

**TOWN OF NATICK  
NATICK FINANCE COMMITTEE**

**To: Town Meeting Members**

**From: Frank Foss, Chairman, and the Natick Finance Committee**

**Re: Finance Committee Recommendations for the April 13, 2004 Annual Town Meeting**

**ARTICLE LISTING**

- |            |  |
|------------|--|
| Article 1  | Omnibus Budget Fiscal 2004   |
| Article 2  | Omnibus Budget Fiscal 2005   |
| Article 3  | Morse Institute Library  |
| Article 4  | Bacon Free Library   |
| Article 5  | Collective Bargaining: Fiscal 2004 – Fire, Police                  |
| Article 6  | Collective Bargaining  |
| Article 7  | Personnel Board  |
| Article 8  | Elected Officials Salary   |
| Article 9  | Capital Equipment  |
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| Article 11 | Lease/Repair   |
| Article 12 | Appropriation of Unused Landfill Bond Authorization                |
| Article 13 | Unpaid Bills   |
| Article 14 | School Bus Transportation Fees                                     |
| Article 15 | Rebate and/or Refund of School Bus Transportation Fees             |
| Article 16 | Rebate and/or Refund Trash Collection Fees                         |
| Article 17 | Citizen Petition: Clubhouse Lane, Saddle Brook Road Sewer          |
| Article 18 | Commission on Disability: Handicap Improvements/Education Material |
| Article 19 | Rescind Unused Authorized Debt                                     |
| Article 20 | Council on Aging Revolving Fund                                    |

## ARTICLE LISTING Continued

- Article 21 Board of Assessors: Increase Personal Exemption
- Article 22 Amend Charter: Referendum Does Not Require Special Election
- Article 23 Amend Charter: Referendum Follows Definite Action by Town Meeting
- Article 24 Amend Charter: Town Meeting Member Eligibility
- Article 25 Home Rule Petition: Property Fund – FAR Payments
- Article 26 Home Rule Petition: Property Fund – FAR Payments
- Article 27 Amend Zoning By-Laws: Establish Housing Overlay Option Plan (HOOP)
- Article 28 Amend Zoning By-Laws: HOOP I (Washington Street and South Avenue)
- Article 29 Amend Zoning By-Laws: HOOP II (South Avenue and Dewey Street)
- Article 30 Amend By-Laws: Professional Services Contract
- Article 31 Amend by-Laws: Removal of Utility Poles
- Article 32 Acceptance of Chapter 137 of the Acts of 2003: Military Pay
- Article 33 Committee Article

**ARTICLE 1  
(Town Administrator)**

To determine what sum or sums of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest, and to provide for a reserve fund for Fiscal Year 2004 (July 1, 2003 to June 30, 2004), and to see what budgets for Fiscal 2004 will be reduced to offset said additional appropriations, or take any action relative thereto.

**RECOMMENDATIONS:** By a vote of 15-0-0 on March 11, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 1 and that the following Fiscal Year 2004 budgets be amended and/or supplemented as follows:

*1) Budget: Natick Police Department*

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
<i>Appropriation</i>	<i>Free Cash</i>	<i>FY04 Excise Taxes</i>	<i>\$ 714.00</i>
	<i>Insurance Recovery</i>	<i>Lease Purchase Motor Cycle</i>	<i>\$3,800.00</i>

*The purpose of this article is to supplement and/or amend the various Fiscal Year 2004 (current year) Town of Natick (hereafter "Town") operating budgets. Specifically, the Finance Committee recommends one (1) budget supplementation. Concerning Item #1, the Finance Committee recommends that Town Meeting approve additional funding for the Police Department's budget to pay excise taxes due for two motorcycles which are leased.*

*The Finance Committee seeks Town Meeting's support for these budget amendments and supplementations.*

**Motion:**

Move that the Town vote to appropriate the sum of \$4,514 to be expended under the direction of the Town Administrator for the purpose as follows:

Police Motorcycle Lease Payment	\$3,800
Fiscal Year 2004 Excise Tax Payments (4)	714

**And that the sum of \$4,514 be raised from Free Cash.**

**ARTICLE 2**  
**(Town Administrator)**

To determine what sum or sums of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest, and to provide for a reserve fund for Fiscal Year 2005 (July 1, 2004 to June 30, 2005), or take any action relative thereto.

**RECOMMENDATIONS: By a vote of 15-0-0 on March 11, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 2 and the appropriation of the sum of \$88,805,441.00 to operate various Town departments during Fiscal Year 2005.**

*The purpose of this Article is to fund the operation of various Town of Natick departments for Fiscal Year 2005 (July 1, 2004 through June 30, 2005).*

*The Finance Committee seeks Town Meeting's support for the appropriations as summarized by local government sub-divisions, as indicated below. A brief status report on Revenues and Free Cash is provided before the presentation on the proposed budgets.*

Revenues and Free Cash:

*Revenues: As the Finance Committee began the budget process, we were presented a revenue picture that showed a dramatic change from the previous year's estimated revenues from State Aid. As indicated in the cover letter to this Report, State Aid was anticipated to decrease from the previous year's level as much as nine percent (9%). However, as we proceeded through the budget review process indications from State legislative and administrative officials suggest that the Town may receive level funding of State Aid. However, even if this revenue source is funded at Fiscal Year 2004's level, the Town will still need to use monies from Free Cash Reserves, the Stabilization Fund Account and the Overlay Surplus Account. Use of these funds, based on previous fiscal years' uses, is greatly increased due to the at best level funding of State Aid and increases in operational costs, including salary and wage increases.*

*Notwithstanding the above, the Finance Committee reviewed the general estimated receipts and other available funds, and finds that they are reasonably estimated based on past practices. That is to say, those estimates are conservative and realizable under the current economic paradigm.*

Education:

*The education portion of our budget recommendation comprises two budgets - The Natick Public Schools and the South Middlesex Vocational School District – Keefe Technical High School.*

Natick Public Schools Budget:

*The Finance Committee was presented with a requested budget from the School Department that represents a 2½% increase from last year's appropriated budget. This was in agreement with the Town Administrator's request. The School Department has listed four goals for their FY05 budget. These are: No layoffs with staffing to reflect enrollment changes; No program elimination; Maintain reasonable class*

sizes; and Implement the collective bargaining settlements within the municipal financial plan. This budget meets those objectives.

The school budget includes the addition of 2.5 teacher positions. This includes one teacher position at the elementary level in anticipation of increased kindergarten enrollment and 1.5 teacher positions at the high school to fulfill a need for electives (one current part-time teacher position at the high school will be increased to full time). In addition to this there are increases in Fuel Oil and Natural Gas (\$50,000), Vocational Tuitions at Norfolk Agricultural School (\$44,100) and both regular and Special Ed transportation (\$23,637). These have been offset by a 10% decrease from the FY04 appropriated amount in Instructional Supplies (-\$104,203).

This budget as presented incorporates the current bus transportation fee policy. Article 14 of this Town Meeting Warrant addresses a possible change to this policy and the funding requirements for this possible change. A detailed discussion is included with that Article.

The Finance Committee seeks Town Meeting members' support of the Finance Committee's recommendation of \$34,746,015 for the FY05 Natick Public Schools Budget.

#### *Keefe Technical High School Budget:*

The Keefe Tech School Committee has adopted a total budget with a 0% increase. In order to compensate for increases in Health Insurance, other insurances, and collective bargaining agreements, there is an across the board reduction of 10% in non salary line items (example: supplies). They have also decided not to fund capital improvements this year. As part of Keefe Tech's normal budget process, capital improvements are funded each year within the operating budget. The attention paid to maintenance and capital items in prior years will now enable Keefe Tech to delay capital improvements for the coming year. However, it should be noted that they will not be able to continue this in future years.

Natick students represent approximately 11% of the enrollment at Keefe Tech. Although the number of Natick students has decreased by eight (9%), Natick's assessment as determined by the State has increased. This is at least in part due to the fact that the state has recently changed the assessment allocation method and a claim by the state that Natick's FY04 assessment was miscalculated; i.e., it was lower than it should have been. As a result, the assessment to Natick has increased from \$12,361 per student in FY04 to \$15,196 per student in FY05.

The Finance Committee seeks Town Meeting members' support of the Finance Committee's recommendation of \$1,154,952 for the FY05 Keefe Tech Budget.

Representatives from Keefe Tech should be available to provide additional information regarding this request.

#### Public Safety:

##### *Natick Fire Department Budget:*

Town Meeting Members may remember that at the beginning of the current fiscal year the Town Administrator with the assistance of Fire Department personnel, a Finance Committee designee (Jeffrey Phillips) and other administration staff reviewed the Fire Department operational staff costs and levels under the current operational paradigm. That review resulted in a number of recommended changes, which were implemented. The recommended Fiscal Year 05 budget is based upon those changes. Fire

*Department staff and the Town Administrator should be available to report on the operations of the Fire Department and answer any questions for Town Meeting Members.*

*Natick Police Department Budget:*

*The Natick Police Department Budget is essentially unchanged from the previous fiscal year, except that the presentation of the salaries and wages has been changed so as to itemize such. Police Department staff and the Town Administrator should be available to report on the operations of the Police Department and answer any questions for Town Meeting Members.*

*Public Works Divisions:*

*In summary, Fiscal Year 2005 Public Works Budgets contain the following major changes:*

*Public Works Administration & Highway Division:*

*A new position has been added to the Public Works Administration Budget – Coordinator of DPW Safety, Training and Environmental Compliance. This position is being funded from changes made in the Public Works Highway, Sanitation and Recycling Divisions. Specifically, this position will perform a number of tasks related to those listed in the job title and tasks related to overseeing the Storm Water Management, waste removal and recycling programs.*

*With regard to changes in the Public Works Highway Division, the former Sanitation and Recycling staff and associated budgets are proposed to be incorporated into the Highway Division. The management and control of the staff formerly under the control of the Sanitation and Recycling departments will now be under the oversight of the Highway Division supervisory staff.*

*Public Works departmental staff and the Town Administrator should be available to report on this new position, changes in the operations of the Highway, Sanitation and Recycling Divisions, and answer any questions for Town Meeting Members.*

*Health and Human Resources:*

*Human Services, Veterans Services and Council on Aging:*

*With regard to the Human Services Budget, there is a reduction in the salaries and wages segment of the budget. The former position of the Director of Human Services has been removed from the budget. The function of this position will now be under the oversight and control of the Council on Aging Director and the Veterans Services (Officer) Director.*

*The Council on Aging and Veterans Service Directors have provided similar services or have staff that are proficient in providing human services. In the revised budget of the Council on Aging, there is additional staff funding for an increased number of hours for social services. Such staff levels were insufficient to provide requested services before the merger of human services indicated herein; the merger is expected to provide adequate service for residents' needs.*

*Each of these departmental directors accepted these new responsibilities and will perform them within the fiscal constraints of their respective budgets (without increase in salaries and wages). During the next year, the Town Administrator plans to evaluate these departments' performance of new (in conjunction*

with old) duties, and then will report his findings and determine whether the following fiscal year's budget should fund the continuance of these merged responsibilities. Veterans Services and Council on Aging departmental staff, and the Town Administrator should be available to report on this proposed merger of departmental responsibilities and answer any questions for Town Meeting Members.

General Government:

The following is a condensed report of the Finance Committee's Administration and General Services Subcommittee, which summarizes some of the pertinent factors related to certain General Government budgets:

*Community Development Budget:*

*FY05 Proposed Changes from FY04*

- Add a full time Building Inspector at an annual salary of \$46,315.45. This increase is carried under Salaries Technical & Professional.
- Increase the budget for inspections by \$40,000. NOTE: This is not an increase in the number of personnel. Inspectors are paid per inspection and this budget increase reflects increased inspection activity, not an addition of staff.

*Rationale for Changes:*

The demand for services from the Building Inspector team has grown beyond current capacity and is expected to increase even more as large projects are initiated over the next several years.

*Natick's Building Commissioner and Building Inspector are responsible for:*

- Reviewing building plans and issuing permits
- Conducting 5 different building inspections for each permit issued; note that permits may also require deed research and analysis of building plans
- Handling complaints that range from fence and zoning violations to unregistered cars parked on private property.
- Testifying in court cases where building, zoning, or related issues are under dispute
- Handling customer service issues at Town Hall

*In the last two years, the department has seen increases as follows:*

- New building permits increased
- Alternation permits increased from 886 in FY03 to 1,048 in FY04
- Temporary store permits increased from 8 to 12
- The current backlog of work at the department includes 91 permits with unresolved issues, along with 20 commercial permits and 48 residential permits that have not yet been picked up by the applicant
- 59 complaints are outstanding that need to be investigated and may require action to be taken by the department

*Based on the current backlog and new work anticipated, the department needs to deliver:*

- Between 4 and 5 plan reviews per day
- More than 20 inspections per day
- Resolve more than 1 complaint each day

*In addition, a number of very large projects are expected to enter into the planning and design stage, including:*

- 1) Expansion of the Natick Mall*
- 2) Redevelopment of the current Loews Theater site*
- 3) Development of the Cloverleaf 40B project*
- 4) Development of 40B project on South Main Street*

*None of the current work backlog reflects any activity from these projects.*

*Clearly there is sufficient demand for services to utilize another resource in this office.*

*One thing that is unique about the Community Development Office relative to other Town departments: much of its costs, as well as costs that are impacted by development, are covered by fees. In FY03, estimated receipts were \$585,453.82 against an appropriated budget of \$481,182. With the development of the Natick Mall and other large projects, the estimated receipts from fees will increase dramatically. For example, we were presented with documentation estimating plumbing/gas permit revenue and inspection fees in excess of \$70,000 on the mall project.*

*In addition, all of Natick's building fees have increased over the last several years. Some fees have increased 300%. With the increase in fees have come greater expectations on the part of builders and contractors for timely service. The Town department personnel is not staffed to meet this need.*

*The possibility of staffing this position with a contractor or a part time employee who might grow to full time as needed was examined. However, the Building Inspector positions in Wellesley and Sherborn were vacant, leading to competition for resources. Further, a part time position is not likely to be attractive to the best-qualified candidates.*

*Natick has benefited from a highly skilled and professional Community Development Office. The results of their excellent work are visible all over Town and are immediately apparent to any observer who compares the planning and zoning enforcement in Natick to other communities. The Department is concerned about maintaining this standard of excellence for the Town.*

*The candidate who fills this position will need to become certified. This is a process of taking three different exams. The cost for this expense has traditionally been covered by the employee, not the Town. This issue may need to be negotiated. The cost several years ago was around \$4,000. No money is budgeted at this time to anticipate this cost.*

*The following is a condensed report of the Finance Committee's Personnel and Benefits Subcommittee, which summarizes some of the pertinent factors related to the certain personnel and insurance budgets:*

*Personnel Board:*

*The Personnel Board has been inactive for a number of years. With the addition of the Deputy Town Administrator, this Board will be reactivated in FY05. At this time, no budget changes are proposed.*

*Elected Official Salaries (Town Clerk):*

*We are required to handle elected official salaries as a separate warrant article. This only applies to the Town Clerk. See Article 8 for a discussion of this official's salary.*

## *Employee Insurance:*

### *Proposed Changes from FY04*

*Insurance – Unemployment is increasing by \$6,000. The School Department is experiencing a high rate of turnover which correlates with the higher rate of new hires coming on board to replace retiring staff. The Town self-insures for unemployment insurance. The State Department of Employment and Training (DET) dispositions claims and bills the Town for payment of unemployment benefits.*

*Medicare costs are projected to increase \$77,000. A number of factors are at play here. First, employees hired before 1986 do not participate in the Medicare program. Currently, 25% of staff is not participating in the Medicare program. As people retire and we hire new employees the participation rate increases and our payments increase. Therefore, the rate of employee retirements and new hires has a direct impact on this budget.*

*Second, there is a great deal of uncertainty in the overall Employee Insurance budget which is completely outside of the control of the administration. People can add or drop health insurance, and the composition of the work force may change and affect these numbers. So, this budget line item is used as a hedge for unexpected increases.*

*With an increase of \$77,000, this line item can accommodate a change in  $\$77,000 / .0145 = \$5,310,344$  of payroll being added to the Medicare program. Total payroll is \$44,634,641, so this increase in Medicare appropriations can hedge against a turnover of  $5,310,344 / 44,634,641 = 12\%$  of payroll.*

*While this assumption may be too aggressive, we recommend leaving this line item alone for FY05.*

*Insurance Group Health & Life is growing as a result of out-of-control health care costs. Natick participates in the West Suburban Health Group (WSHG) which is a collaborative of towns representing 17,000 employees. Rates are negotiated on behalf of this large group. A brief review of the rates, demonstrates that they are indeed very attractive.*

*The WSHG met on December 12, 2003 and projected rates for members for FY05. Overall, rates are projected to increase an average of 12%. The exact increase experienced by Natick will depend on the mix of plans selected by employees. The budget incorporates a \$100,000 contingency line for fluctuations in premium payments.*

## *Allocating Benefits Costs to Town Departments*

*Ruthann Cashman has prepared an analysis of employee benefit costs that the Chair has reviewed and found to be accurate. The analysis shows that cost of benefits are currently 21.5% of payroll. So, in this budget, you can simply multiply the payroll line by 1.215 to get the fully loaded personnel costs. This number may change from year-to-year as participation in benefits programs fluctuate. For planning purposes, if all employees were to participate at the highest level, the factor would be 34% or 1.34.*

*An alternative approach would be to look at each Town department's payroll as a percentage of total payroll and then apply that percentage to the benefits budget. So, for example, Schools make up 63.5% of payroll and therefore would be allocated 63.5% of the benefits budget or \$5.55 million.*

## *Natick Contributory Retirement System:*

The fund is reporting 15% returns through 9/30/03. The current funding period is 24 years. The budget represents a 4.5% increase from FY04.

Unclassified:

*Sassamon Trace Golf Course Enterprise Fund:*

Over the past fiscal year, Town Meeting members have been apprised of the review and results of the Sassamon Trace Golf Course. Town Meeting Members are probably aware that the golf course has been discussed at great length, specifically due to its previous losses when comparing revenues against expenses. After careful review by the Town Administrator, the Board of Selectmen and the Finance Committee, the Board of Selectmen decided to continue operating the golf course for one year, and then re-evaluate the operation of the course and determine it should continue to be operated.

*Reserve Fund:*

The Reserve Fund is a budget under the control of the Finance Committee once approved by Town Meeting. It is normally used to fulfill unforeseen or emergency needs, which are funded by “reserve fund transfers” approved by the Finance Committee, during the fiscal year. Town Meeting will note that this budget is reduced to levels that were common two to three fiscal years ago. The Finance Committee seeks Town Meeting members’ support of the Town Administrator’s requested budget amount of \$250,000.

**Motion:**

Moved that the Town vote to appropriate the following sums for the operation of the government of the Town of Natick for Fiscal Year 2005 (July 1, 2004 to June 30, 2005). The funds are appropriated for the specific purposes indicated in each budget and are to be expended under the direction of the officials indicated (in parentheses after the budget category).

<u>Budget Item</u>	<u>Responsible Official</u>	<u>Amount</u>
<b><u>Section A Education – Natick Public Schools</u></b>		
PAGE B5      Natick Public Schools	(School Committee)	
B. Operating Expenses		\$ 34,746,015
Section A1 Education – South Middlesex Regional Vocational		
PAGE B5      South Middlesex Regional	(Board of Selectmen)	
Vocational School District		
C. Other		\$ 1,154,952
<b>Total Section A – Public Education</b>		<b>\$ 35,900,967</b>
<b><u>Section B – Public Safety</u></b>		
PAGE B6      Natick Emergency Mgmt	(Fire Chief)	
B. Operating Expenses		\$ 1,100

PAGE B8	Natick Fire Department	(Fire Chief)	
	A. Salaries		\$ 5,244,405
	B. Operating Expenses		<u>149,600</u>
			\$ 5,394,005

PAGE B10	Natick Police Department	(Police Chief)	
	A. Salaries		\$ 4,322,062
	B. Operating Expenses		<u>228,125</u>
			\$ 4,550,187

**ARTICLE 2 Continued  
(Town Administrator)**

**Section B – Public Safety**

PAGE B11	Street Lighting	(Town Administrator)	
	B. Operating Expenses		\$ 227,000

**Total Section B – Public Safety      \$ 10,172,292**

**Section C – Public Works Divisions**

PAGE B12	Administration	(Director Public Works)	
	A. Salaries		\$ 322,582
	B. Operating Expenses		<u>27,150</u>
			\$ 349,732

PAGE B13	Public Building Maintenance		
	A. Salaries		\$ 302,044
	B. Operating Expenses		<u>981,887</u>
			\$ 1,283,931

PAGE B14	Engineering Division		
	A. Salaries		\$ 228,788
	B. Operating Expenses		<u>38,400</u>
			\$ 267,188

PAGE B15	Equipment Maintenance Division		
	A. Salaries		\$ 422,518
	B. Operating Expenses		409,780
	C. Other		<u>8,000</u>
			\$ 840,298

PAGE B17	Highway Maintenance/Solid Waste Collection/Recycling Center		
	A. Salaries		\$ 1,076,012
	B. Operating Expenses		399,559
	C. Other		<u>1,492,213</u>
			\$ 2,967,784

PAGE B18	Land Facilities & Natural Resources		
	A. Salaries		\$ 407,330
	B. Operating Expenses		<u>157,450</u>
			\$ 564,780

**Total Section C – Public Works      \$ 6,273,713**

**ARTICLE 2 Continued  
(Town Administrator)**

**Section D – Health & Human Services**

PAGE B19	Board of Health	(Board of Health)	
	A. Salaries		\$ 287,335
	B. Operating Expenses		23,000
	C. Other		<u>15,000</u>
			\$ 325,335
PAGE B20	Council on Aging	(Council on Aging)	
	A. Salaries		\$ 182,068
	B. Operating Expenses		<u>13,315</u>
			\$ 195,383
PAGE B21	Neighborhood Bus	(Director Community Development)	
	A. Salaries		\$ 138,052
	B. Operating Expenses		33,800
	C. Other		<u>9,800</u>
			\$ 181,652
PAGE B22	Parks & Recreation	(Superintendent Parks & Recreation)	
	A. Salaries		\$ 421,011
	B. Operating Expenses		38,696
	C. Other		<u>27,054</u>
			\$ 486,761
PAGE B23	Human Services	(Dir. of Council Aging and Veterans Svs)	
	A. Salaries		\$ 18,296
	B. Operating Expenses		<u>17,560</u>
			\$ 35,856
PAGE B24	Veterans Services	(Director Veterans Services)	
	A. Salaries		\$ 90,586
	B. Operating Expenses		6,350
	C. Other		<u>59,950</u>
			\$ 156,886
			<b>\$ 1,381,873</b>

**Section E – General Government**

PAGE B27	Assessing Department	(Director of Assessing)	
	A. Salaries		\$ 249,973
	B. Operating Expenses		69,300
	C. Other		<u>80,000</u>
			\$ 399,273
PAGE B28	Board of Selectmen	(Town Administrator)	
	A. Salaries		\$ 364,519
	B. Operating Expenses		106,510
	C. Other		<u>35,000</u>
			\$ 506,029

**ARTICLE 2 Continued  
(Town Administrator)**

**Section E – General Government**

PAGE B29	Community Development	(Director Community Development)	
	A. Salaries		\$ 565,109
	B. Operating Expenses		<u>35,080</u>
			\$ 600,189
PAGE B30	Finance Committee	(Finance Committee)	
	A. Salaries		\$ 3,200
	B. Operating Expenses		<u>3,860</u>
			\$ 7,060
PAGE B31	Information Systems	(Director Information Systems)	
	A. Salaries		\$ 273,003
	B. Operating Expenses		240,600
	C. Other		<u>269,045</u>
			\$ 782,648
PAGE B32	Parking Enforcement	(Parking Clerk)	
	A. Salaries		\$ 34,116
	B. Operating Expenses		<u>77,631</u>
			\$ 111,747
PAGE B33	Personnel Board	(Personnel Board)	
	B. Operating Expenses		\$ 1,000
PAGE B34	Registrar of Voters	(Town Clerk)	
	A. Salaries		\$ 33,720
	B. Operating Expenses		<u>17,750</u>
			\$ 51,470
PAGE B35	Weights & Measures	(Sealer Weights & Measures)	
	A. Salaries		\$ 12,346
	B. Operating Expenses		<u>1,050</u>
			\$ 13,396
PAGE B36	Town Clerk	(Town Clerk)	
	A. Salaries		\$ 175,107
	B. Operating Expenses		<u>20,950</u>
			\$ 196,057
PAGE B37	Treasurer	(Town Treasurer)	
	A. Salaries		\$ 124,602
	B. Operating Expenses		<u>65,200</u>
			\$ 189,802

**ARTICLE 2 Continued  
(Town Administrator)**

**Section E – General Government**

PAGE B38	Collector of Revenue A. Salaries B. Operating Expenses	(Town Collector)	\$ 184,181 <u>114,500</u> \$ 298,681
PAGE B39	Town Comptroller A. Salaries B. Operating Expenses	(Comptroller)	\$ 262,981 <u>17,100</u> \$ 280,081
PAGE B40	Town Counsel B. Operating Expenses C. Other	(Town Administrator)	\$ 42,500 <u>234,000</u> \$ 276,500
PAGE B41	Town Report B. Operating Expense	(Town Administrator)	\$ 6,000
	<b>Total Section E – General Government</b>		<b>\$ 3,719,933</b>

**Section F – Commissions/Special Committees**

PAGE B42	Arts Council B. Operating Expenses	(Arts Council)	\$ 700
PAGE B43	Commission for the Disabled B. Operating Expenses	(Commission for the Disabled)	\$ 1,300
PAGE B44	Historical Commission B. Operating Expenses	(Historical Commission)	\$ 1,000
PAGE B45	Historical District Commission B. Operating Expenses	(Historical District Commission)	\$ 500
	<b>Total Section F Commission/Special Committees</b>		<b>\$ 3,500</b>

**Section G – Unclassified**

PAGE B47	Debt Service And Lease Purchase Obligations C. Other	(Town Administrator)	\$ 6,808,030
PAGE B48	Insurance & Self Insurance – Employee Benefits B. Operating Expenses	(Town Administrator)	\$ 9,391,395

**ARTICLE 2 Continued  
(Town Administrator)**

**Section G – Unclassified**

PAGE B49	Property & Liability Insurance (Town Administrator) B. Operating Expenses	\$ 337,500
PAGE B50	Reserve Fund (Finance Committee) C. Other	\$ 250,000
PAGE B51	Contributory Retirement System (Town Comptroller) C. Other	\$ 3,867,963
PAGE B52	Non Contributory Pensions (Town Comptroller) A. Salaries	\$ 191,513
<b>Total Section G – Unclassified</b>		<b>\$ 20,846,401</b>

**Section H – Enterprise Funds**

PAGE B53	Sassamon Trace Golf Course (Town Administrator) A. Salaries B. Operating Expenses	\$ 100,451 464,468 <hr/> \$ 564,919
PAGE B54	Sassamon Trace – Employee Benefits (Town Administrator) B. Operating Expenses	\$ 23,158
PAGE B55	Sassamon Trace – Debt Service (Town Administrator) C. Other	\$ 337,126
<b>Total Sassamon Trace Golf Course</b>		<b>\$ 925,203</b>
PAGE B56	Sanitary Sewer & Collection (Director Public Works) A. Salaries B. Operating Expenses C. Other	\$ 567,424 123,500 4,111,765 <hr/> \$ 4,802,689
PAGE B58	Water Supply & Distribution (Director Public Works) A. Salaries B. Operating Expenses C. Other	\$ 718,075 698,450 236,000 <hr/> \$ 1,652,525
PAGE B60	Water & Sewer Debt Service (Town Administrator) C. Other	\$ 1,896,829
PAGE B61	Water & Sewer Fringe Benefits (Town Administrator) C. Other	\$ 871,491

**ARTICLE 2 Continued  
(Town Administrator)**

**Section H – Enterprise Funds**

PAGE B62	Utility Billing	(Town Collector)	
	A. Salaries		\$ 78,325
	B. Operating Expenses		<u>79,700</u>
			\$ 158,025
PAGE B63	Water & Sewer Reserve Fund		
	C. Other		\$ 200,000
		<b>Total Water &amp; Sewer Enterprise</b>	<b>\$ 9,581,559</b>
		<b>Section H – Enterprise Funds</b>	<b>\$ 10,506,762</b>

And that the sum of \$88,805,441 be raised from the following sources:

<b>Tax Levy of Fiscal Year 2005</b>	<b>\$ 74,809,799</b>
<b>Free Cash</b>	<b>1,894,897</b>
<b>Enterprise Funds Revenue</b>	<b>9,546,762</b>
<b>Overlay Surplus</b>	<b>1,000,000</b>
<b>MBTA Contract Assistance</b>	<b>78,195</b>
<b>Parking Meter Revenue</b>	<b>111,000</b>
<b>Stabilization Fund</b>	<b>750,000</b>
<b>Title 5 Septic Tank Reserve</b>	<b>7,684</b>
<b>Water and Sewer Retained Earnings</b>	<b>500,000</b>
<b>Sale Surplus Property</b>	<b>59,667</b>
<b>Cable Fees</b>	<b>47,437</b>

**ARTICLE 3  
(Morse Institute Library)**

To see what sums of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Morse Institute Library, for the Fiscal Year July 1, 2004 to June 30, 2005.

**RECOMMENDATIONS: By a vote of 12-0-0 on March 2, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 3 and that the sum of \$1,376,686 be appropriated from the Tax Levy.**

*The purpose of this Article is to fund the operating budget for the Morse Institute Library for the Fiscal Year 2005 (July 1, 2004 through June 30, 2005). The detailed budget line itemization can be found in Section B of this Finance Committee Recommendations Report (Report).*

*The Finance Committee heard testimony from the Morse Institute Library Director, the Morse Institute Trustees, the Town Administrator and the public. Issue was raised regarding an immediate need to increase the amount of funds available for the library personnel services portion of the budget, due to the library's need to provide additional salaries and wages for staff who substitute for other staff who are either absent or unable to work at their assigned times. The Finance Committee and the Town Administrator reviewed the matter thoroughly and agreed to fund a new salary and wage line-item – Salaries Substitutes. Specifically, the amount being recommended for this new line-item is \$20,540. This funding will assist in supporting some of the substitute staffing needs, particularly those needs when absences occur for reasons outside the control of the library.*

*It should be noted that the Morse Institute Library Director and Trustees proposed that additional funding be made available for staffing and other unmet needs of the library. However, in light of the fiscal constraints at this time, the Finance Committee thanks the library officials for their understanding of such limitations and willingness to work within the current fiscal constraints. Morse Institute Library administrators and/or members of the Morse Institute Library Board of Trustees should be available to provide additional information and answer questions.*

*The Finance Committee seeks Town Meeting's support for this appropriation.*

**Motion:**

Move that the Town vote to appropriate the sum of \$1,376,686 to be expended under the direction of the Morse Institute Library Board of Trustees for the operation of the Morse Institute Library, for the Fiscal Year July 1, 2004 thru June 30, 2005.

**And that the sum of \$1,376,686 be raised from the Tax Levy of Fiscal Year 2005**

**ARTICLE 4**  
**(Bacon Free Library)**

To see what sum of money the Town will vote to raise, borrow or transfer and appropriate for the maintenance of the Bacon Free Library, or otherwise act thereon.

**RECOMMENDATIONS:** By a vote of 12-0-0 on February 5, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 4 and that the sum of \$88,819 be appropriated from the TAX LEVY.

*The purpose of this Article is to fund the operating budget for the Bacon Free Library for the Fiscal Year 2005 (July 1, 2004 through June 30, 2005). The detailed budget line itemization can be found in Section B of this Report. The recommended funding for this budget represents an overall small decrease for the Bacon Free Library when compared with Fiscal Year 2004. However, the personnel services line-item is recommended to increase, accommodating additional funding for salaries and wages, while supplies funding has been decreased to offset such increase.*

*The Finance Committee seeks Town Meeting's support for the subject matter of Article 4.*

**Motion:**

Move that the Town vote to appropriate the sum of \$88,819 to be expended under the direction of the Bacon Free Library Committee for the operation of the Bacon Free Library for the Fiscal Year July 1, 2004 thru June 30, 2005.

**And that the sum of \$88,819 be raised from the Tax Levy of Fiscal Year 2005.**

**ARTICLE 5**  
**(Town Administrator)**

To see if the Town will vote to raise and appropriate, or otherwise provide, the funds necessary to implement the Terms of Agreements reached between the Town and the following collective bargaining units:

- a) Local 1707 Firefighters
- b) Natick Deputy Chiefs Association
- c) Natick Patrol Officers Association
- d) International Brotherhood of Police Officers, Local 622

**RECOMMENDATIONS: By a the vote of 14-0-0 on March 11, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 5 and that the sum of \$9,827.00 be appropriated from the FREE CASH.**

*The purpose of this Article is to fund the collective bargaining agreements for Fiscal Year 2004 (July 1, 2003 through June 30, 2004). Due to the agreement with the Local 1707 Firefighters, the recommended amount is required to meet the Town's contractual agreement. Specifically, the amount of \$9,827.00 will fund a stipend which was agreed to by the parties to be provided for firefighters who qualify for water rescue stipends.*

*The other collective bargaining units have not yet reached agreement with the Town at the time of this report. The Finance Committee may hear from the town administration that additional bargaining groups and the Board of Selectmen have entered into and ratified agreements, at its meeting on April 13, 2004. The Finance Committee and/or the Town Administrator will report to Town Meeting any such agreements and additional recommendations at the time of Town Meeting.*

*The Finance Committee seeks Town Meeting's support for the subject matter of Article 5.*

**Motion:**

Moved that the Town vote to appropriate the sum, of \$9,827 to implement the Fiscal Year 2004 terms of agreement reached between the Town of Natick and Local 1707 Firefighters.

**And that the sum of \$9,827 be raised from Free Cash**

**ARTICLE 6  
(Town Administrator)**

To see if the Town will vote to raise and appropriate, or otherwise provide, the funds necessary to implement the Terms of Agreements reached between the Town and the following collective bargaining units:

- a) SEIU Local 888 AFL-CIO (Dispatchers)
- b) Natick Patrol Officers Association
- c) International Brotherhood of Police Officers, Local 622
- d) Local 1116 Laborers' International Union
- e) Local 1116 Laborers' International Union, Clerical Workers
- f) Local 1116 Laborers' International Union, Recreation & Human Services Employees
- g) Local 1116 Library
- h) Local 1707 Firefighters
- i) Natick Deputy Chiefs Association
- j) Natick Supervisors and Administrators Association

**RECOMMENDATIONS: By a the vote of 14-0-0 on March 11, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 6 and that the sum of \$260,164 be appropriated from the Tax Levy of Fiscal Year 2005.**

*The purpose of this Article is to fund the collective bargaining agreements for Fiscal Year 2005 (July 1, 2004 through June 30, 2005). Due to agreements between the Town of Natick and the Local 1116 Laborers' International Union, Local 1116 Laborers' International Union, Clerical Workers, Local 1116 Library and Local 1707 Firefighters bargaining units the recommended amount is required to meet such contractual agreements.*

*The Finance Committee may hear from the town administration that additional bargaining groups and the Board of Selectmen have entered into and ratified agreements, at its meeting on April 13, 2004. The Finance Committee and/or the Town Administrator will report to Town Meeting any such agreements and additional recommendations at the time of Town Meeting.*

*The town administration should be available to provide details for the above agreements. The Finance Committee seeks Town Meeting's support for the subject matter of Article 6.*

**Motion A:**

Moved that the Town vote to appropriate the sum, of \$67,915 to implement the Fiscal Year 2005 terms of agreement reached between the Town of Natick and Local 1116 Laborers' International Union.

**And that the sum of \$67,915 be raised from the Tax Levy of Fiscal Year 2005.**

**ARTICLE 6 Continued  
(Town Administrator)**

**Motion B:**

Moved that the Town vote to appropriate the sum, of \$32,051 to implement the Fiscal Year 2005 terms of agreement reached between the Town of Natick and Local 1116 Laborers' International Union Clerical Workers..

**And that the sum of \$32,051 be raised from the Tax Levy of Fiscal Year 2005**

**Motion C:**

Moved that the Town vote to appropriate the sum, of \$35,002 to implement the Fiscal Year 2005 terms of agreement reached between the Town of Natick and Local 1116 Library.

**And that the sum of \$35,002 be raised from the Tax Levy of Fiscal Year 2005**

**Motion D:**

Moved that the Town vote to appropriate the sum, of \$125,196 to implement the Fiscal Year 2005 terms of agreement reached between the Town of Natick and Local 1707 Firefighters.

**And that the sum of \$125,196 be raised from the Tax Levy of Fiscal Year 2005**

**ARTICLE 7  
(Town Administrator)**

To see if the Town, pursuant to the authority contained in Section 108A of Chapter 41 of the General Laws, will vote to amend the by-laws by adding to Article 24, Section 3, a new paragraph deleting certain position titles, adding new position titles and effecting changes in the salary ranges as presently established and will provide the money necessary therefore, or take any action relative thereto.

**RECOMMENDATIONS:** By a the vote of 14-0-1 on March 11, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 7 and that the sum of \$93,000.00 be appropriated from TAX LEVY.

*The purpose of this article is to provide for an amendment to the Natick By-laws pertaining to non-collective bargaining group municipal employees – non-union employees. Taking into account the collective bargaining agreements ratified and funded in Articles 5 and 6, this article seeks Town Meeting approval to provide similar levels of wage and salary increases to general non-union employees. The percentile increase being sought is commensurate with those provided to municipal employees in Articles 5 and 6.*

*The town administration should be available to provide details for the above wage and salary increases. The Finance Committee seeks Town Meeting's support for the subject matter of Article 7.*

**Motion A:**

Moved that the Town vote to amend the by-laws by changing in its entirety the table entitled Classification and Pay Plan, that is incorporated by reference into Paragraph 3.10 Section 3, Article 24. The new Classification and pay plan is as follows:

*Town of Natick*

Personnel Board Pay Plan  
Fiscal Year 2005

	Grade	Start	1	2	3	4	Performance Range
Town Administrator	M-5	\$89,511.20	\$92,643.60	\$95,884.65	\$99,241.53	\$102,715.25	\$118,377.25
Director of Finance Treasurer/Collector	M-4	\$73,816.40	\$76,400.43	\$79,072.60	\$81,841.13	\$84,888.45	\$97,831.13
Deputy Town Administrator	M-4	\$73,816.40	\$76,400.43	\$79,072.60	\$81,841.13	\$84,888.45	\$97,831.13
Director Public Works	M-4	\$73,816.40	\$76,400.43	\$79,072.60	\$81,841.13	\$84,888.45	\$97,831.13
Fire Chief	M-4	\$73,816.40	\$76,400.43	\$79,072.60	\$81,841.13	\$84,888.45	\$97,831.13
Police Chief	M-4	\$73,816.40	\$76,400.43	\$79,072.60	\$81,841.13	\$84,888.45	\$97,831.13
Director Morse Library	M-3	\$63,635.08	\$65,862.40	\$68,167.63	\$70,552.80	\$73,178.85	\$84,260.13
Superintendent Parks and Recreation	M-3	\$63,635.08	\$65,862.40	\$68,167.63	\$70,552.80	\$73,178.85	\$84,260.13
Director Community Development	M-3	\$63,635.08	\$65,862.40	\$68,167.63	\$70,552.80	\$73,178.85	\$84,260.13
Director Public Health	M-3	\$63,635.08	\$65,862.40	\$68,167.63	\$70,552.80	\$73,178.85	\$84,260.13
Comptroller	M-3	\$63,635.08	\$65,862.40	\$68,167.63	\$70,552.80	\$73,178.85	\$84,260.13
Director Information Technology	M-3	\$63,635.08	\$65,862.40	\$68,167.63	\$70,552.80	\$73,178.85	\$84,260.13
Environmental Compliance Officer	M-3	\$63,635.08	\$65,862.40	\$68,167.63	\$70,552.80	\$73,178.85	\$84,260.13
Director of Assessing	M-2	\$54,856.98	\$56,776.80	\$58,764.28	\$60,821.45	\$63,086.70	\$72,705.30
Building Commissioner	M-2	\$54,856.98	\$56,776.80	\$58,764.28	\$60,821.45	\$63,086.70	\$72,705.30
Assistant Treasurer/Collector	M-2	\$54,856.98	\$56,776.80	\$58,764.28	\$60,821.45	\$63,086.70	\$72,705.30
Director Human Services	M-1	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Director Council Aging	M-1	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Director Bacon Free Library	M-1	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Assistant Library Director Morse	M-1	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Veterans Agent	M-1	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Assistant Assessor	P-5	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Assistant Comptroller	P-5	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Info Systems Network Admin	P-5	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Info Systems Data Base Admin	P-5	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
GIS Technician	P-5	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Planner/Conservation Agent	P-5	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Environmental Health Agent	P-5	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Local Building Inspector	P-5	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Procurement Officer	P-5	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Golf Course Professional	P-5	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Sanitarian/Tobacco Control	P-4	\$40,954.90	\$42,386.83	\$43,871.03	\$45,406.48	\$47,011.63	\$53,067.33
Public Health Nurse	P-4	\$40,954.90	\$42,386.83	\$43,871.03	\$45,406.48	\$47,011.63	\$53,067.33
Community Relations/Grant Coordinator	P-4	\$40,954.90	\$42,386.83	\$43,871.03	\$45,406.48	\$47,011.63	\$53,067.33
Info Systems – Facilitator	P-4	\$40,954.90	\$42,386.83	\$43,871.03	\$45,406.48	\$47,011.63	\$53,067.33
Senior Executive Assistant	P-4	\$40,954.90	\$42,386.83	\$43,871.03	\$45,406.48	\$47,011.63	\$53,067.33
Executive Assistant	P-3	\$36,340.35	\$37,612.38	\$38,928.48	\$40,291.73	\$41,820.00	\$47,299.65
Info Systems Data Entry	P-3	\$36,340.35	\$37,612.38	\$38,928.48	\$40,291.73	\$41,820.00	\$47,299.65
Records Coordinator	P-2	\$31,956.43	\$33,074.70	\$34,231.93	\$35,429.13	\$36,744.20	\$41,530.95
Plumbing Inspector	P-2	\$31,956.43	\$33,074.70	\$34,231.93	\$35,429.13	\$36,744.20	\$41,530.95
Wiring Inspector	P-2	\$31,956.43	\$33,074.70	\$34,231.93	\$35,429.13	\$36,744.20	\$41,530.95
Sealer Weights/Measures	P-1	\$29,418.53	\$30,448.65	\$31,511.58	\$32,616.53	\$33,745.05	\$38,070.55
Animal Control Officer	P-1	\$29,418.53	\$30,448.65	\$31,511.58	\$32,616.53	\$33,745.05	\$38,070.55
Neighborhood Bus Coordinator	P-1	\$29,418.53	\$30,448.65	\$31,511.58	\$32,616.53	\$33,745.05	\$38,070.55
Farm Assistant	P-1	\$29,418.53	\$30,448.65	\$31,511.58	\$32,616.53	\$33,745.05	\$38,070.55
COA Program Director	P-1	\$29,418.53	\$30,448.65	\$31,511.58	\$32,616.53	\$33,745.05	\$38,070.55
Parking Enforcement Officer	P-1	\$29,418.53	\$30,448.65	\$31,511.58	\$32,616.53	\$33,745.05	\$38,070.55

*Town of Natick*

Personnel Board Pay Plan  
Part Time/Seasonal Workers

Election Personnel:

E2 Precinct Warden  
E2 Deputy Warden  
E2 Deputy Clerk  
E1 Inspector  
Precinct Clerk

Library Personnel:

L1 Library Page (Morse Library)  
L2 Library Clerk (Bacon Free)  
L3 Library Assist (Bacon Free)  
L4 Library Custodian (Bacon Free)

Health Personnel:

H5 Nurse  
H3 Student Sanitarian  
A2 Secretary to Board  
A2 Inspector of Animals  
H1 Labor

Police Department Personnel:

M1 School Crossing Guards  
H6 Police Matron  
H4 Deputy Animal Control Officer  
H11 Police Transcriber

Special Personnel Classifications:

A1 Registrar of Voters  
A5 Parking Clerk  
H1 Town Meeting Page  
H1 Custodian  
H3 Clerical Assistant  
H2 Laborer  
H2 Census Taker  
H5 Administrative Support (Grants)  
H7 Bus Coordinator  
H8 Bus Drivers  
H9 Bus Dispatcher

Public Works Personnel:

H2 Laborer  
H12 Gardening Assistant

Fire Department Personnel:

A2 Civil Defense Fire Coordinator

Council On Aging:

H4 Clerk  
H4 Instructor  
H10 Social Worker

Council on Aging Session:

S9 Yoga Instructor

Parks & Recreation:

R12 Nurse  
R5 Manager/Supervisor Major Programs  
R4 Assistant Director/ Head Lifeguard/  
Swim Coach/Water Safety Instructor  
Director Medium Sized Programs  
R3 Lifeguards/Program Instructors/Specialists  
Concession Manager/Assistant Swim Coach  
R2 Leader/Instructor/Part-time Laborer  
R1 Attendants/Assistant Leaders/Junior Counselor  
Assistant Instructors

Session (S1 through S12)

S2 Timer/Scorer  
S4 Farm Instructor  
S9 Adult Contractor  
S12 Certified Sports Official

*Town of Natick*

Personnel Board Part/Time Seasonal  
Workers Wage Schedule

Step	Start	1	2	3	4	5	6
<u>Hourly Wage Scale:</u>							
H1	\$6.71	\$7.03	\$7.37	\$7.72	\$8.05	\$8.37	\$8.63
H2	\$7.37	\$7.72	\$8.05	\$8.37	\$8.70	\$9.05	\$9.32
H3	\$8.05	\$8.70	\$9.38	\$10.07	\$10.71	\$11.39	\$11.73
H4	\$8.70	\$9.38	\$10.07	\$10.71	\$11.39	\$12.05	\$12.41
H5	\$10.07	\$10.71	\$11.39	\$12.05	\$12.72	\$13.40	\$13.80
H6	\$14.73	\$15.17	\$15.62	\$16.09			
H7	\$14.06	\$14.48	\$14.91	\$15.36	\$15.83	\$16.30	\$16.79
H8	\$10.07	\$10.71	\$11.39	\$12.05	\$12.72	\$13.40	\$13.80
H9	\$10.07	\$10.71	\$11.39	\$12.05	\$12.72	\$13.40	\$13.80
H10 (HA)	\$16.55	\$17.05	\$17.56	\$18.08	\$18.59	\$19.18	
H11 (HB)	\$15.53	\$15.99	\$16.47	\$16.96	\$17.48		
H12 (HC)	\$12.67	\$14.17	\$15.67	\$17.16	\$17.67		

Library Personnel:

L1	\$7.03	\$7.25	\$7.46	\$7.69	\$7.92	\$8.16	\$8.41
L2	\$9.67	\$9.95	\$10.24	\$10.56	\$10.89	\$11.20	\$11.54
L3	\$12.53	\$12.90	\$13.29	\$13.69	\$14.10	\$14.52	\$14.97
L4	\$2,217.08						

Annual Wage Schedule:

Step	1	2		1	2
A1	\$502.25	\$533.00	A5	\$3,381.48	\$3,482.95
A2	\$847.68	\$873.30	A6	\$5,333.08	\$5,492.98
A3	\$1,673.83	\$1,724.05	A7	\$1,194.13	\$1,230.00
A4	\$2,412.85	\$2,484.60	A8	\$836.40	\$861

School Crossing Guards:

Step	1	2
M1 Monthly School Year	\$622.18	\$639.60
M2 Daily School Year	\$34.55	\$35.53
Session Worker		
S9 Adult Contractor	\$24.13	\$26.30

Election Workers:

	1	2
E1 Warden	\$119.93	\$124.03
E2 Poll Worker	\$101.48	\$104.55

*Town of Natick*

Personnel Board Part/Time Seasonal  
Workers Wage Schedule  
Fiscal Year 2005

Recreation Revolving

Step	Start	1	2	3	4	5	6
<u>Session Wage Schedule:</u>							
S2	\$9.38	\$9.67					
S4	\$12.05	\$12.42					
S9	\$24.13	\$26.30					
S12	\$32.15	\$33.12					
<u>Hourly Wage Scale:</u>							
R1	\$7.34	\$7.67	\$8.00	\$8.32	\$8.65	\$8.98	\$9.27
R2	\$8.00	\$8.32	\$8.65	\$8.98	\$9.30	\$9.62	\$9.94
R3	\$9.25	\$9.79	\$10.33	\$10.88	\$11.42	\$11.96	\$12.52
R4	\$10.88	\$11.42	\$11.96	\$12.52	\$13.05	\$13.60	\$14.13
R5	\$13.05	\$13.60	\$14.13	\$14.69	\$15.22	\$15.77	\$16.31
R12	\$17.39	\$18.21					

**Motion B:**

Move that the Town vote to appropriate the sum of \$93,000 to be expended under the direction of the Town Administrator and the various Departments to implement the salary increases effective July 1<sup>st</sup>, 2004.

**And that the sum of \$93,000 be raised from the Tax Levy of Fiscal Year 2005.**

**ARTICLE 8**  
**(Town Administrator)**

To see if the Town will vote to fix the salary and compensation of all elective officers of the Town of Natick for the fiscal year which begins on July 1, 2004 as provided by Section 108 of Chapter 41 of the General Laws, as amended.

**RECOMMENDATIONS: By a vote of 15-0-0 on March 11, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 8 and that the salaries are set for the following Natick elective officials:**

<b>Natick Town Clerk</b>	<b>\$68, 625.00</b>
<b>Natick Town Clerk (FY05 increase)</b>	<b>\$ 1,675.00</b>

*The purpose of this article is to set the salaries of all elective officers of the Town. Natick has one such elective officer – Town Clerk. The Finance Committee recommends that Town Meeting approve the amount of \$68,625.00 for such FY05 salary and the amount of \$1,675.00 representing an increase in wages over Fiscal Year 2004 commensurate with that provided to other general government employees.*

*The Finance Committee seeks Town Meeting’s support for the subject matter of Article 8.*

**Motion A:**

Move that the Town vote to fix the salary and compensation of the following elective officer of the Town for the Fiscal Year beginning July 1, 2004 as provided by Section 108 of Chapter 41 of the Massachusetts General Laws.

Town Clerk	\$68,625
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**Motion B:**

Moved that the Town vote to appropriate the sum of \$1,675 to be expended under the direction of the Town Clerk for the implementation of the salary increase beginning July 1, 2004.

**And that the sum of \$1,675 be raised from the Tax Levy of Fiscal Year 2005.**

## **ARTICLE 9 (Town Administrator)**

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum or sums of money as may be required for capital equipment for the various departments of the Town of Natick, or otherwise act thereon.

**RECOMMENDATIONS: By a vote of 15-0-0 on March 11, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 9 and that the sum of \$1,424,500.00 be appropriated from the sources indicated below.**

*The purpose of this article is to fund capital equipment purchases of the Town. Specifically, the Finance Committee is recommending that Town Meeting approve the appropriation request of \$1,424,500.00 for those items listed in the accompanying spreadsheet.*

*The Finance Committee heard testimony and received information from various town departments, town administration and Natick Public Schools regarding capital requests for consideration by the 2004 Annual Town Meeting. The Finance Committee's process included four public hearings by its Capital Subcommittee and one hearing by the full Finance Committee. The Finance Committee unanimously recommended the proposed capital expenditures discussed below. The accompanying schedule indicates the specific requests and the source of funding as Direct Expense, five year borrowing, water and sewer surplus, and other sources. All of the items are included in the five year capital expenditure plan recently prepared by the Town Administrator.*

### Vehicles:

*There are several requests to replace vehicles in the Public Works, Police, Fire and School Departments. With the exception of one vehicle, which will allow for improved maintenance of town fields, and two vehicles to be refurbished, all requests are for the replacement of vehicles, which are at or beyond their useful life. With the exception of the S1 packer truck, the Capital Subcommittee inspected all vehicle replacements. A chart detailing mileage and age by vehicle is also provided below. With the exception of the Fire Department's request to replace Engine 3 (pumper truck) the estimates for all vehicles come from the state's bid list. Fire Engines require specific use specifications that differ from town to town and are not included on the state bid list. Use of the state bid list allows the Town to leverage the purchasing power of the state and avoids the necessity of developing a separate specification for each vehicle. The Town Administrator or the various department heads should be available to answer questions or provide additional information to Town Meeting.*

*The Department of Public Works (DPW) Highway Department needs to replace 3 Mack dump trucks and refurbish 2 other Mack Dump trucks. Also included in their request is a de-icing system, which will be installed on certain trucks for sanding operations. These systems lower the operational temperature at which materials are applied to road surfaces in the winter and allow for more efficient and effective operations. The DPW Maintenance Department needs to replace a Ford Bronco vehicle and seeks to add an antifreeze recycling machine. This machine would allow for antifreeze to be recycled and meets the criteria of an acceptable project as part of the Town's settlement with the EPA. The DPW Water and Sewer Department needs to replace two service trucks and one Explorer vehicle. The DPW LFNR department needs to replace one tractor and wants to add a smaller tractor with a trailer to attend to field maintenance. DPW Building Maintenance needs to replace a vehicle that is no longer in service. DPW Sanitation department needs to replace a small packer and purchase six new dumpsters.*

*The Public Safety Departments' capital requests include five new police cruisers and the acquisition of two mobile video recorders to be installed in two of the cruisers. The Fire Department is requesting replacement of one administrative vehicle for the Fire Chief and also Engine 3 (based at the East Natick Fire Station). The capital request also includes funds to be set aside for the replacement of an ambulance consistent with the town's plan to continue to provide a second ambulance and paramedic services.*

*The School Department is seeking replacement of a vehicle used in the maintenance of School Buildings.*

*The Finance Committee seeks Town Meeting's support for the subject matter of Article 9.*

**Motion:**

Move that the Town vote to appropriate the sum of \$1,424,500 in the following amounts for the purchase of the following capital equipment for the various departments of the Town:

Department	Equipment	Amount
School Department	Pickup Truck	\$ 35,000
 Public Works:		
Highway Division	(3) Mack Dump Trucks	\$ 402,000
	(2) Mack Dump Trucks Refurbish	50,000
	Winter Deicing Systems	6,000
Equipment Maintenance	M1 Ford Bronco Replacement	28,000
	Antifreeze Recycling Machine	2,800
Water & Sewer Division	A2 Ford Explorer Replacement	28,000
	(2) Service Truck Replacements	80,000
Land Facilities/Natural	Tractor Replacement (John Deere)	45,000
Natural Resources	Field Tractor & Trailer	18,000
Building Maintenance	Maintenance Van Replacement	27,000
Sanitation Division	S-1 Small Packer	110,500
	Dumpster Replacements (6)	7,200
Police Department	Police Cruiser Replacement (5)	150,000
	Mobile Video Recorders (2)	7,000
Fire Department	Administration Vehicle Replacement	28,000
	Fire Pumper Replace Engine 3	350,000
	Replace Ambulance	50,000

**That to meet this appropriation \$456,500 shall be transferred from Free Cash along with \$108,000 from Water and Sewer Retained Earnings and the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$860,000 under Massachusetts General Laws Chapter 44 Section 7 or any other enabling authority; and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any other action necessary to carry out this project.**

## **ARTICLE 10 (Town Administrator)**

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum or sums of money to implement a Capital Improvement Program, to protect the physical infrastructure of the Town of Natick, or otherwise act thereon.

**RECOMMENDATIONS: By a vote of 15-0-0 on March 11, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 10 and that the sum of \$857,000.00 to be appropriated from FREE CASH.**

*The purpose of this article is to fund capital improvements of the Town. Specifically, the Finance recommends several requests for capital repairs and replacements of certain Town Buildings as discussed below.*

*The Recreation Department requested replacement of window air conditioners, which cool office space on the western side of Cole Recreation Center. This area is occupied by a tenant and is extremely hot on summer days and afternoons. The current system does not work and temperatures are reported to reach in excess of 90 degrees in this area of the building. The request is for the installation of roof top units and related duct work to cool the space. The Finance Committee heard testimony that the estimate for the work includes all installation, fitting, roof penetration, duct work, etc. No further expenditures are anticipated for this project. The Recreation Department also wishes to provide site work for the installation of playground equipment at Loker Park. According to testimony received, a neighborhood group has raised substantial funds and received donations for landscape architecture and equipment. The Town will own the equipment and assume responsibility for its maintenance once it is installed. The Recreation Department is also seeking funds for the demolition of the old caretaker's building at Camp Mary Bunker. This building has been condemned and needs to be demolished.*

*The School Department has requested funds for several projects. All of the requests have been presented by the School Department in previous years but have not proceeded due to lack of funding. The Capital Subcommittee of the Finance Committee observed the condition of the systems at Kennedy Middle School and received testimony concerning the other systems from the head of the school maintenance department and the assistant superintendent. There are requests for replacement of the Clock/Bell and Intercom systems at Kennedy Middle School, Memorial Elementary School and Johnson Elementary School. The current systems are original equipment and are experiencing operational problems in coordinating times for classroom and period changes and dismissals. The current systems also do not have functioning intercoms. The requested project would address these deficiencies and permit telephones to be installed in each classroom for teachers to return calls to parents or call the central administration office in the event of a problem. The telephone feature would be coordinated with the intercom system. Based on the information provided, the requested project will address a combination of operational needs, privacy, and school safety.*

*The School Department has also requested funds for upgrades to the original equipment, a 1949 fire alarm system at Johnson Elementary School, which currently lacks strobes, enunciators and smoke and heat detectors. The School Department is also requesting funds to upgrade and improve the fire alarm system at Kennedy Middle School, which has similar needs. Kennedy has a limited number of smoke and heat detectors as well as a limited number of strobes and enunciators. Funds are also requested for study and design of a sprinkler system at Kennedy. Installation of a sprinkler system would require additional funding in future years. The Kennedy Middle School and its occupants are currently not protected by a sprinkler system. The Finance Committee received a letter from the Fire Chief in support of these requests.*

*A request is also made for replacement of the temperature control system at Kennedy Middle School. The existing and original pneumatic controls system is only partially functional and requires replacement and upgrade to a DDC (Direct Digital Control) system. The system at Kennedy is primary steam and secondary hot water with a closed loop from the original system in the penthouse to distribution within the building. Labor is a problem for the existing system which is inefficient in controlling the building's temperature. The School Department expects fuel efficiencies and improved temperature control as a result of the project. The School Department is also requesting funds for repair and resealing of the exterior brick façade at Kennedy. An additional funding request at a subsequent Town Meeting is anticipated to complete the project which is being accomplished in phases. A request is also made for the replacement of a non-working emergency generator and replacement of emergency lighting systems at Kennedy. Funding is also requested to repair and patch the roof over the cafeteria area of the High School. This roof reportedly leaks.*

*The DPW Building Maintenance Department is seeking funds for three projects as discussed below. One project is to replace three main heat exchangers at Town Hall. The current heat exchangers are beyond warranty and were installed too low on the rooftop. They have been subject to corrosion and need to be replaced. The new exchangers will be installed at a higher point so they are not subject to the same type of corrosion from sitting in moisture and will be superior equipment, covered by a five year warranty on labor and a ten year warranty on parts. These exchangers serve the large public areas in Town Hall. Smaller heat exchangers (which serve the Selectmen's meeting area, the School Committee's meeting area and the training room) have already been replaced from operating budget funds. The estimate includes all wiring, installation, crane rental and time and equipment purchase.*

*The DPW Building Maintenance Department has requested funds for the installation of a DDC system to control the temperature at the Elliott Montessori building in South Natick which is owned by the Town and subject to a lease. The current temperature control system runs hot or cold with the tenant sometimes opening windows in winter to make conditions comfortable. Oil consumption at the building has reportedly reached 300 gallons per week in cold periods. The lease is a gross lease which means that the Town is responsible for all utilities and operating repairs. The terms of the lease also limit the Town's annual exposure for capital repairs to \$10,000. An additional, approximately \$7,000 of the total project cost will be paid by the tenant pursuant to this provision. The project will have a partial payback for the Town in terms of reduced operating expenses and is requested by the department to remedy a problem at the building and take care of a longer term need. The system is anticipated to have a 20 – 25 year useful life. The lease expires in approximately seven years.*

*The DPW Building Maintenance department requires funds to replace the boiler in the newer section of the former East School. This building is leased to a tenant. ( The older portion, circa 1920, was torn down pursuant to a previous Town Meeting and the boiler in this section was removed as part of that demolition.) The boiler in the newer section (circa 1960) requires replacement. The lease is a net lease which requires the Town to provide heat and utilities but for the tenant to pay the operational cost of these utilities. The lease has no provision for capital repairs. The department anticipates a 10% to 15% reduction in the cost of the tenant's annual utility bill as a result of the installation of a new and more efficient boiler. The current lease has approximately 8 years remaining.*

*The Finance Committee seeks Town Meeting's support for the subject matter of Article 10.*

**ARTICLE 10 Continued  
(Town Administrator)**

**Motion:**

Move that the Town vote to appropriate the sum of \$857,000 in the following amounts for the following infrastructure projects, as part of the Town’s Capital Improvement Program:

Department	Project	Amount
Natick Public Schools:		
Kennedy Middle School	Repair & Seal Ext Brick & Concrete	\$ 30,000
	Fire Alarm System	200,000
	Replace Temperature Control System	60,000
	Fire Sprinkler System	75,000
	Replace Clock/Bell/Intercom System	75,000
	Replace Emergency Lights and Generator	85,000
Johnson School	Replace Clock/Bell/Intercom System	25,000
	Fire Alarm System	70,000
Memorial School	Replace Clock/Bell/Intercom System	45,000
Natick High School	Roofing Repair/Replacement	25,000
East School	Asbestos Removal & Boiler Replacement	85,000
Town Hall	Heat Exchangers	18,000
Eliot Montessori	Replace HVAC Controls	17,000
Cole Recreation Center	HVAC Install Roof Air Systems	22,000
Parks & Recreation	Loker Park – Installation of Playground Equip.	10,000
	Raze Caretaker Building	15,000

**That to meet this appropriation \$130,000 shall be transferred from Free Cash along with \$7,000 from the Eliot Montessori Revolving Fund and the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$720,000 under Massachusetts General Laws Chapter 44 or any other enabling authority; and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any other action necessary to carry out this project.**

**ARTICLE 11**  
**(Town Administrator)**

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum or sums of money as may be required for the lease and/or repair of equipment for various departments of the Town of Natick, or otherwise act thereon.

**RECOMMENDATIONS:** The Finance Committee recommends **NO ACTION** with regard to the subject matter of Article 11.

*The purpose of this article is to fund any equipment lease and/or repairs. As of the time of this writing, there are no such request(s) and thus no action is recommended by the Finance Committee.*

**Motion:**

No Action.

**ARTICLE 12**  
**(Board of Selectmen)**

To see if the Town will vote to appropriate the unused balance of sums appropriated for the purpose of closing out and capping the landfill and related work and engineering services by vote of the April, 1994 Annual Town Meeting under Article 12, by vote of the October, 1996 Annual Town Meeting under Article 12, by vote of the December, 1998 Special Town Meeting under Article 5, and by vote of the April, 1999 Annual Town Meeting under Article 12 for the purposes of planning and constructing a municipal golf course which shall be partially in the Town of Sherborn, including the acquisition of any interest in land necessary therefore, the construction of a building, and the cost of original equipment and furnishings in connection therewith;  
Or otherwise act thereon.

**RECOMMENDATIONS: By a vote of 15-0-0 on March 11, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 12.**

*The purpose of this article is release unused balances appropriated under a number of Town Meeting actions to borrow funds and, then appropriate such authorizations to borrow for another purpose. Town Meeting is aware that the town exceeded its ability to expend funds under the authorizations to construct a golf course. This action releases Town Meeting's additional authorizations to borrow and expend funds under the capping of the land fill, and then appropriates the same amount under Town Meeting's authorization to borrow and expend funds for the construction of the golf course. This action is consistent with the findings of the Selectmen's Golf Course Review Committee and the independent auditor's report, both finding an over-spent amount in one account (authorization) and an under-spent amount in another account (authorization). The amount of authorization being transferred from one authorization to another is \$576,453.000. This action should correct the account mis-application of funds.*

*The Finance Committee seeks Town Meeting's support for the subject matter of Article 12.*

**Motion:**

Move that the Town vote \$576,453 of the unused balance of sums appropriated and borrowed for the purpose of closing out and capping the landfill and related work and engineering services by vote of the April, 1994 Annual Town Meeting under Article 12, by vote of the October, 1996 Annual Town Meeting under Article 12, by vote of the December, 1998 Special Town Meeting under Article 5, and by vote of the April, 1999 Annual Town Meeting under Article 12 is appropriated for the purposes of planning and constructing a municipal golf course which shall be partially in the Town of Sherborn, including the acquisition of any interest in land necessary therefore, the construction of a building, and the cost of original equipment and furnishings in connection therewith.

**ARTICLE 13  
(Town Administrator)**

To see if the Town will vote to raise and appropriate, or otherwise provide such sums of money as may be required for the payment of unpaid bills of previous years, incurred by the departments, boards and officers of the Town of Natick, or otherwise act thereon.

**RECOMMENDATIONS: By a vote of 13-0-0 on March 4, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 13 and that the sum of \$5,062.33 be appropriated from Free Cash.**

*The purpose of this article is to appropriate funds to pay unpaid bills from previous fiscal years. The Town Comptroller reported that there is one bill from the Commonwealth of Massachusetts, Department of Environmental Protection, which was lost by the Town and went unpaid. The bill was originally in the amount of \$4,048.86, for DEP services and/or permit fees for the Lilja Elementary School underground oil tank testing. Under the general laws, interest is charged on unpaid balances. In this instance the amount of \$1012.47 is being levied for interest owed. Therefore, the Town must pay the amount of \$5,062.33.*

*The Finance Committee seeks Town Meeting's support for the subject matter of Article 13.*

**Requires a 4/5 Vote**

**Motion:**

Moved that the Town vote to appropriate the sum, as follows, for the payment of unpaid bills of previous years incurred by the department listed below:

Insufficient Balance – 80% Vote

Board of Selectmen

Commonwealth of Massachusetts	\$5,062.33
Department Environmental Protection	

**And that the sum of \$5,062.33 be raised from Free Cash.**

**ARTICLE 14**  
**(School Committee)**

To see what sum of money the Town will vote to appropriate for the purpose of operation and administration of the school bus transportation system, and to reduce or offset fees charged for students who elect to use the school bus transportation system for transportation to and from school; or otherwise act thereon.

**RECOMMENDATIONS: By a vote of 9-5-0 on March 9, 2004, the Finance Committee recommends REFERRAL TO THE SCHOOL COMMITTEE with regard to the subject matter of Article 14.**

*The purpose of this article is to appropriate funds so that the School Committee can modify the bus transportation fee policy. The current policy provides for free bus transportation for all students in grades K-6 who live more than two miles from school. A \$250 fee (\$500 family cap) is charged for all other students for whom bus transportation is requested. The School Budget as proposed in Article 2 of this Town Meeting Warrant was calculated using this current bus transportation fee policy.*

*On March 8, 2004 the School Committee, by a vote of 7-0 proposed to change that policy so that students in grades K-12 who live more than two miles from school would be provided free bus transportation. A \$150 fee (\$300 family cap) would be charged for all other students for whom bus transportation is requested. The additional cost of this modified policy is calculated at \$287,000 and would come from sources of funding outside of the school budget.*

*On March 9, 2004 the Finance Committee heard testimony concerning this article. The Finance Committee thanks the School Committee for providing the requested detailed information concerning this proposal. That information is included in an appendix in this booklet; the appendix also includes other key points concerning both the current and proposed policies.*

*The Finance Committee recognizes that the bus transportation fee does impose a burden on the families of school children in Natick. Many Finance Committee members expressed the opinion that they would like to see the bus transportation fee reduced. However, any bus fee reduction proposal must be financially feasible. In that regard, the proposed policy change was evaluated on several criteria. Among these were: 1.) The sustainability of the fee structure not only this year but in future years; and 2.) that the proposed policy would not result in an expansion of services.*

*The sustainability of the proposed plan is dependent upon the sources of funding available and whether those funds would continue to be available in future years. Identified as potential sources of funding by the sponsors of the article were Local Aid at a level higher than the 9% reduction estimated by the Town Administrator for the FY05 budget and Free Cash. Unfortunately, the actual FY05 Local Aid amounts will not be known until after this Town Meeting and there is a significant degree of risk in making a decision to appropriate funds based on Local Aid amounts higher than those anticipated in the FY05 budget.*

*Regarding the use of Free Cash, the Finance Committee reminds Town Meeting Members that \$2.5 Million of Free Cash is already being utilized to balance the FY05 budget. This leaves \$1.4 Million of unappropriated Free Cash, available for use in the case of major unanticipated emergencies and/or to help balance the FY06 budget so that the need for an operational override would be either minimized or not required. Utilizing Free Cash as a funding source would put these two objectives in jeopardy.*

*Sources of funding that met the sustainability criteria that were discussed during the Finance Committee Hearing included \$45,000 within the School Budget. This amount was identified when a clerical error listed this expense (the TEC Collaborative) in both the Administration and Contracted Services line items.*

*It is also recognized, however, that some line items in the School Budget, such as supplies and building repairs, are not funded at optimum levels.*

*Another funding source identified was the savings (\$50,000) that were realized from a reduction in tipping fees as a result of the 'Pay As You Throw' program that was instituted this fiscal year. Fifty percent of those savings have been used to fund the Storm Water Management Plan, leaving \$25,000 available.*

*The second criterion used to evaluate the proposed policy was whether it would result in an expansion of services. From the information provided to the Finance Committee, the number of students who would qualify for free bus transportation would increase from 750 students under the current plan, to 1,800 students (a 140% increase) under the proposed policy, due to the expansion of eligibility for free bus transportation from the state required level of students in grades K-6 living more than two miles from school (current policy) to students in grades K-12 living more than two miles from school (proposed policy).*

*Also, the total fees collected in the proposed policy would be \$150,000, which is a 46% decrease from \$279,735 that would be collected in FY05 without the proposed changes. At the same time, the cost borne by the town budget would increase by \$286,975 to \$648,850 (a 79% increase).*

*The Finance Committee recommends referring this article back to the School Committee. During the hearing and debate, Finance Committee members asked the School Committee if the proposed policy could be revisited and perhaps modified, so that at least part of the goal of reducing the bus fee could be attained while still remaining within the town's financial constraints.*

*Funding of \$70,000 (\$45,000 from the School budget and \$25,000 from the Pay as You Throw tipping fee savings) was mentioned during the debate. Motions for four other sums were made. These were \$539,575 from Free Cash, \$286,975 from the Tax Levy, \$175,000 from Free Cash, and \$125,000 from Free Cash. The referral motion was voted first and passed by a vote of 9-5.*

**Motion:**

**Move that the Town vote to refer the subject matter of Article 14 to the School Committee.**

**ARTICLE 15**  
**(Finance Committee)**

To see what sum of money the Town will vote to appropriate for the purpose of rebating and/or refunding fees collected by the Natick Public School Department during previous fiscal years for students that paid such fees, and who elected to use the school bus transportation system to and from Natick public schools. Said sum of money may include an amount to administer the rebating and/or refunding of said fees; or otherwise act thereon.

**RECOMMENDATIONS: The Finance Committee recommends NO ACTION with regard to the subject matter of Article 15.**

*The purpose of this article is to authorize rebates and/or refunds for bus fees that were paid in previous years by parents of Natick Public School students using the public school transportation services. This article was sponsored by the Finance Committee based on its vote at the time of a 2003 Fall Annual Town Meeting action by Town Meeting member(s), who desired to rebate previous years' bus and trash fees. At that time of Fall Annual Town Meeting, the Finance Committee recommended that it was unwarranted to rebate such fees not knowing the financial impact, among other things, of such rebates.*

*During the 2004 Annual Town Meeting hearing process, the proponent of the rebate action commented that the rebating of past bus and trash fees was not as paramount as the transportation fee action and funding being sought for the current fiscal year, by the School Committee under Article 14. To that end, the Finance Committee, as sponsors of this article, seeks no action by Town Meeting regarding the subject matter of Article 15.*

**Motion:**

No Action

**ARTICLE 16**  
**(Finance Committee)**

To see what sum of money the Town will vote to appropriate for the purpose of rebating and/or refunding fees collected by the Town during previous fiscal years for Natick residents who paid such fees for the Town's weekly curbside collection of household rubbish. Said sum of money may include an amount to administer the rebating and/or refunding of said fees; or otherwise act thereon.

**RECOMMENDATIONS: The Finance Committee recommends NO ACTION with regard to the subject matter of Article 16.**

*The purpose of this article is to authorize rebates and/or refunds for trash fees that were paid in previous years by residents using the curbside household rubbish removal program. This article was sponsored by the Finance Committee based on its vote at the time of a 2003 Fall Annual Town Meeting action by Town Meeting member(s), who desired to rebate previous years' bus and trash fees. At the time of Fall Town Meeting, the Finance Committee recommended that it was unwarranted to rebate such fees not knowing the financial impact, among other things, of such rebates.*

*During the 2004 Annual Town Meeting hearing process, the proponent of the rebate action commented that the rebating of past trash fees was not as paramount as the transportation fee action and funding being sought for the current fiscal year, by the School Committee under Article 14. To that end, the Finance Committee, as sponsors of this article, seeks no action by Town Meeting regarding the subject matter of Article 16.*

**Motion:**

**No Action**

**ARTICLE 17**  
**(David D'Angelis, et al.)**

Registered voters of Precinct 6, Clubhouse Lane and Saddle Brook Road hereby request the Town to perform a cost study for the installation of main sewer trunk lines and lateral links. We prefer that this be a betterment cost study project and installation, but still request this cost study be performed in case the town is under budget restraints and cannot participate with its 25% funding of installation. We the residents may decide to fund the entire installation by ourselves if this be the situation. We ask that we receive an itemized quote, broken out with man hours, material, and vendor installation prices. We also ask that the Town receives the necessary permits to cross the Hultman Aqueduct from the MWRA if necessary since there is already a 25 foot wide right of way and a 20 foot drain easement pre-existing about 180 feet from the right of way. We also request that the Town obtain the necessary easements from the property owners of Saddle Brook Road to install this system. We also ask that the Town present two estimates, one for a gravity sewer system and one with a forced main system. The determining factor for the choice of a system will be one that is the least cost of a total connection to an individual taxpayer not just the initial trunk lines and laterals. We also ask that this estimate be done in a timely manner within 90 days or less and that this estimate can then be voted on by the residents so that they may petition the Town for installation. It is also desired that if the majority of residents vote to proceed with this project, that it be implemented within a year of the petition. We the voters and residents do hereby request the town of Natick implement these estimates.

**RECOMMENDATIONS: The Finance Committee has Tabled the subject matter of Article 17 until its meeting scheduled for April 13, 2004.**

*The Finance Committee has tabled this matter (voted 13-0-0 on March 2, 2004) until April 13, 2004, so that it may deliberate on the subject matter of this article. The tabling action was intentionally done to allow additional time for Board of Selectmen to hear the subject matter of this article. The town administration indicated during the hearing that the Board of Selectmen could fund the additional study being requested by this citizen petition.*

*It is clear that the sponsor of this article is seeking many things in this article; however, it was generally accepted that these addition requests for action could not occur until the more comprehensive study could be completed.*

*Should the Finance Committee take further action on this matter, we will appraise Town Meeting of such at the time of Town meeting or when this article goes before the body for its consideration.*

**Motion:**

The Finance Committee has Tabled the subject matter of Article 17 until its meeting scheduled for April 13, 2004. Motion and or action will be provided at Town Meeting.

**ARTICLE 18  
(Town Administrator  
Commission on Disability)**

To see if the Town will vote to appropriate and raise, or otherwise provide a sum of money for the purchase and installation of audio tactile push button walk signals at various intersections in Natick, curb cut and access route installation and repairs and to provide for disability awareness/educational materials to be used with the public and private sector or otherwise act thereon.

**RECOMMENDATIONS: By a vote of 12-0-0 on March 4, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 18 and that the sum of \$3,000.00 be appropriated from Handicap Parking Violations.**

*The purpose of this article is to fund the purchase of certain equipment or to make specific improvements that aid and enhance disabled residents and users of the public way and walkways. Each year Town Meeting funds such capital improvement projects, among other things, from handicapped parking violation fines. The \$3,000 being requested is 50% of such handicapped parking violation fines collected in the previous fiscal year. If appropriated, these funds may provide curb cuts at certain locations in the Town, electronic walkway equipment that aids disabled persons and/or educational materials or efforts related to the Commission on Disability.*

*Members of the Commission on Disability should be available to answer questions.*

*The Finance Committee seeks Town Meeting's support for the subject matter of Article 18.*

**Motion:**

Move that the Town vote to appropriate the sum of \$3,000 to be expended under the direction of the Commission for the Disabled for the purpose of installation of audio tactile push button walk signals at various intersections in Natick, curb cut and access route installation and repairs and to provide for disability awareness/education materials to be used with the public and private sector.

**And that the sum of \$3,000 be raised from Free Cash.**

**ARTICLE 19  
(Town Administrator)**

To see if the Town will vote to rescind the following amounts of un-issued debt authorized for the following purposes;

<u>Amount Rescinded</u>	<u>Date of Vote</u>	<u>Purpose</u>
\$719,800	June 10, 1997	School Planning
\$500,000	June 7, 1988	Water Mains
\$ 84,000	April 9, 1996	Sewer
\$ 60,000	October 4, 2001	Roads

or take any other action relative thereto.

**RECOMMENDATIONS: By a vote of 15-0-0 on March 11, 2003, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 19 as amended.**

*The purpose of this article is to rescind past Town Meeting borrowing authorizations. Specifically, the amounts approved by Town Meeting are authorizations which have not been enacted by the bond issuing authority (i.e., Board of Selectmen). Town Meeting's affirmative action of the recommended motion will remove the borrowing authorizations as itemized in the motion.*

*Town administration should be available to answer questions and/or provide details about the specific recommendations. The Finance Committee seeks Town Meeting's support for the subject matter of Article 19 as amended in the motion below.*

**Motion:**

Move that the Town will vote to rescind the following amounts of un-issued debt authorized for the following purposes;

<u>Amount Rescinded</u>	<u>Article Number</u>	<u>Date of Vote</u>	<u>Purpose</u>
\$ 19,800	Article 8	June 10, 1997	School Planning
\$ 700,000	Article 2	May 26, 1998	School Planning
\$ 500,000	Article 2	June 7, 1988	Water Mains
\$ 84,000	Article 19	April 9, 1996	Sewer
\$ 60,000	Article 37	October 4, 2001	Roads
\$ 100,000	Article 21	April 11, 2002	Golf Course

**ARTICLE 20**  
**(Council on Aging)**

To see if the Town will vote to accept the provisions of Chapter 44, Section 53E 1/2 of the Massachusetts General Laws which allows towns to authorize separate revolving funds to which shall be credited receipts received in connection with the programs supported by such revolving fund. The Council on Aging would establish a revolving fund for a subsidized transportation program with receipts credited to this revolving fund, expended by the Council on Aging Director with the oversight by the Council on Aging and not to exceed \$15,000 expenditures in fiscal 2005.

**RECOMMENDATIONS: By a vote of 13-0-0 (March 2, 2004) the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 20.**

*The purpose of this article is to accept the provision of general law which establishes a revolving fund. Each year Town Meeting must authorize the establishment of revolving funds, consistent with M.G.L. 44, Section 53E 1/2. This revolving fund is a "re-authorization" of an existing fund under the direction of the Council on Aging Director and administered by the Natick Council on Aging. This fund supports transportation user expenses of qualifying elderly persons. Also, this program has been administered for a number of years at the requested limitation of \$15,000.00. Members of the Council on Aging should be available to answer questions and detail the transportation program.*

**Motion:**

Moved that the Town vote to authorize the Council on Aging Director, with oversight by the Council on Aging, to expend up to and including \$15,000 during the fiscal year beginning July 1, 2004 for the purposes of operating a subsidized transportation program for senior citizens, pursuant to Chapter 44 Section 53E1/2 of the Massachusetts General Laws, from the revolving fund established by vote of the April, 1995 Annual Town Meeting under Article 27 for receipts received in connection with the subsidized transportation program.

**ARTICLE 21**  
**(Board of Assessors)**

To see if the Town will vote to increase the Personal Exemption Amounts by 20% under the provisions of Chapter 126 of the Acts of 1988 which provides for "Optional Additional Property Tax Exemptions" allowing an annually determined, uniform increase in the amount of exemption in General Laws, Chapter 59 Section 5 Clauses 17D, 22, 22A, 22B, 22C, 22D, 22E, 37A and 41C (elderly person, disabled veteran, or blind person).

**RECOMMENDATIONS: By a vote of 13-0-0 on March 2, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 21.**

*The purpose of this article is to increase the personal exemption amount with regard to qualified taxpayers who meet elderly, disabled veteran or blind person criteria, in accordance with Massachusetts General Laws.*

*Town Meeting may remember that it increased the exemption for qualifying individuals last year from 15% to 17.5%. This year Town Meeting is asked to approve an additional increase from 17.5% to 20% for such individuals. The Town Administration estimated costs relative to this action to be approximately \$3,4150.00 which will be funded from Overlay Account funds. It was reported to the Finance Committee that the Board of Assessors unanimously voted in favor of this article.*

**Motion:**

Move that the Town vote to increase the Personal Exemptions Amounts to 20% as amended, under the provisions of Chapter 126 of the Acts of 1988 which provides for "Optional Additional Property Tax Exemptions" allowing an annual determined, uniform increase in the amount of exemption in General Laws, Chapter 59 Section 5 Clauses 17D, 22, 22A, 22B, 22C, 22D, 22E, 37A and 41C (elderly persons, disabled veteran or blind person).

**ARTICLE 22**  
**Charter Amendment: Referendum Does Not Require Special Election**  
**(Town Moderator)**

To see if the Town will vote to approve an amendment to Section 2-13 of Chapter 2 of the Natick Home Rule Charter for submittal to the voters in order to (1) correct the procedures for calling the election so that they are in compliance with the General Laws; and (2) allow the Selectmen more latitude in scheduling the election. The following amendment is proposed:

(1) In Section 2-13 (c), in the second sentence:

(a) Delete the word "ten" and insert in its place the word "fourteen".

(b) Delete the words "call a special election to be held on a date fixed by it not less than fourteen nor more than twenty-one days later for submission of such question, or questions, to the voters for a final determination" and insert in their place the words "upon certification of the signatures, cause the question to be placed on the ballot at the next regular town election or, if the board of selectmen so votes, at a special election, any such election to be held not less than thirty-five days later".

As amended, the second sentence would read:

The board of selectmen shall, within fourteen days following the filing of such petition, upon certification of the signatures, cause the question to be placed on the ballot at the next regular town election or, if the board of selectmen so votes, at a special election, any such election to be held not less than thirty-five days later.

(2) In Section 2-13 (d), delete the word "Questions" and insert in its place the words "A question".

(3) In Section 2-13 (e), in the second sentence, in the phrase "at such special election", delete the word "special".

**RECOMMENDATIONS: By a vote of 13-0-0 on March 9, 2004, the Finance Committee recommends REFERRAL TO THE BOARD OF SELECTMEN, TOWN MODERATOR AND TOWN COUNSEL with regard to the subject matter of Article 22.**

*The purpose of this article is to seek changes to the Natick Home Rule Charter (Charter), Section 2-13 (c) and Section 2-13 (d) and (e). Specifically, this article seeks to change the time in which the Board of Selectmen shall respond in calling an election consistent with the referendum procedure set forth in the Charter, changing such timeframe from 10 to 14 days. The proponent suggested this change so that a regular meeting of the Board of Selectmen will most probably be scheduled no matter when a petition is submitted. Also, the proponent suggested that the period of 14 days is more in keeping with the standard time for certification of signatures by the Registrar of Voters.*

*Another change that this article seeks is that the election called under this Charter provision could be scheduled for the next regular municipal election or at a special election at the discretion of the Board of*

*Selectmen. The proponent stated that in most cases, there is no need for a special election to be called. If the intent of the referendum is to overturn an approval by the representative Town Meeting, the very action of filing the petition for referendum suspends the approval. The proponent went on to state that it seems reasonable that in most cases from the point of view of the petitioners there is no need for haste in calling the election. The regular municipal election is soon enough unless the Board of Selectmen decides that the election should take place sooner in order to overturn the suspension of the approval. If the intent of the referendum is to gain approval for something that was rejected by Town Meeting, the status quo is in effect. Since in most cases, the normal response to rejection is to take up the subject at a future Town Meeting, haste to gain approval by means of a special election is seldom justified. Minimizing the calling of special elections saves unnecessary expense for the town.*

*Finally the sponsor commented that the procedures for calling the election should be in compliance with the requirements of the General Laws regulating elections. Under Massachusetts General Law, thirty-five days is the minimum time requirement to conduct an election after making the decision to do so.*

*A number of speakers raised issues and questions. Some of the comments were related to historical practices of the town and/or original Charter Commission recommendations, which took into account this matter when initially drafting this Charter section. One speaker commented that the general laws of the Commonwealth allow the formulation of the existing Charter provision, and that the existing Charter provision was approved by the Attorney General's office.*

*Although this article has merit as presented, taking into account the comments of all speakers, the Finance Committee recommends that the matter be referred back to the Town Moderator, the Board of Selectmen and Town Counsel for further review and public input.*

**Motion:**

Move that the Town vote to refer the subject matter of Article 22 to the Board of Selectmen, Town Moderator and Town Counsel.

**ARTICLE 23**  
**Charter Amendment: Referendum Follows Definite Action by Town Meeting**  
**(Town Moderator)**

To see if the Town will vote to approve an amendment to Section 2-13 of Chapter 2 of the Natick Home Rule Charter for submittal to the voters in order to (1) define the referendum procedure so that it is only permitted to reverse the action taken by Town Meeting on an affirmative main motion properly introduced, debated, and either approved or disapproved; (2) describe the effect of subsidiary motions applied to the main motion; (3) revise the list of cases for which referendum is not allowed ; and (4) handle the issue of formulating the ballot question to insure that it is clear to the voters; or otherwise act thereon.

**RECOMMENDATIONS: By a vote of 11-2-0 on March 4, 2004, the Finance Committee recommends REFERRAL TO THE TOWN MODERATOR, TOWN COUNSEL AND BOARD OF SELECTMEN with regard to the subject matter of Article 23.**

*This article seeks changes to the Natick Home Rule Charter (Charter), Section 2-13 for submittal to the voters for approval. Specifically, this article seeks to change the referendum process so that 1) a petitioner could only take action after a specific action of Town Meeting; 2) that certain motions would be treated in a specific manner; 3) certain referendum petitions would not be permitted under some circumstances; and 4) it would further define how a referendum question would appear on a ballot.*

*The sponsor commented that the intent of this article is to promote the role of Town Meeting as the vital legislative component of Natick's government and prevent a repeat of the unfortunate episode last fall that bypassed Town Meeting in the belief that an initiative petition drafted by a few should be submitted immediately to the voters at a special election in the guise of a referendum.*

*The changes to Section 2-13 of the Charter encompassed by Article 22 solve the problem of wasteful expense by the Town for unnecessary special elections. However, additional changes to Section 2-13 are required to define the action that must happen at Town Meeting before a referendum is meaningful and lawful.*

*Changes to Section 2-13 (a) are intended to define the referendum procedure so that it is only permitted to reverse the action taken by Town Meeting on an affirmative main motion properly introduced, debated, and either approved or disapproved. Once the main motion is before Town Meeting, the motion is no longer the "property" of the sponsors. Town Meeting decides what will be done with the motion.*

*Section 2-13 (b), as currently worded, caused the mischief last fall. Changes to this subsection describe the effect of subsidiary motions applied to the main motion. The language is tightened to clarify what is the affirmative main motion that is subject to referendum and to explain what other actions or non-actions besides a negative vote on the main motion are equivalent to rejection.*

*Additional changes to Section 2-13 (a) revise the list of cases for which referendum is not allowed. Changes to Section 2-13 (d) handle the issue of formulating the ballot question to insure that it is clear to the voters.*

*Town Counsel, in a letter to the Town Administrator dated January 23, 2004, made comments about these*

changes. The following represents what was reported to the Finance Committee as the Town Counsel's comments:

1. The article removes the current exclusion regarding the referendum process for votes to adjourn or dissolve a town meeting. In my opinion that exclusion should remain in the Charter regarding the referendum process.

2. The article excludes from the referendum process a vote to reject when the motion requires by statute a two-thirds or greater quantum of vote for approval. This language would exclude all bond authorizations, zoning by-law amendments, and appropriations for prior fiscal year bills. As such it would be a considerable limitation of the scope of the referendum process.

3. The article provides that the ballot would contain a summary by town counsel if the text of the main motion is so lengthy as to be impractical for printing on the ballot or if the form of the main motion was a brief text which makes reference to the text of the warrant article. The validity of allowing such a summary rather than the text of the question before Town Meeting is not clear. In any event, I recommend that the text of the question be presented to the voters rather than a summary.

The sponsor of the article provided comments regarding Town Counsel's letter as follows:

With regard to Item #1 above, the language about excluding votes to adjourn or dissolve was dropped, because it may introduce confusion about the meaning of Section 2-13 (a). The changes to the entire section are supposed to insure that the referendum process only applies to action taken on affirmative main motions made under an article. Since motions to adjourn or dissolve are typically procedural main motions not made under the scope of an article, I judged that retaining the language would not be appropriate and would introduce confusion about meaning.

With regard to Item #2 (above), the new language does introduces an additional exclusion for the referendum process, but one that may be very rare. For example, suppose a warrant article for a zoning bylaw change is introduced by a group of citizens with the intent of frustrating the development efforts of a well-funded corporation. The main motion to change the zoning bylaw fails at Town Meeting, but is resurrected via the referendum process, and is approved narrowly by the voters. The corporation contends against the Town that a change to the zoning bylaws can only be valid if approved by a two-thirds majority vote of the Town, whether that vote takes place at the representative town meeting or at some town meeting of voters who vote by ballot.

For open town meetings, the standard recourse upon failure to change the zoning bylaws is to try again at a future town meeting. For representative town meetings, I also think that should be the only recourse as well. The Town should not try to adjust the referendum majority quantum of vote to adapt to such special statutory situations.

In addition, the referendum process described in the standard form of the representative town meeting (MGL, c.43A, s.10) only applies to "votes passed." Natick has a much more liberal process. By referendum, Natick voters can reverse votes that failed. I suspect that only a handful of towns with representative town meetings have as liberal a provision as Natick.

With regard to Item #3, in most cases the text of the affirmative main motion will be taken from the Town Clerk's records. However, special situations should be addressed and Town Counsel would play the standard role (e.g., MGL, c.43B, s.11; c.44B, s.3; c.54, s.58A). Perhaps, the problem is the word "summary"; there probably is a better word. I was thinking of the case of handling very lengthy changes in state law that appear on the state ballot in the form of ballot questions. Someone has to prepare the

*wording of the questions that appear on the state ballot. If the Town was confronted with a similar situation, I envisioned that Town Counsel would be that someone.*

*Taking into account the above comments, the Finance Committee recommends that the matter be referred back to the Town Moderator, the Board of Selectmen and Town Counsel for further review and public input.*

**Motion:**

Move that the Town vote to refer the subject matter of Article 23 to the Board of Selectmen, Town Moderator and Town Counsel.

**ARTICLE 24**  
**(Board of Selectmen)**

To see if the Town will vote to amend the Natick Home Rule Charter by adding the following language at the end of Article 2, Section 2-4(a):

“provided, however: (1) no person who holds an elected position in the Town of Natick, whether compensated or uncompensated for such elected position, shall be eligible to serve as a town meeting member; (2) no Town of Natick employee shall be eligible to serve as a town meeting member; and (3) no member of an appointed board or commission who is appointed to that position by an elected board, commission or official of the Town of Natick shall be eligible to serve as a town meeting member.”

As amended, Section 2-4(a) would read: “Eligibility – Any voter shall be eligible to be a candidate, to be elected and to serve as a town meeting member, provided, however: (1) no person who holds an elected position in the Town of Natick, whether compensated or uncompensated for such elected position, shall be eligible to serve as a town meeting member; (2) no Town of Natick employee shall be eligible to serve as a town meeting member; and (3) no member of an appointed board or commission who is appointed to that position by an elected board, commission or official of the Town of Natick shall be eligible to serve as a town meeting member.”

Or otherwise act thereon.

**RECOMMENDATIONS: By a vote of 10-3-0 on March 4, 2004, the Finance Committee recommends INDEFINITE POSTPONEMENT with regard to the subject matter of Article 24.**

*The purpose of this article is to amend the Natick Home Rule Charter by adding specific language to Article 2, Section 2-4(a), which would have the effect of prohibiting certain elected and appointed officials, and Town of Natick employees from holding such elected or appointed positions and being a Town Meeting Member. For the convenience and benefit of Town Meeting members, the elected and appointed positions which would become ineligible for Town Meeting membership under the proposed Article are summarized as follows:*

***Elected Officers or Boards***

- *Board of Selectmen*
- *Board of Assessors*
- *Board of Health*
- *Constables*
- *Housing Authority*
- *Moderator*
- *Morse Institute Library Trustees*
- *Planning Board , including associate members*
- *Recreation and Human Service Commission*
- *School Committee*
- *Town Clerk*

## ***Appointed Officers and Boards***

- *Emergency Operations Planning Committee*
- *Keefe Tech Vocational School Reps*
- *Parking Clerk*
- *Rep. To MBTA Advisory Board*
- *Bacon Free Library Maintenance Committee*
- *Bicycle and Pedestrian Advisory Committee*
- *Cable Advisory Board*
- *Conservation Commission*
- *Contributory Retirement Board*
- *Council on Aging*
- *Elderly and Disabled Taxation Fund Committee*
- *Historical Commission, including alternate members*
- *Historic District Commission, including alternate members*
- *Information Systems Advisory Board*
- *Natick Cultural Council*
- *Open Space Committee*
- *Recreation and Human Service Committee*
- *Recycling Study and Advisory Committee*
- *Registrars of Voters*
- *Town Forest Committee*
- *Youth Advisory Board*
- *Zoning Board of Appeals , including alternate members*
- *Finance Committee*

*(Note: Paid Town Employees have not been included on this list. A complete list of all full time and part time Town employees, such as referees at basketball games, part time snow removal drivers, etc. were not practical.)*

*The sponsor of the article commented that the restrictions on Town Meeting eligibility is needed to prevent and / or correct for conflicts of interest pertaining to the business of Town Meeting. The sponsor indicated that this idea, although not new, was raised by the Financial Operations Committee appointed by the Board of Selectmen and that it is an idea whose time has come. The sponsor indicated that certain other Towns such as Framingham had similar restrictions. The sponsor also indicated that prior to the Charter's adoption in 1980, the Town had certain restrictions on Town Meeting member eligibility including limitations preventing Finance Committee members from being Town Meeting members.*

*The Finance Committee also heard from members of the public opposed to the Article. Concerns focused on maintaining the rights of voters to elect whomever they want to Town Meeting. The view was expressed that the voters should always have the ultimate right to decide their Town Meeting members. The Finance Committee also heard that State Law specifically permits Town employees to be Town Meeting members and also permits them to vote on matters concerning their respective departments and their collective bargaining agreements. The Finance Committee also heard testimony expressing the opinion that the supposed conflicts of interest do not exist or, if they exist at all, do not constitute a problem given the distributed nature of power in Town government and the number of elected and appointed officials and boards in Town. The Finance Committee also heard concerns that at least 55 current members of Town Meeting would need to resign from Town Meeting based on the requirement of the proposed article. Concern was expressed that even more Town Meeting members could be ineligible depending upon how*

*many Town Meeting members have a small part time “employment” capacity with the Town. Concern was expressed that the proposed Article could disrupt the functioning and effectiveness of Town Meeting which already has difficulty getting enough members from every precinct. The Finance Committee also heard testimony that prior to 1980, the Finance Committee used to prepare and propose the detailed budgets for every town department. That function became the responsibility of the Town Administrator in 1980 when the Charter was adopted and the office of Town Administrator was created.*

*The majority of the Finance Committee agreed with those opposing the Article, but raised additional points during debate. Concern was expressed that the Article would require some of the longest serving members of Town Meeting to resign with a corresponding loss of the institutional memory of Town Meeting. Members were also concerned that instead of causing significant resignations from Town Meeting, the Article could result in significant resignations from elected or appointed committees with corresponding disruption to their function.*

*Members noted that the Article would also prevent Town Meeting members from serving on special committees of the Town including special committees of Town Meeting itself. Various special or study committees such as the Middle School Task Force, AOV Country Club Study Committee, Middle School Building Committee, Surplus Land Committee, Neighborhood Bus Committee, Pay as You Throw Committee, Split Tax Rate Study Committee, High School Building Committee, Financial Operations Committee etc. have included Town Meeting members. These Town Meeting members have either appointed by the Moderator or various elected boards. Under the provisions of the Article, service on these committees would automatically disqualify individuals from being Town Meeting members. Rather than prohibit Town Meeting member involvement, the Finance Committee believes that the Town and Town Meeting are well served by these special committees and from allowing Town Meeting members to serve upon them.*

*Significantly, members also noted that the proposed article would not prevent members of a committee appointed by the Town Administrator from also being Town Meeting members. Members of the Personnel Board, Golf Course Oversight Committee, Safety Committee, Town Report Committee, and the Commission on Handicapped Affairs would be allowed to serve on Town Meeting.*

*Members expressed concern that the article could result in an over concentration of power in the office of Town Administrator and the Board of Selectmen. Under Articles 4 and 5 of the Charter, the office of Town Administrator has significant administrative, operational, appointment, supervisory and budgetary power. Under the Charter, the office of Town Administrator reports to and is accountable to the Board of Selectmen only. No other elective or appointed Board has oversight. Given the formal procedures for and practical requirements at Town Meeting, the office of Town Administrator (or the department heads appointed by the Town Administrator) gets to speak on most, if not all, articles before Town Meeting. (Officials appointed by the office of Town administrator include the Community Development Director, the DPW director, the Finance Director, the treasurer/ collector, the deputy Town Administrator, etc.) Barring either elected officials or members of committees appointed by them from being Town Meeting members could result in a lopsided influence on information and debate on Town Meeting floor. Members noted that various elected and appointed officials often have detailed knowledge and insight (as a direct result of their committee involvement) that can benefit Town Meeting and provide an important check and balance.*

*The Finance Committee voted to recommend that Town Meeting not support this article and vote to indefinitely postpone any action related to this article.*

**Motion:**

Move that the Town vote Indefinite Postponement with regard to the subject matter of Article 24.

**ARTICLE 25**  
**(Board of Selectmen)**

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court to enact legislation in substantially the following form, provided that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of this petition.

AN ACT AUTHORIZING  
THE TOWN OF NATICK TO ESTABLISH  
THE TOWN OF NATICK PROPERTY FUND

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

SECTION 1. Notwithstanding the provisions of Section 53 of Chapter 44 of the General Laws, or any other general law or special law to the contrary, the Town of Natick may establish a special fund in the Town treasury to be called the Town of Natick Property Fund, into which shall be deposited money paid to the Town of Natick pursuant to the Schedules of Bonuses in section 328 of the Natick Zoning By-Laws in lieu of providing open space. Any income derived from the investment of such special fund shall remain with and become part of the fund. The Town Treasurer shall be the custodian of the special fund and shall make an accounting of the special fund to each annual town meeting. All amounts in the special fund may be applied as follows: a maximum of one-third (1/3) of such amounts may be applied to acquisition, maintenance, repair and enhancement of open space, including without limitation active and passive recreation; a maximum of one-third (1/3) of such amounts may be applied to the maintenance and repair of Town of Natick buildings; and a maximum of one-third (1/3) of such amounts may be applied to the maintenance, repair, improvement and redevelopment of the Natick Center business area.

SECTION 2. This act shall take effect upon its passage.

Or otherwise act thereon.

**RECOMMENDATIONS: The Finance Committee recommends NO ACTION with regard to the subject matter of Article 25.**

*The sponsor of the article has requested that No Action be taken with regard to this article.*

**Motion:**

No Action.

**ARTICLE 26**  
**(Town Administrator)**

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court to enact legislation in substantially the following form, provided that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of the petition.

AN ACT AUTHORIZING THE TOWN OF NATICK TO  
ESTABLISH VARIOUS PROPERTY FUNDS

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

**SECTION 1.** Notwithstanding the provisions of section 53 of chapter 44 of the General Laws, or any other general or special law to the contrary, the town of Natick may establish special funds in the town treasury into which shall be deposited money paid to the town of Natick pursuant to the schedule of bonuses in section 328 of the Natick zoning by-laws in lieu of providing open space. Said deposit requirements shall apply to all money paid to the town of Natick pursuant to said schedule of bonuses after the date of original approval by a Natick town meeting of a warrant article which authorizes the Natick Board of Selectmen to petition the General Court to enact legislation which accomplishes the purposes of this act.

All money received by the town of Natick pursuant to the schedule of bonuses in section 328 of the Natick zoning by-laws in lieu of providing open space shall be applied as follows: a maximum of one-third (1/3) of such amount shall be applied to the Open Space and Recreation Fund established in Section 2 herein; a maximum of one-third (1/3) of such amount shall be applied to the Building Capital and Maintenance Fund established in Section 3 herein; and a maximum of one-third (1/3) of such amounts shall be applied to the Natick Center Infrastructure Fund established in Section 4 herein. Application of funding according to this method shall be subject to review by town meeting every twenty (20) years after the effective date of this act. Upon such review, town meeting may nullify such allocation by majority vote, requiring all money deposited into the special funds to be applied to the Town of Natick Property Fund established in Section 5 herein until a successor allocation method is established under home rule petition.

**SECTION 2.** Notwithstanding the provisions of section 53 of chapter 44 of the General Laws, or any general or special law to the contrary, the town of Natick may create and maintain a special fund in the town treasury to be known as the Open Space and Recreation Fund, which shall be kept separate and apart from all other accounts of the town by the town comptroller. The town treasurer shall be the custodian of the Open Space and Recreation Fund and may deposit the proceeds or invest the same in accordance with section 54 of chapter 44 of the General Laws. Interest and earnings on investments in the Open Space and Recreation Fund shall be credited to and become part of said fund. The town of Natick may appropriate money in any year into the Open Space and Recreation Fund by majority vote of town meeting.

The town of Natick may appropriate money from the Open Space and Recreation Fund by a majority vote of town meeting for the acquisition, maintenance, repair and enhancement of open space, including without limitation active and passive recreation.

The Open Space and Recreation Fund shall be subject to review by town meeting every twenty (20) years after the effective date of this act. Upon such review, town meeting may terminate the Open Space and Recreation Fund by majority vote and the balance of the terminated fund shall become available for appropriation for any purpose for which the town may borrow money. In the event of termination, money due to the Open Space and Recreation Fund pursuant to Section 1 shall be evenly distributed to the remaining funds established under this act.

**SECTION 3.** Notwithstanding the provisions of section 53 of chapter 44 of the General Laws, or any general or special law to the contrary, the town of Natick may create and maintain a special fund in the town treasury to be known as the Building Capital and Maintenance Fund, which shall be kept separate and apart from all other accounts of the town by the town comptroller. The town treasurer shall be the custodian of the Building Capital and Maintenance Fund and may deposit the proceeds or invest the same in accordance with section 54 of chapter 44 of the General Laws. Interest and earnings on investments in the Building Capital and Maintenance Fund shall be credited to and become part of said fund. The town of Natick may appropriate money in any year into the Building Capital and Maintenance Fund by majority vote of town meeting.

The town of Natick may appropriate interest earned on principal from the Building Capital and Maintenance Fund by a majority vote of town meeting for any maintenance or capital investment purpose in buildings of the town. At no time shall the total appropriation from said fund exceed one-half of the interest earned on principal in said fund during the twelve (12) months prior to submission of the annual budget to town meeting. The principal balance of the Building Capital and Maintenance Fund shall not be available for appropriation for any reason except in the event of a financial emergency declared by the Board of Selectmen. In the event of a financial emergency declared by the Board of Selectmen the town may appropriate from the principal balance of the fund by a 2/3 vote of town meeting. Any appropriation from principal shall be repaid within ten (10) years.

The Building Capital and Maintenance Fund shall be subject to review by town meeting every twenty (20) years after the effective date of this act. Upon such review, town meeting may terminate the Building Capital and Maintenance Fund by majority vote and the balance of the terminated fund shall become available for appropriation for any purpose for which the town may borrow money. In the event of termination, money due to the Building Capital and Maintenance Fund pursuant to Section 1 shall be evenly distributed to the remaining funds established under this act.

In the event that the town has borrowed from the principal balance of Building Capital and Maintenance Fund and has not fully repaid said borrowing at the time of the termination of said fund, the debt owed to said fund by the town shall become a debt owed to the stabilization fund to repaid over the remaining term of the debt formerly owed to the Building and Capital Maintenance Fund.

**SECTION 4.** Notwithstanding the provisions of section 53 of chapter 44 of the General Laws, or any general or special law to the contrary, the town of Natick may create and maintain a special fund in the town treasury to be known as the Natick Center Infrastructure Fund, which shall be kept separate and apart from all other accounts of the town by the town comptroller. The town treasurer shall be the custodian of the Natick Center Infrastructure Fund and may deposit the proceeds or invest the same in accordance with section 54 of chapter 44 of the General Laws. Interest and earnings on investments in the Natick Center Infrastructure Fund shall be credited to and become part of said fund. The town of Natick may appropriate money in any year into the Natick Center Infrastructure Fund by majority vote of town meeting.

The town of Natick may appropriate money from the Natick Center Infrastructure Fund by a majority vote of town meeting for the design, construction, reconstruction, renovation, maintenance and replacement of infrastructure in the downtown section of Natick.

The Natick Center Infrastructure Fund shall be subject to review by town meeting every twenty (20) years after the effective date of this act. Upon such review, town meeting may terminate the Natick Center Infrastructure Fund by majority vote and the balance of the terminated fund shall become available for appropriation for any purpose for which the town may borrow money. In the event of termination, money due to the Natick Center Infrastructure Fund pursuant to Section 1 shall be evenly distributed to the remaining funds established under this act.

**SECTION 5.** Notwithstanding the provisions of section 53 of chapter 44 of the General Laws, or any general or special law to the contrary, the town of Natick may create and maintain a special fund in the town treasury to be known as the Town of Natick Property Fund, which shall be kept separate and apart from all other accounts of the town by the town comptroller. The town treasurer shall be the custodian of the Town of Natick Property Fund and may deposit the proceeds or invest the same in accordance with section 54 of chapter 44 of the General Laws. Interest and earnings on investments in the Town of Natick Property Fund shall be credited to and become part of said fund.

The Town of Natick Property Fund shall serve as the repository for payments received pursuant to Section 1 of this act in the event that town meeting nullifies the allocation of money received pursuant to the provisions of Section 1. Money deposited in the Town of Natick Property Fund shall not be available for appropriation until a successor allocation method to that established in Section 1 is established by majority vote of a Natick town meeting.

**SECTION 6.** This act shall take effect upon its passage.

**RECOMMENDATIONS: By a vote of 13-0-0 on March 4, 2004, the Finance Committee recommends REFERRAL TO THE BOARD OF SELECTMEN, PLANNING BOARD AND OPEN SPACE ADVISORY COMMITTEE with regard to the subject matter of Article 26.**

*The purpose of this article is to ask the General Court (State Legislature) to enact legislation which would re-direct monies paid to the Town of Natick pursuant to the Schedule of Bonuses set forth in Section 328 of the Natick Zoning Bylaw. The monies would be split into three funds (1/3 maximum in each) as*

*follows: 1) Open Space and Recreation Fund; 2) Building Capital and Maintenance Fund; and, 3) Natick Center Infrastructure Fund.*

*Furthermore, this article would provide for a method of managing these funds, which could be reviewed by Town Meeting only every 20 years, and after a majority vote these funds could be deposited into a Town of Natick Property Fund, which is further subject to change under home rule petition.*

*One of the issues raised during the Finance Committee's hearing was that there were concerns regarding the use of the funds as proposed. After hearing from the Planning Board, Open Space Advisory Committee and Bicycle and Pedestrian Advisory Committee, it was evident that there was opposition to the use(s) of these funds for building capital and maintenance projects and Natick Center infrastructure improvements.*

*Another issue raised was the lack of review process by boards and committees which would normally either set policy or make recommendations for the disbursement of such funds. Seeing that there was not clear process and review, opponents questioned the oversight of the funding uses.*

*Finally, there were issues raised with the legal ability of the Town to require the collection of these funds and disburse such for the proposed purposes. M.G.L. Chapter 40A (The Zoning Act) provides the ability and/or authority of a Special Permit Granting Authority (SPGA) to authorize through zoning by-laws the provision of special permits authorizing increases in the intensity of a particular use in a proposed development; provided that the petitioner or applicant shall, as a condition for the grant of said permit, provide for amenities such as open space, housing for persons of low or moderate income, traffic or pedestrian improvements, installation of solar energy systems, protection for solar access, among other things. The enabling by-laws must state the specific improvements or amenities or locations of proposed uses, for which the special permit is granted. In addition, they must state the maximum increases in intensity of use which may be authorized by a special permit. Comments were made contrary to the above limitations of State law, and that such should be more clearly reviewed before approving this article. In addition, comments were also made that 1) neither Town Meeting, the Board of Selectmen, nor the Town Administrator are permitted to amend a zoning bylaw by a majority vote of Town Meeting - only a 2/3 vote of Town Meeting can do so; and 2) neither Town Meeting, the Board of Selectmen, nor the Town Administrator are permitted to modify the provisions or conditions of a special permit issued by a SPGA under the provisions of Chapter 40A, Section 9.*

*Taking into account the above testimony raising sufficient issue with Article 26, the Finance Committee voted referral of this article so that it could be further reviewed and more thoroughly discussed by the committees, boards and town administration.*

**Motion:**

Move that the Town vote to refer the subject matter of Article 26 to the Board of Selectmen, Planning Board and the Open Space Advisory Committee.

**ARTICLE 27**  
**(Planning Board)**

To see if the Town of Natick will amend it's Zoning By-Laws in the following respects, or otherwise act thereon:

ITEM 1:

In Section 108 – PURPOSE OF AFFORDABLE HOUSING DEVELOPMENT PROGRAM make the following changes:

In the first sentence:

Delete the word “overlay”, and add the words “and the Housing Overlay Option Plan – I & II (HOOP – I and HOOP - II) districts” following the words “residential districts”

In the second sentence:

Replace the words “the inclusionary overlay zoning” with the words “these overlay zoning districts”;

Add the words “redevelopment of land and buildings in urban centers consistent with smart growth principles and to encourage” after the word “encourage”

so that after making these changes this Section 108 shall read as follows:

“Within the purposes expressed in Section 100 and in Massachusetts General Laws Chapter 40A, the particular intent of these By-Laws relating to the elective inclusionary zoning in all residential districts and the Housing Overlay Option Plan – I & II (HOOP-I and HOOP-II) districts is to increase the production of housing units affordable to persons of low and moderate income. Affordable housing may be created by employing the incentives offered under these overlay zoning districts which is intended to encourage utilization of the Town’s remaining developable land in a manner consistent with local housing policies and needs, to encourage redevelopment of land and buildings in urban centers and to encourage new housing developments to contain a proportion of the housing units affordable to persons of low and moderate income by offering bonuses of increased density to encourage the creation of such housing. Accordingly, the goals of this development program are to: increase the supply of housing in the Town that is available to and affordable by low and moderate income households; to encourage a greater diversity of housing accommodations to meet the needs of family households and other Town residents; and to promote a reasonable mix and distribution of housing opportunities in residential neighborhoods throughout the Town.”

**ITEM 2:**

Add the following to the end of Section II-A. TYPES OF DISTRICTS:

“Housing Overlay Option Plan – I  
“Housing Overlay Option Plan – II

HOOP – I  
HOOP - II

**ITEM 3:**

In Section “VI-DD SITE PLAN REVIEW.2 Applicability and SPGA Designation” add “Housing Overlay Option Plan – I (HOOP – I)” and “Housing Overlay Option Plan – II (HOOP – II) to the list of Zoning Districts to be administered by the Planning Board.

**ITEM 4:**

Insert a new section III-A.6.B- to follow III-A.6.A.6- to read as follows:

**B- HOUSING OVERLAY OPTION PLAN – (HOOP)**

**1. PURPOSE**

The purpose of this Housing Overlay Option Plan is to create overlay districts in selected areas of the Town in order to enhance the public welfare by increasing the production of dwelling units affordable to persons and households of low and moderate income in a manner consistent with the character of the downtown area. In order to encourage utilization of the Town’s remaining developable land in a manner consistent with local housing policies and needs, new housing developments in the HOOP Districts are required to contain a proportion of dwelling units affordable to persons or households of low and moderate income. This requirement will reduce sprawl by developing land that is underutilized and is located in Natick Center where public transportation is available. Development under the provisions of this bylaw, or under MGL Chapter 40B, Sections 20-23 is encouraged to take place in the HOOP Districts. It is desirable in these overlay districts to provide for: pedestrian areas within and between housing complexes; public parks; open space and additional open space resulting from placing parking under buildings or underground.

**2. APPLICABILITY**

The provisions of this section may be utilized on any land located within the HOOP – I and HOOP - II districts, subject to the requirements and standards set forth in this Section.

All regulations of the underlying zoning districts shall apply within the HOOP – I and HOOP – II Districts, except to the extent that they are specifically modified or supplemented by regulations set forth in this Section. Where requirements and standards within the HOOP - I and HOOP – II Districts, as set forth in this Section, differ from or conflict with applicable requirements and standards set forth elsewhere in this By-Law, the requirements and standards established for the HOOP – I and HOOP – II Districts shall take precedence.

**3. DENSITY**

a) The maximum number of dwelling units allowed in the Housing Overlay Option Plan – I (HOOP - I) District shall equal the net land area which shall mean the gross area of

the parcel divided by 2,500 square feet, rounded to the nearest whole number. At least fifteen percent (15%) of this total number of dwelling units shall be Affordable Housing Units as defined in Section 200 herein (see also the definition of Subsidized Housing herein).

b) The maximum number of dwelling units allowed in the Housing Overlay Option Plan – II (HOOP - II) District shall equal the net land area which shall mean the gross area of the parcel divided by 3,500 square feet, rounded to the nearest whole number. At least fifteen percent (15%) of this total number of dwelling units shall be Affordable Housing Units as defined in Section 200 herein (see also the definition of Subsidized Housing herein).

c) The number of dwelling units allowed in the HOOP - I and HOOP – II Districts may be limited by the ability to provide adequate off-street parking, in accordance with the requirements of Section V-D of these By-Laws.

#### 4. BONUSES, USES

a) Where the SPGA, in its discretion, finds that, in addition to the project's meeting the requirements under site plan review under § VI-DD of this bylaw, the following criteria are met for parcels in the HOOP – I District, then the maximum number of dwelling units allowed shall equal the gross area of the parcel divided by 1,500 square feet, rounded to the nearest whole number, and where the SPGA, in its discretion, finds that, in addition to the project's meeting the requirements under site plan review under § VI-DD of this bylaw, the following criteria are met for parcels in the HOOP – II District, then the maximum number of dwelling units allowed shall equal the gross area of the parcel divided by 3,000 square feet, rounded to the nearest whole number.

b) The criteria to be met are:

- 1) The Site Plan offers the Town a landmark project with area-wide benefits;
- 2) The Site plan demonstrates an overall planning concept and design of individual structures and parcels that is consistent and harmonious with the existing town center streetscape and character and which strengthens the town center's integral and vital role in the greater community;
- 3) The Site Plan includes a professional landscape plan with substantial planting;
- 4) The Site Plan includes a lighting plan that lights the project in a pedestrian-friendly, aesthetically pleasing manner;
- 5) The Site Plan includes other elements found beneficial by the Design Review Board.

#### 5. INTENSITY REGULATIONS FOR THE HOOP DISTRICTS

	<u>HOOP – I</u>	<u>HOOP - II</u>
Minimum lot area	15,000 square feet	20,000 square feet
Continuous frontage	minimum of 100 feet	minimum of 100 feet
Minimum depth	75 feet	75 feet
Minimum setback, front	10 feet	10 feet
Minimum side-yard setback	5 feet	5 feet
Minimum rear-yard setback	5 feet	5 feet
Maximum building coverage	40%	40%
Maximum building height	40 feet	40 feet

Minimum open space

35%

45%

## 6. OPEN SPACE

The open space requirement may be met with the provision of publicly accessible parks and walking trails on or off-site and located within the HOOP – I or HOOP – II district. Each square foot of land provided as a public park, not to include wetlands, shall count as 1.5 square feet of required open space.

## 7. MODIFICATIONS AND WAIVERS

The SPGA may modify and/or waive strict compliance with one or more of the regulations in any of the HOOP districts provided that it makes a specific finding, in writing, that such waiver and/or modification will not create conditions which are substantially more detrimental to the existing site and the neighborhood in which the site is located, than if the waiver and/or modification were not granted, and further that such waiver and/or modification is necessary in order to encourage the creation of Affordable Housing units.

## 8. AFFORDABILITY

a) Affordability shall be determined in accordance with the definition of Subsidized Housing found in Section 200. The Planning Board shall adopt rules and regulations regarding the sale or rental of all Affordable Housing units. Unless otherwise regulated by a Federal or State agency under a financing or other subsidy program, at least fifty percent (50%) of the Affordable Housing units shall be initially offered to residents and/or employees of the Town of Natick. Residency and employment in Natick shall be established through Town Clerk certification.

b) All Affordable Housing units shall be maintained as such in perpetuity, or for as long as legally permissible, by the use of appropriate restrictions in deeds, lease provisions or other mechanisms as permitted under the Massachusetts General Laws and as approved by the SPGA.

## 9. DESIGN CRITERIA

The Applicant shall submit plans for all buildings, landscaping, and structures to the Design Review Board, which shall submit a report to the Special Permit Granting Authority for consideration during its special permit hearing. The Design Review Board report shall include its determination regarding the extent to which the proposed development meets any or all of the criteria set forth in subparagraph 4.b) above, and whether the project shown on the Site Plan is designed, located and constructed to afford the following:

- a. Compatibility of architectural styles, scales, building materials and colors within the development;
- b. Variations in façade, roof lines and interior layouts of dwelling units, including the design of units that are handicapped accessible;
- c. Harmonious relationship of buildings and structures to each other and their environs with adequate light, air, circulation, privacy and separation; and
- d. The capability for constant surveillance, orientation and recognition.

### ITEM 5.

In Section V-D.3 Parking Facilities Required by Category of Parking Demand in subsection b) For Multiple-Family Dwellings, insert the following sentence after the second sentence, to read as follows:

“Two (2) spaces for each dwelling unit in any HOOP District.”

**RECOMMENDATIONS: By a vote of 11-0-0 on March 16, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 27.**

*Articles 27, 28 and 29 are sponsored by the Planning Board. The Planning Board proposes to amend the Zoning Bylaw by creating a "Housing Overlay Option Plan" or "HOOP" district. Article 27 sets forth the requirements for the HOOP districts. Article 28 sets forth the geographical location of the HOOP I district. Article 29 sets forth the geographical location of the HOOP II district.*

*The HOOP district was prompted by two concerns: the increasing market for housing development in areas surrounding downtown Natick that are currently zoned for industrial or commercial use only, and the need for ways to develop affordable housing in Natick in areas near mass transit. The Planning Board seeks to channel that market pressure into appropriate areas near downtown, to require the development of affordable housing, to fight sprawl, and to ensure that any development is consistent with the quality, character and appearance of downtown Natick.*

*The Planning Board proposes to create a HOOP district adjacent to the downtown district. The HOOP district will not remove any current uses permitted in the areas it covers. It will add a new permitted use of residential housing, under certain requirements. There will be two HOOP districts. The first will run along the north side of South Avenue, east from Washington Street, and the south side of North Avenue, east from Washington Street. The HOOP II district will consist of a square along Dewey Street.*

*In each HOOP district, housing will be permitted under the following requirements: In the HOOP I district, which is closer to downtown, housing can be constructed on a lot of at least 15,000 square feet. A developer can construct one housing unit for every 2500 square feet of lot. In the HOOP II district, the minimum lot size is 20,000 square feet, and the density is one unit for every 3,500 square feet. At least 15%*

*of the units constructed in either district must be affordable housing. Affordable housing is defined as housing affordable to a family of four with an income of \$62,000, which represents the 80% of the median income of this region. There are setback, height and open space limitations. The open space requirement can be met by ensuring off-site open space available to the public, such as a small park, in the same district. The minimum onsite parking is two spaces for each unit.*

*For every application under the HOOP, the applicant must obtain a special permit and undergo site plan review. The Zoning Board of Appeals, which currently is the special permit granting authority for the downtown area, will also be the SPGA for the HOOP. In addition, the applicant must go before the Design Review Board. The Design Review Board's review and recommendations are advisory only. However, if the applicant agrees to comply with the Design Review Board's recommendations, the applicant will be permitted to construct more units per lot: one unit per 1,500 square feet in the HOOP I district, and one unit per 3,000 square feet in the HOOP II district.*

*The intent of these articles is take currently existing development pressures and channel them for the benefit of the town. The more dense HOOP I district is located next to the town center. It covers properties that are currently used only for industrial or commercial uses, such as auto body and repair shops. If this district is developed under the HOOP plan, it will create a residential area that merges with downtown and slowly spreads out to the less dense HOOP II district. That district, in turn, will spread out to the existing residential areas further away from downtown. Residents will be able to walk to the train or to downtown, making the affordable housing in these areas appropriately located within walking distance of mass transit. In addition, the site plan and design review, especially with the incentive for developers to cooperate with the Design Review Board, will ensure that the appearance, design and streetscape of any development under the HOOP will be consistent with town center and the surrounding areas, and create a harmonious and pleasant living environment.*

**Motion:**

Move that the Town vote to amend its Zoning By-Laws as stated in Article 27.

**ARTICLE 28**  
**(Planning Board)**

To see if the Town of Natick will amend it's Zoning By-Laws in the following respects, or otherwise act thereon:

Insert a new Section II-B.8.a. to follow Section II-B.7.c., to read as follows:

“8.a. There shall be a Housing Overlay Option Plan - I (HOOP-I) District within the following described areas:

Area a):

BEGINNING at a point located at the intersection of the centerlines of Washington Street and South Avenue and proceeding in an easterly direction along the centerline of South Avenue to its intersection with a line which is the extension of the easterly property line of Lot 317; thence turning and running northerly along said extension line and the easterly property line of Lot 317 until it intersects with the northerly property line of Lot 317; thence turning and running in a westerly direction along the northerly property lines of Lots 317, 318, 319, 320, 321A, 321B 322A, 322B, 323 and 324; and thence continuing along a line which is the extension of the northerly property line of Lot 324 until its intersection with the centerline of Washington Street; thence turning and running southerly along the centerline of Washington Street until the POINT OF BEGINNING

Area b):

BEGINNING at a point which is the intersection of the centerline of Washington Street and a line which is an extension of the southerly property line of Lot 395 as shown on Assessors' Map 44; thence continuing easterly along such extension line and the southerly property lines of Lots 395, 396 and 405 to a point which is the intersection of the southerly property line of Lot 405 and a line which is the extension of the easterly property line of Lot 399; thence continuing northerly along such extension line and the easterly property line of Lot 399 to its end; thence continuing northerly along a line which is an extension of the easterly property line of Lot 399 until its intersection with the centerline of North Avenue; thence turning and running westerly along the centerline of North Avenue until its intersection with the centerline of Florence Street; thence turning and running northerly along the centerline of Florence Street until its intersection with a line which is the extension of the northern property line of Lot 406; thence turning and running westerly along said extension line and the northerly property line of Lot 406 to its intersection with the western property line of Lot 406; thence turning and running southerly along the western property line of Lot 406 until its intersection with the northern property line of Lot 407; thence turning and running westerly along the northern property line of Lot 407 to its intersection with the northern property line of Lot 408; thence turning and running southerly along the western property line of Lot 407 and an extension line there from to its intersection with the centerline of North Avenue; thence turning and running westerly along the centerline of North Avenue until its intersection with

the centerline of Washington Street; thence turning and running southerly along the centerline of Washington Street to the POINT OF BEGINNING.

**RECOMMENDATIONS: By a vote of 11-0-0 on March 16, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 28.**

*Articles 27, 28 and 29 are sponsored by the Planning Board and companion articles. The Planning Board proposes to amend the Zoning Bylaw by creating a "Housing Overlay Option Plan" or "HOOP" district. Article 28 sets forth the geographical location of the HOOP I district. If Town Meeting affirmatively voted to enact the by-law under Article 27 above, it will be important to vote the subject matter of Article 28 to approve the defined area designated as the HOOP I district.*

*The Finance Committee seeks Town Meeting's support for the subject matter of Article 28.*

**Motion:**

Move that the Town vote to amend its Zoning By-Laws as stated in Article 28.

**ARTICLE 29**  
**(Planning Board)**

To see if the Town of Natick will amend it's Zoning By-Laws in the following respects, or otherwise act thereon:

Insert a new Section II-B.8.b to follow Section II-B.8.a., to read as follows:

"8.b. There shall be a Housing Overlay Option Plan - II (HOOP-II) District within the following described areas:

Area a):

BEGINNING at a point located at the intersection of the centerlines of South Avenue and the centerline of Dewey Street; thence turning and running southeasterly along the centerline of Dewey Street to a line which is the extension of the southerly property line of Lot 312 as shown on the Assessor's Map 44; thence proceeding along the southerly, easterly and northerly property lines of said Lot 312; and thence continuing along a line extending from the northerly property line of said Lot 312 until it intersects with the centerline of Dewey Street; and thence turning and continuing along the centerline of Dewey Street until the POINT OF BEGINNING.

**RECOMMENDATIONS: By a vote of 11-0-0 on March 16, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 29.**

*Articles 27, 28 and 29 are sponsored by the Planning Board and companion articles. The Planning Board proposes to amend the Zoning Bylaw by creating a "Housing Overlay Option Plan" or "HOOP" district. Article 29 sets forth the geographical location of the HOOP II district. If Town Meeting affirmatively voted to enact the by-law under Article 27 above, it will be important to vote the subject matter of Article 29 to approve the defined area designated as the HOOP II district.*

*The Finance Committee seeks Town Meeting's support for the subject matter of Article 29.*

**Motion:**

Move that the Town vote to amend its Zoning By-Laws as stated in Article 29.

**ARTICLE 30**  
**(Board of Selectmen)**

To see if the Town will vote to amend Article 41, Section 1 of the Town of Natick By-Laws by adding the following sentence to the fourth paragraph of Section 1:

“This section shall apply to architectural consulting services and engineering consulting services for which no procurement process is required by Massachusetts law.”

so that the fourth paragraph of Section 1 of Article 41 shall read:

“This section shall not apply to professional services, or to services performed by a person regularly employed by the Town as part of the duties of such employment. This section shall apply to architectural consulting services and engineering consulting services for which no procurement process is required by Massachusetts law.”

Or otherwise act thereon.

**RECOMMENDATIONS: By a vote of 13-0-0 on March 2, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 30.**

*The purpose of Article 30 is to amend the Town of Natick By-laws to add further guidance and limitations with regard to the procurement of certain town services – architectural consulting services and engineering consulting services. An exception will apply with this change to exempt certain services provided by persons regularly employed by the town for certain purposes.*

*Taking into account the Town’s recent experiences and events with regard to certain services contracted for the capping of the landfill and/or the construction of the Sassamon Trace Golf Course, this article responds to the lapse of oversight and process when engaging these services. Upon Town Meeting’s approval and further enactment, all such services will be fully vetted through the processes inherent in Massachusetts General Law.*

*The Finance Committee seeks Town Meeting’s support for the subject matter of Article 30.*

**Motion:**

Move that the Town vote to amend Article 41, Section 1 of the Town of Natick By-Laws as stated in Article 30.

**ARTICLE 31**  
**(Board of Selectmen)**

To see if the Town will vote to amend the Town of Natick By-Laws by adding a new Article 78 which reads:

**“Prompt Removal of Utility Poles**

Consistent with the provisions of Section 34B of Chapter 164 of the Massachusetts General Laws, an electric distribution company or telephone company engaging in the removal of an existing pole and the installation of a new pole in place thereof shall complete the transfer of wires, all repairs and the removal of the existing pole from the site within ninety days from the date of installation of the new pole or within ninety days from the effective date of this by-law, whichever is later; provided, however, that for any approved commercial or industrial construction project, the completion of which is expected to take longer than one year, said company shall be required to remove such pole within six months from the date of installation of the new pole. The owner of such pole shall notify all other users of the starting date of such removal and installation work at least forty-eight hours prior to the commencement of such work, and said owner shall require all other users to remove their wiring and other attachments from the poles in a timely manner.

For purposes of this provision the term “owner” shall mean the entity which holds legal title to the pole or which holds a majority interest in legal title to the pole.

Violations of the terms of this Article 78 shall be punishable by a penalty of one hundred dollars (\$100.00) for each pole for each day of violation. This Article 78 may be enforced by a non-criminal disposition pursuant to Chapter 40, Section 21D of the Massachusetts General Laws by any police officer, the Inspector of Buildings or the Director of Public Works of the Town.”

or otherwise act thereon.

**RECOMMENDATIONS: By a vote of 12-0-1 on March 2, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 31.**

*The purpose of this article is to amend the Natick By-Laws by adding a new section regarding the treatment of users of the public ways, who erect poles causing double poles in the public way(s). Specifically, this article sets forth regulations regarding the authority of the town and its designee(s) to enforce the removal of double poles in the public ways. In addition, this article sets forth a process of notification, requirements of pole owners and the ability of the town to levy penalties for the non-compliance to an order to remove such double poles, in accordance with this by-law and general law.*

*Municipalities are beginning to enact similar ordinances and by-laws, all of which have been approved by the Attorney General’s Office. The Board of Selectmen is diligently working toward removing double poles from the public ways. However, without regulations regarding the removal of such poles and the ability to levy penalties, their efforts have gone without serious consideration by the double pole owners. This by-law will help in the town’s efforts to remove double poles.*

*The Finance Committee seeks Town Meeting’s support for the subject matter of Article 31.*

**ARTICLE 31 Continued  
(Board of Selectmen)**

**Motion:**

Move that the Town vote to amend the Town of Natick By-Laws as stated in Article 31.

**ARTICLE 32**  
**(Board of Selectmen)**

To see if the Town will vote to accept the provisions of Section 1 of Chapter 137 of the Acts and Resolves of 2003, an Act Relative To Public Employees Serving in the Armed Forces of the United States, which would provide that an employee of the Town of Natick who has been granted a military leave of absence because the employee is a member of the army national guard, the air national guard or a reserve component of the armed forces of the United States called to active service in the armed forces of the United States after September 11, 2001, shall be entitled to receive pay at his regular base salary as such a public employee, and shall not lose any seniority or accrued vacation leave, sick leave, personal leave, compensation time or earned overtime. Any employee eligible under said Section 1 shall be paid his regular base salary as such a public employee for each pay period of such military leave of absence after September 11, 2001, reduced by any amount received from the United States as pay or allowance for military service performed during the pay period, excluding overtime pay, shift differential pay, hazardous duty pay or any other additional compensation. For purposes of said Section 1 the words "active service" shall not include active duty for training in the army national guard or the air national guard or as a reservist in the armed forces of the United States.

or otherwise act thereon.

**RECOMMENDATIONS: By a vote of 12-0-0 on March 2, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 32.**

*The purpose of this article is to accept the general laws of the state regarding issuing compensation to a town employee when they are called to certain military active service. During the recent conflict in Iraq, the Board of Selectmen has provided compensation to town employees who are called to active service. However, Town Meeting's approval of this general law will set a uniform standard for the treatment of all town employees, who are called to active service.*

*The Finance Committee seeks Town Meeting's support for the subject matter of Article 32.*

**Motion:**

Move that the Town vote to accept the provisions of Section 1 of Chapter 137 of the Acts and Resolves of 2003 as stated in Article 32.

**ARTICLE 33**  
**(Board of Selectmen)**

To hear and act upon the reports of the several Town officers and reports of committees authorized by vote of any further Town Meeting and to authorize a sum of money for the purpose thereof.

**RECOMMENDATIONS: The Finance Committee recommends NO ACTION with regard to the subject matter of Article 33.**

*The purpose of this article is to hear and/or act upon reports of any committee that Town Meeting may have established.*

**Motion:**

No Action.