2023 Ford Interceptor Police Utility AWD Upfitting Lease	\$6,533
Police Department	2025 Ford Interceptor Police Utility AWD Lease	\$23,760
Police Department	Police Cruisers with Upfitting Lease	\$45,592
Fire Department	Ford F-150 Super Crew Truck Lease	\$15,704
DPW	Plow Truck Lease	\$67,105
DPW	Ford F-550 Bucket Truck	\$39,263
DPW	Ford F-550 Stake Body Truck with Plow	\$23,953
Recreation & Parks	2024 Ford F-450 Dump Truck	\$21,159
TOTAL		\$524,067

Article 10: Capital Improvements for Public Buildings



MOTION

VOTED: That the Town raise and appropriate a sum of money for remodeling, reconstructing and making extraordinary repairs to existing Town or School buildings, infrastructure, and the purchase of necessary equipment including computer hardware and software as follows:

INDEFINITELY POSTPONE

Article 11: Walls and Fences



MOTION

VOTED: That the Town raise and appropriate \$25,000 for the construction and reconstruction of walls and fences for the protection of highways and property, including engineering services in connection therewith.

Article 12: Stormwater Construction



MOTION

VOTED: That the Town raise and appropriate \$200,000 for the construction, reconstruction, permitting and maintenance of stormwater system for surface drainage purposes, including engineering services in connection therewith, and for general Department of Public Works as they relate to the Town's stormwater system, including the purchase or lease of equipment, and to authorize the appropriate Town Officers to acquire by purchase, eminent domain or otherwise, any land or easements necessary therefore, and to raise the money for such purposes by the issue of bonds or notes or in any other manner, to be expended by the Department of Public Works.

Article 13: Consent Articles, Water and Sewer



That the Town approve the following Consent Articles:

MOTION (a. Water Department Construction)

VOTED: That \$2,400,000 is appropriated from Water Retained Earnings for the construction, reconstruction, permitting and extending of water mains, replacement of water meters, appurtenances, engineering, consultants, surveys, including revenue studies and other general water Department purposes and to authorize the Board of Water and Sewer Commissioners to acquire by purchase, eminent domain or otherwise, any land or easement necessary.

MOTION (b. Sewer Department Construction)

VOTED: That the sum of \$2,100,000 is appropriated from sewer retained earnings to be expended by the Water and Sewer Commission for the construction or reconstruction of sewers for sanitary purposes and for sewage disposal, pump stations, original pumping equipment, metering equipment, safety equipment, replacement of said equipment, engineering, consultants and surveys including revenue studies, and other general Sewer Department purposes, and to authorize the Board of Water and Sewer Commissioners to acquire by purchase, eminent domain or otherwise any lands or easements necessary.

MOTION (c. Water and Sewer Commission Claims)

VOTED: That the Town vote to authorize the Water and Sewer Commission and the Select Board acting jointly to compromise any claims for damages or suits pending against the Town of Marblehead on account of acts which may have occurred during the construction of the water or sewer systems.

Article 14: MWRA Local Water System Assistance Program, Interest Free Loan, Water Distribution Improvements



MOTION

VOTED: That the Town appropriate \$3,500,000 for the construction and reconstruction of the water distribution system, including all incidental or related costs; and to authorize the treasurer with the approval of the Select Board, to borrow said sum pursuant to G.L. c 44 §§ 7 and 8 or any other enabling authority and to issue bonds or notes of the Town therefore, whether through the Massachusetts Water Recourse Authority (“MWRA”) Local Financial Assistance Program or federal or state loan programs, and to authorize the Town to apply for, accept and expend any federal or state grants or loans that may be available for the project.

Article 15: Proposed Reclassification and Pay Schedule (Administrative)



MOTION

VOTED: To amend Chapter 121 of the Bylaws, Classification and Wage Salary Plan, by changing certain job titles where indicated and reclassify certain positions in the Administrative Pay Schedule; to strike out the pay schedule as it relates to Administrative personnel, substitute in place thereof the new pay schedules and to transfer from available funds and/or appropriate a sum of money to make said new pay schedules effective, or take any other action relative there to substitute in place thereof the following new pay schedule with a 3% COLA as it relates to said personnel:

FY2026 ADMINISTRATIVE SALARY SCHEDULE w/ 3% COLA									
Effective July 1, 2026									
Grade	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
11	Superintendent W/S, Director Public Health, Town Engineer, Director Public Works, Director of Community Development & Planning	2,138.82	2,230.48	2,322.15	2,413.81	2,505.47	2,597.14	2,688.80	2,780.47
	Annual salary	111,218.43	115,984.74	120,751.62	125,517.93	130,284.23	135,051.12	139,817.42	144,584.31
10	Town Planner, Chief Procurement Officer, COA Director, Asst Dir. Public Works, Superintendent (Park & Rec), Building Commissioner, Harbormaster, Assessor, Town Accountant, Superintendent (Cemetery); Asst Super W&S, HR Director, Recreation Director, Asst Director of Waste	1,782.35	1,858.74	1,935.12	2,011.51	2,087.89	2,164.28	2,240.66	2,317.05
	Annual salary	92,682.22	96,654.43	100,626.06	104,598.27	108,570.48	112,542.70	116,514.32	120,486.54
9	Treasurer/Collector, Asst Dir of Accounting, Payroll Manager, Deputy Harbormaster, Office Manager - W/S	1,660.70	1,731.88	1,803.04	1,874.22	1,945.39	2,016.56	2,087.74	2,158.90
	Annual salary	86,356.28	90,057.58	93,758.29	97,459.59	101,160.31	104,861.03	108,562.33	112,263.04
8	Head Technical Services, Head Public Services, Asst. Treasurer/Collector, Administrative Aide	1,476.18	1,539.44	1,602.71	1,665.97	1,729.23	1,792.50	1,855.77	1,919.03
	Annual salary	76,761.33	80,050.73	83,340.71	86,630.69	89,920.08	93,210.06	96,500.04	99,789.44
	Public Health Nurse, Tree Warden, Grant Coordinator, IT & Communications Specialist	1,312.15	1,368.40	1,424.63	1,480.86	1,537.10	1,593.34	1,649.57	1,705.80
	Annual salary	68,231.97	71,156.65	74,080.76	77,004.86	79,928.96	82,853.65	85,777.75	88,701.85
6	Sustainability Coordinator	1,281.26	1,336.17	1,391.09	1,446.01	1,500.92	1,555.83	1,610.74	1,665.65
	Annual salary	66,625.72	69,481.08	72,336.43	75,192.37	78,047.73	80,903.08	83,758.43	86,613.79
5	Veterans Agent, Dog Officer	1,191.88	1,242.96	1,294.04	1,345.12	1,396.19	1,447.27	1,498.36	1,549.44
	Annual salary	61,977.69	64,633.79	67,289.89	69,946.00	72,602.10	75,258.20	77,914.89	80,570.99
4	Assistant Harbormaster, Fire Dept Financial Coordinator, Payroll & Benefits Coordinator	1,139.24	1,179.92	1,220.62	1,261.30	1,301.99	1,342.67	1,383.37	1,424.05
	Annual salary	59,240.60	61,356.05	63,472.07	65,587.52	67,703.55	69,818.99	71,935.02	74,050.46
2	Admin Clerk	1,033.32	1,070.23	1,107.13	1,144.04	1,180.94	1,217.85	1,254.76	1,291.65
	Annual salary	53,732.64	55,651.75	57,570.85	59,489.96	61,409.06	63,328.17	65,247.28	67,165.80

Article 16:
Proposed Pay
Schedule and
Reclassification
(Traffic Supervisors)



MOTION

VOTED: To increase the pay for Marblehead Traffic Supervisors, 3% effective July 1, 2026.

FY2027 TRAFFIC SUPERVISORS SALARY SCHEDULE w/3% COLA	
Hourly Effective July 1, 2026	
Step 1	Step 2
22.41	23.68

Article 17: Proposed Reclassification and Pay Schedule (Seasonal and Temporary Personnel)



MOTION

VOTED: That the Town amend Chapter 121 of the Bylaws, Classification and Wage Salary Plan, by changing certain job titles where indicated and reclassify certain positions in the Seasonal and Temporary Personnel Pay Schedules; strike out the pay schedules as they relate to seasonal and temporary personnel, substitute in place thereof the new pay schedules and to transfer from available funds and/or appropriate a sum of money to make said new pay schedules effective , July 1, 2026.

FY2027 TEMPORARY PERSONNEL PAY SCHEDULE EFFECTIVE JULY 1, 2026 - 3%					
GP	1	2	3	4	5
7	22.15	23.45	24.75	26.13	27.09
6	20.75	21.71	22.72	23.78	24.89
5	18.97	19.84	20.75	21.71	23.06
4	18.14	18.97	19.84	20.75	21.71
3	17.34	18.14	18.97	19.84	20.75
2	15.88	16.59	17.34	18.14	18.97
1	15.45	15.88	16.59	17.34	18.14

FY2027 SEASONAL PERSONNEL PAY SCHEDULE EFFECTIVE JULY 1, 2026 - 3%			
GP	1	2	3
27	22.23	23.08	25.01
26	20.87	22.17	23.47
25	19.55	20.76	21.99
24	18.38	19.55	20.72
23	17.31	18.39	19.48
22	16.63	17.46	18.31
21	16.33	16.94	17.55
20	15.99	16.19	16.38
2	15.19	15.88	-
B	11.96	12.56	13.19

Article 18: Compensation – Town Officers



MOTION

VOTED: That the yearly compensation of the Town Officer named in this article be as follows:

Town Clerk

\$97,460

Said amount to be in full compensation for services as Town Clerk. All fees received by the Town Clerk in her official capacity to be accounted for to the Town Revenue Officer.

That the Town Clerk as elected and having served in that position or as a regular full-time employee for five consecutive years, and for each applicable additional five years on such basis, shall be paid longevity pay annually, in addition to her weekly salary.

Article 19: Collective Bargaining, Fire



MOTION

VOTED: The Town, pursuant to G.L. c. 150E § 7, vote to appropriate the sums of money sufficient to fund the collective bargaining agreement for fiscal year 2027 with the International Association of Firefighters AFL/CIO CLC Local 2043

Article 20: Ratification of Salary Bylaw



MOTION

VOTED: The Town ratify certain actions taken by the Compensation Committee under Chapter 43 Section 3(e) as last amended and amend the classification table by reclassifying certain positions

Article 21:
Essex North
Shore
Agricultural
and Technical
School District



MOTION

VOTED: That the Town approve the gross operating and maintenance budget of the Essex North Shore Agricultural and Technical School District for the fiscal year commencing July 1, 2026, and raise and appropriate the sum of \$749,920.00 for the town's assessment of the same to be expended by the School Committee.

Article 22:
Available Funds
Appropriated
to Reduce the
Tax Rate



MOTION

VOTED: That the sum of \$5,000,000 be appropriated from Free Cash and \$360,000 be transferred from Electric Surplus to reduce the FY27 Tax Rate for use of the Assessors.

From Free Cash	\$5,000,000
From Electric Surplus	<u>360,000</u>
TOTAL	\$5,360,000