SELECTBOARD AGENDA & MEETING NOTICE
June 29, 2026

***Indicates item added after the 48 hour posting
bold underlined time = invited guest or advertised hearing
(all other times are approximate)

Location: Town Hall, 2nd floor meeting room, 325 Main Road, Gill

5:30 PM Call to Order (If the meeting is being videotaped, announce that fact. If remote participation will occur, announce member & reason, & need for roll call voting)

Old Business

- Review of Minutes: 2025: 3/24, 4/7, 4/22, 5/5, 5/20, 6/2, 6/16, 6/30, 8/11, 8/18, 9/8, 9/17, 10/6, 10/16, 10/20, 11/3, 11/17, 12/15, 12/29; 2026: 1/12, 1/26, 2/9, 3/9, 3/23, 4/6, 4/21, 5/4, 5/19, 6/15

New Business

- Proposed Sale of Leaf Joy, LLC to Mello Gill, LLC
  - Introduction of Matthew Richman, CEO, Mello Cannabis and Olivia Ellis, General Manager, Leaf Joy
  - Request to approve an amendment of the existing Host Community Agreement (HCA) between Town of Gill and Leaf Joy. The amendment assigns the HCA to Mello Gill, LLC
- Annual Committee Member & Other Appointments for Fiscal Year 2027, effective July 1, 2026
- Wage Compensation Plan
  - Adopt new wage scale (6 grades, 10 steps, annual step change) as recommended by Personnel Committee & including 3% COLA approved by Town Meeting
  - Approve placement of employees on new wage scale effective July 1, 2026
- Other business as may arise after the agenda has been posted.
  - Appointment – Logan Caron as a Firefighter through 6/30/27 contingent upon receipt of satisfactory results from a recent medical evaluation
  - Fire Department Purchase Orders
    - $6,120.00 for IT equipment from UniFi Store
    - Others…?
  - Resignations – Richard French resigned effective 6/25/26 from the Planning Board (20 years) and the Agricultural Commission (15 years).
- Public Service Announcements, if any
  - Free Laptop Classes – Gill-Montague Senior Center. Sign up by July 3rd
  - Gillbilly Paddle – Saturday, July 11th 9:30am arrival, 10 am launch from NMH docks
- Warrants
  FY26 #26 – Vendors ($179,519.93) & Payroll ($39,477.53) – reviewed/signed on 6/15
  FY26 #27 & FY27 #1 – review & sign

Adjournment

Other Invitations/Meetings:

Date	Time	Event	Location
Fri 7/3		July 4th holiday (observed)	
Mon 7/13	5:30 PM	Selectboard meeting	Town Hall
Mon 7/27	5:00 PM	Selectboard meeting	Riverside Municipal Bldg

TOWN OF GILL

MASSACHUSETTS

SELECTBOARD MEETING MINUTES

June 15, 2026

Called to Order: The meeting was called to order at 5:30 PM in the 2nd floor meeting room at the Gill Town Hall.

Members Present: John Ward, Jenn Waldron, Charles Garbiel Members Absent: None
Others Present: Ray Purington, Town Administrator; Tim Batchelder, Kate Savage, Dan Flagg, Doreen Stevens, Jim Asbel, Holly Grosvenor, and Will Borcy

Review of Minutes: Waldron made a motion, seconded by Garbiel, to approve the minutes of June 1, 2026. The motion was approved by a unanimous vote.

Purchase Order - Chipper: The Selectboard reviewed a request from Highway Superintendent John Miner for approval of a purchase order for a new Bandit model 15XP woodchipper. The vendor is Bobcat of Greater Springfield, and the cost is $68,314.50 based on pricing from the state contract FAC116. Voters at the June 8th Town Meeting approved $71,050 of Capital Stabilization Funds for the purpose. Garbiel made a motion, seconded by Waldron, to approve the purchase order and authorize Purington to sign documents as needed to make the purchase. The motion was approved by a unanimous vote.

Purchase Order – ADA Railing for RMB Ramp: Purington requested approval to spend up to $4,500 from the FY26 Building Maintenance budget for ADA-compliant handrails for the entrance ramp at the Riverside Municipal Building (RMB). The existing handrails are untreated wood, and many are broken and/or not sturdy enough to serve the intended purpose. He provided a quote from Home Depot for $4,048.44 and recommended the additional amount to cover fasteners and necessary pieces not anticipated in the original quote. There was a discussion about the financial prudence of spending that amount of money on a building that has, for some Gill residents, an unclear purpose. A building use committee could be formed; however, committees take time to reach conclusions. One section of the roof is leaking and was temporarily patched last fall, and there is concern more leaks will develop and potentially compromise the attic insulation or interior spaces and historical museum contents.

It was suggested voters' opinions on the importance and usefulness of the building and their willingness to invest in repairs could be informally polled during a discussion on Article 2 during the Special Town Meeting planned for June 29th. Article 2 proposes adding funds to the existing account to pay for replacing the RMB roof. Purington suggested the Selectboard could approve the purchase order for the railing, and he would delay placing the order until June 30th, assuming the Town Meeting discussion favors continued investment in the building. Waldron made a motion, seconded by Garbiel, to approve the purchase order for up to $4,500 for replacement handrails at the RMB, contingent upon the outcome of the June 29th Town Meeting. The motion was approved by a unanimous vote.

Next Steps as a Rural & Small Town Housing Choice Community: Jim Asbel, 10 Cross Road, attended the meeting to find out from the Selectboard the plans and next steps for Gill now that the Town has been designated as a Rural & Small Town Housing Choice Community. The designation was announced by the Lieutenant Governor on April 13th at an event held at the Town Hall. There were 29 communities designated this year, including 15 in the rural and small town category.

Purington explained the motivating factors behind his recommendation earlier this year to have the Town apply for the designation: 1) The application was fairly easy and Gill appeared to meet all the required criteria, and 2) The designation means Gill is eligible to apply for the Housing Choice Grant Program and will receive bonus points on other participating state grant programs. Purington stated that with a $1.3 million upgrade project looming for the Riverside sewer pump station, significant grant funding will be critical to avoid burdening the 115 homes and business with the cost of those upgrades. Major grant funding will help to keep homes affordable in Riverside.

Asbel questioned what else the Town is contemplating through the Housing Choice program, and suggested there is a strong connection between education, transportation costs, and the walkability from nearby homes to the Gill Elementary School. He has an "open-ended, not-project-specific" vision of creating more housing that is within

walking distance of the School. Flagg countered it seems unlikely to be able to attract enough families with children to live within walking distance of the school in order to be able to reduce school bus transportation costs below the cost of the two school buses that have historically served the school. Flagg also cautioned against walking children across an unsafe and not maintained bridge over Dry Brook located at the end of Center Road.

Asbel strongly encouraged the Selectboard to find a process by which the Town and residents will be able come up with a vision of the Town's future and where it wants to be. Purington suggested the Land Use Planning Assistance Grant, which is one of the participating programs with Housing Choice bonus points, as it provides technical assistance grants to encourage land use regulations that advance housing development and planning objectives.

Request to Park Vehicles at RMB: The Selectboard discussed a request from Janet Masucci, 64 French King Highway, to be allowed to park her personal vehicle and those of her tenant, Engine Up Automotive, at the RMB for up to 4-5 days sometime this summer when her driveway is seal coated. A similar request was approved last year when the driveway was paved and there were no problems. This year's request was approved by consensus.

Appointments: Garbiel made a motion, seconded by Waldron, to appoint Ray Steele, 521 Main Road, as Gill's representative to the Upper Pioneer Valley Veterans' Services District Advisory Board, and Ray Steele and Doreen Stevens, 57 North Cross Road, to the Cable Advisory Committee, all through June 30, 2026. The motion was approved by a unanimous vote. Purington noted the same names will be included on the list of annual appointments for FY 2027 to be voted on at the Selectboard's meeting on June 29th.

Use of ImageCast Vote Tabulator: Town Clerk Doreen Stevens requested the Selectboard vote to use the ImageCast Vote Tabulator for all town elections effective June 15, 2026. For local elections such as the annual town election in May, which typically have a smaller turnout, Stevens prefers to hand count the ballots, which saves the cost of programming the tabulator and purchasing scannable ballots. However, for the upcoming state primary election in September and general election in November, voter turnout will be high enough to justify using the tabulator, especially since the State picks up the cost of programming the machine and supplies the ballots. The State's tracking system cannot comprehend "hand count local elections, machine count state elections" and Elections must be notified any time the Town switches the counting method. The Selectboard approved Stevens' request by consensus and signed a memo notifying the State of the decision to use the tabulator.

Highway Superintendent Vacation Time Carry Over: The Selectboard reviewed a memo from Highway Superintendent John Miner requesting he be allowed to carry over 30 hours of accrued vacation time from Fiscal Year (FY) 2026 to FY 2027. The memo stated Miner was "unable to use these hours due to departmental staffing needs and the need to maintain scheduling flexibility." Miner plans to use the time during the first week of July. Waldron made a motion, seconded by Garbiel, to approve the request. The motion was approved by a unanimous vote.

Welcome, Guest: The Selectboard welcomed resident Will Borcy and thanked him for attending the meeting. Borcy, who has resided in Gill for several years and has been a member of Gill's Fire Department for even longer, spoke of the importance of residents getting involved in town affairs, and stepping forward to say "I'll do it."

Batchelder, Flagg, Stevens, Asbel, Grosvenor, Savage, and Borcy left the meeting at 6:21 PM.

Warrants: The Selectboard reviewed and signed the FY 2026 warrant # 26 with totals of $179,519.93 for vendors and $39,477.53 for payroll. Waldron recused herself from signing the payroll warrant, as her son Mitchell, a Gill firefighter and part-time police officer, appeared on it this week.

The meeting adjourned at 6:50 PM.

Minutes respectfully submitted by Ray Purington, Town Administrator

_____

Jenn Waldron, Selectboard Clerk

Cannabis Control Commission
COMMONWEALTH OF MASSACHUSETTS

June 23, 2026

Town/City of Gill
Chief Executive Officer
administrator@gillmass.org
townclerk@gillmass.org

RE: Leaf Joy, LLC's application for a proposed Change of Ownership to Mello Gill, LLC

MUNICIPAL RESPONSE TO PROPOSED CHANGE OF OWNERSHIP

Pursuant to 935 CMR 500.104(1) and/or 935 CMR 501.104(1), a licensee shall request and receive approval from the Commission prior to effectuating a change of ownership and control over any license. You are receiving this notice because Gill has been identified as the Host Community for Leaf Joy, LLC, which has submitted an application to transfer ownership of the Marijuana Establishment located at 1 Main Road, Gill, MA 01354 to Mello Gill, LLC.

In the opinion of the Host Community, the proposed buyers will:

- ☐ **REQUIRE** an Amendment to the existing Host Community Agreement;
- ☐ **NOT REQUIRE** an Amendment to the existing Host Community Agreement; or
- ☐ **REQUIRE A NEW** Host Community Agreement.

*** Please note the Commission will not review and approve the new/proposed HCAs as part of this transaction. The new HCA will be reviewed as part of the licensure renewal process.**

If the Host Community believes that a new or amended Host Community Agreement is necessary, please provide the reasons to support this position, including any additional information, below:

By signing this form, you represent that you are authorized to submit this response on behalf of the Host Community.

Name:

Position:

Signature:

Date:

Please send this form back to the Commission, via email, to licensing@cccmass.com.

PLEASE NOTE: If the Commission does not receive a response from the Host Community within 30 days of this notice, it will proceed with processing the Change of Ownership application.

FIRST AMENDMENT TO THE HOST COMMUNITY AGREEMENT

This First Amendment to the Host Community Agreement (this "Amendment") is entered into as of the ___ day of _____, 2026, by and among:

(1) the **Town of Gill**, a Massachusetts municipal corporation with a principal address of 325 Main Road, Gill, MA 01354 (the "Town");

(2) **Leaf Joy, LLC**, a Massachusetts limited liability company with a principal office address of 1 Main Road, Gill, MA 01354 (the "Assignor"); and

(3) **Mello Gill, LLC**, a Massachusetts limited liability company with a principal office address of 1 Main Road, Gill, MA 01354 (the "Assignee").

RECITALS

WHEREAS, the Town and Assignor entered into that certain Host Community Agreement dated December 30, 2024 (the "Original HCA"), pertaining to the operation of a Marijuana Retailer Establishment located at 1 Main Road, Gill, MA 01354 (the "Property"); and

WHEREAS, the Assignor and Assignee have entered into that certain Asset Purchase Agreement dated May 27th, 2026), with applications for approval of the same subject to review by the Cannabis Control Commission and the Town of Gill (collectively, the "Change of Ownership"); and

WHEREAS, once such Change of Ownership is approved by each of the Cannabis Control Commission and the Town of Gill, and upon the Closing (as defined in the Change of Ownership) Assignor desires to assign all of its right, title, and interest in and to the Original HCA to Assignee, and Assignee desires to accept such assignment and assume all of Assignor's obligations thereunder; and

WHEREAS, the Town has agreed to consent to such assignment, subject to the terms and conditions set forth herein;

NOW THEREFORE, in consideration of the mutual promises and covenants set forth herein, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

AGREEMENT

1. Assignment and Assumption. Effective upon the Closing of the Change of Ownership (the "Effective Date"), Assignor hereby assigns, transfers, and conveys to Assignee all of Assignor's right, title, and interest in and to the Original HCA. Assignee hereby accepts such assignment and agrees to assume, perform, and be bound by all of the terms, conditions, covenants, duties, and obligations of the Original HCA arising from and after the Effective Date, as if Assignee were an original party thereto.

2. Town Consent. The Town hereby consents to the assignment described in Section 1 above, in accordance with Section 18 of the Original HCA.

3. Continuation of Original HCA. Except as expressly set forth herein, all terms, conditions, covenants, and provisions of the Original HCA shall remain in full force and effect and are hereby ratified and confirmed. From and after the Effective Date, all references in the Original HCA to the "Company" shall be deemed to refer to Mello Gill, LLC as Assignee.

4. Release of Assignor. The Town hereby releases Assignor from all obligations arising under the Original HCA from and after the Effective Date. Assignor shall remain liable for any obligations that may have accrued under the Original HCA prior to the Effective Date.

5. Representations of Assignee. Assignee represents and warrants that it is duly organized, validly existing, and in good standing under the laws of the Commonwealth of Massachusetts, and has full power and authority to enter into and perform this Amendment.

6. Governing Law. This Amendment shall be governed by and construed in accordance with the laws of the Commonwealth of Massachusetts.

7. Entire Agreement. This Amendment, together with the Original HCA, constitutes the entire agreement of the parties with respect to the subject matter hereof and supersedes all prior negotiations, representations, and agreements relating to such subject matter.

8. Counterparts. This Amendment may be executed in one or more counterparts, each of which shall be deemed an original and all of which together shall constitute one and the same instrument. Electronic and facsimile signatures shall have the same force and effect as original signatures.

Signature Page to Follow

IN WITNESS WHEREOF, the parties have executed this Amendment as of the date first written above.

TOWN OF GILL:

_____

Ray Purington, Town Administrator

Date: _____

LEAF JOY, LLC (Assignor):

_____

Name: Grigori Faiziev

Title: Member

Date: _____

MELLO GILL, LLC (Assignee):

_____

Name: Matthew Richman

Title: Authorized Signatory

Date: _____

HOST COMMUNITY AGREEMENT
FOR THE SITING OF A
MARIJUANA RETAILER ESTABLISHMENT
IN THE TOWN OF GILL

THIS HOST COMMUNITY AGREEMENT (the "Agreement") is entered into this 30th day of December, 2024 by and between the Town of Gill, a Massachusetts municipal corporation with a principal address of 325 Main Road, Gill, MA 01354 (the "Town"), and Leaf Joy, LLC, a Massachusetts business entity certified and recorded with the Massachusetts Secretary of the Commonwealth, and any successor in interest, with a principal office address of 1 Main Road, Gill, MA 01354 (the "Company") (the Company and Town collectively, referred to as the "Parties," and individually referred to as a "Party").

WHEREAS, the Company is currently licensed by the Cannabis Control Commission (the "Commission") as a Marijuana Retailer Establishment in the town of Gill at 1 Main Road, Gill, MA 01354 (the "Property"), for the retail of cannabis products, cannabis accessories and other incidental and related products; and

WHEREAS, the Company shall comply with all applicable state laws and regulations, including, but not limited to Massachusetts General Law (MGL) c. 94G and 94I, 935 CMR 500.000 *et seq.* and 935 CMR 501.000 *et seq.*, as applicable, and such approvals as may be issued by the Town in accordance with its local zoning, laws, bylaws, ordinances, or regulations, as may be amended; and

WHEREAS, notwithstanding the anticipated benefits to certain members of the community, the Company may impact Town resources in ways unique to the business of the Company and draw upon Town resources in a manner not shared by the general population; and

WHEREAS, the Company anticipates the Town may incur additional expenses and impacts on the Town's infrastructure systems, law enforcement, fire protection services, inspectional services, permitting, public health, and other unforeseen impacts on the Town; and

WHEREAS, the Company intends to provide certain benefits to the Town in the event it receives the requisite license from the Commission or such other state licensing or monitoring authority, as the case may be, to operate the Marijuana Retailer Establishment and receives all required local permits and approvals from the Town; and

WHEREAS, for purposes of licensure, the Company is required to submit to the Commission documentation evidencing the Company and Town have executed a Host Community Agreement; and

WHEREAS, the Parties intend by executing this Agreement to comply with and satisfy the provisions of MGL c. 94G, §3(d), as applicable to the licensed operation of the Marijuana Retailer Establishment, with such operations to be conducted in accordance with the applicable zoning, laws, bylaws, ordinances, or regulations of the Town; and

WHEREAS, the Town supports the Company's intention to operate a Marijuana Retailer Establishment for retail sale of cannabis products for adult use.

NOW THEREFORE, in consideration of the mutual promises and covenants set forth herein, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

1. **Recitals**

   The Parties agree the above recitals are true and accurate and they are incorporated herein and made a part hereof.

2. **Terms**

   Where applicable, the following terms shall hold the same meaning and definitions as defined by the Commission in 935 CMR 500.000 et seq. and 935 CMR 501.000 et seq., as applicable:

   A. **Marijuana Establishment ("ME")** means a Marijuana Cultivator (Indoor or Outdoor), Craft Marijuana Cooperative, Marijuana Product Manufacturer, Marijuana Microbusiness, Independent Testing Laboratory, Marijuana Retailer, Marijuana Transporter, Marijuana Delivery Operator, Marijuana Courier, Marijuana Research Facility Licensee (as defined in 935 CMR 500.002: Marijuana Research Facility Licensee), Social Consumption Establishment (as defined in 935 CMR 500.002: Social Consumption Establishment), or any other type of licensed Marijuana-related business, except a Medical Marijuana Treatment Center.

   B. **Medical Marijuana Treatment Center ("MTC")** means an entity licensed under 935 CMR 501.101 that acquires, cultivates, possesses, Processes (including development of related products such as Edibles, MIPs, Tinctures, aerosols, oils, or ointments), Repackages, transports, sells, distributes, delivers, dispenses, or administers Marijuana, products containing Marijuana, related supplies, or educational materials to Registered Qualifying Patients or their Personal Caregivers for medical use. Unless otherwise specified, MTC refers to the site(s) of dispensing, cultivation, and preparation of Marijuana for medical use.

   C. **Final License** means a certificate of final licensure issued by the Commission pursuant to its authority under G.L. c. 94G.

   D. **Fiscal Year** means the time period beginning with July 1st and ending with the following June 30th.

   E. **Community Impact Fee ("CIF")** means impact fee(s) claimed by the Town which have been certified by the Commission or ruled upon by a court of competent jurisdiction as being Reasonably Related to the actual costs imposed by the Company.

F. **Claimed Community Impact Fee ("Claimed CIF")** means impact fee(s) claimed by the Town which have not been certified by the Commission or ruled upon by a court of competent jurisdiction as being Reasonably Related to the actual costs imposed by the Company.

G. **Reasonably Related** means a demonstrable nexus between the actual operations of a ME or MTC and an enhanced need for the Town's goods or services in order to offset the impact of operations. Fees customarily imposed on other non-marijuana businesses operating in the Town shall not be considered Reasonably Related.

Should there be a conflict between these definitions and those contained in 935 CMR 500.000 *et seq.* and/or 935 CMR 501.000 *et seq.*, the Commission's regulations shall control. Additionally, any term used in this Agreement but not identified and defined in this section shall hold the same meaning and definition as so defined in the Commission's regulations.

3. <u>Authorized Operations</u>

The Parties stipulate this Agreement provides permission for the Company to apply for, obtain, and operate a license as a Marijuana Retailer within the town of Gill.

4. <u>Location</u>

The Parties acknowledge the Company shall, prior to being issued a license by the Commission, identify to the Commission a proposed location of 1 Main Road, Gill where licensed operations of the Marijuana Retailer Establishment will occur.

5. <u>Compliance</u>

The Parties shall comply with all laws and regulations governing the operation of the license type specified in Section 3, as applicable, including, but not limited to:

A. G.L. c. 94G, G.L. c. 94I, 935 CMR 500.000 *et seq.*, and 935 CMR 501.000 *et seq.*, as applicable, as the same may be amended from time to time, or its successor statute(s) if any.

B. The Town's local zoning, laws, bylaws, ordinances, or regulations applicable to the operation of a Marijuana Retailer Establishment.

C. The Company shall be responsible for obtaining from the Commission and the Town all licenses, permits, and approvals required for the operation of the Marijuana Retailer license covered by this Agreement.

D. The obligations of the Parties are contingent on the Company:
    1. Obtaining a Final License from the Commission for operation of a Marijuana Retailer license and maintaining such license; and

2. The Company's receipt of any and all necessary local permits and approvals to locate, occupy, and operate the Marijuana Retailer license in the town of Gill, inclusive of zoning compliance and maintaining compliance with all conditions of said approvals.

E. Unless the Company submits an annual update to the Town as to its progress to becoming operational, this Agreement shall become voidable under the following circumstances:
   1. If the Company is unable to obtain a Final License or its renewal from the Commission; or
   2. If such local permits and approvals are not granted for any reason.

F. This Agreement does not affect the authority of the Town to issue or deny permits, licenses, or other approvals under the statutes and regulations of the Commonwealth, or the bylaws, local laws, zoning, ordinances, and regulations of the Town. Nor does this Agreement affect the Town's ability to enforce any applicable law or the bylaws, local laws, zoning, ordinances, and regulations of the Town.

G. The Parties shall work in good faith to effectuate the purposes of this Agreement.

6. <u>Annual Payment Responsibilities</u>

The Parties agree to the following provisions regarding annual payment responsibilities:

A. CIF
   1. There may be additional expenses and impacts including but not limited to impacts on the Town's infrastructure systems, law enforcement, and fire protection services, as well as unforeseen expenses and impacts on the Town that are Reasonably Related to the operation of the Marijuana Retailer Establishment.

   2. To mitigate Reasonably Related expenses and impacts, the Company shall pay a CIF to the Town.

   3. The Town shall not explicitly or implicitly require the Company to make a promise of upfront or future monetary payments, in-kind contributions, or charitable contributions to the Town, notwithstanding the CIF payment provision allowed under G.L. c. 94G, § 3.

   4. A Claimed CIF or CIF shall not exceed three percent of the gross sales of the Company, nor be calculated on a certain percentage of the Company's sales.

   5. The Town shall not attempt to collect Claimed CIFs or CIFs relating to any operations occurring prior to the date the Company is granted a Final License by the Commission for the Marijuana Retailer license covered under this Agreement.

6. The Town shall not attempt to collect Claimed CIFs or CIFs from the Company once the Company has held a Final License for more than nine (9) years for the Marijuana Retailer Establishment covered under this Agreement.

7. The Company shall notify the Town within five (5) business days of the issuance of a Final License to the Company by the Commission for the license covered under this Agreement. Additionally, the Company shall notify the Town within five (5) business days of the issuance of a renewal of a license to the Company by the Commission for the license covered under this Agreement.

8. The Town shall provide an annual itemized invoice of Claimed CIFs claimed by the Town that are Reasonably Related to the operations of the Company within one (1) month of the anniversary of the date the Company receives or received a Final License from the Commission for the license held by the Company located within the Town. All subsequent, one-year invoice periods shall be consistent with the anniversary of the Company's Final License date. Failure to provide said invoice within the prescribed time shall result in the Town forfeiting any Claimed CIF or CIF it may have been entitled to for the applicable year of the Company's operation.

9. The Town's itemized invoice shall specifically describe how the Claimed CIFs were spent, including a line item for each good or service charged, and a statement of its cost, purpose, and relation to the Company's particular operations.

10. The Company shall annually pay any undisputed Claimed CIF or CIF no later than the end of the current Fiscal Year or within 90 days of the date of the Commission's certification of the CIF, whichever is later.

11. The Company shall not be required to pay a Claimed CIF or CIF while the Claimed CIF or CIF is the subject of a non-frivolous legal dispute either through the Commission's administrative hearing process or before a court of competent jurisdiction.

B. Waivers of CIF

The Town may choose to not assess Claimed CIFs or CIFs or may choose to not collect either in a particular year. Any such election shall not operate as a waiver of the Town's rights under this Agreement to collect a CIF in subsequent years.

C. CIF Payments Made Prior to this Agreement

The Parties acknowledge payments were made by the Company to the Town of "Annual Community Impact Fees" in accordance with the Host Community Agreement between the Parties dated February 28, 2022, and said agreement is superseded by this Agreement. The Company acknowledges and agrees the Town is under no obligation to use those payments in any particular manner, and releases any and all claims to those payments.

D. Generally Occurring Fees

Generally occurring fees are those fees customarily imposed by the Town on non-cannabis businesses operating within its confines and shall not be considered a CIF. These fees include, but are not limited to, sewer and water connection, and waste collection. The Town now affirms the following list of expected Generally Occurring Fees the Company will be required to pay:

> Any generally applicable municipal fees or costs that would be assessed on a like-kind non-cannabis business, including, but not limited to sewer connection and sewer use fees; waste and recyclables collection; building, plumbing, electrical, gas, and oil burner permits; use of town facilities; one-day alcohol licenses; entertainment, auction, and public gathering permits; alarm system malfunctions; zoning permits, variances, appeals, and modifications; and Marijuana Operating Permits issued by the Board of Health.

The Company concurs and consents to the stated list of the Town's expected generally occurring fees provided herein and will not unreasonably object to the Town's future establishment of new types or categories of generally occurring fees.

E. Local Taxes

Property, both real and personal, owned or operated by the Company shall be treated as taxable, and all applicable taxes for that property shall be paid directly by the appropriate property owner.

F. Other Taxes

Notwithstanding any previously identified provisions, the Company acknowledges and affirms its obligation to pay any and all fees associated with sales tax, excise tax on Marijuana and Marijuana Products, or other taxes or fees otherwise provided for in G.L. c. 94G, G.L. c. 64H, and G.L. c. 64N.

G. Donations

Notwithstanding the payment responsibilities outlined in this section, nothing shall prevent the Company from making purely voluntary donations from time to time to the Town or causes that will support the Town and/or its residents, including but not limited to local substance misuse prevention, treatment, and/or education programs.

7. <u>Security</u>

A. The Company shall maintain security at its Marijuana Retailer Establishment in accordance with the security plan presented to the Town. In addition, the Company shall

at all times comply with all applicable laws and regulations regarding the operation of a Marijuana Retailer Establishment and the security thereof.

B. The Company shall comply with all Commission and Town security requirements as promulgated by state law, regulation, local law, bylaw, zoning, ordinance, or regulation.

C. To the extent requested by the Town's Police Department, and subject to the security and architectural review requirements of the Commission, or such other state licensing or monitoring authority, as the case may be, the Company shall work with the Police Department in reviewing and approving all security plans prior to implementation at the Property.

D. The Company shall provide to the Police Department its hours of operation and after-hours contact information, access to surveillance operations, and shall require employees and other agents of the Company to produce their Commission-issued registration card to law enforcement upon request. A key-and-lock system shall not be the sole means of controlling access into the Marijuana Retailer Establishment, and prior to opening for retail sales the Company agrees to implement a method such as a keypad, electronic access card, or other similar method for controlling access into the Marijuana Retailer Establishment and into areas in which marijuana or marijuana products are kept.

E. The Company agrees to cooperate with the Police Department, including but not limited to reasonable periodic meetings to review operational concerns, security, delivery schedule and procedures, determining the placement of interior and exterior security cameras and ensuring security cameras are located to provide an unobstructed view in each direction of the public way(s) on which the Marijuana Retailer Establishment is located, cooperation in investigations, and communications with the Police Department of any suspicious activities at or in the immediate vicinity of the Marijuana Retailer Establishment and with regard to any reasonable and industry-standard anti-diversion procedures to ensure marijuana and marijuana products are not being transferred to the illegal market or to minors.

F. To the extent requested by the Police Department, the Company shall work with the Police Department to implement a reasonable and industry-standard comprehensive diversion prevention plan, such plan to be in place prior to opening for retail sales at the Marijuana Retailer Establishment. Such plan shall include, but is not limited to, (i) training the Company employees to be aware of, observe, and report any unusual behavior in authorized visitors, Company employees or others that may indicate the potential for diversion through a Commission-accredited Responsible Vendor Trainer; (ii) utilizing appropriate tracking of all inventory at the Marijuana Retailer Establishment, which shall be fulfilled by use of the METRC seed-to-sale tracking system; and (iii) refusing to complete a transaction if the customer appears to be under the influence of alcohol, drugs, or other controlled substances.

G. The Company shall promptly report the discovery of the following to the Police Department within twenty-four (24) hours of the Company becoming aware of such

event: diversion of marijuana; unusual discrepancies identified during inventory; theft; loss and any criminal action; unusual discrepancy in weight or inventory during transportation; any vehicle accidents, diversions, losses, or other reportable incidents that occur during transport; any suspicious act involving the sale, cultivation, distribution, processing, or production of marijuana by any person; unauthorized destruction of marijuana; any loss or unauthorized alteration of records related to marijuana, registered qualifying patients, personal caregivers, or dispensary agents; an alarm activation or other event that requires response by public safety personnel; failure of any security alarm system due to a loss of electrical power or mechanical malfunction expected to last longer than eight hours; and any other breach of security.

8. <u>Energy Usage</u>

The Company shall comply with the Commission's energy regulations provided in 935 CMR 500.105(1)(q), 935 CMR 500.105(15), 935 CMR 500.120(11), 935 CMR 500.130, *et seq.*, and, if applicable, comparative medical regulations.

9. <u>Diversity, Equity, and Local Opportunities</u>

A. The Company shall, consistent with applicable laws and regulations, make good faith efforts to hire town of Gill residents and businesses for employment, supplier services, and/or vendor services.

B. The Company shall, consistent with applicable laws and regulations, have goals, programs, and metrics, and make progress towards those goals to hire individuals/ businesses for employment, supplier services, and/or vendor services from areas defined as Areas of Disproportionate Impact by the Commission.

C. The Company shall, consistent with applicable laws and regulations, have goals, programs, and metrics, and make progress towards those goals to hire individuals/ businesses identifying as, as people of color, particularly Black, African American, Hispanic, Latinx, and Indigenous people, women, Veterans, persons with disabilities, and LGBTQ+ people.

D. The Company agrees to employ reasonable efforts to work collaboratively and cooperatively with its neighboring businesses and residents to address mitigation of any reasonable concerns or issues that may arise through its operation of the Marijuana Retailer Establishment.

10. <u>Town Support</u>

The Town agrees to timely submit to the Commission, or such other state licensing or monitoring authority, as the case may be, the required certifications relating to the Company's application for a license to operate the Marijuana Retailer Establishment where such compliance has been properly met, but makes no representation or promise it will act on any license or permit request, including, but not limited to any zoning application submitted

for the Property or the Marijuana Retailer Establishment, in any particular way other than by the Town's normal and regular course of conduct and in accordance with its rules and regulations and any statutory guidelines governing them.

11. <u>Waste and Waste Water Controls</u>

The Company shall ensure all recyclables and waste, including organic waste composed of or containing finished marijuana and marijuana products, shall be stored, secured, managed, and disposed of in accordance with applicable state and local statutes, ordinances, and regulations.

12. <u>Odor Control</u>

The Company shall ensure odor from the Marijuana Retailer Establishment is not released so as to constitute a nuisance to surrounding properties. The Company shall ensure proper maintenance of all odor mitigation equipment to ensure maximum efficiency. Any reasonable complaints received by the Town concerning odors leaving the Marijuana Retailer Establishment that are detectable at abutting properties shall be addressed thoroughly and expediently by the Company. The Town shall treat any odor complaints regarding the facility with the same process and scrutiny as they would odor complaints from any other non-agricultural, non-cannabis business within the Town.

13. <u>Effective Date, Term, and Termination</u>

A. Except as expressly provided herein, this Agreement shall be in full force and effect on the day and year first written above.

B. This Agreement shall terminate three (3) years from the day and year first written above.

C. At the conclusion of the term of this Agreement, the Parties may negotiate a new Agreement in accordance with the current prevailing regulations and laws as such regulations and laws may be amended or replaced. Alternatively, the Parties may negotiate and execute an HCA Waiver.

D. The Town may terminate this Agreement for cause by providing written notice to the Company in the event that: (i) Company with willful or gross negligence violates any laws of the Town or the Commonwealth with respect to the operation of the Marijuana Retailer Establishment, and such violation remains uncured for thirty (30) days following the Town's issuance to Company of written notice of such violation, unless the matter cannot be cured within thirty (30) days and the Company has begun efforts to cure such matter within 30 days of such written notice; (ii) Company fails to make CIF payments to the Town as provided within this Agreement, and such failure remains uncured for thirty (30) days following the Town's issuance to Company of written notice of such violation; or (iii) there is any other material breach of the Agreement by the Company, which material breach remains uncured for thirty (30) days following the Town's issuance to Company of written notice of such violation unless the breach cannot be cured within

thirty (30) days and the Company has begun efforts to cure such breach within 30 days of such written notice.

E. In the event of termination of this Agreement, the Company shall immediately cease all operations at the Marijuana Retailer Establishment.

14. <u>Notice of Discontinuance of Operations</u>

A. The Town shall not discontinue relations with the Company in bad faith and shall provide the Company with written notice of the Town's intention to discontinue relations with reasonable advanced notice that shall be no less than 180 days.

B. This Agreement shall be void in the event the Company ceases operations of its Marijuana Retailer Establishment in the town of Gill for a period of greater than 60 days without substantial action to reopen or relocate such operations outside of the town of Gill. The Company shall provide notice to the Town no less than 90 days prior to cessation or relocation of operations.

C. This Agreement shall be void in the event the Company relocates the Marijuana Retailer Establishment outside of the town of Gill.

15. <u>Governing Law, Jurisdiction, and Severability</u>

A. This Agreement shall be governed by, construed and enforced in accordance with the laws of the Commonwealth of Massachusetts.

B. The Parties submit to the jurisdiction of the courts of Franklin County, Massachusetts for the adjudication of disputes arising out of this Agreement.

C. The Parties expressly waive any defense to enforcement based upon nonconformance with federal law regarding the illegality of marijuana.

D. The Company acknowledges its operations pursuant to the Commission license to sell marijuana and marijuana products are as permitted under the laws and regulations of the Commonwealth of Massachusetts and such activities are currently illegal under the laws and regulations of the United States of America. The Company acknowledges it may be subject to claims and actions by governmental entities and private individuals or entities related to the current inconsistency of its operations with federal law or otherwise. The Company agrees the Town shall not have any obligation to the Company or liability arising out of any enforcement action by governmental authorities or lawsuit by any private individuals or entity related to the Company's operations in connection with the Marijuana Retailer Establishment or license.

E. If any term or condition of this Agreement or any application thereof shall to any extent be held invalid, illegal, or unenforceable by a court of competent jurisdiction, the validity, legality, and enforceability of the remaining terms and conditions of this

Agreement shall not be deemed affected thereby, unless one or both Parties would be substantially or materially prejudiced.

16. Confidentiality

The Parties agree all records in the possession of the Town are governed by G.L. c. 66, § 10, the Public Records Law.

17. Amendments and Waivers

The Parties may make amendments to this Agreement or waive any of its terms, conditions, covenants, duties or obligations only by a mutually executed written agreement in accordance with the current prevailing regulations and laws as such regulations and laws may be amended or replaced.

18. Successors and Assignees

This Agreement is binding upon the Parties hereto, their successors, assignees and legal representatives. The Company shall not assign, sublet, or otherwise transfer its rights nor delegate its obligations under this Agreement, in whole or in part, without the prior written consent from the Town, which consent shall not be unreasonably withheld.

19. Counterparts, Signatures, and Representation of Authority

A. This Agreement may be signed in any number of counterparts all of which taken together, each of which is an original, and all of which shall constitute one and the same instrument, and any Party hereto may execute this Agreement by signing one or more counterparts.

B. Facsimile and electronic signatures affixed to this Agreement shall have the same weight and authority as an original signature. The individuals signing below have full authority to do so by the entity on whose behalf they have signed.

C. The Company represents and warrants it is duly organized and existing and in good standing, has the full power, authority, and legal right to enter into and perform this Agreement, and the execution, delivery and performance hereof and thereof (i) will not violate any judgment, order, state law, bylaw, or regulation, and (ii) does not conflict with, or constitute a default under, any agreement or instrument to which the Company is a party or by which the Company may be bound or affected.

20. Notices

Any and all notices, consents, demands, requests, approvals or other communications required or permitted under this Agreement shall be in writing, with copy by email, and delivered by hand or mailed postage prepaid, return receipt requested, by registered or certified mail or by other reputable delivery service to the addresses below or as furnished

from time to time in writing hereafter by one Party to the other Party. Notice shall be deemed given when so delivered by hand, if so mailed, when deposited with the U.S. Postal Service, or, if sent by private overnight or other delivery service, when deposited with such delivery service.

To the Town: Town Administrator
Town of Gill
325 Main Road
Gill, MA 01354
administrator@gillmass.org

To the Company: Leaf Joy, LLC
1 Main Road
Gill, MA 01354
Attn: Legal
leafjoygill@gmail.com

21. Entire Agreement

This Agreement, including all documents incorporated herein by reference, constitutes the entire integrated agreement between the Company and the Town with respect to the matters described herein. This Agreement supersedes any and all prior agreements, negotiations and representations, either oral or in writing, between the Parties hereto.

22. Third Parties

Nothing contained in this Agreement shall create a contractual relationship with or a cause of action in favor of a third party against either the Town or the Company.

23. Not Construed Against the Drafter

Both Parties acknowledge they have read this Agreement, have had the opportunity to review it with their respective counsel, and have agreed to all of its terms. No provision(s) of this Agreement shall be construed by any court or other jurisdictional authority against any party hereto by reason of such party being deemed to have drafted or structured such provision(s).

24. Headings

The article, section, and/or paragraph headings in this Agreement are for convenience of reference only, and shall in no way affect, modify, define or be used in interpreting the text of this Agreement.

25. No Joint Venture

The Parties hereto agree nothing contained in this Agreement or any other documents executed in connection herewith is intended or shall be construed to establish the Town, or

the Company and any other successor, affiliate or corporate entity as joint ventures or partners.

26. <u>Indemnification</u>

The Company shall indemnify, defend, and hold the Town harmless from and against any and all claims, demands, liabilities, actions, causes of actions, defenses, proceedings and/or costs and expenses, including attorney's fees, brought against the Town, their agents, departments, officials, employees, insurers and/or successors, by any third party arising from or relating to the Property and/or Marijuana Retailer Establishment. Such indemnification shall include, but shall not be limited to, all reasonable attorneys' fees and costs, reasonable consultants' fees and costs, as well as all other fees and costs, of the Town's choosing incurred in defending such claims, actions, proceedings or demands, and in enforcing this Agreement. The Company agrees, within thirty (30) days of written notice by the Town, to reimburse the Town for any and all costs and fees incurred in defending itself with respect to any such claim, action, proceeding or demand.

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement under seal as of the day and year first above written.

Town of Gill	Leaf Joy, LLC
_____	_____
Ray Purington Town Administrator	Grigori Faiziev Manager
Date of Signature: _____	Date of Signature: _____
Duly authorized by vote of the Gill Selectboard on December 30, 2024	

FirstName	LastName	JobTitle	Cor	Address1	City	State	PostalCode	Length of Term	Term Expires
Ray	Purington	911 Coordinator		29 Atherton Road	Gill	MA	01354	one year	June 30, 2027
Doreen	Stevens	ADA Coordinator		325 Main Road	Gill	MA	01354	one year	June 30, 2027
Charles	Garbiel	Selectboard's Representative to the Cable Advisory Committee		42 Hoe Shop Road	Gill	MA	01354	one year	June 30, 2027
Doreen	Stevens	Cable Advisory Committee		57 North Cross Road	Gill	MA	01354	one year	June 30, 2027
Janet	Masucci	Cable Advisory Committee		64A French King Highway	Gill	MA	01354	one year	June 30, 2027
Ray	Purington	Cable Advisory Committee		325 Main Road	Gill	MA	01354	one year	June 30, 2027
Raymond	Steele	Cable Advisory Committee		521 Main Road	Gill	MA	01354	one year	June 30, 2027
William	Tomb	School Committee's representative to the Capital Improvement Planning Committee		90 Boyle Road	Gill	MA	01354	three years	June 30, 2029
Peter	Turban	Finance Committee's representative to the Capital Improvement Planning Committee		88 Main Road	Gill	MA	01354	three years	June 30, 2029
Nona	LaGrenade	Conservation Commission		79 South Cross Road	Gill	MA	01354	three years	June 30, 2029
Emily	Samuels	Council on Aging		267 Main Road	Gill	MA	01354	three years	June 30, 2029
Barbara	Watson	Council on Aging		143C River Road	Gill	MA	01354	three years	June 30, 2029
Kathy	Augustine	Board of Registrars		124 North Cross Road	Gill	MA	01354	three years	June 30, 2029
Timothy	Batchelder	Election Worker		1 Lamplighter Way	Gill	MA	01354	one year	June 30, 2027
Megan	Bathory-Peeler	Election Worker		47 Mount Hermon Road	Gill	MA	01354	one year	June 30, 2027
Alison	Crochier	Election Worker/Constable		22 Munns Ferry Road	Gill	MA	01354	one year	June 30, 2027
Edward	Golembeski	Election Warden		119 West Gill Road	Gill	MA	01354	one year	June 30, 2027
Ellen	Hastings	Election Worker		243 Main Road	Gill	MA	01354	one year	June 30, 2027
Patricia	Hawkins	Election Worker		134 Boyle Road	Gill	MA	01354	one year	June 30, 2027
Nona	LaGrenade	Election Worker		79 South Cross Road	Gill	MA	01354	one year	June 30, 2027
Carole	Lafleur	Election Worker		19 Atherton Road	Gill	MA	01354	one year	June 30, 2027
Colleen	Lilly	Election Worker		292 Main Road	Gill	MA	01354	one year	June 30, 2027
Eileen	Palumbo	Election Worker		30 Center Road	Gill	MA	01354	one year	June 30, 2027
Lawrence	Palumbo	Election Worker/Constable		30 Center Road	Gill	MA	01354	one year	June 30, 2027
Robert	Perry	Election Warden/Constable		42 West Gill Road	Gill	MA	01354	one year	June 30, 2027
Joan	Pillsbury	Election Worker		270 Mountain Road	Gill	MA	01354	one year	June 30, 2027
Joanne	Stafford	Election Worker		181 Main Road	Gill	MA	01354	one year	June 30, 2027
Gary	Stevens	Election Warden/Constable		57 North Cross Road	Gill	MA	01354	one year	June 30, 2027
Lynn	Stowe Tomb	Election Worker		90 Boyle Road	Gill	MA	01354	one year	June 30, 2027
Nicholette	Vassar	Election Worker		45 Vassar Way	Gill	MA	01354	one year	June 30, 2027
Margaret	Vidrine	Election Worker		69 South Cross Road	Gill	MA	01354	one year	June 30, 2027
Barbara	Watson	Election Worker		143 River Road	Gill	MA	01354	one year	June 30, 2027
Anne	Wiley	Election Worker		90 North Cross Road	Gill	MA	01354	one year	June 30, 2027
Gene	Beaubien	Emergency Management Director		185 Main Road	Gill	MA	01354	one year	June 30, 2027
Chris	Redmond	Assistant Emergency Management Director		196B Main Road	Gill	MA	01354	one year	June 30, 2027
Alden	Booth	Energy Resources Commission		360 Main Road	Gill	MA	01354	three years	June 30, 2029

FirstName	LastName	JobTitle	Cor	Address1	City	State	PostalCode	Length of Term	Term Expires
Claire	Chang	Energy Resources Commission		4 Grove Street	Gill	MA	01354	three years	June 30, 2029
Vicky	Jenkins	Energy Resources Commission		76 River Road	Gill	MA	01354	three years	June 30, 2029
Aiden	Anderson	Firefighter		196A Main Road	Gill	MA	01354	one year	June 30, 2027
William	Borcy	Firefighter		196A Main Road	Gill	MA	01354	one year	June 30, 2027
Aaron	Budine	Firefighter		196A Main Road	Gill	MA	01354	one year	June 30, 2027
Miles	Chattman	Firefighter		196A Main Road	Gill	MA	01354	one year	June 30, 2027
Brian	Dew	Firefighter		196A Main Road	Gill	MA	01354	one year	June 30, 2027
Adam	Elie	Firefighter		196A Main Road	Gill	MA	01354	one year	June 30, 2027
Stuart	Elliott	Firefighter		196A Main Road	Gill	MA	01354	one year	June 30, 2027
Andrew	Howell	Firefighter		196A Main Road	Gill	MA	01354	one year	June 30, 2027
Miles	Keefe	Firefighter		196A Main Road	Gill	MA	01354	one year	June 30, 2027
William	Kimball	Firefighter		196A Main Road	Gill	MA	01354	one year	June 30, 2027
Kyle	MacLeay	Firefighter		196A Main Road	Gill	MA	01354	one year	June 30, 2027
Nikolas	Martin	Firefighter		196A Main Road	Gill	MA	01354	one year	June 30, 2027
Matthew	McCarthy	Firefighter		196A Main Road	Gill	MA	01354	one year	June 30, 2027
Forester	Menson	Firefighter		196A Main Road	Gill	MA	01354	one year	June 30, 2027
Rafael	Neiman	Firefighter		196A Main Road	Gill	MA	01354	one year	June 30, 2027
Brandon	Ovitt	Firefighter		196A Main Road	Gill	MA	01354	one year	June 30, 2027
Zachary	Ozdarski	Firefighter		196A Main Road	Gill	MA	01354	one year	June 30, 2027
Greg	Parody	Firefighter		196A Main Road	Gill	MA	01354	one year	June 30, 2027
Diana	Pedrosa	Firefighter		196A Main Road	Gill	MA	01354	one year	June 30, 2027
Alexander	Tirrell	Firefighter		196A Main Road	Gill	MA	01354	one year	June 30, 2027
Mitchell	Waldron	Firefighter		196A Main Road	Gill	MA	01354	one year	June 30, 2027
Billy	Whitaker	Firefighter		196A Main Road	Gill	MA	01354	one year	June 30, 2027
Jake	Whitney	Firefighter		196A Main Road	Gill	MA	01354	one year	June 30, 2027
Ray	Purington	Selectboard's Representative to the Franklin County Cooperative Inspection Program Advisory Board		325 Main Road	Gill	MA	01354	one year	June 30, 2027
Vicky	Jenkins	Franklin County Solid Waste Management District Representative		76 River Road	Gill	MA	01354	one year	June 30, 2027
Ray	Purington	Alternate Designee to the Franklin Regional Transit Authority Advisory Board		325 Main Road	Gill	MA	01354	one year	June 30, 2027
Jennifer	Waldron	Selectboard's Representative to the Regional Animal Control Advisory Committee		15 Oak Street	Gill	MA	01354	one year	June 30, 2027
Ray	Purington	Alternate Representative to the Regional Animal Control Advisory Committee		325 Main Road	Gill	MA	01354	one year	June 30, 2027
Frank J.	Cutting	Fred Wells Trustee		81 Ben Hale Road	Gill	MA	01354	one year	June 30, 2027
Christopher	Redmond	Gill Police Chief		Gill Police Department	Gill	MA	01354	one year	June 30, 2027
John	Richardson	Gill Police Sergeant		Gill Police Department	Gill	MA	01354	one year	June 30, 2027

FirstName	LastName	JobTitle	Cor	Address1	City	State	PostalCode	Length of Term	Term Expires
Jason	Bassett	Gill Police Sergeant		Gill Police Department	Gill	MA	01354	one year	June 30, 2027
Kyle	Dragon	Gill Police Officer		Gill Police Department	Gill	MA	01354	one year	June 30, 2027
Darren	Gale	Gill Police Officer		Gill Police Department	Gill	MA	01354	one year	June 30, 2027
William	Kimball	Gill Police Officer		Gill Police Department	Gill	MA	01354	one year	June 30, 2027
Mitchell	Waldron	Gill Police Officer		Gill Police Department	Gill	MA	01354	one year	June 30, 2027
Derek	Worden	Gill Police Officer		Gill Police Department	Gill	MA	01354	one year	June 30, 2027
Kit	Carpenter	Historical Commission		103 North Cross Road	Gill	MA	01354	three years	June 30, 2029
Lynda	Hodsdon Mayo	Historical Commission		114 Boyle Road	Gill	MA	01354	three years	June 30, 2029
Gary	Bourbeau	Memorial Committee		91 West Gill Road	Gill	MA	01354	one year	June 30, 2027
Merri	Bourbeau	Memorial Committee		91 West Gill Road	Gill	MA	01354	one year	June 30, 2027
Doug	Smith	Memorial Committee		39 Center Road	Gill	MA	01354	one year	June 30, 2027
Elaine	Smith	Memorial Committee		39 Center Road	Gill	MA	01354	one year	June 30, 2027
Anthony	Zager	Memorial Committee		65 River Road	Gill	MA	01354	one year	June 30, 2027
Mary	Mayer	Newsletter Editor		42 Dole Road	Gill	MA	01354	one year	June 30, 2027
Joan	Meyer	Newsletter Editor		75 Bascom Road	Gill	MA	01354	one year	June 30, 2027
Douglas	Smith	Planning Board		39 Center Road	Gill	MA	01354	three years	June 30, 2029
Jeffrey	Blomstedt	Planning Board		78 French King Highway	Gill	MA	01354	three years	June 30, 2029
Doreen	Stevens	Chief Records Access Officer		325 Main Road	Gill	MA	01354	one year	June 30, 2027
Ray	Purington	Records Access Officer		325 Main Road	Gill	MA	01354	one year	June 30, 2027
William	Kimball	Records Access Officer		196A Main Road	Gill	MA	01354	one year	June 30, 2027
Chris	Redmond	Records Access Officer		196B Main Road	Gill	MA	01354	one year	June 30, 2027
John	Miner	Right to Know Officer		196C Main Road	Gill	MA	01354	one year	June 30, 2027
Donna	MacNicol	Town Counsel		P. O. Box 985	Greenfield	MA	01302-0985	one year	June 30, 2027
Matthew	Thomas	Special Legal Counsel		4 Park Place, Suite 101	New Bedford	MA	02740	one year	June 30, 2027
John	Miner	Highway Superintendent		196C Main Road	Gill	MA	01354	one year	June 30, 2027
Brandon	Ovitt	Highway Mechanic/Operator		196C Main Road	Gill	MA	01354	one year	June 30, 2027
Bryan	Reardon	Highway Mechanic/Operator		196C Main Road	Gill	MA	01354	one year	June 30, 2027
Jocelyn	Castro-Santos	Library Director		332 Main Road	Gill	MA	01354	one year	June 30, 2027
Gordon	Cameron	Assistant Library Director		332 Main Road	Gill	MA	01354	one year	June 30, 2027
Ray	Purington	Town Administrator		325 Main Road	Gill	MA	01354	one year	June 30, 2027
Aimee	Williams	Tax Collector		325 Main Road	Gill	MA	01354	one year	June 30, 2027
Cathryn	Thomas	Town Accountant		325 Main Road	Gill	MA	01354	one year	June 30, 2027
Nona	LaGrenade	Administrative Clerk		325 Main Road	Gill	MA	01354	one year	June 30, 2027
Doreen	Kwader	Assistant to the Assessors		325 Main Road	Gill	MA	01354	one year	June 30, 2027
Peter	Turban	Treasurer		325 Main Road	Gill	MA	01354	one year	June 30, 2027
Steve	Baskowski	Town Forest Committee		149 Main Road	Gill	MA	01354	one year	June 30, 2027
Donna	Bigelow	Town Forest Committee		101 Hoe Shop Road	Gill	MA	01354	one year	June 30, 2027
Brian	Donahue	Town Forest Committee		71 Bascom Road	Gill	MA	01354	one year	June 30, 2027
Amy	Gordon	Town Forest Committee		8 Setback Lane	Gill	MA	01354	one year	June 30, 2027
Paul	Sievert	Town Forest Committee		269 Mountain Road	Gill	MA	01354	one year	June 30, 2027
Katie	Simpson	Town Forest Committee		1 Lamplighter Way, Box 4845	Gill	MA	01354	one year	June 30, 2027
Ken	Sprankle	Town Forest Committee		84 Boyle Road	Gill	MA	01354	one year	June 30, 2027

FirstName	LastName	JobTitle	Cor	Address1	City	State	PostalCode	Length of Term	Term Expires
Christopher	Demars	Veterans' Services Officer	Upp	294 Main Street	Greenfield	MA	01301	one year	June 30, 2027
Raymond	Steele	Selectboard's Representative to the Upper Pioneer Valley Veterans' Services District Advisory Board		521 Main Road	Gill	MA	01354	one year	June 30, 2027
Merri	Bourbeau	Veterans' Graves Officer		91 West Gill Road	Gill	MA	01354	one year	June 30, 2027
Ray	Purington	Zoning Board of Appeals		29 Atherton Road	Gill	MA	01354	three years	June 30, 2029

FY26 WAGE COMPENSATION PLAN

Adjusted to reflect Annual Cost of Living Adjustment percentage approved by Annual Town Meeting.

Grade Level	*Through Year 2*	*Yearly Salary*	*3-4 Years*	*Yearly Salary*	*5-6 Years*	*Yearly Salary*	*7-8 Years*	*Yearly Salary*	*9-10 Years*	*Yearly Salary*	*Max Year 11*	*Yearly Salary*
	A		***B***		***C***		***D***		***E***		***F***	
1	12.15	25,515.00	12.63	26,523.00	13.11	27,531.00	13.64	28,644.00	14.19	29,799.00	14.77	31,017.00
2	14.85	31,185.00	15.47	32,487.00	16.07	33,747.00	16.69	35,049.00	17.36	36,456.00	18.06	37,926.00
3	17.51	36,771.00	18.19	38,199.00	18.90	39,690.00	19.65	41,265.00	20.45	42,945.00	21.28	44,688.00
4	21.84	45,864.00	22.72	47,712.00	23.60	49,560.00	24.57	51,597.00	25.53	53,613.00	26.54	55,734.00
5	25.33	53,193.00	26.34	55,314.00	27.40	57,540.00	28.50	59,850.00	29.61	62,181.00	30.80	64,680.00
6	30.46	63,966.00	31.68	66,528.00	32.96	69,216.00	34.26	71,946.00	35.65	74,865.00	37.07	77,847.00
7	31.87	66,927.00	33.15	69,615.00	34.44	72,324.00	35.83	75,243.00	37.28	78,288.00	38.77	81,417.00
8	34.05	71,505.00	35.41	74,361.00	36.82	77,322.00	38.30	80,430.00	39.80	83,580.00	41.44	87,024.00

COLA											
	FY2006	**3.10%**	**FY2007**	**2.50%**	**FY2008**	**2.75%**	**FY2009**	**4.15%**	**FY2010**	**0.00%**	
	FY2011	**3.00%**	**FY2012**	**1.30%**	**FY2013**	**3.00%**	**FY2014**	**1.70%**	**FY2015**	**1.50%**	
	FY2016	**1.70%**	**FY2017**	**0.00%**	**FY2018**	**2.00%**	**FY2019**	**2.00%**	**FY2020**	**2.80%**	
	FY2021	**1.30%**	**FY2022**	**1.30%**	**FY2023**	**6.00%**	**FY2024**	**6.00%**	**FY2025**	**3.00%**	
	FY2026	**2.50%**									

Dept.	***Position***	***Grade***	***Dept.***	***Position***	***Grade***	***Dept.***	***Position***	***Grade***	***Dept.***	***Position***	***Grade***
Fire:			**Police**			**Highway**			**Town Hall**		
	Firefighter	3		Part-time	4		Laborer	4		Custodian	2
	Engineer	4		Full-time	5		Mech/Oper	5		Clerical	3
	Chief	8		Sergeant	7		Foreman/OP	5		Administrative Clerk	4
				Chief	8		Superintendent	8		Asst. to Assessors	5
Library:										Principal Assessor	6
	Assistant Director	3								Adminstrative Asst.	7
	Director	4								Town Administrator	8

NOTE: Yearly salaries are estimates based on 40 hour week for 52.5 weeks per year

Anniversary date for next step in grade level is July 1st.

For first year credit, employee must have worked 6 months prior to 7/1.

i.e. hired or appointed on or before January 1st of the previous year.

updated: 9/24/2025

FY27 WAGE COMPENSATION PLAN (subject to Selectboard approval)

Adjusted to reflect Annual Cost of Living Adjustment percentage approved by Annual Town Meeting.

Grade Level	***Step 1***	*Equiv. Yearly Salary*	***Step 2***	*Equiv. Yearly Salary*	***Step 3***	*Equiv. Yearly Salary*	***Step 4***	*Equiv. Yearly Salary*	***Step 5***	*Equiv. Yearly Salary*	***Step 6***	*Equiv. Yearly Salary*	***Step 7***	*Equiv. Yearly Salary*	***Step 8***	*Equiv. Yearly Salary*	***Step 9***	*Equiv. Yearly Salary*	***Step 10***	*Equiv. Yearly Salary*
A	$38.16	$80,136.00	$39.30	$82,530.00	$40.46	$84,966.00	$41.66	$87,486.00	$42.90	$90,090.00	$44.17	$92,757.00	$45.46	$95,466.00	$46.81	$98,301.00	$48.19	$101,199.00	$49.63	$104,223.00
B	$30.86	$64,806.00	$31.78	$66,738.00	$32.72	$68,712.00	$33.68	$70,728.00	$34.68	$72,828.00	$35.71	$74,991.00	$36.76	$77,196.00	$37.85	$79,485.00	$38.97	$81,837.00	$40.12	$84,252.00
C	$28.42	$59,682.00	$29.26	$61,446.00	$30.13	$63,273.00	$31.02	$65,142.00	$31.94	$67,074.00	$32.89	$69,069.00	$33.86	$71,106.00	$34.87	$73,227.00	$35.89	$75,369.00	$36.96	$77,616.00
D	$24.37	$51,177.00	$25.08	$52,668.00	$25.82	$54,222.00	$26.60	$55,860.00	$27.38	$57,498.00	$28.19	$59,199.00	$29.03	$60,963.00	$29.88	$62,748.00	$30.77	$64,617.00	$31.67	$66,507.00
E	$21.12	$44,352.00	$21.74	$45,654.00	$22.38	$46,998.00	$23.05	$48,405.00	$23.72	$49,812.00	$24.43	$51,303.00	$25.15	$52,815.00	$25.89	$54,369.00	$26.66	$55,986.00	$27.45	$57,645.00
F	$17.86	$37,506.00	$18.40	$38,640.00	$18.94	$39,774.00	$19.50	$40,950.00	$20.09	$42,189.00	$20.67	$43,407.00	$21.28	$44,688.00	$21.91	$46,011.00	$22.56	$47,376.00	$23.23	$48,783.00

COLA																
	FY2006	**3.10%**	**FY2007**	**2.50%**	**FY2008**	**2.75%**	**FY2009**	**4.15%**	**FY2010**	**0.00%**	**FY2011**	**3.00%**	**FY2012**	**1.30%**	**FY2013**	**3.00%**
(As voted by	**FY2014**	**1.70%**	**FY2015**	**1.50%**	**FY2016**	**1.70%**	**FY2017**	**0.00%**	**FY2018**	**2.00%**	**FY2019**	**2.00%**	**FY2020**	**2.80%**	**FY2021**	**1.30%**
Town Meeting)	**FY2022**	**1.30%**	**FY2023**	**6.00%**	**FY2024**	**6.00%**	**FY2025**	**3.00%**	**FY2026**	**2.50%**	**FY2027**	**3.00%**				

Dept.	***Position***	***Grade***
Fire:		
	Chief	A
	Engineer	D
	Firefighter	E
Police		
	Chief	contract
	Sergeant	B
	Full-time	C
	Part-time	E
Highway		
	Superintendent	A
	Mechanic/Operator	C
	Truck Driver/Laborer	D
Town Hall		
	Town Administrator	A/contract
	Accountant	B
	Principal Assessor	B
	Tax Collector	B
	Town Clerk	B
	Treasurer	B
	Ass't to Assessors	C
	Administrative Clerk	E
	Custodian	F
Library:		
	Director	C
	Assistant Director	F

← Note: The Town Clerk is an elected official and the compensation is determined solely by a vote of Town Meeting. The position's placement on this wage scale is only for reference and comparison.

NOTE: Yearly salaries are estimates based on 40 hour week for 52.5 weeks per year

Anniversary date for next step in grade level is July 1st.

For first year credit, employee must have worked 6 months prior to 7/1.

i.e. hired or appointed on or before January 1st of the previous year.

updated: 6/26/2026

UniFi Store
Download the UniFi Store app
OPEN

Shopping Cart

Edit

Toolless Mini Rack
SKU: U-Rack-6U-TL
$299.00

1 **$299.00**

Access Point U7 Pro Outdoor
SKU: U7-Pro-Outdoor-US
$279.00

1 **$279.00**

Memory Surcharge

1 **$16.00**

UI Care
Extend your coverage to five years with UI Care benefits.
$59.00 Add

Access Point U7 Pro / Single Unit
SKU: U7-Pro-US
$189.00

3 **$567.00**

Memory Surcharge

3 **$33.00**

UI Care
Extend your coverage to five years with UI Care benefits.

Memory Surcharge $191.00

Total **$6,120.00**

Check Out

Gift Code

2 **$398.00**

UI Care

Extend your coverage to five years with UI Care benefits.

$39.00 Add

Access G3 Reader Pro / White

SKU: UA-G3-Pro-W

$379.00

2 **$758.00**

UI Care

Extend your coverage to five years with UI Care benefits.

$79.00 Add

25G Direct Attach Cable / 0.5 m

SKU: UACC-DAC-SFP28-0.5M

$23.00

1 **$23.00**

Dream Machine Pro Max / US Version

SKU: UDM-Pro-Max

$599.00

1 **$599.00**

Memory Surcharge

1 **$35.00**

UI Care

Extend your coverage to five years with UI Care benefits.

$119.00 Add

CyberSecure

Memory Surcharge $191.00

Total **$6,120.00**

1 **$799.00**

Memory Surcharge

1 **$47.00**

UI Care

Extend your coverage to five years with UI Care benefits.

$139.00 Add

Phone G3 Touch Pro / Subscription Unlocked

SKU: UTP-G3-Touch-Pro

$199.00

5 **$995.00**

Memory Surcharge

5 **$55.00**

UI Care

Extend your coverage to five years with UI Care benefits.

$39.00 Add

Access Door Hub Mini

SKU: UA-Hub-Door-Mini

$129.00

4 **$516.00**

UI Care

Extend your coverage to five years with UI Care benefits.

$29.00 Add

Access G3 Reader Flex / Black

SKU: UA-G3-Flex-B

$199.00

Memory Surcharge $191.00

Total **$6,120.00**