

**HYBRID SELECTBOARD MEETING
TUESDAY, DEC. 5, 2023
AGENDA
SENIOR CENTER MULTI-PURPOSE ROOM – 6:30 P.M.**

Join Zoom Webinar from your computer:

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<p>Note: Not all topics listed here may be reached for discussion. In addition, the topics listed are those which the chair reasonably expects will be discussed as of the date of this notice. This meeting may be audio and/or visually recorded.</p>
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- 1. CALL TO ORDER**
- 2. APPROVAL OF MINUTES:** Draft Minutes of Nov. 21, 2023
- 3. ANNOUNCEMENTS / PUBLIC COMMENT**
- 4. 6:35 – PUBLIC HEARING - Willits Hallowell & Kendade Atrium Change of Manager**
- 5. 7:05 p.m. - FY24 TAX RATE PUBLIC HEARING**
- 6. 7:20 p.m. – Joint meeting with Planning Board for adopting the Housing Production Plan**
- 7. CONSENT AGENDA**
 - A.** 7-11 Common Victualler license
 - B.** One-Day Beer & Wine License request from Elizabeth Sawyer for Dec. 12, 2023
- 8. NEW BUSINESS**
 - A.** Ledges update
 - B.** Town Administrator FY24 Performance Based Evaluation
- 9. OLD BUSINESS**
 - A.** Fiscal Year 2025 Budget
- 10. TOWN ADMINISTRATOR’S REPORT**
- 11. ADJOURN**

**VIRTUAL SELECTBOARD MEETING
TUESDAY, NOV. 21, 2023
DRAFT MEETING MINUTES – 6 P.M.**

Present virtually were Chair Andrea Miles, Vice Chair Carol Constant, member Renee Sweeney, member Jeff Cyr, clerk Nicole Casolari, and Town Administrator Lisa Wong.

CALL TO ORDER

Miles called the meeting to order at 6 p.m.

APPROVAL OF MINUTES

Constant motioned to approve the draft minutes of Oct. 24, Oct. 30 and Nov. 7, 2023 as presented. Sweeney seconded.

ROLL CALL VOTE

Miles - Aye
Cyr - Aye
Constant - Aye
Casolari - Aye
Sweeney - Aye

All in favor. Unanimous.

ANNOUNCEMENTS

Constant noted a program sponsored by Know Your Town titled: The History and Finance of the South Hadley Fire Districts happening Nov. 28.

Wong reminded the public that town offices and buildings will be closed this Thursday and Friday in observance of the Thanksgiving holiday.

MCCRAYS FARM SUNDAY ENTERTAINMENT LICENSE

Sweeney motioned to approve a Sunday Entertainment license for McCrays Farm. Cyr seconded.

ROLL CALL VOTE

Miles - Aye
Cyr - Aye
Constant - Aye
Casolari - Aye
Sweeney - Aye

All in favor. Unanimous.

TOWN ADMINISTRATOR PERFORMANCE BASED EVALUATION

Cyr motioned to approve the Town Administrator evaluation as presented and place it in her personnel file. Casolari seconded.

ROLL CALL VOTE

Miles - Aye
Cyr - Aye
Constant - Aye
Casolari - Aye
Sweeney - Aye

All in favor. Unanimous.

SPECIAL MUNICIPAL EMPLOYEES - SEC

Constant motioned to designate the Sustainability & Energy Commission as Special Municipal Employees from November 2023 to November 2024. Cyr seconded. All in favor.

ROLL CALL VOTE

Miles - Aye
Cyr - Aye
Constant - Aye
Casolari - Aye
Sweeney - Aye

All in favor. Unanimous.

BUDGET

Wong discussed the FY24 and 25 budgets. She noted her office will establish public forums and develop public information and resources for residents wanting to understand the budget and its development process.

JUDD BROOK

Cyr motioned to approve the contract for the Judd Brook project in the amount of \$2,155,280 with National Water Main Cleaning Company of Canton, MA and to authorize the town administrator to execute the contract. Constant seconded.

ROLL CALL VOTE

Miles - Aye
Cyr - Aye
Constant - Aye
Casolari - Aye
Sweeney - Aye

All in favor. Unanimous.

FIREWORKS 2024

Constant moved to set the date of South Hadley's fireworks as Wednesday, July 3, 2024 with a rain date of Friday, July 5, 2024. Cyr seconded.

ROLL CALL VOTE

Miles - Aye
Cyr - Aye
Constant - Aye
Casolari - Aye
Sweeney - Aye

All in favor. Unanimous.

MASTER PLAN FORUM

Constant will attend the Master Plan Forum attendance as a Selectboard representative.

RESIGNATION

Constant motioned to accept with regret the resignation of McKinzie Kandel from the Council on Aging. Cyr seconded.

ROLL CALL VOTE

Miles - Aye
Cyr - Aye
Constant - Aye
Casolari - Aye
Sweeney - Aye

All in favor. Unanimous.

TA REPORT

For the full town administrator's report, see the Nov. 21, 2023 Selectboard meeting packet.

ADJOURN

Cyr moved to adjourn. Sweeney seconded.

ROLL CALL VOTE

Miles - Aye
Cyr - Aye
Constant - Aye
Casolari - Aye
Sweeney - Aye

All in favor. Unanimous.

The meeting adjourned at 7:52 p.m.

**Respectfully submitted,
Kristin Maher
Executive Assistant to Administration**



The Commonwealth of Massachusetts
 Alcoholic Beverages Control Commission
 95 Fourth Street, Suite 3, Chelsea, MA 02150-2358
 www.mass.gov/abcc

RETAIL ALCOHOLIC BEVERAGES LICENSE APPLICATION
 MONETARY TRANSMITTAL FORM

AMENDMENT-Change of Manager

APPLICATION SHOULD BE COMPLETED ON-LINE, PRINTED, SIGNED, AND SUBMITTED TO THE LOCAL LICENSING AUTHORITY.

ECRT CODE: RETA

Please make \$200.00 payment here: [ABCC PAYMENT WEBSITE](#)

PAYMENT MUST DENOTE THE NAME OF THE LICENSEE CORPORATION, LLC, PARTNERSHIP, OR INDIVIDUAL AND INCLUDE THE PAYMENT RECEIPT

ABCC LICENSE NUMBER (IF AN EXISTING LICENSEE, CAN BE OBTAINED FROM THE CITY)

ENTITY/ LICENSEE NAME

ADDRESS

CITY/TOWN STATE ZIP CODE

For the following transactions (Check all that apply):

- New License
- Change of Location
- Change of Class (i.e. Annual / Seasonal)
- Change Corporate Structure (i.e. Corp / LLC)
- Transfer of License
- Alteration of Licensed Premises
- Change of License Type (i.e. club / restaurant)
- Pledge of Collateral (i.e. License/Stock)
- Change of Manager
- Change Corporate Name
- Change of Category (i.e. All Alcohol/Wine, Malt)
- Management/Operating Agreement
- Change of Officers/
Directors/LLC Managers
- Change of Ownership Interest
(LLC Members/ LLP Partners,
Trustees)
- Issuance/Transfer of Stock/New Stockholder
- Change of Hours
- Other
- Change of DBA

THE LOCAL LICENSING AUTHORITY MUST SUBMIT THIS APPLICATION ONCE APPROVED VIA THE ePLACE PORTAL

RECEIVED

TOWN OF SOUTH HADLEY
 SELECTBOARD

NOV 06 2023

Alcoholic Beverages Control Commission
 95 Fourth Street, Suite 3
 Chelsea, MA 02150-2358

Meeting _____ Action _____
 Agenda _____ Ex Session _____
 New _____ Old _____
 Ok to Pay _____
 Send/Copy to: _____

KM 1:54 p.m.



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- Change of Officers/ Directors/LLC Managers
- Change of Ownership Interest (LLC Members/ LLP Partners, Trustees)
- Issuance/Transfer of Stock/New Stockholder
- Change of Hours
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Alcoholic Beverages Control Commission

95 Fourth Street, Suite 3
 Chelsea, MA 02150-2358

RECEIVED
 TOWN OF SOUTH HADLEY
 SELECTBOARD

NOV 06 2023

Meeting _____ Action _____
 Agenda _____ Ex Session _____
 New _____ Old _____
 Ok to Pay _____
 Send/Copy to: KM 1:54 pm

12/1/2023



Fiscal 2024 Tax Classification

PUBLIC HEARING ON
CLASSIFICATION OF PROPERTY
TUESDAY, DECEMBER 5 AT 7:05 P.M.
SOUTH HADLEY COUNCIL ON AGING
45 DAYTON ST
CONDUCTED BY:

TOWN OF SOUTH HADLEY:

SELECTBOARD
BOARD OF ASSESSORS
PRUDENTIAL COMMITTEE, F.D. #1
PRUDENTIAL COMMITTEE, F.D. #2

Packet Contents:

1. Overview of Classification
2. Open Space Discount
3. Residential Exemption
4. Small Commercial Exemption
5. Classification Considerations
6. Fiscal 2024
 - a. **Proposed** Tax Rates, New Growth, Maximum Allowable Levy, Tax Levy, Excess Levy Capacity
 - b. Rate changes for each 10% shifted
 - c. Example
7. Tax Rate Alternatives Town -- Chart
8. Options Table – Town
9. Tax Rate Alternatives Fire District #1—Chart
10. Options Table – Fire District #1
11. Tax Rate Alternatives Fire District #2 -- Chart
12. Options Table – Fire District #2
13. South Hadley Valuation by Class – Fiscal 2000 to 2024

Analysis of average tax bill

14. Single Family
15. Commercial/Industrial

Overview of Classification

Cities and Towns that are certified as assessing property at full and fair cash value may elect to shift the tax burden among the major property classes within certain limits established by law. The adoption of different rates does not change the total property tax levy; rather it determines the share of the total levy to be borne by each class.

The share of the levy raised by the Commercial and Industrial classes and Personal Property (CIP) may be increased 50% as long as the Residential and Open space (R&O) classes raise at least 65% of what they would have raised without the shift.

The “minimum residential factor” established by the Commissioner of Revenue is used to make certain that the shift of the tax burden complies with the Classification Act. If the minimum residential factor would be less than .65, the community cannot make the maximum shift and must use a CIP factor of less than 1.50.

An Open Space Discount, a Residential Exemption and a Small Commercial Exemption may also be chosen by communities. The choice of either or both of these first two affects the tax rate of Residential property, whether a community chooses to shift more to the CIP classes or not. The third option affects the tax rate of the commercial and industrial classes. The alternatives are considered and voted on annually by the Board of Selectmen.

Open Space Discount

What is open space?

- Open Space is defined as land maintained in an open or natural condition which contributes significantly to the benefit and enjoyment of the public.
- Exclusions:
 1. Land taxable under Chapter 61, 61A, 61B
 2. Land under a permanent conservation restriction
 3. Land held for production of income

The law allows a community to provide tax relief to the open space properties by shifting to the Residential class an amount up to a maximum of 25% of the residential factor.

In the past the Town has used an open space factor of 100%, which resulted in an equal tax rate for Open Space and Residential properties.

For fiscal 2024 the town has 16 properties classified as open space, with a combined valuation of \$368,300, of which there are 12 parcels that this discount could possibly affect.

Currently, there is one community within the Commonwealth that has adopted this exemption, however it is not implemented, nor does anyone apply.

If the Selectboard implemented this discount at the maximum of 25%, the tax rate for the Open Space class of property would decrease to \$10.83. The tax rates for Residential, Commercial, Industrial and Personal classes of property would remain at \$14.41 as the difference in the reallocation of the levy is minimal and would instead come out of the overlay account.

Residential Exemption

- Applied to every residential property which is owner-occupied
- At the option of the Selectboard, an exemption of not more than 35% of the average assessed value of all Class 1, Residential parcels may be applied to residential parcels that are the principal residence of the property owner.
- Dollar value of the exemption is subtracted from the assessed value of every eligible property
- Exclusions:
 1. Accessory land incidental to a residential use
 2. Seasonal homes
 3. Residential property not occupied by its owner

In the case of South Hadley, the figure would be calculated as follows:

$$\begin{array}{rcl}
 \underline{\$ 2,115,994,645} & / & 6,896 = \underline{\$ 306,844} \\
 \text{Class 1 Value} & \text{Parcels} & \text{Avg. Cl. 1 Value} \\
 \\
 \underline{\$ 306,844} & \times 35\% = & \underline{\$ 107,395} \\
 \text{Avg. Cl. 1 Value} & & \text{Max Residential Exemption}
 \end{array}$$

The approximate *number of owner-occupied primary residences is 6,158* x \$ 107,395 = \$ 661,338,410. The granting of the Residential Exemption does not change the burden of the levy on the Residential Class. Therefore, the tax rate within the Residential Class will be increased accordingly. The effect is to increase the taxes on vacant land and accessory land to the primary residences, as well as non-owner-occupied homes. The effect to the tax rate would be as follows:

<u>Property Class</u>	<u>Exemption</u>	<u>Value</u>	<u>Tax Rate</u>
Class 1 Residential -	661,338,410	1,454,656,235	20.96
Class 2 Open Space -	None	} } } }	14.41
Class 3 Commercial -	None		
Class 4 Industrial -	None		
Class 5 Personal -	None		

The overall effect of the Residential Exemption on a variety of properties is shown below:
 An **owner-occupied** primary residence valued at \$200,000 with the residential exemption applied, would go from \$ 2,882.00 to \$ 1941.00 which would be a *decrease of (\$ 941.00)*.
 A **non-owner-occupied** residence valued at \$200,000 with no residential exemption would go from \$ 2,882.00 to \$ 4,192.00 which would be an *increase of \$1,300.00*.
 A **vacant parcel** of land valued at \$50,000 would go from \$ 720.50 to \$ 1,048.00 which would be an *increase of \$ 327.50*.
 An **accessory parcel** of land valued at \$20,000 would go from \$ 288.20 to \$ 419.20 which would be an *increase of \$ 131.00*.

For fiscal 2024 approximately 1800 properties would have an increase in tax if adopted. Currently there are 18 communities within the Commonwealth that have adopted this exemption.

Small Commercial Exemption

- At the option of the Selectboard, any percent of valuation up to a 10% exemption may be adopted
- Business must have an average of 10 or fewer employees (DET mails list of eligible businesses to Assessors annually)
- Tax burden is shifted to the Commercial & Industrial classes (NOT Personal Property)
- Property must have a valuation of less than \$1,000,000
- Applies to class 3 (Commercial), 600-800 (Chapter land) and Mixed Use
- Assessors calculate impact and tax rates
- Can be used with other classification options
 1. Separate CIP rate becomes 2 rates: 1 C & I, 1 Personal Property
 2. Residential Exemption, Open Space Discount not affected

For fiscal 2024, 40 parcels would possibly be eligible to receive this exemption. If this exemption were to be adopted at the maximum rate of 10%, the tax rates for Commercial and Industrial property classes would be \$14.60. (Residential, Open Space and Personal Property tax rates would remain unchanged at \$14.41)

Currently there are 14 communities within the Commonwealth that have adopted this exemption.

Classification Considerations

1. Consider the percentage of Commercial & Industrial (C & I) properties as compared to Residential (R).
 - Will an increased tax burden on C & I significantly lower the R tax burden?
2. What is the mix of C & I properties?
 - How much is big business?
 - How much is small business? (Mom & Pop stores)
3. Will it adversely affect small businesses and drive them out of the community?
4. Will it slow big business development?
5. Does business significantly contribute in a non-tax way to the community?
6. Are the businesses of the type that require extraordinary municipal services?
7. Is the timing proper for the move to a multiple tax rate?
8. Will a shift to the C & I maintain or increase the relative or historical share of the tax burden?
9. Is it a matter of principle or economics?

Fiscal 2024

<i>PROPOSED</i> Tax Rates:		<u>Rate</u>	<u>% change</u>
Fiscal 2023 rates: \$15.42 \$ 2.13 \$ 2.35	Town	\$14.41	-6.6 %
	FD #1	\$ 2.24	5.2 %
	FD #2	\$ 2.18	-7.2 %
<i>New Growth</i>		\$ 490,540.00	
<i>Tax Levy</i>		\$ 33,230,387.41	
<i>Debt Exclusion Total</i>		\$ 1,042,410.00	
<i>Maximum Allowable Levy Limit</i>		\$ 33,233,364.00	
<i>Excess Levy Capacity</i>		\$ 2,976.59	
MRF = <u>95.52%</u> Rate <u>\$ 14.41</u> R&O <u>91.7738%</u> CIP <u>8.2262%</u>			

<u>%</u>	<u>R&O</u>	<u>CIP</u>	<u>Res Factor</u>
100-----	14.41	14.41	100.00%
110-----	14.28	15.85	99.10%
120-----	14.15	17.29	98.21%
130-----	14.02	18.73	97.31%
140-----	13.89	20.17	96.41%
150-----	13.76	21.62	95.52%

Example: \$100,000 property value

<u>%</u>	<u>Res tax (decr)</u>		<u>Comm (+ incr)</u>	
100-----	1,441	(0)	1,441	(0)
110-----	1,428	(13)	1,585	+144
120-----	1,415	(26)	1,729	+288
130-----	1,402	(39)	1,873	+432
140-----	1,389	(52)	2,017	+576
150-----	1,376	(65)	2,162	+721

Maximum decrease on a residential \$100,000 property (**\$ 65**)

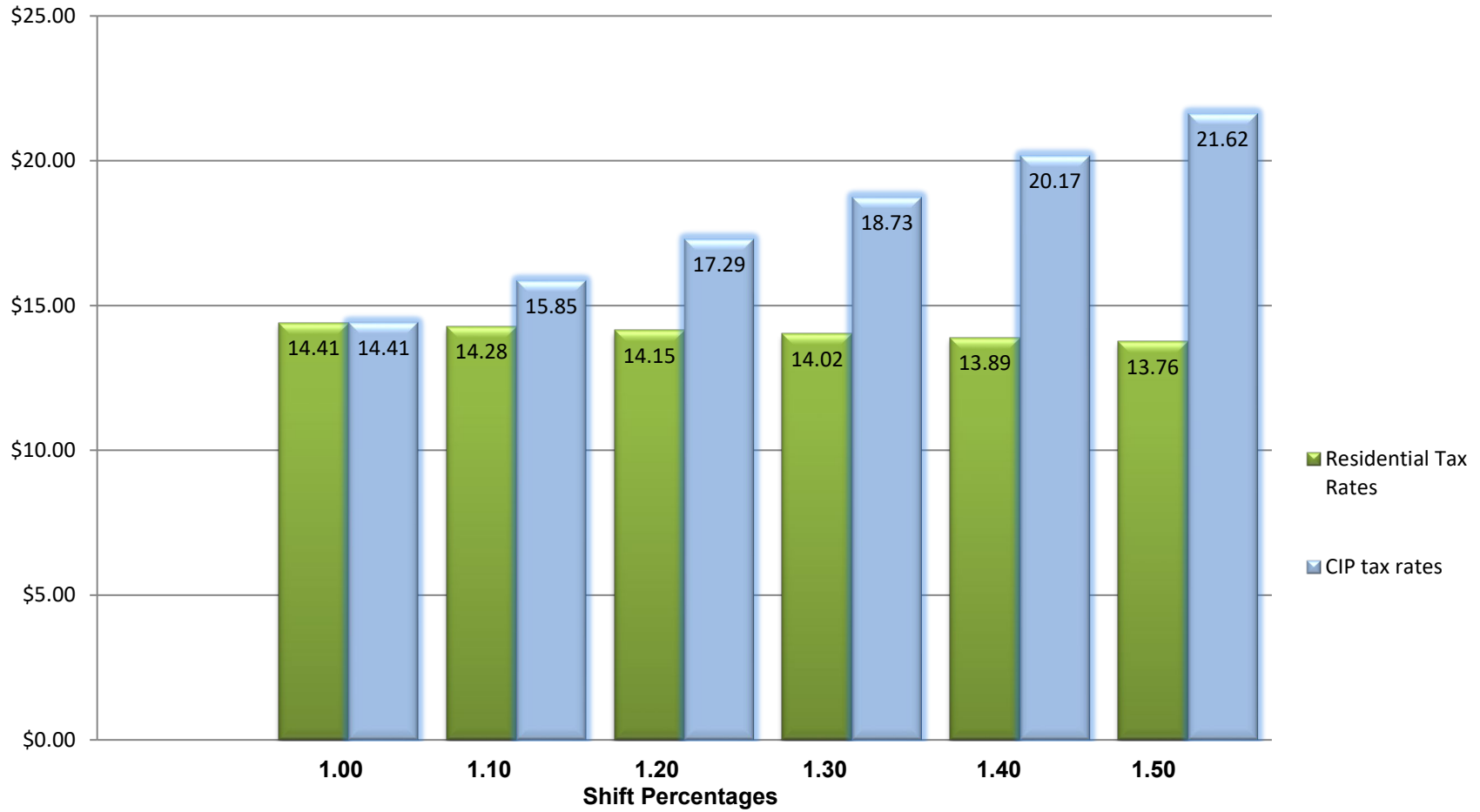
Maximum increase on a commercial/industrial \$100,000 property **\$ 721**

(The average value of a commercial/industrial property is \$391,600)

(The average value of a single-family home is \$372,100)

Tax Rates per 1,000

Tax Rate Alternatives -- Town of South Hadley



MassDOR - Massachusetts Department of Revenue
Division of Local Services
What If ... Scenario Worksheet for FY 2024

South Hadley - 275

CLASS	VALUE	%	
Residential	2,115,994,645	91.7578	R & O %
Open Space	368,300	0.0160	91.7738
Commercial	78,763,160	3.4155	
Industrial	46,547,025	2.0185	C I P %
Personal Property	64,391,229	2.7922	8.2262
Total	2,306,064,359	100.0000	

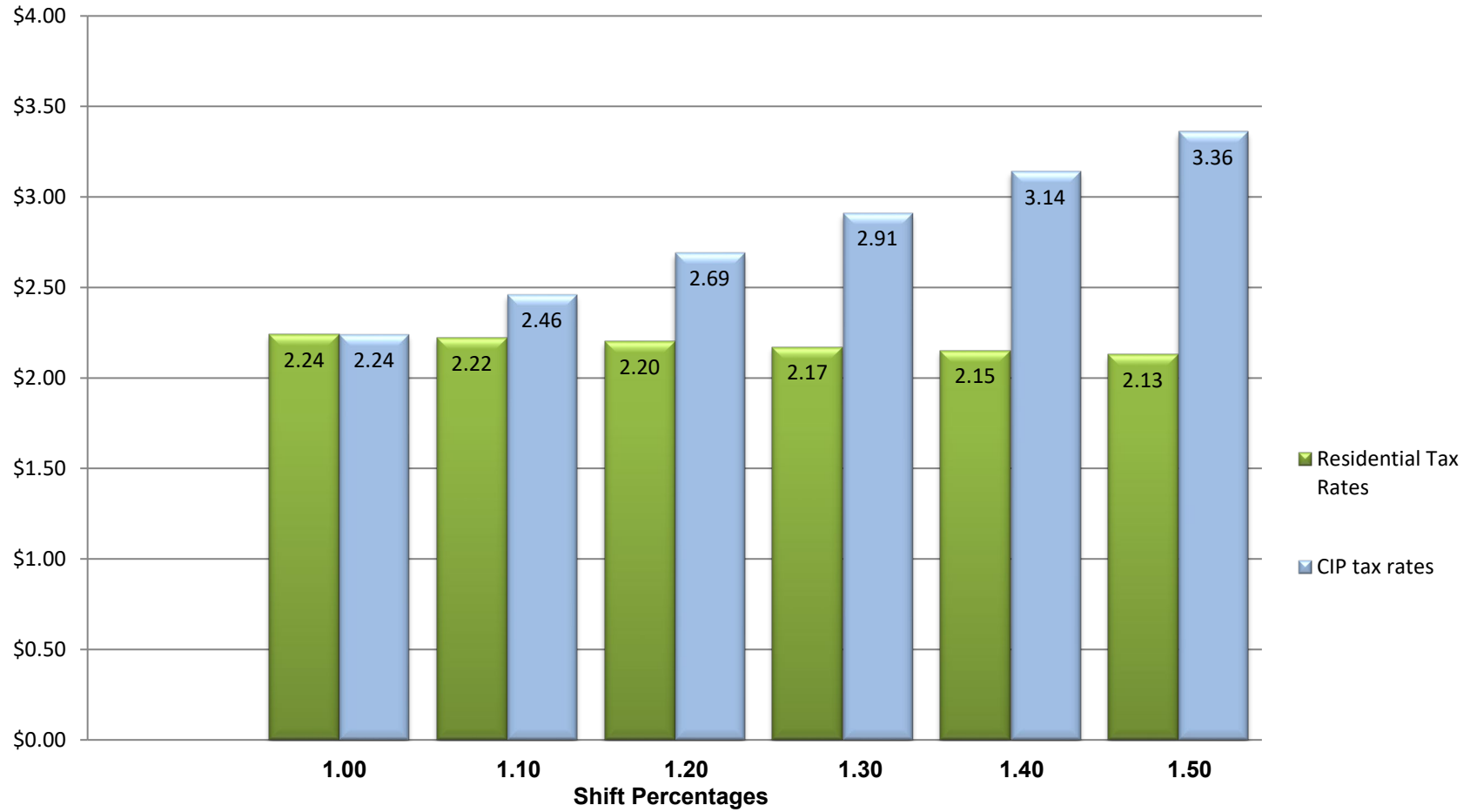
Levy	\$	33,230,387
Single TaxRate	\$	14.41

Note: This table should be used for planning purposes only. Actual calculations may differ slightly due to rounding. For actual calculations, complete Recap.

Share Percentages								Levy Amounts						Estimated Tax Rates				
CIP Shift	Res Factor	Res SP	OS SP	Comm SP	Ind SP	PP SP	Total SP	Res LA	OS LA	Comm LA	Ind LA	PP LA	Total LA	Res ET	OS ET	Comm ET	Ind ET	PP ET
1.0000	1.0000	91.7578	0.0160	3.4155	2.0185	2.7922	100.0000	30,491,472	5,317	1,134,984	670,755	927,859	33,230,387	14.41	14.44	14.41	14.41	14.41
1.0500	0.9955	91.3466	0.0159	3.5863	2.1194	2.9318	100.0000	30,354,816	5,293	1,191,733	704,293	974,252	33,230,387	14.35	14.37	15.13	15.13	15.13
1.1000	0.9910	90.9353	0.0159	3.7571	2.2204	3.0714	100.0000	30,218,160	5,269	1,248,482	737,831	1,020,645	33,230,387	14.28	14.31	15.85	15.85	15.85
1.1500	0.9866	90.5241	0.0158	3.9278	2.3213	3.2110	100.0000	30,081,504	5,245	1,305,231	771,369	1,067,038	33,230,387	14.22	14.24	16.57	16.57	16.57
1.2000	0.9821	90.1128	0.0157	4.0986	2.4222	3.3506	100.0000	29,944,848	5,222	1,361,981	804,906	1,113,431	33,230,387	14.15	14.18	17.29	17.29	17.29
1.2500	0.9776	89.7016	0.0156	4.2694	2.5231	3.4903	100.0000	29,808,192	5,198	1,418,730	838,444	1,159,824	33,230,387	14.09	14.11	18.01	18.01	18.01
1.3000	0.9731	89.2904	0.0156	4.4402	2.6241	3.6299	100.0000	29,671,536	5,174	1,475,479	871,982	1,206,217	33,230,387	14.02	14.05	18.73	18.73	18.73
1.3500	0.9686	88.8791	0.0155	4.6109	2.7250	3.7695	100.0000	29,534,880	5,150	1,532,228	905,520	1,252,609	33,230,387	13.96	13.98	19.45	19.45	19.45
1.4000	0.9641	88.4679	0.0154	4.7817	2.8259	3.9091	100.0000	29,398,224	5,126	1,588,977	939,058	1,299,002	33,230,387	13.89	13.92	20.17	20.17	20.17
1.4500	0.9597	88.0567	0.0154	4.9525	2.9268	4.0487	100.0000	29,261,568	5,102	1,645,727	972,595	1,345,395	33,230,387	13.83	13.85	20.89	20.89	20.89
1.5000	0.9552	87.6454	0.0153	5.1233	3.0278	4.1883	100.0000	29,124,912	5,079	1,702,476	1,006,133	1,391,788	33,230,387	13.76	13.79	21.62	21.62	21.61

Tax Rates per 1,000

Tax Rate Alternatives -- Fire District #1



**MassDOR - Massachusetts Department of Revenue
Division of Local Services
What If ... Scenario Worksheet for FY 2024**

So. Hadley Fire #1 - 493

CLASS	VALUE	%
Residential	1,562,020,410	90.9717 R & O %
Open Space	0	0.0000 90.9717
Commercial	66,126,920	3.8512
Industrial	44,684,900	2.6024 C I P %
Personal Property	44,207,652	2.5747 9.0283
Total	1,717,039,882	100.0000

CLASSIFICATION OPTIONS
Residential Exemption
Small Commercial Exemption
Open Space Discount

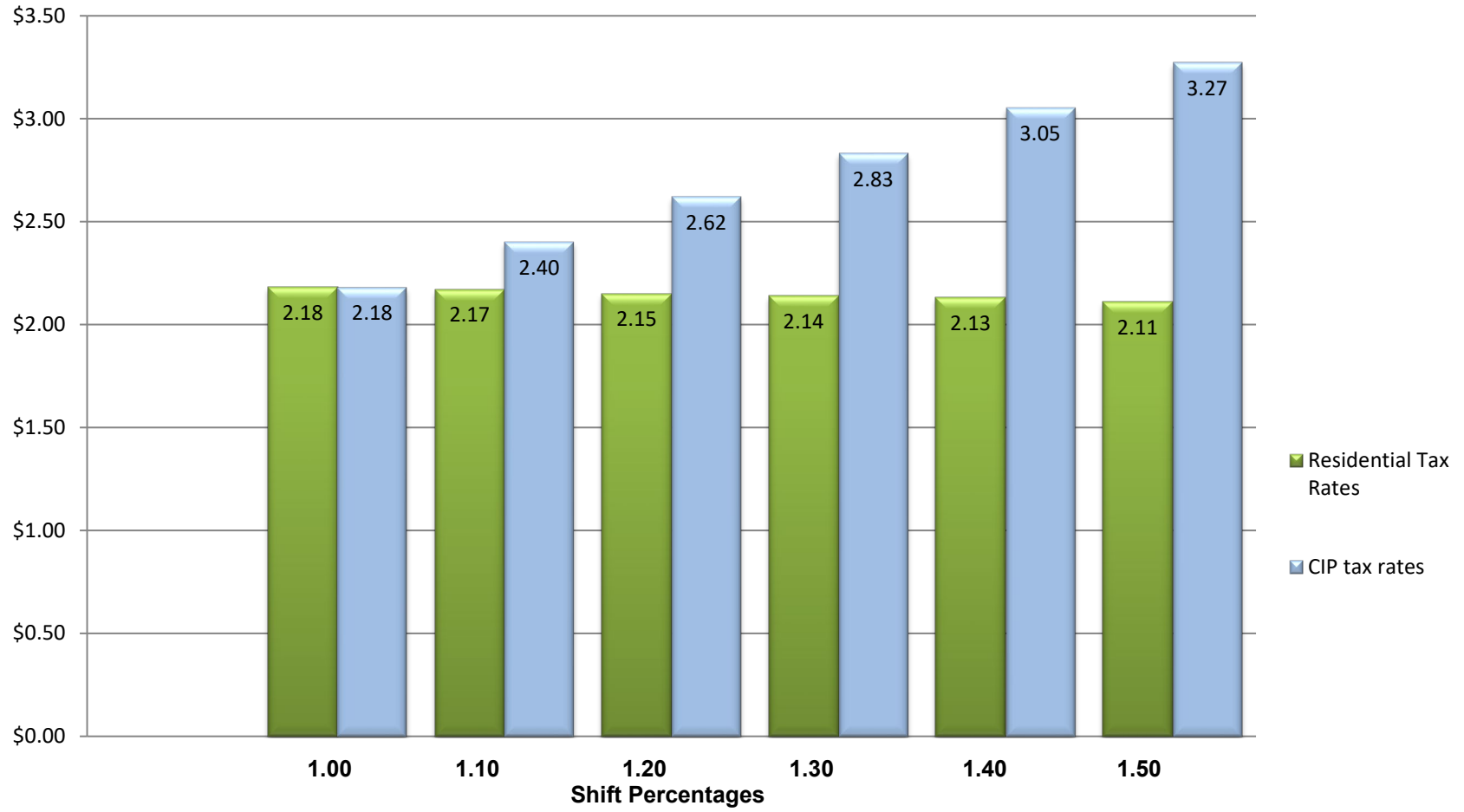
Levy	3,846,169
Single TaxRate	2.24

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Share Percentages								Levy Amounts						Esimated Tax Rates				
CIP Shift	Res Factor	Res SP	OS SP	Comm SP	Ind SP	PP SP	Total SP	Res LA	OS LA	Comm LA	Ind LA	PP LA	Total LA	Res ET	OS ET	omm ET	Ind ET	PP ET
1.0000	1.0000	90.9717	0.0000	3.8512	2.6024	2.5747	100.0000	3,498,925.0000	0.0000	148,124.0000	100,093.0000	99,027.0000	3,846,169.0000	2.2400	0.0000	2.2400	2.2400	2.2400
1.0500	0.9950	90.5203	0.0000	4.0438	2.7325	2.7034	100.0000	3,481,563.0000	0.0000	155,530.0000	105,097.0000	103,979.0000	3,846,169.0000	2.2300	0.0000	2.3500	2.3500	2.3500
1.1000	0.9901	90.0689	0.0000	4.2363	2.8626	2.8322	100.0000	3,464,201.0000	0.0000	162,936.0000	110,102.0000	108,930.0000	3,846,169.0000	2.2200	0.0000	2.4600	2.4600	2.4600
1.1500	0.9851	89.6175	0.0000	4.4289	2.9928	2.9609	100.0000	3,446,839.0000	0.0000	170,342.0000	115,107.0000	113,881.0000	3,846,169.0000	2.2100	0.0000	2.5800	2.5800	2.5800
1.2000	0.9802	89.1660	0.0000	4.6214	3.1229	3.0896	100.0000	3,429,477.0000	0.0000	177,748.0000	120,111.0000	118,833.0000	3,846,169.0000	2.2000	0.0000	2.6900	2.6900	2.6900
1.2500	0.9752	88.7146	0.0000	4.8140	3.2530	3.2184	100.0000	3,412,114.0000	0.0000	185,155.0000	125,116.0000	123,784.0000	3,846,169.0000	2.1800	0.0000	2.8000	2.8000	2.8000
1.3000	0.9702	88.2632	0.0000	5.0066	3.3831	3.3471	100.0000	3,394,752.0000	0.0000	192,561.0000	130,121.0000	128,736.0000	3,846,169.0000	2.1700	0.0000	2.9100	2.9100	2.9100
1.3500	0.9653	87.8118	0.0000	5.1991	3.5132	3.4758	100.0000	3,377,390.0000	0.0000	199,967.0000	135,125.0000	133,687.0000	3,846,169.0000	2.1600	0.0000	3.0200	3.0200	3.0200
1.4000	0.9603	87.3604	0.0000	5.3917	3.6434	3.6046	100.0000	3,360,028.0000	0.0000	207,373.0000	140,130.0000	138,638.0000	3,846,169.0000	2.1500	0.0000	3.1400	3.1400	3.1400
1.4500	0.9553	86.9090	0.0000	5.5842	3.7735	3.7333	100.0000	3,342,666.0000	0.0000	214,779.0000	145,134.0000	143,590.0000	3,846,169.0000	2.1400	0.0000	3.2500	3.2500	3.2500
1.5000	0.9504	86.4576	0.0000	5.7768	3.9036	3.8621	100.0000	3,325,304.0000	0.0000	222,185.0000	150,139.0000	148,541.0000	3,846,169.0000	2.1300	0.0000	3.3600	3.3600	3.3600

Tax Rates per 1,000

Tax Rate Alternatives -- Fire District #2



**MassDOR - Massachusetts Department of Revenue
Division of Local Services
What If ... Scenario Worksheet for FY 2024**

So. Hadley Fire #2 - 494

CLASS	VALUE	%	
Residential	593,424,635	94.2770	R & O %
Open Space	368,300	0.0585	94.3355
Commercial	12,636,240	2.0075	
Industrial	1,862,125	0.2958	C I P %
Personal Property	21,156,818	3.3612	5.6645
Total	629,448,118	100.0000	

CLASSIFICATION OPTIONS
Residential Exemption
Small Commercial Exemption
Open Space Discount

Levy	1,372,197
Single TaxRate	2.18

Note: This table should be used for planning purposes only. Actual calculations may differ slightly due to rounding. For actual calculations, complete Recap.

CIP Shift	Share Percentages							Levy Amounts						Esimated Tax Rates				
	Res Factor	Res SP	OS SP	Comm SP	Ind SP	PP SP	Total SP	Res LA	OS LA	Comm LA	Ind LA	PP LA	Total LA	Res ET	OS ET	Comm ET	Ind ET	PP ET
1.0000	1.0000	94.2770	0.0585	2.0075	0.2958	3.3612	100.0000	1,293,666	803	27,547	4,059	46,122	1,372,197	2.18	2.18	2.18	2.18	2.18
1.0500	0.9970	93.9939	0.0583	2.1079	0.3106	3.5293	100.0000	1,289,782	800	28,924	4,262	48,428	1,372,197	2.17	2.17	2.29	2.29	2.29
1.1000	0.9940	93.7109	0.0581	2.2083	0.3254	3.6973	100.0000	1,285,898	798	30,302	4,465	50,735	1,372,197	2.17	2.17	2.40	2.40	2.40
1.1500	0.9910	93.4278	0.0580	2.3086	0.3402	3.8654	100.0000	1,282,014	796	31,679	4,668	53,041	1,372,197	2.16	2.16	2.51	2.51	2.51
1.2000	0.9880	93.1448	0.0578	2.4090	0.3550	4.0334	100.0000	1,278,130	793	33,056	4,871	55,347	1,372,197	2.15	2.15	2.62	2.62	2.62
1.2500	0.9850	92.8617	0.0576	2.5094	0.3698	4.2015	100.0000	1,274,246	791	34,434	5,074	57,653	1,372,197	2.15	2.15	2.72	2.72	2.73
1.3000	0.9820	92.5787	0.0574	2.6098	0.3845	4.3696	100.0000	1,270,362	788	35,811	5,277	59,959	1,372,197	2.14	2.14	2.83	2.83	2.83
1.3500	0.9790	92.2956	0.0573	2.7101	0.3993	4.5376	100.0000	1,266,478	786	37,188	5,480	62,265	1,372,197	2.13	2.13	2.94	2.94	2.94
1.4000	0.9760	92.0126	0.0571	2.8105	0.4141	4.7057	100.0000	1,262,594	783	38,566	5,683	64,571	1,372,197	2.13	2.13	3.05	3.05	3.05
1.4500	0.9730	91.7295	0.0569	2.9109	0.4289	4.8737	100.0000	1,258,710	781	39,943	5,885	66,877	1,372,197	2.12	2.12	3.16	3.16	3.16
1.5000	0.9700	91.4465	0.0567	3.0113	0.4437	5.0418	100.0000	1,254,826	779	41,320	6,088	69,183	1,372,197	2.11	2.11	3.27	3.27	3.27

**South Hadley Valuation
Fiscal 2000-2024**

	Valuation by class					% of Total Valuation		Total Valuation	% chng
	(R)esidential	(O)pen	(C)ommercial	(I)ndustrial	(P)ersonal	R&O %	CIP %		
2024	\$ 2,115,994,645	\$ 368,300	\$ 78,763,160	\$ 46,547,025	\$ 64,391,229	91.77%	8.23%	\$ 2,306,064,359	11.2%
2023	\$ 1,907,433,135	\$ 365,700	\$ 73,007,815	\$ 44,056,775	\$ 48,041,418	92.04%	7.97%	\$ 2,072,904,843	10.2%
2022	\$ 1,727,170,944	\$ 365,600	\$ 69,922,005	\$ 42,714,500	\$ 41,409,202	91.81%	8.19%	\$ 1,881,582,251	7.5%
2021	\$ 1,602,366,944	\$ 364,000	\$ 68,848,185	\$ 42,281,500	\$ 37,114,829	91.53%	8.47%	\$ 1,750,975,458	5.5%
2020	\$ 1,514,543,900	\$ 381,100	\$ 69,285,525	\$ 42,104,700	\$ 33,089,198	91.29%	8.71%	\$ 1,659,404,423	4.1%
2019	\$ 1,456,736,301	\$ 379,800	\$ 68,864,815	\$ 40,075,350	\$ 27,752,189	91.42%	8.58%	\$ 1,593,808,455	3.3%
2018	\$ 1,409,962,929	\$ 378,400	\$ 66,451,100	\$ 38,947,600	\$ 26,495,729	91.45%	8.55%	\$ 1,542,235,758	3.9%
2017	\$ 1,351,301,493	\$ 378,400	\$ 69,892,720	\$ 37,458,000	\$ 25,817,432	91.03%	8.97%	\$ 1,484,848,045	2.2%
2016	\$ 1,319,449,500	\$ 378,400	\$ 70,660,110	\$ 35,342,100	\$ 26,598,515	90.87%	9.13%	\$ 1,452,428,625	3.0%
2015	\$ 1,277,583,605	\$ 378,000	\$ 68,480,570	\$ 38,481,200	\$ 24,649,555	90.66%	9.34%	\$ 1,409,572,930	-0.1%
2014	\$ 1,279,016,795	\$ 378,000	\$ 67,685,580	\$ 38,273,600	\$ 25,386,665	90.69%	9.31%	\$ 1,410,740,640	-5.1%
2013	\$ 1,344,616,660	\$ 394,800	\$ 73,258,675	\$ 40,364,275	\$ 27,651,467	90.49%	9.51%	\$ 1,486,285,877	0.6%
2012	\$ 1,338,967,050	\$ 394,800	\$ 73,138,775	\$ 37,986,675	\$ 26,844,020	90.66%	9.34%	\$ 1,477,331,320	0.6%
2011	\$ 1,331,499,955	\$ 394,800	\$ 72,928,670	\$ 39,093,875	\$ 25,308,939	90.65%	9.34%	\$ 1,469,226,239	0.4%
2010	\$ 1,322,522,955	\$ 394,800	\$ 72,916,470	\$ 39,220,375	\$ 28,104,763	90.40%	9.60%	\$ 1,463,159,363	-7.6%
2009	\$ 1,432,874,625	\$ 227,100	\$ 77,770,275	\$ 41,524,100	\$ 31,020,054	90.50%	9.50%	\$ 1,583,416,154	1.4%
2008	\$ 1,421,229,395	\$ 227,100	\$ 78,538,305	\$ 40,753,400	\$ 20,233,072	91.10%	8.90%	\$ 1,560,981,272	1.3%
2007	\$ 1,405,229,955	\$ 227,100	\$ 78,316,345	\$ 40,666,500	\$ 16,112,248	91.20%	8.80%	\$ 1,540,552,148	11.5%
2006	\$ 1,255,576,565	\$ 219,200	\$ 70,816,835	\$ 41,016,500	\$ 14,379,499	90.90%	9.10%	\$ 1,382,008,599	20.2%
2005	\$ 1,037,951,150	\$ 212,600	\$ 62,253,850	\$ 35,816,100	\$ 13,455,729	90.30%	9.70%	\$ 1,149,689,429	1.8%
2004	\$ 1,018,133,850	\$ 212,600	\$ 60,685,850	\$ 35,768,600	\$ 15,068,698	90.10%	9.90%	\$ 1,129,869,598	25.7%
2003	\$ 792,296,800	\$ 246,300	\$ 56,570,500	\$ 35,635,400	\$ 14,179,315	88.20%	11.80%	\$ 898,928,315	1.0%
2002	\$ 784,915,600	\$ 246,300	\$ 55,257,100	\$ 36,085,600	\$ 13,913,492	88.20%	11.80%	\$ 890,418,092	0.8%
2001	\$ 780,110,000	\$ 246,300	\$ 54,414,300	\$ 35,647,600	\$ 12,995,911	88.30%	11.70%	\$ 883,414,111	12.1%
2000	\$ 698,497,900	\$ 245,300	\$ 45,443,400	\$ 31,846,100	\$ 12,103,421	88.70%	11.30%	\$ 788,136,121	

12/1/2023

**Analysis of average single family tax bill.
FY 24 (Estimated)
vs.
FY 23 (Actual)**

<u>PROPOSED</u>	<u>ESTIMATED</u>				
Average Single Family Home Value for FY 2024	Taxes for <u>Fiscal 2024</u> Town \$14.41	Average Single Family Home Value for FY 2023	Actual Taxes for <u>Fiscal 2023</u> Town \$15.42		
\$ 372,100	\$ 5,361.96	\$ 333,000	\$ 5,134.86	\$ 227.10	increase over last fiscal year 4.42% increase to the tax bill
	<u>Fiscal 2024</u> FD #1 \$2.24		<u>Fiscal 2023</u> FD #1 \$2.13		
\$ 372,100	\$ 833.50	\$ 333,000	\$ 709.29	\$ 124.21	increase over last fiscal year 17.5% increase to the tax bill
	<u>Fiscal 2024</u> FD #2 \$2.18		<u>Fiscal 2023</u> FD #2 \$2.35		
\$ 372,100	\$ 811.18	\$ 333,000	\$ 782.55	\$ 28.63	increase over last fiscal year 3.66% increase to the tax bill

\$ 351.31	Average FD#1 single family increase
\$ 255.73	Average FD#2 single family increase

**Analysis of Comm/Ind average tax bill
FY 24 (Estimated)
vs.
FY 23 (Actual)**

<u>PROPOSED</u>	<u>ESTIMATED</u>				
Average Commercial Industrial Value FY 2024	Taxes for Fiscal 2024 Town \$14.41	Average Commercial Industrial Value FY 2023	Taxes for Fiscal 2023 Town \$15.42		
\$ 391,600	\$ 5,642.96	\$ 367,000	\$ 5,659.14	\$ (16.18)	decrease over last fiscal year .29 % decrease to the tax bill
	Fiscal 2024 FD #1 \$2.24		Fiscal 2023 FD #1 \$2.13		
\$ 391,600	\$ 877.18	\$ 367,000	\$ 781.71	\$ 95.47	increase over last fiscal year 12.21% increase to the tax bill
	Fiscal 2024 FD #2 \$2.18		Fiscal 2023 FD #2 \$2.24		
\$ 391,600	\$ 853.69	\$ 367,000	\$ 862.45	\$ (8.76)	decrease over last fiscal year 1.02 % decrease to the tax bill

Average FD#1 comm/industrial	
\$ 79.29	increase
Average FD#2 comm/industrial	
\$ (24.95)	increase



OD-120

1 Day Alcohol License

Status: Active

Submitted On: 11/21/2023

Primary Location

No location

Applicant Email

Check this box if the applicant does not have an email address.

Applicants CANNOT purchase alcoholic beverages from a package store. Per the ABCC, please see the list of authorized sources from which to purchase alcohol here: <https://www.mass.gov/info-details/apply-for-a-special-license-or-permit-abcc>

APPLICATIONS MUST BE SUBMITTED AT LEAST TWO WEEKS IN ADVANCE OF AN EVENT. APPLICATIONS SUBMITTED LESS THAN TWO WEEKS IN ADVANCE WILL NOT BE ACCEPTED FOR REVIEW BY THE SELECTBOARD.

Permit Info

Permit For*

1 Day Beer and Wine

Check This Box to Request Multiple Dates

Check This Box If Event(s) Is/Are Being Held On Town Property

Check this box to acknowledge that individual applicants can be approved for up to 30 permits per year. *

Event Details

Date of Event*	Alternate Date
12/12/2023	–
I acknowledge that the alternate date is only valid if the event is rescheduled.	Name or Organization Hosting Event*
<input type="checkbox"/>	Dean of Faculty - End of Semester Celebration
Art Gallery Lobby	
Describe in a paragraph specific details of the event and what is taking place.*	
Reception hosted by College Provost for Faculty	
Provide a description of where alcohol will be sold and consumed on site.*	Describe how you will designate to where alcohol sales and consumption will be limited on site.*
Art Gallery Lobby	Alcohol will be consumed inside the room.
Street address of where the event is held*	Hours of operation (Ex. 8:00 AM - 5:00 PM)*
50 College Street	2:30pm - 7:30pm

Signature

I acknowledge that issuance of a 1 Day Alcohol license does not exempt me from additional licensing requirements (ex. entertainment license, mobile food permit, etc.).*



By checking this box and typing my name I do hereby certify under the pains and penalties of perjury that the information provided in this application is true and correct.*



Type your full name*

Elizabeth Sawyer



SAL-19

Selectboard Annual License

Status: Active

Submitted On: 11/17/2023

Primary Location

426 NEWTON ST

South Hadley, MA 01075

Owner

SUGERTOWN INVESTORS

426 NEWTON ST SOUTH HADLEY, MA 01075

Applicant Email

Check this box if the applicant does not have an email address.

Business Information

Business Name*

7-Eleven 15405J

Phone*

413-532-2021

Owner Name*

7-Eleven, Inc.

City*

Dallas

Mailing Address*

PO Box 139044, Attn: Licensing

Zip*

75313

State*

TX

DBA

7-Eleven 15405J

Person Responsible for Daily Operation Name*

Brian Lee, General Manager

Phone Number*

413-362-5545

Email Address*

bleeit@gmail.com

Permit Info

 **Effective Date**

—

In an effort to streamline application, issuance and renewal of annual licenses, all licenses issued by the Selectboard (with the exception of Alcohol Licenses) will be issued under one Selectboard Annual License. Please check the box indicating ALL licenses you are applying for below.

Entertainment Licenses

Automatic Amusement Device

Carry In (BYOB)

Common Victualler

Entertainment

Juke Box

Sunday Entertainment

Secondhand Licenses

Junk Dealer

Junk Collector

Used Car Dealer

🔒 Amendments:

Miscellaneous Licenses

Theater

Hawker/Peddler

Livery

Workers Comp Insurance Affidavit

I am an employer with full and/or part time employees.

of employees

5

I am a sole proprietor or partnership and have no employees working for me in any capacity.

We are a corporation and its officers have exercised their right of exemption per c. 152, s. 1(4), and we have no employees.



We are a non-profit organization, staffed by volunteers, with no employees.

Business Type*

Other

Other (Describe)

Convenience Store

Attach a copy of the worker's compensation policy declaration page (showing the policy number and expiration date)

I do hereby ceretify under the pains and penalties of pejury that the information provided above is true and correct.*

INTERNATIONAL GOLF MAINTENANCE

GOLF OPERATIONS REPORT

The Ledges Golf Club

Fall 2023



International Golf Maintenance
5385 Gateway Blvd. Suite 12
Lakeland, FL 33811
P: 800-413-5500
golfmaintenance.com



NOVEMBER 2023

- Customer service and customer satisfaction continues to be terrific. The very top of the market segment. Revenue growth can be attributed to the positive view and consistency high standard of care and service. The course has become a leader in the region.
- Limitations in resources have impacted short-term and long-term revenue projections as well as the long-term sustainability of the business. As the asset ages, reinvestment and timely replacement is required to insure the future success.

Ledges Golf Club

18 Mulligan Dr, South Hadley, MA

4.2 ★★★★★ 110 reviews ⓘ

Most relevant Newest Highest Lowest

GOLFPASS Rating Index ⓘ

★★★★★

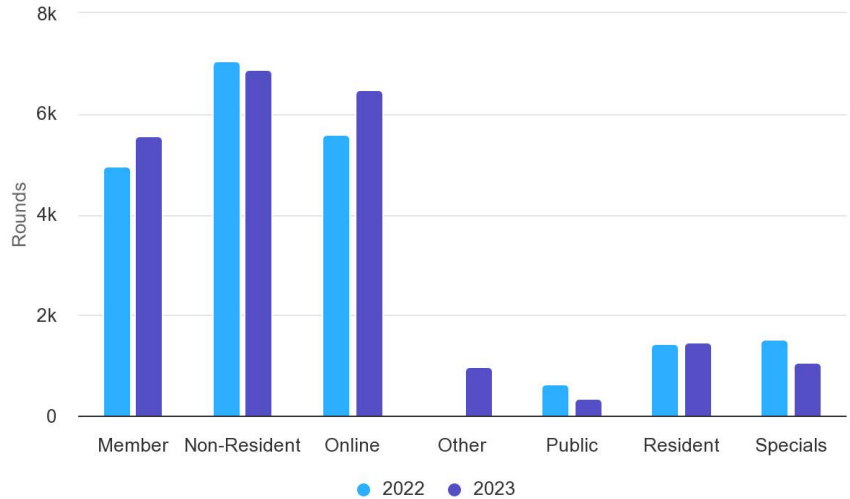
All Time

Last 6 Months

Last 12 Months

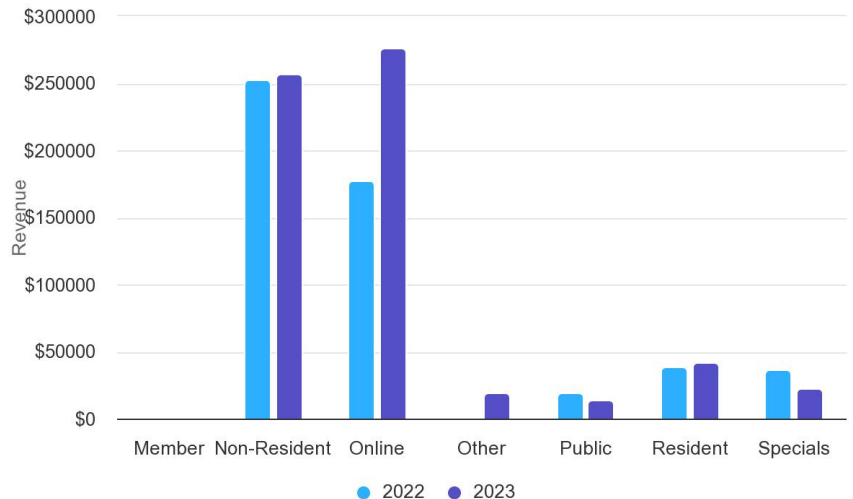
Off-Course Amenities:	★★★★★	Staff Friendliness:	★★★★★
Value:	★★★★★	Course Layout:	★★★★★
Pace of Play:	★★★★★	Course Conditions:	★★★★★

Rounds by Green Fee Category



Revenue increases are the result of increased average revenue per golfer. This is a great measure of success.

Revenue by Green Fee Category



Ledges GC: 2022/2023 Monthly Sales Comparison					
	2022		2023		<u>Difference</u>
January	\$0.04	January	\$5,926.15	January	\$5,926.11
February	\$7,900	February	\$0.00 (Burst Pipe)	February	(\$7,900)
March	\$67,500.84	March	\$9,046.00 Burst Pipe	March	(\$58,455)
April	\$122,344.22	April	\$172,599.99	April	\$50,255.77
May	\$218,816.52	May	\$271,537.40	May	\$52,720.88
June	\$281,949.02	June	\$283,906.50	June	\$1,957.48
July	\$238,957.76	July	\$245,706.49	July	\$6,748.73
August	\$236,678.16	August	\$282,228.24	August	\$45,550.08
September	\$162,022.78	September	\$186,088.34	September	\$24,065.56
October	\$147,157.45	October	\$148,861.45	October	\$1,704
November	\$50,001.62	November	\$47,659.11	November	(\$2,342.51)
December	\$17,447.22	December	\$0.00 (TBD)	December	(\$17,447.22)

Total

\$1,550,775.63

\$1,653,559.67

\$102,784.04

Substantiation for Expense Request

Operations - \$798,600

Maintenance - \$701,762

- Irrigation repair / Parts availability - With the age of the system, it has become increasingly difficult to source repair parts making R&M more expensive.
- Bunker sand replenishment - The bunkers are in need of topping off the sand to maintain quality and playability.
- Drainage repair / Summer storms / Deterioration - Due to tree root competition, heaving during the winter and normal aging, there are an abundance of drainage repairs needed. Poor drainage affects playability and discourages play during wet periods.
- Cart paths / Maintenance, washouts / Quality, perception / Stone dust - Behind greens and bunkers, cart paths are a major point of emphasis by golfers, and the rutted cart paths are very rough on the golf carts.
- Clubhouse FF&E - Numerous items in the restaurant need to be updated.
- The competition is investing in their product and closing the gap on 'The Ledges' being a step ahead. We must avoid being at a higher price point but less competitive in conditions and service.
- We're hosting the Mass Amateur Public Links Championship, which brings notoriety and outsiders to the golf course and to the area.



The Ledges Golf Club
Monthly Revenue Forecast & Tracker



UNOFFICIAL FINANCIALS
Document is an IGM internal tracking tool

Actuals

		2023						2024					
	FY Total	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Food & Beverage	\$ 353,659	\$ 58,275	\$ 77,051	\$ 53,492	\$ 42,010	\$ 3,148	\$ -	\$ -	\$ -	\$ -	\$ 12,497	\$ 48,822	\$ 58,364
Golf Course Revenue	\$ 390,811	\$ 46,689	\$ 42,525	\$ 27,993	\$ 22,985	\$ 23,386	\$ 7,907	\$ -	\$ -	\$ 14,017	\$ 97,094	\$ 55,207	\$ 53,008
Golf Food and Beverage	\$ 7,397	\$ 1,505	\$ 1,283	\$ 860	\$ 640	\$ 596	\$ -	\$ -	\$ -	\$ -	\$ 370	\$ 1,121	\$ 1,023
Green Fees	\$ 788,792	\$ 129,175	\$ 151,286	\$ 96,197	\$ 76,935	\$ 16,592	\$ 2,507	\$ -	\$ -	\$ -	\$ 39,760	\$ 135,201	\$ 141,139
Merchandise	\$ 64,447	\$ 10,063	\$ 10,083	\$ 7,547	\$ 6,291	\$ 4,499	\$ -	\$ -	\$ -	\$ 733	\$ 4,175	\$ 10,166	\$ 10,890
Total	\$ 1,605,106	\$ 245,706	\$ 282,228	\$ 186,088	\$ 148,861	\$ 48,221	\$ 10,415	\$ -	\$ -	\$ 14,750	\$ 153,896	\$ 250,518	\$ 264,423
Forecast	\$ 1,455,433	\$ 219,007	\$ 211,398	\$ 148,223	\$ 134,584	\$ 48,221	\$ 10,415	\$ -	\$ -	\$ 14,750	\$ 153,896	\$ 250,518	\$ 264,423
Variance to Forecast	\$ 149,672	\$ 26,699	\$ 70,831	\$ 37,865	\$ 14,277	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Variance to 2022 / 2023	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

		2022						2023					
	FY Total	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Food & Beverage	\$ 369,657	\$ 61,812	\$ 72,157	\$ 42,147	\$ 39,192	\$ 3,704	\$ 3,103	\$ -	\$ -	\$ -	\$ 17,852	\$ 61,027	\$ 68,663
Golf Course Revenue	\$ 389,321	\$ 42,545	\$ 35,033	\$ 24,142	\$ 22,747	\$ 23,622	\$ 9,884	\$ -	\$ -	\$ 14,159	\$ 107,882	\$ 55,765	\$ 53,543
Golf Food and Beverage	\$ 6,603	\$ 1,217	\$ 1,061	\$ 800	\$ 773	\$ 211	\$ -	\$ -	\$ -	\$ -	\$ 374	\$ 1,133	\$ 1,033
Green Fees	\$ 762,694	\$ 123,754	\$ 119,250	\$ 87,446	\$ 78,909	\$ 17,465	\$ 3,134	\$ -	\$ -	\$ -	\$ 41,853	\$ 142,317	\$ 148,567
Merchandise	\$ 67,005	\$ 9,629	\$ 9,178	\$ 7,488	\$ 5,536	\$ 4,999	\$ 1,326	\$ -	\$ -	\$ 814	\$ 4,639	\$ 11,296	\$ 12,100
Total	\$ 1,595,280	\$ 238,958	\$ 236,678	\$ 162,023	\$ 147,157	\$ 50,001	\$ 17,447	\$ -	\$ -	\$ 14,973	\$ 172,600	\$ 271,537	\$ 283,907
Forecast	\$ 1,468,330	\$ 193,307	\$ 195,441	\$ 181,479	\$ 142,638	\$ 36,994	\$ -	\$ -	\$ 12,900	\$ 70,553	\$ 127,253	\$ 222,816	\$ 284,949

		2021						2022					
	FY Total	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Golf	\$ 960,913	\$ 111,663	\$ 112,602	\$ 112,972	\$ 87,627	\$ 23,882	\$ -	\$ -	\$ 7,900	\$ 66,969	\$ 102,168	\$ 144,025	\$ 191,105
Online	\$ 72,606	\$ 21,827	\$ 20,566	\$ 18,313	\$ 9,674	\$ 2,276	\$ (50)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Merchandise	\$ 49,825	\$ 7,076	\$ 7,017	\$ 6,752	\$ 4,670	\$ 1,871	\$ 20	\$ -	\$ -	\$ -	\$ 3,646	\$ 8,298	\$ 10,475
F&B	\$ 292,960	\$ 43,005	\$ 42,528	\$ 33,153	\$ 25,657	\$ 1,544	\$ -	\$ -	\$ -	\$ 620	\$ 16,638	\$ 49,446	\$ 80,369
Other	\$ 47,232	\$ 4,736	\$ 7,728	\$ 5,289	\$ 10,010	\$ 2,421	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 17,048	\$ -
Total	\$ 1,423,536	\$ 188,307	\$ 190,441	\$ 176,479	\$ 137,638	\$ 31,994	\$ (30)	\$ -	\$ 7,900	\$ 67,589	\$ 122,452	\$ 218,817	\$ 281,949

		2020						2021					
	FY Total	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Golf	\$ 976,048	\$ 122,177	\$ 128,583	\$ 128,925	\$ 72,027	\$ 36,537	\$ -	\$ -	\$ 8,595	\$ 54,279	\$ 127,829	\$ 145,487	\$ 151,609
Online	\$ 132,333	\$ 19,391	\$ 16,744	\$ 17,958	\$ 12,866	\$ 6,038	\$ (50)	\$ -	\$ -	\$ 1,628	\$ 14,912	\$ 19,759	\$ 23,087
Merchandise	\$ 50,647	\$ 6,927	\$ 6,337	\$ 5,766	\$ 4,698	\$ 2,743	\$ 20	\$ -	\$ -	\$ 365	\$ 6,524	\$ 8,120	\$ 9,147
F&B	\$ 248,073	\$ 33,972	\$ 38,695	\$ 30,595	\$ 17,107	\$ 2,620	\$ -	\$ -	\$ -	\$ 799	\$ 21,571	\$ 47,490	\$ 55,224
Other	\$ 25,631	\$ 2,355	\$ 2,047	\$ 1,606	\$ 923	\$ 414	\$ -	\$ -	\$ -	\$ -	\$ 3,950	\$ 3,166	\$ 11,170
Total	\$ 1,432,732	\$ 184,822	\$ 192,406	\$ 184,850	\$ 107,621	\$ 48,352	\$ (30)	\$ -	\$ 8,595	\$ 57,071	\$ 174,786	\$ 224,022	\$ 250,237



The Ledges Golf Club
Financial Update 2023_10_31



	FY 2022		FY 2023		FY 2024		FY 2025
	Estimated / Budgeted	Actual Revenue	Estimated / Budgeted	Actual Revenue	Estimated / Budgeted	YTD	Estimated / Budgeted
Revenues:							
Greens Fee's / Cart Rentals	\$ 980,531	\$ 1,045,539	\$ 1,089,907	\$ 1,152,015	\$ 1,097,930	\$ 598,072	\$ 1,196,744
Pro Shop	\$ 54,451	\$ 53,658	\$ 52,593	\$ 67,005	\$ 66,035	\$ 33,984	\$ 70,988
Driving Range	\$ 9,653	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Misc./ Lessons/ Gift Certificates	\$ -	\$ -	\$ 49,439	\$ 6,603	\$ -	\$ -	\$ -
Food & Beverage	\$ 276,539	\$ 365,454	\$ 276,391	\$ 369,657	\$ 291,469	\$ 230,828	\$ 335,189
Total Revenues	\$ 1,321,174	\$ 1,464,652	\$ 1,468,330	\$ 1,595,280	\$ 1,455,434	\$ 862,884	\$ 1,602,921
Operating Expenses:							
Management Fee	\$ 36,000	\$ 36,000	\$ 36,000	\$ 36,000	\$ 39,900	\$ 39,900	\$ 39,900
Operations Expense	\$ 671,129	\$ 671,129	\$ 711,129	\$ 711,129	\$ 726,241	\$ 726,241	\$ 798,600
Maintenance Contract	\$ 571,932	\$ 571,932	\$ 612,229	\$ 612,229	\$ 625,239	\$ 625,239	\$ 701,762
Total Operating Expenses	\$ 1,279,061	\$ 1,279,061	\$ 1,359,358	\$ 1,359,358	\$ 1,391,380	\$ 1,391,380	\$ 1,540,262
Net Operating							
	\$ 42,114	\$ 185,591	\$ 108,972	\$ 235,922	\$ 64,054	\$ (528,496)	\$ 62,659

Additional Information and Payment form

All players are expected to follow **ALL** club rules and policies

Weekday pass Memberships are good Monday thru Friday, **EXCLUDING** the following holidays: Memorial Day, Independence Day, Labor Day and Columbus Day.

Individual cart packages and daily cart rentals are for one rider only. The second rider **MUST** pay in the golf shop for his/her place on the cart. If a player is walking but wants their bag on the cart the rental fee is the same. All cart operators **MUST** have a valid driver's license.

The term "**Family**" is limited to immediate family members. Immediate family members include spouse and up to two children 18 years of age or younger and living at home or college students 22 years of age or under, living at home and holding a current valid college identification.

This pass is non-refundable and non-transferable.

Tee times for pass holders can be made up to ten days in advance (subject to availability). Pass holders without a tee time will be accommodated based on availability.

By signing this, you have read and understand all rules of this pass. Failure to comply with these rules could result in suspension or termination of the pass. I hereby apply for membership at the Ledges Golf Club and subject to ALL rules and regulations of the Club. This also includes giving permission to the Ledges to charge your credit card listed below on each due date if choosing the 3 payment option.

Pass-holders Signature: _____

Date _____

Payment Options (check one):

- Check payable to: **Ledges Golf Course**.
Mail to: Ledges Golf Club, 18 Mulligan Drive, South Hadley, MA 01075
- Cash
- Credit Card: _____ Visa _____ Master Card _____ AMEX _____ Discover
- Name on Card: _____
- * **Credit card #:** _____ Exp Date: _____ CVC # _____ Zip Code _____

***A 2% SERVICE FEE will be added for those using Bank cards or Credit cards for payment. The Installments will automatically be charged to this card on the due dates.**

CC Signature: _____ Date: _____

Staff Only:

Employee initials

Date

Payment #1: \$ _____ Due by March 31st 2024

Payment #2: \$ _____ Due by April 30th 2024

Payment #3: \$ _____ Due by May 31st 2024

Anyone choosing the installment plan and using a credit card on this form automatically agrees to the club charging this card on the due date of each installment.

Ledges Golf Club Returning Member Offers

As a 2021 member in good standing we would like to encourage your return in 2022 as well as offer you ways to increase the value of your golf membership. We have 2 options to choose from as it relates to the various levels of Annual pass memberships. Take advantage of one or both plans!

Option #1 - Full Payment (Payment made in full by March 31st 2022)

Check one

- ___ - Join as an Adult or Senior 7 day Family Membership - Receive 4 guest passes
- ___ - Join as an Adult or Senior 7 day Single Membership - Receive 3 guest passes
- ___ - Join as an Adult or Senior Weekday Membership - Receive 2 guest passes
- ___ - Join as a Twilight 7 day or Young professional Membership - Receive 2 guest passes
- ___ - Join as a Twilight Weekday Membership - Receive 1 guest pass

Golf Passes are for greens fees only on all non-holiday weekdays as well as after 1pm on weekends.

Golf Passes are **not allowed** for League, Golf outings or any other type of special events

Option #2 - Sponsor a New Member (Limited up to 4 per Membership and cannot exceed the value of your golf membership)

Check one

- ___ - Sponsor an Adult or Senior 7 day Family Membership - Receive \$275 off your 2021 dues
- ___ - Sponsor an Adult or Senior 7 day Single Membership - Receive \$200 off your 2021 dues
- ___ - Sponsor an Adult or Senior Weekday Membership - Receive \$125 off your 2021 dues
- ___ - Sponsor a Twilight 7 day or Young professional Membership - Receive \$125 off your 2021 dues
- ___ - Sponsor a Twilight Weekday Membership - Receive \$75 off your 2021 dues

All Sponsored New Members will receive the same guest pass offer if paid in full by March 31st as well as the \$\$ Discount applied to their 2022 dues!

If sponsoring a new membership please list the individuals name below.

Name of sponsored new member _____

New Members Annual pass category _____

2024 Daily Rate Increase Proposal

<u>Category</u>	<u>2022</u>	<u>2023</u>	<u>2024 (Walk/Ride)</u>
<u>Weekday 18</u>			
Resident	\$ 30.00	\$ 32.00	\$34/\$53
Res. Senior (62+)	\$ 26.00	\$ 28.00	\$30/\$50
Non-Resident	\$ 34.00	\$ 36.00	\$39/\$58
Non-Res Sen (62+)	\$ 28.00	\$ 30.00	\$32/\$52
Sunset (after 5:30)	\$ 26.00	Remove	N/A
Military/Student	\$ 27.00	\$ 28.00	\$30/\$50
Junior (13-17)	\$ 20.00	Pay Your Age	Pay your Age/+\$19
Juniors 12&U (w/ pd adult)	\$ 10.00	\$ 10.00	\$10/\$29
<u>Weekend 18</u>			
Non-Resident	\$ 44.00	\$ 46.00	\$48/\$68
Early Afternoon (1pm-4pm)	\$ 37.00	\$ 40.00	\$42/\$62
Resident (12pm-1pm)	\$ 37.00	\$ 40.00	\$42/\$62
Twilight (after 4pm-5:30pm)	\$ 33.00	\$ 35.00	\$36/\$48
Sunset (after 5:30)	\$ 26.00	Remove	N/A

Military, Senior, Student (after 1pm)	\$ 31.00	\$ 32.00	\$34/\$55
Junior (13-17) after 1pm	\$ 22.00	Pay Your Age	Pay your Age/+\$19
Junior 12&u (w/ pd adult) After 3pm	\$ 10.00	\$ 10.00	\$10/\$30

Weekday 9

Resident	\$ 25.00	\$ 27.00	\$28/\$40
Non-Resident	\$ 26.00	\$ 28.00	\$30/\$41
Junior (13-17)	\$ 14.00	\$ 14.00	\$15/\$26
League (During Scheduled League Time)	\$ 24.00	\$ 27.00	
Juniors 12&u (w/ pd adult)	\$ 10.00	\$ 10.00	\$10/\$22

Weekend 9 (after 1 pm only)

Resident	\$ 27.00	\$ 29.00	\$30/\$42
Non-Resident	\$ 28.00	\$ 30.00	\$32/\$43
Junior (13-17)	\$ 15.00	\$ 15.00	\$15/\$27
Junir 12&u (w/ pd Adult) After 3pm	\$ 10.00	\$ 10.00	\$10/\$22

Cart Fees

18 Holes	\$18.00	\$19.00	
9 Holes	\$10.00	\$10.00	
Twilight	\$10.00	\$10.00	

TOWN OF SOUTH HADLEY

EMPLOYEE PERFORMANCE BASED EVALUATION (PBE) FORM

Review Period: 7/1/23 through 6/30/24

Employee Name: Lisa Wong

Supervisor/Evaluator: Selectboard

Classification/Title: Town Administrator

Department: Town Administration

Objective Setting Meeting Date: December 5, 2023

Mid Year Check-in Date: March 26, 2024 (tentative)

Final Evaluation Date: June 18, 2024 (tentative)

FY2024 Overarching Goals (OG) approved by the Select Board:

1. Communication – Interpersonal, Community and Customer relation
2. Belonging - Diversity, Equity and Inclusion
3. Commitment - Planning, Policy and Action
4. Innovation – Ideas, Improvements and Initiative
5. Proficiency - Management and Fiscal Responsibility

Rating Scale:

- **Competencies:**
 - **Excellent (score = 3):** Performance consistently exceeds expectations. The overall quality of work is excellent and the employee demonstrated going above and beyond. A supporting example is required.
 - **Meets Expectation (score = 2):** Performance consistently meets expectations and the overall quality of work is good.
 - **Needs Improvement (score = 1):** Performance has not met expectations and improvement is needed. A supporting example is required.
- **Objectives:** Each employee is required to have one objective per section. Supervisors are required to have 2 and Department Heads and managers are required to have three.
 - **Completed (score = 3):** Objective was completed within the timeline specified.
 - **In-Progress (score = 2):** Objective was started but is still in progress and not yet completed
 - **Not Undertaken (score = 1):** Objective was not started during the review period.

OG #1: Communication

Interpersonal, Community and Customer relations

OG#1 – Competencies	SCORE
<p>1. Speaks and writes in a clear and concise manner that improves communication with coworkers, the public, vendors and partners.</p> <p>Comments/Examples for scores of 1 or 3:</p>	<div style="border: 1px solid black; width: 100%; height: 100%;"></div>
<p>2. Effective in explaining Town positions, policies, procedures, services, programs and activities as applicable to one’s position.</p> <p>Comments/Examples for scores of 1 or 3:</p>	<div style="border: 1px solid black; width: 100%; height: 100%;"></div>
<p>3. Demonstrates good interpersonal skills and teamwork. Listens attentively to what individuals (members of the public, peers, or supervisors) have to say. Treats others with dignity and respect, and manages conflict with others in ways that preserve good relations.</p> <p>Comments/Examples for scores of 1 or 3:</p>	<div style="border: 1px solid black; width: 100%; height: 100%;"></div>
<p>4. Maintains a customer-oriented attitude during the performance of work-related duties and responsibilities, and if applicable, instills the value of good customer service in those supervised.</p> <p>Comments/Examples for scores of 1 or 3:</p>	<div style="border: 1px solid black; width: 100%; height: 100%;"></div>
<p>OG#1 Competencies Total Score:</p> <p><i>Ratings: Needs Improvement = 1 Meets Expectation = 2 Excellent = 3</i></p>	
OG#1 - Objectives	SCORE
<p>Objective 1 <i>(required)</i> Public Engagement: Develop and enhance public forums to discuss key municipal issues, such as the budget, town operations, projects and initiatives.</p> <p>Comments/Examples: Develop and post resources on website, plan public forums, enhance public information tools. Improve communication and engagement with Town Meeting members. Explore ways to include youth.</p>	<div style="border: 1px solid black; width: 100%; height: 100%;"></div>
<p>Objective 2 <i>(req. for Supervisors, Managers, Dept Heads)</i> Operations: Revamp online permitting tools and provide clear how-to and instructions on common town operations.</p> <p>Comments/Examples: Focus on permitting</p>	<div style="border: 1px solid black; width: 100%; height: 100%;"></div>
<p>Objective 3 <i>(required for Dept. Heads)</i> Marketing: Enhance Town’s reputation and assets.</p> <p>Comments/Examples: Support for cultural efforts and events, collaborate with chamber/MHC and other external partners</p>	<div style="border: 1px solid black; width: 100%; height: 100%;"></div>
<p>OG#1 Objectives Total Score:</p> <p><i>Ratings: Not Undertaken = 1 In-Progress = 2 Completed = 3</i></p>	

OG #2: Belonging

Diversity, Equity and Inclusion

OG#2 – Competencies	SCORE
<p>1. Treats others in a fair, consistent, impartial, and professional manner. Exercises fair and unbiased professional judgment in providing services and arriving at decisions.</p> <p>Comments/Examples for scores of 1 or 3:</p>	
<p>2. Is effective in dealing with people without arousing antagonism and demonstrates an understanding of difficult situations. Seeks to understand alternative perspectives.</p> <p>Comments/Examples for scores of 1 or 3:</p>	
<p>3. Supports an inclusive environment. Creates and supports access to town resources, spaces and opportunities, especially for underrepresented groups. Identify and respond to institutional discrimination and take individual and collective steps to eliminate barriers.</p> <p>Comments/Examples for scores of 1 or 3:</p>	
<p>4. Seek and participate in training and other learning opportunities to make measurable progress for oneself and the community.</p> <p>Comments/Examples for scores of 1 or 3:</p>	
OG#2 Competencies Total Score: <i>Ratings: Needs Improvement = 1 Meets Expectation = 2 Excellent = 3</i>	
OG#2 - Objectives	SCORE
<p>Objective 1 <i>(required)</i> Human Rights Commission: Support work including developing priorities and creating an educational/action strategy.</p> <p>Comments/Examples: Develop reporting structure, survey, support activities.</p>	
<p>Objective 2 <i>(req. for Supervisors, Managers, Dept Heads)</i> Underserved Populations: Enhance understanding of issues facing underserved populations. Seek and implement initiatives to address disparities.</p> <p>Comments/Examples: MVP grant work. Enhance storytelling as part of increasing belonging and awareness.</p>	
<p>Objective 3 <i>(required for Dept. Heads)</i> Personnel: Support diversity in the workplace.</p> <p>Comments/Examples: Enhance training and develop strategies with state grant.</p>	
OG#2 Objectives Total Score: <i>Ratings: Not Undertaken = 1 In-Progress = 2 Completed = 3</i>	

OG #3: Commitment

Planning, Policy and Action

OG#3 – Competencies	SCORE
<p>1. Schedules and plans most efficient use of time. Organizes and plans priorities so they can be accomplished. Effectively handles a variety of projects, assignments, and people. Follows through on work commitments and brings assignments/projects to closure.</p> <p>Comments/Examples for scores of 1 or 3:</p>	<input style="width: 100%; height: 100%;" type="text"/>
<p>2. Keeps the appropriate manager advised of the status of projects and work assignments. Adapts to changing circumstances, policies, and attitudes of others. Is a productive team member in responding to, reviewing, and supporting the ideas of others.</p> <p>Comments/Examples for scores of 1 or 3:</p>	<input style="width: 100%; height: 100%;" type="text"/>
<p>3. Has a full working knowledge of the administrative and operational systems, policies and procedures related to the assigned responsibilities. Understands appropriate methods and techniques. Is familiar with applicable local, state and federal legislation and regulations related to Town services. Remains current and up-to-date in assigned areas of responsibility. If applicable, develops or improves policies.</p> <p>Comments/Examples for scores of 1 or 3:</p>	<input style="width: 100%; height: 100%;" type="text"/>
<p>4. Proactively engages in plans or programs related to the position, such as the Master Plan, Housing Production Plan, and Age and Dementia Friendly initiatives.</p> <p>Comments/Examples for scores of 1 or 3:</p>	<input style="width: 100%; height: 100%;" type="text"/>
<p>OG#3 Competencies Total Score:</p> <p><i>Ratings: Needs Improvement = 1 Meets Expectation = 2 Excellent = 3</i></p>	
OG#3 - Objectives	SCORE
<p>Objective 1 <i>(required)</i> Public Health and Safety: Identify, prioritize and address issues</p> <p>Comments/Examples: Opioid crisis, food insecurity</p>	<input style="width: 100%; height: 100%;" type="text"/>
<p>Objective 2 <i>(req. for Supervisors, Managers, Dept Heads)</i> Town/School Partnership: Build strong partnership for the delivery of services, budgeting and operations.</p> <p>Comments/Examples: Establish regular meetings. Develop leadership team. Discuss new collaborations.</p>	<input style="width: 100%; height: 100%;" type="text"/>
<p>Objective 3 <i>(required for Dept. Heads)</i> Public Works Projects: Implement major projects and ensure adequate resources for ongoing maintenance.</p> <p>Comments/Examples: Judd Brook, traffic</p>	<input style="width: 100%; height: 100%;" type="text"/>
<p>OG#3 Objectives Total Score:</p> <p><i>Ratings: Not Undertaken = 1 In-Progress = 2 Completed = 3</i></p>	

OG #4: Innovation

Ideas, Improvements, Initiative

OG#4 – Competencies	SCORE
<p>1. Proactively seeks solutions and assumes responsibility for dealing with issues.</p> <p>Comments/Examples for scores of 1 or 3:</p>	
<p>2. Demonstrates a willingness to develop and implement new ideas, processes and procedures. Is sensitive to opportunities to improve the quality, efficiency and effectiveness of Town services such as through the development or improvement of technology and processes.</p> <p>Comments/Examples for scores of 1 or 3:</p>	
<p>3. Presents a positive outlook and is willing to devote the time and effort necessary to get the job done and reach high performance standards. Is generally a self-starter and puts available time to productive use.</p> <p>Comments/Examples for scores of 1 or 3:</p>	
<p>4. Shows a commitment to environmental and climate issues as applicable to the job, and willing to engage with important issues in new ways.</p> <p>Comments/Examples for scores of 1 or 3:</p>	
<p>OG#4 Competencies Total Score:</p> <p><i>Ratings: Needs Improvement = 1 Meets Expectation = 2 Excellent = 3</i></p>	
OG#4 - Objectives	SCORE
<p>Objective 1 <i>(required)</i> Sustainability/Climate Change: Energy efficiency and community wide efforts.</p> <p>Comments/Examples: Work towards green communities designation. Education.</p>	
<p>Objective 2 <i>(req. for Supervisors, Managers, Dept Heads)</i> Economic Development: Implement various plans and enhance redevelopment efforts. Apply for grants, create plans, work with businesses.</p> <p>Comments/Examples: Meet businesses, technical resources.</p>	
<p>Objective 3 <i>(required for Dept. Heads)</i> Operations: Increase efficiency and transparency with new processes, technology.</p> <p>Comments/Examples: Internal department committees, cost-benefit analysis. Explore compost as part of Solid Waste/recycling operations. Examine meeting space availability.</p>	

OG#4 Objectives Total Score:		
<i>Ratings: Not Undertaken = 1 In-Progress = 2 Completed = 3</i>		
OG #5: Proficiency		
<i>Management and Fiscal Responsibility</i>		
OG#5 – Competencies		SCORE
1. Consistently performs work duties demonstrating conscientiousness, due diligence and good stewardship of town resources. As appropriate, has a working knowledge of departmental budgetary accounts and complies with fiscal policies and procedures.		
Comments/Examples for scores of 1 or 3:		
2. Uses good judgment and common sense in making decisions. Knows when to take action and what type of action is appropriate. Anticipates stakeholder needs and attitudes, and the impact of policies and procedures, and responds appropriately. Makes ethical decisions, and acts to keep and enhance the public and community’s trust in Town government.		
Comments/Examples for scores of 1 or 3:		
3. Effectively plans, organizes and delegates work. Monitors results and evaluates performance of those supervised, and provides feedback in a timely manner.		
Comments/Examples for scores of 1 or 3:		
4. Elicits respect from others and sets an example of professionalism within the organization. Motivates and communicates well with each member of their staff, identifying and empowering strengths of each individual and mentoring and coaching weaknesses		
Comments/Examples for scores of 1 or 3:		
OG#5 Competencies Total Score:		
<i>Ratings: Needs Improvement = 1 Meets Expectation = 2 Excellent = 3</i>		
OG#5 - Objectives		SCORE
Objective 1 <i>(required)</i>	Workforce: Successful recruitment and retention.	
Comments/Examples: Complete and implement Wage and Compensation Plan, Negotiate with unions. Enhance PBE work product for FY24.		
Objective 2 <i>(req. for Supervisors, Managers, Dept Heads)</i>	Finances: Maintain healthy reserve fund balances and review the financial policies for any updates needed to ensure continued fiscal health.	
Comments/Examples: Develop robust multi-year budget planning process, tools and information with multi-board and stakeholder involvement. Focus on enterprise funds.		
Objective 3 <i>(required for Dept. Heads)</i>	Capital and Maintenance: Create a robust 5 year capital plan, work on mid and long term project funding options.	
Comments/Examples: Work with the new Director of Building Operations to conduct a thorough review of buildings, review contracts and develop a maintenance plan. Work with the schools on plan for Mosier. Integrate schedule for space planning for buildings into the multi-year plan.		

OG#5 Objectives Total Score:	
<i>Ratings: Not Undertaken = 1 In-Progress = 2 Completed = 3</i>	

PBE SUMMARY

PBE Evaluation Criteria - FY2024 Overarching Goals approved by the Select Board		Sub-total Score (from above)
1. Communication	Competencies	
	Objectives	
2. Belonging	Competencies	
	Objectives	
3. Commitment	Competencies	
	Objectives	
4. Innovation	Competencies	
	Objectives	
5. Proficiency	Competencies	
	Objectives	
TOTAL Score		

Overall Evaluation Narrative from Supervisor

Employee Comments

Signatures		
Supervisor:	Date:	

Employee:		Date:	
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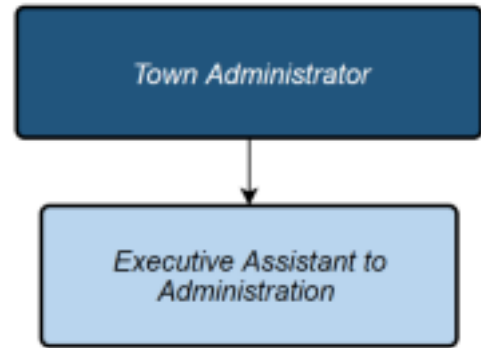
PBE COMPENSATION SUMMARY			
Employee Name:		Position:	
Supervisor:		Department:	
TOTAL FY24 PBE Score	<i>Dept Head/Manager:</i>	<i>Supervisor</i>	<i>Non-supervisor:</i>
	___ out of 105	___ out of 90	___ out of 75
Current Pay & Grade/Step			
COLA			
PBE			
Classification/Step Increase			
New Pay & Grade/Step:		Effective Date:	

Signatures		
Town Administrator:		Date:
Department Head:		Date:

Administration

DEPARTMENT DESCRIPTION

The Town Administrator shall serve as the chief administrative officer under the direction of the Selectboard, and shall perform the duties that are assigned to the Town Administrator by the Selectboard. The Town Administrator oversees day-to-day operations of town government and the implementation of town policies.



FY23 ACCOMPLISHMENTS

- Write and obtain grants in areas such as mental health, public health, infrastructure, and economic development
- Develop robust financial and capital plans and projections
- Support seniors and aging-in-place initiatives, such as providing free transportation to seniors as of April 1.
- Increase budget transparency, education, and public input
- Assemble and help kick-off Human Rights Commission
- Enhance Tri-Board meetings and impact
- Support the town's implementation of the new Master Plan

FY24 STRATEGIC GOALS

- Work on Food insecurity program
- Support DEI efforts, reduction in racial wealth gap
- Complete wage and classification study
- Enhance community engagement, communication, and participation
- Strengthen partnership with the public schools to support students
- Increase preventative maintenance of parks, buildings, and public infrastructure
- Support equity efforts such as accessibility to town buildings and services, and data collection and investment in underserved areas.
- Launch internship opportunities

BACKGROUND: This section of the budget includes information for each department. Below is an early draft of the Administration Department, which includes support for the Selectboard.

CHANGES FROM FY24 TO FY25

- The Department budget is level service. The Assistant Town Administrator/Human Resources Director will be in a different section of the budget and have a separate list of accomplishments and strategic goals.

FY25 STRATEGIC GOALS

- Comprehensive 5 year plan that includes major life cycles of building components
- Mosier School - to be determined
- Implementation of Wage and Classification Plan
- Green Communities Status
- Formation of a cultural alliance
- Support Affordable Housing efforts, including finding properties for investment
- Town Hall study
- Stronger training and retention program

Andrea Miles, Chair
Carol Constant, Vice-Chair
Nicole Casolari, Clerk
Jeff Cyr
Renee Sweeney

Lisa Wong
Town Administrator

Town Administrator's Report to Selectboard December 5, 2023

Administration, Finance and Operations

- **Personnel:** Congratulations to Ed Beattie, who has been promoted to the Highway Superintendent in the Department of Public Works. Congratulations to Officer Felix Perez, who has been promoted to Police Sergeant. Both are long serving and dedicated employees who bring a wealth of experience to their new positions.
- **State Budget: From Jackie Bird (MMA):** The annual hearing where the Department of Revenue and other fiscal experts and economists discuss the prospects for the economy and state revenue over the second half of the current fiscal year and in the fiscal year to come will take place on December 4. Following the hearing, legislative leaders and the administration will reach agreement on a tax revenue forecast for fiscal 2025 that will be used in the governor's budget recommendation, which is due to be filed in January, and the House and Senate budget plans, which are customarily released in April and May, respectively. The hearing is important for municipal officials because it provides insights into the direction of the economy and anticipated state revenue available to fund municipal and school aid programs next year, particularly Unrestricted General Government Aid. Through almost the midpoint of fiscal 2024, state tax collections have been falling below expectations. On Nov. 3, the Department of Revenue announced that year-to-date tax collections for fiscal 2024 totaled approximately \$11.84 billion, which is 2.9% less than the year-to-date benchmark.

Community (HOLIDAY EDITION)

- **Senior Center:** The Senior Center will have a "Warming Tree" for donations of New Hats, Scarves & Mittens, beginning November 27 through to the end of December. We also provide ongoing monthly support to Neighbors Helping Neighbors with collection of non-perishable items (categories listed within our monthly newsletter). For Seniors (60 and up) we will be hosting a free holiday lunch catered by the chefs of Loomis Communities, along with entertainment, to be held Wednesday, Dec 20th.
- **Recreation:** Buttery Brook Park with Santa will take place December 7,8,9,10 and 14,15,16,17 from 530pm to 730pm.
- **Library:** SHPL has a long-standing holiday food drive for Neighbors Helping Neighbors that we hold in the month of December.

- **Police:** The Police held a turkey drive for Thanksgiving. They also had a Stuff the Cruiser with gifts and soup on December 2. Officers participated in the Home Base No Shave November program to raise money for invisible wounds of war for Veterans and their families. The Police Station also had a Toys for Tots drive from November 13 to December 4.
- **Veterans:** The Veterans Director worked with Iona’s and local scout units to do a hot meal delivery on Thanksgiving to senior and veteran families. We also work with Neighbors Helping Neighbor with the food delivery program that provides for families facing food insecurity which includes holiday meal support. The VFW Post in South Hadley presented a \$5000 check to three local food pantries. Mike, Mary Lou and the VFW commander were on mass appeal to talk about food insecurity and the need across Western Mass.

Facilities

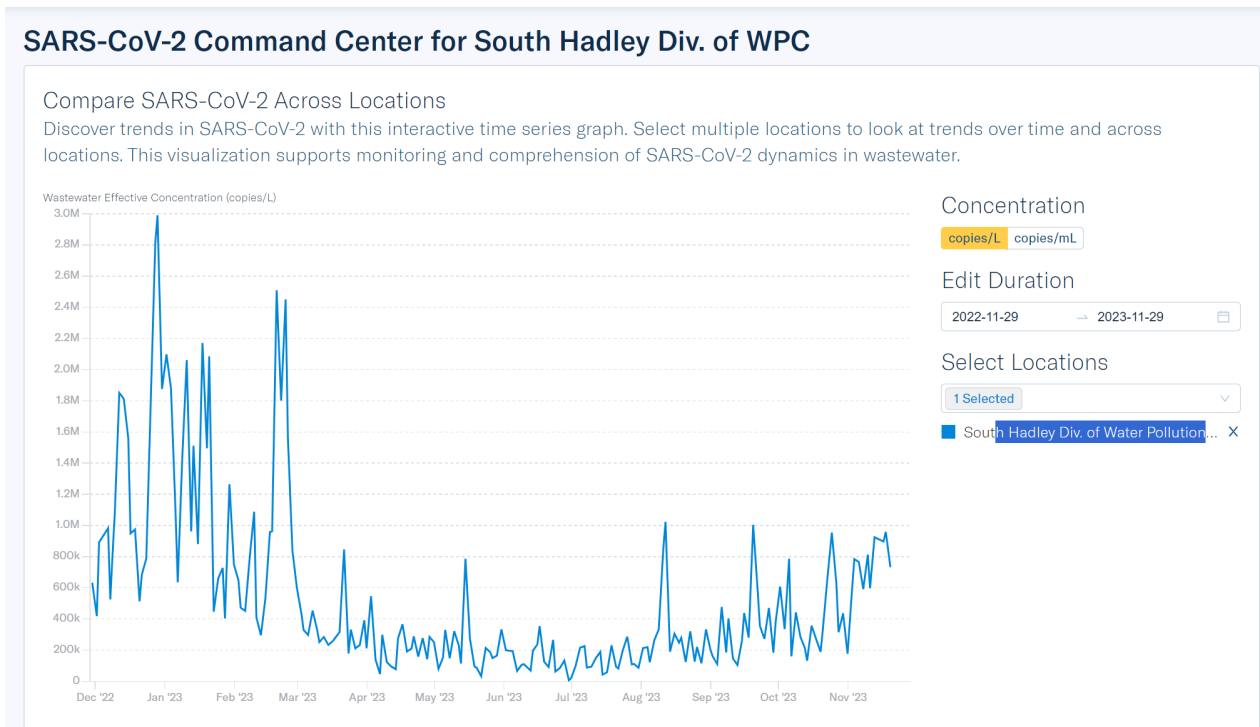
- Insulation repair project is being done next week at Ledges. Abatement at Buttery Brook Park is complete, the permit for demolition has been issued, and waiting for a date from the contractor.

Planning

- **Technical Assistance:** The Pioneer Valley Planning Commission is soliciting proposals for their 2024 round of District Local Technical Assistance Grants. The Town is considering housing and zoning support for this round. Proposals are due on December 8th.

Public Health

- **COVID:** The chart below shows detection of COVID in the town’s wastewater in the past year.



- **COVID:** The tables below show the most recent data on vaccination rates from 7/2 to 11/25/23. Hampshire County is at 21.3% vaccination rate and the Town is 18.5%.

Total	Total vaccinated individuals	18150.00011	18.5%
Age	Under 5 Years	643.7502136	< 20%
Age	5-19 years	3370.466248	< 20%
Age	20-34 years	4078.679443	< 20%
Age	35-49 years	2865.447144	< 20%
Age	50-64 years	3527.114685	< 20%
Age	65-79 years	2550.765259	40%-60%
Age	80+ years	1113.777115	40%-60%
Ethnicity	Hispanic	1280.199782	< 20%
Ethnicity	Non-Hispanic	16869.80025	< 20%
Ethnicity	Unknown or missing ethnicity	0	< 20%
Race	American Indian or Alaskan Native	39.79860506	< 20%
Race	Asian	963.4011734	< 20%
Race	Black or African American	524.3044599	< 20%
Race	Multiracial	1168.872408	< 20%
Race	Native Hawaiian/Pacific Islander	3.68227777	*
Race	Other race	0	< 20%
Race	White	15449.9411	< 20%
Race	Unknown or missing race	0	< 20%
Sex	Female	10804.51929	< 20%
Sex	Male	7345.48082	< 20%
Sex	Other, unknown, or missing sex	0	< 20%

- **FLU:** The tables below show the most recent data on vaccination rates from 7/2 to 11/25/23. Hampshire County is at 33.6% vaccination rate and the Town is 32.1%.

Total	Total vaccinated individuals	18150.00011	32.1%
Age	Under 5 Years	643.7502136	20%-40%
Age	5-19 years	3370.466248	< 20%
Age	20-34 years	4078.679443	< 20%
Age	35-49 years	2865.447144	20%-40%
Age	50-64 years	3527.114685	20%-40%
Age	65-79 years	2550.765259	60%-80%
Age	80+ years	1113.777115	60%-80%
Ethnicity	Hispanic	1280.199782	< 20%
Ethnicity	Non-Hispanic	16869.80025	20%-40%
Ethnicity	Unknown or missing ethnicity	0	< 20%
Race	American Indian or Alaskan Native	39.79860506	< 20%
Race	Asian	963.4011734	< 20%
Race	Black or African American	524.3044599	< 20%
Race	Multiracial	1168.872408	< 20%
Race	Native Hawaiian/Pacific Islander	3.68227777	*
Race	Other race	0	< 20%
Race	White	15449.9411	20%-40%

Public Safety

- **Hazard Mitigation:** The public is invited to provide input on Dec 14 at 6pm at the Library.

South Hadley Hazard Mitigation Plan Public Forum

December 14, 2023, 6 pm
South Hadley Public Library
2 Canal Street, South Hadley

Are you concerned about natural hazards like flooding, strong storms, heavy snow/ice and extreme temperatures?

Come learn what the Town is doing to prepare and share your thoughts! There will be food and giveaways of t-shirts and bicycle helmets.



Photo credit: wwlp.com

Public Works

- **Trash/Recycling:** The Town is researching options on transition to a tote system for trash and/or recycling in the upcoming fiscal years. The topic will be brought forward at one of the next Selectboard meetings.

Schools

- Congratulations to the South Hadley Football team for their Thanksgiving win.
- We are proud of the South Hadley Girls High School Soccer team for reaching the championships. They are all champions to us!
- The Assistant High School position is posted on SchoolSpring, which also has other opportunities in the school district.
- The High School is hosting a 413Elite Professional Basketball game on December 16. Doors open at 5pm, tip-off is 6pm. Tickets are \$10 and more information is online at www.413elite.com. The owner of 413Elite as well as one of their star players recently visited Town Hall and presented the School Superintendent, Assistant Superintendent, Town Administrator and Assistant Town Administrator with a jersey and official Basketball.