

TOWN OF TEMPLETON  
 WARRANT FOR ANNUAL TOWN MEETING  
 MAY 6, 1996 - TOWN ELECTIONS  
 MAY 14, 1996 - ANNUAL TOWN MEETING  
 COMMONWEALTH OF MASSACHUSETTS

WORCESTER,ss

To either of the Constables of the Town of Templeton in said County.

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the Inhabitants of the several precincts of the Town of Templeton, County of Worcester, qualified to vote in elections and Town affairs to meet in the Narragansett Regional High School in said Templeton on Tuesday, May 14, 1996 at 7:00 o'clock P.M. then and there to act on the following articles:

Article 1. To see if the Town will vote to accept the reports of the Town Officers as printed in the Town Report; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to accept the reports of the Town Officers as printed in the town Report.

Passed

Article 2. To see if the Town will vote to hear the reports of any committees and pass any vote; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to hear the reports of any committees and pass any vote.

Passed

Article 3. To see what disposition the town will vote to make use of the income from the Otis G. Rice Fund; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to allow the School Department to use the income from the Otis G. Rice Fund.

Passed

Article 4. Move that the Town vote to authorize the Town Collector to use the same means for collecting taxes as the Town Treasurer.

On a motion duly made and seconded the Town voted to authorize the Town Collector to use the same means for collection taxes as th Town Treasurer.

Passed

- Article 5. To see if the Town will vote to transfer any money received as a grant under Chapter 132, Section 26D, of the General Laws, as amended by Chapter 657 of the Acts of 1956, to the Dutch Elm Disease Account; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to transfer any money received as a grant under Chapter 132, Section 26D, of the General Laws, as amended by Chapter 657 of the Acts of 1956, to the Dutch Elm Disease Account.

Passed

- Article 6. To see if the Town will vote to appropriate any part of the surplus funds of the operating account of the Electric Light Department, as of December 31, 1995, for use by the Assessors in fixing the tax rate to appropriations made for the fiscal year ending June 30, 1997; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to appropriate a sum of Eighty-Five Thousand Dollars (\$85,000.00) from the surplus funds of the operating account of the Electric Light Department, as of December 31, 1995, for use by the Assessors in fixing the tax rate to appropriations made for the fiscal year ending June 30, 1997.

Passed

- Articles 7. To see if the Town will vote to authorize the Selectmen to apply for, accept and expend consistently with their provisions any and all State and Federal grants for which no additional appropriation by the Town is required for the ensuing year, and to apply for such other grants as they deem appropriate; or to take any other action relatiave thereto.

On a motion duly made and seconded the Town voted to authorize the Selectmen to apply for, accept and expend consistently with their provisions any and all State and Federal grants for which no additdional appropriation by the Town is required for the ensuing year, and to apply for such other grants as they deem appropriate.

Passed

- Article 8. To see if the Town will vote to appropriate and transfer a sum of money from the reserve for Appropriation Bond Principal Account to the Maturing Principal on Long-Term Debt Account; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to appropriate and transfer a sum of Twenty-Five Thousand, One Hundred Twenty Dollars and Thirty-two Cents (\$25,120.32) from the reserve for Appropriation Bond Principal Account to the Maturing Principal on Long-Term Debt Account.

Passed

- Article 9. To see if the Town will vote to appropriate and transfer a sum of money from the Reserve for Appropriation Bond Interest Account to the Interest on Long-Term Debt Account; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to appropriate and transfer a sum of Sixteen Thousand, Three Hundred Twenty-Eight Dollars and Twenty Cents (\$16,328.20) from the Reserve for Appropriation Bond Interest Account to the Interest on Long-Term Debt Account.

Passed

- Article 10. To see if the Town will vote to appropriate and transfer a sum of money from the Sewer Betterment Available Account to the Interest on Long-Term Debt Account; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to appropriate and transfer a sum of Twenty-Nine Thousand, Eight Hundred Seventy Nine Dollars and Sixty-Eight Cents (\$29,879.68) from the Sewer Betterment Available Account to the Maturing Principal on Long-Term Debt Account.

Passed

- Article 11. To see if the Town will vote to appropriate and transfer a sum of money from the Sewer Betterment Available Account to the Interest on Long-Term Debt Account; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to transfer a sum of Seven Thousand, One Hundred Sixty Eight Dollars and Thirty-Eight Cents

(\$7,168.38) from the Sewer Betterment Available Account to the Interest on Long-Term Debt Account.

Passed

- Article 12. To see if the Town will vote to authorize the Selectmen to accept and expend without further appropriation, when received, Arts Lottery grant funds not requiring appropriation of additional Town funds and to vote to authorize the Selectmen to accept all other Arts Lottery grant funds, when received; all Arts Lottery grants funds accepted as authorized by this article are to be used by the Templeton Arts Council on approved arts projects; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to authorize the Selectmen to accept and expend without further appropriation, when received, Arts Lottery grant funds not requiring appropriation of additional Town funds and to vote to authorize the Selectmen to accept all other Arts Lottery grant funds, when received; all Arts Lottery grants funds accepted as authorized by this article are to be used by the Templeton Arts Council on approved arts projects.

Passed

- Article 13. To see if the Town will vote to Raise and appropriate a sum of money and accept from the Light Department a sum of money for the Worcester County Retirement System; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to Raise and appropriate a sum of Forty-Nine Thousand, One Hundred Seventy-Three Dollars (\$49,173.00) and accept from the Light Department the sum of Seventeen Thousand, Two Hundred Seventy-Seven Dollars (\$17,277.00) for the Worcester County Retirement System making a total sum of Sixty-Six Thousand, Four Hundred Fifty Dollars (\$66,450.00).

Passed

- Article 14. To see what sum of money the Town will vote to Raise and appropriate or transfer from Available Funds for Town Charges for the ensuing year; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to Raise and appropriate a sum of Two Million, Sixty Eight Thousand, Two Hundred Twelve Dollars and Twenty Cents (\$2,068,212.20) for Town Charges for the ensuing year.

Town Accountant Salary	\$ 16,560.00
Asst. Town Accountant Salary	7,794.00
Asst. Town Accountant Expense	2,061.00
Advisory Bd. Chairman Salary	182.00
Advisory Bd. Expense	135.00
Animal Inspector Salary	811.00
Art Council Expense	300.00
Board of Appeals Expense	873.00
Board of Assessors Salary	11,093.00
Assessors Salary	18,166.00
Assessors Expense	6,675.00
Boynton Library Salary	25,605.00
Boynton Library Expense	14,440.00
Building Inspector Salary	32,053.00
Building Inspector Expense	961.00
Cemetary /Parks Dept. Salary	37,542.00
Cemetary/Parks Dept. Expense	5,908.00
Soldiers/Sailors Graves	516.00
Communications Salary	112,254.00
Communications Expense	26,650.00
Conservation Comm Chairman Salary	851.00
Conservation Comm Expense	2,389.00
Council on Aging Salary	10,246.00
Council on Aging Expense	3,950.00
Animal Control Officer Salary	5,887.00
Animal Control Officer	3,505.00
Field Driver Salary	500.00
Fire Chief Salary	3,328.00
Deputy Fire Chief Salary	886.00
Fire Department Salary	38,761.00
Fire Department Expense	25,732.00
Gas Inspector Salary	209.00
General Insurance	156,000.00
Group Insurance	200,000.00
Board of Health Salary	5,939.00
Board of Health Office Salary	28,878.00
Board of Health Expense	1,825.00
Landfill Expense	-0-
Solid Waste Disposil Expense	1,575.00
Highway Dept. Salary	137,708.00
Highway Dept Expense	39,824.00
Snow & Ice Expense	80,000.00
Street Lights Expense	35,854.00
Machinery Maintenance Expense	59,450.00
MEMA Salary	265.00

MEMA Expense	350.00
Memorial/Veterans Day Expense	1,000.00
Moderator Salary	200.00
Moderator Expense	50.00
MRPC Aessment Expense	1,321.55
Penson Fund Expense	1,656.20
Pest Control Expense	430.00
Planning Board Salary	3,338.00
Planning Board Expense	1,000.00
Plumbing Inspector Salary	1,412.00
Police Dept. Salary	351,785.00
Police Dept. Expense	22,890.00
Town Report/Street List Salary	1,242.00
Town Report/Street List Expense	5,376.00
Public Safety Comm. Expense	344.00
Recreation Comm Salary	9,515.00
Recreation Comm Expense	1,790.00
Right To Know Salary	113.00
School Comm Salary	2,530.00
Sealer of Wgts/Meas Salary	594.00
Sealer Wgts/Meas. Expense	60.00
Selectmen Salary	18,486.00
Selectmen Office Salary	32,260.00
Selectmen Office Expense	6,804.00
Town Clerk Salary	18,285.00
Town Clerk/Poll Wrks Expense	15,161.00
Tax Collector Salary	25,430.00
Tax Collector Expense	12,950.00
Tax Lein Expense	3,000.00
Tax Taking Expense	600.00
Town Building Salary	4,220.00
Town Building Expense	16,444.00
Town Counsel Expense	16,500.00
Town Travel Expense	1,500.00
Town Gasoline Expense	25,000.00
Town Diesel Expense	9,500.00
Trade School Expense	18,500.00
Treasurer Salary	11,157.00
Treasurer Salary	2,090.00
Treasurer Expense	11,255.00
Tree Warden Salary	2,090.00
Tree Warden Expense	2,000.00
Unemployment	7,200.00
Veterans Benefit Expense	8,220.00
Veterans Services Salary	4,944.00

Wiring Inspector Salary	2,093.00
Wiring Inspector Expense	205.00
Principal-Long Term Debt. Expense	20,630.00
Interest-Long Term Debt. Expense	33,662.00
Interest-Tax Antic. Note Expense	4,500.00
Interest-Temp OHH133 HYHY	10,971.95
Principal_Landfill Closing DE	40,300.00
Interest-Landfill Closing DE	26,037.00
Interest-Bond-Landfill Closing	0.00
Principal-IVB Sewer DE	92,479.00
Interest-IVB Sewer DE	101,091.45
Principal-Aeration-OtterRive	0.00
Interest-Aeration OtterRiver	22,218.00
Principal-Corrosion(INC108)	
Interest-Corrosion(INC109)	
 Total (Article 14)	 \$1,957,095.87

Article 15. To see what sum of money the Town will vote to Raise and Appropriate or transfer from Available Funds for the Narragansett Regional School District for the ensuing year; or to take any action relative thereto.

On a motion duly made and seconded the Town voted to Raise and Appropriate a sum of One Million Four hundred nineteen thousand six hundred ninety-nine (\$1,419,691.00) for the Narragansett Regional School District for the ensuing year.

Passed

Article 16. To see what sum of money the Town will vote to Raise and Appropriate or transfer from Available Funds for the Montachusett Regional Vocational Technical School District for the ensuing year; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to Raise and Appropriate a sum of One Hundred Seventy-Seven Thousand, Three Hundred Fifty-Nine Dollars(\$177,359.00) for the Montachusett Regional vocational Technical School District for the ensuing year.

Passed

Article 18. To see if the Town will create a position of an Animal Control Officer whose responsibility would be to dispose of all unclaimed deceased animals that pose a health and safety issue, within the Town; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to Eliminate the position of Dog Officer in the Town and create a new position of Animal Control Officer who will in addition to performing Dog Officer Duties dispose of all unclaimed deceased animals that pose a health and safety issue, within the Town.

Passed

Article 19. To see if the Town will vote to Raise and Appropriate or transfer from Available Funds, a sum of money for the purpose of installing insulation in the ceiling of the Templeton Police Station, or to take any other action relative thereto.

No Motion

Article 20. To see if the Town will vote to Raise and Appropriate or transfer from Available Funds, a sum of money to purchase one (1) fully equipped Police Cruiser Package, or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to Raise and Appropriate a sum of Nineteen Thousand Two Hundred Three Dollars (\$19,203.00) to Lease Two (2) Fully Equipped Police Crusier Package.

Passed

Article 21. To see if the Town will withdraw from the Worcester County Dog Licensing System under General Laws Chapter 140 s 136A-175 and to have the Town Clerk implement such licensing process; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to Withdraw from the Worcester County Dog Licensing System under General Laws Chapter 140 s 136-175 and to have the Town Clerk implement such licensing process.

Passed

Article 22. To see if the Town will vote to Raise and Appropriate or transfer from Available Funds a sum of money to purchase Two (2) Automatic Voting Machines; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to transfer from the Overlay Surplus Account, Twelve Thousand Five Hundred Dollars (\$12,500.00) to purchase two (2) Automatic Voting Machines.

Passed

Article 23. To see if the Town will vote to continue setup of the Revolving Funds pursuant to Chapter 44,s53E under the jurisdiction of the Board of Health for the recycling program, the receipts to be credited to account shall be from the sale of recyclable goods, the receipts can be expended for the purpose continuing and expanding the recycling program provided, however, that the limit to be expended from fund shall be one thousand dollars (\$1,000.00); or to take any other relative thereto.

On a motion duly made and seconded the Town voted to continue the setup of the Revolving Funds pursuant to Chapter 44,s53E1/2 under the jurisdiction of the Bord of Health for the recycling program, the receipts to be credited to this account shall be from the sale of recyclable goods, the receipts can be expended for the purpose of continuing and expanding the recycling program provided, however, that the limit to be expended from this fund shall be One Thousand Dollars (\$1,000.00).

Passed

Article 24. To see if the Town will vote to Transfer from Available Funds a sum of money the first year and a sum of money each year thereafter to the Templeton Scholarship Fund for the purpose of awarding scholarships to eligible applicants from the Town of Templeton, or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to Raise and Appropriate a sum of Six Hundred Dollars (\$600.00) the first year and Three Hundred Dollars (\$300.00) each year thereafter to the Templeton Scholarship Fund for the purpose of awarding scholarships to eligible applicants from the Town of Templeton.

Passed

Article 25. To see if the Town will vote to Raise and Appropriate or transfer from Available Funds a sum of money to purchase a Backhoe to replace the 1969 Case Backhoe; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to Raise and Appropriate a sum of Twelve Thousand (\$12,000.00) Per/Year to Lease a Backhoe for Five Years to replace the 1969 Case Backhoe.

Passed

Article 26. To see if the Town will vote to Raise and Appropriate or transfer from Available Funds a sum of money for their share of 5.3% for capital expenditure, dechlorination, for the Agreement for the Wastewater Treatment & Disposal; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to Raise and Appropriate a sum of Five Thousand, Six Hundred Ninety One Dollars (\$5,691.00) for the City of Gardner/Wastewater Treatment Facility pursuant to Article 10, July 19, 1977 Contract with the Town of Templeton, the Town's share of 5.3% for capital expenditure, declorination. Yes - 31 No - 30

Passed

Article 27. To see if the Town reconsider and recind the vote on the Quarterly Tax Bills of Article #25 of the Annual Town meeting on May 10, 1994 which read: To see if the Town will vote to accept the provisions of Massachusetts General Laws, Chapter 59, Section 57C to establish a Quarterly System of property tax payments beginning in fiscal Year 1996; or to take any other action relative thereto.

No Motion

Article 28. To see if the Town will vote to Raise and Appropriate or transfer from Availale Funds a sum of money for the remainder of the payments to the State, pursuant to the provisions of Chapter 32, Section 59A, of the Massachusetts General Laws, a portion of the Towns's share of past pension liability in connection with former Town employee, Byrl D. Leonard; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to Raise and Appropriate a sum of Five Hundred Sixty Nine Dollars and Thirty Eight Cents (\$569.38) for the remainder of the payments to the State, pursuant to the provisions of Chapter 32, Section 59A, of the Massachusetts General Laws, a portion of the Town's share of past pension liability in connection with former Town employee, Byrl D. Leonard.

Passed

Article 29. To see if the Town will vote to Raise and Appropriate or transfer from Available Funds a sum of money to pay for the sixth (6) year of the Lease to purchase John Deere Rubber Tire Excavator; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to Raise and Appropriate a sum of Fifteen Thousand, five Hundred Eleven Dollars and Forty Three Cents (\$15,511.43) to pay for the sixth (6) year of the Lease to purchase John Deere Rubber Tire Excavator.

Passed.

Article 30. To see if the Town will vote to Raise and Appropriate or Transfer from Available Funds or Borrow under the Provision of Chapter 44, or otherwise, a sum

of money to be used for Highway Purposes under 34 (2) (a), said funds being the Town's Second Allocation of Funds Pursuant to the 1994 Transportation and Bond Bill Apportioned by the State Department of Highways and Department of Revenue as Available Funds for Appropriation by the Town. Reimbursements of Expenditures to the Town will be made following Receipt of Appropriate Documentation that costs for the Approved Project have been incurred; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to Borrow under the Provision of Chapter 44, or otherwise, a sum of Two Hundred Sixty Nine Thousand, Five Hundred Eighty-One Dollars (\$269,581.00) to be used for Highway Purposes under 34 (2) (a), said funds being the Town's Second (2) allocation of funds pursuant to the 1994 Transportation and Bond Bill Apportioned by the State Department of Highways and Department of Revenue as Available Funds for Appropriation by the Town. Reimbursements of Expenditures to the Town will be made following Receipt of appropriate Documentation that costs for the Approved Project have been incurred.

Passed

Article 31. To see if the Town will vote to Raise and Appropriate or Transfer from Available Funds a sum of money for Mixing 1000 Tons of 50/50 Mix to be used on various roads for leveling and rideability.

No Motion

Article 37. To see if the Town will vote to Raise and Appropriate or Transfer from Available Funds a sum of money to replace and update the Telemetry for the Maple Street Wells; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to Transfer from the Water Enterprise Surplus Fund a sum of Thirty Thousand Dollars (\$30,000.00) to replace and update the Telemetry for the Maple Street Wells.

Passed

Article 38. To see if the Town will vote to Raise and Appropriate or Transfer from Available Funds a sum of money to rebuild and/or replace the Baldwinville Road Booster Reduction Valves and Appurtenances; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to Transfer from the Water Enterprise Surplus Account, a sum of Twenty Three Thousand Dollars (\$23,000.00) to rebuild and/or replace the Baldwinville Road Booster Reduction Valves and Appurtenances.

Passed

Article 39. To see if the Town will vote to Raise and Appropriate or Transfer from Available Funds a sum of money to Coat the Interior and Exterior of the Ladder Hill Standpipe; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to Raise and Appropriate a sum of One Hundred Thirty Five Thousand Dollars (\$135,000.00) to Coat the Interior and Exterior of the Ladder Hill Standpipe.

Passed

Article 40. To see if the Town will vote to Raise and Appropriate or Transfer from Available Funds a sum of money to replace the Roof and do necessary Masonry Repairs to the Otter River Pumping Station; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to Transfer from the Water Enterprise Surplus Account, a sum of Ten Thousand, Nine Hundred Dollars (\$10,900.00) to replace the Roof and Three Thousand Dollars (\$3,000.00) to do necessary masonry repairs to the Otter River Pumping Station.

Passed

Article 41. To see if the Town will vote to Raise and Appropriate or Transfer from Available Funds a sum of money to purchase Water Meters; or to take any other relative thereto.

No Motion

Article 42. To see if the Town will vote to Raise and Appropriate or Transfer from Available Funds a sum of money to purchase a new One Ton Cab and Chassis with Utility Body for the Water Department; or to take any other action relative thereto.

Defeated

Article 43. To see if the Town will vote to Raise and Appropriate or Transfer from Available Funds a sum of money to purchase an Auxiliary Engine to run the Otter River Pumping Station during an emergency (when no electrical power); or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to Raise and Appropriate from Available Funds a sum of Twenty Three Thousand, One Hundred Fifty Dollars (\$23,150.00) to purchase an Auxiliary Engine to run the Otter River Pumping Station during an emergency (when no electrical power).

Passed

Article 44. To see if the Town will vote to Transfer a parcel of land to Narragansett Regional School District, parcel being on Baldwinville Road, Precinct B, to be used for additional Athletic Fields, at no cost to the Town; or take any other action relative thereto.

On a motion duly made and seconded the Town voted to transfer a parcel of land to Narragansett Regional School District, parcel being on Baldwinville Road, Precinct B, Book #8675, Page 351, 1.180 acres to be used for additional Athletic Fields, at no cost to the Town, and to authorize the Selectmen to execute a deed or deeds or any other documents necessary.

Passed

Article 46. To see if the Town will vote to Raise and Appropriate or Transfer from Available Funds a sum of money to operate the Sewer Department; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted that the following sums by appropriated to the Sewer Enterprise Fund to be Expended under the direction of the Sewer Commissioners:

Salaries & Wages.....	\$125,382.00
Expenses.....	57,126.49
Total.....	\$182,508.49

and that One Hundred Eighty Two Thousand, Five Hundred Eight Dollars and Forty Nine Cents (\$182,508.49) be raised as follows: One Hundred Twenty Thousand Dollars (\$120,000.00) be raised from Sewer Receipts and Sixty Two Thousand, Five Hundred Eight Dollars and Forty Nine Cents (\$62,508.49) be raised by Taxation.

Passed

Article 47. To see if the Town will vote to Raise and Appropriate or Transfer from Available Funds a sum of money to operate the Water Department; or to take any other action relative thereto.

On a motion duly made and seconded the Town voted that the following sums be appropriated to the Water Enterprise Fund to be expended under the direction of the Water Superintendent;

Salaries and Wages.....\$83,985.84  
 Expenses.....201,850.00  
 Total.....\$285,835.84

and that Two Hundred Eighty Five Thousand , Eight Hundred Thirty Five Dollars Eighty Four Cents be Raised from Water Receipts.

Passed

Article 48. To see if the Town will vote to Raise and Appropriate or Transfer from Available Funds a sum of money for the Stabilization Fund; or to take any other action relativae thereto.

On a motion duly made and seconded the Town voted to Raise and Appropriate a sum of Seventy Five Thousand Dollars (\$75,000.00) for the Stabilization Fund.

Passed

Article 49. To see if the Town will vote to Raise and Appropriate or Transfer from Available Funds a sum of money for the Special Reserve Account (Advisory Board); or to take any other action relative thereto.

On a motion duly made and seconded the Town voted to Raise and appropriate a sum of Forty Thousand Dollars (\$40,000.00) for the Special Reserve Account (Advisory Board).

Passed

MOTION TO RECESS UNTIL JUNE 19, 1996 AT 7:00 P.M.

And you are hereby directed to serve this warrant by posting attested copies thereof in each precinct; namely, at the Post office in Templeton, the Post Office in East Templeton, the Post Office in Baldwinville, and at Cote's Market in Otter River, and by delivering a copy to each of the Precinct Clerks seven (7) days at least before the time of holding said meeting and by causing notice of the same to be published once in the Gardner News, a newspaper in said County, in the City of Gardner.

Hereof fail not and make due return of this warrant with your doings thereon at the time and place of said meeting.

Given under our hands this 1st day of May in the year A.D. 1996.

BOARD OF SELECTMEN

Gladys I. Salame, Chairman