TOWN OF NATICK

2015 Annual Report

Photographs of the property known as Pegan Lane grace the front and back covers of this Town Report. The December 1, 2015 Special Town Meeting authorized the acquisition of a Conservation Restriction on this 16.3 acre parcel, and appropriated $1 million for this purpose.

This acquisition is part of a long-range effort to acquire and protect substantial acreage in this unique area. To date, and including adjoining land of the New England Forestry Foundation, over 100 contiguous acres has been acquired, protected, and made available for the public's use and enjoyment. These properties contain Natick's highest elevation, with unmatched scenic views of Mt. Wachusett, Mt. Monadnock, and other mountains in southern New Hampshire and provide residents with unique opportunities for hiking, picnicking, and mountain biking. In addition to its recreational use, Pegan Lane will provide significant educational opportunities.

In addition to the Trustees' 32-acre reservation to the east, this property also abuts the New England Forestry Foundation's 36-acres Mumford Wildlife Forest to the west, and a recently acquired 24-acre parcel owned by Dover Land Conservation Trust to the south. The public will be welcome to visit all of these properties, which will be managed as one contiguous open space.

The Trustees of Reservations - a non-profit specializing in the protection and stewardship of exceptional properties throughout Massachusetts for the public's use and enjoyment - owns and will manage the Pegan Lane property. The Trustees are also responsible for expanding the parking area, located at the end of Pegan Lane; that work should be completed in the next year or so.

The Town's acquisition of this Conservation Restriction, the result of months of impassioned and determined work by many people, is a once in a lifetime opportunity for Natick to save unique, historic and splendid hilltop fields and views. This effort will benefit generations to come.

Front and Back Cover © Paul Rezendes

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Dedication
Ken Soderholm

The 2015 Natick Town Report is dedicated to long-time volunteer Ken Soderholm. Ken's extraordinary leadership over the last 25 years has contributed to the Town's quality of life and economic security.

Ken has served Natick as a member and chair of the Conservation Commission, Planning Board, Lookout Farm Advisory Committee and MetroWest Growth Management Committee (now the MetroWest Regional Collaborative), as Ken understands that Natick is a vital part of a diverse and dynamic region.

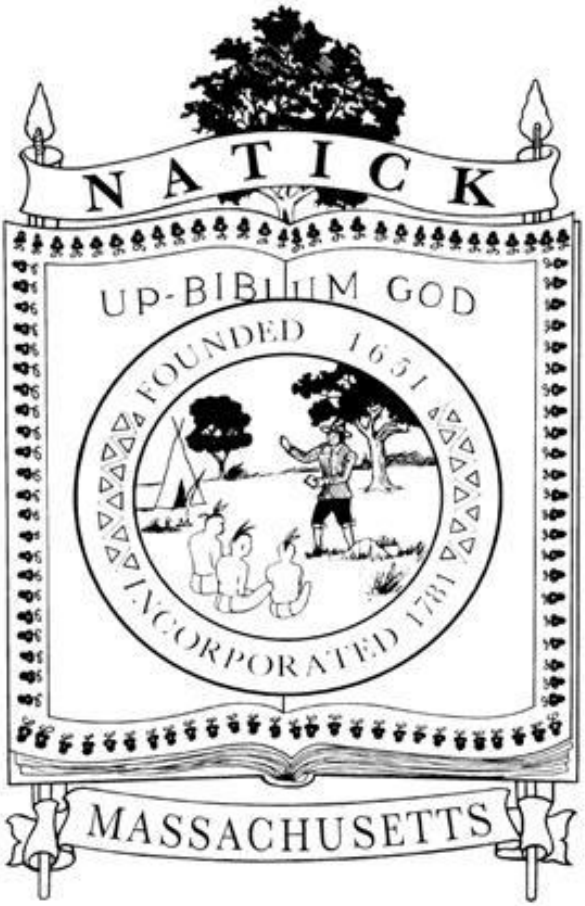
Ken has also stepped up to serve on many, many project-focused committees, including the Sawin House, Cochituate Aqueduct Trail, West Natick Fire Station, Conservation Fund Study, Downtown Natick Study, Eliot School RFP, MWRA Water Tunnel Mitigation Task Force, MWRA Aqueduct Access study, and Leach Lane Sewer Extension Working Group.

In addition, Ken has volunteered outside of local government to the benefit of the community, as a Director of the Upper Charles Conservation Land Trust and the Natick Historical Society, and as coach with the Youth Recreation League Basketball, with Little League, Babe Ruth League and Summer Travel League youth baseball, as builder of the new cupola atop The Center For the Arts in Natick, and on TCAN's Building Committee for the upcoming second floor film theater.

Throughout his volunteer career, Ken has brought a thoughtful and balanced approach to public service, with respect for stewardship of our natural and historic legacy, and with a thoughtful perspective on permitting and development. He has lent his expertise on areas ranging from walking trails in South Natick to the expansion of the Natick Mall, all achieved with a style of leadership that brings people together productively and for a common purpose.

Ken treasures the community of Natick and has enjoyed raising his family here, including his grown sons, daughter and grandchildren. With the Town's recent collaboration in securing permanent public access to Pegan Hill, shown on the cover of this report, it is fitting that Ken Soderholm's exemplary service to Natick be recognized.

236th Annual Report
of the
Town of Natick
Massachusetts



Year Ending December 31, 2015

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Retirees for Calendar Year 2015

Name	Department	Date of Retirement
James Slamin	Housing Authority	7/31/2015
Jennifer Adelman	School Department	8/28/2015
Irene Beckwith	School Department	8/31/2015
Carole Bell	School Department	9/18/2015
Amy Mak	School Department	1/2/2015
Janet Pownell	School Department	12/23/2015
Michael Allen	Town Department	1/29/2015
Elizabeth Bailey	Town Department	12/15/2015
Theresa Carr	Town Department	4/8/2015
Donna Challis	Town Department	1/6/2015
Robert Dunlop	Town Department	12/22/2015
Maureen Fleming	Town Department	9/28/2015
Nancy Hansen	Town Department	11/20/2015
Peter Henderson	Town Department	11/18/2015
Robert Lubinski	Town Department	6/19/2015
Diane Morrill	Town Department	1/2/2015
John Ramalho	Town Department	6/19/2015
Joseph Thurston	Town Department	retro to 12/19/14
Survivors Added		
Thomas von der Lieth	School Department	retro to 12/26/2014
Hazel Garvin	Town Department	2/19/2015
Linda McParland	Town Department	4/6/2015

Deceased Retirees for Calendar Year 2015

William Barnicle	Housing Authority	10/1/2015
William Thistle	Housing Authority	12/10/2015
Lester Gray(survivor of Joan)	School Department	9/25/2015
Leonard Hanna	School Department	12/3/2015
John Hunter	School Department	11/5/2015
Michael Saviano	School Department	10/24/2015
E. Elizabeth Washburn	School Department	3/25/2015
Eresto Zacchilli	School Department	2/20/2015
Elaine Zwicker	School Department	4/11/2015
Edward Garvin	Town Department	2/19/2015
Dorothy Gurney	Town Department	3/9/2015
Gerard McParland	Town Department	4/6/2015
Richard O'Connell	Town Department	5/28/2015
Richard Scannell	Town Department	4/12/2015
Anna Valle	Town Department	12/30/2015
Ralph Wyman	Town Department	9/20/2015

General Statistics

Natick was incorporated as a Town on February 19, 1781

Location:	18 miles west of Boston
Area:	15.99 sq. Miles
Population:	30,096

Registered Voters: (as of December 31, 2015)

Democratic	7,297
Republican	2,505
Unenrolled	12,085
Green Rainbow	19
United Independent	76
All Other	74
Total:	**22,056**

Voting Qualifications: Must be 18 years of age on or before Election Day, born in the United States or fully naturalized; a resident of Natick.

Registration of Voters: Town Clerk's Office, 13 East Central Street, Monday- Wednesday 8 AM-5 PM, Thursday 8 AM-8PM, and Friday 8AM-12:30 PM

Where to Vote (Precinct Numbers):

Brown Elementary School, 1 Jean Burke Dr.	(1)
Cole Recreational Center, 179 Boden Lane	(2)
Brown Elementary School, 1 Jean Burke Dr	(3)
Wilson Middle School, 24 Rutledge Road	(4)
Wilson Middle School, 24 Rutledge Road	(5)
Lilja School, 41 Bacon Street at Oak Street	(6)
Community-Senior Center, 117 East Central St.	(7)
Morse Institute Library, 14 East Central St	(8)
Community-Senior Center, 117 East Central St.	(9)
Memorial School, 107 Eliot Street	(10)

Legislative Representation

US Senators:	Elizabeth Warren
	Edward J. Markey
Representative in Congress:	Katherine Clark
State Senators:	Richard Ross, Precincts 6, 7, 9 and 10
	Karen Spilka, Precincts 1-5 & 8
State Representatives:	David Paul Linsky

Elected Town Officials		Term Expires
Board of Selectmen	Hughes, Charles M., Chair	2016
	Jennett, Richard J. V. Chair	2016
	Mabardy, Nicholas, S., Clerk	2017
	Connolly, John	2017
	Ostroff, Joshua	2018
Board of Assessors	Dangelo, Janice. M	2016
	Hansen, Stephen	2017
	Reed, Molly K.	2018
Board of Health	Breda, Donald J.	2016
	Wong, Ian L.	2017
	Delli Colli, Peter A. DMD	2018
	Cole, Alan G,, MD – Physician to the Board	
Constables	Cigna, Ross	2016
	Flynn, Kevin	2016
	Grillo, Charles	2016
	Lamont, Arthur	2016
	Roche, Stephen	2016
	Winer, Michael G.	2016
Housing Authority	Parish, David P.	2016
	Kiely, Margaret F. (Governor's appointee)	2017
	Ball, Erica	2018
	Vinick, Ann	2019
	Grogan, William	2020
Moderator	Foss, Frank W.	2016
Morse Institute Library Board Of Trustees	Donovan, Kathleen	2018
	Goodman, Elliot M.	2018
	Keefe, Joseph, A., Dr.	2018
	Mazor, Gerald	2018
	McCoubrey, Sally L.	2018
Planning Board	Meyer, Andrew	2016
	Munnich, Julian	2017
	Evans, Terri	2018
	Nottonson, Peter	2019
	Wadsworth, John (Associate Member)	2019
	Glater, Glen	2020
Recreation & Parks Commission	Ordway, Jessica	2016
	Ordway, David W,	2016
	Fair, Michael	2017
	Cugini, Richard	2017
	LeBlanc, Richard	2018

School Committee	Blanchard Anne E. (Resigned 7/15)	2016
	McDonough, Julie	2016
	Laurent, Paul	2016
	Campbell, Thomas	2016
	Coburn, Frederick Jr.	2017
	Mistrot, Amy	2017
	Reed, Firkins	2018
	Tabenkin, Lisa	2018
Town Clerk	Packer, Diane	2016

Committees Appointed by Board of Selectmen		**Term Expires**
Affordable Housing Trust Fund	Ball, Jay	2016
	Nihill, Erin (Attorney Representative)	2016
	Duncan, Laura (Banking Representative)	2017
	Glater, Glen (Planning Bd Representative)	2017
	Mabardy, Nicholas (Selectmen Rep)	2017
	Johnson, Randy (Construction Rep)	2017
	DePasquale, Barbara (Real Estate Rep)	2017
	Ramachandran, Ganesh	2017
	Love Scalise West, Carolyn	2017
Audit Advisory Committee	Collins, Cathleen (Finance Committee Rep)	2016
	Hughes, Charles M. (Selectmen Rep)	2016
	Meyler, Stephen (School Committee Rep)	2016
	Shusterman, Gerald	2017
	Berelowitz, Saul	2017
Bacon Free Library Maintenance Committee	Collins, D. Michael	2016
	Manning, John	2016
	Fox, Ruth	2017
	Donovan, John	2018
Bicycle/Pedestrian Advisory Committee	Hawley, Glynn	2016
	Levinson, Heather	2016
	McMahon, Michael	2016
	Keiley-Close, Meg	2017
	Magee, John	2017
	Pope-Lance, Deborah	2017
	Sullivan, Michael	2018
	Love Scalise West, Carolyn	2018
Cable Advisory Board	Avitzur, Michael	2016
	Pinsley, Arnold	2018
	Szretter, Hank	2018
	Gorman, Paul	2018

Cochituate Rail Trail Advisory Committee	Henry, Peter	2016
	Ostroff, Joshua (Selectmen's Rep)	2016
	Schoenig, William	2016
	Jones, Eric	2016
	Henderson, Janice	2017
	Cugini, Richard (Recreation & Parks Rep)	2017
	Camacho, David	2018
	Errickson, Jamie (Community Dev.t Rep)	2018
	Magee, John (Bicycle & Pedestrian Rep)	2018
Community Development Advisory Committee	Duncan, Laura (Banking Representative)	2016
	Ramachandran, Ganesh	2018
	Nihill, Erin (Attorney Representative)	2018
	Glator, Glen (Planning Board Representative))	
	Mabardy, Nicholas (Selectmen Rep)	
Conservation Commission	Gardner, Matthew	2016
	Colleran, Brian	2016
	Shepard, Douglas	2016
	Downey, Michael	2017
	Rehl, Kathy	2017
	Bain, George	2018
	Richards, Jeffrey	2018
Contributory Retirement Board	Cahill, Virginia (Comptroller)	Ex. Officio
	Reardon, B. Michael (Appt. by Retirement Board)	
	Drew, Robert J.	2017
	Melchiori, Michael	2017
	Given, David A.	2018
Council on Aging	Merkowitz, Harriet	2016
	Mulcahy, Nancy	2016
	Watjen, Susan	2016
	Greenstein, Donald	2017
	Ciarfella, Roberta	2017
	Goldstein, Richard	2017
	Pandolfo, Sal	2017
	Anzick, Helen	2018
	Hill, Joan	2018
	Oakley, Karen	2018
	Salamoff, Susan	2018
	Stuart, Rachel (Assoc. Member appointed by COA)	
	Leone, Jack (Assoc. Member appointed by COA)	
Cultural Council	Williams, Katherine	2016
	Konys, Christine	2016
	Torchia, Raffealla	2016
	Clark, Maria	2016

	Idzal, Joe	2016
	Dave, Swati	2017
	Keefe, Joseph	2017
	Shenker, Barbara	2017
Economic Development Committee	Shamoian, David	2016
	Cohen, Greg	2016
	Jennett, Richard (Selectmen Representative)	2017
	Alfano, William	2017
	Welford, Maeghan Silverberg	2017
	Laughlin, E. Scott	2017
	Attia, Joseph	2018
	Landry, Douglas	2018
	Errickson, Jamie (Dir. of Comm. & Economic Dev)	
Elderly/Disabled Taxation Fund	Adams, Shelia	2016
	Roche, Esq, Stephen	2017
	Ralph Letner	2018
	Dangelo, Jan (Board of Assessors Representative)	
	Price, Stephen (Treasurer)	
Historic District Commission	Furrer, Jeannine	2016
	Marr, Patricia	2016
	Collins, D. Michael	2017
	Houghton, Duane (Alternate Member)	2017
	Labrie, Matthew	2018
	Milford, Christopher	2018
	Parnas, Jean-Pierre	2018
Historical Commission	Lyster, Virginia	2016
	Goodman, Elliot	2017
	Mancini, Anna	2017
	Sullivan, Maureen	2017
	Rybacki, Michael	2017
	Balcom, Margarita	2018
	Evers, Stephen	2018
Information Systems Advisory Board	Drolet, Lawrence	2016
	Holz, John	2016
	Gorman, Paul	2016
	Brand, Matt	2017
	Gruber, Randy	2017
	Gillenwater, Todd	2018
	Szretter, Hank	2018

Lookout Farm Advisory Committee	Bois, Robert (Conservation Commission Advisor)	
	Chisholm, Christine (Agricultural Department Rep)	
	Connolly, Michael (Building Inspector)	
	Mabardy, Nicholas (Bd. Of Selectmen Rep)	
	Shoemaker, Sarah Ott	2018
	Rehl, Kathy (Conservation Commission Rep)	
	Soderholm, Ken (Planning Board Representative)	
	White, James (Board of Health Representative)	
	Yannes, James	2018
	Doherty, Ed	2017
Natick Center Cultural District	Elizabeth, Amy (Cultural Council Representative)	
	Evans, Terri (Planning Board Representative)	
	Girardin, Denise	
	Joseph, Paul	
	Lavalley, David	
	Levinsky, Stephen	
	Levy, Michelle	
	McEachern, Ginger	
	Ostroff, Joshua (Bd of Selectmen Representative)	
	Polansky, Kevin	
	Scott, Betty	
	Stetson, Linda	
	Sullivan, Maureen (Historical Commission Rep)	
	White, Martha (Town Administrator)	
Open Space Advisory Committee	Drenik, Doug	2016
	St. Hilaire, Mark (Rec & Park Comm Rep)	2016
	Lodding, David	2016
	Evans, Terri (Planning Board Rep)	2017
	Wheeler, Bancroft	2017
	Shephard, Douglas (Conservation Comm)	2018
	Kessel, Martin	2018
Parking Advisory Committee	Attia, Joseph	
	Ball, Jay	
	Ciccariello, John	
	Fair, Arthur (Natick Center Associates Rep)	
	Hicks, James, Chief of Police	
	Jennett, Richard J. (Board of Selectmen)	
	McKinley, Paul	
	O'Neil, Jack	
	Ostroff, Joshua (Board of Selectmen)	
	Southwick, Neel	
Parking RFP Committee	Gloff, Carol (Town Meeting)	
	Lista, Tony (Town Meeting)	
	Meyer, Andrew (Planning Board)	

	Brayman, Steve (Natick Center Associates)	
	Errickson, Jamie (Community & Economic Dev.)	
	Iskra, Thomas (Member at Large)	
	McKinley, Paul (Member at Large)	
Real Property Disposition Committee	Collins, Michael	
	Hickman, Robert (Finance Comm. Representative)	
	Landry, Douglas	
	McGovern, Kelly	
	Nottonson, Peter (Planning Board Representative)	
	Soderholm, Ken	
	Subber, Alan	
	Swiniarski, Christopher	
	Tullie, Kathleen	
	White, Martha (Town Administrator)	
Recreation & Parks Commission	Levine, Seth	2016
	Tutuny, Greg	2016
	Shea, Susan	2017
	Szretter, Wayne	2018
Recycling Committee	Arthur, Edward	2016
	Gaziano, John	2017
	Vickers, Brinley	2017
	Lucot, Paul	2017
	Davis, Scott	2018
	Miller, Terry	2018
Registrars of Voters	LeFleur, Sandra (Republican)	2016
	Packer, Diane (Town Clerk)	2016
	Northgraves, Nancy (Republican)	2017
	Awkward, Robert (Democrat)	2018
Zoning Board of Appeals	Landgren, Scott	2016
	Steckbeck, Robert (Associate Member)	2016
	Jackowitz, David	2016
	Lee, Garrett	2017
	Havener, Robert	2017
	Durrane, Katherine (Associate Member)	2017
	Makofsky, Jason	2018
	Hickey, Michael, Jr. (Associate Member)	2018

Committees Appointed by the Town Administrator		Term Expires
Commission on Disability	Peters, Susan	2016
	Shaffer, Marci	2016
	Breda, Ann M.	2017
	Zalt, Lori	2018
	Jose, Leslie	2018
	Carew, Paul (Town Liaison)	
Golf Course Oversight Committee	Chandley, Kevin	2016
	DiMasi, Nicholas	2016
	Fair, Arthur	2016
	Healey, Robert	2018
	Richards, George	2018
Personnel Board	Ojimba, Erisa	2016
	Salamoff, Susan	2016
	Kelley, Thomas	2017
	Rosenman, Alan	2017
	Levinsky, Steven	2018
Safety Committee	Gusmini, David (Building Commissioner)	
	Hicks, James (Chief of Police)	
	Hladick, Thomas (Department of Public Works)	
	Hurley, Liam (School Department)	
	Lauzon, Lt., Brian (Traffic Safety Officer)	
	Errickson, James (Comm. & Economic Dev. Dr.)	
	Sullivan, Michael (Pedestrian & Bicycle e Rep)	
	Ward, Robert (Citizen at Large)	
	Weisse, Joseph (Citizen at Large)	
	White, Richard (Fire Chief)	
	Grady, Charles (Citizen at Large)	

Miscellaneous Boards and Committees		Term Expires
Design Review Board	Chouinard, Wayne (Planning Board Rep)	2016
	Keller, Sarallyn (Planning Board Land Rep)	2017
	Mancini, Ann (Historical Commission Rep)	2017
	Shimshoni, Avigail (Downtown Rep)	2017
	Traficonte, John (Planning Board Architect)	2017
Trails Maintenance Committee	Hanna, Sarah	2016
	Conaway, Pat	2017
	Watjen, Robert	2017
Town Forest Committee	Gay, Francine	2016
	Kessel, Irene	2016
	Perkins, Peter	2016
	Frykman, Peter	2017

Committees Appointed by the Moderator		Term Expires
Finance Committee	Evans, Bruce (Clerk)	2016
	Collins, Cathleen	2016
	Gallo, David	2016
	Gloff, Carol	2016
	Freedman, Jonathan (resigned 11/15)	2016
	Lista, Tony	2016
	Coughlin, Cathy (resigned 11/15)	2017
	Brown, Jimmy(resigned 11/15)	2017
	Resmini, Chris	2017
	Shooshanian, Ed	2017
	Sidney, Richard	2017
	Coffey, David	2017
	Ciccariello, John	2017
	Sacks, Jennifer	2018
	Hayes, Patrick	2018
	Linehan, Michael	2018
	Pierce, Jerry	2018
	Griesmer, Paul (Chair)	2018

Officials Appointed by the Board of Selectmen		Term Expires
Comptroller	Virginia Cahill	2017
Director of Veteran Services	Paul Carew	
Emergency Management Director	Chief James Hicks	
Fair Housing Officer	Joseph Merkel	
Fire Chief	Richard White	
Labor Relations Consultant	Murphy, Hesse, Toomey & Lehane	
Liaison to State Ethics Commission	Richard Tranfaglia	
Lock-Up-Keeper	Chief James Hicks	
Parking Clerk	Stephen Price	
Police Chief	James Hicks	2017
Regional Transportation Adv. Council	Martha White	
Rep to MBTA Advisory Board	Joseph Weisse	2016
Rep to Metropolitan Area Planning Council	Theresa Evans	2016
Rep to Metropolitan Area Planning Council (Alternate)	Joshua Ostroff	
Rep to South Middlesex Opportunity Council	Dorothy Kennedy	2017
Reps to Metrowest Regional Collaborative	Joshua Ostroff, Peter Nottonson	
Reps. To So. Middlesex Regional Vocational School	Stephen Kane	2017
	Tassos Filledes	2018
Rep to Metrowest Regional Transportation Authority	Charles M. Hughes	
Town Administrator	Martha L. White	2017
Town Counsel	John Flynn, MHTL	2016
Veterans Burial Officer	Paul Carew	

Officers Appointed by the Town Administrator

Animal Control Officer	Keith Tosi
Building Commissioner	David Gusmini
Communication and Information Officer	Kathy Lentini
Community and Economic Development Director	James Errickson
Deputy Town Administrator/Finance Director	Jeffrey Towne
Deputy Town Administrator for Operations	William Chenard
Director of Community Services	Jemma Lambert
Director of Council on Aging	Susan Ramsey
Director of Department of Public Works	Jeremy Marsette
Director of Facilities Management	James Kane
(Jointly appointed by Town Administrator and School Superintendent)	
Information Technology Director	Robert LeFrancois
Local Building Inspectors	Michael Connolly
	Eric Libby
Procurement Officer	Peter Roche
Sealer of Weights and Measures	Joseph Mulvey
Director of Recreation and Parks	Jonathan Marshall
Sustainability Coordinator	Jillian Wilson-Martin
Town Treasurer/Collector	Stephen Price
Tree Warden	Arthur Goodhind

Natick High School Graduating Class of 2015

Samuel Garvin Rex Abrahams
Mina Ateef Abraheem
Nikolay Akhmetov
Jesse Samuel Allen
Treshur Tyice Allen-Robinson
Natasha Amaravadi * ◊
Samantha Nicole Ambulos
Jennifer Rose Anderson
Adaolisa Blessing Arazu
Mateo Albert-Alexander Arman
Isabel Victoria Arthur *
Kidest Assefa-McNeil * ◊
Michael Antwi Attakora *
Daniel Edward Avalos
Ruth Delphine Azaria * ◊
Ryder Tobin Babik *
Benjamin Iniki Baptiste *
Brian Wafula Barasa
Kirby Robert Barrasso *
Thaymara Lopes Batista
Isabel Victoria Bautista * ◊
Christine Ann Bednarz *
Alisa Beepath
Matthew Scott Bennet
Daniel Francis Bennett
Andrew Kristofer Benson
Clara Louise Berger * ◊
Raghu Bhardwaj * ◊
Alexander Michael Bice *
John Walter Birchler
Solveig Bjelke
Shelby B. Black *
Ryan Lindsay Blinn
Timothy Lee Bly
Dominique Grace Bova
Sean Brian Boyle *
Harry William Brewster *
Eli Samuel Briskin
Thomas Michael Brown
Xavier Shane Brown
Fiona Siobhan Burke-Scovill
Emily Jean Butcher
Dakota Alijah Byron
Michaela Domenica Bytnar
Brianna Cacia
Hugo Ferdinando Calderon
Alyssa Leigh Campbell *
Thomas Philip Campbell *
Caroline Mary Canney
Joseph Thomas Caraceni
Gabriela Oliveira Carey *
Jamie Alisa Carr
Haley Jean Carson
Brendan David Cary
Maximilian Michael Caso
Tucker Anthony Catlin
Kayla Ashley Chan
Gershon Chase
Bihe Chi *
Grant Mitchell Chizek
Margaret Murphy Chouinard *
Talia Helen Collett
Matthew Sean Collins
Timothy Jacob Collins *
Patrick Garvin Conaway
Nicole Jean Connelly
John Michael Connolly
Joseph Dominic Coraccio III
Vantasia Madelina Correia
Louis Luke Coudray
Hannah Sinclair Cowley
David Alexander Craig
Domenico Tommaso Cucinotta
Sara Isabella Cuozzo *
Erin Elizabeth Curtin
My-Linh Huynh DeBonis *
Clark John DeLisle
Henry John Deltano
Kyle H. Dembrowski *
Matthew Joseph Desjardin
Mary Elizabeth Destino
Noah Harper Dienel
Brian R. Dillaway
Addison Rebecca Dlott *
Sean Leslie Diama Dollete
Richard Carmen D'Ortenzio
Elizabeth Caroline Dreyer * ◊
Deion Ducoste
Brian Robert Dunlap *
Ellen Elizabeth Dunlavey *

Jackson William Dwyer
Caitlin Marie Dye *
Alexis Rae Ekonomy *
Hannah Marie Ramzi Elassy
Jake Robert Ellis
Taylor Anne Erickson *
Javier-Ignacio Mirabella Escobedo
Anton Evilevitch
Nicolas Leonidas Exarchos
Matthew James Fabiano
Justice Anne Fair-Tharp
Zanxu Fang
Jessica Lindsey Federico-Grome *
Theo John Felopulos *
Kelly Rose Fennell
Alexander Daniel John Ferranti
Kayla Lee Finacchiaro
Danielle Christine Fischer
Amy Elizabeth Fitzgerald
Thomas Robert Flaherty *
Mark David Foley
Patrick Charles Foley *
Hannah Rose Franklin *
Liza Jayne Frazier *
Marissa Antonette Fruneaux
Samantha Hanna Gagne *
Meredith Kelly Galaid *
HuaQing Gao
Megan Elizabeth Garcia
Olivia Lois Gastaldo
George James Gatter
Sean Luke Gentry
Stephanie Patricia Ghilani
Kyle Christopher Golden
Sara Elizabeth Golley
Michael Leigh Goodwin
Mara Lily Gordon *
Molly Charlotte Gorelick *
Daniel Richard Gould
Alec Dean Govea
David Anthony Grupposo
Kathryn Lynn Harris
Jacie Nicole Hebert *
Michael Curtis Higgins
Olivia Tsai Hix * ◊
Ali Aaron Hodge
Esther Lee Holt
Owen William Holtz *
Justin Timothy Hopkins *
Rebecca Eva Horton * ◊
Richard Douglas Hosea
Matthew Edward Howe
Olivia Nichole Martins Hoyland
Curtis Arthur Ingham
Christopher James Jasinski
Emily Nicole Jelfs *
Samantha Jane Jelfs *
Marshalee Sashi Johnson
Dylan Paglia Jones *
Aliyah Pritzker Jordan
Melanie Rose Joseph *
Katy Maureen Kacian
Benjamin Caleb Kammer
Hussein Karim Kanaan
Trevor Dylan Kaplan *
Paul Levon Kaprielian
Kyle Patrick Kennedy
Anshul Kharbanda
Scott Michael Kilduff
Daniel George Kincaid
Graham Benjamin King *
Miki Kinugawa *
Andrew Connor Kouré *
Jamie Kim Kuehnapfel *
Cameron Henry Kustra
Sarah Elizabeth Lagan *
Kyra Whitney Lam * ◊
Michael Anthony Langan
Matthew Brian Lavery
Daniel Philip Leavey
Desirae Gabrielle Lee
Jhãnai M. Lee
Amanda Rose Leger
Ashley Ahji Lemnios *
Eve Rose Lenson *
Christian Paul Leon
Karin Elizabeth Leupold *
Emma Janean Lewi
Ka Yu Li *
Megan Caitrin Lightcap
Emily Brianna Lightsey *
Aalay Rajul Limbachiya

Caitlin Ann Little *
Timothy Franklin Lowell
Aaron Michael Lubell *
Andrew James Lydon *
Jennifer Nicole Lyons
Tucker Lloyd Macfarlane
Michael Stephen Maichen II *
Devan Lindsey Malcolm *
George Arthur Maley
Zachary Walter Mastrianni *
John Charles McCabe *
Mia Passi McCue *
Sarina Marie McDaniel-Benitich
Daniel Patrick McElhinney
Rory James McMahon
Valerie Mae McMahon
Ian James McReynolds
Bradley J. Melisi
Samuel Joseph Melisi
Kasidy Conrad Merlino
Margaret Eileen Merlino *
Shelby Marie Merlino *
Riley Teel Mistrot * ◊
Marit Mjøsund
Kazuki Mochimaru *
Marie Claire Moncata * ◊
Shawn Mitchell Montgomery
Erica Ann Moreth
Aileen Kerry Morley-
McLaughlin *
Anthony Joseph Natarelli
Kristina Grace Nemeczky
Tyler Lee Neves
Sara Ann Newberg
Liliana May Newman
Steven Casey Newman
Benjamin Robert Newmark *
Hannah Louise Newmark *
Bishop Tyrone Newton
Linda Vy Nguyen *
Davit Nikolyan
Abigail Sarah Joy Northgraves *
Maxwell William Nottonson *
Michael John O'Brien
Anastasia Lucinda O'Connor *
Madeline Clare O'Dea
Chikosolu Chidiogo Odunukwe *
Ryan Alexander Ofgant
Shayeanna Nneka Ofodile
Jacob Oscar Olen
Kevin Eliot Olsen
Nicholas Brett Olson
Susan Lynn O'Reilly
Natalie Hayward Palmer *
Anuj Anant Patel
Madeline Scout Patterson
Phoebe Elizabeth Patterson *
Anna Margaret Pearson *
Scott Lee Pease
Jessie O. Peña Ramirez
Alex Caleb Petrovsky
Jordan Elizabeth Pierce
Daynira Mariluz Pimental
Caroline Nicole Polymeros *
Patrick Kelley Morgan Porter
Darkim Alexander Powell
Cassandra Frances Priante *
Hailey Maria Prunty
Zachary Lee Quigley
Alexandra Marie Quilty
Michael John Quilty
Amanda Regina Rabelo
William Oliver Rabinow
Kayla April Ramos
Thomas Vincent Ranucci * ◊
Preetham Ravi
Bryan Vilalva Reis
Hunter Quinn Reynolds *
Kaela Dejanira Riley
Juan Carlos Rivera
Shannon Mary Robinson
Philip Ross Rodino *
Yael Aviva Rothman
Madison Elizabeth Roy
Matthew Herman Roy
Benjamin Edward Rush
Annie Bertram Russell
Luke Driscoll Ryan *
Aaron Conrad Sachs * ◊
Tyshawn James Sanders
Michelle Shiho Schafer *
Ryan Michael Schneider *
Marielle R. Sciore
Nicholas Valery Scott

Eric Cormier Sears
Conor Thomas Seavey
John Michael Sellew *
John Raymond Seymour
Kyle Patrick Seymour
Emily Kathryn Shanno * ◊
Sahil Kumar Sharma
Erika Justine Sherman
Andrew Robert Siaba *
Nicole Caroline Sica
Michelle Rose Singer
Vincent Laszlo Sinko
Joshua Abel Skelton
Emily Ann Smith *
David Jacob Snyder
Alaina M. Socrat
Kirolous Fares Soliman
Vinicius Miranda Da Silva Sousa
Rachel Spadaro *
Sascha Berkeley Steckbeck
Julia Marie Stevens *
Donald Denzel Stewart
Max Henry Stoller *
Isaac Andrews Stone *
Samantha Morse Stone * ◊
Elizabeth Hallie Strand *
Theodore Juynor Su * ◊
Matthew Conor Sugrue
Lorena Renata Tavares
Antonious Edward Tawfik
Nicholas Eric Tesler
Joseph Mark Tessier
Emma Kang-Fu DeAmbrose Theberge
Brandon Ernest Thornhill *
Catherine Eileen Toole
Mary Ryan Tower
Vladislav Trofimov
Kira Jonae Linda Tyler
Olivia Kristine Van Amsterdam *
George Nicolas Varoudakis
Jacob Samuel Venet
Marco Alexandre Vicente
Yaqing Wang
Conor William Ward *
Chantal Carrie Marie Imani Warfield*
Kaitlin Emily Warren
Cameron Christine Wassil *
Noah William Weinstock *
Derek Michael Welch
Leah Mary White
Michael Brad Whitman *
John Whitney, Jr. *
Juliette Elyse Widisky
Hillary Anne Wilcox
Ryan Alexander Williams
Nicholas J. Wilson
William Sejin Wohn
Peggy Linnéa Wolff
Dylan George Woodard
Trenton Beres Wright
Matthew P. Yaeger ◊
Kristina Allison Yee *
Linda Y. Yengi
Colin Murphy Young *
Joseph Anthony Zonghi *
Victoria Secillano Zuelke *
Angela Grace Zullo
Caroline Marie Zwick *

* National Honor Society Member

◊ High Honors every term, all four years

ANNUAL REPORTS

GENERAL GOVERNMENT

L-R Josh Ostroff, Rick Jennett, Charlie Hughes, John Connolly, Nick Mabardy

BOARD OF SELECTMEN AND TOWN ADMINISTRATOR

The Board of Selectmen serves as the chief policy-making agency of the Town and, accordingly, sets goals and policies to be followed by municipal departments; such guidance should reflect a consensus of member's visions for the community's short- and long-range future. The Town Administrator is responsible for managing and coordinating the activities and operations of the Town departments pursuant to the Selectmen's guidance.

The Board of Selectmen's annual goals often reflect objectives or initiatives not intended to be accomplished in the short-term, but rather their overarching direction and prioritization for the Administration's actions. Note that the Board's annual goals are set by fiscal year, whereas this Annual Report covers calendar 2015, thus both the FY 2015 and FY 2016 Board goals are relevant. As should be expected, the goals for these two fiscal years have many common themes:

- Fiscally responsible service delivery, with due consideration for taxpayers with limited means and minimizing the need for an operating override
- Continued enhancements of customer service, including civic engagement and communication with the public
- Enhance promotion of the town's economic development efforts

- Initiation and oversight of a Master Planning process
- Continue progress on parking and transportation initiatives

Working collaboratively with municipal departments and other Boards and Committees, these Board priorities were advanced during 2015.

Managing the Town's fiscal condition is perhaps the most critical responsibility of the Town Administrator, as the community's fiscal health affects all activities and operations. A successful fiscal strategy requires a collaborative approach, strong consensus-building and transparency. Accordingly, the Board of Selectmen and Town Administrator work with the Financial Planning Committee (FPC) - comprised of two members of the Board of Selectmen, two members of the School Committee, two members of the Finance Committee, the Town Administrator and the School Superintendent - to promote collaboration, sharing of information, and development of short and long range forecasts and recommendations to promote fiscal strength and stability.

During the last several months of calendar 2015, the Town Administrator's Preliminary Operating Budget was being developed. Anticipating acute budgetary challenges in the 2017 fiscal year, the FPC met 19 times during 2015 to evaluate and respond to the factors driving these challenges.

Notably, recent school enrollment growth has been substantial; between FY 2012 – 2016, enrollment has grown by over 470 students, and in the last decade almost 835 students have been added to the Natick school system. To maintain appropriate class sizes, respond to evolving educational mandates and further advance the district's academic successes, additional teaching and other positions have been essential. Without question, to accommodate, on average, 95 new students per year for the past 7 years, budgetary growth is certain. The School Department doesn't anticipate this pace of enrollment growth to lessen in the foreseeable future.

In addition, rising health insurance costs continue to present budgetary challenges. In recent years, we have introduced numerous initiatives to help contain these costs including requiring Medicare-eligible retirees to transfer from employee insurance programs to Medicare and a Town-sponsored supplement plan, eliminating traditional HMO plans in favor of more cost-effective Rate Saver plans, negotiating reductions in the percentage that the Town contributes toward employees' health insurance, and more.

Financial Planning Committee discussions regarding these and other budgetary challenges - and the projected shortfall in revenue available to meet these challenges - inevitably led to consideration that an operational override may be needed in support of the FY 2017 operating budget.

However, during the final months of calendar 2015, the Board of Selectmen adopted the terms of Massachusetts General Law Chapter 32B, section 19, which section authorized negotiation with a "Public Employee Committee" - comprised of a representative of each of the Town and School Department's 19 unions, as well as a retiree representative - rather than negotiating individually with each of these 19 unions.

While this approach was somewhat controversial in that it overrode individual unions' collective bargaining opportunities, agreement with the Public Employee Committee was reached such that the Town would continue to pay 75% toward the Fallon Rate Saver health care plans, but the Town's contribution toward other Rate Saver plans would be reduced to 62%. The objective, obviously, was to encourage employees to transfer to the Fallon plans, which are far more cost-effective - for both the Town and the employee - than other plans. Importantly, Fallon has made significant strides in recent years to extend their coverage well into the MetroWest and Boston areas. Notably, the Newton-Wellesley Hospital and all affiliated doctors are now participating in the Fallon program.

The savings resulting from these negotiations are expected to save the Town over $1 million as compared to FY 2016 costs. This savings, combined with other sound approaches to the budget development process, allowed us to accommodate the requested 7.36% increase in the School Department budget and address critical needs within General Government operations, and resulted in the development and presentation of a balanced Town Administrator's FY 2017 Preliminary Budget.

This collaborative effort, which included innovative cost-savings, reflects the ongoing commitment by the Board of Selectmen and Town Administration to sound financial management and fiscal responsibility. Not only have we avoided the need for an operational override for the FY 2017 budget year, early projections suggest that an override will likely not be needed in support of the FY 2018 operating budget.

But for many Natick residents, avoiding an operational override isn't enough; the burden of annual tax increases allowed under Proposition 2 1/2 presents overwhelming challenges.

Always mindful of such concerns, during 2015, the Board of Selectmen and Administration:

- Applied over $1M to offset taxpayer impacts associated with debt exclusions.
- Facilitated increased contributions to the Elderly and Disabled Taxation Fund with link to this option for tax payments through Invoice Cloud

- Collaborated with the Natick Service Council to ensure sharing of information regarding all opportunities to reduce taxpayer obligation with their clients
- Provided free Pay-As-You-Throw bags through the Natick Service Council to their eligible clients
- Increased the personal exemption for eligible homeowners such that they are now 45% above state maximum
- Amended the Tax Work-Off Program for Seniors and Veterans such that their tax credit increases with increases in State minimum wage.
- In collaboration with the Board of Assessor's, and with Town Meeting's approval, reduced tax deferral program interest rate and increased income eligibility requirements

In response to the Selectmen's continuing interest in improved customer service and civic engagement, during 2015, under the guidance of the Community Services Director, the Citizen Leadership Academy was launched. The Academy is a 10-week class designed to enhance citizen understanding of government operations and for municipal leaders and citizens to learn from one another through conversation. Two Academy sessions were launched in 2015 with overwhelming interest and rave reviews. Learn more in the Community Services Department Annual Report.

The Town's website was completely redesigned in FY 2015, with several new features added, intended to make the site more informative and easier to navigate. Notably, two long-standing Board objectives were achieved with the introduction of Rent-A-Facility and Community Events Calendar. Rent-A-Facility was developed in response to the difficulty faced by municipal personnel and the public in booking a room; often, phone calls would have to be placed to personnel in several buildings or departments before finding an available and suitable meeting location. While rooms cannot be reserved through Rent-A-Facility (accessed through the Residents link on the home page), room specifications, availability and contact information is provided.

Another new feature is the Community Event Calendar (available from the homepage). In the past, to find upcoming municipal programs and events, residents would have to visit the various web pages (i.e. Morse Library, Bacon Free Library, Recreation, etc.). This new Calendar has all events in one location.

The WebGIS/Town Maps feature (also available from the home page) provides powerful and versatile mapping tools. Tutorials available through WebGIS can make learning how to use these maps fun and informative.

Other initiatives aimed at improving our service to the community include:

- Developed and implemented formal Customer Service Policy and held mandatory customer service training for all support staff
- SeeClickFix Iphone app was introduced, allowing residents to report potholes, streetlight outages and other concerns from their phones, which will report the location of the problem, confirm receipt of the report, and provide the resident confirmation when the complaint is resolved
- Tax Collector's office has expanded the "lockbox" payment service which reduces daily staff work, reducing wait times at the window.

Arguably, one of the most important priorities of the Board of Selectmen is to promote our economic development efforts. More than any other program or initiative, development of a sound and stable business base mitigates and minimizes residential tax impacts.

Significant and meaningful steps were taken in 2015 toward development and implementation of a sustainable economic development program. First, to emphasize the importance of such efforts, the Community Development Department, and the department head position of Community Development Director were renamed as Department of Community and Economic Development, and Community and Economic Development Director, respectively. The new Director of the Department, and the Department's recently hired Senior Planner both have extensive experience and noteworthy accomplishments in the field of community economic development.

Further, the membership of the Economic Development Committee has developed such that members' skill sets and areas of interest are complimentary to each other and well meet the community's needs. With staff, the Committee was able to obtain funding for an Economic Development Strategic Plan, which will provide specific recommendations and guidance aimed at maximizing opportunities for sound business development and retention programs for years to come.

Substantial progress was also made with respect to the Selectmen's goal of advancing a Master Planning process. Per state law, a Master Planning process must be led by a community's Planning Board. Accordingly, the Selectmen dissolved the long-standing Strategic Planning Oversight Committee, and the Planning Board formed a Master Plan Advisory Committee, inviting the Oversight Committee members to apply. This Advisory Committee will work with staff to retain professional consulting services for the preparation of a Master Plan, reporting to the Planning Board as the entity responsible for its completion.

The 2015 Fall Annual Town Meeting appropriated $200,000 for this purpose and the participants anticipate requesting a similar amount from the 2016 Spring Annual Town Meeting to fully fund the Master Plan.

The Board and Administration made progress on many transportation issues in 2015. Parking is a challenge, but changes are underway that are subject to review based on feedback and results. New meters and kiosks were installed, with pricing and locations intended to encourage turnover in the downtown core. Ongoing adjustments to accommodate all users will be continued.

We have made progress with legislation and Requests for Information to identify privately-funded downtown parking solutions; this is important, as there is just not enough supply for everyone! And pending the results of a Natick Center plan undertaken by the Metropolitan Area Planning Council, we expect to design a safer Main Street using funding approved by Town Meeting.

We got great news in July with word that the Marion Street Bridge state contract was awarded, with construction underway in 2016. Federal funding for a redesigned Route 27 from Natick Center to Wayland was approved, with a 2019 start date, and for the Cochituate Rail Trail with a 2018 start date. The 9/27 intersection is still awaiting approval. The Town also has an ambitious capital plan to improve our roads and sidewalks.

After a lengthy delay caused by utility companies' slow process of wire and pole relocation, the Oak Street/Route 9 intersection was changed in November, a 2 year project with federal and state funds, for which MathWorks contributed funding for new sidewalks. We continue to work with MassDOT to address issues as drivers adjust to the new configuration.

Finally, the heavily used, but antiquated MBTA commuter rail station in Natick Center has been awaiting the go-ahead for redesign. The Town was encouraged to submit a request for including this project in the upcoming state capital plan, and we are hopeful that our advocacy will bring results. In all of our major transportation projects we work closely with our state legislators and state agencies.

As 2015 comes to an end, the Board of Selectmen and Town Administrator thank Maureen Fleming for her 29 years of outstanding service to the Town of Natick. Thank you Maureen, and best wishes for a long and happy retirement!

In 2015 we welcomed Donna Donovan as Senior Executive Assistant and Patricia (Trish) O'Neil as Executive Assistant. Donna and Trish have been great additions to our office team and are already bringing innovative ideas to the office.

The Board of Selectmen and Town Administrator wish to thank employees at all levels within the organization for their hard work and dedication to their operations and service to the residents of this community.

We are also grateful to the many volunteers who help ensure the effective accomplishment of the Town's business. Between the Board of Selectmen and the Town Administrator, residents are appointed to no fewer than 30 volunteer committees. The dedication and vision demonstrated by literally hundreds of volunteers every year helps make Natick such a unique and wonderful community. We are proud to serve this community and its residents.

COMMUNITY AND ECONOMIC DEVELOPMENT

The Department of Community and Economic Development (CED) is committed to the long-term interests of the Natick community and to delivering high quality services to Natick residents and those seeking guidance or information from the Department. CED works to preserve and enhance the quality of life for the citizens of Natick, and strives to proactively engage all stakeholders to ensure Natick's land use and built environment work in harmony.

Located on the second floor of Town Hall, the Department of Community and Economic Development provides professional administration to Natick's land use regulatory boards, including the Planning Board, Zoning Board of Appeals, and Conservation Commission. CED Staff also administer and enforce local, state and federal land use, development, and building code regulations.

The Department is organized into six interrelated divisions:

- Inspectional Services (i.e. Building Department)
- Community Development (including Affordable Housing)
- Economic Development
- Long-Range Transportation and Parking
- Short and Long Range Planning
- Land Use Boards/Committees
    - Planning Board
    - Zoning Board of Appeals
    - Conservation Commission

Department Staff:
Several staff changes occurred in CED in 2015. In April, the Department welcomed a new Director, **Jamie Errickson**, who comes to Natick with over 10 years of planning and development experience in Massachusetts. In December, the Department welcomed a new Senior Planner, **Geoffrey Lewis**, with over 15 years of experience, and a welcomed addition to the team.

David Gusmini, Building Commissioner, continued management of the Inspectional Services (Building Department) division, overseeing 2 full-time building inspectors (**Michael Connelly** and **Eric Libby**) and multiple part-time plumbing/gas and electrical inspectors. **Annie Greel**, Executive Planning Assistant, oversees the administrative staff for CED, including **Sue Calhoun** and **Maegan Cox**. The administrative team is a highly dedicated and skilled group that provides overall support for the department as well as key staff support to the three land use boards/ committees in town.

Joe Merkel, Housing/General Planner, provides oversight of the Town's affordable housing program, and **Bob Bois** is the Town's part-time Conservation Agent.

Year in Review:
2015 proved to be a productive year for CED staff and 2016 is likely to be even more exciting as the Department continues to provide the highest level of professional services to the community, while also tackling multiple short and long range planning and development issues facing Natick.

The major milestones and continued work of 2015 include:

- Successful and thoughtful **permitting, review, and field inspections** of multiple private developments, including MathWorks Lakeside campus, the former Paper Board site, The World War II Museum, the Old Town Paint site in Natick Center, multiple solar installations, and many others;
- Implementation of the **electronic permitting system** for reviewing, tracking, and enforcing building permits (see Building Department report for more details);
- Advancing the **modernization of the land use regulations** in town with the issuance of a new zoning map and continued review and rewrite of the zoning bylaws;
- Continued project management of multiple **transportation projects**, including:
    - Route 27 Corridor project: $14 million reconstruction of Route 27 from Natick Center to the Wayland town line. 25% design plans are nearly complete and construction

(Federal & State) funding is anticipated for Fiscal Year 2019;
    - Cochituate Rail Trail: A proposed 4-mile linear path connecting Natick Center with Saxonville in Framingham, with a spur to the Natick Mall. 25% design plans are nearing completion on this $6+ million construction project;
    - Completion of the General Greene Avenue (formerly Kansas Street) reconstruction project, utilizing $2.5 million in state grant funds;
- Advancement of **Short/Long Range Planning** initiatives:
    - Natick 2030 Comprehensive Master Plan: funding appropriated at Fall 2015 Town Meeting, to commence in 2016;
    - Natick Center Study: grant funded through MAPC, this project started in November 2015 (ongoing);
    - Exit 13/Speen/Route 30 planning/transportation study. Partnering with the Town of Framingham, MassDOT, and other key stakeholders, this effort to study traffic and land use will begin in 2016;
- **Economic Development** initiatives, including a targeted economic development strategy for Natick's commercial and industrial districts, funded in 2015 and to commence in 2016;
- Development of multiple **affordable housing** projects were ongoing in 2015 (see Natick Affordable Housing Trust Fund Committee report for more details);
- Continued collaboration with **local and regional partners** to ensure Natick's strength in the region, including Natick Center Associates, MetroWest Chamber of Commerce, MetroWest/495 Partnership, Natick Housing Authority, MAPC, and many others;
- Staff support to and collaboration with **local boards and committees**, including the Economic Development Committee, Parking Advisory Committee, Parking RFP Committee, Cochituate Rail Trail Advisory Committee, Master Plan Advisory Committee, Natick Affordable Housing Trust, and many others;
- Continued advancement and implementation of initiatives and practices to ensure high quality services are provided to the Natick community.

This past year proved to be an exciting and productive year for the Department of Community and Economic Development. Beginning my time with the Town in April, I was immediately impressed by the dedication and professionalism of the CED team, working together to make Natick a better place to live, work, do business, and recreate. Having worked with these dedicated employees for nearly a year, I have no doubt that the skills and energy of the CED staff will ensure the continued advancement of the Department's work well into the future.

As I conclude my first year with the community, I want to personally thank the CED staff, and specifically Annie Greel, for making my first year working for Natick a great experience.

Building Department (Inspectional Services)

The Building Department (a/k/a Inspectional Services) provides plan review, site inspections, and guidance for development projects to ensure compliance with state building codes and regulations. Located on the second floor of Town Hall, the Department is a division of the Department of Community and Economic Development.

The Building Department consists of the following personnel: David G. Gusmini, CBO, Building Commissioner; Michael J. Connelly, Local Building Inspector; Eric Libby, Local Building Inspector; Scott Chavious, Part-time Electrical Inspector; Kevin Bouret, Assistant Part-time Electrical Inspector; Robert Dempsey, Part-time Plumbing/Gas Inspector; John Duffy, Assistant Part-time Plumbing Inspector; and Allan Sherman, Assistant Part-time Plumbing Inspector.

In 2015, the Building Department collected the following permit fees:

• New Building Permits	$ 517,315.00
• Alteration Permits	826,801.21
• Electrical Permits	207,289.90
• Gas Permits	28,948.00
• Plumbing Permits	64,271.00
• Certificate of Inspection	12,717.00
	$1,657,342.11

The following major projects are under construction:

- Heavey Estates – 35% complete
- Hunter Hill Subdivision (Phase II) – 93% complete
- Natick Modera/Natick Paperboard 40R project –85% complete
- 9 South Avenue project – 85% complete
- 42 South Avenue HOOP project – 91% complete
- 1 Dean Road/LA Fitness – 98% complete

There are also numerous commercial and residential projects throughout Natick being reviewed and inspected by the Building Department staff.

In January 2015, the Building Department implemented a new electronic permitting software system. The new system allows for the submission, creation, review and management of incoming permit applications electronically, providing a more efficient, orderly, and customer-friendly permitting process.

FACILITIES MANAGEMENT DEPARTMENT

On July 1, 2012 the Town and School maintenance departments were merged to create the Facilities Management Department. This newly created department was the result of a facilities management study that can be found on the Town's website using the following link: http://www.natickma.gov/DocumentCenter/View/608. To ensure a smooth transition a Facilities Management Oversight Committee was created to oversee the initial implementation of the new department and monitor and advise ongoing operations of the Department. The department falls under the jurisdiction of the Board of Selectmen and the Natick School Committee, and has a mission of responding to the facility-related needs of municipal department heads and school principals as highly valued customers. The FMD is responsible for the operation and maintenance of all schools and general government buildings in the Town, including custodial services, building maintenance and capital projects in all forty-two buildings, which total over one million square feet. The FMD is comprised of 46 full-time-equivalent personnel and has an FY16 operational budget of approximately $3M.

The Facilities Management Director and the Maintenance Manager work together to oversee four core business areas: custodial, maintenance, capital projects, and energy. Maintenance repair requests and custodial operations are the core of the Department's activities. Capital projects are identified through a collaborative planning process with department heads, school principals and the Deputy Town Administrator for Operations. Project design and construction phases are managed within the Department and also with outside professionals if the scope of work necessitates such assistance. The Department works closely with the Sustainability Coordinator in identifying and implementing opportunities to reduce energy consumption throughout Town facilities.

Capital Projects

The Facilities Management Department is in the process of developing a twenty year capital plan for all 42 Town buildings. This long range plan will be developed in collaboration with school and Town officials, principals, municipal department heads and Department staff. In 2015 ten capital projects were approved and funded by Town Meeting. A sampling of the projects managed by the FMD in 2015 is as follows:
Johnson Elementary School Bathroom Renovations: Removal and replacement of all student bathroom fixtures, piping and partitions. This project was managed and implemented in-house, and was completed on time and on budget with a final cost of $175,000.
Police Station HVAC Equipment Replacement: Removal and replacement of 3 HVAC roof top units using in-house technicians, which resulted in substantial savings. Final cost of the project was $22,000.

Brown Elementary School Exhaust Fans: This project required the removal and replacement of 49 roof top exhaust fans, again using in-house technicians. Final cost of the project was $28,000.

Maintenance

The Maintenance Manager oversees a staff of six technicians in maintaining both schools and general government buildings. Utilizing a computerized maintenance management system (CMMS) for both routine and preventative maintenance, the maintenance staff responded to over 1,800 work order requests in 2015. Every effort is made to accomplish work order requests with in-house staff so that significant savings from labor and parts/supplies can be realized and prompter service can be provided to the Department's customers. The Department outsources work to qualified vendors if specialized skills are needed, or if the magnitude of the work and deadlines requires outside assistance.

The maintenance staff completed approximately 98% of the work order requests in-house during 2015, saving time and money. Savings are realized from in-house labor rates which are substantially less than state prevailing wage rates required to be paid on public construction projects. Savings are also maximized by purchasing equipment and supplies using State bid prices versus paying mark-ups from outside vendors. This approach also improves quality control resulting from the "ownership" of the work by staff. Many more work requests and capital projects are scheduled to be completed by the maintenance staff in 2016.

Custodial

Currently both the Facilities Director and Maintenance Manager oversees all aspects of custodial operations. The Department has a total of 36 union custodians working in schools and municipal buildings; in municipal buildings the custodial staff is supplemented by a contract cleaning service. In 2015 all custodians were trained and certified in OSHA 10 Workplace Safety. In 2016, the department will be looking at opportunities and associated costs/savings to establish a green cleaning program Town-wide.

HUMAN RESOURCES DEPARTMENT/PERSONNEL BOARD

The Personnel Board, in conjunction with the Human Resources Department, experienced another busy year in 2015. Our recruitment efforts led to the successful appointment of many talented personnel, including the following positions: Assistant Comptroller, Board of Health Sanitarian, Director of Community & Economic Development, Senior Planner, DPW Data Analyst, Director of Facilities Management, and two Executive Assistants for the Selectmen/Town Administrator's office to replace long term employees who retired.

In addition, our continuous efforts to support and facilitate succession planning opportunities was exemplified by the promotion of existing personnel to the positions of Assistant Director of Council on Aging, Sassamon Trace Golf Course Manager, and Assistant Director of the Bacon Free Library.

In 2015, the Human Resources Department conducted several comparable community salary surveys to ensure our competitive ability to attract and retain qualified professionals.

On recommendation of the Personnel Board, Town Meeting approved substantive revisions to the Non-Union Part-Time Pay Plan, including a consolidated list of classifications, implementation of ranges based on annual performance reviews (as is in place for Full-Time non-union personnel), and update of pay scales in response to State-mandated minimum wage increases.

In response to position openings, the Human Resources Department received 948 resumes and applications this year, reflecting a 6% increase over calendar 2014 and indicating Natick's continued strength in recruiting high qualified personnel and our recognition as an employer of choice.

In 2015, the Human Resources Department played a leadership role in convening and negotiating with the Public Employment Committee (PEC) with the objective of reducing the Town's projected FY 2017 health insurance costs by a minimum of $1 million as compared to FY 2016 costs. With representation from every union - representing General Government and School Department personnel - we successfully negotiated Town/Employee contribution rates that favor Fallon health insurance plans. Fallon plans are substantially less expensive than all other available plans and, through negotiations with the PEC, in FY 2017 the Town will contribute 75% toward the Fallon plans but a lesser amount - 62% - toward all other insurance plans*.

In addition, the Human Resources Department, along with the Payroll Manager, fulfilled federal mandates associated with implementation of the Affordable Care Act resulting in the analysis and data input on new government issued 1095 C forms for over 1,600 insured active employees and retirees.

We are pleased to continue and enhance programs to demonstrate our appreciation of our valued employees by continuing our ever-popular Annual Employee Appreciation Cookout, launching new monthly Lunch & Learn programs, collaborating with the Providence Bruins for discounted "Natick Night" tickets, and other programs to benefit employees.

Our successes in 2015 could not have been achieved without the efforts, dedication, and professionalism of the Personnel Board: Steven Levinsky, Chair, Susan Salamoff, Alan Rosenman, and Thomas Kelley, as well as the professional support from Linda Clark, Benefits Manager, and Sarah Farrar, Human Resources Coordinator.

*With the exception of the Harvard-Pilgrim Preferred Provider Plan, which is offered on a 50/50 basis.

INFORMATION TECHNOLOGY DEPARTMENT

Overview

In calendar year 2015, the Information Technology Department made substantial improvements in its applications deployment, migration, hardware upgrades and DPW renovations.

Major projects undertaken by the IT Department were:

- Successful migration of the Town web site to the new web site provider Civic Plus in January 2015. Two additional hosted web applications have been added to the new web site - SeeClickFix, an app that allows citizens to report a problem and attach pictures of potholes, streetlights, etc., and Granicus, a boards and committees database application. More citizen-centric and general public applications are slated for rollout in 2016.
- The DPW second floor addition and first floor network infrastructure and equipment upgrades were completed in April of 2015. An additional emergency operations center (EOC) for the public safety departments and DPW was built out in the DPW lunchroom to provide a secondary/backup EOC.
- The Network Assessment project was completed in March 2015. The Town data/voice network redesign and phone system upgrade projects that were dependent on the completion and acceptance of the network assessment began moving forward in April 2015 with site assessments for the new phone system deployments and equipment and service bid specifications being developed. After much lively discussion between all parties and the Information System Advisory Board, both projects are now moving ahead at full speed and are expected to be completed by September 2016.
- Added two more backup SonicWALL firewalls to provided high availability to our existing SonicWALL firewalls in Town Hall and Police HQ.
- Deployed a new Dell VRTX server in Police HQ to replace our aging IBM Bladecenter server.

- Upgraded and migrated our financial software application, Munis from Tyler Technologies, to a new virtual Windows 2012 R2 server.

On top of these projects are the day-to-day operations where we continue to provide broad-based computer and telephone services to municipal employees as well as services provided to the community via the Town web site. This includes upgrading and replacing aging and obsolete equipment such as PCs, servers, printers, network data switches, etc. Data services include but are not limited to network administration, database administration, web site support, network security, end-user support, hardware and software support and administration and municipal staff training.

Information System Advisory Board (ISAB)

The Information System Advisory Board (ISAB) continues to be a valuable resource for the Town IT Department by providing experience and insight from the private sector. The ISAB played a critical role through many meetings and hours of discussion with the town and school IT Directors to provide advice and direction on the large networking and phone deployment projects currently ongoing. Additional thanks and appreciation are due to the ISAB networking subcommittee for attending networking, phone and vendor meetings.

Natick INET

The Town INET is a fiber optic network installed and maintained by cable company RCN as part of their license agreement with the Town. The INET provides telephone and computer connections to all municipal buildings via multi-mode/single mode optical fibers which all connect via the Public Safety IDF Facility. Typically, Town buildings have four single mode optical fibers with the exception of the Natick High School which has 18 single mode optical fibers.

The benefits of running all Town telephone, video and computer services over a private fiber optic network are significant in terms of cost savings and network bandwidth.

The Town's INET network has remained a stable and valuable asset to the Town and reliability of the network has continued to be an impressive 100% uptime.

On The Horizon

In 2016, the IT Department will be busy redesigning the Town data network and upgrading the telephone system. Additional services for the citizens of the Town of Natick and general public will be added to the Town web site as we venture further into the world of hosted applications and solutions. We will continue to look for innovative methods and

techniques to identify and implement cost-effective solutions to improve, streamline and protect the day-to-day IT operations and, just as importantly, facilitate easy access to data for both the Town and its citizens via the town web site.

For more information on the Information Technology Department, visit our web page on the Town of Natick web site (www.natickma.gov).

BOARD OF REGISTRARS

The Board of Registrars, working with the Town Clerk's office, only conducted one election during 2015. The Annual Town Election was held on March 31, 2015. The results for this election are included in this report and are also posted on the Town's website at www.natickma.gov.

Over the course of 2015, over 1,349 voters either registered to vote or changed voter registration status. This is a small decrease from the previous year and most likely can be attributed to the fact that there were no State or Federal elections during 2015. Every year, the Board of Registrars conducts a voter registration drive during Natick Days. In addition, the Board, with representatives from the League of Women Voters, also participates in at least one other voter registration drive each year at Natick High School.

In January 2015, The Board of Registrars mailed over 16,000 annual census/street listings to all residents as required by Massachusetts General Laws. After the returned censuses are processed, the Board of Registrars mail pre-paid confirmation cards to all non-respondents to the Annual Town Census. In 2015, the Board mailed approximately 4,000 postcards. Using the United States Post Office National Change of Address software, the confirmation cards are mailed to non-respondents' current addresses. This greatly increases the number that we receive back, allowing us to delete voters who have moved. This process improves the accuracy of our voting lists.

The on-line voter registration system was implemented during the latter part of 2015. This has added an additional method for registering to vote. The system has been quite successful.
The Board of Registrars would like to thank all of the election workers (wardens, clerks, inspectors and students) for their continued dedication and hard work. A special thanks to Michael Linehan and Adele Rosenthal for their continued volunteer service to the Board of Registrars. Our elections also run smoothly because of the support that we receive from the Department of Public Works, Police Department, the School Department and Facilities Management Department.

SUSTAINABILITY COORDINATOR

Sustainability

The Town of Natick's sustainability initiatives are led by Jillian Wilson Martin, the Town's sustainability coordinator, who reports directly to the Town Administrator.

Natick's sustainability efforts target both municipal operations and the broader community with a focus on energy, waste and land use. These initiatives are funded primarily by grants and utility incentives, which totaled $477,000 in 2015 and are expected to save the Town an additional $99,130 in reduced energy costs annually.

Energy

As a participant in the Commonwealth's Green Communities Program, Natick is one of only seven communities in the state to achieve a 20% reduction in its municipal energy consumption within five years. This reduction was achieved through a series of energy efficiency projects, such as the conversion of street lights to LED and the installation of variable frequency drives at the Town's water pumping stations. In 2015, Natick furthered this effort by adding new building HVAC controls at the High School, DPW, Police/Fire Station, Community Senior Center, Morse Institute Library and other buildings; using circuit-level monitoring to identify and correct inefficiencies in building operations; and investing in a behavioral dashboard that will be used to teach elementary students about their energy use.

Solar energy was another priority in 2015, during which the Town developed plans for adding rooftop panels to DPW buildings, the William L. Chase Skating Arena and Lilja Elementary School. Pending contract negotiations, these projects are expected to add 500 kilowatts of solar (which will bring the Town's renewable capacity to 1.5 megawatts, or approximately 15% of municipal energy needs) and to result in $3 million in electricity savings over 20 years. To capitalize on solar's economic benefits, the Town is also working to release an RFQ for design and installation of parking lot solar canopies in 2016.

Efforts to reduce energy used by municipal vehicles was addressed in 2015 through the addition of an automated system to track vehicle fuel use, the purchase of an electric car for the Assessor's Office (which was funded almost entirely by state grants), and a commitment by Natick to participate in the Metropolitan Area Planning Commission's hybrid conversion RFP. The Town also began work to install an electric car charging station, which will be available to the public in Natick Center.

Waste

In 2015, the Town sought to analyze its waste composition and explore alternative methods for disposing of food waste, which represents 25% of municipal solid waste in Massachusetts. More than 1,000 residents responded to a public interest survey in favor of a two-year curbside composting pilot program, and Natick was awarded a grant from MassDEP to help offset program startup costs.

The Town also received grants to begin a mattress and box spring recycling program and to install a cardboard compactor at the Recycling Center, among other projects.

Land Use

With the help of the Toxics Use Reduction Center at UMass Lowell, Natick's DPW Land, Facilities and Natural Resources (LFNR) division began to explore the costs and benefits of transitioning public land to organic management practices. The grounds of the Bacon Free Library, Memorial Elementary School soccer field and new John J. Lane Park are serving as pilot properties for this initiative and the LFNR team will receive training on natural turf systems in January 2016.

Community

The Town engaged residents in sustainability initiatives through in-person presentations, a monthly newsletter and several community events in 2015. It also promoted MassSave audits and solar programs, which are estimated to save residents more than $500,000 annually.

Additional details on Natick's sustainability initiatives can be found in Annual Reports from the Recycling Committee and DPW Division of Land, Facilities and Natural Resources.

TOWN CLERK

The Town Clerk's Office serves as a gateway for the public with questions regarding local government services. The Clerk's office is the keeper of all vital records, (birth, death and marriages); issues dog licenses, raffle and bazaar permits, DBA (doing-business-as) certificates; and maintains zoning and planning decisions. In addition, the Town Clerk is the clerk of Town Meeting and all election and Town Meeting records are

maintained in the office. The Clerk is also the Chief Election Officer for the Town.

The Office of the Town Clerk registered 410 births, 400 deaths and 146 marriages in 2015. In addition to registering new records, the office also issues certified copies of all vital records. The office issued over 300 DBA certificates and licensed approximately 3,200 dogs during the year. Total revenue raised was $113,208 which was comparable to the previous year.

In 2015, over 17,000 Annual Town Census (street listings) were mailed. The information from this mailing is used to update the annual list of residents and then mail confirmation cards to non-respondents. Data gathered from both of these mailings is used to update and maintain accurate voting lists. This is always critical, but especially so leading up to the Presidential election.

In 2015, Natick held two Annual Town Meetings, one in the spring and one in the fall. In addition, there was a Special Town Meeting on December 1, 2015. The Annual Spring Town Meeting convened on April 14, 2015 and concluded its business in seven sessions, dissolving on May 14, 2015. The Annual Fall Town Meeting convened on October 20, 2015 and concluded its business in six sessions, dissolving on November 5, 2015. The Special Town Meeting convened, completed it business and dissolved on December 1, 2015. Meeting minutes are included in this report and are available on the Town's website at www.natickma.gov.

During the year, the project to redesign and improve the vault in the Town Clerk's office was completed. As a result of this project, many older permanent records which were stored in the basement were moved to the vault. This project increased the usable storage space and greatly increased the efficiency of accessing Town records. Town Meeting has continued to support the ongoing project of restoring permanent Town records, approving an additional $100,000 for this multi-year project.

I would like to thank the Board of Registrars: Robert Awkward, Sandy LaFleur and Nancy Northgraves for their assistance during the elections. I would also like to thank Nancy Hansen who retired in November for her years of service in the Town Clerk's office. We welcome Laurie Shaw to our department. Special thanks to Deb Blatz and Kerry Graveline for their continued hard work and support.

TOWN COUNSEL

2015 was a feisty year for legal matters. Town Counsel work most often involved weekly conferences with Town personnel, telephone conferences with and advice to Town personnel, Board of Selectmen issues,

contracts, DPW, land use (building, conservation, planning, subdivision and zoning), licensing, litigation, real estate, and Town Meeting.

Town Meeting authorized the Board of Selectmen to petition the General Court to:

- Enact legislation which would authorize the Board of Selectmen to lease for a term not to exceed ninety-nine (99) years for construction, operation and management of a residential, commercial, industrial or mixed use facility, including public parking in any event, on property off Middlesex Avenue, Summer Street, Clarendon Street, East Central Street, Hayes Street, and South Avenue, and (2) to enact legislation which would authorize the Town of Natick to assess fines for failure to relocate or remove utility poles, wires, cables and attachments as required;

Other Town Meeting matters requiring Counsel's extensive involvement and advice included:

- Amending the By-Laws to authorize use of electronic voting technology at Town Meeting and appropriating funds to purchase electronic voting technology and/or services for use at Town Meeting;
- Adjusting the fines for violation of the Animal Control By-Law;
- Authorizing the Board of Selectmen to negotiate with the owner of the property at 22 Pleasant Street, Natick to acquire that property for open park and recreation purposes, free and clear of all contamination for its intended use and purpose (and the subsequent negotiations);
- Establishment of a Charter and By-Laws Review Committee;
- Establishment of a special purpose stabilization fund for FAR bonus money, and transferred money and accumulated interest thereon from the Conservation Fund to said stabilization fund;
- Establishment of two revolving funds (1) a Pay for Performance Revolving Fund to utilize money received through the Town's Pay for Performance energy rewards program to fund future energy conservation and renewable energy programs, and (2) a Tax Title Collection Revolving Fund to utilize fees, charges and costs collected upon redemption of tax titles or sales of real property acquired through foreclosures of tax titles to pay expenses related to tax takings or title foreclosures.

Litigation resolved in 2015 included a liquor license appeal in which the decision of the Board of Selectmen was upheld, two zoning appeals in which the cases were remanded to the Zoning Board of Appeals for modified decisions to be issued, and a real estate case which was dismissed. Cases pending at the end of 2015 include one building and

health enforcement case, one zoning case, one water permit case, and two discrimination cases.

Maureen Fleming retired from the Office of the Board of Selectmen/Town Administrator in 2015 after twenty-nine plus years of dedicated service to the Town of Natick. We will miss her much appreciated help, grace under pressure, and calming influence. We wish her a long, healthy and happy retirement.

Our firm, Murphy, Hesse, Toomey & Lehane, LLP is a law firm of thirty lawyers. Partners David DeLuca and Brandon Moss, Associates Bryan Le Blanc, Michael Maccaro and Karis North, and Paralegals Paula Rivera and Bryanne Tartamella also worked on Town Counsel matters in 2015. We thank the Board of Selectmen for the privilege of representing the Town of Natick. We thank the Board of Selectmen, Martha White, William Chenard, Jeffrey Towne, Maureen Fleming, Ann Wiles, and all Town of Natick employees and members of boards, commissions and committees for your courteous and patient assistance. We enjoy our relationship with Natick very much.

EDUCATION & LEARNING

TOWN OF NATICK SUPERINTENDENT OF SCHOOLS AND SCHOOL COMMITTEE

This report is a summation of the most significant events and accomplishments during the past year.

Natick School Committee

In March 2015, Ms. Lisa Tabenkin was elected to the School Committee for a three-year term. Firkins Reed was re-elected to the School Committee for a three-year term. The School Committee reorganized on April 6, 2015. The officers are as follows: Ms. Amy Mistrot, Chair, Ms. Firkins Reed, Vice Chair, and Mr. Tom Campbell, Clerk. Other members included Ms. Anne Blanchard, Mr. Dirk Coburn, Mr. Paul Laurent and Mr. David Margil. Ms. Julie McDonough was appointed to the School Committee on August 31, 2015 to fill a vacancy left by Ms. Anne Blanchard.

District Accomplishments

- Newsweek ranked Natick High School #448 in America's top 500 high schools.
- Boston Magazine ranked Natick #50 for best public schools in Massachusetts.
- Niche.com ranked Natick Public Schools #22 best school districts in Massachusetts.
- Apple Computer awarded Natick Public Schools their prestigious Distinguished District Award for Innovation, Leadership and Educational Excellence.

- College Board placed Natick Public Schools on their 6th Annual Advanced Placement (AP) Honor Roll for expanding opportunities and improving performance of AP students.

Natick Elementary Schools

Natick Public Schools is a district of continuous change. We have seen a noteworthy surge in enrollment coupled with Federal and State level compliance expectations with Common Core Standards and revising our teacher evaluation system. Throughout this process, we have remained focused on providing quality learning experiences for our students. This year we have continued this work through the lens of the Deeper Learning Framework. This framework emphasizes key skills required for 21st century students to succeed in the world.

Unlike traditional curricula, students today need to master other life skills in concert with core academic content. Students are required to think critically and solve problems. Students need to be able to collaborate with peers and communicate ideas effectively so that others understand their thinking. Students today have to learn how to learn. We all have access to more information than we could ever use. Our children must learn how to determine which information is valuable and will support their goals. Students need to develop positive academic mindsets and view themselves as thinkers and learners. The elementary principals are identifying how these skills present in our classrooms and how to support teachers and students as we move forward toward mastery.

For several years the elementary schools in Natick have experienced rising enrollment. We have reached the point of full capacity and it is necessary for us to expand in order to meet demand. At town meeting in May and November, a six classroom expansion project at Brown School was approved. Triumph Modular was awarded the contract after a competitive bidding process. The new wing will be located on the south side of the building where the primary playground is currently located. A new primary playground will be constructed to replace the current playground and it will be located along the walking path to Kennedy on the Brown School grounds. This project will be an excellent addition to the Natick School system as it will provide relief for Brown School and the entire district.

Wilson Middle School

The Wilson Math Team continues to expand and progress. Due to the outstanding participation and the support of the team's corporate sponsor, Cognex, Inc., Wilson Middle School is now the only school in the league that enters THREE teams into competition. There are over 50 Wilson students participating each week at practice and at least 30 attend each competition. Wilson's top team ranks in the top third of all

the teams competing. **Wilson World Language:** A total of 125 8th grade Spanish students took the National Spanish Exam in March. They competed with over 43,000 other students from all over the country. We are pleased that 52 students earned an award this year with 40 earning Honorable Mention, 5 earning bronze medals, 4 earning silver medals, and 3 earning gold medals. In March 2015, the French National Exam was given to over 93,000 students around the country, with 24,000 taking Level 1. 39 students took the exam this year at Wilson and 25 students earned national awards. There were a total of 16 honorable mentions, 4 national bronze medals, 4 national silver medals, and 1 national gold medal. **Wilson National Geography Bee:** 6th grader Michael Idzal won the school National Geographic Geography Bee, and then went on to place second in the state finals. **The Wilson Peer Leadership Team** kickoff event on December 4 was a great success, and the subcommittee groups are off and running, all working to create positive experiences for the entire student body. Student Assistant members are busy working with younger students and teachers before and after school, the Peer Trainers conducted workshops with 5th grade homerooms and are gearing up to go into 6th grade classes soon, and the School Culture group members attended a leadership conference in early January! More exciting things to come in 2016! **The Wilson Cross Country Boys' Team** won every meet they competed in with eighth graders Matty George and Patrick Evers leading the charge throughout the year. The girls demonstrated great improvements throughout the season with eighth grader Caroline Fleming finishing first for the team in every competition. **Wilson Music Accomplishments:**

- Wilson Winds and Jazz Band combined to play the Star-Spangled Banner at a UMass Lowell Hockey Game in January.
- 15 Wilson Students were accepted to the Eastern District Junior Festival in March:
    - Mixed Chorus: Ryann Bloom, Jordan Cassel, and Harriet Rovniak
    - Treble Chorus: Sydney Burke, Rachel Deng, Delaney Jones, Kristen Kelly, Jordan McLaughlin, Rori Rigueiro, and Kate Riley
    - Band: Anders Carlson (trombone), Owen Goldner (trombone), Isabel Levine (trombone), Samuel Siegel (oboe), and Robert Strzetelski (euphonium)
- Wilson Winds attended the MICCA Concert Festival in March and received a silver medal.
- Wilson Jazz Band attended the MAJE Festival in May and received a silver medal
- Wilson Winds attended the Music in the Parks Festival in May and received a Superior Rating and was the top group in both the Middle School Concert Band Category and Overall Concert Band at the festival.

- Wilson Winds attended the Music in the Parks Festival in May and received a Superior Rating and was the top group in both the Middle School Jazz Band Category and Overall Jazz Band at the festival.
- Wilson Pops Chorus attended the Music in the Parks Festival in May and received an Excellent Rating and was the top group for Middle School Chorus.

Wilson Model United Nations Club: Thirteen 7th and 8th grade students participated in the Regional Model United Nations Conference at Northeastern on 11/22. The students represented Wilson brilliantly and received high marks and commendations on their position papers. **Wilson 8th grade Academy Awards:** The 8th grade students put on a terrific "Academy Awards" presentation in June, with musical numbers and award presentations that they prepared themselves. **The 2015 Wilson Math Counts Team** came in third in the district, with Victor Luo the top scoring competitor during the "knock-out round". For the second straight year, that secured a position in the state finals, where the Wilson team finished eleventh in the state.

Kennedy Middle School

Kennedy Middle School Receives 2015 Let's Move Active Schools National Award:
Let's Move! Active Schools, a sub-initiative of First Lady Michelle Obama's Let's Move! initiative, honored J F Kennedy Middle School with the 2015 Let's Move! Active Schools National Award for its outstanding efforts in creating an Active School environment.
The Kennedy Honors Wind Ensemble placed second in their competition performance at the Music in the Parks Festival. **Kennedy Destination Imagination teams** won their regional tournament, then the state tournament and moved on to attend Global Finals in Knoxville Tennessee. **The Kennedy Drama** Club presented the Lion King, Jr. and was one of the first middle schools in the country to obtain the rights. Our school was asked by Disney to pilot the first-ever curriculum offered through Disney. **The Kennedy Robotics Team** competed in the First Lego League Tournament and finished 9th out of 28. They won 4 awards for robot design, presentation of their project on recycling and the Judges Award. **The Kennedy Specialty** Chorus placed first place in the Great East Choral Festival/ Competition.

Kennedy and Wilson Masters Teachers Stacy Gauthier and Sandy Lemon from Kennedy and Ilse O'Brien, Kirsten McDonough and Jeff Pera, from Wilson earned Master Teacher recognition in the district.

Natick High School

Natick High School students are proud of their school, engaged in their classes and taking advantage of the opportunities afforded them. Teachers and counselors are passionate about their craft, committed to supporting all of our students, igniting a spark and fueling a love of

learning. Natick parents and the community fully supports our students and staff.

This translates into strong performance. Natick High School students outperformed national and state peers in MCAS, SAT and AP test scores. 80% of our 319 students who took an AP test scored three or higher, the benchmark for college credit. 105 students were named AP Scholars, earning a three or higher in three AP tests. These results include one class of Freshmen AP Physics, who outperformed their older peers across the nation and the state.

This year we launched two new programs for NHS students. Under the leadership of Dr. Tracy Gladstone from Wellesley Center for Women and Children's Hospital, we launched a program called "Hey NHS… How Are You?" It is a school-wide initiative to prevent adolescent depression and suicide, and to identify those students who may need extra help. To better prepare all students for college, we also recently launched a dual enrollment program with MassBay Community College enabling students to earn college credit in English, Math and Web Design. Three members of the NHS faculty were named adjunct professors at MassBay to teach these classes with 75 NHS students enrolled.

SOUTH MIDDLESEX REGIONAL VOCATIONAL TECHNICAL SCHOOL (KEEFE REGIONAL TECHNICAL SCHOOL)

This annual report is prepared by Superintendent /Director, Jonathan Evans, and composed on behalf of the members of the School Committee of the **South Middlesex Regional Vocational Technical School District** and submitted after review and approval by the full Committee in compliance with the provisions of the Agreement among the towns of Ashland, Framingham, Holliston, Hopkinton and Natick.

This report reviews from the perspective of the Committee the principal items with which the Committee was concerned during the year. It is a representative account of matters solely within the policy making authority of the Committee and also of matters which the Superintendent/Director brought before the Committee for information and consultation. For greater detail and discussion the reader should read the extended minutes of Committee meetings and the attachments thereto which are available at the school office.

In addition to a public high school, the South Middlesex Regional Vocational Technical School District provides continuing education opportunities for adults through the Keefe at Night program as well as Summer Discover, a summer program for area youth.

The Committee acknowledges with great appreciation the service of its Recording Secretary, Elaine O'Toole, whose careful recording of the minutes of the committee meetings makes possible the preparation of this annual report.

The Committee reorganized on July 20, 2015 with officers elected unanimously to the following positions:

Chair: Michael Rossi (Framingham)
Vice-Chair: Edward Burman (Ashland)
Secretary: Sarah Commerford (Holliston)
Assistant Treasurer: John H. Evans (Framingham)

Staff members working on behalf of the District and School Committee are Elaine O'Toole, **Recording Secretary** and Jack Keating, **Treasurer**.

The balance of this report presents a summary of the discussions and actions of the Committee on a number of the important matters brought before the Committee for advice or action.

Community Engagement

Staff and students of Keefe Regional Technical School participated in many community projects throughout the school district member towns. Examples of these activities include:

Carpentry-
Framingham MWRTA – Built bus shelter
Hopkinton Historical Society – Built and installed a quilt box
Town of Natick – Built 65 4'x10' Planter boxes
Town of Framingham – Roof re-shingling
Town of Natick – Built a door for noise reduction

Cosmetology-
Framingham Salvation Army –Cosmetology services for eight people in need (twice)
Hopkinton Senior Center – Manicures
Ashland Senior Center – Manicures (twice)
Valley Farm Assisted Living, Ashland – Manicures on two occasions

Electrical-
Framingham Parks & Rec. Maintenance Building – Wired a 40 amp 240 volt compressor; Repaired circuits
Bowditch Field – Replaced ground flood light; Time clocks and relays for fields; Light fixture repair
Framingham Maintenance Building – Replaced photo-eyes
Hopkinton House Project – Wired heating system
Keefe Tech – Repaired parking lot light fixtures

Health-
Bethany Health Care Ctr., Framingham – Clinical hours and manicures; Caroling in December

Metrowest Blood Donor Room, Framingham – Blood Drives October and April
Callahan Center, Framingham - Jewels Birthday Party for all 90+ year olds
Pearl Street Cupboard and Café – Volunteered the day before Thanksgiving; Volunteer to serve monthly
Leukemia and Lymphoma Society, Natick – Pennies for Patients – raised money for the cause
National Brain Tumor Society – Boston Brain Tumor Walk
National Alzheimer's Association – Walk to End Alzheimer's Worcester County
Karen Spilka Health Fair – Volunteers
Aeropostle "Teens for Jeans" – Collect jeans for local youth experiencing homelessness

Landscape and Design-
Cushing Park, Framingham – Grounds cleaning
Ashland State Park – Maintenance work

Plumbing-
Hopkinton House Project – Installed plumbing and heating system

Metal Fabrication-
Ashland Police Department – Fabricated a battering Ram

Graphic Communication - Printing for 13 Schools within the District
Town of Ashland – Business Cards
Town of Framingham – Banners and posters for voter registration
Natick Family Promise Metrowest – Banners; Training guides
Hopkinton Metrowest Symphony Orchestra – Concert programs
C.A. Dunning School, Framingham – School Directory
Framingham High School – Hall Passes; Guidance Passes; Transcript Request Forms; Attendance Forms
Framingham Police – Mission Statement Signs; 9x12 envelopes
Framingham Rotary – Banners, signs, flyers, pamphlets, stickers, post cards

In addition, in June Keefe Regional Technical School hosted a breakfast for the Community Based Justice Program (CBJ) that included District Attorney Marian Ryan, Judges, Probation, School Officials and area Police Departments.

It should also be noted that all five district town high school's swimming teams practice and compete at the Keefe swimming pool. The pool is also used by the Framingham and Natick Park and Recreation Departments.

Administration

In 2015, Jonathan Evans completed his second year in the role of Superintendent Director, with 20 years of service to the district.

The School Committee adopted goals for the Superintendent's performance evaluation period from July 1, 2015 through June 30, 2016. The goals adopted related to the following: Policy Review, Budget Analysis, Recruitment, and Advanced Placement (AP) Programming.

The Committee completed its periodic evaluation of the Superintendent's accomplishments against established goals and desired qualities established in the DESE Rubric and found him to be Proficient in all areas. The complete record of this evaluation is a public document that will be available at the South Middlesex Regional School District Superintendent's Office.

School Improvement Plans

The School Improvement Plan for the 2015-2016 school year embodies specific performance objectives as follows: 1) Create Professional Learning Communities (PLCs) to involve teachers in a yearlong discussion on analysis of different instructional strategies, 2) In Algebra I, review and update textbooks, materials, and curriculum to reflect the incremental steps necessary to prepare for a stronger mathematical foundation, 3) During the 2015-2016 school year, members of the Admissions Team will continue to revise strategies for the enrollment and retention of students, 4) During the 2015-2016 school year, students in grades 9-12 will demonstrate increased behaviors that are commonly associated with being successful including: self-management skills, social skills, and readiness to learn, 5) During the 2015-2016 school year, we will continue to analyze attendance data and include tardiness to school to determine patterns and trends and increase proactive strategies regarding consistent school attendance for students in all grade levels, 6) During the course of the 2015-2016 school year, the CTE instructors will improve their recruiting efforts through the development of initiatives that will promote, enhance and create real impact to increase enrollment at the school, 7) During the 2015-2016 school year, the Special Education Department will continue implementation of a tiered and systematic approach to intervention, prevention, early detection, and support for students who experience learning or behavioral challenges by expanding this process with training and implementation of both Universal Design for Learning (UDL) and Positive Behavioral Intervention and Supports (PBIS).

The Professional Development Program for 2015 involved numerous offerings designed to enhance the educational experiences of students. The following list of topics were addressed: Writing across the curriculum in CTE classes, Differentiation, Formative Assessment, Instructional Strategies for Student Engagement, Instructional Technology, Classroom Strategies for ELL Students, Culturally Responsive Instruction, Mass Tiered System of Support and Universal Design for Learning (UDL).

The Committee reviewed the progress toward the goals of the 2014 -2015 School Improvement Plan. The report of Principal Snow noted tangible specific improvements in: 1) Offered professional development for teachers based on training and support as determined by the evaluation process, 2) Strengthened the instructional strategies of all teachers to accommodate different student learning styles and needs, 3) Transitioned to Naviance, a web-based college and career planning program, 4) Analyzed attendance data for trends and patterns in order to offer more timely interventions, 5) Implemented common district determined measures with pre and post assessments for all CTE areas and 6) The Special Education Department implemented a tiered system of intervention, prevention, early detection and support for students who experience learning of behavioral challenges and adheres with the Massachusetts Tiered System of Support.

Handbook

The Committee approved revisions to the Student Handbook that had previously been approved by the School Council. Added to the handbook was the requirement for students to earn a minimum average to be eligible for summer school courses, and the area of school discipline was updated pursuant to MGL c. 71 §37, 37H ½ , 37H ¾, which outlines provisions of communication, due process and the continuation of educational services in student discipline.

The Budget Process

The Budget Sub-Committee members Ed Burman (Chair), Myra Bushell, Larry Cooper, Mia Crandall, Tassos Filledes, and Barry Sims are beginning the FY17 budget development process.

In 2015, the Superintendent continued the practice of communicating early in the budget process with the financial officers of the member towns to develop mutual awareness of both municipal budget constraints and the efforts of the Committee to manage the school efficiently and effectively while recognizing those limitations. The Committee continued to consider reductions in the preliminary budget and the budget of $17,640,054 as submitted to the member towns for FY16 was approved by all.

Auditor's Report

The annual audit by the independent accounting firm of McCarthy & Hargrave is in the process of preparing the financial statements for committee review. During the preliminary process no material findings were reported. It is expected that the audit report that calculates our energy project will meet the stipulated guarantee benchmarks for the 2014-2015 year.

Business Office

The Business Office staff of the South Middlesex Regional Vocational Technical School District continues to provide efficiencies within the daily operations. The MSBA roof project closeout was completed and included within the annual audit. New state-wide reporting software and Middlesex Retirement System was converted. The Human Resource Department conducted extensive maintenance and partnered with the financial software company to be in compliance with ACA reporting. A regional transportation and OPEB Trust Fund were established.

Enrollment, Recruiting and Student Retention

Keefe Regional Technical School is a school of application. Maintaining a healthy enrollment of students for our day school operation is essential for our financial support and overall operational success. The Superintendent has indicated that he believes that the quality and rigor of our school programs and the safety and culture of our school environment will lead to our success in attracting students and their families to Keefe Regional Technical School. The Superintendent has emphasized that the administration, faculty and support staff must work together to ensure that Keefe Regional Technical School continues to be recognized by our community as a career and technical school of high quality. In the fall of 2015, we enhanced our recruitment efforts to include a two hour showcase visit for all 1800 8th grade students from the public schools in our district.

The enrollment on October 1, 2015 was 709 students reflecting stable enrollment as compared to the prior year.

Buildings and Grounds

Keefe Regional Technical School has been occupied continuously since September 1973. The facility is used not only during the school day and year but also evenings, weekends and during the summer months.

An extensive upgrade of the energy systems (HVAC and lighting), completed in 2007, has resulted in the replacement of major mechanical components controlled by a comprehensive energy management system. The project has resulted in a significant reduction in total utility expenditures.

Facility upgrades that were completed in 2015 include replacement of all student cafeteria tables and chairs, extensive HVAC and electrical upgrades, replacement of furniture and equipment in several classrooms and CTE Programs (grant funds), creation of a lactation space compliant with US Department of Labor regulations, replacement of all exterior lighting fixtures with high output, energy efficient LED components, completion of several large-scale repair and painting projects, renovation of unused classroom space for a new art class elective, the addition of six

cameras and a sixteen channel DVR to the existing surveillance system, an independent review and downsizing of the Library/Resource Center collection to allow for planned renovation and the addition of twenty four paved parking lot spaces. Vehicles purchased in 2015 include a Ford F-250 pickup with plow attachment, a Kubota tractor and utility trailer for the Horticulture Program/Grounds Maintenance Department and a 14 passenger Ford minibus.

Facility projects identified for future consideration include replacing suspended ceiling systems, renovating the Resource Center, repairing and sealing the parking lot, repairing/updating the auditorium lighting system, replacing the emergency generator, expanding the surveillance system, sealing metal walls and window frames, pressure washing and sealing the exterior building concrete and renovating areas of the building to create a pottery studio and a music room.

Student Achievement

The District received from the DESE its annual report detailing Keefe's 2015 Accountability Data. Compared to last year, the number of students in the Advanced and Proficient categories increased in both English Language Arts and Math. As a result of the increase in student performance and other indicators, Keefe Technical School was informed that according to the 5-level scaling systems created by the DESE under the accountability and assistance levels, Keefe has been categorized as a Level 1 school. This rating recognizes the steady progress Keefe is making concerning the educational achievement of the students.

On Wednesday February 25th, 2015, 704 students competed in the SkillsUSA District Competition held at Keefe Regional Technical School. Of the competitors, 96 were from Keefe Regional Technical School. Keefe earned 8 Gold, 12 Silver and 6 Bronze medals.
On May 1st, at the SkillsUSA State Competition held at Blackstone Valley Technical School in Upton, MA, our 20 competitors earned 5 Gold Medals.
The National SkillsUSA Conference was held in Louisville, KY on June 25th. Of the 5 competitors, 1 received the Bronze Medal in the Nursing Assistant competition.

General Advisory Board

The General Advisory Board consists of the Chair of each Vocational Advisory Board. The General Board summarizes and brings to the attention of the Administration and the School Committee observations and recommendations of the advisory boards. The points noted for the current year include: the need to continually align the curriculum with changes in technology; outreach to bring Keefe's program to potential students; increasing opportunities for students and employers in the co-op program and the success we have had for employment; successful

pursuit of grant funding for state of the art career and technical equipment; and maintaining the license status of student professional programs that advance Keefe students' career and technical entry opportunities.

New School Committee Member

In May of 2015, after 15 years of dedicated service representing the Town of Framingham, Mr. Nelson Goldin retired from the School Committee. Myra Bushell has been elected as Framingham's new representative.

BACON FREE LIBRARY

The Bacon Free Library has been able to successfully work towards our FY16 goals:

A. Increased circulation: Natick in now 5th in the state for a town its size
B. Boosted the Library's profile: successful children's illustrators' auction and advancement of our working relationships with many Natick entities
C. The Bacon Free Library is currently averaging 2400 patrons in the library per month (up from 2200)
D. Brought award-winning and bestselling authors to the Library for our patrons of all ages and interests
E. Submitted a five year strategic plan to the Mass Board of Library Commissioners which has been accepted and filed; the Bacon Free Library is now eligible for grant opportunities from the state

Our main goal in 2016 is to seek opportunities to improve the historic Bacon Free Library building. We will also be refining:

A. Library environment: to always have a welcoming and comfortable space
B. Programming: reaching out to every group in Natick and surrounding towns
C. Collaboration: work with others to increase our reach
D. Technology: exciting opportunities while keeping our historic perspective
E. Increasing our books and periodicals budget

This is an exciting time for the Bacon Free Library - we appreciate the recognition of what a gem our Library is and how important it is to the Natick community.

Bacon Free Library in Pictures

First Library Card!

Books al Fresco – access for all!

Superhero Egg Drop

Authors Kristan Higgins and Suzanne Brockmann at the BFL

Building with Lincoln Logs

Batman and Catwoman at the BFL for comic book readathon!

CookBook Club

Celtics Legend JoJo White visits the BFL @ the Eliot Church

Annual Santa visit sponsored by the Friends of the BFL

Art at the BFL

Illustrators contribute to the Board of Trustees Children's Illustrators Auction

MORSE INSTITUTE LIBRARY

The Morse Institute Library strives to meet the needs of the Natick Community now and well into the future. Our vision is that the Morse Institute Library will be the place where people of Natick and MetroWest area can learn, enjoy and enrich their lives.

2015 Library by the numbers:

- Staff: 53
- Books and other materials: 210,310
- e-books: 27,071
- Books and other materials checked out: 543,220
- Daily Visitors: Between 900-1,000 people visit the library on an average day = 300,000 visits per year
- Programs for kids and teens: 329
- Programs for adults: 383
- Volunteers: 217
- Wireless sessions: 14,248
- Computer use: 246 people used the library's computers in a given week = 13,000 uses per year
- Study and Meeting Room Use: 4,121 uses per year

Key Steps to Achieving our Vision in 2015

Better understand our users' needs: Across the library, we have been tracking patron behavior with DeskTracker, and creating simple metrics to better understand the behavior and habits of our 900+ daily visitors.
Provide access to print and non-print materials: Re-organizing the library's first floor in early 2015 made finding items in our 200,000+ volume library easier. Building our collection of graphic novels, e-books and audiobooks for children, teens, and adults kept our library up-to-date.
Develop enriching programs and hands-on learning opportunities: The library serves as a destination for active learning. In 2015, we served the community with 712 library-sponsored programs for all ages. Children's programs such as this year's "Soundwall" gave kids the chance to experiment with STEAM (Science, Technology, Engineering, Art and Mathematics) topics in a low-tech environment. The newly launched active learning Teen MakerLAB programs, staffed by community volunteers, serve as a model for building future programing across the library.
Offer community meeting spaces: The library serves an important role by providing community meeting and gathering spaces. The 4,121 times our study and meeting spaces were booked in 2015 gave tutors and their students, college study groups, community and municipal organizations, and many other groups a place to meet.
Provide quality reference service: In 2015, our reference staff was available to help solve technology problems as well as answer traditional

reference questions. With the opening of our new Innovation Studio in late 2015, the library gained a dedicated technology learning space. This new area will give reference librarians the chance to teach classes and active learning workshops in technology.

Offer technology to the community: Technology is a key component of the information landscape and we continually look to keep our publicly available technology current and relevant. This year, we added a Minecraft server and a 3D printer, as well as updated our low-vision equipment.

Build Community: Our Bookmobile gives us the opportunity to reach out to the community. Bookmobile stops at senior housing and in Natick neighborhoods gave library access to those who otherwise would not have had it. In 2015 we continued to collaborate with civic groups, the U.S. Army Soldier Systems Center, and town departments.

Assisting our neighbors: After a dangerous and destructive fire, the Framingham Public Library closed for several months. Our English for Speakers of Other Languages (ESOL) program coordinator reached out to the Framingham library and offered space here so that the important work of Framingham's English language tutors would not suffer during this period.

We offer our special thanks to the **Friends of the Morse Institute Library** for their ongoing and generous support. Without the help of this organization, the library would not be able to provide our vast array of programs for all ages, speed reads, large print for the bookmobile, and museum passes.

FINANCE DEPARTMENT

BOARD OF ASSESSORS

The Board of Assessors respectfully submits its annual town report for 2015. Natick property continues to increase in value and has strong building permit activity. We are fortunate to continue adding new growth to the tax base. The fiscal year 2016 tax rate has been set at a single rate of $13.57; this is a decrease of $.25 from FY 2015. Single family development has been strong and has added to this year's new growth. We added approximately $25 million in value; this translates to $339,250 in new tax dollars to be collected. The Assessors' staff has concluded an in-house residential field review; this review has established equitable assessments of all residential properties. The staff will continue to inspect all sales, building permits and abatement requests to ensure consistent and accurate assessments. The Assessor's Office has begun inspecting all homes that have not had an interior inspection in the last seven years. The office has had a very positive response from taxpayers. We would like to thank all of you for your support with this project.

Commercial properties have also continued to make progress with submission of income & expense statements. This will continue to provide valuable information for assessment purposes.

In fiscal year 2015, the Assessors committed for collection:

Real Property: $94,837,965.84 (13,496 Bills)
Personal Property: $1,692,645.96 (1,661 Bills)
Supplemental Tax (Chap. 59, Sec. 2D): $297,384.25 (70 Bills)
Excise Tax 2015 totaled: $5,456,488.53 (36,201 Bills)

The Assessor's Office received 97 abatement applications for real estate, supplemental and personal property for fiscal year 2015. The staff inspected and reviewed the applications received. The Assessors issued 31 abatements for real estate and supplemental bills totaling $115,005.46. There were four Personal Property abatements granted totaling $19,610.32.

At year end there are a total of 31 pending Appellate Tax Cases covering Fiscal Years 2008 thru 2016. Twenty-one are Telecommunication Companies, 9 are Commercial Properties, and 1 is a Residential Property. Telecommunication cases make up the largest number of open cases. The Town continues to have a potential abatement liability in each of these years. The Town must continue to maintain a significant balance in the Assessor's overlay account until these appeals are settled.

The free trash bag program for qualified seniors has continued; to date, qualified residents have received 2,707 sleeves of bags. The Elderly and Disabled Taxation Committee has been able to assist eight applicants with a total award of $10,400. The Committee wishes to thank all of the residents who have generously contributed to the fund.

The Board of Assessors granted 265 Personal Exemptions to qualified property owners in fiscal year 2015, totaling $281,552. There were 29 Senior Workers who received a total of $31,450 in property exemptions.

Title	Description	Number	Amount
42	Office/Firefighter killed in line of duty	2	$13,647.25
17D	Senior/ Surviving Spouse	36	9,135.00
22D	Surviving Spouse	2	10,906.74
22(a-e)	Veteran 10% Disabled	110	63,800.00
22C	Veteran	1	2,175.00
22B	Veteran multi limb loss	1	1,812.50

18	Hardship	1	1,450.00
22E	Veteran 100% disabled	26	37,700.00
37A	Blind	29	21,025.00
41A	Deferral	16	60,450.51
41C	Elderly	41	59,450.00
Senior Work	Work Program	29	31,450.50
Total		**294**	**$313,002.50**

Meetings of the Board of Assessors are scheduled and posted at Town Hall. The assessment data and all forms and applications are available on the Town's web site (To find us, please select: Government, Finance Department, then Assessors).

The Assessor's office staff will continue to provide residents with accurate assessment data. The Assessor's Office is open daily to assist residents and is committed to providing any and all support needed to answer all questions and concerns. Please check out our information board for quarterly updates located outside our office at Town Hall.

COMPTROLLER

In compliance with Massachusetts General Laws Chapter 41, Section 61 herewith is the annual report of Town Comptroller's Department for the fiscal period July 1, 2014 through June 30, 2015.

All invoices and payrolls presented by Town Departments were examined for their accuracy and compliance with state law prior to payment.

Monthly appropriation status reports were forwarded to Town Departments and Committees/Boards legally charged with the expenditure of Town Funds.

Ledger reconciliation of various types, including, but not limited to, fund balances, cash, receivables and liabilities was performed on a regular basis which is helpful in ensuring the accuracy of the financial records of the Town and resulted in the following:

- A timely free cash certification as of September 3, 2015
- The FY15 audit was completed by December 1, 2015
- The FY16 tax rate was approved timely with the combined efforts of the Finance Director, Assessor and Comptroller

- The FY15 Schedule A was submitted to the Department of Revenue December 22, 2015

I would like to thank the dedicated staff of the Comptroller's office for their service to the Town throughout Fiscal Year 2015. In particular, Cynthia Tomasetti, Staff Accountant and Julie Skipper, Payroll Manager were diligent in their efforts to ensure another successful year-end close. It is with the unwavering assistance of these people that I am able to produce the enclosed "Financial Reports" for the Town of Natick 2015 Annual Report.

The Comptroller, by virtue of his/her position, serves as a member of the Retirement Board. The Retirement Board establishes investment policies, allocates system assets to various investments, and retains managers in each asset class to invest the resources allocated to that specific class of investment. The Retirement System had a market value of $116.3M as of December 31, 2014. In calendar year 2014 the System realized a 8.01% market rate of return.

TREASURER/COLLECTOR

The Treasurer/Collector's Office worked diligently to serve the citizens of Natick throughout fiscal year 2015. This year, our staff demonstrated their dedication, knowledge, experience, and willingness to happily serve town residents in person at the collector's window or via telephone. Our dedicated staff has kept this town and its finances sound through fiscal 2015.
The following represents our financial standing for the 2015 fiscal year:
Total Tax Levy: $ 96,530,611
Overlay Reserve for Abatements: $ 773,219
Net Tax Levy: $ 95,857,392
Overlay Percentage of Net Tax Levy: 0.8 %
Amount Collected thru 06/30/2015: $95,375,670
Percent of Net Tax Levy Collected: 99.4 %

The following represents the Town of Natick's Borrowing in Fiscal 2015 for various capital projects and equipment.

In fiscal 2015 The Town of Natick issued a General Obligation Bond in the amount of $2,685,000, as well as a Bond Anticipation Note in the amount of $2,262,500.

Of the three competitive bids received, Morgan Stanley & Co., LLC was awarded the general obligation bonds at an interest cost of 1.967%, including a premium of $134,342. Of the bids received for the Bond Anticipation Note, Eastern Bank was selected at a net interest cost of 0.407%, including a premium of $16,053. Additionally, the Town of Natick entered into a loan agreement with the Massachusetts Water

Resources Authority to secure a five year sewer bond in the amount of $808,200.00. $202,050 of this loan is interest free and payable over a term of five years, The remaining portion - totaling $606,150 - was awarded in the form of a grant.

Once again in 2015, Standard & Poor's rating agency affirmed Natick's rating as "AAA", which is the highest rating attainable. The rating is a testament to the Town's strong credit, financial, economic and budgetary practices.

The Treasurer/Collector's Office continuously strives to improve services for our taxpayers by automating collection processes to include online tax and utility payment services and other customer service enhancements.

HEALTH AND COMMUNITY SERVICES

BOARD OF HEALTH

STAFF

Director of Public Health – James M. White, Jr.
Sr. Environmental Health Specialist – Michael K. Boudreau
Environmental Health Agent – Jane M. Anderson
Public Health Nurse – Leila J. Mercer
Executive Assistant – Jean M. Cotter
Animal Inspector – Keith A. Tosi

Communicable and reportable diseases reported in 2015:

Anaplasmosis (HGA)	3	Lyme Disease	72
Babesiosis	4	Meningitis (Viral)	1
Campylobacteriosis	10	Norovirus	7
Enterovirus	2	Salmonellosis	4
Group A Strep Invasive	1	Shiga Toxin –E Coli	1
Group B Strep Invasive	6	Varicella (Chicken Pox)	3
S. pneumonia	3	Influenza (Lab Confirmed)	
Hepatitis A	0	Type A	54
Hepatitis B	6	Type B	17
Hepatitis C	31		
		TOTAL:	**246**

The Immunization Program continues to expand due in large part to subsidized vaccines purchased through our Revolving Account Fund ($30,000 in 2015). Pediatric and adult immunizations totaled 146 and 165 respectively, totaling 154 more doses than in 2014. In addition, 1,385 doses of flu vaccine were administered during our annual flu clinics.

The Public Health Nurse reported a slight increase in office visits and walk-ins, excluding flu clinics, over the previous year for various screenings, evaluations and vaccinations totaling 528; and conducted 74 home and field visits for contagion or community health assessments which resulted in 38 referrals to private physicians and/or state agencies.

The Public Health Nurse serves as the administrator of the 150 volunteer members of the Natick Medical Reserve Corps.

The environmental staff conducted 806 inspections on 395 food establishments of all types and an additional 3,246 various inspections, investigations, plan reviews and consultations relevant to environmental sanitation, combining for a total of 4,051 inspectional staff services for 2015.

The department issued 1,574 various permits and deposited a total of $209,853 into the town treasury for fees collected in 2015.

In 2015, the Board of Health adopted two revised regulations relevant to tobacco control. One limits youth access to tobacco products and raises the minimum age to purchase to 21 years; the second addresses tobacco product use in work and public places. Copies are available on the website.

We teamed up with the Natick Police Department to provide a prescription pill kiosk drop-off box in the lobby of the police station for 24/7 disposal of unwanted drugs. This is an effort to reduce the availability of surplus addictive drugs potentially ending up in the possession of those for whom they are not intended.

Our septic system maintenance program entered Phase Two by mailing almost 700 notices to homeowners that are non-compliant with the three-year recommended pump out schedule, including a homeowner's maintenance guide.

The upcoming years are looking brighter as the much needed Sanitarian position will be reinstated in 2016 after seven unfunded years.

COMMUNITY SERVICES DEPARTMENT

Comprised of Recreation and Parks, Council on Aging, Veteran's Services, Human Services and the Natick Community Organic Farm, the Community Services Department is charged with responding to the needs, interests and quality of life issues for all who call Natick home. Together we seek to elicit the priority needs and interests of residents and respond to those priorities through well-conceived program

development, efficient service delivery and thoughtful trusteeship of the array of public facilities and resources under our purview.

2015 Statistics At A Glance

- 10,000 + Natick residents registered in one or more department programs/services
- 1,100 Volunteers contributed 51,000 hours of service
- 2,200 kids participated in summer programming
- 563 Natick residents received Case Management/Information and Referral services
- 1,100 individual user groups reserved space at the Community-Senior Center in 2015, representing a wide array of social, cultural, civic, educational, and community organizations.
- $430,000 in direct Veteran's benefits

Thousands of residents of all ages and abilities benefitted from hundreds of classes, workshops, summer camps, clubs, special events, advocacy and supportive services offered by the dedicated and professional staff of the Community Services Department.

Public Spaces

The Department is pleased to oversee many of the town's most treasured public spaces from our many parks to the town common; the town beach to our Organic Farm.

This past year department staff successfully managed a major renovation of the Cole Center soccer fields which included additional parking as well as a very popular walking path.

With the help and support of many town departments, we help to ensure that many of Natick's most popular public events run smoothly including: Natick Days, Concerts on the Common, Natick's Farmer's Market, our many Veteran's dedications and parades, and various holiday celebrations in partnership with many dedicated community organizations and individuals.

Citizens Leadership Academy

In an effort to increase citizen understanding of municipal operations, this year the Department designed and launched the Town of Natick's Citizens Leadership Academy.

A collaborative effort involving all town departments, Natick's Citizen Leadership Academy is designed to enhance citizen understanding of town government operations and for municipal leaders and citizens to learn from one another through meaningful and informed conversation. The 10 week program is designed to advance understanding of and participation in civic affairs as well as to increase awareness of the challenges facing municipal government. Extremely well received, the Academy has graduated 50 Natick residents who can now distinguish themselves as citizen leaders.

Local Transportation

In partnership with Metrowest Regional Transit Authority the department launched a new, local transportation resource; the Natick Connector.

Designed to offer accessible, door to door transportation to medical facilities, shopping, personal appointments and the like the service is helping close the public transportation gaps in Natick.

The department is extremely fortunate to work with some 1,100 volunteers across our divisions who, together, provided in excess of 51,000 hours of service to our community. Whether serving as mentors, teachers, coaches, drivers, friendly visitors, camp assistants, farmers, board and commission members, friends, crafters or advocates, each individual helped to ensure our vast array of programs reached and benefited as many residents as possible

The Department plays a vitally important role in Natick; to help strengthen the fabric of the community through partnerships, collaborations, communication and service delivery. The dedicated professionals that comprise this department work hard every day to ensure our services are on target, accessible and of high quality. I consider it an honor to work with this remarkable team.

Council on Aging Division

The Natick Council on Aging strives to create a welcoming place for residents which promotes life-long learning, independence, well-being and opportunities to contribute ones time and talents.

Our Vision:
Natick residents will age in the best place and in good company.

Our Mission:
The mission of the Natick Council on Aging is to design and deliver services which improve the quality of life for those aging in our community through education, advocacy and support.

2015 Highlights

- 40% of Natick residents 60 years of age or older benefitted from one or more Council on Aging programs
- Fitness, art, evidence-based and educational programs expanded. Evening classes offered.
- Launched enhanced, accessible local transportation for Natick residents in partnership with MWRTA.
- Intergenerational programs expanded through collaboration with Bennett-Hemenway Elementary School.

Volunteers in Action

- 759 volunteers provided 12,096 hours of service
- 28 Meals on Wheels volunteers delivered over 10,000 meals
- 14 program leaders presented 0ver 900 hours of instruction at the Community-Senior Center

Community volunteers help senior home owners with fall clean up.

Community Partners
The following groups: Friends of the Natick Senior Center, BayPath Elder Services, MutualOne Bank, Metrowest YMCA, Olin College, MetroWest Medical Center, Mass Association of Councils on Aging, Leonard Morse Auxiliary, Dana Farber Mammography Program, Mary Ann Morse Health Care, Whitney Place Assisted Living Residences, Natick Rotary, MetroWest Chamber of Commerce, and many local business owners, medical professionals, and residents supported the Council on Aging with their financial and professional expertise during 2015.

On behalf of the Council on Aging staff and volunteers, I wish you a happy and healthy 2016.

Human Services Division

The mission of the Human Services Division is to provide a safety net for Natick residents of all ages through the provision of information and referral, supportive case management, and by actively working to strengthen interrelationships among area service providers.

Specific services provided include:

- Information and Referral
- Needs assessment
- Case management:
  - Advocacy
  - Crisis intervention
  - Public and private benefits
  - Assist with applications
  - Identify resources
  - Make referrals

2015 Statistics At A Glance:

- 563 Individuals received case management/I&R services
- 121 individuals received $72,114 in home heating assistance
- 31 households received food stamps
- 15 Protective Service reports filed
- 12 extensive case management as the result of hoarding issues

Collaboration

The Human Services Division works diligently to ensure that the network of local services providers /responders both communicate and collaborate effectively. To that end Natick's Support Team is hosted and facilitated by Human Service staff. This past year the Team:

- Built upon their knowledge of hoarding behaviors through additional training
- In partnership with the Natick Police Department, established a severe weather safety check program entitled "Care and Prepare"
- Initiated a working group to better manage complex cases

The Human Services Team could not do what they do without the help and support of our emergency responders, Health Department, Inspectional Services team, Department of Public Works, as well as the Community Services Team in general. We're most appreciative of the strong and collegial relationships in and among these municipal entities.

Natick Community Organic Farm

The Natick Community Organic Farm (NCOF) and the Town of Natick enjoy a truly unique partnership; utilizing conservation lands held by the Town of Natick, NCOF provides local organic food, hands-on learning, and stewardship of open space for all who call Natick home. A private non-profit, supported by the Town of Natick, NCOF is a certified organic farm providing productive open space, farm products, & experiential education for all ages, year-round.

Record snow in 2015 made for a difficult winter and delayed spring planting. Nonetheless, NCOF produced 40,000 seedlings, 15,700 pounds of produce, 40,000 flowers, 200 pounds of honey, 151 gallons of maple syrup, 3,800 pounds of turkey (record demand), 500 pounds of chicken, 200 pounds of pork, 55 Community Supported Agriculture (CSA) shares, 8 weekly business flower shares, while our pigs helped produce 75 cubic yards (7 commercial dump trucks' worth) of organic compost.

We successfully sold products at Natick Farmers' Market, Natick Winter Farmers' Market, Route 16 Roadside stand, NCOF barn-side stand, Walnut Hill School, Tilly & Salvy's Bacon Street Farm, Whole Foods, and Brothers' Market. This past year the farm also successfully launched teen-led rental program of backyard chicken coops.

Events & Fundraising

- 417 member families
- 6 Town of Natick Charity Runners ran for NCOF in 2015 Boston Marathon.
- 1,400 people attended NCOF public events, Maple Magic Day, Spring Spectacular, and Harvest Dinner

Education and Volunteering

- Launched new online registration program called Farmworks.
- 1,368 Natick elementary school students came to NCOF for free hands-on programs.
- 26 community teens employed at minimum wage through the summer Teen Work Crew and the year-round Mentoring Teens through Agriculture Apprenticeship Program. (cost: $45,000)
- Strong summer program enrollment (887)
- Piloted a new summer program for Riverbend Montessori.
- Aligned Girl Scout programming to national scouting standards.
- 373 volunteers gave 4,296 hours of time

On behalf of the Farm's Board of Directors, staff, members and volunteers, I'd like to extend our deep appreciation for the support the Town offers the Farm; from DPW to Facilities Management, from the Conservation Commission to the rest of the Community Services team.

Recreation and Parks Division

The Natick Recreation & Parks Division had a busy year in 2015 with new programs, new projects and some great collaborations.

We had a busy year for programming, as you will see in the chart below. We have partnered with a number of community groups and organizations to provide quality programs and special events to the residents of Natick.

Class	FY 12	FY 13	FY 14	FY 15
Adult	24	73	50	51
Preschool	63	64	62	81
Special Needs	46	58	83	82
Youth	161	164	167	157
Total Offerings	294	359	362	371

We worked with many passionate volunteers throughout the year. We have individuals coaching, building sets, cleaning parks, helping 1:1, and so much more. In all we had 728 volunteers provide 29,407 hours of service. Equated to the average part time salary in our division that is close to $400,000 in salaries saved through volunteer service.

The division continues to work closely with local organizations. This year through the help of the Natick Service Council we were able to support over 100 families in accessing our programs. Additionally through the efforts of our friends groups we were able to keep costs as low as possible. We received over $45,000 in assistance to support our year round programs and keep costs to participants as low as possible.

The division has worked on a number of projects in 2015, most notably completion of the Cole North field project. Thanks in large part to the support of residents and the financial contribution by the Natick Soccer Club. We're delighted to report that the project was completed on time and under budget. The division also completed a major renovation at Camp Arrowhead this year. Through the efforts of the Veterans Services Division, the Parents Association of the Handicapped, John Ciccarello and the local carpenters union 275, we were able to add a 900 square foot pavilion on site. This beautiful new resource has made a significant difference for our campers and has, as well, benefitted those veterans events held on-site in the fall.

We have worked with several scout troops this year, assisting scouts with 5 Eagle Scout projects. These individuals have cut back brush, painted benches, installed equipment and raked up countless leaves.

The Division is nearing completion on the field and park study. We have gotten some great input from residents and key stakeholders. We are looking forward to improving our community gathering spaces so that residents of all ages and abilities will have an opportunity to be active.

We want to thank our fellow departments for their efforts throughout the year; Public Works, Police, Fire, Facilities Maintenance, Community Development, Board of Health, Human Resources, Finance and the School Department all allow us to provide the level of service to the residents of Natick.

Sassamon Trace Golf Course Oversight Committee

For the second consecutive year, the 2015 golf season was heavily influenced by a favorable weather pattern. Despite opening two weeks late due to the historic snowfall of 2013-2014, favorable playing conditions continued all season long right through the warmest December on record.

There were 30,640 rounds played in 2015. While rounds played remained flat compared to 2014, green fee revenue came in 9.1% higher. This increase can be attributed to a $1 increase in the daily green fee and 950 additional transient rounds. There were 227 Season Ticket holders in 2015, of which 78% were Natick residents. Season Ticket holders account for 28% of all rounds played. The average season ticket

holder plays 40 rounds per year. There were 91 adult, 57 junior and 79 senior Season Ticket holders in 2015.

Calendar Year	2014	2015
Rounds Played	30,398	30,640
Green Fee Revenue	$369,422	$403,247
Season Ticket Revenue	$124,266	$122,901
Cart Fee Revenue	$75,239	$73,451
Merchandise, F&B Sales	$38,726	$39,344
Rental Equipment & Instruction Revenue	$15,064	$14,958
Total Revenue	$622,717	$653,901

Sassamon Trace offers four recreational golf leagues. The Tuesday Evening Men's League has over 90 players every week. The Tuesday Morning Junior League has 80 juniors each week. There are also two women's leagues, one on Wednesday mornings and the other on Thursday evenings and combined they have over 100 members. The major event each year is the Club Championship. The Club Championship this year was won by Dave Chiaffone of Natick. Kim Tartarini of Milford won the Women's Club Championship while Joe Guidi of Natick won the Senior Division and Bob Polchlopek of Natick won the Net division. For the first time, Sassamon Trace was a qualifying site for the Massachusetts Junior Amateur Championship and will host the event again in 2016. Sassamon Trace is also the home course to the Natick High School and Dover-Sherborn Varsity Golf Teams.

The Sassamon Trace Supporters Association, a 501c3 organization, contributed over $8,000 in support for expenses such as clubhouse deck furniture, a greens roller, golf shirts for the junior league and expenses related to the new instructional facility.

There are 5 appointed members who make up the Golf Course Oversight Committee. The Golf Committee works with Golf Course Management to review policies and procedures, develop new revenue opportunities, and identify cost saving measures. The Committee meets the third Thursday of the month at the course and the public is welcome.

Veterans' Services Division

The Veterans' Service Division is responsible for addressing the unmet need of Natick's veterans and their dependents through advocacy, benefits acquisition and supportive services.

A central role of this office is to assist our Veterans with filing for and receiving state and/or federal benefits to which they are entitled. Our efforts result in the acquisition of cash and/or medical awards which in the case of the state, are reimbursed in a cost-sharing agreement with the Town in which the state pays 75% and the Town 25%. Without this important partnership the Town of Natick would be obligated to cover 100% of those costs. The following outlines a four year history with regard to the acquisition of Chapter 115 (state funds) on behalf of Natick Veterans and their dependents:

Year	Medical	Cash
2012	$81,627	$88,259
2013	$99,950	$$73,971
2014	$120,400	$107,100
2015	$124,944	$ 113,795

There continues to be an increase in needed veteran's benefits. In 2015 this office saw decisions on 44 of the 77 new cases of compensation and pension we filed with the VA, with total awards of $1,377,861 going to Natick veterans.

The division focuses on the following priorities for Natick's Veterans and their dependents:

- Acquisition of Veterans Benefits
- Health and Wellness
- Long Term Stability
- Special Recognition which includes coordination of numerous community events including: Memorial Day Week, Veterans Day activities, Pearl Harbor Day, Square Dedications, Memorials, and Veterans in the classroom

In addition to helping the veterans who have served we also have resources to help the families of those who are presently serving. This office is involved with the Total Wounded Warrior/Yellow Ribbon Program, formed by the MA National Guard to help the new returning veterans and the families of those serving in harm's way.

For the first time in some 25 years, the state implemented an accreditation initiative and exam for all Veterans Services organizations. This office completed and passed the accreditation process.

This office works collaboratively with many Town departments, most notably with the Council on Aging and Human Services Divisions as well as with numerous local and state organizations including: Natick Veterans' Council, Mass Bay Community College, Home Start, Military Friends, MA Department of Veterans Services, Women Veterans Specialists, SHINE, Northeast Veterans Outreach Housing Programs, Mass. Veteran's Service Officers Association, North East Service Officers Association and Bay Path Elder Services. We continue to be involved with the Natick Solider Systems Command and have attended about a dozen events held at the Command this past year.

We are looking forward to a great year to come and thank all those in Town Government and the residents of Natick for their continued support.

PUBLIC SAFETY

FIRE DEPARTMENT

I am pleased to report the developments of the Natick Fire Department for the year 2015.

This year we welcomed Firefighter/Paramedic Eric Creeden, Firefighter/Paramedic John Georges and Firefighter/Paramedic Matthew Higgins to the ranks of the NFD. All three completed their training at the Fire Academy and are now serving the public.

The CPR Team continues to train Natick High School students in CPR, Cardiac Defibrillation and Basic First Aid. This program will keep the entire high school student body (98-99%) CPR-certified. I would like to thank the Town Administrator, Board of Selectmen and the school administration for their continued support for this program. The CPR Team also trained 191 town employees and citizens this year. I would like to give special thanks to CPR Team Leader Lt. Ron Downing and his team FF. Quilty, Lt. Forance, FF. Brogan, Lt. Norris, FF. Spencer, FF. Hartwell, FF. Herring, FF. Collins, FF. Farquharson, and FF. Sansossio, for continuing this valuable program.

Communications Division - Gordon VanTassel

This will be my last yearly report. For the past 31 years it has been my privilege to work for the Natick Fire Department and the entire Town of Natick. I worked for 14 years as an assistant in the Communications Division of the NFD and the last 17 years as the Superintendent, where I was the only member of the Division. My main responsibilities included, but were not limited to, maintaining the town's 41 traffic signals, 22 fire alarm circuits, 221 master fire alarm boxes and over 200 street boxes. I also maintained the fire and police radio systems and their 16 circuits.

Two new master fire alarm boxes were added this year. Through our connection fees, the master boxes continue to generate over $60,000 in revenue for the town. Normal maintenance and testing were performed on all the fire alarm circuits. Maintenance on the 20 intersections with traffic lights and 12 crosswalk signals has increased significantly during the past year due to road construction and the age of some of the intersections. Two pedestrian signals were replaced in the downtown area, making it safer to cross Rte 135.

There was one major accident this year in which over a mile and a half of cable had to be replaced due to the integrity of the electrical lines being compromised. The town was eventually reimbursed for all parts and labor for this project.

As always, I put up the town's Christmas/Holiday decorations. I put them on the Natick Common and also on Main & Washington streets. Lately I've been leaving the decorative white lights in the trees on Main and Washington Streets until early April and have gotten positive feedback from many businesses and residents for this.

Another job I inherited over the years is putting up banners. This includes about 20 banners a year hung over Main Street and about 50 banners that are attached to the light poles.

I continued working in conjunction with Eversource to reduce the number of double utility poles throughout the town. This has been an ongoing project.

I would like to once again thank Dom Mallozzi for all the help he has given me over the past 17 years. He has continued to provide the Fire Department and the entire Town of Natick invaluable assistance with our radio systems.

Fire Prevention - Captain Franciose

The Fire Prevention Division inspected all Schools, day care facilities, hotels, nursing homes, hospitals and liquor licenses as well as various businesses and residences. We also investigated and followed up on various complaints and violations.

Firefighter Michael Haigis applied for and received a SAFE Grant (Student Awareness and Fire Safety) and a Senior SAFE Grant. These grants were used to run many Fire Safety programs in the schools and in the senior community. A Fire Hazard House was purchased and proved to be a very useful educational tool for both students and seniors. A Fire Prevention Fair was held in October and was a huge success.

Both commercial and residential plan reviews were conducted. Again, our thanks go out to Fire Protection Engineer Maurice Pilette for all his help with the commercial projects in town. His advice and guidance are invaluable.

Permits Issued

Open Burning	160
UST Removal	1
Sprinkler Installation	87
Flammable Storage	22
Fire Alarm Installation	58
Tank Truck	0
Fixed Fire Suppression	3
Propane Storage	47
Cutting and Welding	7
Blasting	0
Oil Burner	109
Smoke Detector Inspection	567
Certificate of Occupancy	478
Total	**1539**

Training Division - Captain Eugene Rothman, MS/EM, NRP

A long-term project came to fruition this year when we were able to purchase a forcible-entry door prop that will be shared with the Natick Police. Getting through a locked door to save a life, stop a crime, or extinguish a fire is a skill that requires practice and this prop – made of 700 pounds of steel – will give us that practice.

We also upgraded the thermal imaging cameras on Engine 1, Ladder 1 and Car 2, giving us ease of use and up-to-date technology in low visibility situations.

The Massachusetts Firefighting Academy came to our department with the Flashover Trailer and a refresher course on Pumps and Hydraulics.

Ambulance Fees

January	$110,073.46	July	123,946.25
February	112,424.42	August	136,623.97
March	209,540.86	September	95,003.11
April	105,558.66	October	168,001.50
May	128,124.08	November	83,734.39
June	167,683.06	December	144,188.73

3 Year Total

2013	2014	2015
$1,538,074.95	$1,586,191.31	$1,584,902.49

Service Fees

January	$8,050.00	July	2,700.00
February	56,205.00	August	4,700.00
March	6,360.00	September	6,370.00
April	9,215.00	October	51,210.00
May	6,205.00	November	18,145.08
June	9,470.00	December	8,315.00

3 Year Total

2013	2014	2015
$115,518.36	$64,804.73	$186,945.08

Record of Fire Calls

Incident/Type Category	2013	2014	2015
Fire/Explosion	109	103	93
Overpressure/Rupture	3	3	1
Rescue Call	2860	3076	3123
Hazardous Condition	311	272	326

Record of Fire Calls (Cont.)

Incident/Type Category	2013	2014	2015
Service Call	438	453	558
Good Intent Call	250	247	294
False Call	732	706	784
Severe Weather/Natural Disaster	10	22	5
Special Type Complaint	13	19	20
Total	4726	4901	5194

	2013	2014	2015
Mutual Aid Rendered (Fire/Amb.)	133	114	127
Mutual Aid Received (Fire/Amb.)	54	69	45

POLICE DEPARTMENT

Calendar year 2015 was one of education and support for members of our community facing challenges in their lives affected by opiate addiction. In 2015 the Natick Police Department dedicated much of our time partnering with local organizations and families to educate ourselves on this epidemic. In 2014 we lost young members to this trend and 2015 did not show any signs of stopping what is becoming more prevalent. We have dedicated our resources and our planning around this issue. We have partnered with several local organizations as well as the Governor's Opiate Task Force. We realize the role of first responders is crucial in this area. In 2015 the Natick Police Department trained all of our officers in the administration of Naloxone (Narcan). With support from the MetroWest Health Foundation all officers on patrol that may respond to an overdose will have available this life saving treatment. We began working with our local partners in the

School Department, Health Department, Community Services and Natick Together for Youth to develop education materials to be distributed to families with members struggling. Understanding that every resident in town can play a role in reducing this problem the Natick Police, in partnership with the Natick Health Department, installed a prescription drug drop off box available 24 hours at the police station. Knowing that the abuse of prescription drugs plays a major role in addiction providing this resource to get unused drugs out of the home is critical. It does not appear that 2016 will see any slowdown in this issue so more diligence will be needed as we move forward.

Personnel Updates

The Natick Police Department saw the retirement of Sergeant Robert Dunlop in 2015. He served the Town of Natick for almost 30 years. Elizabeth Heffler was named the Natick Police Department Officer of the Year for the year 2015.

Beth started her career as a Natick Police officer in October of 1996. She currently serves as the School Resource Officer for all Natick elementary and middle schools, a position she has held since 2011.

Beth is passionate and selfless with her service to the youth of Natick. Beth's dedication and commitment to the Town of Natick, the Natick Police Department and most importantly, the youth of Natick is immeasurable.

Court Activity

During 2015, 1,245 complaints were forwarded to the Natick District Court for prosecution. In addition the Records staff processed 1,658 Offense Reports, 898 motor vehicle crash reports, and 4,136 traffic citations.

The following illustrates traffic enforcement and crash data for 2015 as compared to 2013 and 2014 data:

Violation Breakdown	**2013**	**2014**	**2015**
Civil Motor Vehicle Infractions	1,813	1,077	662
Written Warnings	1,389	2,214	2,753
Arrests	162	143	196
Criminal Complaints	390	477	457
OUI	54	50	68

Crash Particulars			
Total Crashes	890	857	887
Fatal Injury	0	1	3

Non-Fatal Injury (incapacitating)	25	22	26
Non-Fatal Injury (non-incapacitating)	72	59	64
Possible Injury	78	71	79

Animal Control

The following is a list of Animal Control activity during 2015:

Domestic		Wildlife	
Unrestrained Dog	32	Sick /Injured Raccoons	13
Barking Dog Complaints	40	Sick/Injured Skunks	6
Dogs Struck By Motor	3	Sick/Injured Possums	1
Stray Dogs Reported	75	Sick/Injured Woodchucks	0
Dog Bites Reported	15	Sick/Injured Squirrels	6
Lost Dogs Reported	28	Coyote/Fox Sightings	57
Lost Cats Reported	43	Sick/Injured Fox	8
Stray Cats Reported	18	Sick/Injured Birds Of Prey	28
Cats Struck By Motor	14	Sick/Injured Rabbits	6
Cat Bites Reported	1	Sick/Injured Bats	4
Lost Exotic Birds	0	Deer Struck By Motor	23
Lost Ferrets	1	Deceased Animals	51

Informational Statistics	
Animal Cruelty Cases Investigated	29
Wild Animals Removed From	4
Citations Issued	11
Written Warnings Issued	27
Mutual Aid To Other Communities	1
Assistance Calls For Service	125
Informational Calls	81
Livestock Complaints	1
Farms/Barns Inspected	30
Kennels Inspected	3

Internal Affairs Complaints:

Types:	Abusive Language –	1
	Conduct Unbecoming -	1
	Excessive Force -	4
	Violation Policy -	3
	Violation Rules -	4
Disposition:	Unfounded -	4
	Sustained -	3
	Under Investigation -	4
	Not Sustained -	1
	Exonerated -	1

PUBLIC WORKS

Administration

The mission of the Natick Department of Public Works is to maintain and improve in a cost-efficient manner the infrastructure, vehicles, equipment, and recreational facilities of the Town and be ready and available to provide immediate and professional response to emergency situations.

The Department provides safe and adequate drinking water, and water for fire protection by maintaining and improving the water treatment plant, supply wells, and water mains throughout town. The Department also provides safe and sanitary collection and disposal of wastewater by maintaining and improving sewer pump stations, force mains, and gravity sewer mains.

The Department maintains and improves the Town's roadway and sidewalk network. The Department also provides dependable and reliable trash collection and recycling services to the residents of the Town.

The Department effectively and efficiently addressed several major challenges during 2015 including responding to an historic winter that brought two blizzards and three other major storms within a short period. Natick and the region set records for snowfall depth. The Department is proud of the service and response provided during and after these challenging storms. The first blizzard received a disaster declaration from the Federal Emergency Management Agency. The Department was instrumental in securing approximately $240,000 in federal aid assistance.

This past winter, the Department also addressed and corrected a large sewer force main failure adjacent to the Town's largest sewer pump station. Department crews worked diligently to ensure continued operation of the wastewater collection system, contained additional damage to facilities, minimized impacts to adjacent properties, and protected the adjacent wetlands.

We are proud of the accomplishment of Tom Collins, Deputy Director and EMD Supervisor. Tom received acknowledgement from the American Public Works Association and was chosen as one of the "Top Ten" Public Works Leaders for 2015. The Top Ten Leaders program recognizes the outstanding career service achievements of individual public works professionals from both public and private sectors in North America.

The Department is dedicated to providing excellence in customer service and will continue initiatives for improvement. Over the past year the

Department has enhanced its communications with residents by implementing the 'See-click-fix' and 'My-Waste' smart phone and web applications.

The following is a summary of the activities and accomplishments of the various divisions within the Department of Public Works.

Engineering Division

The Engineering Division of the Public Works Department provides guidance and technical support to all the various Departments, Boards and Commissions within Town Government, as well as to the citizens of Natick.

The Engineering Division is the repository of street layout plans, site development plans, utility as-built plans and other various record plans. Updating of these plans as well as other maps such as the Assessor's maps, various zoning maps and street maps is an important duty of the Engineering Division.

The Engineering Division, as part of the site development approval process, provides technical assistance to the Zoning Board of Appeals, Conservation Commission, and the Planning Board in the review of all site plans and subdivision plans. This process includes the review of plans and supporting documentation to assure compliance with all Town standards and requirements. After a plan is approved, the Engineering Division is responsible for calculating and maintaining various construction performance bonds, and is responsible for all related site utility and roadway construction inspection.

In addition to the above, the Engineering Division completed the following during 2015:

- Issued 207 Street Opening Permits and 102 Trench Permits and provided the necessary inspections.
- Provided follow up inspections on 85 Occupancy Certificates.
- Issued 88 water and 64 sewer connection permits and provided the necessary inspections.
- Provided 291 field utility mark-outs for ongoing Town wide construction activity.
- Reviewed 336 Applications as part of Building Permit Application process.
- Provided Planning Board & ZBA Board Reviews for 65 different projects.
- Presented Cider Mill Lane for acceptance by Town Meeting. Street Acceptance Plans and Documents to be recorded at the Middlesex Registry of Deeds.
- Continued work as required on the Town's Storm Water Master Plan and NPDES General Permit. Completed Permit Year goals, and filed yearly EPA status report.

- Provided Town project coordination for the MassDOT North Main Street Reconstruction project, Route 9/27 & Route 9/Oak Street Intersection Improvements, Marion Street Bridge Replacement, and for the FedEx and Mathworks Access Permits.
- Managed the yearly Chapter 90 - Roadway Improvement at Various Locations Contract.
- Provided Construction Management/Inspection Services for the Kansas Street Roadway and Drainage Improvements Project, the Pine Street Roadway and Drainage Improvements Project, the Willow Street Drainage Improvements Project, and the Pond Street retaining wall replacement project.
- Began Design and Permitting for roadway and drainage improvements for Cottage Street (Expected Bid and Construction – Summer 2016)

Equipment Maintenance Division

The Equipment Maintenance Division of Public Works oversees the maintenance of all Town owned equipment including Police, Fire, Highway, Sanitation, Recycling, Water/Sewer, LFNR, Emergency Generators, Fuel depot, Recreation, Administration, School, Library, Farm and all Town Hall vehicles.

The Division consists of nine employees including a Supervisor, General Foremen, Working Foreman, Lead Mechanic, and four Mechanic Welders. We were glad to have some young talented professionals join the team in the past year and we continue to fill open positions from retirements. The Equipment Maintenance Division continues the training of its technicians to achieve ASE and EVT certifications to better serve the Town of Natick.

The historic winter of 2015 was very harsh not only on the employees but on the Town's equipment. More important than surviving the record amount of snow fall was what we learned from it. We made large improvements to the Town's fleet in preparation for 2016. The town has invested in adding electronic G.P.S. sanding controls to the town's two large sanders. Furthermore, the Division has calibrated and set every sander to Mass D.O.T. standards. This allows the Department to accurately account for the amount of salt and sand being distributed every mile. This will help reduce overuse of product thus helping Natick save money. Natick has purchased two large blowers that can be attached to the front of our loaders and backhoes; these will aid greatly in keeping the downtown area clean and the town streets open for safe travel.

Through the use of the website PublicSurplus.com the Division has been able to auction off retired town equipment and vehicles. Items such as trucks, backhoes, police cruisers, chairs, small engines and other

various items have been auctioned through this website in 2015 bringing in approximately $135,000 for the Town to use towards newer equipment. By using PublicSurplus.com we have been able to bring in two to three times the normal trade in value of a piece of equipment or vehicle.

Highway and Sanitation Division

In 2015 The Highway/Sanitation/Recycle Division carried out all routine maintenance as well as every day activities. The division paved 5,060 feet of sidewalks in the Beverly Road neighborhood. These sidewalks were scraped down and widened, leveled with asphalt, and then loam and seed was placed. 1,500 ft of asphalt curb was repaired and or replaced on numerous streets throughout the town as well as new sections added.

The following streets were rehabilitated through the Chapter 90 program: Countryside Road, Ledge Lane, Michael Terrace, Oaknoll Road, Hammond Road, Hammond Ave, Travis Road, Cecil Road, Stetson Road, Burning Tree Road and Lanes End Road. In addition to street work new curbing was installed and all sidewalks were repaired.
The Division performed all regular street sweeping duties, including the sweeping of all main road sidewalks Sidewalk sweeping activities were completed by the last week of April. The balance of all roadways, schools parking lots, and municipal parking lots were completed by the end of June. The large winter snow amounts delayed the completion of sweeping activities longer than the norm. The Division removed approximately 2,104 tons of street sweepings that were then tested by an independent lab for contaminates prior to proper disposal at a permitted sanitary landfill.

In 2014 the Division painted all 288 crosswalks, all stop bars, pavement stencils, and municipal parking lots. A total of 232,644 linear feet of white edge line and 118,650 linear feet of double yellow center lines were painted. The Division repaired and replaced 300 street signs and constructed 98 new signs.

Approximately 106" of snow fell during the historic winter of 2014-2015 which was comprised of 28 separate storm events. There were 7 plowable storms and 21 sand and salt operation storms. Several of the major storm events required the removal of snow from the downtown business district. The Division applied approximately 5,280 tons of salt and 4,845 tons of sand to the roadways to ensure public safety. All roads, schools, municipal buildings and parking lots were treated by the Highway Division with the assistance of the Water/Sewer, Land Facilities, and Equipment Maintenance Division. Storms in access of 2 inches of snow also require the use of private contractors (28 separate contacted pieces of contracted equipment were used in 2015). The Division plows 41 miles of sidewalks along main roadways and around schools. The Division also provides 25 sand barrels in designated areas

for residents to use. The sand/salt mix at the Oak Street Maintenance Yard is also available for use by residents.

In 2015 the Division repaired 59 catch basins, 13 drainage manholes, and installed 3 new drainage structures. As required by the Town's Stormwater Discharge Permit, the Department continues to clean 1/3 of the catch basins townwide each year (approximately 1,275 structures per year). The material removed from drainage structures is tested thoroughly by an independent lab and then is hauled to a permitted sanitary landfill for disposal.

The Division continues to assist all departments in the town such as the Town Clerks office for signs and voting issues, the School Department with removing solid waste/recycling and snow plowing, and the Police and Fire Departments with all planned events and emergencies.

The Division is also responsible for all solid waste and recycling pickup for all residences, schools, town complexes, parks, playgrounds and both Housing Authority complexes. The Division also operates the towns Recycling Center. The Division collects from 130 trash and recycle containers that are dispersed in all parks, playgrounds and in the downtown area. In 2015 the Division collected 47 tons of solid waste from these receptacles. The Division collected 5.3 tons of Styrofoam, 26.7 tons of rigid plastic, 128.7 tons of paper, 184 tons of cardboard, 27.6 tons of single stream material, 155 tons of metal, 34.87 tons of electronics, 4,208 assorted light bulbs, 25,712 feet of fluorescent bulbs, 85 propane tanks, 1,050 gallons of waste oil, (48) 55gallon drums of latex paint and 11 hazpack boxes of oil base paint at the Recycling Center. The Division also collected 5,945 tons of solid waste and 3,590 tons of recycling curbside and removed 130 tons of trash from the Housing Authority properties.

The Division collected curbside yard waste on the first two full weeks in May on trash days and one Monday leaf pickup for each trash day in the fall. Christmas trees were collected on the first two weeks in January. This organic material was chipped and composted into reusable mulch.

Land Facilities and Natural Resources Division

During this calendar year the division of Land Facilities and Natural Resources performed the traditional department activities and completed special projects. With a staff of seven full-time and two part-time led by one supervisor, the division of Land Facilities and Natural Resources is responsible for the maintenance of many open spaces throughout town, including athletic fields, the town common, facility landscapes, and park areas such as Dam Park, The Grove, and the two town cemeteries Boden Lane and South Natick. The Division is also responsible for Public Shade Tree plant health care and tree care for other trees on town owned land.

For tree care the Division removed twenty-nine trees, pruned thirty-one trees, and removed eleven stumps. The Division also responded to eighty-three emergency tree calls, twenty-three percent of which were public tree related and seven events occurring on unaccepted roadways. The Division completed the first year of the major tree replacement plan and planted thirty-eight trees. The Division supervisor also completed a tree planting priority plan by utilizing the US Forestry Service i-Tree Landscape, a web based system to identify the environmental value of trees and identify historical canopy loss through aerial photography.

Special projects included the grand opening of the new synthetic field at Cole North. This field has been a great asset to the youth groups and the general public. The space has received a high degree of use by a diverse population of users.

Recently the Division has worked in collaboration with the Town's Sustainability Coordinator to pilot organic lawn care sites. Sites chosen included John Jane Lane, Memorial School Field, and the Bacon Free Library grounds. As part of a grant awarded by the Toxic Use Reduction Institute, funded by Beyond Pesticides, the Division will pilot sites and demonstrate Organic Land Care practices that will be used to provide education and practicable applications for local landscape companies and residents. The goal of this effort is to educate local land care companies and Natick residents about the most recent science regarding Organic Land Care and industry trends.

The Division has completed Phase 1 of the Centralized Irrigation Project. This project allows the Division to control all six of the current systems that irrigate athletic fields. The system uses daily reports of weather conditions and the system can be adjusted within seconds to respond to changing conditions. This quick adjustment allows the Division to use water more efficiently. The system also reports water flow and can detect leaks and other similar problems quickly, helping reduce water waste.

Water and Sewer Division

The Water and Sewer Division is responsible for providing safe potable drinking water, water for fire protection, and sanitary sewage collection service for the businesses and residents of the Town. The Division operates and maintains 12 water supply wells at 5 locations, the Springvale Water Treatment Facility, 196 miles of water distribution mains, nine million gallons of storage at two enclosed reservoirs, 1,400 fire hydrants, and 13,000 water meters. The Division is responsible for weekly water quality testing and compliance with state and federal drinking water requirements.

With regards to water, the Division pumped, treated, and distributed 1,253 million gallons of potable water during 2015. The Division replaced 106 water services, repaired 31 water service leaks, repaired 18 water main leaks, changed/repaired 176 water meters, and repaired/replaced 6 water main gate valves. The Division also replaced and repaired 22 fire hydrants. Division personnel maintain 13,500 radio read water meters throughout Town and are responsible for reading the water meters and processing the collected data every month. The Division also completed over 2,000 mandatory tests of backflow prevention devices.

To improve the water quality and improve the distribution systems capacity, the Division recently instituted a uni-directional flushing program. The distribution system is flushed twice annually to remove sediments. This best management practice, improves the taste, clarity and color of the water. The flushing program also helps minimize the amount of treatment agents used at the Plant and will help prolong the service life of the distribution mains and valves.
During 2015, the Division completed multiple capital improvement projects including: replacing the water main on Shore Terrace, Naples Road, and Walkup Court, relocating a hydrant at the Brown School, and installing a new hydrant at Elm Bank. Capital improvements currently under construction include the Springvale Well #4 replacement and rehabilitation, Tonka filter valve replacement project at the Water Treatment Facility, H&T filter piping painting and maintenance, and SCADA / PLC replacement and upgrades.

With regards to sewer, the Division operates and maintains over 150 miles of sewer collection mains and manages 34 sewer pump stations throughout Town. The Division pumped an average of 3 million gallons of sewerage per day in CY2011 through 2014. Collected sewerage is discharged at several locations within Town into large diameter sewer interceptors operated by the Massachusetts Water Resource Authority. Flows continue to the Authority's Deer Island Wastewater Facility for treatment.

The Division continues the sewer main relining program to improve old and decaying sewer main infrastructure. The pipeline inspection work will provide a list of sewer segments that require lining or repairs or more frequent cleaning to maintain adequate flow velocities. This ongoing maintenance and improvement to the Town's sewer mains removes infiltration of ground water and inflows of surface water to the collection system, which help reduce the MWRA Assessment charged to the Town.

In 2015, the Division completed several capital improvement projects including sewer chimney repairs on West Central Street and Elm Street, and 4M pump station force main repair,. Capital improvements

currently under design/construction include the Travis Road Sewer Pump Station Building Rehabilitation/generator installation, the Eliot Hill Sewer Pump Station Replacement, Pamela Road & Bradford Road force main installation, Health Center pump station grinder pump, and the 4M pump station electrical and pump upgrades.

"Public Works - The Silent Arm of Public Safety"

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BOARDS, COMMITTEES AND COMMISSIONS

AFFORDABLE HOUSING TRUST FUND BOARD

The Natick Affordable Housing Trust (NAHT) was formed in February, 2008 through Town Meeting under Massachusetts General Law Chapter 44, Section 55C. The Trust adopted the following mission: "*To provide for the creation and preservation of affordable housing in the Town of Natick for the benefit of low and moderate income individuals and families."*

NAHT Meetings are held each month in conjunction with the Natick Community Development Advisory Committee (CDAC). Each entity maintains separate meeting minutes.

During 2015, the NAHT funded the *Homeless Emergency Housing Voucher Program.* This initiative, largely administrated by the Natick Police Department, housed homeless individuals and families who lacked shelter during the cold weather months in local motels. During the 2014-15 winter, eight vouchers were used, at an expense of $640.00. The NAHT has reactivated this program for the 2015-16 winter.

Collaboration with the Natick Housing Authority (NHA) continued in 2015. Representatives from the NHA, including the director, Eileen Merritt, and Authority member, Erica Ball, were frequently in attendance and provided updates on NHA activities. The conversion of the vacant NHA 18-unit congregate single room occupancy units at the Coolidge Hayes House into ten one-bedroom units for a special needs population is progressing into the bid phase. The NHA leveraged the NAHT support into a funding commitment from the Massachusetts Department of Housing and Community Development (DHCD) to fully finance the project.

The NAHT also is contributing funds to the rehabilitation of 6 Plain Street, a two-family house owned by the NHA which has been vacant for several years. Again, the NAHT contribution was leveraged into funding commitments from DHCD to fully rehabilitate the structure. This project is currently in the design phase.

The NAHT project at 209-301 Bacon Street has started construction. This effort was supported by Fall Town Meeting approval of $35,000 to

cover additional costs related to the installation of a force main sewer connection. The NAHT is partnering with Keefe Technical School in the construction of the two-family house; the architectural design has been provided by Neh-Koo-Dah, Boston, MA.

The 2015 Fall Town Meeting also approved the formation of a study committee to explore the appropriateness of "Tiny Homes" as a housing type for Natick. The warrant article, co-sponsored by the NAHT and the Planning Board, was largely initiated through the efforts of NAHT members Carolyn Love Scalise and Jay Ball.

An additional Fall Town Meeting action created a fund for affordable housing of approximately $240,000, using funds originally intended for the creation of affordable housing at the Felch House on North Main Street.

Metro West Collaborative Development (MWCD) is working with the NAHT on the identification of possible affordable housing projects. Gerald Cloud is replacing Steven Laferriere as the MWCD contact person.

The NAHT has also examined various town "Tax-Title" properties, which are evaluated as potential sites for affordable housing.

The NAHT and CDAC have engaged in discussion among affected town boards whether a move to adopt the benefits of the Community Preservation Act would be appropriate. The NAHT supports this initiative, in recognition of the decreasing yearly funding available from the WestMetro HOME consortium, and the unpredictable availability of local funding "matches" from larger development projects.

The Trust started the year with six members, and is ending with nine.

The composition of the Trust, in addition to citizens-at-large, includes representatives from the Board of Selectman, the Planning Board, the legal profession, real estate and construction. This makeup contributes greatly to the ability of the Trust to accomplish objectives, and has made the experience of the volunteer members a rewarding one.

Construction starts at Bacon Street

Foundation construction at Bacon Street
Photos by Jay Ball

CABLE ADVISORY BOARD

The Cable Advisory Board's most important function is as liaison between the Town of Natick and any existing or future cable licensees. The Board also represents and advises the Board of Selectmen in negotiating the franchise licenses with the cable providers they wish to allow to operate in the Town. Currently Comcast, RCN Corporation and Verizon hold licenses to operate within the Town.

The Board received comments and complaints from town residents about cable service. These complaints included general concerns about cable providers operating in the town, cable content, and pricing/rate increases. It should also be noted that the Town does not set the rates charged by the cable operators.

The Cable Advisory Board welcomes and listens to comments from the residents and cable subscribers of Natick. People can contact the Board via e-mail: cable@natickma.org. The mailing address is in care of Natick Town Hall, 13 East Central St.

COCHITUATE RAIL TRAIL ADVISORY COMMITTEE

2015 was a significant year for the Cochituate Rail Trail project, a proposed multi-use recreational corridor linking Natick Center with Framingham, and connecting the MBTA station, Natick Soldier Systems Center, the Natick Mall, Cochituate State Park, and many businesses and residential neighborhoods. The 2.5 mile Natick section connects to the Framingham trail, terminating in Saxonville, and is largely complete. The Advisory Committee is appointed by the Board of Selectmen, who appointed two new members in 2015: Eric Jones as a Member at Large, and Jamie Errickson as the staff member.

Progress in 2015 included:

• BETA, the Town's engineering firm for the project, submitted a revised 25% design package to MassDOT in July. Bridge concepts for the Route

30 and Route 9 crossings were developed and submitted to MassDOT. (The old route 9 bridge has inadequate clearance for current standards.) BETA was also hired to develop 75% and final design. Town Meeting had earlier approved design funding using mitigation funds and "smart growth" incentive payments.

• In July, the Boston Metropolitan Planning Organization approved CRT construction as part of the Transportation Improvement Program (TIP) list to start during Federal FY 2018, using 80% federal and 20% state funding under the Congestion Mitigation and Air Quality (CMAQ) program. The project should take two years to construct, and is budgeted for $5.9 million in construction costs.

• Approval by the Town of Framingham of the Route 30 bridge, to be partly built in Framingham.

• The Selectmen approved a Purchase and Sale Agreement with CSX Transportation for most of the Right-Of-Way needed for the CRT, for $6.35 million that is anticipated from mitigation funds, a requested $3 million state appropriation, and private fundraising. The sale is contingent on funding and environmental tests. The Town, our legislators, area businesses and Framingham have requested the state funding needed to acquire the CSX ROW.

• Completion of General Greene Avenue (formerly Kansas Street) at North Main, with a safe future CRT crossing.

• MassDOT has mostly completed design review, and a public hearing is expected in early 2016.

The CRT Committee looks forward to continued progress in 2016 including a 25% design public hearing with abutter and community input; progress towards final design; and successful land acquisition.

CRT reports and studies are at natickma.gov/crt.

COMMISSION ON DISABILITIES

The primary function of this Commission is to advocate for persons with disabilities as needed in the Town of Natick and to educate others on sensitive issues in dealing with the disabled.

The Commission keeps the Town Administrator informed on issues and new laws and requirements under the Americans with Disabilities Act. The Commission also acts as a resource center for those who may require services or have concerns.

Meetings: The Commission meets on the third Wednesday of each month. There is no meeting in August. The meetings run from 6:30 to 8:30 PM.

2015 Highlights:

- The board is at its highest number in over five years.
- The board did lose long-time member Joan Sherizen. Joan spent over 20 years on the commission. She was the chair for at least the last 10 years. She left the board to relocate to a warmer southern state. The board thanks Joan for her many years of service to both the commission and the town.
- The commission voted to pay for automatic doors at the Natick Police Department; it is waiting for the town to hire a company to do the work.
- We addressed at least 10 written ADA complaints each month.
- The ADA Coordinator completed an inspection and reported to the commission.

CONSERVATION COMMISSION

Conservation Commission Oversight and Protection of Wetland Resources

By way of background, the Conservation Commission is comprised of seven members appointed by the Town Board of Selectmen. The present Commission members have varying backgrounds including biology, architecture, environmental law, teaching, civil engineering, environmental science and engineering and landscaping. The primary responsibility of the Commission is to implement and enforce Article 31-Natick's Wetland Bylaw and Regulations; the Massachusetts Wetlands Protection Act and Regulations (Chapter 131, section 40 and 310 CMR 10.58); the Rivers Protection Act (310 CMR 10.58); Natick's Stormwater Bylaw and Regulations; and the State's Best Management Practices for the Storm Water Management Policy, as well as to acquire and protect open space. In addition, the Commission advises the other Boards on matters that relate to the Aquifer Protection District, the Agricultural Preservation Act and various wildlife issues.

A half-time Conservation Agent and half-time support staff provide assistance to the Commissioners and the public on a daily basis. They provide support for semimonthly Commission meetings, frequently held Subcommittee meetings, and answer questions from the public and professional communities. They provide technical assistance and research on environmental issues, schedule hearings, prepare decisions made by the Commission, keep minutes and perform site inspections. Additional projects completed by staff include assisting on the Open Space Plan, completing grant applications and implementing special environmental projects.

Accomplishments in 2015 include:

- **The chemical treatment for Lake Cochituate and Fiske Pond:** After years of working with the Department of Conservation and Recreation (DCR) and various parties to develop a whole lake solution that includes both non-chemical and chemical solutions to control nuisance weeds, the Commission approved a one-time chemical treatment for the lake and Fiske Pond. At various times since 2006, a variety of chemical and non-chemical treatment options have been used to control weeds in the lake and pond. Two years ago, nuisance weeds were removed from Middle Pond and Fiske Pond using a combination of non-chemical techniques including hand-pulling, Diver Assisted Suction Harvester (DASH), surface harvesting and benthic matting. In the past, DCR completed chemical treatment of nuisance weeds in the state beach and boat ramp area of Middle Pond. DCR treated the lake and pond with the contact herbicide diquat with great success in 2014. All of the Lake and Pond remained weed-free for most of the year. DCR completed spot treatment efforts in the lake and pond in the early summer of 2015 with great success.

- **The oversight of Landfill/Golf Course maintenance:** The Commission continues to monitor the Order of Conditions (OOC) for the Golf Course. Over the past year the Commission has reviewed the Integrated Pest Management Plan (IPM) Report and the Phragmites Control Plan and has dropped expensive sampling requirements for a more reasonable performance-based outcome using historical chemical application rates. The Commission is working with the Sherborn Conservation Commission to do the same on the portion of the Golf Course located in Sherborn. The Town agreed to pay for an expert to review of the environmental data collected on the Sherborn side of the Golf Course. The findings were reported to the Town in late 2015. They agree with the Commission's earlier determination for the Natick side, so no sampling will be required of the Sherborn side in the future.

- **The oversight of the Conservation Commission Website:** The Commission is continuing to maintain the Conservation Website, which includes the General Wetlands Protection Rules, Regulations, Fee Schedule, and answers to Frequently Asked Questions (FAQ) regarding wetlands. In addition, the website includes the Wetland Bylaw, a procedures memo, agendas, and a member list. Other associated information, such as the Aquifer Protection District map, the Open Space map, the Pegan Cove Trail map, the Town Forest map, the Eisenmenger Trail map and the Stormwater Bylaw and Regulations can be found on the Natick website at the Conservation Commission link at

www.natickma.gov. The Commission is working with the Open Space Committee to complete trail maps for the remaining locations.

- **Open Space Additions and Improvements:** The Commission continues to work with two committees to help improve general oversight of properties under its purview. They are the Trails Maintenance Committee, to help maintain existing town trails; and the Town Forest Committee, to help improve the Hunnewell Town Forest. The Commission has allocated $10,000 for trail maintenance in 2014. Furthermore, the Commission completed a final design for the Cochituate Aqueduct Trail in West Natick and hopes to have the trail constructed in the spring of 2016. The Commission also spent $1,036,705 for the construction of the new J.J. Lane Park in East Natick, which fully opened in the spring of 2015. Finally, in 2015 the Conservation Commission participated in the negotiation for the acquisition of a historic and important property in Natick that abuts Pegan Hill, the tallest point in Natick. As part of a consortium that includes the Trustees of Reservations and the Dover Land Conservation Trust, the result will be a contiguous set of properties in South Natick that will be permanently protected and accessible to the residents of Natick. The Town of Natick will be the holders of a Conservation Restriction on property at 193 Pegan Lane, which forms the central core of the set of parcels that will now be protected in perpetuity.

Over the past year, the Commission held 23 meetings to review projects subject to the Massachusetts Wetlands Protection Act and the Natick Wetland Bylaw in which it issued 13 Orders of Conditions, 21 Determinations of Applicability, seven Certificates of Compliance, seven Plan Changes and four Enforcement Orders. This is on par with regulatory activity in past years.

Finally, the Commission continues to encourage potential applicants with marginal/potential wetland issues to come and talk to the Commission to determine if any type of filing is necessary. This gives the person a better understanding of concerns they will need to address in the filing. This informal discussion, which occurs during the first half hour of the Commission's semimonthly meetings, has reduced the number of negative determinations and improve the overall quality of the filings of applicants who are not familiar with the filing process. The net effect of this effort has been fewer filings and less time spent in deliberations. The Commission has had 92 potential applicants take advantage of informal discussions. This is a two-fold increase over informal discussion in past years. The majority of these applicants were asked to return to the Commission with filings.

Stormwater Requirements

In 2006, the Natick Conservation Commission added requirements to help protect Natick's valuable surface water resources. The new federally-required Stormwater Requirements ("unfunded Mandate") were adopted in 2006 and copies of both the Stormwater By-Law and the Stormwater Regulations can be found on the Natick website at the Conservation Commission's link at www.natickma.gov.

Under the Stormwater requirements, any new construction, development or home improvement project that disturbs an area of land over 40,000 square feet may require the filing of a Land Disturbance Permit application with the Natick Conservation Commission. The application should detail a plan to control erosion of land during construction and a plan to manage and maintain stormwater systems on-site over the long term. Lesser land areas of disturbance are covered by the Stormwater Requirements as well, but only require techniques to control land erosion during construction. Over the past year, the Commission has reviewed and approved three Land Disturbance Permits.

COUNCIL ON AGING BOARD

The Council on Aging Board (COA Board) is an advisory body with responsibility for advising and supporting the Director of the Council on Aging and helping to establish and review the department's objectives. The basic purpose of the Council on Aging Board is to identify the needs of Natick's elder population and to educate and advocate on their behalf. The Board has accepted the following working Vision and Mission Statements:

- Vision: Natick residents will age in the best place and in good company.
- Mission: The mission of the Natick Council on Aging is to design and deliver services which improve the quality of life for those aging in our community through education, advocacy and support.

2015 was a year of collaboration, education, advocacy and development. In support of cultural diversity, the board adopted a welcoming statement:

"Welcome to the Natick Council on Aging. Our center strives to create an environment which values diversity, mutual respect and supports inclusive ways to work to provide support services, programs and advocacy."

The welcoming statement will be posted in the reception area of the Community-Service Center and rooms within the building.

The board voted to support the development of a strategic plan for the Council on Aging Board. A committee composed of members of the board and staff is working on creating the plan. The process will enhance the evaluation of whether Natick will seek accreditation.

COA strengthened the collaboration with Friends of Natick's Senior Center, Inc. We are pleased by the financial support provided this past year that assists seniors: ten Sentinels mailings to Natick households with a resident 60 years or older; subsidized programs and transportation; subsidized Volunteer dinner; sponsorship of the annual Holiday dinner; and management of the Lincoln Café and Gift Shop.

The board invited guest speakers to board meetings to educate the board about town and state agencies that work for housing and financial programs that may be available to the older adult in Natick. The plan is to continue to educate the COA Board so we can better meet our mission.

The COA Housing Sub-Committee was appointed to study issues related to seniors staying in Natick and/or downsizing to an appropriate living situation. The members are researching the status of elder housing Natick and the variety of future housing possibilities for the older adult. The committee is in the process of developing recommendations for the COA Board as it expands gathering information.

Susan Ramsey celebrated her one-year anniversary; we appreciate her leadership in developing programs to serve senior needs as well as her support of the COA Board.

The Board is maintaining a full complement of 11 Selectman appointees and has four associate members appointed by the COA Board, with additional citizens interested.

FACILITIES OVERSIGHT COMMITTEE

Overview

Beginning in June 2010, the Board of Selectmen approved the Town Administration's undertaking of a study of Facility Management. The primary focus of this initial study was the potential consolidation of municipal and school building maintenance operations, along with the municipal divisions of Land, Facilities and Natural Resources and Municipal Energy. The Facility Management Study Preliminary Report (PDF) was presented to the Board of Selectmen in late November 2010.

Upon receiving this report, the Board of Selectmen authorized the creation of a Facility Management Study Committee, with the task of reviewing the administration's preliminary findings and exploring the consolidation of Facility Management services. This committee was

comprised of two members of the Board of Selectmen, two members of the School Committee, the Town Administrator and the Superintendent of Public Schools.

Mission
The Facilities Oversight Committee (FOC) has approved four strategic goals pertaining to this effort:

- Improve the quality and value of services delivered to facility users, taxpayers and related constituents
- Maximize the lifespan of town-owned assets
- Achieve operational efficiency and cost reduction relating to Town facility management
- Establish and demonstrate an effective process for collaboration (between General Government and the School System, in this case)

Update
The FOC last met on June 1, 2015 with Amy Mistrot as the Committee Chairperson. There was a discussion of restructuring the FOC as well as possibly adding a Custodial Manager to the Facilities Management Department. The FOC generally aims to meet quarterly; however, with the arrival of the new Facilities Management Director James Kane on July 20, 2015, there have been major strides in departmental and procedural restructuring.

HISTORIC DISTRICT COMMISSION

History: The Historic District Act, Chapter 40C, of the Massachusetts General Laws was established in 1960 and was amended in 1975. Under the authority of this statute, Natick established its own Historic District Commission in 1974 with the concurrent establishment of the original John Eliot Historic District (plan dated 8/22/73) in South Natick. By 1979, Article 26 was passed expanding the John Eliot Historic District to its current plan (dated 8/28/75 and revised 3/1/76) and adding the Henry Wilson Historic District (plan dated 8/10/77 and revised 11/8/77) in Natick Center.

Purpose: The Historic District Commission serves as a regulatory commission providing review and certification for all construction and or remodeling projects involving properties within the Eliot and Wilson historic districts for which the changes are visible from any public way. The purpose of this oversight is to protect the overall historic appearance and nature of the historic districts and to preserve the historic features, scale, materials and settings of buildings of historic significance.

Budget: The Commission has operated on a small budget for many years. The currently approved annual budget is $574.48. In 2015, expenses included charges for legal notices in the Metrowest News,

copies, postage and office supplies. The Commission is authorized to accept gifts for additional expenses, such as technical assistance and consultants and clerical assistance, but it has not done so to date.

Current Year Information: In 2015, eight Applications for Certification were received and seven new Certificates of Appropriateness were awarded for projects judged to be appropriate to the district in question. One Application, for 26-28 Eliot Street in the John Eliot Historic District, is continuing due to a need for more information.

The Commission has two open positions for Alternate Members at this time.

HISTORICAL COMMISSION

The Historical Commission had an active year in review of several preservation projects throughout town as well as joint efforts with other boards and committees. The following is a summary of our activities:

- In accordance with Article 76 of our by-laws, we met jointly with the Design Review Board regarding additions and alterations to Mutual One Bank at 49 Main Street and a new proposed bank at 17 West Central Street.

- Originally proposed as a mitigation to traffic at the corner of Bacon Street and Route 27, the Felch House (ca. 1800) was to be moved and restored to allow road widening for turning lanes. The relocation was to be funded by Mathworks mitigation allocations. However, further traffic studies concluded that the house can remain in its current location. The project was therefore abandoned by the Community Development office. Unfortunately, the existing house remains deteriorated.

- The Commission was represented on the Sawin House Study Committee for ten months. A plan that would have relocated and restored the oldest home in Natick through private funding was defeated at Town Meeting. The fate of the deteriorated structure remains unknown.

- The Commission reviewed plans to convert the Sacred Heart Church and rectory into office and housing uses and supported the proposal to the Planning Board.

HOUSING AUTHORITY

Occupancy and Tenant Accounts Receivable

The NHA continues to renovate and reoccupy vacant units, maintaining less than a 5% vacancy rate agency-wide. The NHA has been successful in collecting rents; tenant accounts receivables remain less than 5%.

Unit Rehabilitation Projects
The NHA has worked closely with DHCD to rehabilitate two structures which have been vacant for several years.

72 South Main Street became vacant in the spring 2012. It had been an 18 unit congregate care facility. The reuse plan involves the rehabilitation of the building into ten one-bedroom apartments. The NHA has entered into a preliminary lease agreement with the Department of Mental Health (DMH) for the housing of ten DMH clients at the site. The NHA was awarded a DHCD Special Re-Occupancy Initiative for congregate buildings in the amount of $500,000. Further, the NHA was awarded HOME funds from the Natick Affordable Housing Trust in the amount of $166,350. The schematic design is currently being finalized and the NHA is on track to complete the project in early 2017.

6 Plain Street is a two-family home near the center of town that has been vacant for more than ten years. The NHA applied for and was awarded High Leverage Asset Funds (HILAPP) in the amount of $330,000 to support the renovation of this property. The NHA was also awarded $125,000 in HOME funds from the AHTF and $11,500from the DHCD Sustainability Initiative for Energy Savings. The schedule to complete this rehabilitation project is late 2016 and will create one two-bedroom and one three-bedroom family units.

Unit Improvement Projects
The NHA received a DHCD Health and Safety award in the amount of $42,000 to replace decking and stairs at four of our family units. The project was completed July 1, 2015.

Capital improvements for FY2015 included the repaving of walks and driveways at the Forest Green development; plans to remove an Underground Storage Tank at Coolidge Gardens; renovation of three vacant family units; and the replacement of kitchens at Forest Green.

The NHA has partnered with the Community Outreach Group for Landscape Design (COG) to develop a landscape design at our Cedar Gardens site. This project will be phased in over several years.

The NHA Board has approved the use of $176,000 in NHA reserves to clean and paint hallways and entries at Cedar Gardens, as well as power-wash family units at Forest Green and West Hill Park.

Management
The NHA is now on a strong financial footing: current with all outstanding accounts, well within the established budget, and with reserves considerably in excess of required minimums.

The NHA continues its initiative to promote effective management and wise stewardship of public funds and to deepen its partnerships with residents and the larger Natick community in order to enhance the quality of life for all families residing at the Natick Housing Authority.

The NHA Board and Staff continue their focus upon effective communication with the Cedar Gardens Tenant Organization (CGTO) in order to foster a positive partnership between residents and NHA management.

The NHA has completed an update to its strategic plan, focused upon fiscal management and property improvements. A new website for the agency has been launched and content will continue to be added during 2016.

INFORMATION SYSTEM ADVISORY BOARD

The Natick Information Systems Advisory Board (NISAB) met monthly during most of 2015. This board, created by Town Meeting and appointed by the Selectmen, serves in an advisory capacity to the selectmen and the finance committee on Information Systems-related issues. At the end of the year, members are: Hank Szretter (chairperson), Todd Gillenwater, Lawrence Drolet, John Holz, Randy Gruber, Paul Gorman and Matt Brand.

During 2015, the Board continued to monitor the Town's web site, and made changes to ensure that it is providing the best service to the community and the residents. This will be a continuing process into the future as technologies evolve. The Board welcomes public input to ensure that the site continues to be a valuable tool for the community.

The NISAB has advised and consulted with the Town Administration, Municipal Information Systems, School Administration Information Systems, and Morse Institute Library departments during the year. Topics discussed were: INET, Natick Pegasus, school and town information systems, telephone system and service, web site issues, long range planning, budgeting, cost reduction and cooperation, licensing and open source software, and wireless systems.

More specifically:

- Website porting to new platform for improved manageability, usability, and speed
- Town-wide departmental meetings and surveys regarding IT needs and desires
- INet upgrades/bandwidth
- Continued review of network integration
- Network Assessment discussion and planning

- Natick Pegasus upgrades and connectivity; media servers & digital upgrades
- Library IT
- Working with consultants the Town hired to evaluate the needs to upgrade and integrate the Town and School Data Network Systems

The meetings were attended by Deputy Town Administrator William Chenard, the Town IS Director Bob LeFrancois, the School Department IS Director Dennis Roche, Pam Lathwood for the Morse Institute Library, Communications/Information Officer Kathleen Lentini and Station Manager of Natick Pegasus Randy Brewer.

MATHWORKS SCHOLARSHIP COMMITTEE

The MathWorks Scholarship Committee is charged each year with administering two $10,000 Scholarships offered by MathWorks to two high school seniors who reside in Natick, and who are committed to pursuing a career in mathematics or science. The members of the committee, Valerie Daniel, Eric Lightcap, Steve Rosenberg and Lenore Freitas, represent a variety of experience in both education and professional careers.

The Committee met twice during Spring of 2015 to review the applications and interview qualified candidates. After initial review of thirteen candidate applications, the Committee interviewed the top two candidates. Meeting the candidates was a pleasure, as these students were remarkable academically and socially. The Committee then recommended two nominees to the Board of Selectmen: Ruth Azaria and Elizabeth Dryer from Natick High School. These students were awarded the scholarship in May, 2015. They will represent the Town of Natick in a most positive manner.

The MathWorks scholarship award is paid out over four years of college, which means that the Committee must continually review previous scholarship recipients' progress to ensure 1.) their intentions to study science and/or math remain true, and 2.) their academic performance remains strong. The Committee chair received letters and transcripts from prior year recipients, determined that the requirements of the Scholarship were being satisfied, and authorized the issuance of disbursements to prior year winners.

NATICK CENTER ASSOCIATES

2015 Annual Report

Highlights

- 5-year Strategic Plan created
- Website & mobile app launched
- Town-wide events calendar (34 organizations participating)
- New brand / logo / banners
- Cultural inventory completed
- Self-guided tours & trail guides
- Master plan kick-off
- Public art installations

Sponsored Programs

- Farmers' Markets
- Art Walk
- Holiday window contest
- Restaurant week
- Gallery nights
- Heart of the Community Dinner
- Small business Saturday
- Historic & architectural walking tours

Partnered Programs

- Natick Artists Open Studios
- Natick Days
- Concerts on the Common
- 4th of July Celebration
- Spooktacular
- Natick Earth Day Festival
- Holiday Lighting Celebration
- Marathon Daffodils

natick center cultural district

Natick Center Cultural District Guiding Principles and Goals

Values

We believe that supporting arts and culture is pivotal to creating a sustainable economic engine in Natick Center, and that the success of the Natick Center Cultural District will improve the downtown area for everyone's benefit.

Vision

Natick Center will be a cultural hub of MetroWest, serving as a regional destination for arts, culture, dining, shopping, business, special events and community gatherings for residents and visitors alike.

Mission

To cultivate a lively and diverse downtown neighborhood by enhancing the cultural, economic and social life of our community.

We are led by an innovative partnership of public, private, non-profit and cultural voices.

STRATEGIC GOALS

Culture
Develop programs & events...foster creative partnerships

Community
A popular destination... connect as a community

Economic Development
Catalyst for attracting new businesses

Governance
Alliance of landlords, merchants, artists & government

2016 PRIORITIES

- Expand town-wide calendar
- Complete Natick Center Master Plan (with Town)
- Create marketing program to increase attendance at events
- Re-launch Late-night Thursdays
- Install public art projects
- Expand cultural inventory
- Secure additional grant funding
- Hire Executive Director
- Deepen collaborative relationships

natick center cultural district

Natick Center Associates

MetroWest Visitors Bureau

Massachusetts Cultural Council

natick center cultural district

OPEN SPACE ADVISORY COMMITTEE

The Open Space Advisory Committee was created under the Town Bylaws to be "an advisory body and a resource to the Board of Selectmen in carrying out the major goals outlined in the Natick Open Space and Recreation Plan and in revising the Natick Open Space and Recreation Plan as needed."

In 2015, Natick joined with two land conservation groups to ensure that the open fields at the top of Pegan Hill will be permanently protected and accessible to Natick residents. On December 1, a Special Town Meeting overwhelmingly voted to appropriate $1 million of open space funds to purchase a conservation restriction on a 16-acre parcel at 193 Pegan Lane. This money made it possible for The Trustees of Reservations to purchase that property for $3.3 million.

A few months earlier, the Dover Land Conservation Trust purchased the adjacent 24-acre parcel at 50 Pegan Lane for $3.5 million. These two parcels connect two existing publicly accessible reservations – the 32-acre Pegan Hill Reservation (owned by The Trustees) and the 26-acre Mumford Wildlife Forest (owned by New England Forestry Foundation) – resulting in 100 acres open to the public. Additional land is permanently protected by conservation restrictions, but is not open to the public.

Pegan Hill is the highest point in Natick, and the newly acquired land provides excellent vistas in three directions, including views to Mt. Wachusett, Mt. Monadnock, and other mountains in southern New Hampshire.

The Pegan Hill funding was initially approved by the Conservation Commission, but because of legal changes to the Conservation Fund, the money had to be re-authorized by Town Meeting after extensive Finance Committee hearings. Many people helped achieve a successful outcome, particularly the Conservation Commission, the Town Administrator, and The Trustees. Our Committee provided information to these other groups; we organized three open houses for Town Meeting members and the public to see the property; and we provided an information display at Town Meeting.

A second major effort was the Cochituate Aqueduct Trail, which would provide a wooded walking trail from the Wellesley border (north of Route 9) to the picturesque Pickerel Pond area. This is a part of town with few other outdoor recreational opportunities. We attended numerous Conservation Commission meetings, where we attempted to resolve abutter concerns. As with Pegan Hill, funding for this project came before the Special Town Meeting on December 1. However, due to a number of unanswered questions, this article was referred back to the sponsors. We hope that these issues can be resolved in 2016.

Another parcel that could provide valuable open space is 22 Pleasant Street, on the Charles River adjacent to the Hunnewell Little League Fields. Thanks to a grass-roots advocacy effort, spring Town Meeting passed an article, which we supported, to authorize the Board of Selectmen to negotiate for purchase of that property. If a purchase is not possible, our committee also advocated that any development of that property provide for public access to the riverfront.

In March, as a result of our efforts, the Conservation Commission purchased a small but important strip of land that provides access to the Pine Hill woods off Oak Street opposite Pine Street, an area that previously had no permanent access.

We continue to work with FIDO of Natick – a group that originated at a meeting we held in 2013 – to resolve issues needed to build a dog park at Middlesex Path in Natick. While the Board of Selectmen had already approved the location, it was recently revealed that the land is actually under jurisdiction of the Conservation Commission, so the commission has begun a review process.

For several years, we have worked with Joe Merkel, of the Office of Community and Economic Development, to develop the first complete set of detailed trail maps for all parts of town. At the end of 2015, we finally completed eight maps, showing 16 trail areas, and these will be soon be available on the Town's web site.

We have continued to provide public information at major town gatherings, including Natick Days, Natick Earth Day, Natick Trails Day, and the Oldtown Photo Competition. Additionally we offer regular discussions on our Facebook Group – Natick Open Space – and distribute our agendas, minutes, and announcements to an e-mail list, which people may join by contacting us at openspace@natickma.gov.

PARKING ADVISORY COMMITTEE

The Parking Advisory Committee presented its Findings and Recommendations to the Board of Selectmen on June 13, 2014.

Following discussions with the Board, the Committee and various town departments embarked upon implementation of the Committee's recommendations including budgeting; purchasing and installing new parking meters and kiosks; revision of parking rates; and preparation of documents to support the issuance of RFP's for "Public/Private Development" (PPD) of the Middlesex and South Avenue town-owned parking lots.

Fall 2014 Town Meeting approved the budget for new parking meters and kiosks. Said devices were purchased in the summer of 2015 and installed in the fall.

In a public hearing, the Board of Selectmen approved the recommended new parking meter rates in September 2015.

Also in September 2015, the Board of Selectmen appointed a "Parking RFP Committee" to draft the RFP's for PPD of the Middlesex and South Ave. parking lots.

The Parking Advisory Committee will reconvene in the Spring of 2016 to begin data collection and assessment of the various changes made to date on downtown parking and will prepare additional recommendations for Selectmen approval as necessary.

PARKING RFP COMMITTEE

The Parking RFP Committee was established by the Board of Selectmen on April 13, 2015 to advise the Board "on the development of Requests for Proposals (RFP) to be issued under the authority of legislation under Articles 6 & 7 of 2015 Spring Annual Town Meeting; that said committee include at least two members of Town Meeting nominated by the Moderator, a representative of Natick Center Associates, the Community and Economic Development Director or his designee, a representative of the Planning Board; and such other members as the Board may seek to appoint."

The committee members were all appointed by September, 2015.

Appointed were:

Carol Gloff, Town Meeting
Tony Lista, Town Meeting
Andrew Meyer, Planning Board
Steve Brayman, Natick Center Associates
Jamie Errickson, Director, Community Development
Thomas Iskra, Member at Large
Paul McKinley, Member at Large

The Board appointed Mr. McKinley as Chairman Pro Tem for the purpose of gathering the committee and scheduling its first meeting. Mr. McKinley was subsequently elected by the committee to serve as Chair; Ms. Gloff was elected Vice-Chair and Mr. Lista was elected Clerk.

The committee has met weekly (Tuesdays at 8:00AM, Ed Dlott Meeting Room), reviewed similar projects in other communities, met with developers of similar projects, and concluded that a first step should be

the publication of a "Request for Information" (RFI) to assess what terms & conditions are likely to be sought by interested developers in order to arrive at a mutually satisfactory public/private partnership. It is intended that response(s) to the RFI will provide the necessary framework for drafting the actual RFP(s).

An RFI was written, reviewed and approved by Town Counsel and the Board of Selectmen and scheduled for release on January 5, 2016. The deadline for respondent submissions is February 22, 2016.

PLANNING BOARD

Established under M.G.L. c.41 s 81, and the Town of Natick Charter, Article 3 section 11, the Planning Board is the elected body with jurisdiction that includes approving, modifying, or rejecting all proposed subdivision applications, all proposed special permit applications for commercial development in the Regional Center (RC) and Highway Corridor (HC) overlay districts in the environs of Rte. 9, approving or rejecting all applications for "Approval Not Required" (ANR) plans and providing Zoning By-Law recommendations for Town Meeting action.

The Planning Board is also charged to

- Prepare, adopt, amend and implement a Master Plan for the Town (M.G.L. c.41 s.81 D)
- Adopt, administer and amend Subdivision Rules and Regulations
- Act as a Special Permit Granting Authority when applicable
- Approve Site Plans when applicable
- Administer the Aquifer Protection Bylaw where applicable.
- Recommend designation of and hold public hearings on requests regarding the Scenic Roads Act.
- Appoint three members to the Design Review Board
- Review and issue Special Permits for signage on the Highway Overlay Districts along Rte. 9
- Serve as Smart Growth Plan Approval Authority (PAA)

In 2015, the Planning Board held 24 regular meetings as well as numerous site visits and working group meetings.

The Board undertook the following statutory matters:

- Held hearings and voted on 36 decisions, including Site Plan Reviews and Special Permits
- Signed eight ANR plans
- After establishing a solar array review framework, approved installations for MathWorks (Apple Hill); Natick Mall; FedEx; and the Walnut Hill School
- Issued a current Zoning Map, reflecting zoning changes through December 31, 2014

- Approved the first project under the new Historic Preservation Bylaw for the former Sacred Heart Church properties on Eliot Street
- Approved a single-home subdivision (Palmer Estates)
- Initiated a process to prepare a new Master Plan

The Board voted to establish a Master Plan Advisory Committee (MPAC), to be initially populated by members of the former Strategic Planning Review Committee, to support the Board's Master Plan effort.

In December, the Board approved through the special permit process a second campus for MathWorks on the former Boston Scientific property. It is one of the largest non-retail, non-residential developments in recent town history.

The Board sponsored several warrant articles that passed Spring Annual Town Meeting, including Article 28 (Ancillary Outlets); and Fall Annual Town Meeting, including Article 29 (Master Plan) and Article 32 (Tiny Houses Study Committee).

In April, the Board welcomed Jamie Errickson as Community and Economic Development Director. The Board thanks Town Administrator Martha White for serving as Interim Director during the intervening period.

The Board extends its appreciation to the staff of the Community Development Office, particularly Community and Economic Development Director Jamie Errickson and Executive Assistant Annie Greel for their hard work on behalf of the Board and the Town.

RECYCLING COMMITTEE

The Natick Recycling Committee continues to be a resource for recycling in Natick as it supports the Department of Public Works in improving Natick's curbside recycling program, in addition to other activities. The new position of Sustainability Coordinator was added in 2015. Though this job encompasses much more than recycling, it is a very welcome addition and will be a great asset to our recycling efforts. Jillian Wilson Martin is the new coordinator, and she has attended several meetings to discuss ways in which we can support her efforts.
Some of the programs she is working on directly impact recycling: household curbside composting, mattress recycling, improved outreach to local businesses and supporting recycling efforts in schools. Jillian has received state grants to help with some of these programs. The Recycling Committee will help publicize these programs and assist in any way that we can.

On May 2, 2015, we held our seventh annual Clean Your Attic Day in the parking lot of Natick High School. Collection of metals and electronics for recycling (including microwaves and air conditioners), bikes, books, household goods, eye glasses, and cell phones was very successful. In addition, boxes of food were collected for the Natick Food Pantry, and paper shredding was offered to residents. All the vendors who participated were very pleased with the turnout. Our next CYA day will be on May 14, 2016 at Natick High School.

Natick Days was once again a very successful event for the Recycling Committee. This year the focus was on the proposed curbside composting program. Other topics of interest were the town's curbside recycling program and textile recycling which is done through bins at all the Natick schools. We were also a presence at the Natick Earth Day festival on the Common and the Volunteer Fair at the Community Center.

Several members accompanied the DPW director, Jeremy Marsette, and several others for a tour of the E. L. Harvey recycling facility in Westborough, Mass. to see the recycling process in action.

Our website has been updated and is now on the Town of Natick website at: http://natickma.org. Click on Boards and Committees, then click on Recycling Committee. The DPW has also updated and expanded its information on recycling. There is information on the curbside recycling program as well as the Recycling Center. Single stream recycling has been put in place at the Recycling Center for easier residential usage. In addition to the items recycled at curbside, the Recycling Center accepts rigid plastics, Styrofoam, waste oil, all batteries, and items containing mercury, including fluorescent bulbs, thermostats, thermometers, and any elementary mercury. The paint shed continues to get a great deal of use, and we would like to better publicize it as a great resource for free paint.

DPW has also introduced a new app, My-Waste, with trash and recycling information. Users can set up reminders for recycling days and other information via the app.

RETIREMENT BOARD

The Natick Contributory Retirement Board (the "Board") administers the defined benefit plan for most Town of Natick employees with the exception of teachers and school administrators whose program is administered by the Massachusetts Teachers' Retirement System. The defined benefit plan, governed by Massachusetts General Laws Chapter 32, provides retirement, disability, survivor and death benefits to members and their beneficiaries.

The Natick System is overseen by a five-member Board that is responsible for ensuring that the system is operating in compliance with M.G.L. Chapter 32.

The system is funded through member deductions, investments and an annual appropriation from the Town of Natick and from the Natick Housing Authority. The Board has adopted an actuarial funding schedule designed to both fully fund the system by 2030 and ensure the financial stability of the Retirement System while balancing the needs of the System with the Town's budget constraints. The most recent actuarial report approved by the Board was as of January 1, 2015. As of that date the fund was 60.79% funded with the actuarial value of assets at $119.8M and pension liabilities of $197M.

As of December 31, 2015 there were 663 active members, 388 retired members or their beneficiaries and 99 inactive members.

The Board establishes investment policies, allocates system assets to various investments and retains managers in each asset class to invest the resources allocated to that specific class of investment. The Retirement System had a market value of $116.3M as of December 31, 2014. In calendar year 2014 the System realized an 8.01% market rate of return.

Annual Town Report – Year Ending 2015

INCOME	
Contributions	3,195,070.68
Transfers	307,751.89
Make-up & Redeposits	46,882.59
APPROPRIATION	
Pension Fund FY 2016	8,049,681.00
Workers Compensation	750.00
OTHER SOURCES	
Reimbursements	540,752.24
**Investment Income	1,623,274.80
**Profit on Sales	534,927.62
DISBURSEMENT	
Annuities Paid	1,618,070.29
Pensions Paid	8,442,793.19
Refunds/Transfers	265,418.49
Reimbursements	383,582.29

ADMINISTRATIVE EXPENSES	
Salaries	178,874.95
Stipend for Ex-Officio	1,500.00
All Others	573,444.92
** Loss on Sales	32,478.89

**All investment information is 3rd quarter only

ZONING BOARD OF APPEALS

The Natick Zoning Board of Appeals (the "Board") operates pursuant to applicable provisions of Chapter 40A of the Massachusetts General Laws and the Town of Natick Charter and By-Laws. The Board consists of eight members (five regular members and three associate members) appointed by the Board of Selectmen, which seeks to maintain at least one attorney, one architect, and one civil engineer or builder. The positions are completely voluntary and are in no way compensated with Town or any other funds. Within the membership as prescribed under the Town By-Laws, the Board elects a Chair, Vice-Chair, and a Clerk.

The Town of Natick *Zoning By-Laws* sets forth, among other things, the use and dimensional requirements which have been established for the various zoning districts of the Town, as well as procedures and standards which prescribe methods by which to seek relief from those requirements. The Board has the power to hear and decide the following petitions:

- Requests for variances from the regulations of the Zoning By-Laws – for example, a variance to allow the construction of an addition to a dwelling that does not meet the current setback requirements.

- Requests for relief (appeals) from persons aggrieved by reason of their inability to obtain a permit from certain administrative officials under the provisions of Chapter 40A of the Massachusetts General Laws.

- Requests for Special Permits as allowed within the Zoning By-Laws – for example, the Board, when designated to act as the Special Permit Granting Authority, can grant permission for specific uses in specific zones.

The majority of the applications received by the Board concerned residential properties such as teardowns on pre-existing non-conforming lots (home lots created/established before the Town's Zoning By-Laws were established) and additions to pre-existing non-conforming

structures. The Board also heard cases under the Massachusetts State Statute *Chapter 40B*; which enables local Zoning Boards to approve affordable housing developments under more flexible rules if at least 25% of the units have long term affordability. The Statute is designed to bring a city or town's overall affordable housing stock to 10%.

The Board receives the opinions of other Town Boards and Commissions and incorporates relevant features of those opinions into their decisions. The Board meets regularly on Monday nights once a month. In 2015, the Board received 40 new petitions, with filing fees totaling $11,523.10. These fees cover the cost of legal advertisements and abutter notifications, as required by law. Of these applications, 37 were granted conditionally, none were denied, one was withdrawn and two are ongoing.

The Board also wishes to thank the staff of the Town's Community Development Office for its support throughout the year.

This past year, the Board saw the resignation of longtime member Paul Mulkerron. Paul served many years and provided extraordinary efforts on various cases by meeting with neighbors on some of the more complicated cases to help reach consensus. We will miss his contributions to the board.

The volunteer members of the Zoning Board of Appeals will continue to work together to provide the town and townspeople of Natick a valuable service.

Annual Election
And
Town Meetings

COMPLETE WARRANTS AND TOWN MEETING MINUTES MAY BE FOUND AT www.natickma.org.

WARRANT FOR
TOWN OF NATICK
ANNUAL TOWN ELECTION
MARCH 31, 2015

THE COMMONWEALTH OF MASSACHUSETTS
Middlesex, ss

To any Constable of the Town of Natick in said County:

GREETING:

In the name of the Commonwealth of Massachusetts you are hereby required to notify the qualified voters of the said Town of Natick to meet:

The voters of Precinct 1	in Brown School
The voters of Precinct 2	in Cole Recreation Building
The voters of Precinct 3	in Brown School
The voters of Precinct 4	in Wilson Middle School
The voters of Precinct 5	in Wilson Middle School
The voters of Precinct 6	in Lilja School
The voters of Precinct 7	in Community Senior Center
The voters of Precinct 8	in Morse Institute Library
The voters of Precinct 9	in Community Senior Center
The voters of Precinct 10	in Memorial School

on **TUESDAY, THE THIRTY FIRST DAY OF MARCH 2015** from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the Annual Town Election for the candidates for the following offices:

Board of Selectmen for Three Years - Vote for not more than one
School Committee for Three Years - Vote for not more than two
Planning Board for Five Years - Vote for not more than one
Board of Assessors for Three Years - Vote for not more than one
Board of Health for Three Years - Vote for not more than one
Recreation & Parks Commissioner for Three Years - Vote for not more than one
Natick Housing Authority for Five Years - Vote for not more than one
Natick Housing Authority for Three Years – Vote for not more than one
Constable for One Year – Vote for not more than one

In addition – **SIXTY-EIGHT TOWN MEETING MEMBERS**

Precinct 1	Six for 3 years, three for 2 years, three for 1 year
Precinct 2	Six for 3 years
Precinct 3	Six for 3 years, one for 1 year

Precinct 4	Six for 3 years
Precinct 5	Six for 3 years, one for 2 years
Precinct 6	Six for 3 years
Precinct 7	Six for 3 years
Precinct 8	Six for 3 years
Precinct 9	Six for 3 years
Precinct 10	Six for 3 years

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.
Given under our hands this 9th day of February 2015.

ss/Joshua Ostroff	ss/Charles M. Hughes	ss/Nicholas S. Mabardy
JOSHUA OSTROFF	CHARLES M. HUGHES	NICHOLAS S. MABARDY
Chairman	Vice Chair	Clerk

ss/Richard Jennett Jr.	ss/John J. Connolly
RICHARD JENNETT JR.	JOHN J. CONNOLLY

Board of Selectmen for the Town of Natick

You are directed to serve this Warrant by causing an attested copy of said Warrant to be posted in Post Office in said Natick, to wit: Precinct 1: Reliable Cleaners, 214 West Central Street; Precinct 2: Cole Recreation Center, 179 Boden Lane; Precinct 3: Kennedy Middle School, Mill Street; Precinct 4: TCAN, Summer Street; Precinct 5: Wilson Middle School, Rutledge Road; Precinct 6: East Natick Fire Station, Rhode Island Avenue; Precinct 7: Lilja Elementary School, Bacon Street; Precinct 8: Natick High School, 15 West Street; Precinct 9: Community Senior Center, 117 East Central Street; and Precinct 10: Memorial Elementary School, 107 Eliot Street. Above locations being at least one public place in each Precinct in the Town of Natick, and also posted in the Bacon Free Library; Morse Institute Library and Natick Town Hall seven days at least before March 31, 2015.

Certified copies of the Warrant are available at the Office of the Town Clerk, Natick Town Hall, 13 East Central St., Natick, MA between the hours of 8 AM – 5 PM, Monday through Wednesday; 8 AM – 8 PM on Thursday and 8 AM – 12:30 PM on Friday and at the Town web site www.natickma.gov.

Natick Annual Town Election Results
March 31, 2015
Official Results

Precinct	1	2	3	4	5	6	7	8	9	10	Total
Registered Voters	1,492	2,332	2,257	2,021	2,223	2,187	2,224	2,334	2,202	2,538	21,810
Ballots Cast	41	156	192	213	177	148	233	179	204	213	1756
% Turnout	2.7	6.7	8.5	10.5	8.0	6.8	10.4	7.7	9.3	8.4	8.0
Board of Selectmen											
3 Years - Vote for one											
Joshua Ostroff	33	101	141	149	127	103	160	131	151	155	1251
Wrtite-Ins	1	7	8	6	4	3	5	1	2	5	42
Blanks	7	48	43	58	46	42	68	47	51	53	1293
Total	41	156	192	213	177	148	233	179	204	213	1756
School Committee											
3 Years - Vote for 2											
Firkins Reed	23	82	128	118	95	75	129	109	124	123	1006
Richard Sydney	20	66	87	114	65	43	89	92	89	97	762
Lisa S. Tabenkin	26	87	95	110	111	104	142	91	108	116	990
Write-Ins	3	1	2	0	5	1	4	0	0	4	20
Blanks	10	76	72	84	78	73	102	66	87	86	734
Total	82	312	384	426	354	296	466	358	408	426	3512
Planning Board											
5 Years - Vote for 1											
Glen B. Glater	25	72	83	104	77	67	101	109	101	106	845
William Trudell	12	46	60	65	42	43	60	41	47	54	470
Write-Ins	0	0	1	0	0	0	0	0	0	0	1
Blanks	4	38	48	44	58	38	72	29	56	53	440
Total	41	156	192	213	177	148	233	179	204	213	1756
Board of Assessors											
3 Years - Vote for 1											
Molly K. Reed	32	103	127	145	107	94	149	115	138	145	1155
Write-Ins	0	0	0	0	0	0	0	0	0	0	0
Blanks	9	53	65	68	70	54	84	64	66	68	601
Total	41	156	192	213	177	148	233	179	204	213	1756

Precinct	1	2	3	4	5	6	7	8	9	10	Total
Board of Health											
3 Years - Vote for 1											
Peter A. Delli Coll	35	105	133	156	121	98	159	119	141	150	1217
Write-Ins	0	0	0	0	0	0	0	0	0	0	0
Blanks	6	51	59	57	56	50	74	60	63	63	1217
Total	41	156	192	213	177	148	233	179	204	213	1756
Natick Housing Authority											
3 Years - Vote for 1											
Erica Ball (Write-I	1	23	17	32	26	20	37	39	33	30	258
Write-Ins (others)	1	5	1	5	2	1	4	3	7	2	31
Blanks	39	128	174	176	149	127	192	137	164	181	1467
Total	41	156	192	213	177	148	233	179	204	213	1756
Recreation & Parks											
3 Years - Vote for 1											
Richard LeBlanc	28	93	127	142	107	95	150	119	133	141	1135
Write-Ins	0	1	1	0	1	1	0	0	0	0	4
Blanks	13	62	64	71	69	52	83	60	71	72	617
Total	41	156	192	213	177	148	233	179	204	213	1756
Constable											
1 Year - Vote for 1											
Charles Grillo (W:	0	0	2	1	0	2	0	8	2	1	16
Christopher Resn	0	4	0	0	0	4	0	0	0	0	8
Paul Gorman	0	0	0	5	0	0	0	0	0	0	5
Write-Ins (other)	0	5	2	6	2	4	5	2	6	7	39
Blanks	41	147	188	201	175	138	228	169	196	205	1688
Total	41	156	192	213	177	148	233	179	204	213	1756

Town Meeting Members

Precinct 1- Vote 6 for 3 years
3 for 2 years, 3 for 1 year

Richard A. Glaser	32
Michael D. Blaha	29
John J. Magee IV	28
Andrea Adams	1
Jane Pike	1

Precinct 2 – Vote 6 for 3 years

Charles M. Hughes	102
Paul L. Della Rocca	100
Stephen M. Strout	92
Lynne K. Montross	90
Stephen M. Kane	89
Christopher Maher	27

Precinct 3 – Vote 6 for 3 years and 1 for 1 year

Ross J. Rodino	134
Donna Volpe Casey	110
Bruce D. Whitney	104
Andrew J. Meyer	102
Judith A. Kuhn	100
David Fishman	66
Leah Falzone	65

Precinct 4 – Vote 6 for 3 years

Jeanette R. Szretter	149
Jonathan Freedman	146
Dick Coburn Jr.	120
Moire V. Balsam	113
Catherine Schellenberg	108
Daniel C. Sohl	97
Joseph J. Sinko	79

Precinct 5 – Vote 6 for 3 years and 1 for 2 years

Erica E. Ball	120
Charlotte Swartz	101
Harriet S. Merkowitz	93
Matthew D. Siegel	89
Julian J. Munnich	86
Andrew D. Eschtruth	85
Kathleen Joyce	45

Precinct 6 – Vote 6 for 3 years

Karen A. Foster	91
William F. Gath	89
Carol A. Gloff	86
Jeanne Williamson Ostroff	82
Joshua Ostroff	82
Florina Uyar	20

Precinct 7 – Vote 6 for 3 years

Joseph A. Keefe	166
Richard Jennett, Jr.	150
Bruce T. Evans	147
Teresa M. Evans	146
Henry H. Haugland	144
Linda Wollschlager	140

Precinct 8 – Vote 6 for 3 years

Glen B. Glater	106
Glynn E. Hawley	106
Sara R. Hanna	96
Richard Sidney	89
Thomas E. Hubbard	83
Tass Filledes	81
Steven D. Levinsky	76
Daniel M. Sullivan	64

Precinct 9 – Vote 6 for 3 years

Cathleen M. Collins	124
Janice L. Parsons	121
Donald P. Friswell	106
James M. Williamso	104
David Mangan	54
Kevin Keith	54

Precinct 10 – Vote 6 for 3 years

Susan G. Salamoff	142
Martin Kessel	135
Susan A. Shea	127
Kathleen Bacon	126
Edward J. Doherty	116
Marc S. Taylor	115

WARRANT
SPRING ANNUAL TOWN MEETING
TOWN OF NATICK
APRIL 14, 2015

THE COMMONWEATH OF THE MASSACHUSETTS

The following articles are to be acted upon and determined exclusively by Town Meeting Members in accordance with Chapter 2 of the Acts of 1938 and Amendments thereto and the Town Charter. Town Meeting will meet in the Natick High School Auditorium, Natick on **Tuesday Evening April 14, 2015 at 7:30 PM**, then and there to act on the articles listed below:

Article 1	Appropriate Funds for the Family of Michael McDaniel Jr.
Article 2	Authorize Board of Selectmen to Accept, Obtain, Abandon or Relocate Utility Easements
Article 3	Amend Town By-Laws for Single-Use Plastic Bag Reduction
Article 4	Board of Assessors: Increase Personal Property Exemptions
Article 5	Home Rule Petition to Establish a Means-Tested Senior Citizen Property Tax Exemption
Article 6	Home Rule Petition to Allow Lease of Former Middlesex Avenue Parking Garage Site
Article 7	Home Rule Petition to Allow Lease of South Avenue Parking Lot Site
Article 8	Amend Town By-Laws: Article 21
Article 9	Amend Town By-Laws: Change All References to "Community Development Director" to read "Director of Community and Economic Development"
Article 10	Committee Article
Article 11	Fiscal 2015 Omnibus Budget Article
Article 12	Elected Officials Salary
Article 13	Personnel Board Classification and Pay Plan
Article 14	Collective Bargaining
Article 15	Fiscal 2016 Omnibus Budget Article
Article 16	Morse Institute Library Fiscal 2016 Budget
Article 17	Bacon Free Library Fiscal 2016 Budget
Article 18	School Bus Transportation Subsidy
Article 19	Establish Revolving Fund: Pay for Performance Program
Article 20	Re-authorization of Revolving Funds
Article 21	Capital Equipment
Article 22	Capital Improvement
Article 23	Street Acceptance: Cider Mill Lane
Article 24	Amend By-Law Article 3 to Authorize Use of Electronic Voting Technology

Article 25	Appropriate Funds to Acquire Electronic Voting Technology and/or Equipment
Article 26	Extend the Term of the Electronic Voting Study Committee
Article 27	Amend Zoning By-Laws: Consolidate Special Permit Granting Authority
Article 28	Amend Zoning By-Laws: Ancillary Outlet
Article 29	Amend Zoning By-Laws: Uses and Dimensions of Parks and Open Space
Article 30	Moratorium on Development of Multi-Family Dwellings
Article 31	Moratorium on Changes to Use Districts and Use Regulations
Article 32	22 Pleasant Street Rezoning Classification Study Committee: Hear Report and Recommendations
Article 33	Amend Zoning By-Law to Create Assisted Living Option Overlay District
Article 34	Acquisition of Easement Over 22 Pleasant Street
Article 35	Acquire Property Located at 22 Pleasant Street for Open, Park and Recreation Purposes
Article 36	Sawin House Study Committee: Hear Report and Extend Term
Article 37	Conservation Commission Fund Study Committee: Hear Report, Extend Term and Appropriate Funds

An attested copy may be viewed at the following locations: Precinct 1: Reliable Cleaners, 214 West Central Street; Precinct 2: Cole Center, Boden Lane; Precinct 3: Kennedy Middle School, 1 Philip J. Lucier Drive ; Precinct 4: TCAN, 14 Summer Street; Precinct 5: Wilson Middle School, 24 Rutledge Road; Precinct 6: East Natick Fire Station, 2 Rhode Island Avenue; Precinct 7: Lilja Elementary School, 41 Bacon Street; Precinct 8: Natick Senior High School, 15 West Street; Precinct 9: Community Senior Center, 117 East Central Street and Precinct 10: Memorial School, 107 Eliot Street; Natick Town Hall, 13 East Central Street, and the Natick U.S. Post Office, Bacon Free Library and Morse Institute Library.

Certified copies of the Warrant are available at the Office of the Town Clerk, Natick Town Hall, 13 East Central St., Natick, MA between the hours of 8:00 AM – 5:00 PM, Monday through Wednesday; 8:00 AM-8:00 PM on Thursday, and 8:00 AM-12:30 PM Friday and at the Town web site www.natickma.gov.

ss/Joshua Ostroff	ss/Charles M. Hughes	ss/Nicholas S. Mabardy
JOSHUA OSTROF	CHARLES M. HUGHES	NICHOLAS S. MABARDY
Chairman	Vice Chair	Clerk

ss/Richard Jennett Jr.	ss/John J. Connolly
RICHARD JENNETT JR.	JOHN J. CONNOLLY

2015 Spring Town Meeting Member Attendance – 7 Sessions

Name	# Attended
Precinct 1	
Adams Andrea T.	3
Blaha Michael D.	7
Chase Joel B.	7
Glaser Richard A.	6
Gols Lorie K.	5
Kane Jonathan D.	0
Magee Tricia RY	1
Magee IV John J.	7
Murphy David	0
Oxman Lois	4
Pike Jane	5
Precinct 2	
Berelowitz Saul	1
Broderick-Noonan E G	0
Coffey David J.	5
Conaway B. Patrick	7
Del Sesto Geoffrey C.	7
Dellarocca Paul L.	7
Fitzpatrick Glen	3
Gallo David J.	4
Hughes Charles M.	7
Kane Stephen M.	0
Maher Christopher	4
Montross Lynne	4
Montross Richard T.	7
Robb Stephen Edwin	3
Strout Stephen M.	6
Wirkala Jennifer Davis	6
Zucker Richard A.	4
Zucker Susan Mande	3
Precinct 3	
Casey Donna Volpe	7
D'Costa Victor P.	3
Delehanty Carol A.	4
Desveaux Sandra J.	6
Falzone Leah	7
Fishman David	7
Grady Charles A.	6
Healey Robert M.	6
Honthumb Barbara R.	3
Kuhn Judith A.	5
Kuhn Leonard P.	7
Mathews Joan R.	0
McDonough Julie M.	7
McKenzie Donna M.	7
Meyer Andrew J.	5
Rodino Ross J.	6
Schoenig William	7
Whitney Bruce D.	4
Precinct 4	
Alessi Salvatore A.	5
Balsam Moire	7
Coburn Jr. Dirk	7
Donovan Brian P.	2
Donovan III John A.	5
Foley Richard A.	7
Freedman Jonathan H.	7
Heyde Brianna M.	4

Kiggen Jr. Joseph M.	0
Kruczynski Christina E.	3
Landry Douglas L.	4
Nottonson Nancy B.	7
Nottonson Peter A.	7
Price Michael J.	2
Sanchez Barbara Fahey	7
Sohl Daniel	6
Szretter Jeanette	7

Precinct 5

Ball Erica E.	7
Bednarz Jr. Thomas E.	2
Devereaux Nancy	5
Drolet Lawrence L.	6
Eschtruth Andrew	7
Everett James L.	5
Flynn Amy K.	7
Gillenwater Todd M.	7
Joyce Kathleen	6
Luke Andrew W.	7
Merkowitz Harriet S.	7
Munnich Julian J.	6
Schellenberg Catherine	7
Siegel Matthew D.	2
Snow Bruce A.	7
Sugrue Michael J.	4
Swartz Charlotte	4
Vabulas Diane V.	0
Yang Kenneth E.	7

Precinct 6

Boggia Betsy	4
Chinetti Barbara A.	7
Connolly Paul E.	7
Coughlin Catherine M.	5
Forshner Larry	5
Foss Charlene B.	6
Foster Karen A.	3
Gath William F.	6
Gloff Carol A.	5
Golden Peter S.	4
Linehan Michael F.	6
Lista Tony	7
Northgraves Nancy A.	6
Ostroff Jeanne Williamson	7
Ostroff Joshua	7
Stephen Richard	7
Uyar Florina	4
Young Patrick A.	7

Precinct 7

Bastien Shawn R.	2
Beatrice Marsha P.	0
Checket Helen Terry	6
Conway Joseph B.	0
Evans Bruce T.	7
Evans Teresa M.	7
Griesmer Paul B.	7
Gruber Randall P.	6
Haugland Henry W.	7
Hayre Dylan	6
Jackson Evelyn H.	7
Jennett Nancy E.	2
Jennett Jr. Richard	5
Keefe Joseph A.	7
Marini Anthony A.	3
McNealy Paul-Jon	6
Salis S. Christopher	1
Wollschlager Linda	7

Precinct 8

Brown Mary A.	7
Brown Jr. James E.	7
Canning Robert	6
Delaney Lawrence	2
Filledes Tass	7
Glater Glen B.	7
Gove Marjorie	6
Hanna Sara R.	7
Hawley Glynn E.	5
Hubbard Thomas E.	4
Lawrence-Archer James	7
Magee Jamie	0
Moore Bradford A.	7
O'Brien Garry M.	5
Philben Richard	5
Seymour Barbara	6
Sidney Richard	6
Vitarelli Gregory R.	7

Precinct 9

Chouinard Wayne A.	0
Collins Cathleen M.	6
Friswell Donald P.	7
Hoyt Kenneth B.	2
Johnson Edward A.	0
Joseph Paul R.	1
Joseph Scott A.	4
Keith Kevin	7
LaFleur Sandra	6
Mangan David	5
Miller Ronald J.	6
Miller Theresa M.	6
Noonan Erica A.	4
Parsons Janice L.	6
Potts Sr. George W.	1
Ryan Christine M.	0
Seiche Heather S.	6
Williamson James	5

Precinct 10

Awkward Robert J.	7
Bacon Kathleen	4
Berkowitz Adam M.	5
Chamberlain Brian E.	1
Doherty Edward	7
Ferrari Michael A.	0
Frail Christopher	5
Hayes Andrew Patrick	7
Kessel Martin	7
Krentzman David A.	6
Pierce Jerry L.	7
Rich Beverly G.	7
Richards III George L.	2
Rosenman Alan L.	7
Salamoff Susan G.	6
Shea Susan A.	5
Taylor Marc S.	7
Wheeler Bancroft R.	7

Article 1: Appropriate Funds for the Family of Michael McDaniel, Jr. (Town Administrator)

Finance Committee Recommendation**:** By a vote of 10-0-0 on March 3, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 1.

Motion (requires majority vote)**:** Moved by Mr. Evans, seconded by Mr. Everett to appropriate the sum of $50,000 from free cash, in addition to $100,000 appropriated under Article 1 of the 2014 Spring Annual Town Meeting, said sum to be deposited to a "529 Educational Savings Plan" to be held in the name of The Kathleen McDaniel Educational Trust, Kathleen McDaniel being the widow of Michael McDaniel Jr., long time employee of the Town of Natick Department of Public Works, killed in the line of duty on February 4, 2014.

The main motion under Article 1 passed unanimously.

Article 2: Authorize Board of Selectmen to Accept, Obtain, Abandon or Relocate Utility Easements (Board of Selectmen)

Finance Committee Recommendation**:** By a vote of 10-0-0 on March 3, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 2.

Motion (requires two-thirds vote)**:** Moved by Mr. Evans, seconded by Mr. Everett to authorize the Board of Selectmen, during Fiscal Year 2016, to acquire on behalf of the Town any and all easements for any of the following purposes: roads, sidewalks, vehicular and/or pedestrian access or passage, drainage and utilities, provided however that such authorization pertains only to easements acquired at no cost to the Town; and, further, to authorize the Board of Selectmen during Fiscal Year 2016 to abandon or relocate easements acquired for any of the foregoing purposes.

Moved by Mr. Hughes, seconded by Mr. Jennett to amend the main motion by inserting "subsequent to a Public Hearing" after the word "Selectmen" in the fifth line of the motion**.** The amendment passed unanimously. The amended main motion passed unanimously.

Article 3: Amend Town By-Laws for Single-Use Plastic Bag Reduction (Pat Conaway et al)

Finance Committee Recommendation: By a vote of 8-2-0 on March 19, 2015, the Finance Committee recommends Referral to Sponsor, Board of

Health and Economic Development Committee with regard to the subject of Article 3.

The motion to refer this Article to the Board of Health and the Economic Development Committee passed by majority vote.

Article 4: Increase Personal Property Exemptions (Board of Assessors)

Finance Committee Recommendation**:** By a vote of 10-0-0 on March 19, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 4.

Motion (requires majority vote): Moved by Mr. Evans seconded by Mr. Everett that the Town vote to increase the Personal Exemption Amounts by 47.5% under the provisions of Chapter 73 of the Acts of 1986 as amended by 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 Massachusetts General Laws, Chapter 59 Section 5 Clauses 17D, 22, 22A, 22B, 22C, 22E, 37A, and 41C (elderly person, disabled veteran, or blind person).

The main motion under Article 4 passed unanimously**.**

Article 5: Home Rule Petition for Means-Tested Senior Property Tax Exemption (Board of Selectmen)

Finance Committee Recommendation: By a vote of 9-1-0 on March 19, 2015, the Finance Committee recommends Referral to the Board of Selectmen with regard to the subject of Article 5.

Motion: Moved by Mr. Hughes, seconded by Mr. Jennett to refer the subject matter of Article 5 to the Board of Selectmen

The motion to refer the subject matter of Article 5 to the Board of Selectmen passed by majority vote.

Article 6: Home Rule Petition to Allow Lease of Former Middlesex Avenue Parking Garage Site (Board of Selectmen)

Finance Committee Recommendation: By a vote of 10-4-0 on March 26, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 6.

Motion (requires majority vote): Moved by Mr. Evans, seconded by Mr. Everett that the Town vote to authorize the Board of Selectmen to petition the General Court to enact legislation in substantially the

following form, including without limitation all or part of the parcels described below and parcels which adjoin such parcels, and subject to clarification of the addresses and parcels referenced, and 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 lease certain town-owned property.

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

SECTION 1. Notwithstanding section 3 of chapter 40 of the General Laws or any other general or special law to the contrary, the board of selectmen of the town of Natick may issue a request for proposals to lease for a term not to exceed 99 years, including any extension or renewal terms, the town owned property described as a municipal parking lot and which is now or formerly the site of the Middlesex Avenue parking garage, including all or part of the following parcels: 20 Middlesex Avenue (Natick Assessors' Map 43, Parcels 387 and 388A), 33 Summer Street (Natick Assessors' Map 43, Parcels 388B and 388C), 42 Middlesex Avenue (Natick Assessors' Map 43, Parcel 388D), and those portions of a town layout on Assessors Map 43 abutting parcels 43-388B, 43-388C and 43-388D which lie within the town owned property described as a municipal parking lot that is now or formerly the site of the Middlesex Avenue parking garage, for the construction, operation and management of a facility which would provide residential, commercial or institutional use, or a combination of those uses consistent with the town's goals for Natick center, and which shall provide public parking, or for providing public parking as a principal use on some or all of said property. The board of selectmen may then enter into a lease for the property for a term not to exceed 99 years, including any extension or renewal terms. Any lease entered into pursuant to this act shall be subject to paragraphs (a), (b) and (g) of section 16 of chapter 30B of the General Laws.

SECTION 2. Chapter 167 of the Acts of 2012 is hereby repealed.

SECTION 3. This act shall take effect upon its passage."

The main motion under Article 6 passed by majority vote.

Article 7: Home Rule Petition to Allow Lease of South Avenue Parking Lot Site (Board of Selectmen)

Finance Committee Recommendation: By a vote of 9-5-0 on March 26, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 7.

Motion (requires majority vote): Moved by Mr. Evans, seconded by Mr. Everett that the Town vote to authorize the Board of Selectmen to petition the General Court to enact legislation in substantially the following form, including without limitation all or part of the parcels described below and parcels which adjoin such parcels, and subject to clarification of the addresses and parcels referenced, and 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 lease certain town-owned property.

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

SECTION 1. Notwithstanding section 3 of chapter 40 of the General Laws or any other general or special law to the contrary, the board of selectmen of the town of Natick may issue a request for proposals to lease for a term not to exceed 99 years, including any extension or renewal terms, the town owned property described as a municipal parking lot and which is now or formerly the site of the South Avenue parking lot, including all or part of the following parcels: 5 Clarendon Street (Natick Assessors' Map 44, Parcel 359), 7 Clarendon Street (Natick Assessors' Map 44, Parcel 360), 32 East Central Street (Natick Assessors' Map 44, Parcel 356A), 18 Hayes Street (Natick Assessors' Map 44, Parcel 355), 27 South Avenue (Natick Assessors' Map 44, Parcel 326), 37 1/2 South Avenue (Natick Assessors' Map 44, Parcel 327), 39 South Avenue (Natick Assessors' Map 44, Parcels 328 and 329), and 53 South Avenue (Natick Assessors' Map 44, Parcel 330), for the construction, operation and management of a facility which would provide residential, commercial or institutional use, or a combination of those uses consistent with the town's goals for Natick center, and which shall provide public parking, or for providing public parking as a principal use on some or all of said property. The board of selectmen may then enter into a lease for the property for a term not to exceed 99 years, including any extension or renewal terms. Any lease entered into pursuant to this act shall be subject to paragraphs (a), (b) and (g) of section 16 of chapter 30B of the General Laws.

SECTION 2. Chapter 166 of the Acts of 2012 is hereby repealed.

SECTION 3. This act shall take effect upon its passage"

The main motion under Article 7 passed by majority vote.

Article 8: Amend Town By-Laws: Article 21 (Town Administrator)

Finance Committee Recommendation: By a vote of 8-2-0 on March 19, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 8.

Motion (requires majority vote): Moved by Mr. Evans seconded by Mr. Everett that the Town vote to amend Article 21 of the Town By-Laws as follows.

1. In the Article title, and in all instances throughout the Article, change all references of "Community Development Director" to "Director of Community and Economic Development."
2. In Section 2.2, change reference of "Community Development Department" to "Department of Community and Economic Development"

Moved by Mr. Hayes, seconded by Mr. Brown to amend the main motion to add the word "Preservation" after the word "Community" in both the points. The amendment failed.

The main motion under Article 8 passed by majority vote.

Article 9: Amend Town By-Laws: Change All References to "Community Development Director" to read "Director of Community and Economic Development" (Town Administrator)

Finance Committee Recommendation: By a vote of 8-2-0 on March 19, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 9.

Motion (requires majority vote): Moved by Mr. Evans, seconded by Mr. Everett that the Town vote to amend Article 41 of the Town By-Laws, specifically the chart at the end thereof titled Town Regulations, such that the reference of "Community Development Director" is changed to "Director of Community and Economic Development."

The main motion under Article 9 passed by majority vote.

Article 10: Committee Article (Board of Selectmen)

Finance Committee Recommendation**:** By a vote of 10-0-0 on March 3, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 10.

Motion (requires majority vote): Moved by Mr. Evans, seconded by Mr. Brown that the Town vote to receive the reports of town officers, boards, and committees. Moved by Mr. Hughes, seconded by Mr. Ostroff to

receive a report from the Zoning Bylaw Review committee. The motion to hear the report passed unanimously. Mr. Hughes gave a report. Mr. Ostroff moved, seconded by Mr. Hughes to receive the report from the Strategic Planning Review Committee.

The motion to hear the report passed unanimously. Mr. Ostroff made a report.

Article 11: Fiscal 2015 Omnibus Budget Article (Town Administrator)

Finance Committee Recommendation: By a vote of 11-0-0 on March 10, 2015, the Finance Committee recommends No Action with regard to the subject of Article 11.

Motion (requires majority vote): Mr. Evans moved, seconded by Mr. Brown to take no action on the subject matter of Article 11. The motion to take no action passed by majority vote.

Article12: Elected Officials Salary (Town Administrator)

Finance Committee Recommendation**:** By a vote of 10-0-0 on March 5, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 12.

Motion (requires majority vote): Moved by Mr. Evans seconded by Mr. Everett that the Town vote to fix the salary and compensation of the following elected officer of the Town for the Fiscal Year July 1, 2015 through June 30, 2016 as provided by Section 108 of Chapter 41 of the Massachusetts General Laws: Town Clerk - $80,000 provided, however, that such salary may be presented for adjustment, retroactive to July 1, 2015, at the 2015 Fall.

The main motion under Article 12 passed by majority vote.

Article 13: Personnel Board Classification and Pay Plan (Town Administrator)

Finance Committee Recommendation**:** By a vote of 11-3-0 on February 24, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 13.

Motion (requires majority vote): Moved by Mr. Evans, seconded by Mr. Brown 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 Article 24, Section 3, Paragraph 3.10. The new Classification and Pay Plan is as follows:

Town of Natick
Classification and Pay Plan
Fiscal Year 2016
Effective July 1, 2015

Grade	Minimum	Point 1	Point 2	Maximum
6	$ 100,000.00	$ 115,000.00	$ 128,000.00	$ 145,000.00
5	$ 85,000.00	$ 98,333.33	$ 111,666.67	$ 125,000.00
4	$ 70,000.00	$ 81,666.67	$ 93,333.33	$ 105,000.00
3	$ 55,000.00	$ 63,333.33	$ 71,666.67	$ 80,000.00
2	$ 47,000.00	$ 55,000.00	$ 62,500.00	$ 70,000.00
1	$ 32,000.00	$ 40,500.00	$ 49,000.00	$ 57,500.00

GRADE 6
Chief of Police
Deputy Town Administrator/Director of Finance
Deputy Town Administrator/Operations
Fire Chief

GRADE 5
Comptroller
Deputy Chief of Police
Director of Community & Economic Development
Director of Community Services
Director of Facilities Management
Director of Human Resources
Director of Information Technology
Director of Public Works

GRADE 4
Assistant Comptroller
Building Commissioner
Director of Assessing
Director of Council on Aging
Director of Public Health
Director of Recreation & Parks
Morse Library Director
Treasurer/Collector

GRADE 3
Assistant Assessor (certified)
Assistant Director Council on Aging
Assistant Director Recreation & Parks
Assistant Library Director, Morse Library
Assistant Treasurer/Collector
Bacon Free Library Director
Benefits Manager
Communications/Information Officer
Director of Recreation Programs/Special Events
Environmental Health Agent
Executive Farm Director
Facility Custodial Manager
Facility Maintenance Manager

GRADE 3 Continued
Golf Course Manager
Housing/General Planner
Information Systems Data Base Administrator
Information Systems Network Administrator
Local Building Inspector (certified)
Planner/Conservation Agent
Procurement Manager
Public Health Nurse
Senior Environmental Health Specialist
Senior Planner
Staff Accountant
Sustainability Coordinator
Veterans Agent

GRADE 2
Assistant Assessor (non-certified)
Assistant Director, Bacon Free Library
Assistant Farm Director
Clinical Social Worker
Data Analyst
Executive Assistant
Golf Course Superintendent
Human Resources Coordinator
Office Administrator, Farm
Payroll Manager
Sanitarian
Senior Executive Assistant
Social Worker
Social Worker Coordinator
Special Assistant to Director of Community Services
Special Assistant to Director of Facilities Management
Special Assistant to Director of Finance
Special Needs Coordinator

GRADE 1
Animal Control Officer
Golf Professional
Outreach Coordinator
Student Officer

Town of Natick
Part-Time Classification and Pay Plan
Fiscal Year 2016
Effective July 1, 2015

Hourly Wage Scale

Grade	Minimum	Point 1	Point 2	Maximum
1	$ 9.00	$ 11.00	$ 13.00	$ 17.00
2	$ 17.01	$ 21.00	$ 24.00	$ 28.00
3	$ 28.01	$ 32.00	$ 36.00	$ 40.00

Grade 1	Grade 2	Grade 3
Assistant Instructor (Camp)	Administrative Support (Grants)	Adult Contractor
Assistant Leader (Camp)	Assistant Director (Camp)	Building Inspector
Assistant Swim Coach	Beach Manager	Certified Sports Official
Attendant (Rec)	Building Monitor II (Rec)	Laborer III
Building Monitor I (Rec)	Bus Coordinator	Nurse (RN)
Cart Attendant (Golf)	Bus Dispatcher	Volunteer Coordinator II
Clerical Assistant	Bus Driver	Yoga Instructor
Clerk	Camp Woodtrail Director	
Club House Attendant (Golf)	Community Garden Coordinator	
Club House Supervisor (Golf)	Conservation Agent	
Concession Manager (Camp)	Director Medium Sized Programs (Camp)	
Custodian	Equipment Manager (Golf)	
Deputy Animal Control Officer	Golf Course Mechanic	
Equipment Operator (Golf)	Head Lifeguard	
Farm Instructor	Laborer II	
Instructor	Library Assistant (Bacon)	
Junior Counselor	Manager (Camp)	
Laborer I	Meter Enforcement Operator	
Leader (Camp)	Nurse (LPN)	
Library Clerk (Bacon)	Plumbing and Wiring Inspector	
Library Page (Morse)	Police Matron	
Lifeguard	Police Transcriber	
Parking Clerk	Program Assistant	
Poll Workers	Recycling Attendant	
Ranger/Starter (Golf)	School Crossing Guard II	
School Crossing Guard I	Social Worker	
Senior Counselor (Camp)	Supervisor Major Programs (Camp)	
Senior Counselor (Certified- Camp)	Swim Coach	
Specialist (Camp)	Volunteer Coordinator I	
Timer/Scorer	Warden	
Town Meeting Page	Water Safety Instructor	

Position	Annual Rate
Inspector of Animals	$ 3,750.00
Registrar of Voters	$ 625.00

Moved by Ms. Salamoff, seconded by Ms. Evans to amend the main motion by changing the word “Transportation” before “Planner” in Grade 3 to “Senior”. The amendment to the main motion passed by majority vote.

Moved by Mr. Connolly, seconded by Mr. Gath to amend the main motion to change the minimum salary in Grades 2 and 3 on the part-time pay plan to $17.00 and $28.00 respectively. The amendment to the amended main motion passed by majority vote.

The amended main motion under Article 13 passed by majority vote.

Article 14: Collective Bargaining (Town Administrator)

Finance Committee Recommendation**:** By a vote of 14-0-0 on March 26, 2015, the Finance Committee recommends No Action with regard to the subject of Article 14.

Motion (requires majority vote): Moved by Mr. Evans seconded by Mr. Everett that no action be taken under Article 14.

The motion to take no action on the subject matter of Article 14 passed by majority vote.

Article 15: Fiscal 2016 Omnibus Budget Article (Town Administrator)

Finance Committee Recommendation: The Finance Committee has no recommendation on the total budget but has recommendations on individual motions for the purpose of funding the operations of the various Town departments during Fiscal Year 2016.

Finance Committee Recommendation: The Finance Committee has no recommendation with regard to the Natick Public Schools budget under Article 15, Section A.

Moved by Mr. Hughes, seconded by Mr. Sidney the following for Motion A.

Motion for Section A under Article 15:

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown

Natick Public Schools	
Salaries & Expenses	53,817,355
Total Natick Public Schools	$53,817,355
South Middlesex Regional Vocational Technical School (Joseph P. Keefe Technical School)	
Expenses (Assessment)	$ 1,247,313
Total South Middlesex Regional Vocational Technical School (Joseph P. Keefe Technical School)	$ 1,247,313
Motion Total	$55,064,668
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2016	$55,064,668
Free Cash	
Stabilization	
Overlay Surplus	
Water-Sewer User Fees	
School Building Assistance	
	$55,064,668

Moved by Mr. Hayes, seconded by Mr. Hughes to divide Article 15, Motion A into two (2) sections, Section A1 for the Natick Public Schools and Section A2 for the South Middlesex Regional Vocation Technical School and that Section A2 be taken prior to Section A1. The motion to divide Motion A and to take Section A2 first passed by majority vote.

MOTION A2 (requires majority vote):		
	Motion for Section A2 under Article 15:	
	Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:	
	South Middlesex Regional Vocational Technical School (Joseph P. Keefe Technical School)	
	Expenses (Assessment)	**$1,247,313**
	Total South Middlesex Regional Vocational Technical School (Joseph P. Keefe Technical School)	**$1,247,313**
	Motion Total	**$1,247,313**
	And that the above Total Budget Amount be raised from the following sources:	
	Tax Levy of Fiscal Year 2016	**$1,247,313**
		$1,247,313

The main Motion for Section A2 passed by majority vote.
The following main motion for A1 is on the floor:

	Motion for Section A1 under Article 15:	
	Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:	
	Natick Public Schools	
	Salaries & Expenses	**$53,817,355**
	Total Natick Public Schools	**$53,817,355**
	Motion Total	**$53,817,355**
	And that the above Total Budget Amount be raised from the following sources:	
	Tax Levy of Fiscal Year 2016	**$53,817,355**
		$53,817,355

The main motion under Section A1 passed by majority vote.

Motion B under Article 15 was moved by Mr. Evans, seconded by Mr. Brown.

Motions for Section B: Public Safety

Motion for Section B under Article 15:

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown

Emergency Management	
Expenses	$ 35,600
Total Emergency Management	**$ 35,600**
Parking Enforcement	
Salaries	$ 52,844
Expenses	$ 79,560
Total Parking Enforcement	**$ 132,404**
Police	
Salaries	$ 6,365,202
Expenses	$ 251,513
Other Chgs. & Expenses	$ 7,500
Total Police	**$ 6,624,215**
Fire	
Salaries	$ 7,848,621
Expenses	$ 231,000
Total Fire	**$ 8,079,621**
Motion Total	**$ 14,871,840**
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2016	$ 14,791,840
Parking Meter Revenues	$ 80,000
	$ 14,871,840

Motion B under Article 15 passed by majority vote.

Motion C under Article 15 was moved by Mr. Evans seconded by Mr. Brown.

Motions for Section C: Public Works

Motion for Section C under Article 15:

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown

Department of Public Works	
Salaries	$ 3,461,165
Expenses	$ 1,861,301
Municipal Energy	$ 1,427,107
Snow & Ice	$ 150,000
Total Department of Public Works	**$ 6,899,573**
Motion Total	**$ 6,899,573**
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2016	$ 6,899,573
	$ 6,899,573

Motion C under Article 15 passed by majority vote.

Motion D under Article 15 was moved by Mr. Evans and seconded by Mr. Brown

Motions for Section D: Health and Community Services

Motion for Section D under Article 15:

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown

Community Services		
Salaries		$ 1,245,967
Expenses		$ 456,745
Total Community Services		**$ 1,702,712**
Board of Health		
Salaries		$ 433,994
Expenses		$ 35,250
Other Changes & Expenditures		$ 15,000
Total Board of Health	E-	**$ 484,244**
Motion Total		**$ 2,186,956**
And that the above Total Budget Amount be raised from the following sources:		
Tax Levy of Fiscal Year 2016		$ 2,186,956
		$ 2,186,956

Motion D under Article 15 passed by majority vote.

Motion E under Article 15 was moved by Mr. Evans and seconded by Mr. Brown.

Motion for Section E under Article 15:	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:	
Board of Selectmen	
Salaries	$956,270
Expenses	$252,450
Other Charges & Expenditures	$21,000
Contract Settlements	$450,000
Recruitment	$ -
Total Board of Selectmen	**$1,679,720**
Personnel Board	
Other Charges & Expenditures	$1,000
Total Personnel Board	**$1,000**
Town Report	
Professional Services	$4,100
Total Town Report	**$4,100**
Legal	
Expenses	$278,400
Other Charges & Expenditures	$10,000
Total Legal Services	**$288,400**

(continued on next page)

Finance	
Salaries	$1,079,438
Expenses	$356,400
Other Charges & Expenditures	$75,000
Total Finance	**$1,510,838**
Information Technology	
Salaries	$323,364
Expenses	$469,100
Other Chgs. & Expenditures	$286,400
Total Information Technology	**$1,078,864**
Town Clerk	
Salaries	$232,766
Expenses	$22,050
Total Town Clerk	**$254,816**
Elections	
Salaries (Registrars)	$37,306
Expenses (Registrars)	$34,400
Total Elections	**$71,706**
Sealer of Weights & Measures	
Salaries	$14,715
Expenses	$875
Total Sealer Weights/Meas.	**$15,590**
Community Development	
Salaries	$802,189
Expenses	$26,800
Total Community Development	**$828,989**
Motion Total	**$5,734,023**
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2016	$5,734,023
	$5,734,023

Mr. Ostroff moved, seconded by Ms. Ball to amend the budget for Administrative Support Services by increasing the salaries appropriation within the Community Development Department by $37,784 for a new total of $839,977 for salaries, which will increase the bottom line amount for the community Development Budget to $866,777. The new grand total for Motion E: Administrative Support Services will be $5,771,811 and the funding source is the Tax Levy.

The amendment to the main motion passed by majority vote. The amended main motion as detailed below passed by majority vote.

Motion for Section E under Article 15:

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown

Board of Selectmen		
Salaries	$	956,270
Expenses	$	252,450
Other Charges & Expenditures	$	21,000
Contract Settlements	$	450,000
Total Board of Selectmen	**$**	**1,679,720**
Personnel Board		
Other Charges & Expenditures	$	1,000
Total Personnel Board	**$**	**1,000**
Town Report		
Professional Services	$	4,100
Total Town Report	**$**	**4,100**
Legal		
Expenses	$	278,400
Other Charges & Expenditures	$	10,000
Total Legal Services	**$**	**288,400**
Finance		
Salaries	$	1,079,438
Expenses	$	356,400
Other Charges & Expenditures	$	75,000
Total Finance	**$**	**1,510,838**
Information Technology		
Salaries	$	323,364
Expenses	$	469,100
Other Chgs. & Expenditures	$	286,400
Total Information Technology	**$**	**1,078,864**
Town Clerk		
Salaries	$	232,766
Expenses	$	22,050
Total Town Clerk	**$**	**254,816**
Elections		
Salaries (Registrars)	$	37,306
Expenses (Registrars)	$	34,400
Total Elections	$	71,706
Sealer of Weights & Measures		
Salaries	$	14,715
Expenses	$	875
Total Sealer Weights/Meas.	**$**	**15,590**
Community Development		
Salaries	$	839,977
Expenses	$	26,800
Total Community Development	**$**	**866,777**
Motion Total	**$**	**5,771,811**

And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2016	$	5,771,811
	$	**5,771,811**

Motion F under Article 15 was moved by Mr. Evans and seconded by Mr. Brown.

Motions for Section F: Committees and Commissions

Motion for Section F under Article 15:

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown

Finance Committee		
Expenses	$	20,800
Total Finance Committee	**$**	**20,800**
Commission on Disability		
Expenses	$	750
Total Commission on Disability	**$**	**750**
Natick Cultural Council		
Expenses	$	700
Total Natick Cultural Council	**$**	**700**
Historical Commission		
Expenses	$	750
Total Historical Commission	**$**	**750**
Historic District Commission		
Expenses	$	550
Total Historic District Commission	**$**	**550**
Motion Total	**$**	**23,550**
And that the above Total Budget Amount be raised from the following sources:		
Tax Levy of Fiscal Year 2016	$	23,550
	$	**23,550**

Motion F under Article 15 passed by majority vote.

Motion G under Article 15 was moved by Mr. Evans seconded by Mr. Brown. It was noted at this time that this motion requires a two-thirds vote.

Motions for Article 15, Section G: Shared Expenses (Unclassified)

Motion for Section G under Article 15:

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of funding the accounts and funds shown

Employee Fringe		
Other Personnel Services	$	17,246,599
Other Personnel Services - Merit / Performance	$	135,850
Total Employee Fringe	**$**	**17,382,449**
Property & Liability Insurance		
Purchased Services	$	644,300
Total Prop. & Liab. Insurance	**$**	**644,300**
Contributory Retirement		
Pension Assessment	$	7,646,153
Total Contributory Retirement	**$**	**7,646,153**
Non-Contributory Retirement		
Pensions	$	42,368
Total Non-Contributory Retirement	**$**	**42,368**
Debt Service		
Leased Equipment	$	150,371
Principal	$	7,860,855
Interest	$	2,706,374
Total Debt Service	**$**	**10,717,600**

(continued on next page)

Reserve Fund		
Other Charges	$	250,000
Total Reserve Fund	**$**	**250,000**
Facilities Management		
Salaries	$	2,427,068
Expenses	$	504,650
Total Facilities Management	**$**	**2,931,718**
Motion Total		**$ 39,614,588**
And that the above Total Budget Amount be raised from the following sources:		
Tax Levy of Fiscal Year 2016	$	11,194,338
State Aid	$	11,199,601
Local Receipts	$	11,335,542
Free Cash	$	2,270,597
Overlay Surplus	$	500,000
Title V Septic	$	7,684
Water-Sewer User Fees	$	2,207,400
Golf User Fees	$	34,087
Capital Stabilization Fund	$	635,414
Premiums	$	106,758
School Building Assistance	$	123,167
		$ 39,614,588

Motion G under Article 15 passed by two-thirds vote.

Motion H1 was moved by Mr. Evans seconded by Mr. Brown.

Motions for Section H: Water/Sewer Enterprise

Motion 1 for Water/Sewer Enterprise Fund - Section H under Article 15:

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown

Water & Sanitary Sewer Operations		
Salaries	$	1,857,696
Expenses	$	6,932,896
Total Sanitary Sewer	**$**	**8,790,592**
Utility Billing		
Salaries	$	104,550
Expenses	$	83,000
Total Utility Billing	**$**	**187,550**
Fringe Benefits		
Other Personal Services	$	510,767
Other - Chgs. & Expenditures	$	280,719
Total Benefits	**$**	**791,486**
Water & Sewer Debt Service		
Principal	$	1,998,403
Interest	$	464,325
Total Debt Service	**$**	**2,462,728**
Water & Sewer Reserve Fund		
Expenses	$	200,000
Total W & S Reserve Fund	**$**	**200,000**
Motion Total		**$12,432,355**
And that the above Total Budget Amount be raised from the following sources:		
Water-Sewer User Fees	$	12,432,355
		$12,432,355

Motion H1 under Article 15 passed by majority vote.

Motion H2 under Article 15 was moved by Mr. Evans seconded by Mr. Brown.

Motions for Section H: Water/Sewer Enterprise

Water/Sewer Indirect Cost Allocations - Motion 2 under Section H Article 15:

Move that the Town vote to APPROVE the following indirect cost allocations raised in the General Fund:

PERCENTAGE ALLOCATIONS		TOTAL
DPW ADMINISTRATION	$	140,547
BUILDING MAINTENANCE		41,488
ENGINEERING SERVICES		359,481
GIS SERVICES		(75,666)
EQUIPMENT MAINTENANCE		371,522
HIGHWAY MAINTENANCE		287,225
PUBLIC SAFETY		130,190
FINANCIAL / ADMINISTRATIVE		576,997
PROPERTY INSURANCE		257,720
ENERGY		117,896
SUBTOTAL - GENERAL FUND		**2,207,400**
And that the Sum of $2,207,400 appropriated in the General Fund be raised from the following source:		
Water-Sewer User Fees	$	2,207,400
(See Motion for Section G, Article 15: Shared Expenses (Unclassified))		**$ 2,207,400**

Motion H2 under Article 15 passed unanimously.

Motion I1 was moved by Mr. Evans seconded by Mr. Everett.

Motions for Section I: Sassamon Trace Enterprise Fund

Motion 1 for Sassamon Trace Enterprise Fund - Section I under Article 15:

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown

Sassamon Trace Operations		
Salaries	$	287,028
Expenses	$	298,899
Total GC Operations	$	**585,927**
Sassamon Trace Fringe Benefits		
Other Personal Services	$	58,828
Other - Chgs. & Expenditures	$	5,201
Total GC Fringe Benefits	$	**64,029**
Sassamon Trace Debt Service		
Principal	$	213,500
Interest	$	46,454
Total GC Debt Service	$	**259,954**
Motion Total		**$ 909,910**
And that the above Total Budget Amount be raised from the following sources:		
Tax Levy of Fiscal Year 2016	$	280,000
Golf User Fees	$	594,971
Golf Retained Earnings	$	34,939
		$ 909,910

Motion I1 under Article 15 passed by majority vote.

Motion I2 was moved by Mr. Evans seconded by Mr. Everett.

Motions for Section I: Sassamon Trace Enterprise Fund

Motion 2 for Sassamon Trace Enterprise Fund - Section I under Article 15:

Move that the Town vote to APPROVE the following indirect cost allocations raised in the General Fund:

PERCENTAGE ALLOCATIONS	PERSONNEL	FRINGE	EXPENSES	TOTAL
LF & NR				$ 8,362
RECREATION				$ 9,363
TOWN ADMINISTRATOR				$ 4,845
FINANCE				$ 5,890
PROPERTY INSURANCE				$ 2,993
GASOLINE/DIESEL				$ 2,635
SUBTOTAL - GENERAL FUND				34,087

And that the Sum of $34,087 appropriated in the General Fund be raised from the following source:

Golf User Fees	$ 34,087
(See Motion for Section G, Article 15: Shared Expenses (Unclassified))	**$ 34,087**

Motion I2 under Article 15 passed by majority vote.

Article 16: Morse Institute Library Fiscal 2016 Budget (Town Administrator)

Finance Committee Recommendation: By a vote of 11-0-0 on March 10, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 16.

Moved by Mr. Evans, seconded by Mr. Brown:

Motions for Article 16: Morse Institute Library	
Motion for Morse Institute Library (Article 16)	
Motion: Move that the Town vote to appropriate the Total Budget Amount shown below 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, 2015 through June 30, 2016.	
Morse Institute Library	
Salaries & Expenses	$2,090,345
Total Morse Institute Library	**$2,090,345**
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2016	$2,090,345
	$2,090,345

The main motion under Article 16 passed by majority vote.

Article 17: Bacon Free Library Fiscal 2016 Budget (Town Administrator)

Finance Committee Recommendation: By a vote of 11-0-0 on March 10, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 17.

Moved by Mr. Evans, seconded by Mr. Brown:

Motion for Bacon Free Library (Article 17)	
Motion: Move that the Town vote to appropriate the Total Budget Amount shown below 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, 2015 through June 30, 2016.	
Bacon Free Library	
Salaries & Expenses	$153,968
Total Bacon Free Library	**$153,968**
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2016	$153,968
	$153,968

The main motion under Article 17 passed unanimously.

Article 18: School Bus Transportation Subsidy (Superintendent of Schools)

Finance Committee Recommendation**:** By a vote of 9-5-0 on February 26, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 18.

Motion (requires majority vote): Moved by Mr. Evans, seconded by Mr. Brown that the Town vote to appropriate the sum of $371,573 from the Tax Levy for the purpose of operation and administration of the school bus transportation system for FY 2016, and to reduce or offset fees charged for students who elect to use the school bus transportation system for transportation to and from school, said funds to be expended under the direction of the Natick School Committee.

The main motion under Article 18 passed by majority vote.

Article 19: Establish Revolving Fund: Pay for Performance Program (Town Administrator)

Finance Committee Recommendation**:** By a vote of 10-0-1 on March 5, 2015, the Finance Committee recommends Favorable Action with *regard to the subject of Article 19.*

Motion (requires majority vote): Moved by Mr. Evans, seconded by Mr. Brown that the Town vote, pursuant to Chapter 44, Section 53E1/2 of the Massachusetts General Laws, to establish a Pay for Performance Revolving Fund in order to utilize monies received through the Town's Pay for Performance energy rewards program to fund future energy conservation and renewable energy projects; to authorize the Sustainability Coordinator, under the supervision of the Town Administrator, to expend money from such revolving fund; and to limit the total amount which may be expended from such fund up to and including $25,000 during the fiscal year beginning July 1, 2015.

The main motion under Article 19 passed by majority vote.

Article 20: Re-authorization of Revolving Funds (Town Administrator)

Finance Committee Recommendation**:** By seven separate votes on March 5, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 20.

Motion A (requires majority vote): Moved by Mr. Evans, seconded by Mr. Everett 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, 2015 for the purpose of operating a subsidized transportation program for senior citizens, pursuant to Chapter 44 §53E½ 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.

Motion A under Article 20 passed unanimously.

Motion B (requires majority vote): Moved by Mr. Evans seconded by Mr. Brown that the Town vote to authorize the Department of Public Works to expend up to and including $80,000 during the fiscal year beginning July 1, 2015 under the direction of the Department of Public Works and the Town Administrator in order to utilize revenue from the sale of surplus vehicles to fund the purchase of vehicles and equipment at auction pursuant to Chapter 44 §53E½ of the Massachusetts General Laws, from the revolving fund established by vote of the April 2005 Annual Town Meeting under Article 17.

Motion B under Article 20 passed by majority vote.

Motion C (requires majority vote): Moved by Mr. Evans, seconded by Mr. Brown that the Town vote, pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws, to authorize the Morse Institute Library Director, under the supervision of the Library Trustees, to expend up to

and including $85,000 for the fiscal year beginning July 1, 2015, in order to utilize revenues collected from fines for overdue materials, and from charges for lost or damaged materials, for the purpose of purchasing new books and other related materials, from the revolving fund established by vote of the 2006 Spring Annual Town Meeting under Article 19.

Motion C under Article 20 passed unanimously.

Motion D (requires majority vote): Moved by Mr. Evans, seconded by Mr. Brown that the Town vote, pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws, to authorize the Morse Institute Library Director, under the supervision of the Library Trustees, to expend up to and including $25,000 for the fiscal year beginning July 1, 2015, in order to utilize revenues collected from rental of facilities at the Morse Institute Library for the purpose of maintenance and repair of Library facilities and equipment and purchase of equipment for the Library, from the revolving fund established by vote of the 2006 Spring Annual Town Meeting under Article 20.

Motion D under Article 20 passed by majority vote.

Motion E (requires majority vote): Move that the Town vote, pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws, to authorize the Community Services Director, under the supervision of the Town Administrator, to expend up to and including $75,000 for the fiscal year beginning July 1, 2015, in order to utilize money received from building rental fees and donations for the purpose of funding maintenance of the Community-Senior Center and improvement projects for such building including salaries of part-time Building Monitors, from the revolving fund established by vote of the 2008 Spring Annual Town Meeting under Article 28.

Motion E under Article 20 passed majority vote.

Motion F (Requires majority vote): Moved by Mr. Evans, seconded by Mr. Everett that the Town vote, pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws, to authorize the Director of Public Health, under the supervision of the Board of Health, expend up to and including $40,000 during the fiscal year beginning July 1, 2015, in order to utilize money received from Medicare, Medicaid and health insurance reimbursements from the Board of Health's annual flu clinics for the purpose of providing subsidized funding for future flu clinics, children and adult immunization programs, pandemic and emergency preparedness, from the revolving fund established by vote of the 2011 Spring Annual Town Meeting under Article 20.

Motion F under Article 20 passed unanimously.

Motion G (requires majority vote): Moved by Mr. Evans, seconded by Mr. Brown that the Town vote, pursuant to Chapter 44, Section 53E½ of the Massachusetts General Laws, to authorize the Community Services Director and the Director of Human Services/Council on Aging, under the supervision of the Council on Aging, to expend up to and including $95,000 during the fiscal year beginning July 1, 2015, in order to utilize money received from participants in programs and activities for the purpose of funding said programs and activities at the Community-Senior Center, from the revolving fund established by vote of the 2012 Fall Annual Town Meeting under Article 15.

Motion G under Article 20 passed by majority vote.

Motion H (requires majority vote): Moved by Mr. Evans, seconded by Mr. Brown that the Town vote pursuant to Chapter 44, Section 53E1/2 of the Massachusetts General Laws, to authorize the Public Health Director, under the supervision of the Board of Health, to expend up to and including $25,000 during the fiscal year beginning July 1, 2015, in order to utilize money received through grants, retail tobacco dealer permit fees and fines for the purpose of funding tobacco control programs and enforcement, from the revolving fund established by vote of the 2104 Spring Annual Town Meeting under Article 33.

Motion H under Article 20 passed by majority vote.

Article 21: Capital Equipment (Town Administrator)

Finance Committee Recommendation**:** By a vote of 14-0-0 on February 24, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 21.

Article 21 - Capital Equipment - 2015 Spring Annual Town Meeting

MOTION A: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of $518,000 to be expended under the direction of the Natick Public Schools for the purpose of purchasing portable radios and building equipment, and a van for transporting students, Police Department for the purpose of replacing police cruisers, and electronic control devices, under the direction of the Fire Department for the purpose of replacing NFD Car #1 and Car#2, under the direction of the Public Works Department for the purpose of purchasing loader mounted snow plows and an infield groomer tractor, and under the direction of the Information Technology Department for the purpose of purchasing a LAN Core Router individually shown as items 1, 2, 3, 4, 5, 6, 11, 13, and 14 in Table A below, and that to meet this appropriation the sum of $518,000 be raised from the Capital Stabilization Fund.

TABLE A - MOTION A: Article 21 - Capital Equipment - 2015 Spring Annual Town Meeting

Item #	Department	Item	Funding Source		Amount
1	Public Schools	Purchase Portable Radios And Building Equipment	Capital Stab. Fund	$	162,000
2	Public Schools	Purchase Van For Transporting Academic Teams, Clubs, and Athletes	Capital Stab. Fund	$	65,000
3	Police Department	Cruiser Replacement	Capital Stab. Fund	$	80,000
4	Police Department	Replace Electronic Control Devices	Capital Stab. Fund	$	19,500
5	Fire Department	Replace NFD Car 2	Capital Stab. Fund	$	48,000
6	Fire Department	Replace NFD Car 1	Capital Stab. Fund	$	31,500
11	Public Works	Purchase 3 Loader Mounted One Way Snow Plows	Capital Stab. Fund	$	35,000
13	Public Works	Replace Infield Groomer Tractor	Capital Stab. Fund	$	27,000
14	Information Technology	Town LAN Core Router	Capital Stab. Fund	$	50,000

Appropriation under Article 21: MOTION A **$ 518,000**

Motion A under Article 21 passed by two-thirds vote.

MOTION B: (two-thirds vote required)

Move that the Town vote to appropriate the sum of $1,172,000 to be expended under the direction of the Public Works Department for purpose of replacing Truck S-31, purchasing one recycling side arm packer, to replace H-61 (Sidewalk Machine), to replace H-56 (Two Loader Mounted Snow Blowers), and to replace LF-9 (Bucket Truck), individually shown as items 7, 8, 9, 10, and 12, in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $1,172,000 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than $1,172,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program.

TABLE B, MOTION B: Article 21 - Capital Equipment - 2015 Spring Annual Town Meeting

Item #	Department	Item	Funding Source		Amount
7	Public Works	Replace S-31 (Trash Packer)	Tax Levy Borrowing	$	280,000
8	Public Works	Purchase One New Recycling Side Arm Packer	Tax Levy Borrowing	$	275,000
9	Public Works	Replace H-61 (Sidewalk Machine)	Tax Levy Borrowing	$	142,000
10	Public Works	Replace H-56 (Two Loader Mounted Snow Blowers)	Tax Levy Borrowing	$	275,000
12	Public Works	Replace LF-9 (Bucket Truck)	Tax Levy Borrowing	$	200,000

Appropriation under Article 21: MOTION B **$ 1,172,000**

Motion B under Article 21 passed by two-thirds vote.

MOTION C: (two-thirds vote required)

Move that the Town vote to appropriate the sum of $480,000 to be expended under the direction of the Public Works Department for purpose of installing varaiable frequency drives and controls, and replacing SCADA PLC/CPU Equipment, individually shown as items 16, and 17, in Table C below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $480,000 under Massachusetts General Laws Chapter 44, Section 8, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than $480,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program.

TABLE C, MOTION C: Article 21 - Capital Equipment - 2015 Spring Annual Town Meeting

Item #	Department	Item	Funding Source		Amount
16	Water & Sewer	VFD Installs and Controls	W/S Borrowing	$	195,000
17	Water & Sewer	Replace SCADA PLC/CPU Equipment	W/S Borrowing	$	285,000

Appropriation under Article 21: MOTION C **$ 480,000**

Motion C under Article 21 passed by two-thirds vote.

MOTION D: (majority vote required)

Move that the Town vote to appropriate the sum of $342,000 to be expended under the direction of the Department of Public Works for the purpose of replacing WS#6 Generator, W-27 Truck, and H & T Filter Piping Painting and Maintenance, individually shown as items 15, 18, and 19 in Table D below, and that to meet this appropriation the sum of $342,000 be raised from Water & Sewer Retained Earnings.

TABLE D, MOTION D: Article 21 - Capital Equipment - 2015 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
15	Water & Sewer	H & T Filter Piping Painting and Maintenance	W/S Retained Earning	$ 250,000
18	Water & Sewer	Replace WS#6 Generator	W/S Retained Earning	$ 47,000
19	Water & Sewer	Replace W-27 (1 Ton Work Truck)	W/S Retained Earning	$ 45,000
Appropriation under Article 21: MOTION D				**$ 342,000**

Motion D under Article 21 passed unanimously.

Article 22: Capital Improvement (Town Administrator)

MOTION A: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of $390,350 to be expended under the direction of the Department of Public Works for the purpose of replacing trees, under the direction of the Community Services Department for historical monument restoration, and under the direction of the Facilities Management Department to replace plumbing at the Johnson School, partial roof replacement at 75 West Street, town hall carpet replacement, to replace the concrete entry and approach at the Wilson School, to replace the library carpet at the Bennett Hemenway School, to repair the roof at the Wilson School, individually shown as items 3, 4, 5, 6, 7, 8, 9, and 10 in the Table A below, and that to meet this appropriation the sum of $390,350 be raised from the Capital Stabilization Fund.

TABLE A, MOTION A: Article 22 - Capital Improvement - 2015 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
3	Public Works	Tree Replacement	Capital Stab. Fund	$ 35,000
4	Community Services	Historical Monument Restoration	Capital Stab. Fund	$ 15,000
5	Facilities	Replace Rotted Plumbing at the Johnson School	Capital Stab. Fund	$ 175,000
6	Facilities	Partial Roof Replacement - 75 West Street	Capital Stab. Fund	$ 85,000
7	Facilities	Town Hall Carpet Replacement	Capital Stab. Fund	$ 30,000
8	Facilities	Wilson Concrete Entry and Approach	Capital Stab. Fund	$ 20,350
9	Facilities	Bennett Hemenway Library Carpet Replacement	Capital Stab. Fund	$ 20,000
10	Facilities	Wilson Roof Repair	Capital Stab. Fund	$ 10,000
Appropriation under Article 22: MOTION A				**$ 390,350**

Motion A under Article 22 passed by a two-thirds vote.

MOTION B: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of $1,597,800 to be expended under the direction of the Natick Public Schools for the purpose of installing portable classrooms, and under the direction of the Department of Public Works for the purpose of Willow Street drainage improvements, individually shown as items 1, and 2 in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $1,597,800 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than $1,597,800 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program.

TABLE B, MOTION B: Article 22 - Capital Improvement - 2015 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Natick Public Schools	Purchase & Install Portable Classrooms	Tax Levy Borrowing	$ 1,097,800
2	Public Works	Willow Street Drainage	Tax Levy Borrowing	$ 500,000
Appropriation under Article 22: MOTION B				**$ 1,597,800**

Moved by Ms. Collins, seconded by Mr. Hughes to amend the main motion to delete the first instance of the word "purpose" in the second line and insert the words "purposes of purchasing and". The amendment passed unanimously. Motion B under Article 22 as amended passed by two-thirds vote.

MOTION C: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of $28,000 to be expended under the direction of the Community Services Department for the purpose of purchasing a greens aerator, individually shown as item 11 in Table C below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $28,000 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than $28,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program.

TABLE C, MOTION C: Article 22 - Capital Improvement - 2015 Spring Annual Town Meeting

11	Golf Course Enterprise	Greens Aerator	Golf Ent. Borrowing	$	28,000
Appropriation under Article 22: MOTION C				**$**	**28,000**

Motion C under Article 22 passed by two-thirds vote

MOTION D: (majority vote required)

Move that the Town vote to appropriate the sum of $16,000 to be expended under the direction of the Community Services Department for the purpose of the construction of an instruction facility, and repair of the landfill access road, individually shown as items 12, and 13 in Table D below, and that to meet this appropriation the sum of $16,000 be raised from Golf Course Retained Earnings.

TABLE D, MOTION D: Article 22 - Capital Improvement - 2015 Spring Annual Town Meeting

Item #	Department	Item	Funding Source		Amount
12	Golf Course Enterprise	Construction of Instruction Facility	G/C Retained Earnings	$	10,000
13	Golf Course Enterprise	Repair of the landfill Access Road	G/C Retained Earnings	$	6,000
Appropriation under Article 22: MOTION D				**$**	**16,000**

Motion D under Article 22 passed by majority vote.

Article 23: Street Acceptance: Cider Mill Lane (Town Administrator)

Finance Committee Recommendation**:** By a vote of 10-0-0 on March 5, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 23.

Motion (requires two-thirds vote): Moved by Mr. Evans, seconded by Mr. Brown that the Town vote to accept Cider Mill Lane as a public way, and any appurtenant easements thereto, as laid out by the Board of Selectmen and as shown on a plan or plans, a copy of which is on file in the office of the Town Clerk; to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise, easements in any land necessary for laying out and acceptance of said portion of Cider Mill Lane, and any appurtenant drainage, utility or other easements related to said portion of Cider Mill Lane, and/or to accept grants thereof; and, further, to authorize the Board of Selectmen and other applicable Town of Natick boards and personnel to take all related

actions necessary or appropriate to accomplish the purposes of this Article.

The main motion under Article 23 passed by two-thirds vote.

Article 24: Amend By-Law Article 3: Enable Electronic Voting by Town Meeting (Electronic Voting Study Committee)

Motion (requires majority vote): Moved by Mr. Evans, seconded by Mr. Everett that the Town vote to amend Article 3, Section 4 "Voting", of the Town of Natick By-Laws, by modifying the first sentence to read: "Voting by Town Meeting Members shall:

a. Utilize electronic voting technology, where available; or, if electronic voting technology is not available,

b. Be by a show of hands or other means as authorized by the Moderator and approved by a two-thirds (2/3) vote of the Town Meeting Members present and voting; or

c. be hereinafter provided."

Moved by Mr. Schoenig, seconded by Ms. Adelman Foster to amend the main motion by adding the words "and deemed acceptable by the Moderator" in section a after the words "where available" and add the words "or deemed acceptable by the Moderator" at the end of the sentence. The amendment to the main motion passed by majority vote.

Moved by Mr. Connolly, seconded by Ms. Foss to amend the first sentence of Article 3, Section 4 by adding the words "utilize electronic voting technology, where available, otherwise, voting shall be" after the word "shall". The amendment failed.

Moved by Mr. Munnich, seconded by Mr. Linehan to insert ";" between "hands" and "or" to insert "c." after "be by a show of hands or" and renumber "c." as "d." The amendment passed by majority vote. The amended main motion under Article 24 passed by majority vote.

Article 25: Appropriate Funds to Acquire Electronic Voting Technology for Town Meeting (Electronic Voting Study Committee)

Finance Committee Recommendation**:** By a vote of 9-0-0 on March 12, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 25.

Motion (requires majority vote): Moved by Mr. Evans, seconded by Mr. Everett that the Town appropriate from Free Cash the sum of $15,000, to be expended under the direction of the Board of Selectmen for the

purpose of acquiring by purchase, lease, or otherwise, electronic voting technology and/or services for use at Town Meeting.

Moved by Mr. Coburn, seconded by Mr. Mangan to insert after the word "Selectmen" the following text ", in consultation with the Information Systems Advisory Board, ". The amendment passed by majority vote.

The amended main motion under Article 25 passed by majority vote: 74 yes, 43 no**.**

Article 26: Extend the Term of the Electronic Voting Study Committee (Electronic Voting Study Committee)

Finance Committee Recommendation**:** By a vote of 9-0-0 on March 12, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 26.

Motion (requires majority vote): Finance Committee Recommendation Moved by Mr. Evans seconded by Mr. Everett that Town Meeting vote to extend the term of the Electronic Voting Study Committee term through the 2016 Spring Annual Town Meeting.

The main motion under Article 26 passed by majority vote.

Article 27: Amend Zoning By-Laws: Consolidate Special Permit Granting Authority (Planning Board)

Finance Committee Recommendation**:** By a vote of 14-0-0 on March 26, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 27.

Motion (requires two-thirds vote): Moved by Mr. Evans, seconded by Mr. Brown that the Zoning Bylaws be amended as follows:
In section III-A.3 FLOOD PLAIN DISTRICT: amend III-A. 3. (c) 3., to read:

"3. The following is a permissible exception to Paragraphs 1 and 2: In any Flood Plain District after the adoption of this provision, the Special Permit Granting Authority ~~Board of Appeals~~ may issue a permit for any use permitted outside a Flood Plain District based on the following conditions:

a. That any such use of such land will not interfere with the general purposes for which Flood Plain Districts have been established.

b. That any such use of such land will not be detrimental to the public health, safety, or welfare.

c. The Special Permit Granting Authority will refer the question to the Planning Board (unless it is functioning as the SPGA with respect to such request), the Board of Selectmen, the Board of Health, the Conservation Commission and the Department of Public Works for recommendations. It will consider those recommendations returned within 22 days by the above Boards."

~~The Board of Appeals will refer the question to the Planning Board, the Board of Health, the Board of Public Works, the Board of Selectmen and the Town Conservation Commission for recommendations. It will consider those recommendations returned within 14 days by the above Boards.~~

In section III-A.5 AQUIFER PROTECTION DISTRICT (APD): amend III-A. 5. 5., to read:

"5. PROHIBITED USES

a) 1) In the APD District, the Board of Appeals shall not grant a variance to: (i) allow any use which is prohibited by this Section III.A.5(b) or (ii) to allow any use not permitted as a matter of right or not allowed upon the issuance of a special permit, in the underlying zoning district.

2) The Special Permit Granting Authority may grant special permits to allow such change in use, subject to the provisions set forth in Section 7 of this By-law (Special Procedures etc.)."

~~a) In the APD District, the Board of Appeals shall not grant a variance to: (i) allow any use which is prohibited by this Section III.A.5(b) or (ii) to allow any use not permitted as a matter of right or not allowed upon the issuance of a special permit, in the underlying zoning district, except that the Board of Appeals may grant variances or special permits to allow such change in use, subject to the provisions set forth in Section 7 of this By-law (Special Procedures etc.).~~

In section III-C HIGHWAY MIXED USE - (HM-II) DISTRICT USE REGULATIONS, amend III-C 1., to read:

"1. PERMITTED AND ALLOWED USES:

a) Small Parcels- On lots located within an HM-II District, containing two hundred thousand (200,000) square feet of land or less, all uses permitted as of right and all uses allowable on such lots on the issuance of a Special Permit by the ~~Board of Appeals acting as a~~ Special Permit Granting

Authority which were permitted or allowable in the zoning district within which said lots were located immediately prior to rezoning to an HM-II District shall respectively continue to be permitted or allowable uses.

b) Large Parcels- On lots located within an HM-II District, containing over two hundred thousand (200,000) square feet of land, the following uses as set forth in Section III-A.2 (USE REGULATIONS SCHEDULE) shall be permitted as a matter of right: Use Nos. 1, 3, 5, 9 and 46C." ~~(Amended – Art. 30, Fall ATM, 10/8/98)~~

In section III-D USE REGULATIONS FOR LC DISTRICTS, amend III-D 2. to read:

"2. USES ALLOWED ON SPECIAL PERMIT ONLY. The following uses may be allowed by the ~~Board of Appeals acting as a~~ Special Permit Granting Authority in accordance with Section VI - E - 2:"

In section III-E DOWNTOWN MIXED USE DISTRICT DM: amend III-E 2.b., to read:

"b. USES ALLOWED ON SPECIAL PERMIT ONLY:

The following uses may be allowed by the ~~Board of Appeals acting as a~~ Special Permit Granting Authority in accordance with the provisions of Chapter 40A of the General Laws and in accordance with Section VI-DD of this By-law.

1. Multi-family dwellings, provided the Special Permit Granting Authority ~~Zoning Board of Appeals~~ specifically determines that adequate provision has been made for off-street parking."

In section III-G HIGHWAY PLANNED USE (HPU) DISTRICTS: amend III-G 2. A., to read:

"A. PERMITTED AND ALLOWED USES:

On lots located within an HPU District, all uses permitted as of right and-or all uses allowable on such lots upon the issuance of a Special Permit from the Special Permit Granting Authority ~~Board of Appeals~~, which were permitted or allowable in the zoning district within which said lots were located immediately prior to their being rezoned into an HPU District shall continue to be permitted or allowable uses, respectively, unless the owner or owners elect to develop their property under an Overall Site Plan as provided for in Section 2.B following hereafter, and such Site

Plan is finally approved. Use No. 46C shall be permitted as a matter of right and Use No. 46A shall be allowed upon the issuance of a special permit by the Planning Board."

In section IV-A. GENERAL REQUIREMENTS: amend IV-A. 4., to read:

"4. A lot or parcel of land containing two or more dwellings existing prior to August 10, 1960 ~~at the time of adoption of this bylaw~~ which can not be divided in conformity with these requirements may, under a Special Permit by the Planning Board ~~Board of Appeals~~, be divided in a manner complying as closely as possible with these requirements."

In section V-D OFF-STREET PARKING AND LOADING REQUIREMENTS, amend V-D 6. to read:

"6. Location of Required Parking Spaces
Required parking spaces shall normally be located o n the same lot as the building or use, which they serve. However, the Special Permit Granting Authority may grant a special permit to allow use of parking facilities not on the same lot provided that the Special Permit Granting Authority determines that proper provision is made to insure pedestrian and traffic safety and that the intent and purpose of this section of the bylaw are attained.

Except as hereinafter provided, no land in a Residential District shall be used for off-street parking accessory to or to service a structure or use in a Commercial, Industrial, Highway Planned Use, or a Highway Mixed Use District. "

In section V-D OFF-STREET PARKING AND LOADING REQUIREMENTS, amend V-D 10. to read:

"10. Entrance and Exit Driveways

a) Driveways in Residential Multiple, Downtown Mixed Use, Commercial II, Industrial I, Industrial II, Highway Planned Use, Highway Mixed Use I, Highway Mixed Use II, Highway Mixed Use III, and PCD Districts or serving uses allowed in these districts, shall not be more than forty-five (45) feet wide at the right-of -way line and fifty-five (55) feet wide at the curb line unless otherwise specified by the Natick Department of Public Works or the Massachusetts Department of Public Works. Each parcel within these districts, or occupied by such use, will be entitled to two (2) driveways where the property has two hundred (200) feet of frontage or less. Additional driveways may be allowed by special permit by the Special Permit Granting Authority

~~Board of Appeals~~ for lots with greater than two hundred (200) feet of frontage."

In section V-D OFF-STREET PARKING AND LOADING REQUIREMENTS, amend V-D 15. to read:

"15. Buffer Areas

a) General. Any off-street parking or storage area serving other than one (1) and two (2) family dwellings which abuts residentially zoned land shall be separated from such adjoining land by a ten (10) foot buffer area which shall be suitably landscaped and maintained with natural and living materials so as to form an effective year round visual screen at least six (6) feet in height to insulate the residentially zoned land from the off-street parking area. Trees planted in this buffer area shall be at least six (6) feet in height and not less than two (2) inches in diameter immediately after planting. The Special Permit Granting Authority ~~Board of Appeals~~ may by special permit allow the use of a fence, wall or other non-living structure to achieve the purpose of this buffer provided that it is determined to be a more effective and suitable buffer than could be provided with living materials. As a minimum all off-street parking and loading areas except those serving one and two family dwellings shall be separated from adjacent properties by a four (4) foot buffer strip planted with grass or similar natural ground cover. However, where adjacent parcels agree to share a common parking area with a common entrance and exit the minimum four (4) foot buffer may be eliminated on all common property lines." ~~(Art. 6, S.T.M. #2, 10/10/00)~~

In section V-D OFF-STREET PARKING AND LOADING REQUIREMENTS, amend V-D 19. b) 4) to read:
"4) such other information as the Building Inspector or Special Permit Granting Authority may reasonably require."
~~4) such other information as the Building Inspector of Board of Appeals may reasonably require.~~

In section V-D OFF-STREET PARKING AND LOADING REQUIREMENTS, amend V-D 19. d) to read:

"d) Waivers – Except for the provisions of sections 3. r) through t) and section 5., the Special Permit Granting Authority may waive strict compliance by not more than ten percent (10%) with the requirements of Section V-D. pursuant to a special permit and site plan, provided that the Special Permit Granting Authority determines findings
~~d) Exceptions - The Board of Appeals may make exceptions to the provisions of this Section either upon appeal or upon written request of the owner, the owner's authorized representative, or with the written consent of the owner of a parcel of land in any case where, after a public~~

~~hearing thereon, it shall find~~ that literal enforcement would cause a substantial hardship or that literal compliance is impractical because of the size, width, depth, shape or the use to which it is to be put, or because a lesser area would, except in unusual circumstances, accommodate the motor vehicles of all persons at any time using the building or less stringent requirements would carry out the other purposes of this Section of because of factors peculiar to the lot or building involved not generally affecting the zoning district in which it is located."

In section V-H SIGNS AND ADVERTISING DEVICES, amend V-H C. 1.(b) to read:

"(b) No sign shall be illuminated more than thirty (30) minutes after closing, or before 8:00 A.M. on any day except for signs of business which are legally carrying on business before 8:00 A.M. which may be illuminate while said businesses are actually open to receive the public.

Signs identifying police or fire stations and residences of medical doctors, hospitals, nursing homes, and other such signs as the Special Permit Granting Authority ~~Board of Appeals~~ may authorize, may be illuminated at other hours if there is a finding that the nature and use of the premises is such that illumination should be permitted in the public interest."

In section V-H SIGNS AND ADVERTISING DEVICES, amend V-H D. 3. (c) 1. to read:

"1. Arcade or Courtyard signs:

As used herein, the term "Arcade" and "Courtyard" mean pedestrian areas not enclosed within a building in which vehicle traffic does not enter and bordered on at least two sides by buildings: such areas being set back at least 300 feet from the street along which frontage is measured. The Special Permit Granting Authority ~~Board of Appeals~~ may allow a reasonable number of project directories, directional signs and signs each not to exceed fifty (50) square feet in area in a courtyard or arcade; in keeping with the architectural, geographic or theme image of a project. Such signs may project from a building into the arcade or courtyard, be suspended from or form free-standing architectural or structural elements of a project; as well as being affixed to walls of a building or structural element within the arcade or courtyard area; all in keeping with the style and character of a project. Business identification signs shall be limited to the trading name and/or established logotype of a business and shall not include brand name slogans or advertising verbiage, unless such are also the trading name."

In section V-H SIGNS AND ADVERTISING DEVICES, amend V-H E. 3. to read:

"3. Appeal and Review - Any person aggrieved by the issue or refusal of a permit or approval by the Building or Electrical Inspector or by a delay of more than two weeks (except for apartment houses as Defined in Chapter 2, Section 2.1 of the Building Code and Section I-D of the Zoning By-Law) in rendering a decision upon an application may appeal to the Special Permit Granting Authority ~~Board of Appeals~~ within fifteen days after the date of publication of notice of the granting of such permit, of receipt of notice of such refusal, or of the end of said two-week period, by filing a written notice of appeal with the Town Clerk and Community Development office. ~~on a form approved by the Board of Appeals.~~

The Building Inspector may in writing request the Special Permit Granting Authority ~~Board of Appeals~~ for a ruling in any case wherein he is in doubt as to the true intent or application of any part of this section and upon receipt of such request the Special Permit Granting Authority shall promptly determine the true intent and application of any provisions of this section in question.

On receipt of a notice of appeal the Town Clerk shall notify the Special Permit Granting Authority ~~Board of Appeals~~ who, after due notice to the parties concerned, shall hold a hearing and shall either affirm, annul or modify the action of the Building Inspector appealed from.

Every decision of the Special Permit Granting Authority ~~Board of Appeals~~ hereinunder shall be in writing and shall be signed by four of its five members, and shall be filed in the office of the Town Clerk and in the Community Development office ~~office of the Planning Board~~ and shall be public records and notice thereof shall be given by the Special Permit Granting Authority ~~Board of Appeals~~ to the applicant. A copy of each decision of the Special Permit Granting Authority ~~Board of Appeals~~ shall be furnished to the Building Inspector. If the Special Permit Granting Authority ~~Board~~ modifies or annuls any action of the Building Inspector, he shall issue a new permit or ruling in conformity with the decision of the Board without delay."

In section V-H SIGNS AND ADVERTISING DEVICES, amend V-H E. 4. to read:

"4. Special Permits - The Special Permit Granting Authority ~~Board of Appeals~~ may grant a special permit for a sign not complying with the provisions of this By-Law, if it determines pursuant to a public hearing that the particular sign will be in harmony with the general purpose and intent of this section will not be injurious to the neighborhood in which

such sign or signs are to be located nor to traffic and safety conditions therein, nor otherwise detrimental to the public safety and welfare.

In granting such permission the Special Permit Granting Authority ~~Board~~ shall specify the size, type, and location of the sign and impose such other terms, restrictions, and conditions as it may deem to be in the public interest."

Moved by Mr. Sidney seconded by Mr. Freedman to amend the main motion by removing highlighting and crossed out text. *The amendment passed unanimously.* The amended main motion under Article 27 passed by two-thirds vote.

Article 28: Amend Zoning By-Laws: Ancillary Outlet (Planning Board)

Finance Committee Recommendation: By a vote of 14-0-0 on March 26, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 28.

Motion A (requires two-thirds vote): Moved by Mr. Evans, seconded by Mr. Brown that the Zoning Bylaws be amended as follows:

by amending Use 39 within Section III-a.2. (Use Regulation Schedule); by adding a new use 39A "Ancillary Outlet,"; and Section 200 - DEFINITIONS as follows:

In Section 200 – DEFINITIONS insert:

"Ancillary Outlet" : An enclosed area, the principle purpose of which is to sell or serve food and / or goods which are prepared or made on the site. An Ancillary Outlet shall occupy no more than 10% of the area of the story in which it is located or 500 square feet, whichever is less. The Ancillary Outlet shall be operated in such a manner that noise, smoke, dust, odor, vibration, or similar objectionable features are confined to the premises.

"Ancillary Outlet Setback: The shortest distance from a residential zone to an Ancillary Outlet inclusive of its outside parking and vehicular access."

In Section III-A.2 Use Regulations Schedule:
Insert: "or commercial food production," in Use 39 so that Use table 39 reads as:

In Section III-A.2 Use Regulations Schedule:

Insert: "or commercial food production," in Use 39 so that Use table 39 reads as:

In Section III-A.2 Use Regulations Schedule:
Insert: "or commercial food production," in Use 39 so that Use table 39 reads as:

BUSINESS USES	RG	RM	RS	PCD	SH	AP	DM	CII	INI	INII	H
Light manufacturing uses (including renewable or alternative energy light manufacturing uses) when the processes involved entail only fabrication, assembly, finishing work, packaging, *or commercial food production,* conducted in such a manner that noise, smoke, dust, odor, vibration, or similar objectionable features are confined to the premises	O	O	O	O	O	O	(*)	O	P	P	O

Insert new use 39A to appear on the Use Table as follows:

	Business	RG	RM	RS	PCD	SH	AP	DM	CII	INI	INII	H

	Uses											
39A	Ancillary Outlet*	O	O	O	O	O	O	(*)	O	A	O	O

Insert a new footnote to the use table as follows:

"*Use 39A. Ancillary Outlet shall not be permitted in any Industrial Zones covered by or underlying the Regional Center Overlay District or HOOP Overlay Districts. The Ancillary Outlet Setback from a residential zone to an Ancillary Outlet inclusive of its outside parking and vehicular access is 85 feet."

Motion A under Motion 28 passed unanimously.

Motion B (requires two-thirds vote): Moved by Mr. Evans, seconded by Mr. Brown that the Zoning Bylaws be amended as follows with the condition of eliminating the highlighting and deleting the text which is crossed out:

by amending Paragraph 2 (Applicability and SPGA Designation) of Section VI-DD (Site Plan Review,) as follows:

In section VI-DD SITE PLAN REVIEW, amend VI-DD 2. to read:

"2. Applicability and SPGA Designation

b) All uses, other than Uses No. 46, 47, 48, and 54 which are permitted or allowed under the Use Regulation Schedule in the Commercial II (C-II), Industrial I (IN-I), and Industrial II (IN-II) zoning districts, shall be subject to the Site Plan Review procedure described herein with the following SPGA designations:

2.) The Planning Board shall act as the SPGA for all such review procedures involving more than 150,000 square feet of new or rehab construction floor space, or the development of a parcel of land having such area limitation, *or when a combination of uses, as described in the Use Regulation Schedule, is sought.*

c) Notwithstanding the foregoing, in the Commercial II, Industrial I, and Industrial II districts, the Site Plan Review procedures described herein shall not be required with respect to altercation or rehab construction unless:

1.) There is a change from one use designation to another use designation described in the Use Regulation Schedule, *or when an additional use designation, as described in the Use Regulation Schedule, is sought,* or

2.) The proposed alteration of a structure in existence prior to *August 10, 1960* ~~the~~

~~effective date of this by-law section~~ will increase the floor area of a building on the premises by more than five (5%) percent."

Motion B under Article 28 passed unanimously.

Article 29: Amend Zoning By-Laws: Uses and Dimensions of Parks and Open Space (Planning Board)

Finance Committee Recommendation: By a vote of 14-0-0 on March 26, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 29.

Motion (requires two-thirds vote): Moved by Mr. Evans, seconded by Mr. Brown that the Zoning Bylaws be amended as follows with the administrative changes of removing highlighting and deleting the text which has been crossed out:

In Section 200 – DEFINITIONS: **Open Space Public Benefit Amenity**, insert: "including the area for trails and ways for pedestrians and non-motorized vehicles." so that the section reads as:
"Open Space Public Benefit Amenity: A public benefit amenity in the form of a park or excess pervious landscaping, available for passive or active recreation, or leisure use, by the public including the area for trails and ways for pedestrians and non-motorized vehicles."

In Section 328.21 Parks: insert; "largely" and insert: "A park exceeding 15,000 contiguous square feet in area may have a smaller minimum width if the Planning Board finds that such linear park can accommodate a way for public access by pedestrians or non-motorized vehicles." so that the section reads as:
"328.21 Parks: To be eligible as a public benefit amenity, a park must meet all of the following standards:

- be at least 2,500 square feet in area;
- have a minimum width of 50 feet;
- be largely buffered and/or screened from nearby roads, parking areas and other vehicular circulation facilities; and
- not be located within the landscape buffer strip required under Section 327.6

A park exceeding 15,000 contiguous square feet in area may have a smaller minimum width if the Planning Board finds that such linear park can accommodate a way for public access by pedestrians or non-motorized vehicles. "

In section VI-DD SITE PLAN REVIEW: VI-DD 2. e.: insert: "parks, trails," so that the section reads as:

e) Where Site Plan Review is not otherwise required by the provisions of Section VI DD, in all zoning districts referred to

in this Section VI-DD - 2 the construction of parks, trails, roads, driveways and parking areas shall be subject to the Site Plan Review procedure described herein to be administered by the Planning Board as the SPGA. This section VI-DD 2 (e) shall not remove the exclusions created by Section VI-DD 2 (c)."

The main motion under Article 29 passed by two-thirds vote.

Article 30: Moratorium on Development of Multi-Family Dwellings (Mary A. Brown, et al)

Finance Committee Recommendation: The Finance Committee does not have a recommendation with regard to the subject of Article 30.

Motion (requires a two-thirds vote): Moved by Ms. Coughlin, seconded by Mr. Snow, that the Town vote to amend the Zoning Bylaws of the Town of Natick by adopting a "Development Moratorium" of (2) years on the development and erection of multi-family residential dwellings within the Town of Natick. Multi-family residential dwellings shall be as defined in the Town of Natick Zoning By-laws, i.e. included but not limited to apartment buildings, garden-type apartment houses, boarding houses/tourist homes/lodging houses, central type apartment houses, multi-family dwellings, boarding houses, lodging houses, row houses, town houses and tenement houses. Specifically excepted from this moratorium are duplexes and two-family houses. Said development moratorium shall extend to all use districts within the Town of Natick as enumerated and defined in the Town of Natick Zoning By-laws, wherever said use districts shall be located within the town.

Section 150 - Interim Controls – Development Moratorium

Purpose

The purpose of the Development Moratorium is to provide a temporary period of prohibition on the development of multi-family residential dwellings while the Town:

1. assesses the impact of future multi-family developments on the Town's resources, i.e. transportation, water, water supply, drainage, sewerage, schools, parks, open space; and

2. assesses the current zoning by-laws while considering any changes that might be needed to regulate future development to minimize any negative impacts; and

3. proposes any Zoning By-Law changes deemed necessary to effectively plan for and facilitate the adequate provision of transportation, water, water supply, drainage, sewerage, schools, parks, open space and other public resources; and

4. updates the 1960 town wide Master Plan, or develops an entirely new Master Plan, which includes reviewing development growth, density populations and intensity of use regulations; and

5. updates the 1973 Zoning Map.

Development Restrictions

For the period established under Section 150, no development permit shall issue for any Structure defined as a Multi-family residential dwelling as defined in the Town of Natick Zoning By-laws, i.e. included but not limited to apartment buildings, garden-type apartment houses, boarding houses/tourist homes/lodging houses, central type apartment houses, multi-family dwellings, boarding houses, lodging houses, row houses, town houses and tenement houses, but not two family houses or duplexes, nor shall any building permit be issued for the construction of Multi-family residential dwellings as defined in the Town of Natick Zoning By-laws, i.e. included but not limited to apartment buildings, garden-type apartment houses, boarding houses/tourist homes/lodging houses, central type apartment houses, multi-family dwellings, boarding houses, lodging houses, row houses, town houses and tenement houses, but not two family houses or duplexes.

Time limitation

The provisions of this Section shall expire on May 31, 2017.

Moved Mr. Munnich, seconded by Mr. Lista to amend the main motion by inserting the following “, Section III.I Assisted Living Residences, Section III.J, Historic Preservation,” after the words “Specifically exempted from this moratorium are”. The amendment failed: 54 yes and 62 no. The main motion under Article 30 failed: 51 yes and 64 no.

Article 31: Moratorium on Changes to Use Districts and Use Regulations (John Ciccariello et al)
Finance Committee Recommendation**:** *The Finance Committee does not have a recommendation with regard to the subject of Article 31.*

Motion (requires a two-thirds vote): Moved by Mr. Ostroff seconded by Mr. Jennett to refer the subject matter of Article 31 to the Planning Board.

Moved by Ms. Coughlin, seconded by Mr. Lista that the Town enact up to a two year moratorium relative to the Zoning By-Laws of the Town of Natick, Section II Use Districts and IIIA Use Regulations to allow the Town to complete and finalize any Zoning By Law changes being proposed by a previously appointed Committee, finalize and complete a town wide Master Plan which includes reviewing development growth, density populations and intensity of use regulations., update the Town's 1960 Zoning map, review what impact any changes to theses sections will have on future development growth, density populations and intensity use and unanticipated growth in school enrollment. Specifically said moratorium shall prohibit any changes from one district to another district as defined in Section II Use districts, Section II-A Types of Districts and any changes from one use to another use as defined in Section III-A Use Regulations, III-A.1 Permitted Use Districts (Zones as set out in Section II-A & B) subparagraph a & b and the Use Regulation Schedule. The moratorium shall be enforced by the Building Commissioner or his/her designee.

Moved by Mr. Sidney seconded by Mr. Gath to waive the reading of the motion. The motion to waive the reading of the motion passed by majority vote.

Moved by Mr. Griesmer, seconded by Mr. Munnich to amend the main motion to delete the words "any changes from one use to another use as defined in Section III-A Use Regulations, III-A1. The amendment failed.

The motion to refer the subject matter on Article 31 to the Planning Board failed. The main motion under Article 31 failed. No action was taken on this Article.

Article 32: 22 Pleasant Street Rezoning Classification Study Committee: Hear Report and Recommendations (22 Pleasant Street Rezoning Classification Study Committee)

Finance Committee Recommendation**:** By a vote of 13-0-0 on March 24, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 32.

Motion (requires majority vote): Moved by Mr. Evans, seconded by Mr. Everett that the Town vote to receive the report of the 22 Pleasant Street Rezoning Classification Study Committee.

The main motion under Article 32 passed unanimously. Mr. Griesmer, Chair of the 22 Pleasant St. Rezoning Classification Study Committee made the report.

Article 33: Amend Zoning By-Law to Create Assisted Living Option Overlay District (22 Pleasant Street Rezoning Classification Study Committee)

Finance Committee Recommendation**:** The Finance Committee had no recommendation in regard to the subject of Article 33.

Motion (requires majority vote): Moved by Mr. Sidney, seconded by Mr. Griesmer to refer the subject matter of Article 33 to the Planning Board.

The motion to refer the subject matter of Article 33 passed unanimously.

Article 34: Acquisition of Easement Over 22 Pleasant Street (Board of Selectmen)

Finance Committee Recommendation**:** By a vote of 13-0-0 on March 24, 2015, the Finance Committee recommends Referral to the Sponsor with regard to the subject of Article 34.

Motion (requires majority vote): Moved by Mr. Hughes, seconded by Mr. Freedman to refer the subject matter of Article 34 to the Board of Selectmen.

The main motion under Article 34 passed unanimously.

Article 35: Acquire Property Located at 22 Pleasant Street for Open, Park and Recreation Purposes (John Ciccariello et al)

Finance Committee Recommendation: By a vote of 12-0-1 on March 24, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 35.

Motion (requires majority vote): Moved by Mr. Evans, seconded by Mr. Everett that the Town vote to authorize the Board of Selectmen to negotiate with the Owner of the 22 Pleasant Street Property to purchase and acquire the property for use as open park and recreation purposes. Said property is to be acquired free and cleaned of all contamination.

Moved by Mr. Hayes, seconded by Mr. Freedman to amend the main motion by deleting it and replacing it with the following: move to authorize the Board of Selectmen to negotiate with the Owner of the 22 Pleasant Street Property to purchase and acquire the property for use as open park and recreation purposes. Said property is to be acquired free and cleaned of all contamination for its intended use and purpose.
Said land as further described as follows:
Beginning at a point on the east side of Pleasant Street at the southwest corner of land n/f Town of Natick; thence,

Easterly along lot line 328.35 feet+/- to a point; thence,
Easterly along the lot line 625 feet +/- to a point in the center of the Charles River; thence,
Southerly along the center of the Charles River 238 feet +/- to a point; thence,
Westerly along the lot line of land n/f Magdi Yousef 264 feet +/- to a point; thence,
Northerly along a lot line 52.38 feet +/- to a point; thence,
Westerly along a lot line 151.32 feet +/- to a point at the northeast corner of land n/f Barbara & William Campbell; thence,
Westerly along a lot line 148.50 feet +/- to a point at the northeast corner of land n/f Barbara & Rexford Kidd; thence,
Westerly along a lot line 377.16 feet +/- to a point on the east side of Pleasant Street; thence,
Northerly along the east side of Pleasant Street 116.10 feet +/- to the beginning.

Moved by Mr. Hughes, seconded by Mr. Munnich to add the following text at the end of the amended main motion "Shown as Parcel 44 on Assessors Map 64. The amendment passed unanimously.

Moved by Mr. Sidney seconded by Mr. Awkward to amend the amended main motion to strike the sentence "Said property is to be acquired free and cleaned of all contamination for its intended use and purpose". This amendment failed.

Moved by Mr. Nottonson, seconded by Mr. Glater to amend the first paragraph by deleting the words "for its intended use and purpose". The amendment failed.

The motion to move the question and close debate passed by two-thirds vote. The amendment as proposed by Mr. Hayes passed by majority vote. The amended main motion passed by majority vote.

Article 36: Sawin House Study Committee: Hear Report and Extend Term (Sawin House Study Committee)

Finance Committee Recommendation: By a vote of 9-0-0 on March 12, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 36.

Motion (requires majority vote): Moved by Mr. Evans, seconded by Mr. Everett to extend the term of the Sawin House Study Committee created under Article 15 of the 2014 Fall Annual Town Meeting through the 2015 Fall Annual Town Meeting.

The main motion under Article 36 passed unanimously.

Article 37: Conservation Commission Fund Study Committee: Hear Report, Extend Term and Appropriate Funds (Conservation Commission Fund Study Committee)

Finance Committee Recommendation: By a vote of 9-0-0 on March 12, 2015, the Finance Committee recommends Favorable Action with regard to the subject of Article 37.

Motion (requires majority vote): Moved by Mr. Evans, seconded by Mr. Everett to extend the term of the Conservation Commission Fund Study Committee created under Article 20 of the 2014 Fall Annual Town Meeting through the 2015 Fall Annual Town Meeting.

The main motion under Article 37 passed unanimously.

WARRANT
FALL ANNUAL TOWN MEETING
OCTOBER 20, 2015

THE COMMONWEATH OF THE MASSACHUSETTS

Middlesex, ss

To Any Constable of the Town of Natick in said County:
Greeting:

In the name of the Commonwealth of Massachusetts you are required to notify the qualified Town Meeting Members of the said Town of Natick to meet in the Natick High School, Natick on **Tuesday Evening October 20, 2015 at 7:30 PM**, then and there to act on the following Articles:

Article 1	Rescind Authorized, Unissued Debt
Article 2	Fiscal 2016 Omnibus Budget
Article 3	Stabilization Fund
Article 4	Operational/Rainy Day Stabilization Fund
Article 5	Capital Stabilization Fund
Article 6	Inflow & Infiltration Stabilization Fund
Article 7	One-to-One Technology Stabilization Fund
Article 8	Other Post-Employment Benefits (OPEB) Fund
Article 9	Capital Equipment
Article 10	Capital Improvement
Article 11	Collective Bargaining
Article 12	Establish Charter and By-Law Review Committee
Article 13	Reduce Property Tax Deferral Program Interest Rate
Article 14	Increase Gross Receipts for Eligibility for Property Tax Deferral Program
Article 15	Amend By-Law Article 50 Section 16 (Animal Control)
Article 16	Personnel Board Classification and Pay Plan
Article 17	Elected Officials' Salary
Article 18	Amend Prior Town Meeting Vote Regarding MathWorks Mitigation Funds (Route 27 Design)
Article 19	Amend Prior Town Meeting Vote Regarding MathWorks Mitigation Funds (Affordable Housing)

Article 20	Endorse Board of Health Initiative Regarding Regulations to Reduce the Use of Plastic Bags
Article 21	Home Rule Petition Authorizing the Town to Assess Fines for Failure to Remove Utility Poles
Article 22	Hear Report, Propose Action(s) and Appropriate Funds for Sawin House Study Committee
Article 23	Hear, Report, Extend Term and Appropriate Funds for Conservation Fund Study Committee
Article 24	Create New Fund and Transfer Funds
Article 25	Committee Article
Article 26	Home Rule Petition: Shade Trees on Unacceptable Roads.
Article 27	Appropriate Funds for Route 30/Speen Street Intersection Design
Article 28	Establish Tax Title Collection Revolving Fund
Article 29	Appropriate Funds for Comprehensive Master Plan
Article 30	Appropriate Local Option Taxes Toward Economic Development
Article 31	Transfer of Land to Conservation Commission
Article 32	Appoint Tiny House Study Committee
Article 33	Appropriate Funds for Sewage Disposal System for Affordable House
Article 34	Restrict Use of Middlesex Path as Dog Park
Article 35	Thomas Sawin Homestead Preservation

ss/Charles M. Hughes
CHARLES M. HUGHES
Chairman

ss/Richard Jennett Jr.
RICHARD JENNETT JR.
Vice Chair

ss/Nicholas S. Mabardy
NICHOLAS S. MABARDY
Clerk

ss/Joshua Ostroff
JOSHUA OSTROFF

ss/John J. Connolly
JOHN J. CONNOLLY

2015 Fall Town Meeting Member Attendance – 6 Sessions

Name	# Attended
Precinct 1	
Adams Andrea T.	4
Blaha Michael D.	6
Chase Joel B.	5
Glaser Richard A.	5
Gols Lorie K.	5
Kane Jonathan D.	0
Magee Tricia RY	2
Magee IV John J.	3
Murphy David	0
Oxman Lois	4
Pike Jane	6
Precinct 2	
Berelowitz Saul	3
Coffey David J.	6
Conaway B. Patrick	4
Del Sesto Geoffrey C.	5
Dellarocca Paul L.	6
Fitzpatrick Glen	5
Gallo David J.	3
Hughes Charles M.	6
Kane Stephen M.	0
Maher Christopher	4
Montross Lynne	4
Montross Richard T.	6
Robb Stephen Edwin	0
Spiegel Scott	4
Strout Stephen M.	5
Wirkala Jennifer Davis	5
Zucker Richard A.	4
Zucker Susan Mande	5
Precinct 3	
Casey Donna Volpe	6
D'Costa Victor P.	5
Delehanty Carol A.	5
Desveaux Sandra J.	5
Falzone Leah	6
Fishman David	6
Grady Charles A.	5
Healey Robert M.	3
Kuhn Judith A.	6
Kuhn Leonard P.	6
Mathews Joan R.	0
McDonough Julie M.	6
McKenzie Donna M.	5
Meyer Andrew J.	3
Rodino Ross J.	5
Rowe Robert	3
Schoenig William	6
Whitney Bruce D.	3
Precinct 4	
Alessi Salvatore A.	4
Balsam Moire	6
Coburn Jr. Dirk	6
Donovan Brian P.	1
Donovan III John A.	2
Foley Richard A.	6
Freedman Jonathan H.	6
Heyde Brianna M.	6
Kiggen Jr. Joseph M.	4
Kruczynski Christina E.	3
Landry Douglas L.	2
Nottonson Nancy B.	6

Nottonson Peter A.	6
Price Michael J.	4
Sanchez Barbara Fahey	6
Sohl Daniel	4
Szretter Jeanette	6

Precinct 5

Ball Erica E.	5
Bednarz Jr. Thomas E.	0
Devereaux Nancy	3
Drolet Lawrence L.	4
Eschtruth Andrew	6
Everett James L.	6
Flynn Amy K.	5
Gillenwater Todd M.	6
Joyce Kathleen	3
Luke Andrew W.	6
Merkowitz Harriet S.	5
Munnich Julian J.	6
Schellenberg Catherine	5
Siegel Matthew D.	1
Snow Bruce A.	6
Sugrue Michael J.	4
Swartz Charlotte	2
Vabulas Diane V.	0
Yang Kenneth E.	5

Precinct 6

Boggia Betsy	4
Chinetti Barbara A.	6
Connolly Paul E.	6
Coughlin Catherine M.	6
Forshner Larry	4
Foss Charlene B.	5
Foster Karen A.	5
Gath William F.	6
Gloff Carol A.	4
Golden Peter S.	5
Linehan Michael F.	6
Lista Tony	5
Northgraves Nancy A.	6
Ostroff Jeanne Williamson	5
Ostroff Joshua	6
Stephen Richard	5
Uyar Florina	2
Young Patrick A.	6

Precinct 7

Bastien Shawn R.	0
Beatrice Marsha P.	0
Checket Helen Terry	5
Conway Joseph B.	1
Evans Bruce T.	5
Evans Teresa M.	5
Griesmer Paul B.	6
Gruber Randall P.	4
Haugland Henry W.	6
Hayre Dylan	4
Jackson Evelyn H.	6
Jennett Nancy E.	3
Jennett Jr. Richard	5
Keefe Joseph A.	5
Marini Anthony A.	4
McNealy Paul-Jon	5
Salis S. Christopher	2
Wollschlager Linda	6

Precinct 8

Brown Mary A.	6
Brown Jr. James E.	5
Canning Robert	5
Delaney Lawrence	4

Filledes Tass	4
Glater Glen B.	6
Hanna Sara R.	6
Hawley Glynn E.	5
Hubbard Thomas E.	3
Lawrence-Archer James	4
Magee Jamie	4
Moore Bradford A.	4
O'Brien Garry M.	4
Philben Richard	6
Seymour Barbara	0
Sidney Richard	6
Vitarelli Gregory R.	5

Precinct 9

Chouinard Wayne A.	0
Collins Cathleen M.	5
Friswell Donald P.	6
Johnson Edward A.	5
Joseph Paul R.	1
Joseph Scott A.	1
Keith Kevin	3
LaFleur Sandra	6
Mangan David	4
Miller Ronald J.	6
Miller Theresa M.	6
Noonan Erica A.	3
Parsons Janice L.	6
Potts Sr. George W.	0
Ryan Christine M.	0
Seiche Heather S.	5
Williamson James	6

Precinct 10

Ackerman Christine M.	5
Awkward Robert J.	6
Gove Marjorie	5
Bacon Kathleen	3
Berkowitz Adam M.	5
Chamberlain Brian E.	0
Doherty Edward	6
Frail Christopher	5
Hayes Andrew Patrick	3
Kessel Martin	6
Krentzman David A.	6
Pierce Jerry L.	5
Rich Beverly G.	6
Richards III George L.	3
Rosenman Alan L.	6
Salamoff Susan G.	5
Shea Susan A.	4
Taylor Marc S.	5
Wheeler Bancroft R.	6

Article 1: Rescind Authorized, Unissued Debt (Town Administrator)

Finance Committee Recommendation: By a vote of 11-0-0 on September 3, 2015, the Finance Committee recommends Favorable Action with regard to the subject matter of Article 1 as indicated in the motions below. The Finance Committee voted 11-0-0 for each of the five motions below.

Motions (requires majority vote):
Motion A: Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to rescind authorized debt for a general fund capital project approved under Article 12 of the 2008 Spring Annual Town Meeting, Article 2 of the October 2008 Special Town Meeting, Article 33 of the 2009 Spring Annual Town Meeting, Article 6 of the 2010 Special Town Meeting #1 and Article 1 of the 2010 Special Town Meeting #2 in the amount of $8,136,308 for the purpose of High School Design and Construction.

Motion A under Article 1 passed unanimously (139-0-0)

Motion B: Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to rescind authorized debt for a general fund capital project approved under Article 19B #3 of the 2013 Fall Annual Town Meeting in the amount of $455,000 for the Cole North Field improvements.

Motion B under Article 1 passed unanimously (140-0-0).

Motion C: Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to rescind authorized debt for a general fund capital project approved under Article 35 B #14 of the 2014 Spring Annual Town Meeting in the amount of $3,000 for the Kennedy Middle School Portable Classrooms

Motion C under Article 1 passed by majority vote (137-1-0***).***

Motion D: Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to rescind authorized debt for a general fund capital project approved under Article 36 B #12 of the 2014 Spring Annual Town Meeting in the amount of $500 for the Public Works Building Construction.

Motion D under Article 1 passed unanimously (139-0-0).

Motion E: Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to rescind authorized debt for a general fund capital project

approved under Article 33 B #4 of the 2014 Fall Annual Town Meeting in the amount of $5,000 for the Dug Pond Pier

Motion E under Article 1 passed unanimously (141-0-0).

Article 2: Fiscal 2016 Omnibus Budget (Town Administrator)

Finance Committee Recommendation: By various votes, as indicated below, on September 24, 2015 and October 1, 2015, the Finance Committee recommends Favorable Action with regard to the subject matter of Article 2 as presented in the voted recommended motions below.

Motions (Require majority vote)
Motion A: Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to appropriate from free cash the sum of $699,569, said sum to be used to fund the Snow & Ice Deficit from June 30, 2015.

Motion A under Article 2 passed unanimously (137-0-0)

Motion B1: Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to appropriate the sum of $124,365, said sum to be distributed as follows:

- To supplement the Public Safety budget as voted under Article 15 – Motion B of the 2015 Spring Annual Town Meeting by adding $13,500 to Fire Salaries for a contractual obligation for the Fire Chief's salary.
- To supplement the Public Works budget as voted under Article 15 – Motion C of the 2015 Spring Annual Town Meeting by adding $22,900 to Municipal Energy budget - Contract Services for solar energy work
- To supplement the Health and Community Services budget as voted under Article 15 – Motion D of the 2015 Spring Annual Town Meeting by adding $5,000 to Community Services - Council on Aging budget – Purchase of Services (Printing) for the purpose of printing.
- To supplement the Administrative Services budget as voted under Article 15 – Motion E of the 2015 Spring Annual Town Meeting by adding $12,000 to Finance Salaries (Comptroller Division) in the amount of $12,000 to supplement the amount for the Assistant Comptroller Position
- To supplement the Shared Expenses budget as voted under Article 15 – Motion G of the 2015 Spring Annual Town Meeting by

adding $16,000 to Facilities - Salaries – Operational Staff Overtime and $54,965 to Facilities – Expenses as follows:

- Repairs and Maintenance Facilities - $51,465
- Contract Cleaners - $3,500

The source of the amount of $124,365 is from the following sources net together:

- Increase in State Aid in the amount of $133,136
- Decrease in Property Tax Levy (New Growth) in the amount of $8,771

Motion B1 under Article 2 passed by majority vote (129-2-0).

Motion B2: Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to appropriate the sum of $40,000 from increased state aid, said sum to be spent as follows:

- To supplement the Administrative Services budget as voted under Article 15 – Motion E of the 2015 Spring Annual Town Meeting by adding $40,000 to Board of Selectmen / Town Administrator – Other Charges & Expenditures in the amount of $40,000 – for the purposes of professional economic development studies.

Motion B2 under Article 2 passed by majority vote (99-34-2)

Motion C: Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to appropriate the sum of $400,000 to supplement the Public Works budget as voted under Article 15 – Motion C of the Spring Annual Town Meeting - Snow & Ice budget with the source of funding from additional Motor Vehicle Excise Tax.

Motion C under Article 2 passed by majority vote (129-4-0)

Motion D: Moved by Mr. Evans, seconded by Mr. Hughes that the Town vote to appropriate the sum of $5,000 from free cash to supplement the Town Clerk's budget as voted under Article 15 – Motion E of the Spring Annual Town Meeting – Town Clerk – Salaries
Motion D under Article 2 passed by majority vote (122-4-4).

Article 3: Stabilization Fund (Town Administrator)

Finance Committee Recommendation: By a vote of 10-0 -0 on September 24, 2015, the Finance Committee recommends *No Action* with regard to the subject matter of Article 3 as presented in the voted recommended motion below.

Motion (Requires majority vote): Moved by Mr. Evans, seconded by Mr. Griesmer that no action be taken on this article.

The motion to take no action on Article 3 passed by majority vote.

Article 4: Operational/Rainy Day Stabilization Fund (Town Administrator)

Finance Committee Recommendation: By a vote of 10-0 -0 on September 24, 2015, the Finance Committee recommends No Action with regard to the subject matter of Article 4 as presented in the voted recommended motion below.

Motion (Requires majority vote): Moved by Mr. Evans, seconded by Mr. Griesmer that no action be taken on this article.

The motion to take no action on Article 4 passed by majority vote.

Article 5: Capital Stabilization Fund (Town Administrator)

Finance Committee Recommendation: By a vote of 9-1-0 on September 24, 2015, the Finance Committee recommends Favorable Action with regard to the subject matter of Article 5 as presented in the voted recommended motion below.

Motion: (Requires two thirds vote): Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to appropriate $1,343,888 from free cash for the purpose of supplementing the Capital Stabilization Fund established by the vote of Article 2 of the 2010 Fall Annual Town Meeting, as authorized by chapter 40, Section 5B of the General Laws, as amended."

The main motion under Article 5 passed by a two-thirds vote (123-2-1)

Article 6: Inflow & Infiltration Stabilization Fund (Town Administrator)

Finance Committee Recommendation: By a vote of 11 - 0 - 0 on September 3, 2015, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 6 as presented in the voted recommended motion below.

Motion: (Requires two thirds vote): Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to appropriate a sum of $156,586 from available funds in the Water Sewer Enterprise Fund Retained Earnings for the purpose of supplementing the Inflow & Infiltration Stabilization Fund established by vote of the 2014 Spring Annual Town Meeting under

Article 30, as authorized by Chapter 40, Section 5B of the General Laws, as amended."

The main motion under Article 6 passed unanimously (123-0-0).

Article 7: One-to-One Technology Stabilization Fund (Town Administrator)

Finance Committee Recommendation: By a vote of 10-0-0 on September 24, 2015, the Finance Committee recommends ***No Action*** with regard to the subject matter of Article 7 as presented in the voted recommended motion below.

Motion (Requires majority vote): Moved by Mr. Evans, seconded by Mr. Griesmer that no action be taken on this article.

The motion to take no action on Article 7 passed by majority vote.

Article 8: Other Post-Employment Benefits (OPEB) (Town Administrator)

Finance Committee Recommendation: By a vote of 10-0-0 on September 24, 2015, the Finance Committee recommends No Action with regard to the subject matter of Article 8 as presented in the voted recommended motion below.

Motion (Requires majority vote): Moved by Mr. Evans, seconded by Mr. Griesmer that no action be taken on this article.

The motion to take no action on Article 8 passed by majority vote.

Article 9: Capital Equipment (Town Administrator)

Finance Committee Recommendation: By an overall vote of 11 - 2 - 0 on September 17, 2015, the Finance Committee recommends Favorable Action with regard to the subject matter of Article 9.

MOTION A: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of $314,500 to be expended under the direction of the under the direction of the Police Department for the purpose of replacing cruisers, under the direction of the Public Works Department for the purpose of replacing dumpsters, purchasing a cardboard compactor, and replacing LF - 10 (wood chipper), under the direction of the Facilities Management Department to replace the Publics Works exterior lighting, under the direction of the Town Clerk for the preservation of historical records individually shown as items 1, 3, 4, 5, 6, and 7 in Table A below, and that to meet this appropriation the sum of $314,500 be raised from the Capital Stabilization Fund.

TABLE A - MOTION A: Article 9 - Capital Equipment - 2015 Fall Annual Town Meeting

Item #	Department	Item	Funding Source		Amount
1	Police Department	Cruiser Replacement	Capital Stab. Fund	$	80,000
3	Public Works	Replace Dumpsters	Capital Stab. Fund	$	12,500
4	Public Works	Cardboard Compactor	Capital Stab. Fund	$	37,000
5	Public Works	Replace LF-10 (Wood Chipper)	Capital Stab. Fund	$	70,000
6	Facilities Management	Replace Public Works Exterior Lighting - LED Retrofit	Capital Stab. Fund	$	15,000
7	Town Clerk	Preservation of Historical Records	Capital Stab. Fund	$	100,000
Appropriation under Article 9: MOTION A				**$**	**314,500**

Motion A under Article 9 passed by a two-thirds vote (121-3-0).

MOTION B: (two-thirds vote required)

Move that the Town vote to appropriate the sum of $245,000 to be expended under the direction of the Public Works Department for purpose of replacing H - 57 front end loader, individually shown as item 2, in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $245,000 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than $245,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program.

TABLE B, MOTION B: Article 9 - Capital Equipment - 2015 Fall Annual Town Meeting

Item #	Department	Item	Funding Source		Amount
2	Public Works	Replace H-57 (Front End Loader)	Tax Levy Borrowing	$	245,000
Appropriation under Article 9: MOTION B				**$**	**245,000**

Motion B under Article 9 passed by a two-thirds vote (102-19-3).

MOTION C: (two-thirds vote required)

Move that the Town vote to appropriate the sum of $410,000 to be expended under the direction of the Public Works Department for purpose of replacing W - 19 Vactor, individually shown as item 8, in Table C below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $410,000 under Massachusetts General Laws Chapter 44, Section 8, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than $410,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program.

TABLE C, MOTION C: Article 9 - Capital Equipment - 2015 Fall Annual Town Meeting

Item #	Department	Item	Funding Source		Amount
8	Water Sewer Enterprise	Replace W - 19 Vactor	W/S Borrowing	$	410,000
Appropriation under Article 9: MOTION C				**$**	**410,000**

Motion C under Article 9 passed by two-thirds vote (107-13-3).

MOTION D: (majority vote required)

Move that the Town vote to appropriate the sum of $31,000 to be expended under the direction of the Department of Public Works for the purpose of replacing W - 2 Vehicle, individually shown as item 9 in Table D below, and that to meet this appropriation the sum of $31,000 be raised from Water & Sewer Retained Earnings.

TABLE D, MOTION D: Article 9 - Capital Equipment - 2015 Fall Annual Town Meeting

Item #	Department	Item	Funding Source		Amount
9	Water Sewer Enterprise	Replace W - 2 (Vehicle)	W/S Retained Earnings	$	31,000
Appropriation under Article 9: MOTION D				**$**	**31,000**

Motion D under Article 9 passed by majority vote (119-4-0).

Article 10: Capital Improvement (Town Administrator)

Finance Committee Recommendation: By an overall vote of 11 - 0 - 2 on September 17, 2015, the Finance Committee recommends Favorable Action with regard to the subject matter of Article 10 regarding new capital expenditures. The Finance Committee was not able to hear two matters involving the reworking of previous capital appropriations voted at prior Town Meetings because the information was not available from bond counsel and Town Counsel when Article 10 was heard by the Capital Sub Committee and the entire Finance Committee.

MOTION A: (Two-thirds vote required)

Move that the sum of $1,097,800 is appropriated to pay costs of purchasing and installing portable classrooms, and for the payment of all costs incidental and related thereto, which project was approved by vote of the Town under Article 22, Motion B, Item 1 of the Warrant at the April 30, 2015 Annual Town Meeting, and that to meet this appropriation, said amount is transferred from a portion of the balance of the amount previously appropriated and borrowed by the Town under Article 6 of the Warrant at the February 23, 2010 Special Town Meeting to pay costs of the High School Project, which amount is no longer needed to complete the project for which it was originally borrowed. The amount authorized to be borrowed by the Town pursuant to Article 22, Motion B, Item 1 of the Warrant at the April 30, 2015 Annual Town Meeting, but not yet borrowed by the Town, shall be reduced to the extent of the funds transferred to this project by this vote.

Motion A under Article 10 passed by a two-thirds vote (114-3-1).

MOTION B: (Two-thirds vote required)

Move that the sum of $583,600 is appropriated to pay costs of installing portable classrooms, and for the payment of all costs incidental and related thereto, and that to meet this appropriation, said amount is transferred from a portion of the balance of the amount previously appropriated and borrowed by the Town under Article 6 of the Warrant at the February 23, 2010 Special Town Meeting to pay costs of the High School Project, which amount is no longer needed to complete the project for which it was originally borrowed. The amount appropriated by this motion shall be expended in addition to all other amounts appropriated by the Town for this purpose.

Motion B under Article 10 passed by a two-thirds vote (105-5-4).

MOTION C: (Two-thirds vote required)

Move that the sum of $550,000 is appropriated to pay costs of making repairs to the Lilja Elementary School Roof, and for the payment of all costs incidental and related thereto, and that to meet this appropriation, said amount is transferred from a portion of the balance of the amount previously appropriated and borrowed by the Town under Article 6 of the Warrant at the February 23, 2010 Special Town Meeting to pay costs of the High School Project, which amount is no longer needed to complete the project for which it was originally borrowed. The amount appropriated by this motion shall be expended in addition to all other amounts appropriated by the Town for this purpose.

Motion C under Article 10 passed by a two-thirds vote (110-0-1).

MOTION D: (Two-thirds vote required)

Move that the sum of $300,000 is appropriated to pay costs of making roadway and sidewalk repairs, and for the payment of all costs incidental and related thereto, and that to meet this appropriation, (i) $200,000 is transferred from the balance of the amount previously appropriated and borrowed by the Town under Article 1 of the Warrant at the February 23, 2010 Special Town Meeting to pay costs of Community Senior Center design and construction, which amount is no longer needed to complete the project for which it was originally borrowed, and (ii) the Treasurer, with the approval of the Selectmen, is authorized to borrow $100,000 under and pursuant to Chapter 44, Section 7(6) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefore.

Motion D under Article 10 passed by a two-thirds vote (108-2-0).

MOTION E: (Two-thirds vote required)

Move that the sum of $120,000 is appropriated to pay costs of purchasing and installing parking meters, and for the payment of all costs incidental and related thereto, and that to meet this appropriation, said amount is hereby transferred from a portion of the balance of the amount previously appropriated and borrowed by the Town under Article 12, Motion B, Item 15 of the Warrant at the April 12, 2011 Annual Town Meeting to pay costs of purchasing and installing a generator for the Community Senior Center, which amount is no longer needed to complete the project for which it was originally borrowed. The amount appropriated by this vote shall be applied to retire the $120,000 outstanding bond anticipation notes of the Town issued in accordance with a vote of the Town under Article 32, Motion B, Item 2 of the Warrant at the November 6, 2014 Annual Town Meeting which authorized a total borrowing of $170,200 to pay costs of purchasing and installing such parking meters.

Motion E under Article 10 passed by a two-thirds vote (101-3-1).

Move that the Town vote to appropriate the sum of $175,000 to be expended under the direction of the Department of Public Works for the purpose of replacing guardrail and field renovations, under the direction of the Facilities Management Department for the purpose of replacing the Community Farm Roof and to restore HVAC Units at the Bennett Hemenway School, individually shown as items 4, 6, 8 and 11 in the Table F below, and that to meet this appropriation the sum of $175,000 be raised from the Capital Stabilization Fund.

TABLE F, MOTION F: Article 10 - Capital Improvement - 2015 Fall Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
4	Public Works	Guardrail	Capital Stab. Fund	$ 10,000
6	Public Works	Field Renovations	Capital Stab. Fund	$ 75,000
8	Facilities Management	Community Farm Roof	Capital Stab. Fund	$ 65,000
11	Facilities Management	Restore HVAC Units at Bennett Hemenway School	Capital Stab. Fund	$ 25,000

Appropriation under Article 10: MOTION F **$ 175,000**

Motion F under Article 10 passed by a two-thirds vote (98-3-1).

MOTION G: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of $250,000 to be expended under the direction of the Department of Public Works for the purpose of engineering the Charles River Bridge, individually shown as item 3 in Table G below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $250,000 under Massachusetts General Laws Chapter 44, Section 7, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than $250,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program.

TABLE G, MOTION G: Article 10 - Capital Improvement - 2015 Fall Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
3	Public Works	Engineering Charles River Bridge	Tax Levy Borrowing	$ 250,000

Appropriation under Article 10: MOTION G **$ 250,000**

Motion G under Article 10 passed by a two-thirds vote (98-3-0).

MOTION H: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of $250,000 to be expended under the direction of the Department of Public Works for the purpose of Water Distribution System Repairs and Upgrades, individually shown as item 9 in Table H below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $250,000 under Massachusetts General Laws Chapter 44, Section 8, as amended, or any other enabling authority and to issue bonds or notes of the Town therefore aggregating not more than $250,000 in principal amount and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any action necessary to carry out this program.

TABLE H, MOTION H: Article 10 - Capital Improvement - 2015 Fall Annual Town Meeting

9	Water Sewer Enterprise	Water Distribution System Repairs and Upgrades	W/S Borrowing	$	250,000
Appropriation under Article 10: MOTION H				**$**	**250,000**

Motion H under Article 10 passed by a two-thirds vote (100-2-0).

MOTION I: (Majority vote required)

Move that the Town vote to appropriate the sum of $5,000 to be expended under the direction of the Department of Public Works for the purpose of the constructing a Memorial, individually shown as item 5 in Table I below, and that to meet this appropriation the sum of $5,000 be raised from Free Cash.

TABLE I, MOTION I: Article 10 - Capital Improvement - 2015 Fall Annual Town Meeting

Item #	Department	Item	Funding Source		Amount
5	Public Works	DPW Memorial	Free Cash	$	5,000
Appropriation under Article 10: MOTION I				**$**	**5,000**

Motion I under Article 10 passed by majority vote (97-2-2).

MOTION J: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of $150,000 to be expended under the direction of the Department of Public Works for the sewer collection system and upgrades, individually shown as item 10 in the Table J below, and that to meet this appropriation the sum of $150,000 be raised from the Inflow and Infiltration (I&I) Stabilization Fund.

TABLE J, MOTION J: Article 10 - Capital Improvement - 2015 Fall Annual Town Meeting

Item #	Department	Item	Funding Source		Amount
10	Water Sewer Enterprise	Sewer Collection System and Upgrades	I & I Stabilization Fund	$	150,000
Appropriation under Article 10: MOTION J				**$**	**150,000**

Motion J under Article 10 passed by a two-thirds vote (100-0-1).

Article 11: Collective Bargaining (Town Administrator)

Finance Committee Recommendation**:** By a vote of 1 -0-2 on September 29, 2015, the Finance Committee recommends *Favorable Action* with regard to the subject matter of Article 11.

Motion (Requires majority vote): Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to appropriate the total sum of $15,374 of which $13,519 shall be transferred from the Selectmen's Contract

Settlement line item, as approved by vote of the 2015 Spring Annual Town Meeting under Article 15, Motion E and $1,855 shall be appropriated from Water/Sewer Enterprise Fund Retained Earnings for distribution to members of the Public Employees Local Union 1116 - Clerical for payment of wages effective July 1, 2015 through June 30, 2016 pursuant to the terms of the Collective Bargaining Agreement reached between the Town of Natick and the Public Employees Local Union 1116 - Clerical. The total sum of $15,374 shall be transferred to the following departmental line items, as detailed below, to supplement appropriations that were previously voted at the 2015 Spring Annual Town Meeting under Article 15 as follows:
Fire Department – Salaries $612
Police Department – Salaries $1,064
Department of Public Works – Salaries $652
Health & Community Services
– Board of Health Salaries $1,175
Health & Community Services
– Community Services – Salaries $3,021
Administrative Support Services – Finance Salaries $2,594
Administrative Support Services – Town Clerk Salaries $1,294
Administrative Support Services – Elections Salaries $612
Administrative Support Services
– Community Development Salaries $2,277
Shared Expenses – Employee Fringe $218
Water/Sewer – Salaries $1,855

The main motion under Article 11 passed by majority vote (108-15-2).

Article 12: Establish Charter and By-Law Review Committee (Town Moderator)

Finance Committee Recommendation: By a vote of 13-0-0 on September 8, 2015, the Finance Committee recommends Favorable Action with regard to the subject matter of Article 12.

Motion (Requires majority vote): Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to establish a special committee, The Charter and By-Laws Review Committee (CBRC), consistent with The Natick Home Rule Charter, Article 7, Section 7-6.
Said committee shall consist of no less than five (5) and no more than seven (7) residents appointed by the Town Moderator, of which at least four (4) members shall be current or former Town Meeting Members. The term of said committee members shall expire upon the dissolution of 2017 Spring Annual Town Meeting, unless otherwise extended by Town Meeting.
The CBRC shall submit a report no later than the dissolution of 2017 Spring Annual Town Meeting, which may include suggested

modifications to the Natick Home Rule Charter and or the Natick By-Laws. In addition to the authorization of and charge for said committee, the CBRC shall be authorized to review and suggest modifications to The Natick Town Meeting Member Handbook.

The main motion under Article 12 passed by majority vote (126-1-0).

Article 13: Reduce Property Tax Deferral Program Interest Rate (Board of Selectmen)

Finance Committee Recommendation**:** By a vote of 11-0-0 on September 3, 2015, the Finance Committee recommends Favorable Action with regard to the subject matter of Article 13.

Motion (Requires majority vote): Moved by Mr. Evans, seconded by Mr. Griesmer that the Town of Natick reduce the rate of interest that accrues on property taxes deferred by eligible seniors under Massachusetts General Law, Chapter 59 Section 5, Clause 41A from 4.5% to 2% with such reduced rate to apply to any fiscal year beginning on or after July 1, 2016.

The main motion under Article 13 passed by majority vote (124-3-0.)

Article 14: Increase Gross Receipts for Eligibility for Property Tax Deferral Program (Board of Selectmen)

Finance Committee Recommendation**:** By a vote of 11-0-0 on September 3, 2015, the Finance Committee recommends Favorable Action with regard to the subject matter of Article 14.

Motion (Requires majority vote): Moved by Mr. Evans, seconded by Mr. Griesmer that the Town of Natick increase the gross receipts that seniors may have in the prior calendar year to be eligible to defer property taxes under M.G.L. c. 59§ 5, Clause 41A from $40,000 to $56,000, with such increase to be effective for deferrals granted for taxes assessed for any fiscal year beginning on or after July 1, 2016.

The main motion under Article 14 passed by majority vote (125-3-0).

Article 15: Amend By-Law Article 50 Section 16 (Animal Control) (Town Administrator) To see if the Town will vote to amend the Town of Natick By-Law, specifically Article 50, Section 16**.**

Finance Committee Recommendation**:** By a vote of 13-0 -0 on September 17, 2015, the Finance Committee recommends Favorable Action with regard to the subject matter of Article 15.

Motion (Requires majority vote): Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to amend By-law Article 50, Section 16 as follows:
Add the following sentence at the end of Section 16.6 "The process for regulating dangerous or nuisance dogs shall comply with Massachusetts General Laws Chapter 140 § 157."
Amend section 16.7 Fines as follows in the fine chart:
Change First Offense to $50.00
Change Second Offense to $75.00
Change Third and subsequent offenses to $100.00
Delete the fourth line which says " Fourth and subsequent offenses - $100"
Delete the second paragraph of section 16.7 and replace it with the following:
"In addition to the foregoing fines, pursuant to Chapter 140, Sections 137 and 138 of the Massachusetts General Laws, a dog owner shall license his or her dogs in the Town of Natick annually by March 1, and shall pay the required license fee. Any dog owner who fails to do so shall pay to the Town of Natick a fine in the amount of $50.00 per dog in addition to the annual license fee as pursuant to Chapter 140, Section 141 of the Massachusetts General Laws."
Delete the third paragraph of section 16.7 and replace it with the following:
"In addition to the foregoing fines, pursuant to Chapter 140, Section 137A of the Massachusetts General Laws, a person maintaining a kennel shall license his or her kennel in the Town of Natick annually by March 1, and shall pay the required license fee. Any kennel owner who fails to do so shall pay to the Town of Natick a fine in the amount of $50.00 in addition to the annual license fee as pursuant to Chapter 140, Section 141 of the Massachusetts General Laws."

.The main motion under Article 15 passed by majority vote (111-7-2).

Article16: Personnel Board Classification and Pay Plan (Town Administrator)

Finance Committee Recommendation**:** By a vote of 10-0-0 on September 24, 2015, the Finance Committee recommends Favorable Action with regard to the subject matter of Article 16 as presented in the voted recommended motion below.

Motion: (Requires majority vote): Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to amend the By-Laws by changing in its entirety the table entitled Part Time Classification and Pay Plan that is incorporated by reference into Article 24, Section 3, Paragraph 3.10. The new Part Time Classification and Pay Plan is as follows:

Town of Natick
Part-Time Classification and Pay Plan
Fiscal Year 2016
Effective July 1, 2015

Hourly Wage Scale

Grade	Minimum	Point 1	Point 2	Maximum
1	$ *10.00	$ 11.00	$ 13.00	$ 17.00
2	$ 17.00	$ 21.00	$ 24.00	$ 28.00
3	$ 28.00	$ 32.00	$ 36.00	$ 40.00

Grade 1

Assistant Leader (Camp)
Assistant Swim Coach
Attendant (Rec)
Building Monitor I (Rec)
Bus Dispatcher
Bus Driver
Cart Attendant (Golf)
Clerical Assistant
Clerk
Club House Attendant (Golf)
Club House Supervisor (Golf)
Concession Manager (Camp)
Custodian
Deputy Animal Control Officer
Equipment Operator (Golf)
Farm Instructor
Laborer I
Leader (Camp)
Library Page (Morse)
Lifeguard
Parking Clerk
Ranger/Starter (Golf)
Receptionist
Senior Counselor (Certified- Camp)
School Crossing Guard I (1st Year)
Specialist (Camp)
Timer/Scorer

Grade 2

Administrative Support (Grants)
Assistant Director (Camp)
Beach Manager
Bookkeeper
Building Monitor II (Rec)
Camp Woodtrail Director
Community Garden Coordinator
Conservation Agent
Director Medium Sized Programs (Camp)
Golf Course Mechanic
Head Lifeguard
Laborer II
Library Assistant (Bacon)
Meter Enforcement Operator
Plumbing and Wiring Inspector
Police Matron
Police Transcriber
Poll Workers
Program Assistant
Recycling Attendant
School Crossing Guard I
School Crossing Guard II
Seasonal Construction Engineer
Social Worker
Supervisor Major Programs (Camp)
Swim Coach
Transportation Coordinator
Volunteer Coordinator I
Warden
Water Safety Instructor

Grade 3

Adult Contractor
Building Inspector
Certified Sports Official
Laborer III
Nurse (RN)
Volunteer Coordinator II
Yoga Instructor

Position	Annual Rate
Inspector of Animals	$ 3,750.00
Registrar of Voters	$ 625.00
Town Meeting Page	$50.00 / Session

*Minimum Wage rate of $9.00 effective through December 31, 2015 and $10.00 effective January 1, 2016.

The main motion under Article 16 passed by majority vote (116-4-1).

Article 17: Elected Officials' Salary (Town Administrator)

Finance Committee Recommendation: By a vote of 12-0-0 on September 29, 2015, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 17.

Motion (Requires majority vote): Moved by Mr. Evans, seconded by Ms. Collins that the Town vote to fix the salary and compensation of the following elected officer of the Town for the Fiscal Year July 1, 2015 through June 30, 2015 as provided by Section 108 of Chapter 41 of the Massachusetts General Laws: Town Clerk - $85,000 retroactive to July 1, 2015.

The motion was made with an administrative correction to change the date on the second line to June 30, 2016. The main motion under Article 17 passed by majority vote (109-10-4).

Article 18: Amend Prior Town Meeting Vote Regarding MathWorks Mitigation Funds (Route 27 Design) (Town Administrator)

Finance Committee Recommendation: By a vote of 9- 2-0 on September 17, 2015, the Finance Committee recommends Referral with regard to the subject matter of Article 18.

Motion (Requires majority vote): Moved by Mr. Hughes seconded by Mr. Sidney that the Town vote to amend the vote taken under Article 23 of the 2013 Spring Annual Town Meeting, which vote appropriated MathWorks mitigation funding totaling $448,000 for signalization and turning lane improvements at Route 27/Bacon Street, such that said funding shall instead be used for Route 27 design and associated costs and, further, that said funds shall be administered under the direction of the Board of Selectmen.

Moved by Mr. Sydney, seconded by Mr. Gath to waive the reading of the motion**.** *The motion to waive the reading passed unanimously.*

Moved by Ms. Collins, seconded by Mr. Hayes to refer the subject matter of Article 18 to the Town Administrator and the Planning Board. The first motion voted was referral. The motion for referral failed (50-61-1). The positive motion under Article 18 passed by majority vote (75-31-4).

Article 19: Amend Prior Town Meeting Vote Regarding MathWorks Mitigation Funds (Affordable Housing) (Town Administrator)

Finance Committee Recommendation: By a vote of 6-4-0 for Favorable Action and 4-6-0 on September 17, 2015, the Finance Committee has No Recommendation with regard to the subject matter of Article 19.

Motion (Requires majority vote): Moved by Mr. Hughes, seconded by Mr. Gath that the Town vote to amend the vote taken under
Article 23 of the 2013 Spring Annual Town Meeting, which vote appropriated MathWorks mitigation funding in the amount of $240,000 for the creation of affordable housing at 165 North Main Street, such that the remaining balance of said funds ($237,125) shall instead be used for creation an affordable housing in the Town of Natick, further that said funds shall be administered under the direction of the Board of Selectmen.

Mr. Munnich moved, seconded by Ms. Coughlin to refer the subject matter of Article 19 to the Town Administrator and the Planning Board. The motion for referral failed (24-71-2). The main motion under Article 19 passed by majority vote (78-16-1).

Article 20: Endorse Board of Health Initiative Regarding Regulations to Reduce the Use of Plastic Bags (Town Administrator)

Finance Committee Recommendation: By a vote of 13-1-0 on September 8, 2015, the Finance Committee recommends Favorable Action with regard to the subject matter of Article 20 as presented in the recommended motion below.

Motion (Requires majority vote): Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to endorse the Board of Health's initiative to promulgate and endorse reasonable regulations to reduce the use of plastic bags in the Town of Natick.

The main motion under Article 20 passed by majority vote (96-27-0).

Article 21: Home Rule Petition Authorizing the Town to Assess Fines for Failure to Remove Utility Poles (Board of Selectmen)

Finance Committee Recommendation: By a vote of 10-0-0 on September 17, 2015, the Finance Committee recommends Favorable Action with regard to the subject matter of Article 21.

Motion: (Requires majority vote): Moved by Mr. Evans, seconded by Mr. Griesmer 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 assess fines
for failure to relocate or remove utility poles and wires

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

SECTION 1. For purposes of this act, a “utility company” shall mean a company, department or other entity that distributes and/or supplies electricity, telephone, telegraph, gas, communication, cable television services, and/or other utilities, and shall include the owner of utility wires, cables, attachments, and poles used for such purposes.

SECTION 2. Notwithstanding the provisions of M.G.L. c. 166, § 22, M.G.L. c. 164, § 34B, M.G.L. c. 166, § 22A, or any other general or special law to the contrary, the town of Natick shall have the authority to assess fines to any utility company which fails to relocate utility wires, cables and attachments which it is responsible or otherwise required or authorized to relocate to an adjacent or nearby pole within twenty-one (21) days of the date on which said relocation is practical as defined in this act, in an amount not to exceed the sum of two hundred fifty dollars ($250.00) per location per day after the twenty-first (21st) day, and one thousand dollars ($1,000.00) per location per day after the sixtieth (60th) day.

SECTION 3. For purposes of this act, the relocation of a utility wire, cable or attachment is practical in circumstances in which the wire, cable or attachment is the highest mounted wire, cable or attachment on a pole, a replacement pole or conduit has been installed at a nearby location, no lighting or other fixture impedes the relocation, and any permits, grants of location or other approvals necessary for such relocation have been provided.

SECTION 4. Notwithstanding the provisions of M.G.L. c. 164, §34B, or any other general or special law to the contrary, the town of Natick shall have the authority to assess fines to any utility company which fails to remove a utility pole which it is responsible or otherwise required or authorized to remove as part of a relocation within ninety (90) days of the date on which said relocation is practical as defined in this act, in an amount not to exceed the sum of two hundred fifty dollars ($250.00) per location per day after the ninetieth (90th) day, and one thousand dollars ($1,000.00) per location per day after the one hundred and twentieth (120th) day.

SECTION 5. For purposes of this act, removal of a utility pole is practical in circumstances in which all wires, cables and attachments have been removed from the pole and/or relocated to one (1) or more adjacent utility poles or locations, and any permits, grants of location or other approvals necessary for such relocation have been provided.

SECTION 6. Notwithstanding the provisions of M.G.L. c. 164, § 34B, or any other general or special law to the contrary, the town of Natick shall have the authority to assess fines to any utility company which fails to initiate the installation of a new utility pole which it is responsible or otherwise required or authorized to install within ninety (90) days of the date on which said installation is requested or ordered by the town as defined in this act, in an amount not to exceed the sum of two hundred fifty dollars ($250.00) per location per day after the ninetieth (90th) day, and one thousand dollars ($1,000.00) per location per day after the one hundred and twentieth (120th) day.

SECTION 7. For purposes of this act, installation of a new utility pole is practical in circumstances where the company responsible for installing a pole has been formally requested or ordered to do so by the town of Natick or its authorized representative for reasons of compliance with the Americans With Disabilities Act, the Massachusetts Architectural Access Board, other applicable state or federal law or regulation, the requirements of a roadway project, or compliance with town of Natick policy, and for which any permits, grants of location or other approvals necessary for such installation have been provided.

SECTION 8. Notwithstanding the provisions of M.G.L. c. 166, § 22, M.G.L. c. 164, § 34B, or any other general or special law to the contrary, the town of Natick shall have the authority to assess fines to any utility company which fails to remove or fully secure a utility wire, cable or attachment under its ownership or authority that has been disconnected from a customer location and which remains attached to a utility pole or an adjoining fixture within twenty one (21) days of the date on service has been discontinued, in an amount not to exceed the sum of two hundred fifty dollars ($250) per location per day after the twenty-first (21st) day, and one thousand dollars ($1,000) per location per day after the sixtieth (60th) day.

SECTION 9. For purposes of this act, removal or securing of a utility wire, cable or attachment is practical in circumstances in which the service has been discontinued from a customer location, and the wire, cable or attachment has been disconnected from the customer location, and remains attached to, but is not fully secured to a utility pole or fixtures attached thereto.

SECTION 10. A utility company may request an exemption from provisions of this act, which may be granted only following a duly posted public meeting of the Natick Board of Selectmen, who shall have sole authority to grant such exemption.

SECTION 11. Fines that are collected in accordance with this act shall be issued by the Natick Board of Selectmen or their designee, and shall

deposited in the town of Natick general fund, or in a fund lawfully established for the improvement of public ways. The issuance of a fine shall not preclude the town of Natick from seeking or obtaining any or all other legal and equitable remedies to prevent or remove a violation of this act. The fines set forth herein may be annually revised by the Natick board of selectmen.

SECTION 12. This act shall take effect upon its passage."

Moved by Mr. Connolly, seconded by Mr. Gath to amend the main motion to add in Section 11 the word "be" between the words "shall" and "deposited". The amendment passed unanimously by a show of hands. The amended main motion passed by majority vote (109-3-0).

Article 22: Hear Report, Propose Action(s) and Appropriate Funds for Sawin House Study Committee (Sawin House Study Committee)

Finance Committee Recommendation: By a vote of 13-0-0 on September 10, 2015, the Finance Committee recommends Favorable Action with regard to the subject matter of Article 22 part (a) as presented in the voted recommended motion below.

Motion (Requires majority vote): Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to hear the majority and minority reports of the Sawin House Study Committee.

Ms. Parsons moved, seconded by Mr. Glater that the Town hear the Report and Recommendations of the Sawin House Study Committee created under Article 15 of the 2014 Fall Annual Town Meeting and Article 36 of the 2015 Spring Annual Town Meeting and, further, that the Board of Selectmen and Town Administrator be authorized to properly memorialize the historic site of the Sawin House and, further, that Town Meeting vote to support the removal of the Sawin House from its current site and restoration at a different location, as recommended by a majority of the Sawin House Study Committee.

The Moderator requested a motion to divide the main motion as detailed below. The motion to divide made by Mr. Sidney, seconded by Mr. Hughes passed by majority vote.

Motion A*:* Moved that Town hear the Report and Recommendations of the Sawin House Study Committee created under Article 15 of the 2014 Fall Annual Town Meeting and Article 36 of the 2015 Spring Annual Town Meeting and,

Motion B: Moved further, that the Board of Selectmen and Town Administrator be authorized to properly memorialize the historic site of

the Sawin House and, further, that Town Meeting vote to support the removal of the Sawin House from its current site and restoration at a different location, as recommended by a majority of the Sawin House Study Committee.

Moved by Mr. Sidney, seconded by Ms. Collins to further divide Motion B into two motions as detailed below:

Motion B1: Moved that the Board of Selectmen and Town Administrator be authorized to properly memorialize the historic site of the Sawin House and,

Motion B2: Vote that Town Meeting vote to support the removal of the Sawin House from its current site and restoration at a different location, as recommended by a majority of the Sawin House Study Committee.

The motion to divide passed by majority vote.

The Motion B1 under Article 22 passed by majority vote (84-8-2).

Motion B2 failed (14-70-1).

Article 23: Hear Report, Extend Term and Appropriate Funds for Conservation Fund Study Committee (Conservation Fund Study Committee)

Finance Committee Recommendation: By a vote of 12-0-0 on September 29, 2015, the Finance Committee recommends Favorable Action with regard to the subject matter of Article 23 as presented in the voted recommended motion below.

Motions (Require majority vote):

Motion A: Moved by Mr. Evans seconded by Mr. Brown that the Town hear the report of the Conservation Commission Fund Study Committee created under Article 20 of Fall 2014 Town Meeting.

Motion A under Article 23 passed by majority vote (102-3-0).

Motion B: Moved by Mr. Evans, seconded by Mr. Brown that the Town vote to extend the term of said committee through the end of Spring 2016 Town Meeting.

Motion B under Article 23 passed unanimously.

Article 24: Create New Fund and Transfer Funds (Conservation Fund Study Committee)

Finance Committee Recommendation: By a vote of 12-0-0 on September 29, 2015, the Finance Committee recommends Favorable Action with regard to the subject matter of Article 24 as presented in the voted recommended motion below.

Motion: (Requires two thirds vote): Moved by Mr. Evans, seconded by Mr. Brown to establish a special purpose stabilization fund into which would be deposited money (hereinafter designated FAR money) paid to the Town of Natick as a public benefit amenity to qualify for bonus density in the form of increased floor area ratio (FAR) not otherwise permitted under the Natick Zoning By-Laws, as set forth in Section 328 of the Natick Zoning By-Laws; and, further, to transfer $5,162,690.00 from the Conservation Fund to said special purpose stabilization fund, representing the amount of FAR money, with interest accumulated thereon, presently held in the Conservation Fund; and, further, to appropriate $433,635.00 from free cash to said special purpose stabilization fund.

Moved by Mr. Hughes, seconded by Mr. Munnich to add the following sentence at the end motion: "Said special purpose stabilization fund shall be named the "FAR Bonus Stabilization Fund". The amendment passed by majority vote (104-3-1).

The amended main motion passed by a two-thirds vote (99-8-3).

Article 25: Committee Article (Board of Selectmen)

Finance Committee Recommendation: By a vote of 12-1-0 on September 10, 2015, the Finance Committee recommends Favorable Action with regard to the subject matter of Article 25.

Motion (Requires majority vote): Moved by Mr. Hughes, seconded by Mr. Jennett that the Town hear the reports from the Financial Planning Committee and the Zoning By-law Review Committee.

The motion to hear the reports passed unanimously**.**

Article 26: Home Rule Petition: Shade Trees on Unaccepted Roads (Board of Selectmen)

Finance Committee Recommendation: By a vote of 10-0-0 on September 17, 2015, the Finance Committee recommends No Action with regard to the subject matter of Article 26 as presented in the voted recommended motion below.

Motion (Requires Majority Vote): Moved by Mr. Evans, seconded by Mr. Griesmer that no action be taken on the subject matter of Article 26.

The motion to take no action passed by majority vote.

Article 27: Appropriate Funds for Route 30/Speen Street Intersection Design (Town Administrator)

Finance Committee Recommendation: By a vote of 13-0-0 on September 10, 2015, the Finance Committee recommends Favorable Action with regard to the subject matter of Article 27 as presented in the voted recommended motion below.

Motion (Requires majority vote): Moved by Mr. Griesmer, seconded by Mr. Evans that the Town appropriate $12,600 from Free Cash for design work associated with Route 30/Speen Street intersection improvements to be expended under the authority of the Board of Selectmen.

The main motion under Article 27 passed by majority vote (104-5-0).

Article 28: Establish Tax Title Collection Revolving Fund(Town Administrator)

Finance Committee Recommendation: By a vote of 11-0-0 on September 3, 2015, the Finance Committee recommends Favorable Action with regard to the subject matter of Article 28 as presented in the voted recommended motion below.

Motion (Requires majority vote): Moved by Mr. Griesmer, seconded by Mr. Evans that the Town vote, pursuant to Chapter 44, Section 53E ½ of the Massachusetts General Laws, to establish a Tax Title Collection Revolving Fund in order to utilize monies received from fees, charges and costs collected upon either i) the redemption of tax titles and ii) sales of real property acquired through foreclosures of tax titles to pay for expenses associated with a tax taking or tax title foreclosure, including but not limited to, fees and costs of recording or filing documents and instruments, searching and examining titles, mailing, publishing or advertising notices or documents, petitioning land court, serving court filings and documents and paying legal fees; to authorize the Treasurer/Collector, under the supervision of the Deputy Town Administrator / Finance Director, to expend money from such revolving fund; and to limit the total amount which may be expended from such fund up to and including $100,000 during the fiscal year beginning July 1, 2015.

The main motion under Article 28 passed by majority vote (99-7-1).

Article 29: Appropriate Funds for Comprehensive Master Plan (Planning Board and Board of Selectmen)

Finance Committee Recommendation: By a vote of 12 - 0 - 0 on October 1, 2015, the Finance Committee recommends Favorable Action with regard to the subject matter of Article 29 as presented in the voted recommended motion below.

Motion (Requires majority vote): Moved by Mr. Evans, seconded by Mr. Griesmer to appropriate the sum of $200,000 from Free Cash for the procurement of professional services for the first phases of developing a Comprehensive Master Plan consistent with Massachusetts General Laws Chapter 41, Section 81D, to be expended under the direction of the Planning Board, which shall provide a report on the progress of said Comprehensive Master Plan at each following Spring Annual Town Meeting and Fall Annual Town Meeting until said plan is completed and accepted by the Planning Board.

Ms. Brown moved that the funding amount be changed to $100,000. The amendment was seconded by Mr. Brown. The amendment to the main motion failed (16-91-1).

The main motion under Article 29 passed by majority vote (93-9-1).

Article 30: Appropriate Local Option Taxes Toward Economic Development (Town Administrator)

Finance Committee Recommendation: By a vote of 13-0-0 on September 10, 2015, the Finance Committee recommends No Action with regard to the subject matter of Article 30.

Motion (Requires majority vote): Moved by Mr. Evans seconded by Mr. Griesmer that no action be taken on the subject matter of Article 30.

The motion to take no action passed by majority vote.

Article 31: Transfer of Land to Conservation Commission (Town Administrator)

Finance Committee Recommendation: By a vote of 13-0-0 on September 10, 2015, the Finance Committee recommends No Action with regard to the subject matter of Article 31 as presented in the voted recommended motion below.

Motion (Requires majority vote): Moved by Mr. Evans seconded by Mr. Griesmer that no action be taken on the subject matter of Article 31.

The motion to take no action passed by majority vote.

Article 32: Appoint Tiny House Study Committee (Affordable Housing Trust Fund and Planning Board)

Finance Committee Recommendation**:** By a vote of 6-7-0 for Favorable Action and 7-6-0 for Referral on September 29, 2015, the Finance Committee has No Recommendation with regard to the subject matter of Article 32.

Moved by Ms. Evans, seconded by Mr. Sidney that the Moderator appoint a committee, to be known as the Tiny House Study Committee.
Purposes of the Committee:

1. To define Tiny Houses and specify their characteristics (e.g., maximum footprint, maximum number of occupants, fixed foundation vs trailer, utility connections, etc)
2. To determine the appropriateness of Tiny Houses and Tiny House Communities for Natick
3. To define the characteristics of appropriate areas within the Town for the siting of Tiny Houses, both individually and in small groupings
4. To study the use of Tiny Houses as an affordable housing option
5. To collect current statistics on homelessness and under-housing in Natick, including specific reference to veterans
6. If Tiny Houses are determined by the Study Committee to be an appropriate housing type for Natick, to examine zoning options that would permit the construction of Tiny Houses at appropriate locations within the Town

Composition:
The Committee shall consist of seven (7) members with one representative each from the Planning Board, the Zoning Board of Appeals, the Affordable Housing Trust Fund, Veterans Services, a Town Meeting member, and two members at large
Deliverables:
The Committee shall submit and make available a report, both in print and on line, prior to 2016 Spring Annual Town Meeting.
The Committee shall have access to Town Counsel.
Moved by Mr. Sidney, seconded by Mr. Jennett to waive the reading of the motion. The motion to waive the reading passed unanimously.

The main motion under Article 32 passed by majority vote (77-16-3).

Article 33: Appropriate Funds for Sewage Disposal System for Affordable Home (Affordable Housing Trust Fund)

Motion: (Requires majority vote): Moved by Mr. Hughes, seconded by Mr. Sidney that no action be taken on this article.

Moved by Mr. Munnich, seconded by Ms. Collins that the Town appropriate an amount of $35,000 for the purpose of constructing and installing a force main sewage disposal system for a two-family affordable house to be constructed at 299/301 Bacon Street by the Natick Affordable Housing Trust Fund and said amount to be appropriated from free cash.

The main motion under Article 33 passed by majority vote (74-32-3).

Article 34: Restrict Use of Middlesex Path as Dog Park (Ann Karnofsky et al)

Finance Committee Recommendation: By a vote of 10- 4-0 on September 8, 2015, the Finance Committee recommends Indefinite Postponement with regard to the subject matter of Article 34.
Motion (Requires majority vote): Ms. Nottonson moved, seconded by Mr. Nottonson that the town limit Middlesex Path Park to the passive recreational use that it has as of town meeting's vote under this Article 34, excluding the active use at that site of a Dog Park gated enclosure; also, to preclude any appropriations of town funds for such a development if in the excluded use area.

Moved by Mr. Hughes, seconded by Ms. Collins that the Town vote to indefinitely postpone the subject matter of Article 34.

The motion to indefinitely postpone the subject matter of Article 34 passed by majority vote (97-7-2).

Article 35: Thomas Sawin Homestead Preservation(Randy Johnson, *et al)*

Finance Committee Recommendation: By a vote of 9-3-0 on September 29, 2015, the Finance Committee recommends No Action with regard to the subject matter of Article 35 as presented in the voted recommended motion below.

Motion (Requires majority vote): Moved by Mr. Hughes, seconded by Mr. Jennett to take no action on the subject matter of Article 35.

Mr. Golden moved, seconded by Mr. Meyer that the Town vote to:

1. To establish a Committee for the purpose of advising the Board of Selectmen on preserving the Town's cultural, historic and architectural heritage existing at the Thomas Sawin House and its appurtenant lands located at 79 South Street Map 77 Lot 7 and Map 77 Lot 6A.

a. Said Committee to explore with the property owner and its board of directors the possible conveyance to the town of the structure and the land upon which it is situated for historic preservation purposes.
b. Said committee to identify mechanisms to preserve the historically significant house at its current location in a manner coordinated with, and complementary to, the on-going program of the current owner.
c. Said Committee, to offer technical assistance and advice to the Board of Selectmen, shall consist of five members, who may be nominated by the Board of Selectmen and appointed by the Moderator with expertise in the disciplines of:
    i. Historic Preservation
    ii. Real Estate Law
    iii. Historic Site Interpretive Planning
    iv. Landscape Architecture
    v. Architecture
d. The Board of Selectmen may nominate and the Moderator may appoint associate members to serve on a subcommittee of the Committee and perform such duties as are assigned by the chair of the Committee.
e. The Committee, being a multiple member body under the Town Charter, shall have access to town counsel and to staff from within the administration for resource support.
f. The committee may solicit technical assistance services, including preservation specialists and professional land surveyors.

2. To appropriate a sum of $30,000, from Free Cash, for technical assistance services under the direction of the Board of Selectmen. All expenditures shall be in compliance with the state constitution's anti-aid amendment.

3. To authorize the Board of Selectman to negotiate the acquisition of property interests as may be appropriate to support the preservation of the Thomas Sawin House and its appurtenant lands. Such authorization not to exceed one acre.

Mr. Hughes moved to amend the main motion by adding the words "or other appropriate entity" in 1A after the word "town" seconded by Mr. Jennett. The amendment to the main motion passed by majority vote (83-40-0).

The amended main motion passed by majority vote (81-36-5).

WARRANT
2015 SPECIAL TOWN MEETING #1
TOWN OF NATICK
December 1, 2015

THE COMMONWEATH OF THE MASSACHUSETTS

The following articles are to be acted upon and determined exclusively by Town Meeting Members in accordance with Chapter 2 of the Acts of 1938 and Amendments thereto and the Town Charter. Town Meeting will meet in the Natick High School Auditorium, Natick on **Tuesday Evening December 1, 2015 at 7:30 PM**, then and there to act on the articles listed below:

Article 1	Pegan Lane Conservation Restriction
Article 2	Committee Article
Article 3	Structured Tax Agreement
Article 4	Cochituate Aqueduct Trail Development
Article 5	Home Rule Petition – Authorization to Issue One Off-Premises Beer & Wine License

An attested copy may be viewed at the following locations: Precinct 1, Reliable Cleaners, 214 West Central Street; Precinct 2, Cole Recreation Center, 179 Boden Lane; Precinct 3, Kennedy Middle School, 165 Mill Street; Precinct 4, TCAN, 14 Summer Street; Precinct 5, Wilson Middle School, 24 Rutledge Road; Precinct 6, East Natick Fire Station, 2 Rhode Island Avenue; Precinct 7, Lilja Elementary School, 41 Bacon Street; Precinct 8, Natick High School, 15 West Street; Precinct 9, Community Senior Center, 117 East Central Street; Precinct 10, Memorial School, 107 Eliot Street; Natick Town Hall, 13 East Central Street, and the Natick U.S. Post Office, Bacon Free Library and Morse Institute Library.

Certified copies of the Warrant are available at the Office of the Town Clerk, Natick Town Hall, 13 East Central St., Natick, MA between the hours of 8:00 AM – 5:00 PM, Monday through Wednesday; 8:00 AM-8:00 PM on Thursday, and 8:00 AM-12:30 PM Friday and at the Town web site www.natickma.gov.

ss/Charles M. Hughes	ss/Richard Jennett Jr.	ss/Nicholas S. Mabardy
CHARLES M. HUGHES	RICHARD JENNETT JR.	NICHOLAS S. MABARDY
Chairman	Vice Chair	Clerk

ss/Joshua Ostroff	ss/John J. Connolly
JOSHUA OSTROFF	JOHN J. CONNOLLY

2015 Special Town Meeting 1 Member Attendance – 1 Session

Name	# Attended
Precinct 1	
Adams Andrea T.	0
Blaha Michael D.	1
Chase Joel B.	0
Glaser Richard A.	1
Gols Lorie K.	1
Kane Jonathan D.	0
Magee Tricia RY	0
Magee IV John J.	1
Murphy David	0
Oxman Lois	1
Pike Jane	1
Precinct 2	
Berelowitz Saul	1
Coffey David J.	1
Conaway B. Patrick	1
Del Sesto Geoffrey C.	1
Dellarocca Paul L.	1
Fitzpatrick Glen	1
Gallo David J.	1
Hughes Charles M.	1
Kane Stephen M.	0
Maher Christopher	1
Montross Lynne	0
Montross Richard T.	1
Robb Stephen Edwin	0
Spiegel Scott	1
Strout Stephen M.	0
Wirkala Jennifer Davis	1
Zucker Richard A.	0
Zucker Susan Mande	0

Name	# Attended
Precinct 3	
Casey Donna Volpe	1
D'Costa Victor P.	1
Delehanty Carol A.	1
Desveaux Sandra J.	1
Falzone Leah	1
Fishman David	1
Grady Charles A.	1
Healey Robert M.	1
Kuhn Judith A.	0
Kuhn Leon P.	1
Mathews Joan R.	0
McDonough Julie M.	1
McKenzie Donna M.	0
Meyer Andrew J.	1
Rodino Ross J.	1
Rowe Robert	1
Schoenig William	1
Whitney Bruce D.	1
Precinct 4	
Alessi Salvatore A.	1
Balsam Moire	1
Coburn Jr. Dirk	1
Donovan Brian P.	0
Donovan III John A.	0
Foley Richard A.	1
Freedman Jonathan H.	1
Heyde Brianna M.	0
Kiggen Jr. Joseph M.	1
Kruczynski Christina E.	0

Landry Douglas L.	0
Nottonson Nancy B.	1
Nottonson Peter A.	1
Price Michael J.	1
Sanchez Barbara Fahey	1
Sohl Daniel	1
Szretter Jeanette	1

Precinct 5

Ball Erica E.	0
Bednarz Jr. Thomas E.	0
Devereaux Nancy	0
Drolet Lawrence L.	1
Eschtruth Andrew	1
Everett James L.	1
Flynn Amy K.	1
Gillenwater Todd M.	1
Joyce Kathleen	0
Luke Andrew W.	1
Merkowitz Harriet S.	1
Munnich Julian J.	1
Schellenberg Catherine	1
Siegel Matthew D.	0
Snow Bruce A.	1
Sugrue Michael J.	1
Swartz Charlotte	0
Vabulas Diane V.	1
Yang Kenneth E.	1

Precinct 6

Boggia Betsy	1
Chinetti Barbara A.	1
Connolly Paul E.	1
Coughlin Catherine M.	0
Forshner Larry	1
Foss Charlene B.	1
Foster Karen A.	1
Gath William F.	0
Gloff Carol A.	1
Golden Peter S.	1
Linehan Michael F.	1
Lista Tony	1
Northgraves Nancy A.	1
Ostroff Jeanne Williamson	1
Ostroff Joshua	1
Stephen Richard	1
Uyar Florina	1
Young Patrick A.	1

Precinct 7

Bastien Shawn R.	0
Beatrice Marsha P.	0
Checket Helen Terry	1
Conway Joseph B.	1
Evans Bruce T.	1
Evans Teresa M.	1
Griesmer Paul B.	1
Gruber Randall P.	1
Haugland Henry W.	1
Hayre Dylan	1
Jackson Evelyn H.	1
Jennett Nancy E.	0
Jennett Jr. Richard	1
Keefe Joseph A.	1
Marini Anthony A.	0
McNealy Paul-Jon	1
Salis S. Christopher	0
Wollschlager Linda	1

Precinct 8

Brown Mary A.	1
Brown Jr. James E.	1

Canning Robert	1
Delaney Lawrence	0
Filledes Tass	1
Glater Glen B.	0
Gove Marjorie	1
Hanna Sara R.	1
Hawley Glynn E.	1
Hubbard Thomas E.	1
Lawrence-Archer James	1
Magee Jamie	1
Moore Bradford A.	1
O'Brien Garry M.	1
Philben Richard	1
Seymour Barbara	0
Sidney Richard	1
Vitarelli Gregory R.	1

Precinct 9

Chouinard Wayne A.	0
Collins Cathleen M.	1
Friswell Donald P.	1
Hoyt Kenneth B.	0
Johnson Edward A.	0
Joseph Paul R.	0
Joseph Scott A.	1
Keith Kevin	1
LaFleur Sandra	1
Mangan David	1
Miller Ronald J.	1
Miller Theresa M.	1
Noonan Erica A.	0
Parsons Janice L.	1
Potts Sr. George W.	0
Ryan Christine M.	0
Seiche Heather S.	1
Williamson James	1

Precinct 10

Ackerman Christine M.	1
Awkward Robert J.	1
Bacon Kathleen	1
Berkowitz Adam M.	1
Chamberlain Brian E.	0
Doherty Edward	1
Ferrari Michael A.	0
Frail Christopher	1
Hayes Andrew Patrick	1
Kessel Martin	1
Krentzman David A.	1
Pierce Jerry L.	1
Rich Beverly G.	1
Richards III George L.	1
Rosenman Alan L.	1
Salamoff Susan G.	0
Shea Susan A.	0
Taylor Marc S.	1
Wheeler Bancroft R.	1

Article 1: Pegan Lane Conservation Restriction (Board of Selectmen and Conservation Commission)

Finance Committee Recommendation: At its meeting on November 30, 2015, the Finance Committee voted 11-1-0 to recommend Favorable Action on the subject matter of Article 1 as provided in the voted motion below.

Motion (Requires two thirds vote): Moved by Mr. Evans, seconded by Mr. Griesmer

(i) That the Town appropriate $1,400,000 to pay costs of acquiring a conservation restriction in accordance with M.G.L. Chapter 184, §§ 31-33 or other applicable law on the property shown on Natick Assessors' Map 79 as Lot 4D, also described as 193 Pegan Lane (the "Property"), said Property being shown as Lot 5 on a subdivision plan filed with the Land Registration office as Plan No. 14354C and filed in the Middlesex South Registry District of the Land Court at Book 942, Page 111, with Certificate of Title No. 162461, said Property containing 16.3 acres more or less and being owned now or formerly by the 193 Pegan Lane Realty Trust; and further, to authorize the Conservation Commission, the Board of Selectmen, the Town Administrator, and any other appropriate Town official to apply for and receive grants under M.G.L. Chapter 132A, section 11, reimbursements, gifts or other contributions for the purposes of this Article;

(ii) That to meet the appropriation described in paragraph (i) above, the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow up to $1,400,000 under M.G.L. c. 44, s.7(3), as amended, or pursuant to any other enabling authority, and to issue bonds or notes on behalf of the Town therefor, and to take any other action necessary to accomplish the purposes of this Article; provided, however, that the amount authorized to be borrowed by this paragraph (ii) shall not be borrowed or expended unless and until the Selectmen have determined that the Town has been awarded a LAND grant from the Commonwealth in the amount of at least $400,000, and provided, further, that the amount authorized to be borrowed by this paragraph (ii) shall be reduced to the extent of all LAND grant funds paid to the Town on account of the purchase of the conservation restriction on the Property;

(iii) In the event that the Selectmen shall have determined that the Town is not eligible to receive a LAND grant to pay the cost of acquiring the conservation restriction on the Property in the amount of at least $400,000, then the total amount appropriated and authorized to be borrowed in paragraphs (i) and (ii) above to pay the costs of acquiring the conservation restriction on the Property shall be $1,000,000, and the Treasurer, with the approval of the Selectmen is hereby authorized to

borrow said amount without regard to the Town's eligibility to receive a LAND grant to pay the costs of acquiring the conservation restriction on the property, and

(iv) The Conservation Commission is authorized to acquire said conservation restriction and the Conservation Commission, Board of Selectmen or any other appropriate Town officials are hereby authorized to execute any documents necessary to accomplish the purposes of this motion, subject to the following conditions being fulfilled to the satisfaction of the Board of Selectmen, Conservation Commission and Town Counsel:

1. That assurance is provided to ensure public access to the Property.

2. That restrictions are placed on the Property to ensure its use as a passive recreational area.

3. That provisions are made to ensure that adequate public parking will be provided at the sole expense of the Trustees of Reservations or its affiliates in accordance with applicable provisions of the Natick Zoning By-Law.

4. That the conservation restriction shall provide that The Trustees of Reservations or its affiliates shall be responsible for improvements to and maintenance of the Property, and that the Conservation Commission shall be responsible for oversight and enforcement of the conservation restriction.

The main motion under Article 1 passed by two-thirds vote (113-10-2).

Article 2: Committee Article (Board of Selectmen)

Finance Committee Recommendation: By a vote of 10-2-0 on November 17, 2015, the Finance Committee recommends Favorable Action with regard to the subject matter of Article 2.

Motion (Requires majority vote): Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to hear the report of the Parking RFP Advisory Committee.

The motion to hear the report passed by majority vote.

Article 3: Structured Tax Agreement (Town Administrator)
Finance Committee Recommendation: By a vote of 9-0-0 on November 12, 2015, the Finance Committee recommends Favorable Action with regard to the subject matter of Article 3 as indicated in the motion below.

Motion (Requires majority vote): Move that the Town, pursuant to the provisions of Chapter 59, Section 38H of the Massachusetts General Laws, or other applicable law, vote to authorize the Board of Selectmen to enter into an agreement with MA Highway Solar, LLC or its affiliate or assignee for payment of real and personal property taxes with respect to solar photovoltaic electric generating facilities on land owned by the Massachusetts Department of Transportation on the Natick westbound embankment off the Massachusetts Turnpike for a term of twenty (20) years, which agreement provides for annual tax payments to the Town in such amounts as calculated by the Town each year based on the depreciation values set forth below for the applicable year, provided that the aggregate amounts paid over the term of said agreement shall not exceed fifty-four thousand three hundred sixty-three dollars and no cents ($54,363.00);

Fiscal Year	Depreciated Value ($)	Estimated Annual Tax Payment ($)
1	325,819	4,472
2	309,528	4,457
3	293,237	4,398
4	276,946	4,220
5	260,655	4,009
6	244,364	3,911
7	228,073	3,684
8	211,782	3,482
9	195,491	3,242
10	179,200	2,997
11	162,910	2,748
12	146,619	2,494
13	130,328	2,246
14	114,037	1,981
15	97,746	1,712
16	81,455	1,419
17	65,164	1,145
18	48,873	868
19	32,582	584
20	16,291	294
Max. Aggregate Term Payment		54,363

and, further, to authorize the Board of Selectmen, the Town Administrator and the Board of Selectmen's designee (s) to take any action necessary to accomplish the purposes of this article.

The main motion under Article 3 passed by majority vote (118-1-2).

Article 4: Cochituate Aqueduct Trail Development (Board of Selectmen and Conservation Commission)

Finance Committee Recommendation: By a vote of 9-0-0 on November 14, 2015, the Finance Committee recommends Referral with regard to the subject matter of Article 4 as indicated in the motion below.

Motion (Requires majority vote) Moved by Mr. Hughes, seconded by Mr. Sidney to refer the subject matter of Article 4 to the Board of Selectmen, Recreation and Parks Commission and the Conservation Commission.

The motion to refer this article passed by majority vote (107-3-2).

Article 5: Home Rule Petition **–** Authorization to Issue One Off-Premises Beer & Wine License (Tom Orlando, et al)

Finance Committee Recommendation: By a vote of 10-0-0 on November 14, 2015, the Finance Committee recommends ***Referral*** with regard to the subject matter of Article 1.

Motion (Requires majority vote): Moved by Mr. Hughes, seconded by Mr. Jennett to take no action on the subject matter of Article 5.

The motion to take no action on Article 5 passed by majority vote.

Financial Reports

State Tax Form 31C

THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF REVENUE
TAX RATE RECAPITULATION

FISCAL 2016

OF

NATICK

City / Town / District

I. TAX RATE SUMMARY

Ia. Total amount to be raised (from IIe) $ 156,920,819.64

Ib. Total estimated receipts and other revenue sources (from IIIe) 57,103,777.00

Ic. Tax levy (Ia minus Ib) $ 99,817,042.64

Id. Distribution of Tax Rates and levies

CLASS	(b) Levy percentage (from LA - 5)	(c) IC above times each percent in col (b)	(d) Valuation by class (from LA - 5)	(e) Tax Rates (c) / (d) x 1000	(f) Levy by class (d) x (e) / 1000
Residential	77.6299%	77,487,870.38	5,710,234,800	13.57	77,487,886.24
Net of Exempt					0.00
Open Space	0.0000%	0.00	0		0.00
Commercial	19.9863%	19,949,733.59	1,470,137,200	13.57	19,949,761.80
Net of Exempt					0.00
Industrial	0.5434%	542,405.81	39,968,900	13.57	542,377.97
SUBTOTAL	98.1596%		7,220,340,900		97,980,026.01
Personal	1.8404%	1,837,032.85	135,373,370	13.57	1,837,016.63
TOTAL	100.0000%		7,355,714,270		99,817,042.64

MUST EQUAL 1C

Board of Assessors of **NATICK**

City / Town / District

NOTE : The information was Approved on 11/12/2015.

Janice Dangelo, Dir. of Assessing, Natick, 508-647-6420 — Assessor

11/9/2015 11:29 AM — Date

Signing as Chairman of the Board of Assessors... — (Comments)

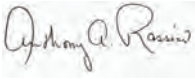
Do Not Write Below This Line --- For Department of Revenue Use Only

Reviewed By **Andrew Nelson**

Date : **12-NOV-15**

Approved : **Thomas Guilfoyle**

Director of Accounts



(Anthony A Rassias)

TAX RATE RECAPITULATION **FISCAL 2016**

NATICK

City / Town / District

II. Amounts to be raised		
IIa. Appropriations (col.(b) through col.(e) from page 4)		$ 154,279,700.00
IIb. Other amounts to be raised		
1. Amounts certified for tax title purposes	0.00	
2. Debt and interest charges not included on page 4	0.00	
3. Final court judgements	0.00	
4. Total overlay deficits of prior years	0.00	
5. Total cherry sheet offsets (see cherry sheet 1-ER)	291,510.00	
6. Revenue deficits	0.00	
7. Offset receipts deficits Ch. 44, Sec. 53E	0.00	
8. Authorized Deferral of Teachers' Pay	0.00	
9. Snow and ice deficit Ch. 44, Sec. 31D	0.00	
10. Other (specify on separate letter)	0.00	
TOTAL IIb (Total lines 1 through 10)		291,510.00
IIc. State and county cherry sheet charges (C.S. 1-EC)		1,352,418.00
IId. Allowance for abatements and exemptions (overlay)		997,191.64
IIe. Total amount to be raised (Total IIa through IId)		$ 156,920,819.64
III. Estimated receipts and other revenue sources		
IIIa. Estimated receipts - State		
1. Cherry sheet estimated receipts (C.S. 1-ER Total)	$ 13,016,665.00	
2. Massachusetts school building authority payments	0.00	
TOTAL IIIa		13,016,665.00
IIIb. Estimated receipts - Local		
1. Local receipts not allocated (page 3, col(b), Line 24)	11,735,542.00	
2. Offset Receipts (Schedule A-1)	0.00	
3. Enterprise Funds (Schedule A-2)	15,851,193.00	
4. Community Preservation Funds (See Schedule A-4)	0.00	
TOTAL IIIb		27,586,735.00
IIIc. Revenue sources appropriated for particular purposes		
1. Free cash (page 4, col.(c))	5,100,289.00	
2. Other available funds (page 4, col.(d))	11,400,088.00	
TOTAL IIIc		16,500,377.00
IIId. Other revenue sources appropriated specifically to reduce the tax rate		
1a. Free cash..appropriated on or before June 30, 2015	0.00	
b. Free cash..appropriated on or after July 1, 2015	0.00	
2. Municipal light source	0.00	
3. Teachers' pay deferral	0.00	
4. Other source :	0.00	
TOTAL IIId		0.00
IIIe. Total estimated receipts and other revenue sources (Total IIIa through IIId)		$ 57,103,777.00
IV. Summary of total amount to be raised and total receipts from all sources		
a. Total amount to be raised (from IIe)		$ 156,920,819.64
b. Total estimated receipts and other revenue sources (from IIIe)	$ 57,103,777.00	
c. Total real and personal property tax levy (from Ic)	$ 99,817,042.64	
d. Total receipts from all sources (total IVb plus IVc)		$ 156,920,819.64

LOCAL RECEIPTS NOT ALLOCATED *

TAX RATE RECAPITULATION

NATICK

City/Town/District

			(a) Actual Receipts Fiscal 2015	(b) Estimated Receipts Fiscal 2016
==>	1	MOTOR VEHICLE EXCISE	5,191,837.00	4,996,250.00
	2	OTHER EXCISE		
==>		a.Meals	876,131.00	800,150.00
==>		b.Room	1,403,267.00	0.00
==>		c.Other	3,076.00	3,000.00
==>	3	PENALTIES AND INTEREST ON TAXES AND EXCISES	515,666.00	485,500.00
==>	4	PAYMENTS IN LIEU OF TAXES	34,822.00	35,000.00
	5	CHARGES FOR SERVICES - WATER	0.00	0.00
	6	CHARGES FOR SERVICES - SEWER	0.00	0.00
	7	CHARGES FOR SERVICES - HOSPITAL	0.00	0.00
	8	CHARGES FOR SERVICES - SOLID WASTE FEES	998,551.00	950,000.00
	9	OTHER CHARGES FOR SERVICES	1,576,690.00	1,500,000.00
	10	FEES	0.00	0.00
	11	RENTALS	49,033.00	46,324.00
	12	DEPARTMENTAL REVENUE - SCHOOLS	0.00	0.00
	13	DEPARTMENTAL REVENUE - LIBRARIES	0.00	0.00
	14	DEPARTMENTAL REVENUE - CEMETERIES	0.00	0.00
	15	DEPARTMENTAL REVENUE - RECREATION	191,190.00	98,048.00
	16	OTHER DEPARTMENTAL REVENUE	890,419.00	636,350.00
	17	LICENSES AND PERMITS	2,605,524.00	1,580,000.00
	18	SPECIAL ASSESSMENTS	12,617.00	4,920.00
==>	19	FINES AND FORFEITS	211,296.00	200,000.00
==>	20	INVESTMENT INCOME	255,356.00	150,000.00
==>	21	MEDICAID REIMBURSEMENT	100,000.00	100,000.00
==>	22	MISCELLANEOUS RECURRING (PLEASE SPECIFY)	9,371.00	150,000.00
	23	MISCELLANEOUS NON-RECURRING (PLEASE SPECIFY)	1,245,011.00	0.00
	24	**TOTALS**	**$ 16,169,857.00**	**$ 11,735,542.00**

I hereby certify that the actual receipts as shown in column (a) are, to the best of my knowledge correct and complete, and I further certify that I have examined the entries made on page 4 of the Fiscal 2016 tax rate recapitulation form by the City, Town or District Clerk and hereby acknowledge that such entries correctly reflect the appropriations made and the sources from which such appropriations are to be met.

Virginia Cahill, Comptroller, Natick, 508-647-6435 — 11/12/2015 8:25 AM

Accounting Officer — Date

* Do not include receipts in columns (a) or (b) that were voted by the City / Town / District Council or Town Meeting as offset receipts on Schedule A-1, enterprise funds on Schedule A-2, or revolving funds on Schedule A-3. Written documentation should be submitted to support increases / decreases of estimated receipts to actual receipts.

==> Written documentation should be submitted to support increases/ decreases of FY 2015 estimated receipts to FY2016 estimated

CERTIFICATION OF APPROPRIATIONS AND SOURCES OF FUNDING

TAX RATE RECAPITULATION **FISCAL 2016**

NATICK

City / Town / District

APPROPRIATIONS							AUTHORIZATIONS MEMO ONLY	
City / Town Council or Town Meeting Dates	FY*	(a) Total Appropriations of Each Meeting	(b) ** From Raise and Appropriate	(c) From Free Cash See B-1	(d) From Other Available Funds See B-2	(e) From Offset Receipts (See A-1), Enterprise Funds (See A-2), or Community Preservation Fund (See A-4)	(f) *** Revolving Funds (See A-3)	(g) Borrowing Authorization
05/19/2015	2016	141,722,487.00	123,325,252.00	2,335,597.00	2,361,373.00	13,700,265.00	465,000.00	3,277,800.00
11/12/2015	2016	12,557,213.00	564,365.00	2,764,692.00	9,038,715.00	189,441.00	100,000.00	-4,067,008.00
Totals		154,279,700.00	123,889,617.00	5,100,289.00	11,400,088.00	13,889,706.00		
		Must Equal Cols. (b) thru (e)						

I hereby certify that the appropriations correctly reflect the votes taken by City / Town / District Council.

NATICK	Diane Packer, Town Clerk, Natick, 508-647-6432	11/12/2015 9:40 AM	Signing as Town Clerk
City/Town/District	Clerk	Date	(Comments)

BUREAU OF ACCOUNTS
SCHEDULE A-2
ENTERPRISE FUNDS CH.44 S.53F 1/2 et al

NATICK

City/Town/District

Type of enterprise fund/statutory reference

WATER/SEWER

		(a) FY2015 Actual Revenues	(b) FY2016 Estimated Revenues
1.	Enterprise revenues & available funds		
a.	User charges	$ 12,865,947.00	$ 13,419,755.00 *
	Connection fees	156,586.00	160,000.00 *
	Other departmental revenue	984,946.00	1,040,000.00 *
	Investment income	19,663.00	20,000.00 *
	Total revenues	14,027,142.00	14,639,755.00
	Retained earnings appropriated **	1,721,906.00	531,441.00
	Other enterprise available funds		
	Specify:		
	Total current year revenues and available funds	15,749,048.00	15,171,196.00
b.	Retained earnings appropriated for PY costs **		
	Other enterprise available funds for PY costs		
	Total revenues and available funds for PY costs		0.00
	Total revenues and available funds	$ 15,749,048.00	$ 15,171,196.00
			To Recap pg 2, Part IIIB, line 3

[redacted]

2. Total costs appropriated

a. Costs appropriated in the enterprise fund

Salaries and wages	$ 1,964,100.00	
Expenses	7,807,382.00	
Capital outlay	373,000.00	
Reserve Fund	200,000.00	
Other:---> Debt Service and I&I	2,619,314.00	
Prior year costs appropriated from retained earnings or other enterprise available funds		(Must equal total part 1b)
Total costs appropriated in enterprise fund		$ 12,963,796.00

b. Costs appropriated in general fund

Health insurance	$	
Pensions		
Shared employees	1,341,678.00	
Shared facilities	865,722.00	
Other:--->		
Other:--->		
Total costs appropriated in general fund		$ 2,207,400.00
Total Costs		$ 15,171,196.00

3. Calculation of subsidy (see instructions)

Revenue & available funds	$ 15,171,196.00	(part 1, col. b)
less: Total costs	15,171,196.00	(part 2)
less: Prior year deficit		To Recap pg. 2 Part IIB
(Negative represents subsidy)	$ 0.00	

4. Sources of funding for costs appropriated in the enterprise fund

a.	Revenue and available funds	$ 12,963,796.00
b.	Taxation	
c.	Free cash	
d.	Non-Enterprise Available Funds	
	Total Sources of Funding for Costs Appropriated in the Enterprise Fund (must equal total part 2a)	$ 12,963,796.00

BUREAU OF ACCOUNTS
SCHEDULE A-2
ENTERPRISE FUNDS CH.44 S.53F 1/2 et al

NATICK

City/Town/District

Type of enterprise fund/statutory reference

SASSAMON TRACE GOLF COURSE

			(a) FY2015 Actual Revenues	(b) FY2016 Estimated Revenues
1.	Enterprise revenues & available funds			
a.	User charges		$ 615,526.00	$ 629,058.00 *
	Connection fees			*
	Other departmental revenue			*
	Investment income			*
	Total revenues		615,526.00	629,058.00
	Retained earnings appropriated **		56,766.00	50,939.00
	Other enterprise available funds			
	Specify:	General Fund Subsic	309,087.00	
	Total current year revenues and available funds		981,379.00	679,997.00
b.	Retained earnings appropriated for PY costs **			
	Other enterprise available funds for PY costs			
	Total revenues and available funds for PY costs			0.00
	Total revenues and available funds		$ 981,379.00	$ 679,997.00
				To Recap pg 2, Part IIIB, line 3

2. Total costs appropriated

a. Costs appropriated in the enterprise fund

Salaries and wages		$ 287,028.00	
Expenses		362,928.00	
Capital outlay		16,000.00	
Reserve Fund			
Other:--->	Debt Service	259,954.00	
Prior year costs appropriated from retained earnings or other enterprise available funds			(Must equal total part 1b)
Total costs appropriated in enterprise fund			$ 925,910.00

b. Costs appropriated in general fund

Health insurance		$	
Pensions			
Shared employees		25,863.00	
Shared facilities		8,224.00	
Other:--->			
Other:--->			
Total costs appropriated in general fund			$ 34,087.00
	Total Costs		$ 959,997.00

3. Calculation of subsidy (see instructions)

Revenue & available funds	$ 679,997.00	(part 1, col. b)
less: Total costs	959,997.00	(part 2)
less: Prior year deficit		To Recap pg. 2 Part IIB
(Negative represents subsidy)	$ -280,000.00	

4. Sources of funding for costs appropriated in the enterprise fund

a.	Revenue and available funds	$ 925,910.00
b.	Taxation	
c.	Free cash	
d.	Non-Enterprise Available Funds	
	Total Sources of Funding for Costs Appropriated in the Enterprise Fund (must equal total part 2a)	$ 925,910.00

BUREAU OF ACCOUNTS
SCHEDULE A-3
REVOLVING FUNDS CH.44 S.53E 1/2
NATICK

(a) Date of Vote	(b) Department Authorized to Spend	(c) Type of Receipts Credited	(d) FY2015 Actua Revenues	(e) FY2016 Receipts Authorized
	Town Admnstr	Energy Rewards	0.00	25,000.00
	Board of Health	Tobacco Fees/Fines	13,350.00	25,000.00
	Council on Aging	Transportation Fines	30.00	15,000.00
	Public Works	Sale Surplus Vehicles	79,955.00	80,000.00
	Morse Library	Overdue Fines	53,880.00	85,000.00
subtotal page 2			169,188.00	335,000.00
TOTAL			316,403.00	565,000.00

SCHEDULE A-3 REVOLVING FUNDS CH. 44 S. 53E 1/2 (con't)

(a) Date of Vote	(b) Department Authorized to Spend	(c) Type of Receipts Credited	(d) FY2015 Actua Revenues	(e) FY2016 Receipts Authorized
	Morse Library	Rental of Facilities	8,642.00	25,000.00
	Council on Aging	Rental of Facilities	56,416.00	75,000.00
	Board of Health	Immunization Fees	28,033.00	40,000.00
	Council on Aging	Program Fees	76,097.00	95,000.00
	Finance	Tax Title Fees & Costs	0.00	100,000.00
Total page 2			169,188.00	335,000.00

BUREAU OF ACCOUNTS
SCHEDULE B-1
FREE CASH CERTIFICATION AND APPROPRIATION
NATICK
City/Town/District

PART I

1. 7/1/2014 FREE CASH CERTIFICATION	$	6,832,003.00
ADD:		
2. FREE CASH UPDATE PART I		
TOTAL		6,832,003.00
SUBTRACT FREE CASH APPROPRIATED FROM THIS CERTIFICATION:		
3. FY2015 RECAP		3,835,115.00
4. FY2016 RECAP		2,335,597.00
BALANCE OF UNAPPROPRIATED FREE CASH PART I	$	661,291.00

PART II

1. 7/1/2015 FREE CASH CERTIFICATION	$	9,212,607.00
ADD:		
2. FREE CASH UPDATE PART II		
TOTAL		9,212,607.00
SUBTRACT FREE CASH APPROPRIATED FROM THIS CERTIFICATION:		
3. FY2016 RECAP		2,764,692.00
BALANCE OF UNAPPROPRIATED FREE CASH PART II	$	6,447,915.00

BUREAU OF ACCOUNTS
SCHEDULE B-2
SOURCES AND USES OF OTHER AVAILABLE FUNDS
NATICK
City/Town/District

Date of Appropriation	Source of Fund	Use of Fund	COL. A Amount in Fund when Approp. was made	COL. B Amount of Appropriation
04/30/15	Parking Meter Receipts	Parking Enforcement	210,052.00	80,000.00
04/30/15	Title V Septic	Debt Service	161,965.00	7,684.00
04/30/15	School Bldg Assistance	Debt Service	1,097,769.00	123,167.00
04/30/15	Bond Premiums	Debt Service	1,081,702.00	106,758.00
04/30/15	Capital Stabilization	Gen Fd Capital Expense	4,507,083.00	635,414.00
04/30/15	Overlay Surplus	FY16 Gen. Fund Budget	956,945.00	500,000.00
04/30/15	Capital Stabilization	Capital Equipment	3,871,669.00	518,000.00
04/30/15	Capital Stabilization	Capital Improvements	3,353,669.00	390,350.00
11/12/15	Capital Stabilization	Capital Equipment	4,307,207.00	314,500.00
11/12/15	Capital Stabilization	Capital Improvements	3,992,707.00	175,000.00
11/12/15	Re-Appropriate Debt	Capital Improvements	2,451,993.00	1,097,800.00
11/12/15	Re-Appropriate Debt	Capital Improvements	1,354,193.00	583,600.00
11/12/15	Re-Appropriate Debt	Capital Improvements	770,593.00	550,000.00
11/12/15	Re-Appropriate Debt	Capital Improvements	201,484.00	200,000.00
11/12/15	Re-Appropriate Debt	Capital Equipment	120,000.00	120,000.00
11/12/15	I & I Stablization	Capital Improvements	1,134,440.00	150,000.00
11/12/15	Conservation Trust Fd	FAR Stabilization Trust	5,300,501.00	5,162,690.00
11/12/15	Capital Improvements	Capital Improvements	448,000.00	448,000.00
11/12/15	Aff. Housing 165 N Main	Creation of Aff. Housing	237,125.00	237,125.00
				Total Approp.
			35,559,097.00	11,400,088.00

BUREAU OF ACCOUNTS
SCHEDULE DE-1
DEBT EXCLUSION FORM

NATICK

City/Town/District

(A) BALLOT VOTE DATE	(B) PURPOSE(S) OF EXCLUSION VOTE	(C) DATE OF ORIGINAL ISSUANCE NOTE/BOND PER PURPOSES	(D) TEMP OR PERM (T/P)	(E) FY2015 NET EXCLUDED DEBT SERVICE	(F) FY2015 GROSS DEBT SERVICE EXPENDED	(G) FY2016 GROSS DEBT SERVICE EXCLUDABLE	(H) REIMBURSEMENTS/ ADJUSTMENTS	(I) FY2016 NET EXCLUDED DEBT SERVICE
11/07/00	Wilson Middle School	04/15/04	PERM	534,799.25	657,966.25	631,350.00	127,279.00	504,071.00
03/30/10	Natick High School	06/15/11	PERM	2,924,141.66	3,229,787.50	3,164,039.00	254,790.00	2,909,249.00
03/30/10	Community Snr Center	06/15/11	PERM	643,987.25	711,300.00	697,950.00	7,573.00	690,377.00
03/30/10	Community Snr Center	06/01/12	PERM	112,288.09	124,025.00	121,175.00	9,656.00	111,519.00
03/30/10	Natick High School	06/15/13	PERM	0.00	439,312.50	238,255.00	238,255.00	0.00
								0.00
								0.00
								0.00
								0.00
								0.00
								0.00
								0.00
								0.00
							SUBTOTAL	4,215,216.00

REIMBURSEMENTS: School Building Assistance, Library Construction Grants etc.
ADJUSTMENTS: prior year interest not included, rate or term different than estimate

MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES

ASSESSMENT/CLASSIFICATION REPORT FY2016

NATICK as of January 1, 2015
City/Town/District

PROPERTY TYPE	ACCT/ PARCEL COUNT	CLASS 1 Residential Assessed Value	CLASS 2 Open Space Assessed Value	CLASS 3 Commercial Assessed Value	CLASS 4 Industrial Assessed Value	CLASS 5 Personal Property Assessed Value
101	8,508	4,305,760,000				
102	2,688	776,377,500				
Misc 103,109	40	32,799,500				
104	589	268,893,800				
105	81	37,576,500				
111-125	56	213,578,900				
130-132, 106	867	57,337,700				
200-231	0		0			
300-393	559			1,454,333,200		
400-452	53				39,968,900	
CH 61 Land	1		0	9,500		
CH 61A Land	18		0	162,900		
CH 61B Land	17		0	1,094,400		
012-043	45	17,910,900	0	14,537,200	0	
501	922					14,729,840
502	787					28,103,580
503	1					484,550
504,550-552	3					62,946,570
505	12					24,936,100
506	0					0
508	4					4,172,730
TOTALS	15,251	5,710,234,800	0	1,470,137,200	39,968,900	135,373,370
					REAL AND PERSONAL PROPERTY TOTAL VALUE	7,355,714,270
					EXEMPT VALUE	641,107,400

DEPARTMENT OF REVENUE
MINIMUM RESIDENTIAL FACTOR COMPUTATION
FOR FY2016

NATICK

City/Town/District

A	B	C	
Class	**Full and Fair Cash Valuation**	**Percentage Share**	
1. Residential	5,710,234,800	77.6299%	77.6299%
2. Open Space	0	0.0000%	
3. Commercial	1,470,137,200	19.9863%	22.3701%
4. Industrial	39,968,900	0.5434%	
5. Personal Property	135,373,370	1.8404%	
TOTALS	7,355,714,270	100.0000%	

Maximum Share of Levy for Classes Three, Four and Personal Property;	150%	22.3701% Lines 3C+4C+5C	33.5552% Max % Share
Minimum Share of Levy for Classes One and Two:	100%	33.5552% Max % Share	66.4448% Min % Share
Minimum Residential Factor **(MRF)**	66.4448% Min % Share	77.6299% Lines 1C+2C	**85.5918%** Minimum Residential Factor

MINIMUM RESIDENTIAL FACTOR 85.5918%

CHAPTER 58, SECTION 1A MANDATES A MINIMUM RESIDENTIAL FACTOR OF NOT LESS THAN 65%.
LA7 (6-94)

BUREAU OF ACCOUNTS
SCHEDULE OL-1
OVERLAY WORKSHEET

City/Town/Dist NATICK

		A. FY2015	B. FY2014	C. FY2013	D. PRIOR YRS	E. TOTAL
1.	Overlay raised per recap	1,160,386.80	1,349,902.93	1,463,310.27		
2.	Overlay deficits raised					
3.	Less - total abatements and exemptions charged through 6/30/2015	387,167.77	339,535.30	477,307.56		
4.	Less - amount transferred to overlay surplus if any					
5.	Totals - should equal FY2015 balance sheet	773,219.03	1,010,367.63	986,002.71	1,376,145.76	4,145,735.13

6.	Potential additional liability (ATB Cases)	176,000.00	68,300.00	386,000.00	1,011,793.25	1,642,093.25
7.	Total potential liability (add 3+6)	563,167.77	407,835.30	863,307.56		

COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF LOCAL ASSESSMENT

NATICK
COMMUNITY

TAX BASE LEVY GROWTH FY2016 - LA13

Retain documentation for 5 years in the event of DOR audit

PROPERTY CLASS	[A] FY2015 VALUES BY CLASS (Committed / LA-4)	No.	[B] FY2015 REVISED & OMITTED VALUES	No.	[C] ABATEMENT VALUES	No.	[D] OTHER ADJUSTMENT VALUES	[E] FY2015 ADJ VALUE BASE
RESIDENTIAL:								
Single Family (101)	4,067,880,400	0	0	14	467,400	28	1,863,100	4,069,276,100
Condominium (102)	724,440,300	0	0	2	250,000	21	4,488,400	728,678,700
Two & Three Family (104 & 105)	299,227,100	0	0	3	123,000	4	2,328,000	301,432,100
Multi - Family (111 - 125)	202,660,100	0	0	2	895,900	1	(1,658,300)	200,105,900
Vacant Land (130 - 132 & 106)	62,654,900	0	0	2	130,700	53	(6,583,400)	55,940,800
All Others (103, 109, Res mixed use)	48,419,000	0	0	0	0	7	(919,800)	47,499,200
TOTAL RESIDENTIAL	5,405,281,800	0	0	23	1,867,000	114	(482,000)	5,402,932,800
Open Space	0	0	0	0	0	0	0	0
Open Space - Chapter 61, 61A, 61B	0	0	0	0	0	0	0	0
TOTAL OPEN SPACE	0	0	0	0	0	0	0	0
Commercial	1,417,520,900	0	0	8	4,114,100	4	152,000	1,413,558,800
Commercial - Chapter 61, 61A, 61B	1,260,500	0	0	0	0	0	0	1,260,500
TOTAL COMMERCIAL	1,418,781,400	0	0	8	4,114,100	4	152,000	1,414,819,300
INDUSTRIAL	38,307,700	0	0	0	0	1	379,400	38,687,100
PERSONAL PROPERTY	122,478,000							
TOTAL REAL & PERSONAL	6,984,848,900							

COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF LOCAL ASSESSMENT

NATICK
COMMUNITY

TAX BASE LEVY GROWTH FY2016 - LA13

PROPERTY CLASS	REVAL %	[F] + or - REVAL ADJUSTMENT VALUES	[G] TOTAL ADJUSTED VALUE BASE	[H] FY2016 PROPOSED VALUES	[I] NEW GROWTH VALUATION	[J] PRIOR YEAR TAX RATE	[K] TAX LEVY GROWTH
RESIDENTIAL:							
Single Family (101)	0.04908	199,712,600	4,268,988,700	4,305,760,000	36,771,300		
Condominium (102)	0.05900	42,990,200	771,668,900	776,377,500	4,708,600		
Two & Three Family (104 & 105)	0.01347	4,060,900	305,493,000	306,470,300	977,300		
Multi - Family (111 - 125)	0.06733	13,473,000	213,578,900	213,578,900	0		
Vacant Land (130 - 132 & 106)	-0.01422	(795,400)	55,145,400	57,337,700	2,192,300		
All Others (103, 109, Res mixed use)	0.06306	2,995,200	50,494,400	50,710,400	216,000		
TOTAL RESIDENTIAL	0.04857	262,436,500	5,665,369,300	5,710,234,800	44,865,500	13.82	$620,041
Open Space		0	0	0	0		
Open Space - Chapter 61, 61A, 61B		0	0	0	0		
TOTAL OPEN SPACE		0	0	0	0	0.00	$0
Commercial	0.03626	51,254,800	1,464,813,600	1,468,870,400	4,056,800		
Commercial - Chapter 61, 61A, 61B	0.00500	6,300	1,266,800	1,266,800	0		
TOTAL COMMERCIAL	0.03623	51,261,100	1,466,080,400	1,470,137,200	4,056,800	13.82	$56,065
INDUSTRIAL	0.03313	1,281,800	39,968,900	39,968,900	0	13.82	$0
PERSONAL PROPERTY				135,373,370	4,712,234	13.82	$65,123
TOTAL REAL & PERSONAL				7,355,714,270	53,634,534		$741,229

THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF REVENUE
FISCAL 2016 TAX LEVY LIMITATION FOR
NATICK
FOR BUDGET PLANNING PURPOSES

I. TO CALCULATE THE FY2015 LEVY LIMIT

A.	FY2014 Levy Limit	89,191,083	
A1.	ADD Amended FY2014 Growth	0	
B.	ADD (IA + IA1) X 2.5%	2,229,777	
C.	ADD FY2015 New Growth	1,128,804	
C1.	ADD FY2015 New Growth Adjustment	0	
D.	ADD FY2015 Override	0	
E.	FY2015 Subtotal	92,549,664	
			I. $ 92,549,664
F.	FY2015 Levy Ceiling	174,621,223	FY2015 Levy Limit

II. TO CALCULATE THE FY2016 LEVY LIMIT

A.	FY2015 Levy Limit from I.	92,549,664	
A1.	ADD Amended FY2015 Growth	0	
B.	ADD (IIA + IIA1) X 2.5%	2,313,742	
C.	ADD FY2016 New Growth	741,229	
C1.	ADD FY2016 New Growth Adjustment		
D.	ADD FY2016 Override		
E.	FY2016 Subtotal	95,604,635	
			II. $ 95,604,635
F.	FY2016 Levy Ceiling	183,892,857	FY2016 Levy Limit

III. TO CALCULATE THE FY2016 MAXIMUM ALLOWABLE LEVY

A.	FY2016 Levy Limit from II.	95,604,635
B.	FY2016 Debt Exclusion(s)	4,215,216
C.	FY2016 Capital Expenditure Exclusion(s)	
D.	FY2016 Stabilization Fund Override	
E.	FY2016 Other Adjustment	
F.	FY2016 Water / Sewer	
G.	FY2016 Maximum Allowable Levy	$ 99,819,851

DEPARTMENT OF REVENUE
BUREAU OF ACCOUNTS
CLASSIFICATION TAX ALLOCATION

NATICK
City/Town/District

1 . **The selected Residential Factor is** - - - - - - - - - - - - - - - **1.000000**

If you desire each class to maintain 100% of its full value tax share, indicate a residential factor of "1" and go to question 3.

2 . **In computing your residential factor, was a discount granted to Open Space?**

Yes **No** **X**

If Yes, what is the percentage discount?

3. **Was a residential exemption adopted?**

Yes **No** **X**

If Yes, please complete the following:

Class I Total Assessed Value

Class I Total Parcel Count* **=** **X** Selected Res. Exemption % **=** Residential Exemption

* Include all parcels with a Mixed-Use Residential designation

Applicable number of parcels to receive exemption

4. **Was a small commercial exemption adopted?**

Yes **No** **X**
% Selected

If Yes, please complete the following:

No. of parcels eligible **17**

Total value of parcels

Total value to be exempted

5. The following information was derived from the LA-7. Please indicate in column D percentages (accurate to 4 digits to the right of the decimal point) which result from your selected residential factor. (If a residential factor of "1" has been selected, you may leave Column D blank.)

A	B	C	D
Class	Certified Full and Fair Cash Value Assessments	Percentage Full Value Shares of Total Tax Levy	New Percentage Shares of Total Tax Levy
1. Residential	5,710,234,800	77.6299%	77.6299%
2. Open Space	0	0.0000%	0.0000%
3. Commercial	1,470,137,200	19.9863%	19.9863%
4. Industrial	39,968,900	0.5434%	0.5434%
5. Personal Property	135,373,370	1.8404%	1.8404%
Totals	7,355,714,270	100.0000%	100.0000%

6. We have been informed by the Assessors of excess levy capacity $2,808.36

Massachusetts Department of Revenue Division of Local Services
BUREAU OF ACCOUNTS - AUTOMATED TREASURER'S YEAR-END CASH REPORT

Town of Natick , for the Year Ending **30-Jun-15**
(City, Town, County, District)

PART I: A. Cash and checks in office | $ 2,419.00

B. Non - Interest Bearing Checking Accounts | Sub - Total 2,419.00

Collat eral'd Y or N	Comp. Bal. Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
YES	NO	CITIZEN BANK	VARIOUS	N/A	0.00	1,097,114.06
				N/A		
				N/A		
				N/A		
				N/A		
				N/A		-
					Sub - Total	1,097,114.06

C. Interest Bearing Checking Accounts

Collat eral'd Y or N	Comp. Bal. Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
YES	NO	CITIZEN BANK	VARIOUS	0.01%	0.00	4,410,927.23
NO	NO	BELMONT Savings	GENERAL FDS	0.60%	0.00	4,615,403.52
NO	NO	CENTURY BANK	GENERAL FDS	0.35%	0.00	5,521,449.54
NO	NO	EASTERN BANK	GENERAL FDS	0.05%	0.00	12,673,793.32
NO	NO	FIRST IPSWICH	GENERAL FDS	0.55%	0.00	8,596,242.25
NO	NO	HARBOR ONE	GENERAL FDS	0.60%	0.00	6,629,425.95
NO	NO	MIDDLESEX SAVINGS	GENERAL FDS	0.10%	0.00	206,408.98
		MW Credit Union	COUNCIL ON AGING	0	0.00	5.95
		MW Credit Union	POLICE	0	0.00	10.00
NO	NO	MMDT	GENERAL FDS		0.00	53,916.52
YES	NO	SANTANDER	GENERAL FDS	0.28%	0.00	7,050,958.17
YES	NO	TD BANK	GENERAL FDS	0.15%	0.00	556,056.10
NO	NO	UNIBANK	GENERAL FDS	0.10%	0.00	7,359,905.14
YES	NO	CITIZEN BANK	SCHOOL STUDENT ACTIVITY	0.01%	0.00	1,227,691.14
					Sub - Total	58,902,193.81

D. Liquid Investments

Collat eral'd Y or N	Comp. Bal. Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
					Sub - Total	

Note: Attach addititional sheets if needed.

E. Term Investments

Collat eral'd Y or N	Comp. Bal. Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
N	N	UNIBANK	SCHOOL CD		0.00	152,360.29
					Sub - Total	152,360.29
		U.S. Treasury Bills				
		Repurchase Agreements				
		Other				
					Sub - Total	
					Sec. E Total	

F. Trust Funds

Collat eral'd Y or N	Comp. Bal. Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
N	N	BELMONT SAVINGS	STABILIZATION TRUSTS	0.60%	0.00	8,679,397.28
N	N	EASTERN BANK	CAPITAL STABILIZATION TRUST	0.10%	0.00	304,097.32
N	N	EASTERN BANK	DISABILITY TRUST	0.10%	0.00	31,904.89
N	N	HARBOR ONE	OPERATING STABILIZATION TRUST	0.60%	0.00	510.32
N	N	MIDDLESEX SAVINGS	SCHOLARSHIPS/TRUSTS	0.05%	0.00	99,377.84
N	N	BARTHOLOMEW	POOLED TRUSTS	Market	0.00	2,230,601.88
N	N	BARTHOLOMEW	OPEB TRUSTS	Market	0.00	702,914.00
N	N	MORGAN STANLEY	CONSERVATION TRUST	Market	0.00	3,392,051.83
N	N	MORGAN STANLEY	OPERATING STABILIZATION TRUST	Market	0.00	2,882,820.09
N	N	MMDT	MWRA SEWER		0.00	1,796,336.48
YES	N	TD BANK	CONSERVATION TRUST	0.15%	0.00	1,908,627.57
					Sub - Total	22,028,639.50

Part I Total: All Cash and Investments **$** **82,182,726.66**

Treasurer's Bond

Hanover Insurance Company; 440 Lincoln St., Worcester, MA 01653
Insurance Company

8/25/2016
Expiration Date

I hereby certify that the bank statements have been reconciled through the date of this report, that the cash on hand and other items were verified by actual count, and that I have transmitted this form to the Accounting Officer for certification of Part II.

8/27/2015
Date

Stephen Price
Treasurer

PART II.

I hereby certify that the foregoing schedule, setting forth the total cash in the custody of the Treasurer, is in agreement with the general ledger controls in my department.

8/27/2015
Date

Virginia Cahill
Accounting Officer

Massachusetts Department of Revenue ***Division of Local Services***

Bureau of Accounts ***Statement of Indebtedness***

Natick, Massachusetts **FY 15**

Long Term Debt Inside the Debt Limit*	Outstanding July 1, 2014	+ Issued	- Retired	= Outstanding June 30, 2015	Interest Paid in FY 15
Building	14,973,750	248,000	2,366,750	12,855,000	506,476
Departmental Equipment	5,150,000	565,000	1,085,000	4,630,000	191,321
School Buildings	7,995,000	-	1,045,000	6,950,000	283,304
School Other	960,000	212,000	380,000	792,000	30,637
Sewer	5,702,284	202,050	723,986	5,180,348	168,392
Solid Waste/Landfill	-	-	-	-	-
Other Inside	4,030,000	1,660,000	480,000	5,210,000	140,842
SUB-TOTAL Inside	38,811,034	2,887,050	6,080,736	35,617,348	1,320,972
Long Term Debt Outside the Debt Limit*					
Airport	-	-	-	-	-
Gas/Electric Utility	-	-	-	-	-
Hospital	-	-	-	-	-
School Buildings	40,421,000	-	2,626,000	37,795,000	1,407,560
Sewer	48,000	-	13,000	35,000	1,900
Solid Waste/Landfill	1,402,000	-	303,000	1,099,000	47,215
Water	8,321,467	-	1,072,438	7,249,029	324,128
Other Outside	1,299,376	-	205,337	1,094,039	43,826
SUB-TOTAL Outside	51,491,843	-	4,219,775	47,272,068	1,824,630
GRAND TOTAL	90,302,877	2,887,050	10,300,511	82,889,416	3,145,602

Please complete both sides of this report and return it to the Division of Local Services no later than September 30th.

I certify to the best of my knowledge that this information is complete and accurate as of this date.

Treasurer: _____ Date: _____

I certify that long and short term debt as identified in this Statement of Indebtedness is in agreement with the general ledger controls in my department and are also reflected on the balance sheet.

Accounting Officer: _____ Date: _____

*MCWT subsidies are not reflected.

Short Term Debt *	Outstanding July 1, 2014	+ Issued	- Retired	= Outstanding June 30, 2015	Interest Paid in FY 15
RANs - Revenue Anticipation		-	-	-	-
BANs - Bond Anticipation	-	-	-	-	-
Buildings	-	101,500	-	101,500	-
School	-	-	-	-	-
Water	-	680,000	-	680,000	-
Other BANs	-	1,481,000	-	1,481,000	-
SAANs - State Grant Anticipation	-	-	-	-	-
FAANs - Federal Grant Anticipation	-	-	-	-	-
Other Short Term Debt	-	-	-	-	-
TOTAL SHORT TERM DEBT	-	2,262,500	-	2,262,500	-
TOTAL ALL DEBT	90,302,877	5,149,550	10,300,511	85,151,916	3,145,602

Authorized and Unissued Debt					
See Attached					
Purpose	Date of Vote	Article No.	Amount Authorized	Less New Bond Issues, Retirements and/or Rescissions	=Balance Unissued 6/30/15
TOTAL					

*Does not reflect Interim Loan Notes issued through the Massachusetts Clean Water Trust.

Town of Natick

Authorized Unissued Debt

Date: 6/30/2015

FirstSouthwest

RANs Article Number	Date of Author.	Amount Originally Authorized	Amount of Bond or Paydown		Date of Bond or Paydown	Amount Remaining	Purpose	Law Cite.	Maximum Term	Notes Outstanding	Maturity Date	Original Issue Date	Rollover Dates	Legal Status	BQ
14	5/4/2006	540,000				540,000	Parking Garage	Ch. 44, 7(3)	30						
10, B, Item 3	4/15/2008	187,000	87,000			100,000	Charles River Dam	Ch. 44							
14	14/17/08	436,865	77,385			359,480	Sewer I & I	Ch. 44, s.7(1)	30						
6	2/23/10 & 3/30/10	88,990,000	40,085,000 5,500,000 35,268,692	B B MSBA G to date	6/15/11 6/5/13	8,136,308	High School Construction (Exempt)	Ch. 44, s.7(3) and/or Ch. 70B	30						
10, C, Item 10	10/21/2010	150,000				150,000	Water	Ch. 44, s. 8							
14, B, Item 10	4/25/2013	180,000	125,000			55,000	Police Replace Rooftop HVAC Unit	Ch. 44, s. 7 (3A)	30					RL 8/19/2013	
13, B, Item 9	4/25/2013	570,000	428,000 142,000	 R	 11/6/14	-	Recycling Toters	Ch. 44, s. 7(9)	5-20					RL 8/19/2013	
19, B, Item 3	10/22/2013	1,200,000	400,000 195,000	 B	 6/25/15	605,000	Cole North Field	Ch. 44, s. 7(25)	15	150,000	4/29/2016	6/26/2015		RL 2/12/14	Yes
18, B, Items 14	10/22/2013	150,000				150,000	Departmental Equipment - DCC Controls	Ch. 44, s. 7(9)	5-20					RL 2/12/14	
19, B, Item 2	10/22/2013	350,000				350,000	Drainage	Ch 44, s. 7(1)	30	350,000	4/29/2016	6/26/2015		RL 2/12/14	Yes
19, C, Item 10	10/22/2013	220,000	180,000			40,000	Sewer	Ch. 44, s. 7(1) &/or 8(15)	30	21,000	4/29/2016	6/26/2015		RL 2/12/14	Yes
36, B, Item 2	5/8/2014	2,000,000	1,000,000	B	6/25/15	1,000,000	Pine Street Roadway	Ch. 44, s. 7(5)	15					RL 7/8/2014	
36, C, Item 13	5/8/2014	360,000				360,000	Sewer Station & Departmental Equipment	Ch. 44		360,000	4/29/2016	6/26/2015		RL 7/8/2014	Yes
36, B, Item 3	5/8/2014	285,000				285,000	Sidewalk & Guardrail Replacement	Ch. 44, s. 7(6)	15					RL 7/8/2014	
36, B, Item 12	5/8/2014	248,500	248,000	B	6/25/15	500	Public Works Building Constuction	Ch. 44, s. 7(3)	30					RL 7/8/2014	
36, C, Item 14	5/8/2014	230,000				230,000	Sewer Pump Station	Ch. 44, s. 7(1)	30	230,000	4/29/2016	6/26/2015		RL 7/8/2014	Yes
35, B, Item 14	5/8/2014	230,000	230,000	B	6/25/15	-	S-37 Hooklift and Chassis	Ch. 44, s. 7(9)	10					RL 7/8/2014	
35, B, Item 1	5/8/2014	215,000	212,000	B	6/25/15	3,000	Kennedy Middle School Portable Classrooms	Ch. 44, s. 7(9)	5					RL 7/8/2014	
35, B, Item 9	5/8/2014	205,000	205,000	B	6/25/15	-	Ambulance #3	Ch. 44, s. 7(9)	5					RL 7/8/2014	
35, B, Item 15	5/8/2014	130,000	130,000	B	6/25/15	-	DPW S-38 Small Multi-Body Truck	Ch. 44, s. 7(9)	10					RL 7/8/2014	
35 B Item 17	5/8/2014	110,000				110,000	Town Hall HVAC	Ch. 44, s. 7(9)	10					RL 7/8/2014	
36 C, Item 15	5/8/2014	101,500				101,500	Public Works Building Contruction	Ch. 44, s. 7(3)	30	101,500	4/29/2016	6/26/2015		RL 7/8/2014	Yes
33, Motion D	11/6/2014	969,000	202,050	MWRA B	2/23/15	766,950	Sewer	Ch. 44, s. 7 (1A)	10					RL 1/7/15	
32, Motion B, Item 12	11/6/2014	750,000				750,000	Telephone System Replacements- Hardware (95%) Telephone System Replacements- Software (5%)	Ch. 44, s. 7(28) Ch. 44, s. 7(29)	10 5	750,000	4/29/2016	6/26/2015		RL 1/7/15	Yes
33, Motion B, Item 2	11/6/2014	350,000	350,000	B	6/25/15	-	Road and Sidewalk	Ch. 44, s. 7 (5) &/or (6)	15					RL 1/7/15	
33, Motion B, Item 6	11/6/2014	280,000				280,000	Main Street Improvements	Ch. 44	TBD					RL 1/7/15	
32, Motion B, Item 2	11/6/2014	170,200				170,200	Parking Meters	Ch. 44, s. 7 (9)	10	120,000	4/29/2016	6/26/2015		RL 1/7/15	Yes
33, Motion B, Item 4	11/6/2014	120,000	115,000	B	6/25/15	5,000	Outdoor Recreational Facility (Doug Pond Pier)	Ch. 44, s. 7 (25)	15					RL 1/7/15	
33, Motion B, Item 7	11/6/2014	100,000				100,000	Cole Center Air Handler	Ch. 44, s. 7 (9)	10	80,000	4/29/2016	6/26/2015		RL 1/7/15	Yes
32, Motion B, Item 8	11/6/2014	100,000				100,000	M-2 Truck Replacement	Ch. 44, s. 7 (9)	7					RL 1/7/15	
33, Motion C	11/13/2014	300,000				300,000	Well	Ch. 44, s. 8 (5)	40	100,000	4/29/2016	6/26/2015		RL 1/7/15	Yes
21, Motion B, Item 7	4/30/2015	280,000				280,000	Truck S-31 Replacement (Trash Packer)	Ch. 44, s. 7(9)	7					RL 5/18/15	
21, Motion B, Item 8	4/30/2015	275,000				275,000	Recelying Side Arm Packer	Ch. 44, s. 7(9)	7					RL 5/18/15	
21, Motion B, Item 9	4/30/2015	142,000				142,000	Sidewalk Machine Replacement H-61	Ch. 44, s. 7(9)	10					RL 5/18/15	
21, Motion B, Item 10	4/30/2015	275,000				275,000	Snow Blowers Reaplacement	Ch. 44, s. 7(9)	7					RL 5/18/15	
21, Motion B, Item 12	4/30/2015	200,000				200,000	Bucket Truck Replacement	Ch. 44, s. 7(9)	10					RL 5/18/15	
21, Motion C, Item 16	4/30/2015	195,000				195,000	VFD Installs & Controlls	Ch. 44, s. 8(7C)	10					RL 5/18/15	
21, Motion C, Item 17	4/30/2015	285,000				285,000	SCADA PLU/CPU Equipments Replacement	Ch. 44, s. 8(7C)	10					RL 5/18/15	
22, Motion B, Item 1	4/30/2015	1,097,800				1,097,800	Portable Classrooms Installation	Ch. 44, s. 7(9)	10					RL 5/18/15	
22, Motion B, Item 2	4/30/2015	500,000				500,000	Willow Street Drainage	Ch. 44, s. 7(1)	30					RL 5/18/15	
22, Motion C, Item 11	4/30/2015	28,000				28,000	Golf Course Greens Aerator	Ch. 44, s. 7(9)	5					RL 5/18/15	
	Total:	103,505,865			*Total:*	18,325,738			*Total:*	2,262,500					

Natick, Massachusetts **FY 15**

See Attached

Long Term Debt Inside the Debt Limit*	Outstanding July 1, 2014	+ Issued	- Retired	= Outstanding June 30, 2015	Interest Paid in FY 15
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
SUB-TOTAL Inside	-	-	-	-	-
Long Term Debt Outside the Debt Limit*					
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
SUB-TOTAL Outside	-	-	-	-	-
GRAND TOTAL	-	-	-	-	-

*MCWT subsidies are not reflected.

Town of Natick, Massachusetts

Long-Term Debt Outstanding as of July 1, 2014

Inside the Debt Limit

Par Amounts Of Selected Issues

August 1 1996 -Library (I)	130,000.00
November 1 2006 -Sewer (I)	1,365,000.00
March 15 2008 -Cur Ref of May 15 97- Building Construction (I)	35,000.00
March 15 2008 -Cur Ref of May 15 97- Library Addition (I)	200,000.00
March 15 2008 -Cur Ref of May 15 97- School Building (I)	40,000.00
March 15 2008 -Cur Ref of May 15 97- School Building 2 (I)	35,000.00
August 15 2008 -Surface Drain (I)	395,000.00
August 15 2008 -Building Remodeling (I)	370,000.00
August 15 2008 -Fire Truck (I)	130,000.00
August 15 2008 -Departmental Equipment 1 (I)	70,000.00
August 15 2008 -Departmental Equipment 2 (I)	30,000.00
May 17 2010 MWRA Sewer (I)	15,477.00
June 15 2010 -Sewer Pump Station (I)	180,000.00
June 15 2010 -Kennedy School Renovations (I)	720,000.00
June 15 2010 -Memorial School Renovations (I)	990,000.00
June 15 2010 -Town Hall & Police/Fire Building Remodeling (I)	240,000.00
June 15 2010 -Trash Packer (I)	50,000.00
June 15 2010 -Sidewalk Tractor (I)	55,000.00
June 15 2010 -Sewer Dept. Truck (I)	150,000.00
June 15 2011 -Community Center Construction (IE)	7,515,000.00
June 15 2011 -Gravel Pit Storage Building Remodeling (I)	70,000.00
June 15 2011 -Police Dispatch Building Remodeling (I)	105,000.00
June 15 2011 -Johnson School Boiler Replacement (I)	170,000.00
June 15 2011 -Memorial School Fire Alarm (I)	185,000.00
June 15 2011 -Johnson School Windows (I)	70,000.00
June 15 2011 -Oak Street Road Repairs (I)	1,595,000.00
June 15 2011 -Route 27 Repavement (I)	45,000.00
June 15 2011 -Ambulance (I)	50,000.00
June 15 2011 -Fire Dept. Equipment 1 (I)	60,000.00
June 15 2011 -Fire Dept. Equipment 2 (I)	40,000.00
June 15 2011 -Fire Truck (I)	280,000.00
June 15 2011 -DPW Equipment 1 (I)	120,000.00
June 15 2011 -DPW Equipment 2 (I)	120,000.00
June 1 2012 Series A -Equipment- Voting Machines (I)	30,000.00
June 1 2012 Series A -Equipment- Public Works (I)	495,000.00
June 1 2012 Series A -Equipment- Senior Center (I)	80,000.00
June 1 2012 Series A -Departmental Equipment (I)	50,000.00
June 1 2012 Series A -Senior Center Construction (IE)	970,000.00
June 1 2012 Series A -Johnson School Repairs (I)	200,000.00
June 1 2012 Series A -DPW Garage Roof (I)	65,000.00
June 1 2012 Series A -Eliot & S. Street Repairs (I)	60,000.00
June 1 2012 Series A -Cole Center Repairs (I)	105,000.00
June 1 2012 Series A -Cole Center Fields (I)	45,000.00
June 1 2012 Series A -Kennedy School Equipment (I)	150,000.00
June 1 2012 Series A -Johnson School Paving (I)	45,000.00
June 1 2012 Series A -Building Rehab- 75 West Street (I)	630,000.00
June 1 2012 Series A -DPW Garage Roof 2 (I)	45,000.00
June 1 2012 Series A -Sewer Building Remodeling (I)	400,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Sewer (I)	53,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Building Construction (I)	1,415,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Library (I)	354,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Sewer 1 (I)	138,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Sewer 2 (I)	188,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Building Construction (I)	1,854,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- Sewer (I)	254,000.00
June 11 2012 MWRA Sewer (I)	118,107.00
June 5 2013 -Sewer Main (I)	1,540,000.00
June 5 2013 -Community Center (IE)	225,000.00
June 5 2013 -Kennedy School Repairs (I)	135,000.00
June 5 2013 -DPW Equipment- Log Loader (I)	45,000.00
June 5 2013 -DPW Equipment- Vehicle Replacement (I)	45,000.00
June 5 2013 -DPW Equipment- Dump Truck (I)	85,000.00
June 5 2013 -DPW Equipment- Front-end Loader (I)	135,000.00
June 5 2013 -DPW Equipment- Snow Melter (I)	180,000.00

June 5 2013 -Police Equipment- Security Cameras (I)	65,000.00
June 5 2013 -School Equipment- Modulars (I)	300,000.00
June 5 2013 -Equipment- Recycle Packers (I)	770,000.00
June 5 2013 -Road Design 1 (I)	225,000.00
June 5 2013 -Road Design 2 (I)	225,000.00
June 5 2013 -Cur Ref of Apr 15 02- Sewer 1 (I)	150,000.00
June 5 2013 -Cur Ref of Apr 15 02- Sewer 2 (I)	80,000.00
March 3 2014 MWRA Sewer (I)	755,700.00
June 16 2014 (April maturity) -Recycle Totes (I)	88,000.00
June 16 2014 (April maturity) -DPW Vehicle Replacement 1 (I)	35,000.00
June 16 2014 (April maturity) -DPW Vehicle Replacement 2 (I)	30,000.00
June 16 2014 (April maturity) -Playground (Ben-Hem School) (I)	20,000.00
June 16 2014 (April maturity) -Police Dispatch Building (I)	20,000.00
June 16 2014 (April maturity) -Roads (I)	20,000.00
June 16 2014 (April maturity) -Retaining Wall (I)	35,000.00
June 16 2014 (April maturity) -Field Fence (I)	15,750.00
June 16 2014 (April maturity) -Memorial School Lights (I)	15,000.00
June 16 2014 (April maturity) -JJ Lane Park (I)	15,000.00
June 16 2014 (April maturity) -Memorial School Boilers (I)	30,000.00
June 16 2014 (April maturity) -Police HVAC (I)	15,000.00
June 16 2014 (April maturity) -Fire Truck (I)	75,000.00
June 16 2014 (April maturity) -DPW Trash Packers (I)	40,000.00
June 16 2014 (April maturity) -DPW Sweeper (I)	40,000.00
June 16 2014 (April maturity) -Cole Field Renovations (I)	40,000.00
June 16 2014 (April maturity) -Johnson School Windows (I)	20,000.00
June 16 2014 (April maturity) -Speen Street Sewer (I)	20,000.00
June 16 2014 (April maturity) -Sewer Backhoe (I)	25,000.00
June 16 2014 (April maturity) -Water Dept Dump Truck (I)	40,000.00
June 16 2014 (April maturity) -Springvale Energy Conservation (I)	15,000.00
June 16 2014 (April maturity) -Golf Carts (I)	32,000.00
June 16 2014 (April maturity) -Cur Ref of Apr 15 04- School Building (IE)	485,000.00
June 16 2014 (April maturity) -Cur Ref of Apr 15 04- School Engineering (I)	65,000.00
June 16 2014 (June maturity) -Recycle Totes (I)	340,000.00
June 16 2014 (June maturity) -DPW Vehicle Replacement 1 (I)	195,000.00
June 16 2014 (June maturity) -DPW Vehicle Replacement 2 (I)	160,000.00
June 16 2014 (June maturity) -Playground (Ben-Hem School) (I)	155,000.00
June 16 2014 (June maturity) -Police Dispatch Building (I)	210,000.00
June 16 2014 (June maturity) -Roads (I)	280,000.00
June 16 2014 (June maturity) -Retaining Wall (I)	420,000.00
June 16 2014 (June maturity) -Field Fence (I)	125,000.00
June 16 2014 (June maturity) -Memorial School Lights (I)	110,000.00
June 16 2014 (June maturity) -JJ Lane Park (I)	95,000.00
June 16 2014 (June maturity) -Memorial School Boilers (I)	370,000.00
June 16 2014 (June maturity) -Police HVAC (I)	110,000.00
June 16 2014 (June maturity) -Fire Truck (I)	445,000.00
June 16 2014 (June maturity) -DPW Trash Packers (I)	235,000.00
June 16 2014 (June maturity) -DPW Sweeper (I)	145,000.00
June 16 2014 (June maturity) -Cole Field Renovations (I)	360,000.00
June 16 2014 (June maturity) -Johnson School Windows (I)	155,000.00
June 16 2014 (June maturity) -Speen Street Sewer (I)	160,000.00
June 16 2014 (June maturity) -Sewer Backhoe (I)	110,000.00
June 16 2014 (June maturity) -Water Dept Dump Truck (I)	180,000.00
June 16 2014 (June maturity) -Springvale Energy Conservation (I)	135,000.00
June 16 2014 (June maturity) -Golf Carts (I)	85,000.00
June 16 2014 (June maturity) -Cur Ref of Apr 15 04- School Building (IE)	4,115,000.00
June 16 2014 (June maturity) -Cur Ref of Apr 15 04- School Engineering (I)	550,000.00
TOTAL	**38,811,034.00**

Town of Natick, Massachusetts

Long-Term Debt Outstanding as of July 1, 2014

Outside the Debt Limit

Par Amounts Of Selected Issues

August 1 2001 MCWT 97-1026 (OE)	45,720.00
August 1 2004 MCWT 97-1026-1 (OE)	46,156.00
October 26 2006 MCWT DW-02-07 (O)	3,330,466.89
March 15 2008 -Cur Ref of May 15 97- Water Treatment Facility (O)	50,000.00
March 15 2008 -Cur Ref of May 15 97- Fuel Tank Removal (O)	40,000.00
March 15 2008 -Cur Ref of May 15 97- Landfill Closing-out (O)	15,000.00
August 15 2008 -Water Mains- Lining (O)	1,200,000.00
March 18 2009 MCWT 97-1026-B (OE)	112,500.00
June 15 2010 -Water Mains- Lining (O)	360,000.00
June 15 2010 -Well (O)	150,000.00
June 15 2010 -Reservoir Rehab (O)	300,000.00
June 15 2011 -Water Main Relining (O)	635,000.00
June 15 2011 -High School 1 (OE)	32,725,000.00
June 15 2011 -High School 2 (OE)	40,000.00
June 15 2011 -High School 3 (OE)	795,000.00
June 15 2011 -High School 4 (OE)	430,000.00
June 1 2012 Series A -Water Departmental Equipment (O)	90,000.00
June 1 2012 Series A -Well (O)	240,000.00
June 1 2012 Series A -Water Dept Equipment- VFD Installs (O)	200,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Water Treatment Facility (O)	253,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Landfill Closing out (O)	540,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- School (O)	390,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Water (O)	133,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Landfill Closing out (O)	847,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- School (O)	816,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- Water (O)	160,000.00
June 5 2013 -Water Well (O)	270,000.00
June 5 2013 -Water Departmental Equipment (O)	180,000.00
June 5 2013 -High School Construction (OE)	5,225,000.00
June 5 2013 -Cur Ref of Apr 15 02- Golf Course (O)	1,055,000.00
June 16 2014 (April maturity) -Sewer Line Replacement (O)	13,000.00
June 16 2014 (April maturity) -Water- Replace Valves (O)	10,000.00
June 16 2014 (April maturity) -Pump Station Well (O)	15,000.00
June 16 2014 (April maturity) -Water Treatment Facility (O)	15,000.00
June 16 2014 (April maturity) -Well (O)	20,000.00
June 16 2014 (June maturity) -Sewer Line Replacement (O)	35,000.00
June 16 2014 (June maturity) -Water- Replace Valves (O)	90,000.00
June 16 2014 (June maturity) -Pump Station Well (O)	135,000.00
June 16 2014 (June maturity) -Water Treatment Facility (O)	205,000.00
June 16 2014 (June maturity) -Well (O)	280,000.00
TOTAL	**51,491,842.89**

FirstSouthwest
Public Finance

Town of Natick, Massachusetts

Long-Term Debt Issued During FY 2015

Inside the Debt Limit

Par Amounts Of Selected Issues

February 23 2015 MWRA Sewer (I)	202,050.00
June 25 2015 -Roads & Sidewalks (I)	350,000.00
June 25 2015 -Dug Pond Pier (I)	115,000.00
June 25 2015 -Pine Street Roadway (I)	1,000,000.00
June 25 2015 -DPW Building Construction (I)	248,000.00
June 25 2015 -Kennedy Middle School Portable Classrooms (I)	212,000.00
June 25 2015 -Ambulance #3 (I)	205,000.00
June 25 2015 -DPW S-37 Hooklift & Chassis (I)	230,000.00
June 25 2015 -DPW S-38 Small Multi-Body Truck (I)	130,000.00
June 25 2015 -Cole North Field (I)	195,000.00
TOTAL	**2,887,050.00**

FirstSouthwest

Public Finance

Town of Natick, Massachusetts

Long-Term Debt Retired During FY 2015

Inside the Debt Limit

Par Amounts Of Selected Issues

August 1 1996 -Library (I)	130,000.00
November 1 2006 -Sewer (I)	105,000.00
March 15 2008 -Cur Ref of May 15 97- Building Construction (I)	35,000.00
March 15 2008 -Cur Ref of May 15 97- Library Addition (I)	200,000.00
March 15 2008 -Cur Ref of May 15 97- School Building (I)	40,000.00
March 15 2008 -Cur Ref of May 15 97- School Building 2 (I)	15,000.00
August 15 2008 -Surface Drain (I)	105,000.00
August 15 2008 -Building Remodeling (I)	95,000.00
August 15 2008 -Fire Truck (I)	45,000.00
August 15 2008 -Departmental Equipment 1 (I)	20,000.00
August 15 2008 -Departmental Equipment 2 (I)	10,000.00
May 17 2010 MWRA Sewer (I)	15,477.00
June 15 2010 -Sewer Pump Station (I)	30,000.00
June 15 2010 -Kennedy School Renovations (I)	120,000.00
June 15 2010 -Memorial School Renovations (I)	165,000.00
June 15 2010 -Town Hall & Police/Fire Building Remodeling (I)	40,000.00
June 15 2010 -Trash Packer (I)	25,000.00
June 15 2010 -Sidewalk Tractor (I)	15,000.00
June 15 2010 -Sewer Dept. Truck (I)	25,000.00
June 15 2011 -Community Center Construction (IE)	445,000.00
June 15 2011 -Gravel Pit Storage Building Remodeling (I)	10,000.00
June 15 2011 -Police Dispatch Building Remodeling (I)	15,000.00
June 15 2011 -Johnson School Boiler Replacement (I)	25,000.00
June 15 2011 -Memorial School Fire Alarm (I)	30,000.00
June 15 2011 -Johnson School Windows (I)	10,000.00
June 15 2011 -Oak Street Road Repairs (I)	135,000.00
June 15 2011 -Route 27 Repavement (I)	25,000.00
June 15 2011 -Ambulance (I)	25,000.00
June 15 2011 -Fire Dept. Equipment 1 (I)	30,000.00
June 15 2011 -Fire Dept. Equipment 2 (I)	20,000.00
June 15 2011 -Fire Truck (I)	40,000.00
June 15 2011 -DPW Equipment 1 (I)	20,000.00
June 15 2011 -DPW Equipment 2 (I)	20,000.00
June 1 2012 Series A -Equipment- Voting Machines (I)	10,000.00
June 1 2012 Series A -Equipment- Public Works (I)	110,000.00
June 1 2012 Series A -Equipment- Senior Center (I)	20,000.00
June 1 2012 Series A -Departmental Equipment (I)	10,000.00
June 1 2012 Series A -Senior Center Construction (IE)	95,000.00
June 1 2012 Series A -Johnson School Repairs (I)	45,000.00
June 1 2012 Series A -DPW Garage Roof (I)	15,000.00
June 1 2012 Series A -Eliot & S. Street Repairs (I)	20,000.00
June 1 2012 Series A -Cole Center Repairs (I)	25,000.00
June 1 2012 Series A -Cole Center Fields (I)	15,000.00
June 1 2012 Series A -Kennedy School Equipment (I)	30,000.00
June 1 2012 Series A -Johnson School Paving (I)	15,000.00
June 1 2012 Series A -Building Rehab- 75 West Street (I)	80,000.00
June 1 2012 Series A -DPW Garage Roof 2 (I)	10,000.00
June 1 2012 Series A -Sewer Building Remodeling (I)	50,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Sewer (I)	14,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Building Construction (I)	481,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Library (I)	120,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Sewer 1 (I)	33,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Sewer 2 (I)	38,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Building Construction (I)	480,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- Sewer (I)	38,000.00
June 11 2012 MWRA Sewer (I)	39,369.00
June 5 2013 -Sewer Main (I)	110,000.00
June 5 2013 -Community Center (IE)	25,000.00
June 5 2013 -Kennedy School Repairs (I)	15,000.00
June 5 2013 -DPW Equipment- Log Loader (I)	15,000.00
June 5 2013 -DPW Equipment- Vehicle Replacement (I)	15,000.00
June 5 2013 -DPW Equipment- Dump Truck (I)	25,000.00
June 5 2013 -DPW Equipment- Front-end Loader (I)	35,000.00

June 5 2013 -DPW Equipment- Snow Melter (I)	45,000.00
June 5 2013 -Police Equipment- Security Cameras (I)	20,000.00
June 5 2013 -School Equipment- Modulars (I)	300,000.00
June 5 2013 -Equipment- Recycle Packers (I)	130,000.00
June 5 2013 -Road Design 1 (I)	25,000.00
June 5 2013 -Road Design 2 (I)	25,000.00
June 5 2013 -Cur Ref of Apr 15 02- Sewer 1 (I)	20,000.00
June 5 2013 -Cur Ref of Apr 15 02- Sewer 2 (I)	10,000.00
March 3 2014 MWRA Sewer (I)	151,140.00
June 16 2014 (April maturity) -Recycle Totes (I)	88,000.00
June 16 2014 (April maturity) -DPW Vehicle Replacement 1 (I)	35,000.00
June 16 2014 (April maturity) -DPW Vehicle Replacement 2 (I)	30,000.00
June 16 2014 (April maturity) -Playground (Ben-Hem School) (I)	20,000.00
June 16 2014 (April maturity) -Police Dispatch Building (I)	20,000.00
June 16 2014 (April maturity) -Roads (I)	20,000.00
June 16 2014 (April maturity) -Retaining Wall (I)	35,000.00
June 16 2014 (April maturity) -Field Fence (I)	15,750.00
June 16 2014 (April maturity) -Memorial School Lights (I)	15,000.00
June 16 2014 (April maturity) -JJ Lane Park (I)	15,000.00
June 16 2014 (April maturity) -Memorial School Boilers (I)	30,000.00
June 16 2014 (April maturity) -Police HVAC (I)	15,000.00
June 16 2014 (April maturity) -Fire Truck (I)	75,000.00
June 16 2014 (April maturity) -DPW Trash Packers (I)	40,000.00
June 16 2014 (April maturity) -DPW Sweeper (I)	40,000.00
June 16 2014 (April maturity) -Cole Field Renovations (I)	40,000.00
June 16 2014 (April maturity) -Johnson School Windows (I)	20,000.00
June 16 2014 (April maturity) -Speen Street Sewer (I)	20,000.00
June 16 2014 (April maturity) -Sewer Backhoe (I)	25,000.00
June 16 2014 (April maturity) -Water Dept Dump Truck (I)	40,000.00
June 16 2014 (April maturity) -Springvale Energy Conservation (I)	15,000.00
June 16 2014 (April maturity) -Golf Carts (I)	32,000.00
June 16 2014 (April maturity) -Cur Ref of Apr 15 04- School Building (IE)	485,000.00
June 16 2014 (April maturity) -Cur Ref of Apr 15 04- School Engineering (I)	65,000.00
TOTAL	**6,080,736.00**

FirstSouthwest
Public Finance

Town of Natick, Massachusetts

Long-Term Debt Retired During FY 2015
Outside the Debt Limit

Par Amounts Of Selected Issues

August 1 2001 MCWT 97-1026 (OE)	7,735.00
August 1 2004 MCWT 97-1026-1 (OE)	5,102.00
October 26 2006 MCWT DW-02-07 (O)	250,437.57
March 15 2008 -Cur Ref of May 15 97- Water Treatment Facility (O)	20,000.00
March 15 2008 -Cur Ref of May 15 97- Fuel Tank Removal (O)	40,000.00
March 15 2008 -Cur Ref of May 15 97- Landfill Closing-out (O)	10,000.00
August 15 2008 -Water Mains- Lining (O)	300,000.00
March 18 2009 MCWT 97-1026-B (OE)	7,500.00
June 15 2010 -Water Mains- Lining (O)	60,000.00
June 15 2010 -Well (O)	25,000.00
June 15 2010 -Reservoir Rehab (O)	50,000.00
June 15 2011 -Water Main Relining (O)	55,000.00
June 15 2011 -High School 1 (OE)	1,925,000.00
June 15 2011 -High School 2 (OE)	20,000.00
June 15 2011 -High School 3 (OE)	50,000.00
June 15 2011 -High School 4 (OE)	30,000.00
June 1 2012 Series A -Water Departmental Equipment (O)	30,000.00
June 1 2012 Series A -Well (O)	30,000.00
June 1 2012 Series A -Water Dept Equipment- VFD Installs (O)	25,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Water Treatment Facility (O)	65,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Landfill Closing out (O)	142,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- School (O)	123,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Water (O)	28,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Landfill Closing out (O)	151,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- School (O)	203,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- Water (O)	24,000.00
June 5 2013 -Water Well (O)	30,000.00
June 5 2013 -Water Departmental Equipment (O)	20,000.00
June 5 2013 -High School Construction (OE)	275,000.00
June 5 2013 -Cur Ref of Apr 15 02- Golf Course (O)	145,000.00
June 16 2014 (April maturity) -Sewer Line Replacement (O)	13,000.00
June 16 2014 (April maturity) -Water- Replace Valves (O)	10,000.00
June 16 2014 (April maturity) -Pump Station Well (O)	15,000.00
June 16 2014 (April maturity) -Water Treatment Facility (O)	15,000.00
June 16 2014 (April maturity) -Well (O)	20,000.00
TOTAL	**4,219,774.57**

FirstSouthwest
Public Finance

Town of Natick, Massachusetts

Long-Term Debt Outstanding as of June 30, 2015

Inside the Debt Limit

Par Amounts Of Selected Issues

November 1 2006 -Sewer (I)	1,260,000.00
March 15 2008 -Cur Ref of May 15 97- School Building 2 (I)	20,000.00
August 15 2008 -Surface Drain (I)	290,000.00
August 15 2008 -Building Remodeling (I)	275,000.00
August 15 2008 -Fire Truck (I)	85,000.00
August 15 2008 -Departmental Equipment 1 (I)	50,000.00
August 15 2008 -Departmental Equipment 2 (I)	20,000.00
June 15 2010 -Sewer Pump Station (I)	150,000.00
June 15 2010 -Kennedy School Renovations (I)	600,000.00
June 15 2010 -Memorial School Renovations (I)	825,000.00
June 15 2010 -Town Hall & Police/Fire Building Remodeling (I)	200,000.00
June 15 2010 -Trash Packer (I)	25,000.00
June 15 2010 -Sidewalk Tractor (I)	40,000.00
June 15 2010 -Sewer Dept. Truck (I)	125,000.00
June 15 2011 -Community Center Construction (IE)	7,070,000.00
June 15 2011 -Gravel Pit Storage Building Remodeling (I)	60,000.00
June 15 2011 -Police Dispatch Building Remodeling (I)	90,000.00
June 15 2011 -Johnson School Boiler Replacement (I)	145,000.00
June 15 2011 -Memorial School Fire Alarm (I)	155,000.00
June 15 2011 -Johnson School Windows (I)	60,000.00
June 15 2011 -Oak Street Road Repairs (I)	1,460,000.00
June 15 2011 -Route 27 Repavement (I)	20,000.00
June 15 2011 -Ambulance (I)	25,000.00
June 15 2011 -Fire Dept. Equipment 1 (I)	30,000.00
June 15 2011 -Fire Dept. Equipment 2 (I)	20,000.00
June 15 2011 -Fire Truck (I)	240,000.00
June 15 2011 -DPW Equipment 1 (I)	100,000.00
June 15 2011 -DPW Equipment 2 (I)	100,000.00
June 1 2012 Series A -Equipment- Voting Machines (I)	20,000.00
June 1 2012 Series A -Equipment- Public Works (I)	385,000.00
June 1 2012 Series A -Equipment- Senior Center (I)	60,000.00
June 1 2012 Series A -Departmental Equipment (I)	40,000.00
June 1 2012 Series A -Senior Center Construction (IE)	875,000.00
June 1 2012 Series A -Johnson School Repairs (I)	155,000.00
June 1 2012 Series A -DPW Garage Roof (I)	50,000.00
June 1 2012 Series A -Eliot & S. Street Repairs (I)	40,000.00
June 1 2012 Series A -Cole Center Repairs (I)	80,000.00
June 1 2012 Series A -Cole Center Fields (I)	30,000.00
June 1 2012 Series A -Kennedy School Equipment (I)	120,000.00
June 1 2012 Series A -Johnson School Paving (I)	30,000.00
June 1 2012 Series A -Building Rehab- 75 West Street (I)	550,000.00
June 1 2012 Series A -DPW Garage Roof 2 (I)	35,000.00
June 1 2012 Series A -Sewer Building Remodeling (I)	350,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Sewer (I)	39,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Building Construction (I)	934,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Library (I)	234,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Sewer 1 (I)	105,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Sewer 2 (I)	150,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Building Construction (I)	1,374,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- Sewer (I)	216,000.00
June 11 2012 MWRA Sewer (I)	78,738.00
June 5 2013 -Sewer Main (I)	1,430,000.00
June 5 2013 -Community Center (IE)	200,000.00
June 5 2013 -Kennedy School Repairs (I)	120,000.00
June 5 2013 -DPW Equipment- Log Loader (I)	30,000.00
June 5 2013 -DPW Equipment- Vehicle Replacement (I)	30,000.00
June 5 2013 -DPW Equipment- Dump Truck (I)	60,000.00
June 5 2013 -DPW Equipment- Front-end Loader (I)	100,000.00
June 5 2013 -DPW Equipment- Snow Melter (I)	135,000.00
June 5 2013 -Police Equipment- Security Cameras (I)	45,000.00
June 5 2013 -Equipment- Recycle Packers (I)	640,000.00
June 5 2013 -Road Design 1 (I)	200,000.00
June 5 2013 -Road Design 2 (I)	200,000.00
June 5 2013 -Cur Ref of Apr 15 02- Sewer 1 (I)	130,000.00
June 5 2013 -Cur Ref of Apr 15 02- Sewer 2 (I)	70,000.00
March 3 2014 MWRA Sewer (I)	604,560.00

June 16 2014 (June maturity) -Recycle Totes (I)	340,000.00
June 16 2014 (June maturity) -DPW Vehicle Replacement 1 (I)	195,000.00
June 16 2014 (June maturity) -DPW Vehicle Replacement 2 (I)	160,000.00
June 16 2014 (June maturity) -Playground (Ben-Hem School) (I)	155,000.00
June 16 2014 (June maturity) -Police Dispatch Building (I)	210,000.00
June 16 2014 (June maturity) -Roads (I)	280,000.00
June 16 2014 (June maturity) -Retaining Wall (I)	420,000.00
June 16 2014 (June maturity) -Field Fence (I)	125,000.00
June 16 2014 (June maturity) -Memorial School Lights (I)	110,000.00
June 16 2014 (June maturity) -JJ Lane Park (I)	95,000.00
June 16 2014 (June maturity) -Memorial School Boilers (I)	370,000.00
June 16 2014 (June maturity) -Police HVAC (I)	110,000.00
June 16 2014 (June maturity) -Fire Truck (I)	445,000.00
June 16 2014 (June maturity) -DPW Trash Packers (I)	235,000.00
June 16 2014 (June maturity) -DPW Sweeper (I)	145,000.00
June 16 2014 (June maturity) -Cole Field Renovations (I)	360,000.00
June 16 2014 (June maturity) -Johnson School Windows (I)	155,000.00
June 16 2014 (June maturity) -Speen Street Sewer (I)	160,000.00
June 16 2014 (June maturity) -Sewer Backhoe (I)	110,000.00
June 16 2014 (June maturity) -Water Dept Dump Truck (I)	180,000.00
June 16 2014 (June maturity) -Springvale Energy Conservation (I)	135,000.00
June 16 2014 (June maturity) -Golf Carts (I)	85,000.00
June 16 2014 (June maturity) -Cur Ref of Apr 15 04- School Building (IE)	4,115,000.00
June 16 2014 (June maturity) -Cur Ref of Apr 15 04- School Engineering (I)	550,000.00
February 23 2015 MWRA Sewer (I)	202,050.00
June 25 2015 -Roads & Sidewalks (I)	350,000.00
June 25 2015 -Dug Pond Pier (I)	115,000.00
June 25 2015 -Pine Street Roadway (I)	1,000,000.00
June 25 2015 -DPW Building Construction (I)	248,000.00
June 25 2015 -Kennedy Middle School Portable Classrooms (I)	212,000.00
June 25 2015 -Ambulance #3 (I)	205,000.00
June 25 2015 -DPW S-37 Hooklift & Chassis (I)	230,000.00
June 25 2015 -DPW S-38 Small Multi-Body Truck (I)	130,000.00
June 25 2015 -Cole North Field (I)	195,000.00
TOTAL	**35,617,348.00**

FirstSouthwest
Public Finance

Town of Natick, Massachusetts

Long-Term Debt Outstanding as of June 30, 2015
Outside the Debt Limit

Par Amounts Of Selected Issues

August 1 2001 MCWT 97-1026 (OE)	37,985.00
August 1 2004 MCWT 97-1026-1 (OE)	41,054.00
October 26 2006 MCWT DW-02-07 (O)	3,080,029.32
March 15 2008 -Cur Ref of May 15 97- Water Treatment Facility (O)	30,000.00
March 15 2008 -Cur Ref of May 15 97- Landfill Closing-out (O)	5,000.00
August 15 2008 -Water Mains- Lining (O)	900,000.00
March 18 2009 MCWT 97-1026-B (OE)	105,000.00
June 15 2010 -Water Mains- Lining (O)	300,000.00
June 15 2010 -Well (O)	125,000.00
June 15 2010 -Reservoir Rehab (O)	250,000.00
June 15 2011 -Water Main Relining (O)	580,000.00
June 15 2011 -High School 1 (OE)	30,800,000.00
June 15 2011 -High School 2 (OE)	20,000.00
June 15 2011 -High School 3 (OE)	745,000.00
June 15 2011 -High School 4 (OE)	400,000.00
June 1 2012 Series A -Water Departmental Equipment (O)	60,000.00
June 1 2012 Series A -Well (O)	210,000.00
June 1 2012 Series A -Water Dept Equipment- VFD Installs (O)	175,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Water Treatment Facility (O)	188,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Landfill Closing out (O)	398,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- School (O)	267,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Water (O)	105,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Landfill Closing out (O)	696,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- School (O)	613,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- Water (O)	136,000.00
June 5 2013 -Water Well (O)	240,000.00
June 5 2013 -Water Departmental Equipment (O)	160,000.00
June 5 2013 -High School Construction (OE)	4,950,000.00
June 5 2013 -Cur Ref of Apr 15 02- Golf Course (O)	910,000.00
June 16 2014 (June maturity) -Sewer Line Replacement (O)	35,000.00
June 16 2014 (June maturity) -Water- Replace Valves (O)	90,000.00
June 16 2014 (June maturity) -Pump Station Well (O)	135,000.00
June 16 2014 (June maturity) -Water Treatment Facility (O)	205,000.00
June 16 2014 (June maturity) -Well (O)	280,000.00
TOTAL	**47,272,068.32**

FirstSouthwest
Public Finance

Town of Natick, Massachusetts

Interest Paid During FY 2015

Inside the Debt Limit

Interest

August 1 1996 -Library (I)	3,640.00
November 1 2006 -Sewer (I)	54,206.25
March 15 2008 -Cur Ref of May 15 97- Building Construction (I)	1,225.00
March 15 2008 -Cur Ref of May 15 97- Library Addition (I)	7,000.00
March 15 2008 -Cur Ref of May 15 97- School Building (I)	1,400.00
March 15 2008 -Cur Ref of May 15 97- School Building 2 (I)	1,237.50
August 15 2008 -Surface Drain (I)	15,012.50
August 15 2008 -Building Remodeling (I)	14,093.76
August 15 2008 -Fire Truck (I)	4,868.76
August 15 2008 -Departmental Equipment 1 (I)	2,656.26
August 15 2008 -Departmental Equipment 2 (I)	1,125.00
June 15 2010 -Sewer Pump Station (I)	5,325.00
June 15 2010 -Kennedy School Renovations (I)	21,300.00
June 15 2010 -Memorial School Renovations (I)	29,287.50
June 15 2010 -Town Hall & Police/Fire Building Remodeling (I)	7,100.00
June 15 2010 -Trash Packer (I)	1,312.50
June 15 2010 -Sidewalk Tractor (I)	1,575.00
June 15 2010 -Sewer Dept. Truck (I)	4,437.50
June 15 2011 -Community Center Construction (IE)	266,300.00
June 15 2011 -Gravel Pit Storage Building Remodeling (I)	2,400.00
June 15 2011 -Police Dispatch Building Remodeling (I)	3,600.00
June 15 2011 -Johnson School Boiler Replacement (I)	5,850.00
June 15 2011 -Memorial School Fire Alarm (I)	6,400.00
June 15 2011 -Johnson School Windows (I)	2,400.00
June 15 2011 -Oak Street Road Repairs (I)	53,525.00
June 15 2011 -Route 27 Repavement (I)	1,750.00
June 15 2011 -Ambulance (I)	2,000.00
June 15 2011 -Fire Dept. Equipment 1 (I)	2,400.00
June 15 2011 -Fire Dept. Equipment 2 (I)	1,600.00
June 15 2011 -Fire Truck (I)	9,600.00
June 15 2011 -DPW Equipment 1 (I)	4,150.00
June 15 2011 -DPW Equipment 2 (I)	4,150.00
June 1 2012 Series A -Equipment- Voting Machines (I)	1,000.00
June 1 2012 Series A -Equipment- Public Works (I)	17,650.00
June 1 2012 Series A -Equipment- Senior Center (I)	2,850.00
June 1 2012 Series A -Departmental Equipment (I)	1,800.00
June 1 2012 Series A -Senior Center Construction (IE)	29,025.00
June 1 2012 Series A -Johnson School Repairs (I)	7,100.00
June 1 2012 Series A -DPW Garage Roof (I)	2,300.00
June 1 2012 Series A -Eliot & S. Street Repairs (I)	2,000.00
June 1 2012 Series A -Cole Center Repairs (I)	3,750.00
June 1 2012 Series A -Cole Center Fields (I)	1,500.00
June 1 2012 Series A -Kennedy School Equipment (I)	5,400.00
June 1 2012 Series A -Johnson School Paving (I)	1,500.00
June 1 2012 Series A -Building Rehab- 75 West Street (I)	20,600.00
June 1 2012 Series A -DPW Garage Roof 2 (I)	1,600.00
June 1 2012 Series A -Sewer Building Remodeling (I)	13,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Sewer (I)	1,700.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Building Construction (I)	42,170.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Library (I)	10,560.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Sewer 1 (I)	4,530.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Sewer 2 (I)	6,380.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Building Construction (I)	59,760.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- Sewer (I)	9,020.00
June 5 2013 -Sewer Main (I)	48,950.00
June 5 2013 -Community Center (IE)	7,750.00
June 5 2013 -Kennedy School Repairs (I)	4,650.00
June 5 2013 -DPW Equipment- Log Loader (I)	1,400.00
June 5 2013 -DPW Equipment- Vehicle Replacement (I)	1,400.00
June 5 2013 -DPW Equipment- Dump Truck (I)	2,700.00
June 5 2013 -DPW Equipment- Front-end Loader (I)	4,350.00
June 5 2013 -DPW Equipment- Snow Melter (I)	5,850.00
June 5 2013 -Police Equipment- Security Cameras (I)	2,050.00
June 5 2013 -School Equipment- Modulars (I)	6,000.00
June 5 2013 -Equipment- Recycle Packers (I)	26,900.00
June 5 2013 -Road Design 1 (I)	7,750.00
June 5 2013 -Road Design 2 (I)	7,750.00

June 5 2013 -Cur Ref of Apr 15 02- Sewer 1 (I)	5,400.00
June 5 2013 -Cur Ref of Apr 15 02- Sewer 2 (I)	2,900.00
June 16 2014 (April maturity) -Recycle Totes (I)	1,452.00
June 16 2014 (April maturity) -DPW Vehicle Replacement 1 (I)	577.50
June 16 2014 (April maturity) -DPW Vehicle Replacement 2 (I)	495.00
June 16 2014 (April maturity) -Playground (Ben-Hem School) (I)	330.00
June 16 2014 (April maturity) -Police Dispatch Building (I)	330.00
June 16 2014 (April maturity) -Roads (I)	330.00
June 16 2014 (April maturity) -Retaining Wall (I)	577.50
June 16 2014 (April maturity) -Field Fence (I)	259.88
June 16 2014 (April maturity) -Memorial School Lights (I)	247.50
June 16 2014 (April maturity) -JJ Lane Park (I)	247.50
June 16 2014 (April maturity) -Memorial School Boilers (I)	495.00
June 16 2014 (April maturity) -Police HVAC (I)	247.50
June 16 2014 (April maturity) -Fire Truck (I)	1,237.50
June 16 2014 (April maturity) -DPW Trash Packers (I)	660.00
June 16 2014 (April maturity) -DPW Sweeper (I)	660.00
June 16 2014 (April maturity) -Cole Field Renovations (I)	660.00
June 16 2014 (April maturity) -Johnson School Windows (I)	330.00
June 16 2014 (April maturity) -Speen Street Sewer (I)	330.00
June 16 2014 (April maturity) -Sewer Backhoe (I)	412.50
June 16 2014 (April maturity) -Water Dept Dump Truck (I)	660.00
June 16 2014 (April maturity) -Springvale Energy Conservation (I)	247.50
June 16 2014 (April maturity) -Golf Carts (I)	528.00
June 16 2014 (April maturity) -Cur Ref of Apr 15 04- School Building (IE)	8,002.50
June 16 2014 (April maturity) -Cur Ref of Apr 15 04- School Engineering (I)	1,072.50
June 16 2014 (June maturity) -Recycle Totes (I)	16,015.42
June 16 2014 (June maturity) -DPW Vehicle Replacement 1 (I)	8,776.25
June 16 2014 (June maturity) -DPW Vehicle Replacement 2 (I)	7,189.58
June 16 2014 (June maturity) -Playground (Ben-Hem School) (I)	6,334.27
June 16 2014 (June maturity) -Police Dispatch Building (I)	7,456.10
June 16 2014 (June maturity) -Roads (I)	9,941.46
June 16 2014 (June maturity) -Retaining Wall (I)	14,912.19
June 16 2014 (June maturity) -Field Fence (I)	5,131.88
June 16 2014 (June maturity) -Memorial School Lights (I)	4,536.88
June 16 2014 (June maturity) -JJ Lane Park (I)	3,842.71
June 16 2014 (June maturity) -Memorial School Boilers (I)	13,368.91
June 16 2014 (June maturity) -Police HVAC (I)	4,536.88
June 16 2014 (June maturity) -Fire Truck (I)	19,882.92
June 16 2014 (June maturity) -DPW Trash Packers (I)	10,511.67
June 16 2014 (June maturity) -DPW Sweeper (I)	6,842.50
June 16 2014 (June maturity) -Cole Field Renovations (I)	14,379.17
June 16 2014 (June maturity) -Johnson School Windows (I)	6,334.27
June 16 2014 (June maturity) -Speen Street Sewer (I)	6,743.33
June 16 2014 (June maturity) -Sewer Backhoe (I)	5,057.50
June 16 2014 (June maturity) -Water Dept Dump Truck (I)	8,230.83
June 16 2014 (June maturity) -Springvale Energy Conservation (I)	5,392.19
June 16 2014 (June maturity) -Golf Carts (I)	4,214.58
June 16 2014 (June maturity) -Cur Ref of Apr 15 04- School Building (IE)	164,963.75
June 16 2014 (June maturity) -Cur Ref of Apr 15 04- School Engineering (I)	22,064.58
TOTAL	**1,320,972.23**

FirstSouthwest
Public Finance

Town of Natick, Massachusetts

Interest Paid During FY 2015

Outside the Debt Limit

Interest

August 1 2001 MCWT 97-1026 (OE)	2,339.87
August 1 2004 MCWT 97-1026-1 (OE)	2,186.63
October 26 2006 MCWT DW-02-07 (O)	152,947.12
March 15 2008 -Cur Ref of May 15 97- Water Treatment Facility (O)	1,787.50
March 15 2008 -Cur Ref of May 15 97- Fuel Tank Removal (O)	1,400.00
March 15 2008 -Cur Ref of May 15 97- Landfill Closing-out (O)	525.00
August 15 2008 -Water Mains- Lining (O)	45,750.00
June 15 2010 -Water Mains- Lining (O)	10,650.00
June 15 2010 -Well (O)	4,437.50
June 15 2010 -Reservoir Rehab (O)	8,875.00
June 15 2011 -Water Main Relining (O)	21,325.00
June 15 2011 -High School 1 (OE)	1,159,812.50
June 15 2011 -High School 2 (OE)	1,600.00
June 15 2011 -High School 3 (OE)	28,162.50
June 15 2011 -High School 4 (OE)	15,212.50
June 1 2012 Series A -Water Departmental Equipment (O)	3,000.00
June 1 2012 Series A -Well (O)	7,800.00
June 1 2012 Series A -Water Dept Equipment- VFD Installs (O)	6,500.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Water Treatment Facility (O)	8,170.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Landfill Closing out (O)	17,340.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- School (O)	11,910.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Water (O)	4,480.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Landfill Closing out (O)	29,350.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- School (O)	26,550.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- Water (O)	5,680.00
June 5 2013 -Water Well (O)	9,300.00
June 5 2013 -Water Departmental Equipment (O)	6,200.00
June 5 2013 -High School Construction (OE)	164,312.50
June 5 2013 -Cur Ref of Apr 15 02- Golf Course (O)	37,900.00
June 16 2014 (April maturity) -Sewer Line Replacement (O)	214.50
June 16 2014 (April maturity) -Water- Replace Valves (O)	165.00
June 16 2014 (April maturity) -Pump Station Well (O)	247.50
June 16 2014 (April maturity) -Water Treatment Facility (O)	247.50
June 16 2014 (April maturity) -Well (O)	330.00
June 16 2014 (June maturity) -Sewer Line Replacement (O)	1,685.83
June 16 2014 (June maturity) -Water- Replace Valves (O)	3,594.79
June 16 2014 (June maturity) -Pump Station Well (O)	5,392.19
June 16 2014 (June maturity) -Water Treatment Facility (O)	7,307.35
June 16 2014 (June maturity) -Well (O)	9,941.46
TOTAL	**1,824,629.74**

FirstSouthwest

Public Finance

Short Term Debt * Report by Issuance	Outstanding July 1, 2014	+ Issued	- Retired	= Outstanding June 30, 2015	Interest Paid in FY 15
June 26 2015 BAN - Cole Center Air Handler	-	80,000	-	80,000	-
June 26 2015 BAN - Police: Parking Meters	-	120,000	-	120,000	-
June 26 2015 BAN - IT Phone System Upgrade	-	750,000	-	750,000	-
June 26 2015 BAN - DPW Drainage: Willow Street	-	350,000	-	350,000	-
June 26 2015 BAN - Cole North Field	-	150,000	-	150,000	-
June 26 2015 BAN - Water Wells	-	100,000	-	100,000	-
June 26 2015 BAN - Sewer	-	360,000	-	360,000	-
June 26 2015 BAN - Pump Station Replacement	-	230,000	-	230,000	-
June 26 2015 BAN - DPW Expansion	-	101,500	-	101,500	-
June 26 2015 BAN - Speen Street Sewer	-	21,000	-	21,000	-
TOTAL SHORT TERM DEBT	-	2,262,500	-	2,262,500	-

*Does not reflect Interim Loan Notes issued through the Massachusetts Clean Water Trust.

TOWN OF NATICK
Statement of Free Cash Usage
Fiscal Year 2015

Certified Amount July 1, 2014	**6,832,003.00**
Uses:	
Fall 2014 Town Meeting	
Article 19 Conservation Fund Audit	20,000.00
Article 20 Conservation Study Committee	1,500.00
Article 24A FY15 Omnibus Budget Adjustmen	683,523.00
Article 25 Transfer to Stablization	150,000.00
Article 26 Transfer to Operational Stabilization	625,000.00
Article 27 Transfer to Capital Stabilization	2,005,092.00
Article 29 1:1 Technolgy Stabilization	100,000.00
Article 30 Transfer to OPEB	250,000.00
Spring 2015 Town Meeting	
Article 1 Kathleen McDaniel Educational Trus	50,000.00
Article 15G FY16 Omnibus Budget - Shared Expenses	2,270,597.00
Article 25 Electronic Voting Technology	15,000.00
Total Uses:	6,170,712.00
Closed to Fund Balance June 30, 2015	**661,291.00**

REVENUES COLLECTED IN MAJOR FUNDS FISCAL YEAR 2015

GENERAL FUND

ACCOUNT	ACCOUNT DESCRIPTION	REVENUE
0001-146-1-0000-000-00-4110-00-411008-	PERSONAL PROPERTY TAX 2008	(285.89)
0001-146-1-0000-000-00-4110-00-411009-	PERSONAL PROPERTY TAX 2009	663.98
0001-146-1-0000-000-00-4110-00-411010-	PERSONAL PROPERTY TAX 2010	44.63
0001-146-1-0000-000-00-4110-00-411011-	PERSONAL PROPERTY TAX 2011	216.19
0001-146-1-0000-000-00-4110-00-411012-	PERSONAL PROPERTY FY12	441.99
0001-146-1-0000-000-00-4110-00-411013-	PERSONAL PROPERTY TAX FY13	1,298.85
0001-146-1-0000-000-00-4110-00-411014-	PERSONAL PROP 2014	10,905.70
0001-146-1-0000-000-00-4110-00-411015-	PERSONAL PROP 2015	1,674,478.75
0001-146-1-0000-000-00-4110-00-411999-	PERSONAL PROPERTY PRIOR YRS	(193.74)
TOTAL PERSONAL PROPERTY TAX		**1,687,570.46**
0001-146-1-0000-000-00-4120-00-412007-	REAL ESTATE TAX 2007	(2,129.04)
0001-146-1-0000-000-00-4120-00-412008-	REAL ESTATE TAX 2008	7,296.73
0001-146-1-0000-000-00-4120-00-412009-	REAL ESTATE TAX 2009	10,626.19
0001-146-1-0000-000-00-4120-00-412010-	REAL ESTATE TAX 2010	5,295.98
0001-146-1-0000-000-00-4120-00-412011-	REAL ESTATE TAX 2011	7,166.16
0001-146-1-0000-000-00-4120-00-412012-	REAL ESTATE TAX FY12	24,950.54
0001-146-1-0000-000-00-4120-00-412013-	REAL ESTATE TAX FY13	55,370.75
0001-146-1-0000-000-00-4120-00-412014-	RE TAX 2014	1,046,336.19
0001-146-1-0000-000-00-4120-00-412015-	REAL ESTATE TAX 2015	93,701,191.97
0001-146-1-0000-000-00-4120-00-412098-	REAL ESTATE TAX PRIOR YRS	13,631.33
0001-146-1-0000-000-00-4120-00-412111-	PROFORMA REAL ESTATE TAX	3,074.64
0001-146-1-0000-000-00-4220-00-422000-	TX PER CH59 SEC D OCCUPNCY	377,014.18
TOTAL REAL ESTATE TAX		**95,249,825.62**
0001-146-1-0000-000-00-4150-00-415008-	MOTOR VEHICLE TAX 2008	510.53
0001-146-1-0000-000-00-4150-00-415009-	MOTOR VEHICLE TAX 2009	429.90
0001-146-1-0000-000-00-4150-00-415010-	MOTOR VEHICLE TAX 2010	1,292.82
0001-146-1-0000-000-00-4150-00-415011-	MOTOR VEHICLE TAX 2011	2,686.87
0001-146-1-0000-000-00-4150-00-415012-	MOTOR VEHICLE EXCISE FY12	8,856.61
0001-146-1-0000-000-00-4150-00-415013-	MOTOR VEHICLE EXCISE FY13	43,640.92
0001-146-1-0000-000-00-4150-00-415014-	MV EXCISE 2014	672,501.70
0001-146-1-0000-000-00-4150-00-415015-	MV EXCISE 2015	4,460,322.78
0001-146-1-0000-000-00-4150-00-415999-	MOTOR VEHICLE PRIOR YRS	409.94
0001-146-1-0000-000-00-4162-00-416200-	RECOVERY EXCISE	1,185.04
TOTAL MOTOR VEHICLE EXCISE		**5,191,837.11**

0001-146-1-0000-000-00-4170-00-417000-	PENALITIES ON TAXES & EXCISE	106,845.28
0001-146-1-0000-000-00-4170-00-417100-	INTEREST ON TAXES	274,393.66
0001-146-1-0000-000-00-4170-00-417200-	INTEREST ON MOTOR VEHICLE	30,131.43
0001-146-1-0000-000-00-4170-00-417300-	INTEREST & PENALTIES TAX TITLE	69,997.36
0001-146-1-0000-000-00-4170-00-417400-	INTEREST ON BETTERMENTS	1,716.85
0001-146-1-0000-000-00-4170-00-417600-	INTEREST BOAT EXCISE	31.46
TOTAL PENALTIES & INTEREST ON TAXES		**483,116.04**
0001-146-1-0000-000-00-4180-00-418100-	IN LIEU TAX MA MORSE HLTHCARE	18,738.26
0001-146-1-0000-000-00-4180-00-418200-	IN LIEU TAX HOUSING AUTHORITY	12,294.65
0001-146-1-0000-000-00-4180-00-418400-	IN LIEU TAX TCAN NATICK ARTS	3,788.75
TOTAL IN LIEU OF TAX PAYMENTS		**34,821.66**
0001-146-1-0000-000-00-4160-00-416012-	BOAT EXCISE FY12	(8.65)
0001-146-1-0000-000-00-4160-00-416013-	BOAT EXCISE FY13	40.00
0001-146-1-0000-000-00-4160-00-416014-	BOAT EXCISE FY14	93.00
0001-146-1-0000-000-00-4160-00-416015-	BOAT EXCISE FY15	2,951.33
0001-146-1-0000-000-00-4190-00-419100-	OTHER TAXES HOTEL/MOTEL	1,403,266.99
0001-146-1-0000-000-00-4190-00-467500-	MEALS-LOCAL AID	876,131.40
TOTAL OTHER TAXES		**2,282,474.07**
0001-134-1-0000-000-00-4320-00-432066-	REGISTRATION FEES-REC PRGRMS	25,000.00
0001-134-1-0000-000-00-4320-00-432071-	FARM ASSISTANT SALARY	166,190.39
TOTAL RECREATION REVENUE		**191,190.39**
0001-210-2-0000-000-00-4370-00-437105-	POLICE SPECIAL DUTY S/CHGS	75,101.08
0001-220-2-0000-000-00-4320-00-432017-	AMBULANCE SERVICE FEES	1,576,690.27
TOTAL OTHER CHARGES FOR SERVICES		**1,651,791.35**
0001-146-1-0000-000-00-4360-00-436003-	COLE CENTRE RENTAL	13,824.00
0001-146-1-0000-000-00-4360-00-436515-	RIVERBEND SCHOOL	35,208.29
TOTAL RENTALS		**49,032.29**

0001-123-1-0000-000-00-4320-00-432013-	CABLE FRANCHISE FEES	2,553.50
0001-141-1-0000-000-00-4320-00-432001-	ASSESSOR COPIES OF RECORDS	1,721.00
0001-145-1-0000-000-00-4320-00-432015-	RETURN CHECK FEES	350.00
0001-145-1-0000-000-00-4320-00-432052-	REINS POLICE/FIRE THE HARTFORD	6,859.38
0001-146-1-0000-000-00-4170-00-437110-	CH 38D INVENTRY FILING PENALTY	32,550.00
0001-146-1-0000-000-00-4370-00-437100-	MUNICIPAL LIEN CERTIFICATES	99,155.00
0001-146-1-0000-000-00-4450-00-445000-	SENIOR CTZNS PARKNG PERMITS	2,201.00
0001-146-1-0000-000-00-4840-00-484000-	MISCELLANEOUS RECURRING	3,765.27
0001-146-1-0000-000-00-4845-00-484005-	PENSION REIMBURSEMENT COLA	4,989.84
0001-161-1-0000-000-00-4320-00-432002-	TN CLERK DOG LICENSE FEES	37,837.25
0001-161-1-0000-000-00-4450-00-445001-	TN CLERK POLICE WATER BAN FINE	700.00
0001-161-1-0000-000-00-4770-00-477010-	TN CLERK BD HEALTH FINES	450.00
0001-161-1-0000-000-00-4810-00-481001-	TN CLERK SALE RESIDENT BOOKS	830.00
0001-180-1-0000-000-00-4320-00-432014-	PLANNING BOARD FEES	11,400.00
0001-180-1-0000-000-00-4320-00-432025-	COMM DEV COMMUTER PARKING	71,052.25
0001-180-1-0000-000-00-4370-00-437000-	COMM DEV ANR PLANS	4,400.00
0001-180-1-0000-000-00-4370-00-437001-	COMM DEV BOOKS/MAPS/BYLAWS	258.00
0001-180-1-0000-000-00-4370-00-437003-	COMM DEV PARKING STICKERS	87,182.50
0001-180-1-0000-000-00-4370-00-437004-	COMM DEV PERMIT RESEARCH	234.00
0001-180-1-0000-000-00-4370-00-437005-	COMM DEV DESIGN REVIEW BD	450.00
0001-180-1-0000-000-00-4320-00-432006-	COMM DEV SUBDIVISION FILE FEE	400.00
0001-210-2-0000-000-00-4320-00-432010-	POLICE REPORT FEES	5,403.90
0001-210-2-0000-000-00-4320-00-432012-	POLICE SOLICITOR FEES	590.00
0001-210-2-0000-000-00-4320-00-432070-	RMV FEES	16,160.00
0001-210-2-0000-000-00-4370-00-437142-	RECOVERED PAID DETAILS	54.00
0001-210-2-0000-000-00-4840-00-484000-	MISCELLANEOUS RECURRING	582.56
0001-220-2-0000-000-00-4320-00-432033-	FIRE MASS PIKE ASSISTANCE	6,800.00
0001-220-2-0000-000-00-4320-00-432034-	FIRE REPORT COPIES	105.00
0001-220-2-0000-000-00-4320-00-432035-	FIRE SPECIAL DUTY S/CHARGES	5,925.00
0001-220-2-0000-000-00-4840-00-484000-	FIRE MISCELLANEOUS INCOME	3.00
0001-300-3-0000-000-00-4320-00-432063-	SCHOOL HLTH REIMBURSEMENTS	175,895.56
0001-300-3-0000-000-00-4320-00-432064-	SCHOOL MEDICARE REIMBURSEMENT	55,121.76
0001-420-4-0000-000-00-4320-00-432040-	PUB WKS MAPS	36.75
0001-420-4-0000-000-00-4320-00-432041-	PUB WKS RECYCLING BINS	5,560.00
0001-420-4-0000-000-00-4320-00-432042-	PUB WKS RECYCLED GLASS	2,428.62
0001-420-4-0000-000-00-4320-00-432044-	PUB WKS RECYCLED METAL	19,745.43
0001-420-4-0000-000-00-4320-00-432045-	PUB WKS RECYCLED PAPER	24,227.80
0001-420-4-0000-000-00-4320-00-432061-	RECYCLE OIL PRODUCTS	325.00
0001-420-4-0000-000-00-4840-00-484000-	MISCELLANEOUS RECURRING	30.00
0001-512-5-0000-000-00-4320-00-432009-	BD HLTH LATE FEES	971.00
0001-512-5-0000-000-00-4370-00-477010-	TN CLERK BD HEALTH FINES	750.00
TOTAL OTHER DEPARTMENTAL REVENUE		**690,054.37**

0001-123-1-0000-000-00-4450-00-445012-	SELECT CLASS I LICENSE	800.00
0001-123-1-0000-000-00-4450-00-445013-	SELECT CLASS II LICENSE	2,200.00
0001-123-1-0000-000-00-4450-00-445014-	SELECT CLASS III LICENSE	200.00
0001-123-1-0000-000-00-4450-00-445015-	SELECT COMMON VICTUALLER LIC	6,800.00
0001-123-1-0000-000-00-4450-00-445016-	SELECT DAILY ENTERTAINMENT LIC	1,025.00
0001-123-1-0000-000-00-4450-00-445017-	SELECT SUNDAY ENTERTAINMNT LIC	1,000.00
0001-123-1-0000-000-00-4450-00-445019-	SELECT JUNK COLLECTOR LICENSE	375.00
0001-123-1-0000-000-00-4450-00-445020-	SELECT INN HOLDERS LICENSE	150.00
0001-123-1-0000-000-00-4450-00-445021-	SELECT TAXI CAB LICENSE	520.00
0001-123-1-0000-000-00-4450-00-445024-	SELECT BILLARD LICENSE	10.00
0001-123-1-0000-000-00-4450-00-445026-	ALCOHOLIC BEVERAGE LICENSE	97,500.00
0001-123-1-0000-000-00-4450-00-445027-	SELECT AUTOMATIC AMUSEMENT LIC	3,390.00
0001-123-1-0000-000-00-4450-00-445029-	SELECT MISCELLANEOUS LICENSE	52.00
0001-161-1-0000-000-00-4320-00-432018-	TN CLERK HISTORIC SYSRICT FEE	265.00
0001-161-1-0000-000-00-4320-00-432019-	TN CLERK ZBA FILING FEES	22,087.90
0001-161-1-0000-000-00-4370-00-437010-	TN CLERK BUSINESS CERTIFICATE	14,070.00
0001-161-1-0000-000-00-4370-00-437020-	TN CLERK BIRTH CERTIFICATE	15,255.00
0001-161-1-0000-000-00-4370-00-437025-	TN CLERK DEATH CERTIFICATE	18,575.00
0001-161-1-0000-000-00-4370-00-437035-	TN CLERK MARRIAGE INTENTIONS	3,900.00
0001-161-1-0000-000-00-4450-00-445003-	TN CLERK MARRIAGE LICENSE	4,900.00
0001-161-1-0000-000-00-4450-00-445704-	TN CLERK BAZZAR PERMIT	250.00
0001-161-1-0000-000-00-4450-00-445705-	TN CLERK GASOLINE STORAGE PERM	957.50
0001-180-1-0000-000-00-4320-00-432023-	SEALER WEIGHTS MEASURER FEES	6,444.00
0001-180-1-0000-000-00-4370-00-437007-	BLDG DEPT ALTERATIONS	1,240,333.41
0001-180-1-0000-000-00-4370-00-437008-	BLDG DEPT NEW BUILDINGS	566,050.00
0001-180-1-0000-000-00-4370-00-437009-	BLDG DEPT CERT OF INSPECTION	3,907.00
0001-180-1-0000-000-00-4370-00-437011-	BLDG DEPT REINSPECTIONS	320.00
0001-180-1-0000-000-00-4457-00-445701-	BLDG DEPT ELECRICAL PERMIT	267,159.84
0001-180-1-0000-000-00-4457-00-445702-	BLDG DEPT GAS PERMIT	26,603.00
0001-180-1-0000-000-00-4457-00-445703-	BLDG DEPT PLUMBING PERMIT	59,385.00
0001-180-1-0000-000-00-4457-00-445723-	BLDG DEPT CERT OF OCCUPANCY	2,400.00
0001-210-2-0000-000-00-4370-00-437056-	POLICE FIREARM ID'S	4,712.50
0001-210-2-0000-000-00-4450-00-445719-	POLICE WORK PERMITS	20.00
0001-210-2-0000-000-00-4450-00-445730-	POLICE SUNDAY/HOLIDAY PERMITS	50.00
0001-220-2-0000-000-00-4320-00-432020-	FIRE ALARM BOX ANNUAL FEE	68,400.00
0001-220-2-0000-000-00-4450-00-445706-	FIRE VARIOUS PERMITS	58,150.00
0001-420-4-0000-000-00-4450-00-445732-	PUB WKS HYDRANT USE PERMIT	1,700.00
0001-420-4-0000-000-00-4450-00-445733-	PUB WKS SEWER PERMITS	15,206.05
0001-420-4-0000-000-00-4450-00-445734-	PUB WKS STREET OPENING PERMIT	66,170.00
0001-420-4-0000-000-00-4450-00-445735-	PUB WKS WATER METER PERMIT	1,200.00
0001-420-4-0000-000-00-4450-00-445736-	PUB WKS WATER PERMITS	10,000.00
0001-512-5-0000-000-00-4370-00-437015-	BD HLTH UNDERGRND TNK REGISTRY	2,700.00
0001-512-5-0000-000-00-4370-00-437016-	BD HLTH UNDERGRND TANK CONSTRI	300.00
0001-512-5-0000-000-00-4370-00-437055-	BD HLTH UNDERGRND TANK REMOVA	250.00
0001-512-5-0000-000-00-4370-00-437060-	BD HLTH HOUSEHLD HAZARDOUS WS	1,350.00
0001-512-5-0000-000-00-4370-00-437065-	BD HLTH PERC TEST/APPLICATION	1,700.00
0001-512-5-0000-000-00-4370-00-437090-	BD HLTH SWIMMING POOL INSTALER	7,675.00
0001-512-5-0000-000-00-4370-00-437130-	BD HEALTH RUBBISH CONTRACTORS	1,400.00
0001-512-5-0000-000-00-4450-00-445005-	BD HLTH FROZEN DESERT LICENSE	1,000.00
0001-512-5-0000-000-00-4450-00-445006-	BD HLTH FUNERAL DIRECTR LICENS	600.00
0001-512-5-0000-000-00-4450-00-445007-	BD HLTH MILK/CREAM LICENSE	1,340.00
0001-512-5-0000-000-00-4450-00-445008-	BD HLTH MOTEL LICENSE	250.00
0001-512-5-0000-000-00-4450-00-445009-	BD HLTH TANNING LICENSE	300.00
0001-512-5-0000-000-00-4450-00-445707-	BD HLTH BAKERY PERMIT	2,100.00
0001-512-5-0000-000-00-4450-00-445708-	BD HLTH BEE PERMIT	200.00
0001-512-5-0000-000-00-4450-00-445710-	BD HLTH CAMP PERMIT	850.00

0001-512-5-0000-000-00-4450-00-445711-	BD HLTH CATERING PERMIT	3,000.00
0001-512-5-0000-000-00-4450-00-445712-	BD HLTH CHEMICAL TOILET PERMIT	125.00
0001-512-5-0000-000-00-4450-00-445713-	BD HLTH FOOD ESTABLISHMNT PERM	102,475.00
0001-512-5-0000-000-00-4450-00-445715-	BD HLTH FOOD SERVICE PLAN	3,250.00
0001-512-5-0000-000-00-4450-00-445716-	BD HLTH FOOD ESTABLISHMNT S/C	3,205.75
0001-512-5-0000-000-00-4450-00-445719-	BD HLTH LIVE STOCK PERMIT	1,550.00
0001-512-5-0000-000-00-4450-00-445721-	BD HLTH METHYL ALCOHOL PERMIT	180.00
0001-512-5-0000-000-00-4450-00-445722-	BD HLTH MOBILE FOOD SERVER	160.00
0001-512-5-0000-000-00-4450-00-445723-	BD HLTH OCCUPANCY INSPECTION	24,330.00
0001-512-5-0000-000-00-4450-00-445724-	BD HLTH SEPTAGE HAULER PERMIT	7,800.00
0001-512-5-0000-000-00-4450-00-445725-	BD HLTH SEPTIC INSTALLER PERM	2,600.00
0001-512-5-0000-000-00-4450-00-445726-	BD HLTH SEPTIC SYSTEM PERMIT	6,125.00
0001-512-5-0000-000-00-4450-00-445727-	BD HLTH SWIMMING POOL PERMIT	4,075.00
0001-512-5-0000-000-00-4450-00-445728-	BD HLTH TOBACCO PERMIT	75.00
0001-512-5-0000-000-00-4450-00-445747-	BD HLTH WELL PERMIT	450.00
TOTAL LICENSES & PERMITS		**2,773,908.95**
0001-800-8-0000-000-00-4610-00-461001-	STATE OWNED LAND	88,023.00
0001-800-8-0000-000-00-4610-00-461002-	ABATEMENTS TO VETERANS	97,424.00
0001-800-8-0000-000-00-4620-00-462001-	SCHOOL AID CHAPTER 70	8,681,240.00
0001-800-8-0000-000-00-4620-00-462007-	CHARTER SCHOOL TUITIONS	37,367.00
0001-800-8-0000-000-00-4660-00-466000-	UNRESTRICTED GENERAL GOVMT AID	3,390,794.00
0001-800-8-0000-000-00-4660-00-466015-	VETERANS BENEFITS	233,241.00
0001-800-8-0000-000-00-4680-00-468010-	MUNICIPAL MEDICAID REIMBURSEMN	100,000.00
TOTAL STATE AID		**12,628,089.00**
0001-146-1-0000-000-00-4170-00-417405-	C/S/S BETTERMENT COMM INTEREST	8,984.44
0001-146-1-0000-000-00-4190-00-419560-	APPORT CURB/ST/SWLK BETTERMNT	3,632.27
TOTAL SPECIAL ASSESSMENTS		**12,616.71**
0001-146-1-0000-000-00-4770-00-477003-	DISTRICT COURT FINES	95,230.50
0001-146-1-0000-000-00-4770-00-477004-	PARKING FINES	104,567.77
0001-146-1-0000-000-00-4770-00-477005-	AUTO LEASE SURCHARGES	10,297.80
TOTAL FINES & FORFEITS		**210,096.07**
0001-145-1-0000-000-00-4820-00-482200-	INTEREST EARNED MONEY MARKETS	255,355.50
TOTAL INVESTMENT INCOME		**255,355.50**
0001-146-1-0000-000-00-4320-00-432000-	PAYT FEES	906,726.26
0001-420-4-0000-000-00-4250-00-425100-	BULKY WASTE PICKUP	91,825.00
TOTAL TRASH FEES		**998,551.26**

0001-146-1-0000-000-00-4140-00-414200-	TAX TITLES	823,985.02	
TOTAL MISCELLANEOUS RECURRING		**823,985.02**	
0001-146-1-0000-000-00-4800-00-480000-	MISCELLANEOUS NON-RECURRING	323,248.15	
0001-146-1-0000-000-00-4930-00-493000-	PREMIUM - BOND ISSUE	97,778.30	
TOTAL MISCELLANEOUS NON-RECURRING		**421,026.45**	
0001-990-9-0000-000-00-4970-00-497000-	TRANSFERS FROM OTHER FUNDS	1,373,117.00	
TOTAL TRANSFERS IN FROM OTHER FUNDS		**1,373,117.00**	
0001-990-9-0000-000-00-4970-00-497005-	TRANS FROM GOLF - INDIRECTS	34,086.96	
0001-990-9-0000-000-00-4970-00-497006-	TRANS FROM W/S - INDIRECTS	2,207,400.00	
TOTAL TRANSFERS OF INDIRECTS FROM ENTERPRISE		**2,241,486.96**	
	TOTAL GENERAL FUND REVENUES		**129,249,946.28**

SASSAMON TRACE GOLF COURSE

ACCOUNT	ACCOUNT DESCRIPTION	REVENUE	
6000-632-6-0000-000-00-4320-00-432400-	CART RENTALS	77,060.11	
6000-632-6-0000-000-00-4320-00-432405-	GREEN FEES	366,059.80	
6000-632-6-0000-000-00-4320-00-432410-	BEVERAGES GOLF COURSE	10,690.25	
6000-632-6-0000-000-00-4320-00-432415-	FOOD-GOLF COURSE	5,094.28	
6000-632-6-0000-000-00-4320-00-432420-	PRO SHOP MERCHANDISE	18,452.07	
6000-632-6-0000-000-00-4320-00-432425-	GOLF INSTRUCTION	10,598.36	
6000-632-6-0000-000-00-4320-00-432430-	GIFT CERTIFICATES	(415.06)	
6000-632-6-0000-000-00-4320-00-432435-	SEASON TICKET SALES	114,313.17	
6000-632-6-0000-000-00-4320-00-432445-	TOURNAMENT SPONSORSHPS	1,316.00	
6000-632-6-0000-000-00-4320-00-432450-	GHIN GOLF SVS	3,400.00	
6000-632-6-0000-000-00-4320-00-432465-	GOLF - CASH OVER/UNDER	31.51	
6000-632-6-0000-000-00-4320-00-432475-	SHOP CREDITS	4,157.22	
6000-632-6-0000-000-00-4320-00-432500-	MASS SALES TAX	4,768.18	
TOTAL GOLF COURSE FEES		**615,525.89**	
6000-632-6-0000-000-00-4970-00-497000-	TRANSFERS IN	309,087.00	
TOTAL SUBSIDY FROM GENERAL FUND		**309,087.00**	
	TOTAL GOLF COURSE REVENUES		**924,612.89**

WATER/SEWER ENTERPRISE

ACCOUNT	ACCOUNT DESCRIPTION	REVENUE	
6500-445-4-0000-000-00-0000-00-400400-	USER CHARGES SEWER	7,723,265.03	
6500-446-4-0000-000-00-0000-00-424200-	WATER USER CHARGES	4,942,775.59	
6500-446-4-0000-000-00-0000-00-424000-	REVENUE WATER FLAT CHARGES	199,906.65	
TOTAL USER CHARGES		**12,865,947.27**	
6500-445-4-0000-000-00-0000-00-478200-	SEWER ENTRANCE FEES	156,586.00	
TOTAL CONNECTION FEES		**156,586.00**	
6500-445-4-0000-000-00-0000-00-401011-	U/LIENS A/T SEWER 2011	209.40	
6500-445-4-0000-000-00-0000-00-401012-	U/LIEN A/T SEWER 2012	1,953.87	
6500-445-4-0000-000-00-0000-00-401013-	U/LIENS A/T 2013 SEWER	3,325.90	
6500-445-4-0000-000-00-0000-00-401014-	U/LIENS A/T 2014	49,446.50	
6500-445-4-0000-000-00-0000-00-401015-	U/LIENS A/T 2015	326,873.30	
6500-445-4-0000-000-00-0000-00-417410-	INT ON SEWER BETTERMENTS	91,638.20	
6500-445-4-0000-000-00-0000-00-475100-	SWR BETTRMT COMM INTEREST	90,853.09	
6500-445-4-0000-000-00-0000-00-475300-	APPORT SEWER BETTERMENT	129,454.23	
6500-446-4-0000-000-00-0000-00-400403-	REVENUE INTEREST ADDED SEWER	40,166.17	
6500-446-4-0000-000-00-0000-00-401011-	U/LIENS A/T WATER 2011	94.56	
6500-446-4-0000-000-00-0000-00-401012-	U/LIEN A/T WATER 2012	1,346.81	
6500-446-4-0000-000-00-0000-00-401013-	U/LIENS A/T 2013 WATER	1,944.40	
6500-446-4-0000-000-00-0000-00-401014-	U/LIENS A/T 2014	27,360.87	
6500-446-4-0000-000-00-0000-00-401015-	U/LIENS A/T 2015	185,376.07	
6500-446-4-0000-000-00-0000-00-417700-	INTEREST ADDED WATER	28,759.08	
TOTAL OTHER DEPARTMENTAL REVENUE		**978,802.45**	
6500-440-4-0000-000-00-0000-00-482000-	INTEREST EARNED INVESTMENTS	19,663.00	
TOTAL INVESTMENT INCOME		**19,663.00**	
6500-440-4-0000-000-00-0000-00-484000-	MISCELLANEOUS NON-RECURRING	1,586.83	
6500-440-4-0000-000-00-0000-40-482300-	INT/PREMIUM BORROWING	3,263.40	
6500-445-4-0000-000-00-0000-00-480000-	OTHER NON-RECURRING REVENUE	1,292.87	
TOTAL MISCELLANEOUS NON-RECURRING INCOME		**6,143.10**	
	TOTAL WATER/SEWER REVENUE		**14,027,141.82**
TOTAL REVENUES COLLECTED FISCAL YEAR 2015 ALL MAJOR OPERATING FUNDS			**144,201,700.99**

TOWN OF NATICK
FISCAL YEAR 2015 GENERAL FUND YEAR TO DATE BUDGET REPORT

	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMENTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCE	AVAILABLE BUDGET	PCT USED
115 PRINTING TOWN REPORT							
02 EXPENSES	5,500	0	5,500	3,682.22	0.00	1,818	66.90
115 PRINTING TOWN REPORT	**5,500**	**0**	**5,500**	**3,682.22**	**0.00**	**1,818**	**66.90**
117 INSURANCE PROPERTY/LIABILITY							
02 EXPENSES	615,300	-15,845	599,455	532,389.31	0.00	67,066	88.80
117 INSURANCE PROPERTY/LIABILITY	**615,300**	**-15,845**	**599,455**	**532,389.31**	**0.00**	**67,066**	**88.80**
123 BOARD OF SELECTMEN/TOWN ADMINISTRATOR							
01 SALARIES	858,496	-4,592	853,904	821,913.72	0.00	31,990	96.30
02 EXPENSES	295,607	192,481	488,088	290,422.61	138,964.42	58,701	88.00
123 BD SELECTMEN/TN ADMINISTRATOR	**1,154,103**	**187,888**	**1,341,991**	**1,112,336.33**	**138,964.42**	**90,691**	**93.20**
131 FINANCE COMMITTEE							
01 SALARIES	10,800	0	10,800	6,005.29	114.75	4,680	56.70
02 EXPENSES	13,000	0	13,000	9,888.57	0.00	3,111	76.10
131 FINANCE COMMITTEE	**23,800**	**0**	**23,800**	**15,893.86**	**114.75**	**7,791**	**67.30**
132 RESERVE FUND							
02 EXPENSES	300,000	0	300,000	0.00	0.00	300,000	0.00
132 RESERVE FUND	**300,000**	**0**	**300,000**	**0.00**	**0.00**	**300,000**	**0.00**
134 COMPTROLLER							
01 SALARIES	433,915	-28,245	405,670	400,565.80	0.00	5,104	98.70
02 EXPENSES	28,250	0	28,250	13,319.40	1,269.44	13,661	51.60
134 COMPTROLLER	**462,165**	**-28,245**	**433,920**	**413,885.20**	**1,269.44**	**18,766**	**95.70**
135 FINANCE DEPARTMENT							
01 SALARIES	57,621	1,668	59,289	59,288.53	0.00	0	100.00
135 FINANCE DEPARTMENT	**57,621**	**1,668**	**59,289**	**59,288.53**	**0.00**	**0**	**100.00**
141 ASSESSORS							
01 SALARIES	343,495	9,134	352,629	351,185.17	0.00	1,443	99.60
02 EXPENSES	102,000	151,897	253,897	83,858.52	89,984.55	80,054	68.50
141 ASSESSORS	**445,495**	**161,030**	**606,525**	**435,043.69**	**89,984.55**	**81,497**	**86.60**
145 TREASURER							
01 SALARIES	105,474	-8,000	97,474	88,979.80	0.00	8,494	91.30
02 EXPENSES	74,300	50,000	124,300	83,985.55	0.00	40,314	67.60
145 TREASURER	**179,774**	**42,000**	**221,774**	**172,965.35**	**0.00**	**48,809**	**78.00**

146 COLLECTOR OF REVENUE							
01 SALARIES	224,676	0	224,676	204,200.28	0.00	20,476	90.90
02 EXPENSES	185,250	5,887	191,137	138,193.77	9,401.00	43,542	77.20
146 COLLECTOR OF REVENUE	**409,926**	**5,887**	**415,813**	**342,394.05**	**9,401.00**	**64,018**	**84.60**
151 LEGAL SERVICES -TOWN COUNSEL							
02 EXPENSES	312,800	31,930	344,730	281,190.49	286.00	63,254	81.70
151 LEGAL SERVICES -TOWN COUNS	**312,800**	**31,930**	**344,730**	**281,190.49**	**286.00**	**63,254**	**81.70**
152 PERSONNEL BOARD							
02 EXPENSES	1,000	0	1,000	0.00	0.00	1,000	0.00
152 PERSONNEL BOARD	**1,000**	**0**	**1,000**	**0.00**	**0.00**	**1,000**	**0.00**
155 INFORMATION SYSTEMS							
01 SALARIES	315,863	6,267	322,130	322,129.89	0.00	0	100.00
02 EXPENSES	586,800	28,695	615,495	535,977.06	72,800.41	6,718	98.90
03 CAPITAL	212,000	50,308	262,308	118,930.78	141,468.14	1,909	99.30
155 INFORMATION SYSTEMS	**1,114,663**	**85,270**	**1,199,933**	**977,037.73**	**214,268.55**	**8,627**	**99.30**
161 TOWN CLERK							
01 SALARIES	232,443	546	232,989	232,989.22	0.00	0	100.00
02 EXPENSES	22,150	22,360	44,510	12,628.16	7,008.88	24,873	44.10
161 TOWN CLERK	**254,593**	**22,906**	**277,499**	**245,617.38**	**7,008.88**	**24,873**	**91.00**
162 BOARD OF REGISTRARS							
01 SALARIES	50,570	0	50,570	33,377.17	0.00	17,193	66.00
02 EXPENSES	48,600	1,206	49,806	36,422.66	1,312.50	12,071	75.80
162 BOARD OF REGISTRARS	**99,170**	**1,206**	**100,376**	**69,799.83**	**1,312.50**	**29,264**	**70.80**
180 COMMUNITY DEVELOPMENT							
01 SALARIES	811,306	7,566	818,872	695,941.87	0.00	122,930	85.00
02 EXPENSES	23,811	20,000	43,811	21,752.56	2,323.00	19,735	55.00
180 COMMUNITY DEVELOPMENT	**835,117**	**27,566**	**862,683**	**717,694.43**	**2,323.00**	**142,666**	**83.50**
192 PUBLIC BLDGS PROP MAINT							
02 EXPENSES	1,453,424	-17,511	1,435,913	1,307,104.95	72,735.77	56,073	96.10
192 PUBLIC BLDGS PROP MAINT	**1,453,424**	**-17,511**	**1,435,913**	**1,307,104.95**	**72,735.77**	**56,073**	**96.10**
210 POLICE DEPARTMENT							
01 SALARIES	6,390,831	-172,514	6,218,317	5,969,498.76	0.00	248,818	96.00
02 EXPENSES	216,338	36,366	252,704	210,755.62	39,275.79	2,673	98.90
210 POLICE DEPARTMENT	**6,607,169**	**-136,148**	**6,471,021**	**6,180,254.38**	**39,275.79**	**251,490**	**96.10**

220 FIRE DEPARTMENT							
01 SALARIES	7,751,272	5,405	7,756,677	7,692,599.22	0.00	64,077	99.20
02 EXPENSES	162,000	7,174	169,174	159,080.09	9,791.74	302	99.80
220 FIRE DEPARTMENT	**7,913,272**	**12,579**	**7,925,851**	**7,851,679.31**	**9,791.74**	**64,379**	**99.20**
244 WEIGHTS/MEASURES							
02 EXPENSES	15,534	0	15,534	15,440.75	0.00	93	99.40
244 WEIGHTS/MEASURES	**15,534**	**0**	**15,534**	**15,440.75**	**0.00**	**93**	**99.40**
246 PARKING ENFORCEMENT							
01 SALARIES	51,114	0	51,114	37,758.90	0.00	13,355	73.90
02 EXPENSES	77,040	35,199	112,239	66,050.36	25,100.00	21,089	81.20
246 PARKING ENFORCEMENT	**128,154**	**35,199**	**163,353**	**103,809.26**	**25,100.00**	**34,444**	**78.90**
251 NATICK EMERGENCY MANAGEMENT							
02 EXPENSES	35,600	5,439	41,039	23,259.63	0.00	17,779	56.70
251 NATICK EMERGENCY MANAGEMENT	**35,600**	**5,439**	**41,039**	**23,259.63**	**0.00**	**17,779**	**56.70**
300 SCHOOL ADMINISTRATION							
01 SALARIES	5,461,255	5,287	5,466,542	5,587,417.67	18,212.23	-139,088	102.50
02 EXPENSES	1,716,464	122,086	1,838,550	1,904,994.42	125,508.53	-191,953	110.40
06 OPERATING EXPENSES	1,091,902	378,907	1,470,809	1,447,503.61	0.00	23,305	98.40
300 SCHOOL ADMINISTRATION	**8,269,621**	**506,279**	**8,775,900**	**8,939,915.70**	**143,720.76**	**-307,736**	**103.50**
310 REGULAR EDUCATION							
01 SALARIES	26,284,951	-330,563	25,954,388	25,951,347.40	60,617.13	-57,577	100.20
02 EXPENSES	1,568,192	82,026	1,650,218	1,638,999.48	142,454.08	-131,236	108.00
50 EXPENSES	0	0	0	1,097.59	1,522.38	-2,620	100.00
310 REGULAR EDUCATION	**27,853,143**	**-248,538**	**27,604,605**	**27,591,444.47**	**204,593.59**	**-191,433**	**100.70**
320 SPECIAL EDUCATION							
01 SALARIES	6,618,986	335,837	6,954,823	7,030,217.55	29,147.69	-104,543	101.50
02 EXPENSES	6,063,052	165,444	6,228,496	5,870,102.72	6,717.39	351,676	94.40
320 SPECIAL EDUCATION	**12,682,038**	**501,281**	**13,183,319**	**12,900,320.27**	**35,865.08**	**247,134**	**98.10**
330 ENGLISH LANGUAGE LEARNERS							
01 SALARIES	330,180	0	330,180	327,031.99	0.00	3,148	99.00
02 EXPENSES	930	0	930	374.88	27.00	528	43.20
330 ENGLISH LANGUAGE LEARNERS	**331,110**	**0**	**331,110**	**327,406.87**	**27.00**	**3,676**	**98.90**

350 SCHOOL 504							
02 EXPENSES	167,784	392	168,176	68,152.06	5,833.15	94,191	44.00
350 504	**167,784**	**392**	**168,176**	**68,152.06**	**5,833.15**	**94,191**	**44.00**
360 PRESCHOOL							
01 SALARIES	536,738	0	536,738	510,875.71	0.00	25,862	95.20
02 EXPENSES	12,548	0	12,548	13,532.45	69.57	-1,054	108.40
360 PRESCHOOL	**549,286**	**0**	**549,286**	**524,408.16**	**69.57**	**24,808**	**95.50**
370 SCHOOL NORTHSTAR							
01 SALARIES	500,957	0	500,957	424,496.02	0.00	76,461	84.70
02 EXPENSES	5,850	158	6,008	3,169.46	288.70	2,550	57.60
370 NORTHSTAR	**506,807**	**158**	**506,965**	**427,665.48**	**288.70**	**79,011**	**84.40**
380 SCHOOL OTHER							
01 SALARIES	124,248	0	124,248	103,491.83	0.00	20,756	83.30
02 EXPENSES	41,400	0	41,400	17,471.84	409.35	23,519	43.20
380 OTHER	**165,648**	**0**	**165,648**	**120,963.67**	**409.35**	**44,275**	**73.30**
390 SCHOOL TECHNOLOGY							
01 SALARIES	1,502,300	1,186	1,503,486	1,547,428.05	1,745.71	-45,688	103.00
02 EXPENSES	558,982	6,597	565,579	478,116.41	4,456.14	83,006	85.30
50 EXPENSES	0	0	0	3,084.00	0.00	-3,084	100.00
390 TECHNOLOGY	**2,061,282**	**7,783**	**2,069,065**	**2,028,628.46**	**6,201.85**	**34,234**	**98.30**
410 PUBLIC WORKS ENGINEERING							
01 SALARIES	424,451	0	424,451	413,932.66	0.00	10,518	97.50
02 EXPENSES	101,150	37,324	138,474	50,345.11	66,629.45	21,499	84.50
410 PUBLIC WORKS ENGINEERING	**525,601**	**37,324**	**562,925**	**464,277.77**	**66,629.45**	**32,018**	**94.30**
420 PUBLIC WORKS - ADMIN							
01 SALARIES	257,306	-40,679	216,627	197,068.45	0.00	19,558	91.00
02 EXPENSES	49,435	2,322	51,757	46,394.29	5,949.75	-587	101.10
420 PUBLIC WORKS - ADMIN	**306,741**	**-38,357**	**268,384**	**243,462.74**	**5,949.75**	**18,971**	**92.90**
425 PUBLIC WORKS BLDG MAINTENANCE							
02 EXPENSES	0	13,334	13,334	12,340.14	0.00	994	92.50
425 PUBLIC WORKS BLDG MAINTENANCE	**0**	**13,334**	**13,334**	**12,340.14**	**0.00**	**994**	**92.50**
426 PUBLIC WORKS EQUIP MAINT							
01 SALARIES	544,522	0	544,522	520,544.98	0.00	23,977	95.60
02 EXPENSES	301,850	680	302,530	316,945.37	568.26	-14,983	105.00
03 CAPITAL	5,000	0	5,000	525.11	0.00	4,475	10.50
426 PUBLIC WORKS EQUIP MAINT	**851,372**	**680**	**852,052**	**838,015.46**	**568.26**	**13,468**	**98.40**

427 PUBLIC WORKS LFNR							
01 SALARIES	550,142	-40,000	510,142	496,830.19	0.00	13,312	97.40
02 EXPENSES	256,834	1,243	258,077	251,451.27	2,541.23	4,084	98.40
427 PUBLIC WORKS LFNR	**806,976**	**-38,757**	**768,219**	**748,281.46**	**2,541.23**	**17,396**	**97.70**
429 PUB WKS HWY MAINT/SANT/RECYCLE							
01 SALARIES	1,595,002	0	1,595,002	1,583,930.62	1,610.70	9,461	99.40
02 EXPENSES	1,314,750	446,575	1,761,325	2,309,345.52	67,185.15	-615,206	134.90
429 PUB WKS HWY MAINT/SANT/RECYCLE	**2,909,752**	**446,575**	**3,356,327**	**3,893,276.14**	**68,795.85**	**-605,745**	**118.00**
450 FACILITIES MANAGEMENT							
01 SALARIES	2,529,570	-61,707	2,467,863	2,436,827.28	0.00	31,035	98.70
50 EXPENSES	487,034	65,000	552,034	520,684.83	26,337.72	5,011	99.10
450 FACILITIES MANAGEMENT	**3,016,604**	**3,293**	**3,019,897**	**2,957,512.11**	**26,337.72**	**36,047**	**98.80**
512 BOARD OF HEALTH							
01 SALARIES	408,582	8,914	417,496	406,541.34	0.00	10,955	97.40
02 EXPENSES	49,950	1,350	51,300	38,793.36	3,261.44	9,245	82.00
512 BOARD OF HEALTH	**458,532**	**10,264**	**468,796**	**445,334.70**	**3,261.44**	**20,200**	**95.70**
540 COMMUNITY SERVICES ADMIN							
01 SALARIES	155,597	3,727	159,324	159,321.65	0.00	2	100.00
02 EXPENSES	41,950	5,000	46,950	41,447.28	0.00	5,503	88.30
540 COMMUNITY SERVICES ADMIN	**197,547**	**8,727**	**206,274**	**200,768.93**	**0.00**	**5,505**	**97.30**
541 COUNCIL ON AGING							
01 SALARIES	422,945	3,285	426,230	366,297.25	0.00	59,933	85.90
02 EXPENSES	48,298	350	48,648	41,883.53	1,179.29	5,586	88.50
541 COUNCIL ON AGING	**471,243**	**3,635**	**474,878**	**408,180.78**	**1,179.29**	**65,518**	**86.20**
543 VETERANS SERVICES							
01 SALARIES	118,308	1,640	119,948	119,947.92	0.00	0	100.00
02 EXPENSES	279,720	524	280,244	263,515.96	227.83	16,500	94.10
543 VETERANS SERVICES	**398,028**	**2,164**	**400,192**	**383,463.88**	**227.83**	**16,500**	**95.90**
545 COMMUNITY ORGANIC FARM							
01 SALARIES	159,039	4,547	163,586	166,190.38	0.00	-2,605	101.60
545 COMM ORGANIC FARM	**159,039**	**4,547**	**163,586**	**166,190.38**	**0.00**	**-2,605**	**101.60**
549 COMMISSION ON DISABILITY							
02 EXPENSES	1,810	0	1,810	0.00	0.00	1,810	0.00
549 COMMISSION ON DISABILITY	**1,810**	**0**	**1,810**	**0.00**	**0.00**	**1,810**	**0.00**
610 MORSE INSTITUTE LIBRARY							
01 SALARIES	1,764,336	7,685	1,772,021	1,757,849.65	0.00	14,172	99.20
02 EXPENSES	322,928	0	322,928	316,592.48	2,332.25	4,003	98.80
610 MORSE INSTITUTE LIBRARY	**2,087,264**	**7,685**	**2,094,949**	**2,074,442.13**	**2,332.25**	**18,175**	**99.10**

615 BACON FREE LIBRARY							
01 SALARIES	134,301	0	134,301	127,484.78	0.00	6,816	94.90
02 EXPENSES	18,145	0	18,145	18,130.11	0.00	15	99.90
615 BACON FREE LIBRARY	**152,446**	**0**	**152,446**	**145,614.89**	**0.00**	**6,831**	**95.50**
630 RECREATION AND PARKS							
01 SALARIES	359,450	15,763	375,213	374,612.44	0.00	600	99.80
02 EXPENSES	55,489	5,740	61,229	49,074.34	564.90	11,590	81.10
630 RECREATIONS AND PARKS	**414,939**	**21,503**	**436,442**	**423,686.78**	**564.90**	**12,190**	**97.20**
690 ARTS COUNCIL							
02 EXPENSES	700	0	700	225.77	0.00	474	32.30
690 ARTS COUNCIL	**700**	**0**	**700**	**225.77**	**0.00**	**474**	**32.30**
691 HISTORIC COMMISSION							
02 EXPENSES	1,000	0	1,000	0.00	0.00	1,000	0.00
691 HISTORIC COMMISSION	**1,000**	**0**	**1,000**	**0.00**	**0.00**	**1,000**	**0.00**
692 HISTORIC DISTRICT COMMISSION							
02 EXPENSES	550	24	574	308.94	24.48	241	58.00
692 HISTORIC DISTRICT COMMISSION	**550**	**24**	**574**	**308.94**	**24.48**	**241**	**58.00**
710 INTEREST AND MATURING DEBT							
02 EXPENSES	11,316,959	0	11,316,959	10,884,736.84	0.00	432,222	96.20
710 INTEREST AND MATURING DEBT	**11,316,959**	**0**	**11,316,959**	**10,884,736.84**	**0.00**	**432,222**	**96.20**
800 STATE AND COUNTY CHRGS							
02 EXPENSES	0	1,539,095	1,539,095	1,450,370.00	0.00	88,725	94.20
800 STATE AND COUNTY CHRGS	**0**	**1,539,095**	**1,539,095**	**1,450,370.00**	**0.00**	**88,725**	**94.20**
910 OTHER EMPLOYEE BENEFITS							
01 SALARIES	15,935,074	-181,366	15,753,708	15,209,525.32	14,434.85	529,748	96.60
910 OTHER EMPLOYEE BENEFITS	**15,935,074**	**-181,366**	**15,753,708**	**15,209,525.32**	**14,434.85**	**529,748**	**96.60**
911 RETIREMENT BOARD							
01 SALARIES	7,079,771	0	7,079,771	7,079,771.00	0.00	0	100.00
911 RETIREMENT BOARD	**7,079,771**	**0**	**7,079,771**	**7,079,771.00**	**0.00**	**0**	**100.00**
912 NON-CONTRIBUTORY PENSIONS							
01 SALARIES	41,496	0	41,496	39,549.00	0.00	1,947	95.30
912 NON-CONTRIBUTORY PENSIONS	**41,496**	**0**	**41,496**	**39,549.00**	**0.00**	**1,947**	**95.30**
990 OTHER FINANCING USES							
02 EXPENSES	0	3,818,679	3,818,679	3,818,679.00	0.00	0	100.00
990 OTHER FINANCING USES	**0**	**3,818,679**	**3,818,679**	**3,818,679.00**	**0.00**	**0**	**100.00**
TOTAL GENERAL FUND FY15 EXPENSES	**122,144,343**	**6,849,224**	**128,993,567**	**125,677,685.98**	**1,201,692.74**	**2,114,188**	**98.40**

Town of Natick
Capital Projects Fund Balances
June 30, 2015

GENERAL GOVERNMENT

Fund #	*Fund Name*	*Ending Fund Balance*
3500	Chapter 90 Roads	(1,217,896.75)
5001	Capital Imporvement FY10	328,021.33
5002	Ben-Hem School	18,840.06
5004	Computer Equipment	9,019.77
5005	I/Net Equipment	8,316.22
5007	Curbing; Boden Lane	16,000.00
5008	Street Lights	28,492.46
5009	Water Trmnt Plant	337.75
5010	Wilson/Kennedy Middle School	15,359.00
5011	DPW Facility	1,367.19
5012	Previous Years Projects	30,488.43
5015	Land Acqusition	2,863.99
5016	Pegan/Cove Lake	13,196.51
5017	Brown School	47,441.31
5019	Sewer East Central St	424.00
5020	Springvale Treatment Plant	255.73
5022	Capital Improvement FY11	410,634.87
5023	Sewer Clubhouse/Saddlebrook	32,506.76
5024	Swr Speen/NMain/Park	316,621.52
5025	Phase V Relining	638,276.33
5026	KMS Boiler	50.00
5029	Capital Equipment FY08	4,998.78
5031	High School Construction	2,451,993.19
5032	Community Center Construction	201,484.43
5033	Ambulance	25.00
5034	Fire Ground Repeater	15,386.10
5037	Landfill; General Gov't & Golf	11,118.44
5038	Sewer I/I - Various	101,415.45
5039	Municipal Oil Tanks	1,034.56
5041	Water Line; Lakeshore Drive	150,106.21
5042	FY12 Capital Equipment	120,985.43
5043	FY12 Capital Improvement	30,499.63
5045	FY12 Capital Equipment	220,000.00

Town of Natick
Capital Projects Fund Balances
June 30, 2015

5046	FY13 Capital Equipment	65,709.90
5047	FY13 Capital Improvement	16,825.00
5048	75 West St Renovovations; FY12	3,001.42
5049	Recycling Packers	35,184.87
5051	Capital Improvements FY13	377,999.86
5053	FY14 Capital Equipment	5,032.11
5054	FY14 Capital Improvments	243,990.12
5055	FY14 Capital Equipment-Fall 13	30,461.52
5056	FY14 Cole Boiler	445.00
5057	FY14 Capital Improvement - Fall '13	(152,712.32)
5058	FY15 Capital Equipment-Spring '14	10,314.42
5059	FY15 Capital Improvement - Spring '14	43,000.11
5061	FY15 Capital Equipment-Fall '14	(94,522.72)
	TOTAL GEN. GOVERNMENT	**4,594,392.99**
GOLF ENTERPRISE		**1,217,896.75**
6010	Golf Carts	953.54
6012	FY14 Pave Golf Paths	3,061.82
	TOTAL GOLF	**4,015.36**
WATER/SEWER ENTERPRISE		
6531	Capital Improvement FY12	213,930.81
6532	Capital Improvement FY12	-
6535	Capital Equipment FY10	42,088.69
6536	Capital Improvement FY13	1,607,970.31
6537	Sewer System Rehabilitation	5,574.52
6538	FY14 Capital Improvement	506,493.92
6539	FY14 Sewer Main Relining	1,108,200.00
6540	FY14 MWRA Sewer Rehab	859,768.71
6541	FY14 Capital Equipment	17,996.88
6542	FY14 Capital Improvement Art 19C	(22,070.25)
6543	FY15 Cap Imprvmt-Art 36C Spring '14	(137,301.44)
	TOTAL WATER/SEWER	**4,202,652.15**
	TOTAL ALL CAPITAL PROJECTS	**8,801,060.50**

Town of Natick
Balance Sheet
As of June 30, 2015
General Fund 0001 and 0002
(These figures are unaudited)

Assets

Cash:		
Unrestricted Savings - Operating	32,029,824.53	
Petty Cash Advances:		
Collector	200.00	
Public Works Administration	125.00	
Town Clerk	200.00	
Police Department	100.00	
Recreation #1	100.00	
Recreation #2	100.00	
Community Development	150.00	
Board of Health	35.00	
Council on Aging	80.00	
Fire Department	25.00	
Selectmen	200.00	
School Dept	904.00	
Total Cash		32,032,044
Accounts Receivable:		
Real Estate Taxes:		
Real Estate 2015	741,112.57	
Real Estate 2014	(126,616.42)	
Real Estate 2013	(159,781.73)	
Real Estate 2012	(169,868.97)	
Real Estate 2011	(22,361.58)	
Real Estate 2010	(48,642.54)	
Real Estate 2009	(16,531.87)	
Real Estate PY	(234,919.42)	(37,610)
Personal Property Taxes:		
Personal Property 2015	(1,442.94)	
Personal Property 2014	(9,574.80)	
Personal Property 2013	2,095.39	
Personal Property 2012	17,139.14	
Personal Property 2011	12,896.47	
Personal Property 2010	11,947.30	
Personal Property 2009	14,848.68	
Personal Property PY	68,111.97	116,021
Tax Liens & Deferrals:		
Tax Liens Receivable	2,179,792.13	
Tax Per Chapter 41A Receivable	350,821.11	2,530,613
Excise Taxes:		
MVE 2015	301,224.35	
MVE 2014	79,760.97	
MVE 2013	28,500.05	
MVE 2012	22,497.57	
MVE 2011	18,574.95	
MVE 2010	19,231.76	
MVE 2009	16,525.90	
MVE Prior Yrs	107,352.82	
Boat Excise 2010	401.00	
Boat Excise 2011	95.00	-
Boat Excise 2012	454.67	
Boat Excise 2013	478.03	
Boat Excise 2014	502.37	
Boat Excise 2015	672.00	596,271
Trash Fees:		
PAYT Program (Pay as you Throw)	24,062.50	24,063
Department Receivables:		
Veterans	180,282.79	
Ambulance Services	216,855.86	397,139
Other Receivables:		
Parking Fines	121,612.40	
Betterments Added to Tax	23.24	
Un-Apportioned Assessments	22,216.70	
Supplemental Tax Receivable	119,467.52	263,320
Total Assets		35,921,860

Town of Natick
Balance Sheet
As of June 30, 2015
General Fund 0001 and 0002
(These figures are unaudited)

Liabilities

Warrants Payable - Operating	1,027,989.34	
Accrued Payroll w/ ER FICA Share	6,443,799.28	
Other Liabilities	95,939.83	7,567,728
Deferred Revenue:		
Property Tax	(4,102,930.47)	
Ambulance	216,855.86	
Supplemental Tax	155,074.11	
Tax Liens/Foreclosures	2,179,792.13	
Tax Per Chapter 41A	350,821.11	
Motor Vehicle	593,668.37	
Boat Excise	2,603.07	
Betterments	22,239.94	
PAYT Program	24,062.50	
Parking Fines	121,612.40	
Departmental Revenue (Veterans)	180,282.79	(255,918)
Allowance for Abatement/Exemptions:		
Year 2015	773,219.03	
Year 2014	1,010,367.63	
Year 2013	986,002.71	
Year 2012	678,190.48	
Year 2011	344,815.40	
Year 2010	112,129.72	
Year 2009	47,996.53	
Year 2008	43,842.28	
Prior Years	149,171.35	4,145,735
Employee Withholdings & Other		
Other Liabilities:	-	
ER Share of Health	(671,631.92)	
Federal Withholdings	(931.71)	
Withholdings State	683.33	
MTRS	366.88	
Group Life/Dental	(16,004.73)	
Group Health; HMOs, Medex, Tufts, Pilgrim, Network Blue, Fallon	1,114,553.57	
Deferred Comp Plans; OBRA,457 & Roth	8.10	
Egr Life Dividend	-	
Disability Insurance; Jefferson Pilot	4,508.39	
Union Dues	(278.00)	
Undistributed receipts	-	
Tailings Payroll	73,633.22	
Tailings Vendor (1)	182,955.95	
Tailings Vendor (4)	9,103.30	
Natick Metrowest CU (01-9035)	-	
United Way of Metrowest (01-9090)	-	696,966
Total Liabilities		12,154,512

Fund Balances

Fund Balances:			
Fund Balance (359000) Fund 0001		12,712,015.21	
Revenue (391000) Fund 0001		129,249,946.28	
Expenditures (393000) Fund 0001		(125,677,685.98)	
Res for Encumbrances (394000) Fund 0001		(1,201,692.74)	
	Undesignated F/B		15,082,583
Fund Balance Overlay Surplus (3220)		-	
F/B Res for Encumbrances (394000)	Fund 0001 and 0002	1,326,746.72	
F/B Res for Expenditure (352000)	Fund 0001	2,835,597.00	
F/B Res for Cont. Approp. (329500)	Fund 0002	5,219,772.27	
F/B Reserve for Future Debt Service - 2011	Fund 0001	-	
F/B Reserve for Future Debt Service - 2012	Fund 0001	-	
Fund Balance Petty Cash (3250)	Fund 0001	2,219.00	
F/B Res for Approp Deficit (3452) (Snow and Ice Deficit)		(699,569.02)	8,684,766
	Fund 0001		
	Total All F/B		23,767,349
Total Liabilities and Fund Equity			35,921,861

TOWN OF NATICK, MASSACHUSETTS

Combining Balance Sheet
Special Revenue Funds
June 30, 2015
(These figures are unaudited)

ASSETS	School Lunch Fund 0012	School Other Special Rev 0100-0999	School State Grants 1000-1499	School Federal Grants 1500-1999	Revolving 2000-2099	Receipts Reserved 2100-2199	Town Other Special Rev 2200-2999	Town State Grants 3000-3499	Town Federal Grants 3600-3999	Total
Cash and cash equivalents	$ 131,670	$ 2,848,244	$ 16,194	$ 160,770	397,325	$ 2,693,950	$ 3,738,595	$ 25,369	$ 42,256	$ 10,054,373
Investments		-	-	-	-	-	-	-	-	-
Receivables:	-	-	-	-	-	-	100,533	-	-	100,533
Accounts Receivable	-	-	-	-	-	-	-	-	-	-
Due From Other Governments		-	-	-						-
Other assets	-	-	-	-	-	-	-	-	-	-
Total Assets	$ 131,670	$ 2,848,244	$ 16,194	$ 160,770	$ 397,325	$ 2,693,950	$ 3,839,129	$ 25,369	$ 42,256	$ 10,154,906
LIABILITIES AND FUND EQUITY										
Liabilities:										
Warrants and accounts payable	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Deferred revenue	-	-	-	-	-	-	100,533	-	-	100,533
Accrued liabilities	-	-	-	-	-	-	-	-	-	-
Anticipation notes payable	-	-	-	-	-	-	-	-	-	-
Other liabilities	-	-	-	-	-	-	-	-	-	-
Total Liabilities	-	-	-	-	-	-	100,533	-	-	100,533
Fund Balances:										
Reserved for encumbrances	1,000	83,872	4,016	13,117	24,059	-	7,974	941,348	-	1,075,386
Unreserved/undesignated	130,670	2,764,372	12,178	147,653	373,266	2,693,950	3,730,621	(915,979)	42,256	8,978,987
Total Fund Equity	131,670	2,848,244	16,194	160,770	397,325	2,693,950	3,738,595	25,369	42,256	10,054,373
Total Liabilities and Fund Equity	$ 131,670	$ 2,848,244	$ 16,194	$ 160,770	$ 397,325	$ 2,693,950	$ 3,839,129	$ 25,369	$ 42,256	$ 10,154,906

TOWN OF NATICK, MASSACHUSETTS

Combining Balance Sheet
Capital Projects
June 30, 2015

ASSETS	Chapter 90 Roads Fund 3500	Capital Projects Governmental Fund 5000-5999	Capital Projects Golf Fund 6010-6099	Capital Projects Water/Sewer Fund 6510-6599	Total All Capital Projects
Cash and cash equivalents	$ (16,662)	$ 8,636,259	$ 4,015	$ 5,016,947	$ 13,640,560
Investments	-	-		-	-
Receivables:					
Accounts receivable	-	-	-	-	-
Other assets	-	-	-	-	-
Total Assets	$ (16,662)	$ 8,636,259	$ 4,015	$ 5,016,947	$ 13,640,560
LIABILITIES AND FUND EQUITY					
Liabilities:					
Warrants and accounts payable	$ -	$ -	$ -	$ -	$ -
Deferred revenue	-	-	-	-	-
Accrued liabilities	-	-	-	-	-
Anticipation notes payable	-	1,450,000	-	812,500	2,262,500
Other liabilities	-	-	-	-	-
Total Liabilities	-	1,450,000	-	812,500	2,262,500
Fund Balances:					
Reserved for Expenditures	-	-	-	-	-
Reserved for Encumbrances	1,201,235	1,373,970	-	1,795	2,577,000
Reserve for Petty Cash	-	-	-	-	-
Unreserved/undesignated	(1,217,897)	5,812,290	4,015	4,202,652	8,801,061
Total Fund Equity	(16,662)	7,186,259	4,015	4,204,447	11,378,060
Total Liabilities and Fund Equity	$ (16,662)	$ 8,636,259	$ 4,015	$ 5,016,947	$ 13,640,560

TOWN OF NATICK, MASSACHUSETTS

Combining Balance Sheet
Enterprise Funds
June 30, 2015
(These figures are unaudited)

ASSETS	Golf Fund 6000	Water & Sewer Fund 6500/6502	Total
Cash and cash equivalents	$ 264,598	$ 3,713,842	$ 3,978,440
Investments	-	-	-
Receivables:	-	2,500,503	2,500,503
Accounts receivable	-		-
Other assets	-	-	-
Total Assets	$ 264,598	$ 6,214,345	$ 6,478,943
LIABILITIES AND FUND EQUITY			
Liabilities:			
Warrants and accounts payable	$ 193	$ -	$ 193
Deferred revenue	-	2,500,503	2,500,503
Accrued liabilities	-	4,820	4,820
Anticipation notes payable	-	-	-
Other liabilities	-	-	-
Total Liabilities	193	2,505,324	2,505,517
Fund Balances:			
Restricted for Debt Service	-	-	-
Reserved for encumbrances	1,895	226,092	227,988
Reserved for continuing appropriation		1,387,779	1,387,779
F/B Reserve for Exp - Retained Earnings	50,939	342,000	392,939
Reserve for Petty Cash	200	-	200
Unreserved/undesignated	211,371	1,753,150	1,964,521
Total Fund Equity	264,405	3,709,021	3,973,426
Total Liabilities and Fund Equity	$ 264,598	$ 6,214,345	$ 6,478,943

TOWN OF NATICK, MASSACHUSETTS

Combining Balance Sheet
Trust and Agency Funds
June 30, 2015
(These figures are unaudited)

ASSETS	Stabilization Fund 7000-7099	Trust Funds Fund 7200-7299	Scholarships Fund 7600-7699	OPEB Fund 7700	Agency Fund 8100-8499	Dfrd Comp Fund 8500	Student Activity Other Agency Fund 8900-8950	Total
Cash and cash equivalents	$ 12,598,033	$ 5,769,487	$ 439,236	$ 702,932	$ 2,646,983	$ -	$ 320,639	$ 22,477,310
Investments	-	-	-	-	-	-	-	-
Receivables:								
Accounts receivable	-	-	-	-	-	-	-	-
Other assets	-	-	-	-	-	-	-	-
Total Assets	$ 12,598,033	$ 5,769,487	$ 439,236	$ 702,932	$ 2,646,983	$ -	$ 320,639	$ 22,477,310
LIABILITIES AND FUND EQUITY								
Liabilities:								
Warrants and accounts payable	$ -	$	$ -	$ -	$ -	$ -	$ -	$ -
Deferred revenue	-	-	-	-	-	-	-	-
Accrued liabilities	-	-	-	-	-	-	-	-
Anticipation notes payable	-	-	-	-	-	-	-	-
Other liabilities	-	-	-	-	-	-	-	-
Total Liabilities	-	-	-	-	-	-	-	-
Fund Balances:								
Reserved for encumbrances	-	-	-	-	-	-	14,969	14,969
Nonexpendable	-	-	-	-	-	-	-	-
Unreserved/undesignated	12,598,033	5,769,487	439,236	702,932	2,646,983	-	305,670	22,462,341
Total Fund Equity	12,598,033	5,769,487	439,236	702,932	2,646,983	-	320,639	22,477,310
Total Liabilities and Fund Equity	$ 12,598,033	$ 5,769,487	$ 439,236	$ 702,932	$ 2,646,983	$ -	$ 320,639	$ 22,477,310

Town of Natick
Special Revenue Funds
June 30, 2015

FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2014	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2015
	SCHOOL LUNCH						
0012	SCHOOL LUNCH EXPENSE	78,431.49	1,568,042.01	1,621,280.29	-	1,000.00	130,669.77
	TOTAL SCHOOL LUNCH	78,431.49	1,568,042.01	1,621,280.29	-	1,000.00	**130,669.77**
	REVOLVING FUNDS	**BEG. BALANCE 6/30/2014**	**ACTUAL EXPENDITURES**	**ACTUAL REVENUES**	**Transfer In/Out**	**ENCUMBRANCE**	**BALANCE 6/30/2015**
0101	EASEP PROGRAM ALL	6,371.52	14,153.10	20,040.00	-	-	**12,258.42**
0102	ATHLETIC FUND	38,523.96	280,708.22	242,213.82	-	18.16	**11.40**
0103	BUS TRANSPORTATION	228,178.31	281,840.23	315,995.00	-	112.48	**262,220.60**
0105	SUMMER SCHOOL	19,601.69	50,246.30	81,359.34	-	3,805.76	**46,908.97**
0106	TEXT BOOKS HIGH SCHOOL	16,909.91	-	599.54	-	-	**17,509.45**
0107	RENTAL FACILITIES	80,449.17	143,992.87	181,637.75	-	-	**118,094.05**
0108	SCHOOL VANDALISM	4,312.06	-	-	-	-	**4,312.06**
0109	FOREIGN STUDENT TUITION	80,163.84	201,664.51	127,195.00	-	-	**5,694.33**
0110	MEDICAID SCHOOL SHARE	64,921.47	279,097.40	297,684.96	-	-	**83,509.03**
0111	AFTER SCHOOL PROGRAM	670,942.87	1,934,321.14	1,821,756.04	-	27,798.07	**530,579.70**
0113	SUMMER REMEDIAL	6,001.76	-	13,903.40	-	-	**19,905.16**
0114	NHS TESTING	16,822.19	61,056.01	63,841.94	-	-	**19,608.12**
0115	CIRCUIT BREAKER	336,834.72	1,966,392.86	2,513,615.54	-	18,883.23	**865,174.17**
0116	GUIDANCE/TRANSCRIPT	3,313.27	3,301.12	5,235.33	-	-	**5,247.48**
0117	INSTRUCTIONAL	192.59	-	-	-	-	**192.59**
0118	EARLY CHILDHOOD EXTENDED	4,194.01	2,300.00	3,873.79	-	-	**5,767.80**
0119	PRESCHOOL TUITION	126,146.58	370,817.37	338,397.22	-	-	**93,726.43**
0120	NORTH STAR TUITION	27,509.65	74,951.50	74,861.40	-	-	**27,419.55**
0121	PHOTOCOPY RECEIPTS	376.95	-	-	-	-	**376.95**
0122	WALL OF ACHEIVEMENT	3,051.23	4,881.05	5,140.00	-	-	**3,310.18**
0123	INSTRUMENTAL MUSIC	44,301.57	198,476.67	194,796.77	-	-	**40,621.67**
0124	MINI UNIVERSITY	4,583.46	2,100.00	280.00	-	1,395.00	**1,368.46**
0125	TEXT BOOKS KENNEDY MIDDLE	627.29	-	-	-	-	**627.29**
0126	TEXT BOOKS WILSON MIDDLE	923.54	-	-	-	-	**923.54**
0127	TEXT BOOKS BEN-HEM	20.00	-	-	-	-	**20.00**
0128	TEXT BOOKS LILJA	91.62	-	-	-	-	**91.62**
0129	TEXT BOOKS BROWN	7.50	-	-	-	-	**7.50**
0132	ATHLETIC TRANSPORTATION	252.11	-	-	-	-	**252.11**
0133	SCHOOL PROGRAMS	50,018.09	97,439.39	143,162.76	-	11,461.75	**84,279.71**

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FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2014	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2015
0135	PAC PARENT ADVISORY	4,751.42	369.15	-	-	-	**4,382.27**
0134	SCHOOL CHOICE REVOLVING	98,803.79	184,731.96	245,600.00	-	-	**159,671.83**
2001	WEIGHTS AND MEASURES	21,162.10	-	1,175.00	-	-	**22,337.10**
2002	CHPTR 44 53E SURPLUS EQUP	137,381.43	45,291.43	109,955.07	-	24,008.00	**178,037.07**
2003	CHPTR 44 53E COA TRANSPTN	11,675.77	905.00	30.00	-	-	**10,800.77**
2005	CHPTR 44 53E LIBRARY MTRL	1,955.29	53,396.04	53,879.73	-	50.96	**2,388.02**
2006	CH 44 53E MORSE EQUIP/MAIN	3,401.42	11,093.04	8,642.50	-	-	**950.88**
2007	COA RENTAL	65,918.55	52,577.32	56,415.50	-	-	**69,756.73**
2008	CHPTR 44 53E BOH IMMUNIZATION	46,084.15	28,368.91	28,033.35	-	-	**45,748.59**
2009	CHPTR 44 53E COMM SR CTR PROGRAM	18,597.09	64,797.57	76,097.25	-	-	**29,896.77**
2010	TOBACCO CONTROL REVOLVING	-	-	13,350.37	-	-	**13,350.37**
2201	RECREATION PROGRAMS	797,037.58	1,059,310.97	1,134,389.37	-	-	**872,115.98**
2204	COMPOSTING PROGRAM	24,068.43	-	1,996.00	-	-	**26,064.43**
2206	CPR/AED FIRE DEPT	797.22	243.00	-	-	-	**554.22**
2207	MAIN ST SURVEY TM09	1,604.00	-	-	-	-	**1,604.00**
2203	INSURANCE CLAIMS < $20K	30,814.27	2,320.03	5,789.16	-	-	**34,283.40**
2205	COMMUNITY ORGANIC FARM	68.01	1,992.00	1,992.00	-	-	**68.01**
2424	COMMUNITY FARM	-	13,780.80	15,805.80	-	-	**2,025.00**
0137	TEAM FUNDED ATHLETIC EQUIPMENT	-	29,227.10	38,904.41	-	-	**9,677.31**
0136	TEXTILE RECYCLING	3,913.00	2,091.74	3,943.00	-	-	**5,764.26**
0138	HS LAPTOP PROGRAM	-	-	31,304.50	-	-	**31,304.50**
	TOTAL REVOLVING FUNDS	**3,103,676.45**	**7,518,235.80**	**8,272,892.61**	**-**	**87,533.41**	**3,770,799.85**

	FEDERAL GRANTS	BEG. BALANCE 6/30/2014	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2015
1501	SPED 94-142	(98,868.45)	1,091,149.98	1,341,258.00	-	6,617.85	**144,621.72**
1503	ARRA IDEA	94.77	-	-	-	-	**94.77**
1505	SPED E.C.	(4,539.69)	30,856.37	32,399.60	-	-	**(2,996.46)**
1506	ARRA TITLE I	0.01	-	-	-	-	**0.01**
1507	TITLE I	(19,008.23)	318,593.21	338,552.85	-	6,249.14	**(5,297.73)**
1511	TITLE I	0.03	-	-	-	-	**0.03**
1508	TEACHER QUALITY	(3,253.04)	87,866.39	93,134.00	-	-	**2,014.57**
1510	RACE TO THE TOP	301.00	301.00	-	-	-	**-**
1513	TOGETHER 2 SUBSTANCE ABUSE	34,653.68	129,359.04	68,354.34	-	-	**(26,351.02)**
1514	SPED PROGRAM IMPROVEMENT	1,999.59	35,896.52	51,833.00	-	250.00	**17,686.07**
1518	SPED PRESCHOOL	-	7,623.89	8,000.00	-	-	**376.11**
1801	BOKS BEST OF KIDS	17,505.15	-	-	-	-	**17,505.15**
3601	DELINQUENCY PREVENTION	5,835.95	550.00	-	-	-	**5,285.95**
3602	COPS PROV-SOLVE PRT	12,793.34	12,793.34	-	-	-	**-**

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FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2014	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2015
3603	HEALTH INFO NEEDS	490.46	-	-	-	-	**490.46**
3604	POLICE YOUTH GRANT	148.01	148.01	-	-	-	**-**
3606	MDPH EMER PREP FLU	153.66	153.66	-	-	-	**-**
3607	FEMA ASST FF	590.00	590.00	-	-	-	**-**
3611	COBRA ARRA REIMBURSEMENT	792.42	792.42	-	-	-	**-**
3613	FED DRUG FORFITURE FUNDS	12,964.28	26,924.70	51,719.05	-	-	**37,758.63**
3614	DEA DRUG TASK FORCE	276.39	16,975.26	15,419.43	-	-	**(1,279.44)**
	TOTAL FEDERAL GRANTS	**(37,070.67)**	**1,760,573.79**	**2,000,670.27**	**-**	**13,116.99**	**189,908.82**

	STATE GRANTS	BEG BALANCE 6/30/2014	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2015
1003	ACADEMIC SUPPORT	-	3,806.71	4,313.00	-	-	**506.29**
1004	METCO	17,704.94	313,134.19	300,705.00	-	-	**5,275.75**
1005	KINDERGARTEN GRANT	150.36	153,592.63	153,760.00	-	-	**317.73**
1006	ESSENTIAL HEALTH	2,989.87	108,032.64	111,180.00	-	4,016.06	**2,121.17**
1011	HOMELESS STUDENT TRANSPORTATION	3,956.84	-	-	-	-	**3,956.84**
1012	SUMMER PROGRAM LEARNING SUPPORT	-	3,267.00	3,267.00	-	-	**-**
3000	MASS CULTURAL ARTS	5,575.83	3,278.00	6,380.00	-	-	**8,677.83**
3001	ELDER AFFAIRS	5,677.68	4,321.98	-	-	-	**1,355.70**
3002	MORSE LIBRARY	36,072.09	750.18	13,037.36	-	-	**48,359.27**
3003	BACON FREE LIBRARY	4,108.17	-	2,265.13	-	-	**6,373.30**
3004	JENNINGS POND	1,636.00	-	-	-	-	**1,636.00**
3005	STATE EXTENDED VOTE	4,906.37	16,541.37	11,635.00	-	-	**-**
3006	TOBACCO CONTROL PROGRAM	3,878.08	-	-	-	-	**3,878.08**
3011	COPS IN SHOPS	3,997.26	-	-	-	-	**3,997.26**
3012	FISKE POND CLEAN UP	5,120.02	-	-	-	-	**5,120.02**
3013	HISTORIC LANDSCAPE	11,200.00	-	-	-	-	**11,200.00**
3014	NATICK DISTRICT COURT	2,800.00	2,800.00	-	-	-	**-**
3016	TURN 2003 (DPW)	2,822.66	2,822.66	-	-	-	**-**
3017	PAY-AS-YOU-THROW	2,007.00	2,007.00	-	-	-	**-**
3018	POLICE EMERGENCY OPER PL	2,138.24	-	-	-	-	**2,138.24**
3019	WTE GRANT 2005	10,763.78	-	-	-	-	**10,763.78**
3020	VETS ORAL HISTORY ML	(3,821.25)	19,275.29	23,470.29	-	-	**373.75**
3022	MWPAT TITLE 5 SEPTIC	5,160.00	867.00	-	-	-	**4,293.00**
3023	SAFE NEIGHBOR HEROES	763.83	-	-	-	-	**763.83**
3024	MHOA PANDEMIC FLU	330.23	142.78	-	-	-	**187.45**
3025	GHSB CHLD PASS SFTY	1,420.98	-	-	-	-	**1,420.98**
3026	BACON FREE LIBRARY FUND RAISER	221.24	-	-	-	-	**221.24**
3027	MORSE LIBRARY FUND RAISER	13.56	13.56	-	-	-	**-**

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FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2014	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2015
3028	COMMUNITY POLICING 07	514.91	514.91	-	-	-	**(0.00)**
3030	SMART GROWTH INCENTIVES	200,000.00	-	-	(200,000.00)	-	**-**
3032	GSHB TRAFFIC ENFORCEMEMT	5,586.32	-	-	-	-	**5,586.32**
3036	SETB TRAINING FY09	7,473.83	7,473.83	-	-	-	**-**
3037	FORMULA GRANT ELDER	17,957.02	58,583.73	49,946.20	-	-	**9,319.49**
3042	GREEN COMMUNITY GRANT FY11	90,193.00	90,193.00	-	-	-	**-**
3043	MAPC DPH GRANT PJER III	852.25	-	-	-	-	**852.25**
3045	RENEWABLE ENERGY TRUST	1,094.55	-	-	-	-	**1,094.55**
3059	EMERGENCY MGMT PERFORMANCE 09	3,261.58	3,261.58	-	-	-	**-**
3060	BULLET PROOF VESTS	1,600.23	10,930.00	-	-	-	**(9,329.77)**
3061	FY12 LITERACY	1,999.82	1,999.82	-	-	-	**-**
3064	MDU FY12	3,618.82	-	2,000.00	-	-	**5,618.82**
3052	LITERACY PROGRAM	8,997.58	5,038.95	-	-	-	**3,958.63**
3054	DPH HSP BIO-TERRORIST	7,000.00	-	-	-	-	**7,000.00**
3071	MEMA EMPG FFY 2011	-	80.00	80.00	-	-	**-**
3072	DOT 9/OAK	(14,876.89)	1,800.00	16,676.89	-	-	**-**
3073	FY13 SAFE GRANT	3,287.46	3,287.46	-	-	-	**-**
3074	HHS SHINGLES VACCINATION PROGRAM	90.37	90.37	-	-	-	**-**
3075	MASSWORKS	(8,324.34)	1,358,401.88	1,444,520.89	-	918,348.12	**(840,553.45)**
3076	FY14 911 SUPPORT & INCENTIVE GRANT	(53,849.74)	-	53,849.74	-	-	**0.00**
3077	FY14 911 TRAINING GRANT	(13,676.52)	63.00	10,304.62	-	-	**(3,434.90)**
3078	DOER GREEN COMMUNITY	89,162.00	89,162.00	-	-	-	**-**
3079	MEMA EMPG 2014	(6,308.98)	-	6,308.98	-	-	**-**
3080	MEMA SHSP/CCP 2014	(7,287.00)	-	7,287.00	-	-	**-**
3084	COMMUNITY INNOVATION CHALLENGE	6,600.00	7,186.93	1,100.00	-	-	**513.07**
3083	COA AGING MASTERY PROGRAM	(1,291.43)	2,671.98	3,963.41	-	-	**-**
3082	MASS CULTURAL COUNCIL MKTG & BRANDING	8,000.00	10,000.00	2,000.00	-	-	**-**
3081	ROLL-OFF CONTAINERS	4,995.50	4,995.50	-	-	-	**-**
3085	FY14 SAFE GRANT	9,004.00	9,004.00	-	-	-	**-**
3086	911 SUPPORT/INCENTIVE FY15	-	79,475.92	78,974.15		-	**(501.77)**
3087	911 POLICE TRAINING FY15	-	4,654.62	-		-	**(4,654.62)**
3400	MWHF SAFE STEPS	1,731.80	-	-			**1,731.80**
3088	FY15 GREEN COMMUNITIES	-	239,092.00	59,773.00	-	-	**(179,319.00)**
3089	FY15 MCC MKTG & BRANDING CULTURAL DISTRICT	-	8,000.00	8,000.00	-	-	**-**
3091	DPH IMMUNIZATION DISPARITIES GRANT	6,000.00	3,956.19	6,000.00	-	-	**2,043.81**
3092	FY 15 JAG Equipment Grant	-	-	-	-	23,000.00	**(23,000.00)**
3093	FY 15 - FY 14 EMPG Grant	-	12,780.00	-	-	-	**(12,780.00)**
3094	FY15 SAFE Grant	9,318.00	202.27	9,318.00	-	-	**9,115.73**
	TOTAL STATE GRANTS	**514,317.92**	**2,647,552.93**	**2,390,115.66**	**(200,000.00)**	**945,364.18**	**(903,801.53)**

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FUND NUMBER	DESCRIPTION RECEIPTS RESERVED APPROPRIATION	BEG. BALANCE 6/30/2014 BEG BALANCE 6/30/2014	ACTUAL EXPENDITURES ACTUAL EXPENDITURES	ACTUAL REVENUES ACTUAL REVENUES	Transfer In/Out Transfer In/Out	ENCUMBRANCE ENCUMBRANCE	BALANCE 6/30/2015 BALANCE 6/30/2015
2101	PARKING METER REVENUE	204,996.52	-	85,055.77	(80,000.00)	-	**210,052.29**
2105	SBAB CP 645 SCH BLDG	1,220,936.39	-	-	(123,167.00)	-	**1,097,769.39**
2106	INSURANCE CLAIMS > $20K	40,380.88	23,229.77	48,951.70	-	-	**66,102.81**
2208	INSURANCE CLAIMS > $20K	22,989.42	36,889.99	41,041.25	-	-	**27,140.68**
2109	PS MITIGATION FUND	188,573.00	-	-	-	-	**188,573.00**
2365	CHC REVERSE 911	3,292.40	-	-	-	-	**3,292.40**
2366	IMPROVE GRISTMILL LANE	8,576.66	-	-	-	-	**8,576.66**
2367	IMPROVE WESTWOOD ROAD	2,263.10	-	-	-	-	**2,263.10**
2368	IMPROVE BUNKER LANE	860.52	-	-	-	-	**860.52**
2369	SALE WILSON STREET	800.00	800.00	-	-	-	**-**
2370	MBTA BUSING	37,883.87	-	-	-	-	**37,883.87**
2371	SPEEN ST ROADWAYS	19,681.69	-	-	-	-	**19,681.69**
2372	REDMAN DR PUMP STATION	12,000.00	-	-	-	-	**12,000.00**
2373	WEST CENTRAL ST	5,705.00	-	-	-	-	**5,705.00**
2374	IMPROVE GARDEN ROAD	4,770.00	-	-	-	-	**4,770.00**
2102	WETLANDS PROTECTION	25,565.96	-	6,685.00	-	-	**32,250.96**
2375	PLAN BOARD FEE (HOMART)	8,659.80	-	-	-	-	**8,659.80**
2376	IMPROVE DRAINAGE H/D	5,000.00	-	-	-	-	**5,000.00**
2377	OIL TANKS DEBT PAYMENT,115,517.32	140,574.17	-	5,912.70	-	-	**146,486.87**
2378	SEWER I/I ASHLAND	144,075.05	-	-	-	-	**144,075.05**
2379	LAKESHORE ROAD W. MAIN	20,229.76	-	-	-	-	**20,229.76**
2380	SIDEWALK PROJECTS	163,091.05	-	6,000.00	-	-	**169,091.05**
2381	STILLMAN ST. EXT	1,824.11	-	-	-	-	**1,824.11**
2382	CABLE RENEWAL SEC 7.3	3,953.45	-	-	-	-	**3,953.45**
2383	CABLE EQUIP SEC 6.5	(14,999.82)	-	15,000.00	-	-	**0.18**
2384	TJX TRAFFIC/TRANS	14,495.59	-	-	-	-	**14,495.59**
2385	CABLE FEES SECTION 7.2	261,339.35	-	-	-	-	**261,339.35**
2386	CABLE FEES SECTION 7.1	60,828.88	38,604.40	57,068.19	-	-	**79,292.67**
2387	TRANSPORT PRJ/EQP	16,000.00	-	-	-	-	**16,000.00**
2388	IMPR DRNGE WILLOW ST	10,000.00	-	-	-	-	**10,000.00**
2390	FIRE EMER TRNG/EQ RQST	1,000.00	-	-	-	-	**1,000.00**
2392	CABLE 2005 SECTION 7.1	160,000.00	-	-	-	-	**160,000.00**
2394	BOND DEFAULT SANTORA	20.00	20.00	-	-	-	**-**
2395	MUNICIPAL MEDICAID	354,354.00	-	-	-	-	**354,354.00**
2396	TITLE V SEPTIC TANKS	138,644.20	-	31,004.86	(7,684.00)	-	**161,965.06**
2403	BAA FUND RAISING	2,950.25	500.00	-	-	-	**2,450.25**
2404	CABLE PYMT	7,000.00	-	-	-	-	**7,000.00**
2407	COMCAST CABLE SECTION 6.5	(15,750.00)	12,983.13	44,483.13	-	-	**15,750.00**
2408	COMCAST CABLE 7.1	(0.00)	227,820.30	227,820.30	-	-	**(0.00)**

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FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2014	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2015
2103	ROADWAY MITIGATION/NATICK MALL	17,500.00	-	-	-	-	**17,500.00**
2411	BOND DEFAULT 33 GLEN ST-WATERVIEW EST	44,575.00	-	-	-	-	**44,575.00**
2412	BOND DEFAULT WALNUT HILL ESTATES	40,197.67	29,500.00	-	-	-	**10,697.67**
2413	CONS COMM TRAILS MAINTENANCE	50,065.00	-	-	-	-	**50,065.00**
2415	MATHWORKS MITIGATION APPLE HILL	368,222.10	-	-	(95,298.86)	-	**272,923.24**
2110	PREMIUM RESERVE	1,188,459.55	-	-	(106,758.00)	-	**1,081,701.55**
2428	FEDEX MARRIOTT SIDEWALK	-	-	82,500.00	-	-	**82,500.00**
	TOTAL RECEIPTS RESERVED	**4,991,584.57**	**370,347.59**	**651,522.90**	**(412,907.86)**	**-**	**4,859,852.02**

	GIFT AND DONATIONS	BEG BALANCE 6/30/2014	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2015
0601	PUBLIC SCHOOL TECHNOLOGY GIFT	1,661.54	-	-	-	-	**1,661.54**
0602	NATICK PUBLIC SCHOOLS	26,995.26	3,194.76	98.00	-	-	**23,898.50**
0603	BEN-HEM SCHOOL	14,969.51	280.00	4,068.94	-	-	**18,758.45**
0604	BROWN SCHOOL	12,307.89	15,103.42	7,587.63	-	-	**4,792.10**
0605	JOHNSON SCHOOL	3,927.84	2,452.03	3,503.85	-	-	**4,979.66**
0606	LILJA SCHOOL	7,381.95	239.53	4,065.17	-	10,000.00	**1,207.59**
0607	MEMORIAL SCHOOL	5,481.19	7,396.34	8,504.76	-	-	**6,589.61**
0608	KENNEDY MIDDLE SCHOOL	9,302.54	6,720.42	5,470.87	-	738.19	**7,314.80**
0609	WILSON MIDDLE SCHOOL	14,483.85	14,507.66	13,373.37	-	812.75	**12,536.81**
0610	HIGH SCHOOL	26,913.04	8,044.98	9,607.62	-	1,000.00	**27,475.68**
0611	BUSINESS PROFESSIONALS AMERICA	19,181.45	23,121.75	8,912.00	-	-	**4,971.70**
0614	JUMP UP & GO HLTH CHOICE WILSON	500.00	-	-	-	-	**500.00**
0615	MEMORIAL LETERACY GRANT	0.04	-	-	-	-	**0.04**
0619	MWHCF WELLNESS INITIATIVE	1,768.11	-	-	-	-	**1,768.11**
0620	MWHCF HEALTH/FITNESS 19-02	4,717.31	-	-	-	-	**4,717.31**
0621	METROWEST COMM HTH FOUNDATION	(12.02)	(12.02)	-	-	-	**0.00**
0623	NEF AWARDS 09/10	2,147.67	-	-	-	-	**2,147.67**
0625	ANTI BULLYING MIDDLE SCHOOL	2,055.92	-	-	-	-	**2,055.92**
0626	VERIZON PEG GRANT	139,793.58	-	-	-	-	**139,793.58**
0627	FY 12 NEF AWARDS	1,502.79	(2,309.58)	(3,812.37)	-	-	**-**
0629	METROWEST HEALTH PEER	1,385.98	-	-	-	-	**1,385.98**
0631	DRKG PVNTN	1,827.77	16.05	500.00	-	-	**2,311.72**
0632	HEALTH & FITNESS	9,654.40	-	-	-	-	**9,654.40**
0634	MATHWORKS KMS MATH TEAM GRANT	1,105.54	356.56	-		-	**748.98**
0635	MWHCF TRANSITIONS	31,398.70	68,761.70	36,275.00	-	-	**(1,088.00)**
0636	MWHCF HEALTH SCREENINGS	43.81	-	-	-	-	**43.81**
0637	NEF 12-13	3,281.05	1,665.82	(1,615.23)	-	-	**0.00**
0638	PRESCHOOL	483.76	-	-	-	-	**483.76**

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FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2014	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2015
0639	METRO WEST HEALTH DONATION	5,473.33	621.00	-	-	-	**4,852.33**
0640	NEF 13-14	21,488.90	20,732.55	1,063.00	-	-	**1,819.35**
0641	MWHF SKILLS FOR SUCCESS	-	30,592.29	36,725.00	-	-	**6,132.71**
0642	NEF AWARDS 14-15	-	17,651.71	33,257.00	-	5,148.10	**10,457.19**
0643	NE DAIRY COUNCIL FUEL UP & PLAY	-	311.49	3,587.00	-	2,698.39	**577.12**
0644	MWHF PACE PROGRAM	-	-	-	-	-	**-**
0645	FRIENDS & FAMILY OF METCO	-	-	1,005.00	-	-	**1,005.00**
2301	HENRY WILSON SHOP MAINT	5,199.99	-	39.51	-	-	**5,239.50**
2307	COUNCIL ON AGING	20,073.32	16,564.94	19,296.07	-	-	**22,804.45**
2308	AMBULANCE MEMORIAL	1,736.00	-	-	-	-	**1,736.00**
2309	BAA MARATHON	38,694.37	59,006.50	65,608.77	-	-	**45,296.64**
2310	YOUTH COORD DESIGNATED	1,111.79	-	-	-	-	**1,111.79**
2311	COMMISSION ON DISABILITY	2,368.08	-	-	-	-	**2,368.08**
2313	MUNICIPAL BLDG INS TRUST	5,609.75	-	-	-	-	**5,609.75**
2314	OPTIONAL INS DIVIDEND	3,824.00	3,824.00	-	-	-	**-**
2315	BASIC LIFE INS DIVIDEND	9,844.00	9,844.00	-	-	-	**-**
2316	LAW ENFORCEMENT TRUST	4,359.99	2,786.86	4,298.50	-	1,736.80	**4,134.83**
2317	POLICE BICYCLE PROGRAM	1,500.00	-	-	-	-	**1,500.00**
2318	DESIGN/RENOVATE SOCCER FIELDS	2,649.98	2,649.98	-	-	-	**-**
2319	SHAW PARK RESTORATIONS	304.68	-	-	-	-	**304.68**
2320	VETERAN'S ORAL HISTORY	1,902.84	-	-	-	-	**1,902.84**
2321	LOCAL HISTORY PROG LIBRARY	22.24	22.24	-	-	-	**-**
2322	POLICE SHOP LIFTER TRNG	1,800.00	-	-	-	-	**1,800.00**
2323	SUMMER PAGE PROGRAM	451.63	4,686.63	-	-	-	**(4,235.00)**
2324	ELDERLY/DISABLED TAXATION	9,818.99	10,400.00	2,911.30	-	-	**2,330.29**
2325	MCHCF HEALTH GRANT (HUM SERV)	4,238.30	1,635.00	-	-	-	**2,603.30**
2326	PURCHASE STREET TREES	1,500.00	-	-	-	-	**1,500.00**
2327	HIGH SCHOOL ATHLETIC EQUIP	85.66	-	-	-	-	**85.66**
2328	NATICK CULTURAL COUNCIL	1,314.10	-	-	-	-	**1,314.10**
2330	BAA DOWNTOWN	4,108.77	-	(4,108.77)	-	-	**-**
2331	TENET HLTHCARE PUB SFTY TRNG	1,120.00	-	-	-	-	**1,120.00**
2332	COMM COALITION WALKING PROG	10,084.29	-	-	-	-	**10,084.29**
2333	MCHCF HEART HEALTHIER NAT #903	13,644.65	-	-	-	-	**13,644.65**
2334	WM GORDON TRUST -CMP ARWHD	15,000.00	-	-	-	-	**15,000.00**
2338	MORSE LIBRARY ARCHIVISTS	4,717.15	3,085.93	-	-	-	**1,631.22**
2339	ENVIRON TEST/STDY AS NEEDED	5,000.00	-	-	-	-	**5,000.00**
2341	FIRE DEPT CARBON MONOXIDE DET	2,490.03	1,552.77	-	-	-	**937.26**
2342	MAHB TOBACCO MINI GRANT	509.36	56.65	-	-	-	**452.71**
2343	CAMP ARROWHEAD (3) TABLES	151.00	151.00	-	-	-	**-**
2345	WSHG WELLNESS PROGRAM	2,846.68	1,014.00	-	-	-	**1,832.68**
2346	NATICK HISTORICAL COMMISSION	37,356.76	-	160.69	-	-	**37,517.45**
2352	MW EMERGENCY PHYSCIANS	2,967.14	-	-	-	-	**2,967.14**

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2354	COMM ON DISABILITY FINES ART 14	31,871.17	5,000.00	753.72	-	6,082.20	**21,542.69**
2355	MICHAEL FAMILY DONATION	250.00	-	-	-	-	**250.00**
2356	MUN AFFORDABLE HOUSING TR	23,058.00	24,625.51	321,707.50	-	-	**320,139.99**
2357	CITIZENS ENERGY	2,365.60	-	0.24	-	-	**2,365.84**
2360	REPAIRS COMM WAR MEMORIAL	478.00	-	-	-	-	**478.00**
2361	GORDON NURSERY SCH PAR ASSOC	50.00	50.00	-	-	-	**-**
2364	FB MWCHC WELLNESS EDUC FY11	1,750.37	-	-	-	-	**1,750.37**
2393	SENIOR CENTER GIFT ACCOUNT	2,886.91	-	-	-	-	**2,886.91**
2400	COA HOLIDAY DINNER	1,226.96	182.47	-	-	-	**1,044.49**
2399	POLICE GIFT FUND	300.00	-	-	-	-	**300.00**
2405	POLICE AUX TRAINING - MORSE	2,000.00	-	-	-	-	**2,000.00**
2406	R. PALMER PROFESSIONAL DEV	450.00	-	-	-	-	**450.00**
2409	MWHF EXERCISE EQUIPMENT GRANT	7,198.21	-	-	-	-	**7,198.21**
2416	ESTATE OF MARJORIE GRADY SR CTR	28,346.16	-	-	-	-	**28,346.16**
2418	FY14 NATICK HS CPR/AED GRANT	(9,051.00)	-	10,000.00	-	-	**949.00**
2419	STANTON K-9 UNIT	5,514.96	4,860.96	4,850.00	-	-	**5,504.00**
2420	NEXT STEP LIVING	8,000.00	-	3,500.00	-	-	**11,500.00**
2423	FIRE FITNESS EQUIPMENT	875.68	-	-	-	-	**875.68**
2422	POLICE FITNESS CENTER DONATIONS	1,000.00	-	-	-	-	**1,000.00**
2421	TOBACCO CONTROL	15,924.03	24,640.95	41,486.37	-	-	**32,769.45**
2425	FIRE FY15 NHS CPR/AED TRAINING	10,000.00	9,841.00	10,000.00	-	155.00	**4.00**
2426	WSHG WELLNESS PROGRAM	-	798.95	798.95	-	-	**-**
2427	MWRTA TRANSPORTATION	3,469.22	5,313.95	3,469.22	-	-	**(1,844.73)**
2429	FOOD WASTE COLLECTION DONATIONS	900.00	-	900.00	-	-	**900.00**
	TOTAL GIFTS & DONATIONS	**728,492.51**	**412,042.75**	**657,848.68**	**-**	**28,371.43**	**931,557.79**
	STABLIZATION FUNDS						
7000	CAPITAL STABILIZATION FUND	5,527,164.37	-	33,585.02	(1,053,666.00)	-	**4,507,083.39**
7001	STABILIZATION FUND	4,305,656.14	-	20,274.85	150,000.00	-	**4,475,930.99**
7003	OPERATING STABILIZATION FUND	1,717,932.72	-	41,471.89	625,000.00	-	**2,384,404.61**
7005	I & I STABILIZATION FUND	-	-	3,864.92	1,126,406.00	-	**1,130,270.92**
7010	1:1 TECH STABILIZATION SCHOOL	-	-	343.12	100,000.00	-	**100,343.12**
	TOTAL STABILIZATION FUNDS	**11,550,753.23**	**-**	**99,539.80**	**947,740.00**	**-**	**12,598,033.03**
	NON-EXPENDABLE TRUSTS						
7208	WALCOTT	64,036.06	-	604.00	-	-	**64,640.06**
7209	BIGELOW	101.73	0.24	0.47	-	-	**101.96**
7210	BECKMAN	642.11	1.34	2.86	-	-	**643.63**
7211	SMITH	81.76	0.13	0.35	-	-	**81.98**

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7212	CROSBY	814.70	-	3.06	-	-	**817.76**
7213	COBB	101.73	0.24	0.47	-	-	**101.96**
7214	BIGELOW	107.61	0.24	0.50	-	-	**107.87**
7215	MORSE	9,214.61	19.44	41.19	-	-	**9,236.36**
7216	CPT STONE	2,738.80	-	10.27	-	-	**2,749.07**
7217	NAGLE/FOX	185.93	0.43	19.41	-	-	**204.91**
7218	WILSON	21,652.43	20.00	1,315.39	-	-	**22,947.82**
7219	KENNEDY	171,473.19	-	535.15	-	-	**172,008.34**
7223	GEORGE ROGERS TRUST FUND	374.77	-	3.59	-	-	**378.36**
7224	SALLY SPAULDING WELFARE	2,061.32	-	7.73	-	-	**2,069.05**
7225	MARIA HAYES TOWN HOUSE	61,094.64	-	229.62	-	-	**61,324.26**
7226	MARIA HAYES WELFARE	2,062.12	-	7.76	-	-	**2,069.88**
7227	CEMETARY MISC TRUST FUND	1,268.10	1,268.10	-	-	-	**-**
7700	OPEB	446,055.45	1,785.21	8,661.76	250,000.00		**702,932.00**
	TOTAL NON-EXPENDABLE TRUSTS	**784,067.06**	**3,095.37**	**11,443.58**	**250,000.00**	**-**	**1,042,415.27**
7222	CONS COMM	5,499,995.17	243,417.63	73,426.20	-	-	**5,330,003.74**
7601	GERALD ASH SCHLARSHIP	6,320.49	-	22.54	-	-	**6,343.03**
7602	MATH WORKS - SCHOLARSHIP FUND	53,038.42	19,000.00	20,203.32	-	-	**54,241.74**
7603	HGH SCHL MISC SCHLRSHPS	2,767.40	-	11,992.46	-	-	**14,759.86**
7604	ALLEN R. LOANE MEMORIAL	2,514.63	-	8.30	-	-	**2,522.93**
7605	ALFRED MURRAY MEM SCHOLARSHIP	31.44	-	0.10	-	-	**31.54**
7606	GENEVIEVE RICH MEM SCHLRSHP	27,380.52	-	210.80	-	-	**27,591.32**
7607	TARTIKOFF SCHOLARSHIP FUND	22,157.21	-	52.40	-	-	**22,209.61**
7608	EDITH NUTT SCHOLARSHIP FUND	108,840.13	-	503.51	-	-	**109,343.64**
7609	MCKENNA ALDERMAN SCHOLARSHIP	24,382.24	-	57.73	-	-	**24,439.97**
7610	BARKER MEMORIAL	17,405.67	-	71.51	-	-	**17,477.18**
7611	CHRISTOPHER LADD SCHOLARSHIP	2,532.55	-	5,008.61	-	-	**7,541.16**
7612	SILVANO MELCHIORI SCHOLARSHIP	771.19	-	502.37	-	-	**1,273.56**
7613	TEDDY SULLIVAN SCHOLARSHIP	7,038.25	-	10.13	-	-	**7,048.38**
7614	FREEDY GREEN SCHOLARSHIP	3,126.57	-	967.00	-	-	**4,093.57**
7615	KANE-PIERCE SCHOLARSHIP	5,793.13	-	200.00	-	-	**5,993.13**
7616	LEBOWITZ SCHOLARSHIP	350.00	-	600.00	-	-	**950.00**
7617	FRANCHESCI SCHOLARSHIP	757.10	-	-	-	-	**757.10**
7618	ANTHONY DAMPLO SCHOLARSHIP	7,379.74	-	-	-	-	**7,379.74**
7619	DOROTHY GREE SCHOLARSHIP	5,367.47	-	-	-	-	**5,367.47**
7620	KEVIN F. LYNCH SCHOLARSHIP	11,281.72	-	558.45	-	-	**11,840.17**
7621	MARGUERITE RAFFERTY SCHOLARSHIP	23,242.25	-	121.13	-	-	**23,363.38**
7622	L PALOTTA MEMORIAL SCHOLARSHIP	359.35	-	2.12	-	-	**361.47**
7623	GEORGE HANNA MEMORIAL SCHOLARSHIP	4,002.12	-	14.32	-	-	**4,016.44**

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7624	LEONARD HANNA MEMORIAL SCHOLARSHIP	50,028.88	-	30,261.02	-	-	**80,289.90**
7230	K MCDANIEL EDUCATIONAL TRUST	-	-	-	100,000.00	-	**100,000.00**
	TOTAL EXPENDABLE TRUSTS	**5,886,863.64**	**262,417.63**	**144,794.02**	**100,000.00**	**-**	**5,869,240.03**

	CAPITAL PROJECTS	BEG BALANCE 6/30/2014	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2015
3500	CHAPTER 90	(267,852.55)	1,593,837.33	1,845,028.13	-	1,201,235.00	**(1,217,896.75)**
5000	ART 9-4B 11/10 REPLACE H-52	68.00	68.00	-	-	-	**-**
5001	ART 10-4A 11/10 RECONFIGURE DISPATCH	974.00	-	-	-	-	**974.00**
5001	ART 10-3A 11/10 REPLACE EXT WINDOWS	(0.00)	-	-	-	-	**(0.00)**
5001	ART 10-1A 11/10 REPLACE BOILERS	107,757.33	69,574.75	-	-	9,537.64	**28,644.94**
5001	ART 10-2A 11/10 REPLACE FIRE ALARMS	82,812.30	-	-	-	-	**82,812.30**
5001	ART 10-7A 11/10 STORAGE BLDG GRAVEL	25.30	-	-	-	-	**25.30**
5001	ART 10-5A 11/10 ROAD IMP OAK ST	210,314.37	-	-	-	-	**210,314.37**
5001	ART 10-6A 11/10 RTE 27 PAVEMENT	5,250.42	-	-	-	-	**5,250.42**
5002	BEN-HEM SCHOOL	18,840.06	-	-	-	-	**18,840.06**
5003	BODEN LN PUMP STATION	54.96	54.96	-	-	-	**-**
5004	COMPUTER EQUIPMENT (CLOSED)	9,019.77	-	-	-	-	**9,019.77**
5005	I/NET EQUIPMENT	8,316.22	-	-	-	-	**8,316.22**
5007	CURBING BODEN LANE	16,000.00	-	-	-	-	**16,000.00**
5008	STREET LIGHTS	28,492.46	-	-	-	-	**28,492.46**
5009	WATER TREATMENT PLANT	337.75	-	-	-	-	**337.75**
5010	WILSON MIDDLE SCHOOL	15,359.00	-	-	-	-	**15,359.00**
5011	DPW FACILITY	1,367.19	-	-	-	-	**1,367.19**
5012	HIGHWAY CHAPTER 90 (closed projects)	30,488.43	-	-	-	-	**30,488.43**
5015	LAND ACQUISITIONS	2,863.99	-	-	-	-	**2,863.99**
5016	PEGAN COVE/LAKE COCH	13,196.51	-	-	-	-	**13,196.51**
5017	BROWN SCHOOL	47,441.31	-	-	-	-	**47,441.31**
5018	FIRE TRUCK	3,912.45	-	-	-	3,912.45	**-**
5019	GOB 1,015	424.00	-	-	-	-	**424.00**
5020	GOB 5.8M	255.73	-	-	-	-	**255.73**
5021	STREET SWEEPER H-62	95.06	95.06	-	-	-	**-**
5021	LNFR AERATOR/MOWER	1,390.99	1,390.99	-	-	-	**-**
5021	TRUCK LF-5	2,041.10	2,041.10	-	-	-	**-**
5021	ENGINE 5	1,660.41	1,660.41	-	-	-	**-**
5021	HIGHWAY TRASH PACKERS	36.55	36.55	-	-	-	**-**
5022	CAPITAL IMPRMT BAN $713K	410,634.87	-	-	-	-	**410,634.87**
5023	C/P SWR CLBHSE/SDLBRK RD	32,506.76	-	-	-	-	**32,506.76**
5024	SPEEN/PRK	316,621.52	-	-	-	-	**316,621.52**

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5025	PHASE 5	932,500.32	150,000.00	-	-	144,223.99	**638,276.33**
5026	6-2 KMS	50.00	-	-	-	-	**50.00**
5027	ART5-5 FTM 07 REPLACE H-4	22.33	22.33	-	-	-	**-**
5027	ART12 FTM 07 REPLACE W	749.41	749.41	-	-	-	**-**
5029	ATM08 ART 9 REPLACE SIDEWALK TRACTOR	4,998.78	-	-	-	-	**4,998.78**
5031	ART 6/7 NATICK HIGH SCHOOL CONSTRUCTION	1,358,665.19	11,385.00	1,104,713.00	-	-	**2,451,993.19**
5032	ART 1 NEW SENIOR CENTER	241,175.09	39,690.66	-	-	-	**201,484.43**
5033	ART 9 SPG	25.00	-	-	-	-	**25.00**
5034	ART 9 SPG	15,386.10	-	-	-	-	**15,386.10**
5037	C/P LNDFIL/GOLF COURSE GOB $9,390,000	11,118.44	-	-	-	-	**11,118.44**
5038	SEWER I/I AUTH VARIOUS	101,415.45	-	-	-	-	**101,415.45**
5039	C/P MUN OIL TNK GOB $925,000	1,034.56	-	-	-	-	**1,034.56**
5040	OAK ST SOCCER FIELD	28,094.21	28,094.21	-	-	-	**-**
5041	C/P WATLINE LKSHRE GOB $1,040,000	150,106.21	-	-	-	-	**150,106.21**
5042	ART 12B 7,8,9,12,13,15 & 16 ADD'L EQUIP	120,000.00	-	-	-	-	**120,000.00**
5042	ART 12B-9 4/11 BACKHOE H-59	1.00	-	-	-	-	**1.00**
5042	ART 12B-12 4/11 REPLACE LF-6	46.93	-	-	-	-	**46.93**
5042	ART 12B-16 4/11 RECREATION BUS 2	3,521.57	2,584.07	-	-	-	**937.50**
5043	ART 13B-4 4/11 RE-ROOF DPW	99,000.00	99,000.00	-	-	-	**-**
5043	ART 13B-6 4/11 RECONFIGURE ELIOT SCHOOL	30,356.69	-	-	-	-	**30,356.69**
5043	ART 13B-8 4/11 COLE INTERIOR RENOVATIONS	142.94	-	-	-	-	**142.94**
5045	ART 10-1 FY12 KDY STEAM CONVERTER & HOT WATER	220,000.00	-	-	-	-	**220,000.00**
5046	ART 15B STM 2012 DUMP TRUCK H-42	7,277.42	3,033.62	-	-	-	**4,243.80**
5046	ART 15B STM 2012 LOG LOADER LF-8	61,466.10	-	-	-	-	**61,466.10**
5047	ART 16B 4/12 BLDG SECURITY CAMERAS	6,261.65	6,261.65	-	-	-	**-**
5047	ART 16B 4/12 8 KENNEDY MODULAR CLASSROOMS	49,050.00	32,225.00	-	-	-	**16,825.00**
5048	75 WEST ST RENOVATIONS	703,875.00	700,873.58	-	-	-	**3,001.42**
5049	RECYCLING PKRS-ART 5B FTM '12	54,440.14	17,850.40	-	-	1,404.87	**35,184.87**
5051	ART 6B 10/2012 KENNEDY ELECTRICAL	76,676.59	-	-	-	-	**76,676.59**
5051	ART 6B 10/2012 PINE ST ROAD IMP	141,332.75	90,009.48	-	-	-	**51,323.27**
5051	ART 6B 10/2012 COTTAGE ST ROAD IMP	250,000.00	-	-	-	-	**250,000.00**
5053	ART 13B-10 REPLACE H-51 (HOOKLIFT) FY14 ATM	9,256.63	4,905.83	-	-	-	**4,350.80**
5053	ART 13B-11 REPLACE H-48 TRUCK/SNDR/PLOW FY14 STM	59,774.25	59,092.94	-	-	-	**681.31**
5054	ART 14B-2 RECONFIGURE DISPATCH	110,485.54	109,937.43	-	-	353.00	**195.11**
5054	ART 14B-4 RETAINING WALL/CEMETERY FY14 STM	342,131.00	426,144.55	258,000.00	258,000.00	4,109.48	**169,876.97**
5054	ART 14B-10 POLICE ROOFTOP HVAC FY14 STM	148,290.16	56,082.57	-	-	24,594.00	**67,613.59**
5054	ART 14B-6 FIELD FENCE WORK-MURPHY/COOLIDGE STM	75,427.07	74,677.06	-	-	-	**750.01**
5054	ART 14B-7 MEMORIAL SCHOOL LIGHTING STM	58,244.44	53,000.00	-	-	-	**5,244.44**
5054	ART 14B-8 JJ LANE PARKSTM	310.00	-	-	-	-	**310.00**
5055	ART 18B-4 REPLACE FIRE ENGINE 5 (FTM 2013)	520,000.00	516,100.65	600.00	-	-	**4,499.35**
5055	ART 18B-8 REPLACE H-62 STREET SWEEPER (FTM 2013)	3,543.28	-	-	-	-	**3,543.28**
5055	ART 18B-7 REPLACE S-35 PACKER (FTM 2013)	275,000.00	249,371.42	-	-	-	**25,628.58**

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5055	ART 18B-14 BEN HEM DDC CONTROL (FTM 2013)	(3,209.69)	-	-	-	-	**(3,209.69)**
5056	ART 18E BOILER/DDC COLE CTR (FTM 2013)	100,000.00	99,555.00	-	-	-	**445.00**
5057	ART 19B DRAINAGE WILLOW STREET (FTM 2013)	350,000.00	-	-	-	-	**350,000.00**
5057	ART 19B, 19E REPLACE JOHNSON WINDOWS (FTM 2013)	138,746.04	137,940.00	-	-	-	**806.04**
5057	ART 19B COLE NORTH FIELD IMP (FTM 2013)	400,000.00	1,089,018.13	212,000.00	-	26,500.23	**(503,518.36)**
5058	CAP EQP FY15 ART 35B SPG 2014 (KMS CLASSROOMS)	-	211,112.00	212,000.00	-	-	**888.00**
5058	CAP EQP FY15 ART 35B SPG 2014 (S-37 HOOKLIFT)	-	224,834.70	230,000.00	-	-	**5,165.30**
5058	CAP EQP FY15 ART 35B SPG 2014 (S-38 SM TRK)	-	129,710.88	130,000.00	-	-	**289.12**
5058	CAP EQP FY15 ART 35B SPG 2014 (AMBULANCE #3)	-	-	205,000.00	-	201,028.00	**3,972.00**
5059	DPW EXPANSION ART 36B12 SPG 14	-	221,824.78	248,000.00	-	-	**26,175.22**
5059	PINE ST RDS ART 36B2 SPG 14	-	442,537.01	1,000,000.00	-	540,638.10	**16,824.89**
5060	BOND REFUNDING FY14	5,687,049.73	5,687,049.73	-	-	-	**-**
5061	PHONE SYSTEM UPGRADE ART 32B FTM 14	-	26,854.78	-	-	67,667.94	**(94,522.72)**
6010	SASSAMON	953.54	-	-	-	-	**953.54**
6012	SASSAMON - PAVING OF CART PATHS	6,921.76	3,859.94	-	-	-	**3,061.82**
6530	ART 12C-19 W/S RADIO TRANS	70.05	70.05	-	-	-	**-**
6531	ART 13-4 4/11 DPW VEHICLE STORAGE	66,000.00	58,150.00	-	-	-	**7,850.00**
6531	ART 13-13 4/11 GROUND WATER WELLS	181.20	-	-	-	-	**181.20**
6531	ART 13-14 4/11 VFD INSTALL & CTLS	207,091.79	1,192.18	-	-	-	**205,899.61**
6532	ART 10 FY12 RENOVATIONS 75 WEST ST	504,000.00	504,000.00	-	-	-	**-**
6535	ART 13 FY10 SEWER MAIN RELINING	57.53	-	-	-	-	**57.53**
6535	ART 13 FY10 ELM BANK REHAB	11,442.34	-	-	-	-	**11,442.34**
6535	ART 13 FY10 BROADS HILL FOREST	30,588.82	-	-	-	-	**30,588.82**
6536	ART 16C SPG 12 FILTER MOD SPRINGVALE	9,744.81	5,730.93	-	-	-	**4,013.88**
6536	ART 16C SPG 12 FORCE MAIN BRAD/PAM	1,603,956.43	-	-	-	-	**1,603,956.43**
6537	SEWER SYSTEM REHAB 15E 4/12	123,934.90	118,360.38	-	-	-	**5,574.52**
6538	ART 14C-16 REPLACE GROUND WATER WELLS FY14 STM	280,010.79	22,427.21	-	-	-	**257,583.58**
6538	ART 14C-17 TOWN FOREST ROOF COATING	198,530.81	176,109.43	-	-	-	**22,421.38**
6538	ART 14C-19 PRIME PARK PUMP STN WELL FY14 STM	128,921.11	100,588.50	-	-	-	**28,332.61**
6538	ART 14C-20 SPRINGVALE ENERGY UPGRADES FY14 STM	4,967.46	(89,162.00)	-	-	-	**94,129.46**
6538	ART 14C-21 SPRINGVALE VALVES FY14 STM	98,758.74	2,494.66	-	-	-	**96,264.08**
6538	ART 14C-22 SEWER LINE - CHRYSLER RD FY14 STM	12,919.61	5,156.80	-	-	-	**7,762.81**
6539	ART 14D SEWER MAIN RELINING FY14 STM	150,000.00	-	808,200.00	150,000.00	-	**1,108,200.00**
6540	ART 14E MWRA SEWER REHAB FY14 STM	1,353,916.87	494,148.16	-	-	-	**859,768.71**
6541	ART 18C REPLACE W-2 DUMP TRUCK/PLOW (FTM 2013)	220,000.00	202,101.68	-	-	-	**17,898.32**
6541	ART 18C REPLACE W-14 BACKHOE W PLOW (FTM 2013)	4,669.41	4,570.85	-	-	-	**98.56**
6542	ART 19C SPEEN ST SEWER WORK (FTM 2013)	177,158.74	197,434.12	-	-	1,794.87	**(22,070.25)**
6543	CAP IMP WS FY15 ART 36C SPG 14	-	104,642.16	-	-	-	**(104,642.16)**
6543	PUMP STN REPL ART 36C14 SPG 14	-	25,771.12	-	-	-	**(25,771.12)**
6543	DPW EXPANSION ART 36C15 SPG 14	-	6,888.16	-	-	-	**(6,888.16)**
	TOTAL CAPITAL PROJECTS	**19,239,341.29**	**14,614,822.35**	**6,253,541.13**	**408,000.00**	**2,226,999.57**	**8,801,060.50**

Town of Natick
Special Revenue Funds
June 30, 2015

FUND NUMBER	DESCRIPTION AGENCY FUNDS	BEG. BALANCE 6/30/2014 BEG BALANCE 6/30/2014	ACTUAL EXPENDITURES ACTUAL EXPENDITURES	ACTUAL REVENUES ACTUAL REVENUES	Transfer In/Out Transfer In/Out	ENCUMBRANCE Encumbrance	BALANCE 6/30/2015 BALANCE 6/30/2015
8101	FIREARMS	308.20	10,462.50	14,062.50	-	-	**3,908.20**
8102	COPY CENTER CHARGES	7,549.79	5,949.38	-	-	-	**1,600.41**
8103	MISC CASH CHARGES	457.80	(604.57)	-	-	-	**1,062.37**
8104	DEPOSIT ON BIDS	5,393.10	-	-	-	-	**5,393.10**
8105	GUARANTEED BND	15,400.00	-	-	-	-	**15,400.00**
8108	BLUE CROSS EMPLOYEE	15,765.33	-	-	-	-	**15,765.33**
8109	POLICE SPECIAL DUTY	(239,698.54)	1,036,020.75	972,619.33	-	-	**(303,099.96)**
8110	FIRE SPECIAL DUTY	(112,912.06)	108,743.77	98,835.32	-	-	**(122,820.51)**
8112	TAX FORECLOSURE	6,275.00	-	-	-	-	**6,275.00**
8114	DISABILITY INS REFN	306.60	-	-	-	-	**306.60**
8115	ANNUITY	441.01	-	-	-	-	**441.01**
8117	ENG SITE REVIEW	191.14	-	-	-	-	**191.14**
8118	PLAN/CONTINENTAL	154.47	-	-	-	-	**154.47**
8119	CONS COMM/NAT RAC	45.15	-	-	-	-	**45.15**
8121	PLAN FOREIGN MOTORS	75.00	-	-	-	-	**75.00**
8127	PLAN/LND TAKING	1,912.21	-	-	-	-	**1,912.21**
8130	PLAN/SPEEN/RTE 30	122.16	-	-	-	-	**122.16**
8131	LMMWC PARAMEDIC	455.86	-	-	-	-	**455.86**
8132	MWRA LEACH LN	4,211.38	-	-	-	-	**4,211.38**
8133	CABLE/HOME DEPOT	2,125.00	-	-	-	-	**2,125.00**
8134	CABLE/FROST & WIN	450.00	-	-	-	-	**450.00**
8135	CABLE/MCI METRO	362.50	-	-	-	-	**362.50**
8140	PLAN/APPLE HILL	(4.10)	-	4.10	-	-	**-**
8141	PLAN/SIGN BYLAW	(446.68)	-	446.68	-	-	**-**
8142	PLAN/APPLE HILL	(562.61)	-	562.61	-	-	**-**
8143	PLAN/TJX	953.50	-	-	-	-	**953.50**
8144	PLAN/TJX APPRAISAL	775.00	-	-	-	-	**775.00**
8149	PLAN/910 WORCESTER ST	500.00	-	-	-	-	**500.00**
8150	PLAN/TJX DRAINAGE	16,241.00	-	-	-	-	**16,241.00**
8152	PLAN/323 SPEEN	4,449.02	-	-	-	-	**4,449.02**
8153	PLAN/TRAFFIC IMP	20.76	-	-	-	-	**20.76**
8154	P/FEE SPRINT	1,192.00	-	-	-	-	**1,192.00**
8155	PLAN/BOSTON SCIENCE	10,000.00	-	-	-	-	**10,000.00**
8156	COLOR FEE	875.96	-	1,112.00	-	-	**1,987.96**
8158	PLAN FEE/SUNOCO	375.00	-	-	-	-	**375.00**
8159	PLAN BD/NAT MALL EXP	(9,687.63)	-	9,687.63	-	-	**-**
8160	FAM NETWORK	72.76	-	-	-	-	**72.76**
8163	PLAN/WSHNG AV/RTE 135	773.76	-	-	-	-	**773.76**

Town of Natick
Special Revenue Funds
June 30, 2015

FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2014	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2015
8166	CROSSROADS FOUNDATION	0.54	-	-	-	-	**0.54**
8167	WIRELESS COMM STUDY	20,132.00	-	-	-	-	**20,132.00**
8168	PLAN/SO NAT HLS	179,034.66	-	-	-	-	**179,034.66**
8171	LAND DISTRIBUTION	47,888.63	-	-	-	-	**47,888.63**
8173	VERIZON PEG	175,790.96	375,040.81	420,101.51	-	-	**220,851.66**
8174	WATER TOWER HOOK UP	12,414.77	-	-	-	-	**12,414.77**
8175	BACON FREE RENOVATIONS	75.00	-	-	-	-	**75.00**
8176	75 ROCK	37,399.07	19,156.60	-	-	-	**18,242.47**
8177	CRT RT30 SIGNAL	100,000.00	100,000.00	-	(100,000.00)	-	**-**
8178	COG HOME	18,515.00	-	-	-	-	**18,515.00**
8179	MALL LANDSCAPE ARCH	5,000.00	-	-	-	-	**5,000.00**
8180	GLENWOOD UG UTILITIES	20,000.00	-	-	-	-	**20,000.00**
8182	PAPERBOARD PEER REVIEW	1.52	-	-	-	-	**1.52**
8183	CC REVIEW	634.20	-	-	-	-	**634.20**
8184	BRIDGE LN	200.00	-	-	-	-	**200.00**
8185	FIRE INSPEC	35,470.00	42,600.00	42,100.00	-	-	**34,970.00**
8186	42 LEACH	30,000.00	-	-	-	-	**30,000.00**
8187	PLANG HUNTER HILL PEER REVIEW	23.38	-	-	-	-	**23.38**
8189	CREDIT UNION REFUND	95.55	-	-	-	-	**95.55**
8191	CHRYL 40B	2,330,582.16	3,769.11	5,000.00	-	-	**2,331,813.05**
8195	8-10 GRANT STREET	2,000.00	2,000.00	-	-	-	**-**
8196	186 EAST CENTRAL	5,000.00	-	-	-	-	**5,000.00**
8197	COFFEE FUND TOWN HALL	(5.75)	385.41	591.12	-	-	**199.96**
8199	TOWN HALL CAFÉ	(3,188.53)	10,351.80	15,337.53	-	-	**1,797.20**
8200	LIGHTOWER POLE EASEMENT	3,000.00	-	-	-	-	**3,000.00**
8201	CREDIT CARD DEPOSIT - COA/POLICE	15.95	-	-	-	-	**15.95**
8205	PRIMROSE SCHOOL FUND	(8,010.00)	-	8,010.00	-	-	**-**
8206	FEDEX MITIGATION 6.A	75,000.00	75,000.00	-	(75,000.00)	-	**-**
8207	FEDEX LANDSCAPING BOND	25,400.00	-	-	-	-	**25,400.00**
8900	BEN-HEM	(4,015.25)	9,994.60	14,291.67			**281.82**
8901	BROWN	(1,448.59)		0.01			**(1,448.58)**
8902	JOHNSON	210.87		0.01			**210.88**
8903	LILJA	202.60		0.38			**202.98**
8904	MEMORIAL	-	-				**-**
8905	KENNEDY	51,858.81	110,345.44	131,884.47			**73,397.84**
8906	WILSON	57,068.24	61,526.92	50,779.75		1,316.82	**45,004.25**
8907	HIGH SCHOOL	238,422.43	293,630.66	254,877.00		13,651.97	**186,016.80**
8950	NATICK RETIREMENT BOARD	(21,835.75)	185,301.18	209,141.37		-	**2,004.44**
	TOTAL AGENCY FUNDS	**3,167,851.31**	**2,449,674.36**	**2,249,444.99**	**(175,000.00)**	**14,968.79**	**2,952,653.15**

EMPLOYEE ANNUAL EARNINGS
Calendar Year 2015

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
SELECTMEN						
WHITE	MARTHA	TOWN ADMINISTRATOR	171,999.88			171,999.88
CHALLIS	DONNA	MINUTES TRANSCRIBER	8,342.31		19,615.11	27,957.42
CHENARD	WILLIAM	DEPUTY TOWN ADMINISTRATOR	134,363.50		5,967.75	140,331.25
CLARK	LINDA	BENEFIT MANAGER	63,836.04		1,661.97	65,498.01
DONOVAN	DONNA	SR EXECUTIVE ASSISTANT	52,892.35			52,892.35
FARRAR	SARAH	PERSONNEL COORDINATOR	47,994.18		2,241.38	50,235.56
FLEMING	MAUREEN	EXECUTIVE ASSISTANT	49,258.68		20,657.88	69,916.56
LESHOWITZ	AMANDA	EXECUTIVE ASSISTANT PTIME	779.70			779.70
O'NEIL	PATRICIA	EXECUTIVE ASSISTANT	10,576.90			10,576.90
ROCHE	PETER	PROCUREMENT OFFICER	75,075.94			75,075.94
TOWNE	JEFFREY	DEPUTY TA / FIN DIRECTOR	134,363.50		4,801.08	139,164.58
TRANFAGLIA	RICHARD	DIRECTOR PERSONNEL	113,810.58		2,556.49	116,367.07
WILES	ANN	DEPARTMENTAL SUPPORT PERS	3,874.48			3,874.48
WILSON MARTIN	JILLIAN	SUSTAINABILITY COORD	78,230.76			78,230.76
			945,398.80		**57,501.66**	**1,002,900.46**
COMPTROLLER						
CAHILL	VIRGINIA	COMPTROLLER	124,252.97		3,266.79	127,519.76
HALSEY	DOROTHY	DEPARTMENTAL SUPPORT PERS	370.00			370.00
MCGOLDRICK	SHAWN	ASSISTANT COMPTROLLER	53,653.87		1,665.87	55,319.74
MEYER	DEBORAH	CLERK PART-TIME H3	749.19			749.19
SKIPPER	JULIE	PAYROLL MANAGER	55,115.02		1,537.29	56,652.31
TOMASETTI	CYNTHIA	STAFF ACCOUNTANT	71,271.76		455.21	71,726.97
			305,412.81		**6,925.16**	**312,337.97**
FINANCE DEPARTMENT						
SHERMAN	DEBBIE JO	SPECIAL ASSISTANT TO FIN DIR	59,629.20		1,601.73	61,230.93
			59,629.20		**1,601.73**	**61,230.93**
TREASURER/COLLECTOR						
PRICE	STEPHEN	COLLECTOR TREASURER	104,999.96			104,999.96
KELLEY	ELIZABETH	ASSISTANT COLLECTOR/TREASURER	51,225.65			51,225.65
PILLA	JUSTINA	ADMINISTRATIVE ASSISTANT	48,615.47		177.43	48,792.90
REDDOCH	TERESA	ADMINISTRATIVE ASSISTANT	48,403.80		925.31	49,329.11
SPENCER	MARGARET	DEPARTMENTAL SUPPORT PERS	19,497.52			19,497.52
PHILLIPSON	CATHERINE	ADMINISTRATIVE ASSISTANT	42,787.75		175.67	42,963.42
WURTH	CAROL	EXECUTIVE ASSISTANT 1116 CLKS	53,447.54		1,340.54	54,788.08
			368,977.69		**2,618.95**	**371,596.64**
ASSESSOR						
DANGELO	JANCIE	DIRECTOR OF ASSESSING	104,957.12		1,015.28	105,972.40
CONRAD	LORNA	EXECUTIVE ASSISTANT 1116 CLKS	51,811.66	1,094.75	189.09	53,095.50
HANSBERRY	ANN	ADMINISTRATIVE ASSISTANT	45,527.02	37.36	165.61	45,729.99
MARSHALL	CARL	ASSISTANT ASSESSOR	72,906.13		1,272.68	74,178.81
NIEDBALA	CAROL	ASSISTANT ASSESSOR	73,481.95		317.00	73,798.95
			348,683.88	1,132.11	2,959.66	352,775.65
TOWN CLERK						
PACKER	DIANE	TOWN CLERK	80,576.93		2,923.12	83,500.05
BLATZ	DEBRA	ADMINISTRATIVE ASSISTANT	48,615.47	317.50	177.99	49,110.96
GRAVELINE	KERRY	EXECUTIVE ASSISTANT 1116 CLKS	51,811.66	557.33	1,319.48	53,688.47
HANSEN	NANCY	ADMINISTRATIVE ASSISTANT	44,465.50	354.85	2,768.01	47,588.36
SHAW	LAURIE	ADMINISTRATIVE ASSISTANT	43,856.59		636.05	44,492.64
			269,326.15	**1,229.68**	**7,824.65**	**278,380.48**
REGISTRARS						
AWKWARD	ROBERT	ASSISTANT REGISTRAR	965.16			965.16
LAFLEUR	SANDRA	ASSISTANT REGISTRAR	965.16			965.16
NORTHGRAVES	NANCY	ASSISTANT REGISTRAR	965.16			965.16
PACKER	DIANE	REGISTRAR	1,377.96			1,377.96
			4,273.44			**4,273.44**
COMMUNITY DEVELOPMENT						
ERRICKSON	JAMES	DIRECTOR COMMUNITY DEVELPMENT	72,769.23			72,769.23
BOIS	ROBERT	CONSERVATION AGENT	36,383.16			36,383.16
CONNELLY	MICHAEL	LOCAL BUILDING INSPECTOR	72,920.20		523.47	73,443.67
COX	MAEGAN	ADMINISTRATIVE ASSISTANT	48,615.47	3,795.09	194.98	52,605.54
GREEL	ANN	EXECUTIVE PLANNING ASSISTANT	56,246.42	15,703.43	2,756.92	74,706.77
GUSMINI	DAVID	BUILDING COMMISSIONER	93,056.43		534.81	93,591.24
LEWIS	GEOFFREY	SENIOR PLANNER	4,615.38			4,615.38
LIBBY	ERIC	LOCAL BUILDING INSPECTOR	66,049.99		379.63	66,429.62
MCCLELLAN	SUSAN	ADMINISTRATIVE ASSISTANT	48,615.47	3,160.97	936.39	52,712.83
MERKEL	**JOSEPH**	**HOUSING/GENERAL PLANNER**	**75,706.28**			**75,706.28**
			574,978.03	**22,659.49**	**5,326.20**	**602,963.72**

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
INSPECTORS						
BOURET	KEVIN	INSPECTOR OF WIRING	13,175.41			13,175.41
CHAVIOUS	SCOTT	INSPECTOR OF WIRING	60,992.78			60,992.78
DEMPSEY	ROBERT	INSPECTOR OF PLUMBING	48,467.03			48,467.03
DUFFY	JOHN	INSPECTOR OF PLUMBING	378.00			378.00
LESSARD	GEORGE	INSPECTOR OF PLUMBING	356.22			356.22
SHERMAN	ALLAN	INSPECTOR OF PLUMBING	1,366.92			1,366.92
			124,736.36	`		**124,736.36**
FACILITY MANAGEMENT						
KANE	JAMES	FACILITIY SERVICES DIRECT-BW	46,523.12			46,523.12
AHEARN	ALEJANDRO	MAINENANCE TEMPORARY HELP	2,753.61			2,753.61
ALLEN	MICHAEL	CUSTODIAN - JR II AFTERNOON	1,622.69		2,562.13	4,184.82
ARTHUR	TODD	CUSTODIAN - JR II AFTERNOON	11,724.00	701.79		12,425.79
ASSENCOA	WALTER	CUSTODIAN - JR I NIGHT	44,012.96	5,985.65	1,050.00	51,048.61
BASTIEN	JEFFREY	CUSTODIAN - JR II AFTERNOON	44,581.13	8,703.53	650.00	53,934.66
BRISKIN	ELI	MAINENANCE TEMPORARY HELP	932.70			932.70
CALDERON	ISMAEL	CUSTODIAN - JR II NIGHT	44,743.92	10,932.51	1,050.00	56,726.43
CARTER	JEFFREY	CUSTODIAN SR II	50,564.80	7,217.18	1,050.00	58,831.98
CHAPSKI	LAWRENCE	CUSTODIAN - JR I AFTERNOON	43,490.96	6,395.76	650.00	50,536.72
COMERFORD	PAUL	FACILITIY SERVICES DIRECT-BW	16,633.84		7,814.47	24,448.31
COXALL	KEVIN	MAINTENANCE MANAGER	77,820.99		112.14	77,933.13
CRESPI	JORDAN	MAINENANCE TEMPORARY HELP	2,246.21			2,246.21
CUMMINGS	BRIAN	MAINENANCE TEMPORARY HELP	4,542.45			4,542.45
D'AGOSTINO	MARK	CUSTODIAN - SR I DAY	44,786.99	7,853.27	411.90	53,052.16
DUPREE	DILLON	MAINENANCE TEMPORARY HELP	1,900.00			1,900.00
FAMANIA	CARLOS	CUSTODIAN - SR I DAY	48,511.02	22,755.81	1,050.00	72,316.83
FAMANIA	GILBERTO	CUSTODIAN ASSISTANT NIGHT	52,333.89	3,144.38	650.00	56,128.27
FORAN	RICHARD	CUSTODIAN - JR I AFTERNOON	6,088.41	621.53		6,709.94
FOWLER	CHRIS	CUSTODIAN - JR I DAY	43,573.27	8,049.78	651.09	52,274.14
GALAN	LUIS	CUSTODIAN - JR II AFTERNOON	44,495.73	7,101.86	966.19	52,563.78
GILBERT	CHRIS	CUSTODIAN - SR I DAY	48,320.45	5,749.28	2,250.00	56,319.73
GILBERT	SHAWN	CUSTODIAN - SR I DAY	48,657.96	8,032.39	2,250.00	58,940.35
HALLORAN	DANIEL	CUSTODIAN - JR I DAY	36,524.01	2,167.33	250.00	38,941.34
HARRIS	ROBERT	CUSTODIAN - JR I AFTERNOON	29,827.14	1,980.82	1,065.62	32,873.58
HARVEY	EDWARD	CUSTODIAN - JR II AFTERNOON	44,581.13	9,072.94	2,250.00	55,904.07
HEGARTY	KYLE	MAINENANCE TEMPORARY HELP	4,982.73			4,982.73
HENDERSON	JAMES	MAINENANCE TEMPORARY HELP	3,175.47			3,175.47
HILL	JAMES	CUSTODIAN - SR I DAY	48,418.09	20,002.71	2,250.00	70,670.80
JORDAN	CHRISTOPHER	CUSTODIAN - SR I DAY	43,120.89	5,047.41	250.00	48,418.30
KEARNS	SHAWN	MAINENANCE TEMPORARY HELP	2,047.25			2,047.25
KENNEY	PATRICK	CUSTODIAN - JR I NIGHT	43,621.04	10,498.22	250.00	54,369.26
KORPI	ERIKA	CUSTODIAN - JR I AFTERNOON	35,856.78	5,303.22	250.00	41,410.00
LAROSA	LEONARD	CUSTODIAN - SR I DAY	48,511.02	3,755.25	1,050.00	53,316.27
LEBLANC	CHRISTOPHER	MAINENANCE TEMPORARY HELP	986.29			986.29
LEVINE	TYLER	MAINENANCE TEMPORARY HELP	1,099.24			1,099.24
LINDSEY	GERARD	CUSTODIAN - JR II AFTERNOON	41,848.20	6,100.70	806.22	48,755.12
LUBINSKI	ROBERT	CUSTODIAN - JR I AFTERNOON	21,495.54	4,182.29	13,217.85	38,895.68
LUZ	STEPHANIE	SPECIAL ASST MAINT DIRECTOR	56,952.03		3,399.27	60,351.30
MEEK	JAMES	MAINENANCE TEMPORARY HELP	1,738.50			1,738.50
MELLISH	CAROLYN	MAINTENANCE III	51,261.68	1,561.74	1,524.01	54,347.43
MILLER	DEIRDRE	CUSTODIAN - JR I AFTERNOON	43,058.21	9,663.32	250.00	52,971.53
MOORES	DAVID	CUSTODIAN SR III	55,709.40	13,834.96	2,250.00	71,794.36
MOORES	DAVID	MAINTENANCE II	39,210.32	2,005.33	250.00	41,465.65
MORRISON	SCOTT	MAINENANCE TEMPORARY HELP	3,380.72			3,380.72
NOONAN	KENNETH	MAINTENANCE III	50,983.40	665.96	250.00	51,899.36
OTERO	OSCAR	CUSTODIAN - SR I DAY	48,630.10	11,699.66	650.00	60,979.76
PLANT	MARK	CUSTODIAN - SR I DAY	48,511.02	9,404.54	650.00	58,565.56
PORTER	EDWARD	MAINTENANCE III	49,944.11	4,933.10	250.00	55,127.21
RAMALHO	JOHN	CUSTODIAN - JR I DAY	20,979.54	2,120.55	5,301.38	28,401.47
REPELLA	TIMOTHY	CUSTODIAN - SR I DAY	48,511.02	6,780.59	2,250.00	57,541.61
RICHARD	MAURICE	MAINT MECHANIC IV	65,881.61	4,611.82	250.00	70,743.43
RINES	DAVID	CUSTODIAN - SR I DAY	46,944.60	9,312.75	250.00	56,507.35
RODRIGUES	DAVID	CUSTODIAN SR II	50,759.28	19,240.99	650.00	70,650.27
RUTKOWSKI	RONALD	MAINT MECHANIC IV	66,583.88	14,109.39	1,050.00	81,743.27
SAMAYOA	MELVIN	CUSTODIAN - JR I NIGHT	33,632.82	3,171.47	250.00	37,054.29
VALLE	ROBERT	CUSTODIAN SR II	55,709.40		2,250.00	70,760.04
WATKINS	ANDREW	MAINENANCE TEMPORARY HELP	3,075.72			3,075.72
WHITE	GREGORY	CUSTODIAN - JR I AFTERNOON	39,706.97	9,166.99	250.00	49,123.96
WHITE	RICHARD	MAINENANCE TEMPORARY HELP	1,698.84			1,698.84
WIGHT	JAMES	CUSTODIAN - JR II AFTERNOON	39,529.98	5,132.49	250.00	44,912.47
WRIGHT	DREW	CUSTODIAN - JR I NIGHT	33,792.51	2,775.97	250.00	36,818.48
ZICKO	JOHN	CUSTODIAN - JR I NIGHT	44,012.96	4,785.54	2,250.00	51,048.50
			2,137,154.54	**306,332.77**	**69,532.27**	**2,525,820.22**

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
WEIGHTS/MEASURES						
MULVEY	JOSEPH	SEALER OF WEIGHTS & MEASURES	14,657.52			14,657.52
			14,657.52			**14,657.52**
COMMUNITY SERVICES						
LAMBERT	JEMMA	DIRECTOR OF COMMUNITY SERVICES	103,237.73		1,502.64	104,740.37
Senior Center						
BUDD	DEBRA	OUTREACH COORDINATOR	47,868.44		1,025.11	48,893.55
CARR	THERESA	ADMINISTRATIVE ASSISTANT	14,941.36		2,178.53	17,119.89
CHECKET	HELEN	SOCIAL WORKER COORDINATOR	67,257.62		386.56	67,644.18
COFFEY	MARY LOU	ADMINISTRATIVE ASSISTANT	49,845.07	1,403.96	2,913.31	54,162.34
COLLARI	PATRICIA	CLERK PART-TIME H3	10,679.68			10,679.68
COLON	KENNETH	BUILDING MONITOR PART TIME	11,870.73			11,870.73
EBELING	ALLAN	BUILDING MONITOR PART TIME	248.44			248.44
EDWARDS	KAREN	VOLUNTEER CORDINATOR FTIME	45,373.04		271.19	45,644.23
FAGAN	ELIZABETH	SPECIAL ASSIST TO DIR COM SERV	56,591.83		325.22	56,917.05
FLEMING	LAWRENCE	BUILDING MONITOR PART TIME	360.64		2,136.00	2,496.64
FLEMING	BRIAN	BUILDING MONITOR PART TIME	3,280.95			3,280.95
FRUNEAUX	MARCO	BUILDING MONITOR PART TIME	1,573.40			1,573.40
GOLDMAN	ALLISON	ADMINISTRATIVE ASSISTANT	43,726.25		467.25	44,193.50
GRIFFIN	RAY	PROGRAM ASSISTANT	712.50			712.50
HAYNES	PIERRE	BUILDING MONITOR PART TIME	2,503.75			2,503.75
HUGHES	AMANDA	DEPARTMENT ASSISTANT	37,436.14		196.23	37,632.37
KIRBY	SHARON	PROGRAM ASSISTANT	25,541.36			25,541.36
LEINER	CRAIG	TRANSPORTATION COORDINATOR	16,530.00		798.00	17,328.00
MCNALLY	LORRAINE	ASSIST DIRECTOR COUNCIL AGING	59,226.94		340.38	59,567.32
MENSAH	SAMUEL	VAN DRIVER PART TIME	2,813.50			2,813.50
QUINN	LAWRENCE	BUILDING MONITOR PART TIME	10,040.94			10,040.94
RAMSEY	SUSAN	DIRECTOR COA/HUMAN SERV	72,166.16			72,166.16
ROSATO	ANDREW	PROGRAM ASSISTANT	2,892.75			2,892.75
WHITE	DANA	BUILDING MONITOR PART TIME	2,389.24			2,389.24
Recreation						
MARSHALL	JONATHAN	DIRECTOR PARKS & REC SVS	80,652.43		2,078.62	82,731.05
ADELMANN	DERMOT	ATTENDANT	2,956.14			2,956.14
ALFARO	ABIGAIL	LEADER	3,659.21			3,659.21
ALLEN	ROSS	ASSISTANT LEADER	2,545.00			2,545.00
ALSTON	BROOKE	ATTENDANT	2,399.75			2,399.75
BAPTISTE	BENJAMIN	TIMER/SCORER	5,190.12			5,190.12
BARASA	BRIAN	LEADER	3,230.00			3,230.00
BARLAS	MATTHEW	SR. COUNSELOR	3,291.50			3,291.50
BERSIN	JACOB	ASSISTANT DIRECTOR	1,440.50			1,440.50
BONILLA	KATHERIN	SPECIALIST	1,875.00			1,875.00
BONILLA	RICARDO	LEADER	2,924.00			2,924.00
BOYNTON	ANDREW	TIMER/SCORER	89.28			89.28
BRANDT	JASON	ADULT CONTRACTOR	698.05			698.05
BRIDGE	JEFFREY	CERTIFIED SPORTS OFFICIAL	535.08			535.08
BRUSOVANKIN	ROMAN	SUPERVISOR MAJOR PROGAMS	369.52			369.52
BURKE	MICHAEL	SPECIALIST	143.04			143.04
CALDWELL	KEVIN	SPECIALIST	4,006.26			4,006.26
CANNEY	CAROLINE	LEADER	2,058.35			2,058.35
CARNEY	MEGAN	SR. COUNSELOR	3,736.05			3,736.05
CAROTA	JOSEPH	SPECIALIST	1,809.86			1,809.86
CARR	ANNE-MARIE	ASSISTANT DIRECTOR	7,043.96			7,043.96
CARTER	MELISSA	REC SPECIAL NEEDS COORDINATOR	45,261.87		922.06	46,183.93
CARTY	STEPHEN	CERTIFIED SPORTS OFFICIAL	305.76			305.76
CARTY	DEREK	CERTIFIED SPORTS OFFICIAL	343.98			343.98
CECCHI	JENNIFER	SPECIALIST	945.20			945.20
CHAMBERLAIN	LEE	SUPERVISOR MAJOR PROGAMS	5,753.90			5,753.90
CHIZEK	CAROLINE	LEADER	3,291.33			3,291.33
CHOUINARD	MARGARET	ASSISTANT LEADER	1,463.00			1,463.00
CIGNA	LISA	ASSISTANT DIRECTOR	2,805.32			2,805.32
CLARK	JONATHAN	ASSISTANT DIRECTOR	3,927.00			3,927.00
COBURN	STEPHANIE	SPECIALIST	2,263.88			2,263.88
COFFEY	CHRIS	ASSISTANT DIRECTOR	11,156.09			11,156.09
COFFEY	ALTORIA	SPECIALIST	4,944.10			4,944.10
COFFEY	AMBER-RAE	SPECIALIST	3,128.50			3,128.50
COFFEY	CHRISTOPHER	SPECIALIST	5,680.34			5,680.34
COHEN	RICHARD	CERTIFIED SPORTS OFFICIAL	363.09			363.09
COHEN	LEAH	SPECIALIST	5,480.12			5,480.12
COLELLA	ANDREW	ASSISTANT DIRECTOR	195.72			195.72
CONAWAY	RHONDA	ASSISTANT DIRECTOR	9,068.71			9,068.71
CONAWAY	RICHARD	LEADER	4,290.99			4,290.99
CONAWAY	PATRICK	LEADER	4,068.90			4,068.90
CONDON	KIMBERLY	SUPERVISOR MAJOR PROGAMS	8,291.20			8,291.20

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COSMOS	PHILLIP	SPECIALIST	2,205.00			2,205.00
COTTER	JUSTIN	ASSISTANT DIRECTOR	2,590.00			2,590.00
COTTON	KENNETH	CERTIFIED SPORTS OFFICIAL	477.75			477.75
COTTON	JACOB	LIFE GUARD	3,590.07			3,590.07
COUPER	SUSAN	CAMP NURSE	14,039.00			14,039.00
CROWLEY	LISA	PROGRAM INSTRUCTOR	511.89			511.89
CUGINI	SUSAN	ADULT CONTRACTOR	364.21			364.21
CUMMINS	VICTORIA	ASSISTANT LEADER	2,790.00			2,790.00
DANIELSON	AMY	SPECIALIST	7,921.18			7,921.18
DANNIN	SARAH	LEADER	424.58			424.58
DESVEAUX	SANDRA	SPECIALIST	521.01			521.01
DIXON	JUDITH	SUPERVISOR MAJOR PROGAMS	3,224.65			3,224.65
DIXON	NOAH	LIFE GUARD	3,811.41			3,811.41
DIXON	GABRIELLE	ASSISTANT LEADER	189.00			189.00
DUBSKY	ANDREW	ASSISTANT LEADER	2,992.50			2,992.50
DUCA	JORDAN	ASSISTANT LEADER	2,199.25			2,199.25
EBELING	STEPHANIE	SPECIALIST	1,404.74			1,404.74
ECKLES	CARLY	WATER SAFETY INSTRUCTOR	392.51			392.51
EDWARDS	ALLYSON	SPECIALIST	4,553.48			4,553.48
FAIR	KEVIN	SPECIALIST	6,153.58			6,153.58
FARRELL	MOLLY	LEADER	2,415.69			2,415.69
FEAK	DANIEL	SPECIALIST	3,601.00			3,601.00
FEDERICO-GROME	TAYLOR	SR. COUNSELOR	3,294.50			3,294.50
FERRARO	MICHAEL	CERTIFIED SPORTS OFFICIAL	382.20			382.20
FERRERA	SAMANTHA	ATTENDANT	1,948.50			1,948.50
FINKELSTEIN	DEBORAH	SPECIALIST	2,536.41			2,536.41
FITZGIBBONS	MATTHEW	SPECIALIST	3,195.00			3,195.00
FLEMING	KATHLEEN	PROGRAM INSTRUCTOR	3,240.41			3,240.41
FOLEY	ERICKA	LEADER	1,785.60			1,785.60
FOLEY	DILLON	ATTENDANT	1,173.15			1,173.15
FOUCHER	MEGHAN	SUPERVISOR MAJOR PROGAMS	2,920.50			2,920.50
FRECHETTE	MATTHEW	DIRECTOR MEDIUM SIZED PROGRAMS	1,011.22			1,011.22
FREITAS	SEAN	TIMER/SCORER	22.50			22.50
FRIEDMAN	AARON	DIRECTOR REC PROGRAM / SP EVEN	64,737.66		2,039.06	66,776.72
GALANTE	LOUIS	CERTIFIED SPORTS OFFICIAL	535.08			535.08
GARRITY	ELISE	LEADER	3,651.49			3,651.49
GENASKE	KATHLEEN	ASSISTANT DIRECTOR	7,427.34			7,427.34
GILES	BRUNO	CERTIFIED SPORTS OFFICIAL	802.62			802.62
GLICK	ADAM	SPECIALIST	803.21			803.21
GOOSE	DANIEL	LEADER	2,829.29			2,829.29
GOOSE	RACHEL	ASSISTANT LEADER	2,543.02			2,543.02
GORMAN	SHAUN	TIMER/SCORER	368.28			368.28
GREENSTEIN	ALIZA	ASSISTANT LEADER	1,651.50			1,651.50
GREGORIAN	SARAH	SUPERVISOR MAJOR PROGAMS	658.88			658.88
GRIESMER	LEE	TIMER/SCORER	119.99			119.99
GRIFFITH	JOHN	CERTIFIED SPORTS OFFICIAL	343.98			343.98
GRUNDBERG	KALLAN	TIMER/SCORER	1,149.48			1,149.48
GULATI	MIRELA	CLERK PART-TIME H3	1,483.70			1,483.70
HAMNETT	DONALD	SR. COUNSELOR	1,410.00			1,410.00
HARWOOD	CATHERINE	SUPERVISOR MAJOR PROGAMS	6,000.00			6,000.00
HEDRICK	STEVEN	CERTIFIED SPORTS OFFICIAL	573.30			573.30
HERNANDEZ	SUSAN	CLERK PART-TIME H3	6,889.63			6,889.63
HEUER	WILLIAM	CERTIFIED SPORTS OFFICIAL	535.08			535.08
HEYDE	MICHAEL	SPECIALIST	688.50			688.50
HILL	JAMIE	SPECIALIST	4,985.25			4,985.25
HLADICK	CAMERON	LEADER	959.93			959.93
HOLMAN	KATE	ASSISTANT LEADER	1,323.00			1,323.00
HOURIHAN	THOMAS	SUPERVISOR MAJOR PROGAMS	3,096.95			3,096.95
HUTCHINGS	JESSICA	LEADER	2,397.25			2,397.25
IBRAHIM	ADHAM	SPECIALIST	1,546.15			1,546.15
INGHAM	CURTIS	LEADER	2,935.14			2,935.14
JENKINS	GEORGE	SUPERVISOR MAJOR PROGAMS	4,847.30			4,847.30
JENNETT	ALLISON	HEAD LIFEGUARD	7,000.37			7,000.37
JOSEPH	SAMANTHA	LEADER	3,440.00			3,440.00
JUPPE	JUSTIN	TIMER/SCORER	228.78			228.78
KEARNS	KRYSTAL	LEADER	3,375.50			3,375.50
KEEFE	DANIEL	ASSISTANT DIRECTOR PARKS/REC	76,614.99		440.33	77,055.32
KEEFE	KARLA	SUPERVISOR MAJOR PROGAMS	15,520.00			15,520.00
KEEFE	BRENNA	SPECIALIST	4,992.49			4,992.49
KEEFE	KYLAH	SPECIALIST	275.00			275.00
KELLEY	SUSAN	SPECIALIST	389.11			389.11
KENNEDY	VICTORIA	ASSISTANT LEADER	1,557.30			1,557.30
KING	BRYAN	ADULT CONTRACTOR	440.07			440.07

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KINUGAWA	MIKI	LEADER	2,875.15			2,875.15
KNOTT	STEVEN	ASSISTANT LEADER	945.25			945.25
KWOK	ADAM	LEADER	3,553.57			3,553.57
LARKIN	JOHN	SPECIALIST	4,946.30			4,946.30
LEAVEY	DANIEL	LEADER	2,720.00			2,720.00
LEE	ADAM	ASSISTANT LEADER	1,674.00			1,674.00
LETIZIA	CHRISTOPHER	ASSISTANT DIRECTOR	2,838.93			2,838.93
LI	TONG	LIFE GUARD	5,732.00			5,732.00
LOMBARDO	LINDSAY	TIMER/SCORER	290.16			290.16
LONDON	JILL	PLAYGROUP STAFF - MANAGER	8,407.24			8,407.24
LYDON	ANDREW	LEADER	5,235.33			5,235.33
MACBLANE	KYLE	ATTENDANT	1,755.60			1,755.60
MACBLANE	ROBIN	CLERK PART-TIME H3	4,856.00			4,856.00
MACOMBER	JACQUELINE	ASSISTANT DIRECTOR	7,313.58			7,313.58
MAGARIE	KENNETH	SPECIALIST	2,947.80			2,947.80
MAGEE	LORRAINE	LEADER	3,239.09			3,239.09
MALCOLM	DEVAN	TIMER/SCORER	245.52			245.52
MAPEL	ETHAN	ASSISTANT DIRECTOR	17,485.37			17,485.37
MAPEL	LISA	CLERK PART-TIME H3	5,424.00			5,424.00
MARCHAND	GRIFFIN	ASSISTANT LEADER	2,538.00			2,538.00
MARSTON	EMILY	ASSISTANT LEADER	697.50			697.50
MASON	CHRISTOPHER	SPECIALIST	3,921.05			3,921.05
MASTRIANNI	ZACHARY	TIMER/SCORER	251.10			251.10
MCGONAGLE	BRYNN	ATTENDANT	1,701.00			1,701.00
MCSWEENEY	KRISTEN	SPECIALIST	135.00			135.00
MESSMAN	MOLLY	LEADER	2,030.00			2,030.00
MILLER	LORA	SPECIALIST	4,350.00			4,350.00
MILLWARD	AMANDA	LEADER	2,900.00			2,900.00
MOLINA	NANCY	PROGRAM INSTRUCTOR	5,599.96			5,599.96
MORRISON	MIRIAM	SUPERVISOR MAJOR PROGAMS	3,102.00			3,102.00
MORTON	NICHOLAS	SPECIALIST	4,474.87			4,474.87
MOSCHELLA	WILLIAM	SR. COUNSELOR	1,782.00			1,782.00
MOSER	RYAN	LIFE GUARD	4,440.12			4,440.12
MUCCIARONE	PRESTON	PT LABORER RECREATION	5,090.19			5,090.19
MURPHY	JACK	LEADER	3,061.38			3,061.38
NASER	MATTHEW	LIFE GUARD	5,261.64			5,261.64
NORCHI	AMANDA	LEADER	80.77			80.77
O'CONNELL	CHRIS	ASSISTANT DIRECTOR	6,623.10			6,623.10
OLSEN	ELEANOR	LIFE GUARD	3,880.43			3,880.43
ORDWAY	LAUREN	ATTENDANT	2,290.68			2,290.68
O'REILLY	LINDA	SPECIALIST	495.39			495.39
O'REILLY	SUSAN	SPECIALIST	3,512.07			3,512.07
PACHECO	NICHOLAS	SPECIALIST	309.97			309.97
PARMENTER	MACKENZIE	WATER SAFETY INSTRUCTOR	2,229.00			2,229.00
PARVEN	JANE	TIMER/SCORER	66.96			66.96
PARVLIS	QUINTON	LEADER	2,760.00			2,760.00
PATTERSON	BENJAMIN	SR. COUNSELOR	2,996.25			2,996.25
PATTERSON	NICOLAS	HEAD LIFEGUARD	4,762.11			4,762.11
PICCARDI-HASWELL	CHRISTIAN	ATTENDANT	2,121.76			2,121.76
PINAULT	LINDA	ADMINISTRATIVE ASSISTANT	51,938.67	1,083.54	1,683.59	54,705.80
PINI	MEGHAN	LEADER	3,991.08			3,991.08
PLANCK	ISABEL	LEADER	499.50			499.50
PORTER	DENNIS	ADULT CONTRACTOR	271.35			271.35
PRICE	SARA	ASSISTANT LEADER	1,242.00			1,242.00
PUTNAM	PETER	CERTIFIED SPORTS OFFICIAL	458.64			458.64
RAINONE	AMY	ASSISTANT DIRECTOR	7,215.72			7,215.72
RAITHEL	JANE	ASSISTANT DIRECTOR	1,800.00			1,800.00
RAITHEL	COLTON	LEADER	2,766.01			2,766.01
RAJABI	ROXANNA	LEADER	4,038.75			4,038.75
RANIERI	NICHOLAS	TIMER/SCORER	22.32			22.32
RANIERI	MATTHEW	TIMER/SCORER	44.64			44.64
RANIERI	ALEXIS	TIMER/SCORER	89.28			89.28
ROBERTS	FRANCIS	SPECIALIST	3,771.70			3,771.70
RODIS	KEVIN	SPECIALIST	4,567.45			4,567.45
ROGERS	MATTHEW	ASSISTANT DIRECTOR	4,369.44			4,369.44
ROLLINS	ANDREW	MANAGER	5,558.18			5,558.18
ROTBERG	SETH	CERTIFIED SPORTS OFFICIAL	458.64			458.64
ROVNER	MATTHEW	ADULT CONTRACTOR	546.30			546.30
SAVOIA	NICHOLAS	ATTENDANT	159.22			159.22
SCHNEIDER	MATTHEW	WATER SAFETY INSTRUCTOR	6,560.55			6,560.55
SCHNEIDER	RYAN	LIFE GUARD	3,961.87			3,961.87
SEARS	ERIC	LEADER	184.60			184.60
SEFTON	DONALD	CERTIFIED SPORTS OFFICIAL	468.20			468.20

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SELLEW	GEORGE	SR. COUNSELOR	1,281.00			1,281.00
SEVERANCE	JONATHAN	ASSISTANT DIRECTOR	4,191.67			4,191.67
SHAGORY	ARIEL	CAMP NURSE	0.00			0.00
SINCLAIR	CHAD	MANAGER	1,043.84			1,043.84
SLATTERY	RICHARD	CERTIFIED SPORTS OFFICIAL	764.40			764.40
SMITH FREEDMAN	ANDREW	HEAD LIFEGUARD	7,751.91			7,751.91
SMITH-FREEDMAN	CAMERON	LIFE GUARD	3,904.01			3,904.01
SPENCER	RYAN	LEADER	225.33			225.33
SPENCER	JESSICA	LEADER	3,467.10			3,467.10
SPINAZOLA	RODNEY	ADULT CONTRACTOR	227.63			227.63
STEVENS	JULIA	LEADER	542.28			542.28
STIVALETTA	BRANDON	SR. COUNSELOR	3,684.00			3,684.00
SWANSON	JAKE	TIMER/SCORER	22.32			22.32
TAMAREN-LEDDY	BARRETT	LEADER	4,128.42			4,128.42
TAMAREN-LEDDY	COLIN	LEADER	2,871.00			2,871.00
THALHEIMER	RACHAEL	LIFE GUARD	124.08			124.08
TISHER	CLAUDIA	LEADER	3,383.65			3,383.65
TOMASSIAN	HEATHER	BEACH MANAGER	6,655.75			6,655.75
TRABUCCO	CARRIE	SUPERVISOR MAJOR PROGAMS	2,356.00			2,356.00
TRABUCCO	KELSEY	LEADER	659.90			659.90
TRUDEAU	ASHLEY	SPECIALIST	57.80			57.80
ULUSKI	BRIAN	CERTIFIED SPORTS OFFICIAL	410.87			410.87
VANAUKEN	DANIEL	TIMER/SCORER	112.50			112.50
VERDELLI	GEMMA	SPECIALIST	6,319.80			6,319.80
VIANA	JULIA	LEADER	3,000.00			3,000.00
VROTSOS	DYLAN	ASSISTANT LEADER	3,662.92			3,662.92
VROTSOS	LUKE	ASSISTANT LEADER	2,812.00			2,812.00
WALKER	BRAD	ASSISTANT DIRECTOR	4,420.00			4,420.00
WARD	CONOR	TIMER/SCORER	228.78			228.78
WHITE	JAMES	SUPERVISOR MAJOR PROGAMS	3,349.96			3,349.96
WHITE	AMANDA	SPECIALIST	10,148.46			10,148.46
WHITNEY	JOHN	TIMER/SCORER	1,172.40			1,172.40
WHYTE	DUSTIN	LIFE GUARD	4,905.76			4,905.76
WILLIAMS	PATRICIA	DIRECTOR MEDIUM SIZED PROGRAMS	7,281.57			7,281.57
WOODWARD	JONATHAN	DIRECTOR MEDIUM SIZED PROGRAMS	2,935.81			2,935.81
WRIGHT	CINDY	SUPERVISOR MAJOR PROGAMS	14,867.81			14,867.81
ZERNICKE	ELIZABETH	SPECIALIST	4,914.71			4,914.71
WILBUR	BRIAN	SPECIALIST	2,263.20			2,263.20
Veterans Services						
CAREW	PAUL	VETERANS SERVICES OFFICER	67,246.92		386.49	67,633.41
YOUNG	SHEILA	EXECUTIVE ASSISTANT 1116 CLKS	51,811.66		1,314.09	53,125.75
Community Farm						
SIMKINS	LYNDA	DIRECTOR COMMUNITY FARM	73,765.63		423.91	74,189.54
UMBRELL	PATRICIA	FARM OFFICE ADMINISTRATOR	43,988.06		255.62	44,243.68
JENKINS	TRACY	FARM INSTRUCTOR	7,128.00			7,128.00
TOWNSEND	CASEY	ASSIST DIRECTOR FARM	51,698.06		297.12	51,995.18
			1,958,519.93	**2,487.50**	**22,381.31**	**1,983,388.74**
INFORMATIONAL TECHNOLOGY						
LEFRANCOIS	ROBERT	DIR INFORMATION TECHNOLOGY	103,917.37		757.58	104,674.95
LENTINI	KATHLEEN	COMMUNICATIONS/ INFO OFFICER	65,150.00		475.00	65,625.00
VALENTIN	JOEL	I/S NETWORK ADMINISTRATOR	74,764.14		1,813.63	76,577.77
WHELAN	GERALD	I/S DATA BASE ADMIN	78,919.68		385.82	79,305.50
			322,751.19			326,183.22
			645,502.38		**3,432.03**	**652,366.44**
DEPARTMENT OF PUBLIC WORKS						
Administration						
MARSETTE	JEREMY	DIRECTOR DEPT. PUBLIC WORKS	120,346.05			120,346.05
ARENA BLAIR	CHERYL	EXECUTIVE ASSISTANT 1116 CLKS	51,811.66	25,537.93		80,123.47
HEYDE	MICHELE	DPW DATA ANALYST	25,961.50			25,961.50
MUI	NELSON	DPW DATA ANALYST	7,807.12		2,074.98	9,882.10
QUILTY	KELSEY	SUMMER INTERN	8,165.25			8,165.25
WEBSTER	BETH	DEPARTMENT ASSISTANT	1,093.45			1,093.45
Engineering						
COVIELLO	MARK	TOWN ENGINEER	102,656.84		11,600.00	114,256.84
ALCOCK	BRIAN	CADD/GIS TECHNICIAN	62,181.50			66,681.50
DEROSA	WILLIAM	PART TIME CONSTRUCION INSPECTO	16,692.50			16,692.50
DIGIACOMO	JOHN	ASSISTANT TOWN ENGINEER	92,946.36		2,500.00	95,446.36
HANSEN	JEFFREY	RECORDS AND PERMITS ENGINEER	74,997.92		5,500.00	80,497.92
MCGRAIL	TIMOTHY	INTERN COOP WORKER	5,522.00			5,522.00
MUNARRIZ	MIGUEL	SUMMER INTERN	15,730.00			15,730.00
TARAZI	ELIAS	INTERN COOP WORKER	14,850.00			14,850.00

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
Equipment Maintenance						
COLLINS	THOMAS	DIVISION SUPERVISOR	98,284.68			118,368.67
DAUKSZ	MATTHEW	LEAD MECHANIC	48,352.64	21,029.93	452.62	69,835.19
FISHER JR	KENNETH	GENERAL FOREMAN	58,173.71	25,410.82	1,200.00	84,784.53
GUSMINI	CHRISTOPHER	MECHANIC WELDER	6,655.92	1,917.37		8,573.29
HAYNES II	WESLEY	WORKING FOREMAN	31,296.88	9,378.34	452.18	41,127.40
MURPHY	BENJAMIN	MECHANIC WELDER	47,633.07	13,196.37	341.87	61,171.31
ROCKWOOD	KEVIN	MECHANIC WELDER	40,953.88	17,837.34	103.75	58,894.97
RUDY	RYAN	MECHANIC WELDER	54,018.39	19,623.89	113.12	73,755.40
WILHELM	MITCHELL	MECHANIC WELDER	44,443.01	8,443.21	1,396.06	54,282.28
Highway & Sanitation						
HLADICK	THOMAS	HIGHWAY DIVISION SUPERVISOR	101,563.80			107,563.80
CAISSIE	BRIAN	WORKING FOREMAN	55,235.52	24,971.26	499.88	80,706.66
CAISSIE	MICHAEL	SANITATION DRIVER	48,942.58	10,524.52	350.00	59,817.10
CARRIGG	THOMAS	SKILLED LABORER	49,325.81	19,115.35	1,083.56	69,524.72
CLOUGHER	GERALD	WORKING FOREMAN	55,734.12	27,888.95		85,673.08
CORNELIUS	MATTHEW	TRASH COLLECTOR	51,412.92	13,953.15	1,810.44	67,176.51
CROSBY	JOSEPH	SKILLED LABORER	2,180.55	645.09		2,825.64
CURTIS	STEVEN	HEAVY EQUIPMENT OPERATOR	52,647.67	30,324.46	996.68	83,968.81
DANGELO	KEITH	SKILLED LABORER	42,814.16	10,281.41	810.87	53,906.44
FRANCIOSE	JOSEPH	SANITATION DRIVER	50,812.64	8,963.55	350.00	60,126.19
HAIGIS	JACK	LABORER PART-TIME H3	5,371.05	8.81		5,379.86
HARMON	KYLE	LABORER PART-TIME H3	8,291.38			8,291.38
HOLMGREN	PAUL	SKILLED LABORER	42,814.16	15,778.51	505.12	59,097.79
HOPKINS	THOMAS	GENERAL FOREMAN	61,741.43	35,633.39		100,212.32
HOYT	MATTHEW	HEAVY EQUIPMENT OPERATOR	52,647.67	20,873.04	1,156.89	74,677.60
IVESON	JEFFREY	SANITATION DRIVER	52,890.76	12,030.76	650.00	65,571.52
LUTTRELL	MICHAEL	HEAVY EQUIPMENT OPERATOR	52,647.67	26,207.82	903.24	79,758.73
MUNNICH	ALEXANDER	LABORER PART-TIME H3	7,205.44			7,205.44
OLSON	PATRICK	SKILLED LABORER	38,032.08	6,421.40	407.69	44,861.17
PALMER	JAYSON	SANITATION DRIVER	52,890.76	7,703.28	914.19	61,508.23
PEARSON	JARED	SKILLED LABORER	6,859.65	3,956.81	781.37	11,597.83
PONS	MICHAEL	HEAVY EQUIPMENT OPERATOR	52,647.67	30,661.94		85,043.79
PYNE	DANIEL	SKILLED LABORER	51,412.92	11,574.09	401.76	63,388.77
QUILTY	JOHN	GENERAL FOREMAN	57,099.64	13,648.93		73,403.26
QUILTY	THOMAS	SKILLED LABORER	51,412.92	26,391.78		79,542.17
SANTASKY	DEREK	SKILLED LABORER	26,825.35	5,147.01	355.69	32,328.05
SHAPINKO	YEVGENIY	SKILLED LABORER	26,098.50	4,279.34	350.00	30,727.84
SLAMIN	PETER	SANITATION DRIVER	52,890.76	13,897.90	880.63	67,669.29
SPURLING	ANDREW	SKILLED LABORER	36,251.66	11,541.08	350.00	48,142.74
THOMPSON	MARK	SANITATION DRIVER	41,046.75	15,717.31	361.38	57,125.44
VIDINHA	SHAUN	SKILLED LABORER	38,032.08	7,036.84	501.14	45,570.06
WALKER	GARY	WORKING FOREMAN	54,233.58	17,854.34		73,346.97
Water and Sewer						
PERODEAU	RICHARD	CHIEF PLANT OPERATOR	92,946.36			102,246.36
AMES	RICHARD	GIS/TECHNOLOGY COORDINATOR	95,005.56		6,600.00	101,605.56
BROWN	ROBERT	NIGHT OPERATOR TRMNT PLANT	56,608.84	410.22	800.00	57,818.46
BURKE	KENNETH	STATION OPER LAB TECH	45,296.60	8,216.52	3,000.00	56,513.12
BURKE	EDWARD	ASSISTANT SUPERVISOR	80,659.84			88,459.84
COMEAU	ANTHONY	WATER/SEWER DIVISION SUPERVSR	101,563.80		8,800.00	110,363.80
CORLESS	JAMES	CRAFTSMAN	38,986.86	11,019.08	1,600.00	51,605.94
COSME	RANDY	SKILLED LABORER	20,283.69	4,236.20		24,519.89
CRISAFULLI	SAMUEL	CRAFTSMAN	51,983.25	7,037.99	1,800.00	60,821.24
D'INNOCENZO	DANIEL	HEAVY EQUIPMENT OPERATOR	41,736.11	14,280.03	1,770.12	57,786.26
DOLLAWAY	JEFFREY	WORKING FOREMAN	55,734.12	14,493.21	2,434.21	72,661.54
DREW	ALEX	WORKING FOREMAN	55,734.12	19,521.04	1,400.00	76,655.16
EFSTATHIOU	THEODORE	SKILLED LABORER	4,769.97	204.43		4,974.40
GRIFFITHS	BEN	INTERN COOP WORKER	13,310.00			13,310.00
HALFREY	ALAN	WORKING FOREMAN	55,734.12	20,850.29		79,823.78
HEFFLER	STEVEN	WORKING FOREMAN W/LICENSE	70,203.64	16,332.25	4,535.86	91,071.75
HENDRY	JAMIE	PUMPING STATION OPERATOR	46,624.81	12,684.75	3,400.00	62,709.56
IODICE	THOMAS	SKILLED LABORER	38,938.93	5,634.30	859.88	45,433.11
JONES	JUDITH	ADMINISTRATIVE ASSISTANT	48,615.47	1,792.96		51,835.86
LIENHARD	THOMAS	STATION OPERATOR W/LICENSE	62,149.83	17,404.09	3,100.00	82,653.92
MAGAZZU	PETER	HEAVY EQUIPMENT OPERATOR	52,505.20	8,876.15	1,883.26	63,264.61
MCGEEVER	MICHAEL	HEAVY EQUIPMENT OPERATOR	52,647.67	17,313.43	1,303.09	71,264.19
MILLER	AARON	STATION OPER LAB TECH	53,469.27	19,042.09	3,865.75	76,377.11
RUDD	SHAWN	SKILLED LABORER	51,412.92	21,073.50	4,375.74	76,862.16
SMITH	MICHAEL	SKILLED LABORER	18,562.73	1,667.64		20,230.37
SMITH	MATTHEW	SKILLED LABORER	2,180.55			2,180.55
SPURLING	SCOTT	GENERAL FOREMAN	59,576.66	19,850.74		83,214.90
STOLLER	MAX	INTERN COOP WORKER	8,690.00			8,690.00
SULLIVAN	WAYNE	CRAFTSMAN	52,647.67	13,839.92	3,178.24	69,665.83

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
Land Facilities and Natural Resources						
GOODHIND	ARTHUR	DIVISION SUPERVISOR	98,284.68		9,300.00	107,584.68
ALLEN	RICHARD	GENERAL FOREMAN	61,741.43	9,788.62		74,661.30
BACCARI	SCOTT	WORKING FOREMAN	55,734.12	29,948.67		94,097.78
COTTER	WILLIAM	SKILLED LABORER	51,412.92	13,316.68	6,650.00	71,379.60
FURDON	BRADY	LABORER PART-TIME H3	6,620.26			6,620.26
HALPERN	NANCY	GARDENING ASSISTANT	7,164.97			7,164.97
LEMONT	JOHN	CRAFTSMAN	52,647.67	8,427.14	2,925.91	64,000.72
MAGEE	JANE	GARDENING ASSISTANT	4,380.07			4,380.07
PERRY	TIMOTHY	SKILLED LABORER	41,921.32	6,179.32	2,356.56	50,457.20
PONS	CONNOR	LABORER PART-TIME H3	8,496.83			8,496.83
SPINAZOLA	RODNEY	SKILLED LABORER	51,412.92	12,856.20		73,718.07
			4,278,983.76	**911,704.78**	**116,093.73**	**5,398,961.93**
FIRE DEPARTMENT						
WHITE	RICHARD	FIRE CHIEF	152,427.94		33,255.71	185,683.65
ADAMS	RICHARD	FIREFIGHTER	59,163.96	5,843.92	10,623.81	75,631.69
ALBERGHINI	WILLIAM	FIREFIGHTER	59,163.96	14,771.96	16,204.47	90,140.39
ARENA	JAMES	FIRE LIEUTENANT 4YRS SVS	62,971.18	7,295.64	19,031.79	89,298.61
ARENA	STEPHEN	FIREFIGHTER	59,163.96	5,317.97	10,502.72	74,984.65
ARSENAULT	DIANNE	EXECUTIVE ASSISTANT FIRE	52,475.91		301.63	52,777.54
AUSTIN	JOHN	FIRE CAPTAIN	74,191.43	6,155.00	15,317.68	95,664.11
BALCOM	ANDREW	FIRE LIEUTENANT 4YRS SVS	49,241.41	6,324.33	16,024.13	71,589.87
BIAGI	RONALD	FIREFIGHTER	59,163.96	11,635.84	13,330.07	84,129.87
BLACK	JAMES	FIREFIGHTER	13,182.35		57,395.91	70,578.26
BOUVIER	DOUGLAS	FIREFIGHTER/PARAMEDIC	52,776.81	5,313.08	17,000.95	75,090.84
BROGAN	KELLY	FIREFIGHTER/PARAMEDIC	57,795.10	595.90	15,118.17	73,509.17
CARNEY	PETER	FIRE DEPUTY CHIEF	86,233.88	15,154.15	30,409.16	131,797.19
CARUSO	ANTHONY	FIREFIGHTER/PARAMEDIC	59,163.96	8,755.18	17,369.98	85,289.12
CHAMBERLAIN	IAN	FIREFIGHTER	59,163.96	8,752.51	10,121.44	78,037.91
COLLINS	CHRISTOPHER	FIREFIGHTER	59,163.96	9,513.72	18,703.66	87,381.34
CONDLIN	M PAMELA	ADMINISTRATIVE ASSISTANT	48,615.47		927.43	49,542.90
CONLON	MICHAEL	FIRE LIEUTENANT 4YRS SVS	67,447.29	12,610.14	11,810.37	91,867.80
CONNELLY	EDWARD	FIRE DEPUTY CHIEF	86,233.88	14,533.07	23,033.99	123,800.94
CONNELLY	MARK	FIRE CAPTAIN	74,191.43	21,381.87	20,625.42	116,198.72
CORBETT	ASHLEY	FIREFIGHTER/PARAMEDIC	51,719.85	3,418.57	13,777.72	68,916.14
CORLISS	BRETT	FIREFIGHTER	59,163.96	6,225.87	9,045.23	74,435.06
CREEDEN	ERIC	FIREFIGHTER/PARAMEDIC	38,539.90	2,888.92	7,938.96	49,367.78
CRISAFULLI	SAMUEL	FIRE LIEUTENANT 4YRS SVS	67,447.29	12,199.20	19,633.36	99,279.85
CURLEY	JOHN	FIREFIGHTER	59,163.96	5,213.76	11,203.17	75,580.89
DANGELO	KEVIN	FIRE LIEUTENANT 4YRS SVS	67,074.62	5,702.76	28,072.44	100,849.82
DICICCO	DAVID	FIREFIGHTER	59,163.96	8,722.03	11,644.22	79,530.21
D'INNOCENZO	MATTHEW	FIREFIGHTER/PARAMEDIC	59,163.96	4,398.16	15,677.81	79,239.93
DODGE	KENNETH	FIREFIGHTER/PARAMEDIC	51,719.85	9,662.11	16,630.19	78,012.15
DONOVAN	JOSHUA	FIREFIGHTER/PARAMEDIC	57,867.67	6,538.39	13,917.93	78,323.99
DOW	DANIEL	FIRE DEPUTY CHIEF	86,233.88	20,902.73	23,264.46	130,401.07
DOWNING	RONALD	FIRE LIEUTENANT 4YRS SVS	67,447.29	11,760.71	39,852.62	119,060.62
DUPRE	DEREK	FIREFIGHTER/PARAMEDIC	51,382.67	8,345.49	15,675.94	75,404.10
FARQUHARSON	DOUGLAS	FIREFIGHTER	59,163.96	6,110.53	15,408.45	80,682.94
FERRARI	ADAM	FIREFIGHTER/PARAMEDIC	59,163.96	6,511.14	14,744.59	80,419.69
FORANCE	THOMAS	FIRE LIEUTENANT 4YRS SVS	67,759.36	12,957.48	24,135.89	104,852.73
FORREST	BARRY	FIREFIGHTER	51,635.24	8,000.73	23,270.34	82,906.31
FRANCIOSE	ROCCO	FIRE CAPTAIN	74,191.43	475.70	23,212.75	97,879.88
GENTILE	ALAN	FIREFIGHTER/PARAMEDIC	54,929.76	5,651.21	12,356.10	72,937.07
GEORGES	JOHN	FIREFIGHTER/PARAMEDIC	28,987.50	380.38	17,491.36	46,859.24
HAIGIS	MICHAEL	FIREFIGHTER	59,163.96	4,933.09	17,461.66	81,558.71
HARTWELL	DANIEL	FIREFIGHTER	59,163.96	717.74	16,476.26	76,357.96
HEADLEY	GRANTLEY	FIREFIGHTER	59,163.96	4,804.78	11,204.30	75,173.04
HERRING	JOHN	FIREFIGHTER	59,163.96	9,952.83	21,365.12	90,481.91
HIGGINS	MATTHEW	FIREFIGHTER/PARAMEDIC	18,947.39	96.90	4,441.42	23,485.71
HLADICK	MARTIN	FIREFIGHTER	59,163.96	15,994.81	13,955.19	89,113.96
HLADICK	ANDREW	FIRE LIEUTENANT 4YRS SVS	67,447.29	12,864.99	12,217.86	92,530.14
KELLEY	TIMOTHY	FIREFIGHTER	59,163.96	4,506.70	10,044.30	73,714.96
LAMME	DANIEL	FIREFIGHTER/PARAMEDIC	57,707.97	6,208.86	15,972.40	79,889.23
LATAWIEC	WOJCIECH	FIREFIGHTER/PARAMEDIC	57,867.67	10,532.57	14,356.75	82,756.99
LEE	GLYNNIS	FIREFIGHTER/PARAMEDIC	59,163.96	1,836.75	17,439.81	78,440.52
LENTINI	MICHAEL	FIRE DEPUTY CHIEF	86,233.88	13,883.76	22,558.59	122,676.23
LEVEY	KENNETH	FIRE CAPTAIN	73,781.51	10,167.20	21,444.40	105,393.11
LINTON	BRIAN	FIREFIGHTER	59,596.33	5,657.13	11,295.27	76,548.73
LIPOMA	VICTOR	FIRE DEPUTY CHIEF	84,846.98	12,888.89	24,821.49	122,557.36
MABARDY	NICHOLAS	FIREFIGHTER	59,163.96	15,961.48	19,085.25	94,210.69
MAGLIOZZI	ROBERT	FIREFIGHTER/PARAMEDIC	59,163.96	7,635.29	18,027.52	84,826.77
MAHONEY	WALTER	FIRE LIEUTENANT 4YRS SVS	67,447.29	11,685.65	17,502.54	96,635.48
MARASHIO	JOSEPH	FIREFIGHTER/PARAMEDIC	53,016.17	5,107.32	12,966.04	71,089.53

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
MATHEWS	DANIEL	FIRE CAPTAIN	73,602.17	10,877.52	19,675.32	104,155.01
MELCHIORRI	ROCKY	FIREFIGHTER	59,163.96	12,186.12	10,544.30	81,894.38
MELLOR	JUSTIN	FIREFIGHTER/PARAMEDIC	55,404.35	2,638.36	15,321.04	73,363.75
MITCHELL	ROY	FIRE CAPTAIN	74,191.43	17,787.28	18,011.95	109,990.66
MIX	CHRISTOPHER	FIREFIGHTER/PARAMEDIC	57,500.37	1,786.91	14,009.41	73,296.69
MORTARELLI	JOSEPH	FIRE LIEUTENANT 4YRS SVS	67,447.29	8,948.85	12,013.39	88,409.53
MULLEN II	MATTHEW	FIREFIGHTER/PARAMEDIC	59,163.96	3,179.49	14,806.10	77,149.55
NORRIS	KERI	FIRE LIEUTENANT 4YRS SVS	67,447.29	3,032.56	25,518.52	95,998.37
PERRYMAN	MICHAEL	FIREFIGHTER	59,163.96	15,017.20	12,034.94	86,216.10
QUIGLEY-BOYLAN	TANYA	FIREFIGHTER/PARAMEDIC	59,163.96		20,104.71	79,268.67
QUILTY	MICHAEL	FIREFIGHTER	59,163.96	4,273.97	19,750.54	83,188.47
REYNOLDS	THOMAS	FIREFIGHTER	59,163.96	12,497.20	17,088.15	88,749.31
ROTHMAN	EUGENE	FIRE CAPTAIN	72,526.83	20,844.09	32,098.92	125,469.84
SALVUCCI	MICHAEL	FIREFIGHTER/PARAMEDIC	49,634.89	8,232.59	21,489.26	79,356.74
SANSOSSIO	CIRO	FIREFIGHTER/PARAMEDIC	59,716.40	8,714.31	22,524.69	90,955.40
SHEARLEY	RICHARD	FIRE LIEUTENANT 4YRS SVS	57,043.93	13,240.57	29,316.92	99,601.42
SMITH	JAMES	FIRE LIEUTENANT 4YRS SVS	67,447.29	9,237.47	15,484.20	92,168.96
SMITH	SCOTT	FIREFIGHTER	59,163.96	4,811.40	17,627.54	81,602.90
SPENCER	THOMAS	FIREFIGHTER	59,163.96	5,452.17	16,238.41	80,854.54
STEVENSON	ROBERT	FIREFIGHTER/PARAMEDIC	53,088.81	11,404.10	12,720.46	77,213.37
STICKA	WILLIAM	FIREFIGHTER	59,163.96	11,917.95	14,578.30	85,660.21
TOPHAM	THOMAS	FIRE LIEUTENANT 4YRS SVS	64,401.30	13,445.90	21,651.81	99,499.01
VANTASSEL	GORDON	SUPT OF COMMUNICATIONS	72,736.86	12,535.96	15,990.05	101,262.87
WARD	EDWARD	FIRE LIEUTENANT 4YRS SVS	67,447.29	15,812.46	11,989.56	95,249.31
WARREN	PATRICK	FIREFIGHTER/PARAMEDIC	54,929.76	7,783.43	14,002.77	76,715.96
WEDGEWORTH	JOHNNY	FIREFIGHTER	59,163.96	1,113.48	11,144.30	71,421.74
WEITSEN II	RICHARD	FIREFIGHTER/PARAMEDIC	59,163.96	506.59	16,613.47	76,284.02
WILLIAMSON	ERIC	FIRE LIEUTENANT 4YRS SVS	59,936.45	9,477.94	21,832.12	91,246.51
WOZNY	CHRIS	FIREFIGHTER/PARAMEDIC	50,991.67	14,778.06	30,176.54	95,946.27
			5,399,517.93	**716,990.82**	**1,541,055.88**	**7,657,564.63**
POLICE DEPARTMENT						
HICKS	JAMES	POLICE CHIEF	178,189.96		4,015.16	182,205.12
AHERN	SEAN	DISPATCHER PART TIME	10,058.99			10,058.99
ALLEY	EDWARD	PARKING ENFORCEMENT P/TIME	14,937.25			14,937.25
ARENA	EDWARD	POLICE DETECTIVE	61,030.40	2,190.30	25,584.93	88,805.63
BAUR	SUSAN	CIVILIAN DISPATCHER	53,481.10		10,741.70	64,222.80
BAZIGIAN	ERIC	POLICE PATROLMAN	63,171.23	2,420.97	42,001.89	107,594.09
BLACK	RYAN	DISPATCHER PART TIME	1,558.31			1,558.31
BLANCHARD	ELIZABETH	POLICE PATROLMAN	61,507.20	3,064.60	40,817.16	105,388.96
BOSSELMAN	BRIAN	POLICE PATROLMAN	65,703.04	12,236.86	22,683.26	100,623.16
BOUDREAU	KYLE	POLICE PATROLMAN	55,136.53	1,966.82	39,164.71	96,268.06
BRACKETT	DEBRA	MATRON	80.56			80.56
BROGAN	DANIEL	POLICE PATROLMAN	65,703.04	1,127.82	32,370.98	99,201.84
BUTLER	THOMAS	POLICE PATROLMAN	60,920.12	1,458.60	11,067.19	73,445.91
CARNEY	MARY	ADMINISTRATIVE ASSISTANT	48,096.57	569.60	1,901.06	50,567.23
CAVICCHI	DAVID	PARKING ENFORCEMENT P/TIME	652.69			652.69
CIOCCA	DANIEL	POLICE PATROLMAN	49,332.21	4,999.58	35,511.19	89,842.98
COLBY	AUBREY	CIVILIAN DISPATCHER	50,845.08		14,637.62	65,482.70
CONAWAY	BRETT	POLICE SERGEANT	95,299.11	6,048.48	44,129.43	145,477.02
DELEHANTY	KEVIN	POLICE PATROLMAN	65,703.04	20,528.33	29,076.70	115,308.07
DIMODICA	CHRISTOPHER	POLICE PATROLMAN	67,962.96	5,608.89	16,167.48	89,739.33
DOHERTY	JOHN	POLICE SERGEANT	73,417.62	1,382.28	10,544.59	85,344.49
DUNLOP	ROBERT	POLICE SERGEANT	94,231.82	6,716.16	50,549.63	151,497.61
FITZGERALD	KENNETH	POLICE PATROLMAN	25,985.60	4,937.76	16,999.68	47,923.04
FITZPATRICK	LEO	POLICE LIEUTENANT	103,121.72	13,134.38	13,135.84	129,391.94
FORDE	VINCENT	POLICE SERGEANT	86,308.56	15,829.65	26,650.64	128,788.85
GOODWIN	CHARLES	CIVILIAN DISPATCHER	48,058.11		39,053.24	87,111.35
GRAHAM	ALLAN	POLICE SERGEANT	89,904.88	11,411.32	26,712.39	128,028.59
GRASSEY	BRIAN	POLICE LIEUTENANT	107,418.48	42,223.63	18,990.63	168,632.74
GUNTER	TROY	CIVILIAN DISPATCHER	27,756.22		3,581.29	31,337.51
HALL	RYAN	POLICE PATROLMAN	61,984.00		19,473.70	81,457.70
HALLORAN	RICHARD	POLICE SERGEANT	72,905.93	10,104.81	38,356.26	121,367.00
HANSS	BRANDON	POLICE PATROLMAN	59,308.20	3,955.69	21,023.93	84,287.82
HASWELL	JOHN	POLICE PATROLMAN	61,984.00	2,383.90	45,165.00	109,532.90
HEFFLER	ELIZABETH	POLICE PATROLMAN	60,553.60		24,577.89	85,131.49
HOFFMAN	ROBERT	POLICE SERGEANT	96,475.78	8,852.25	69,126.93	174,454.96
HOWARD	CHAD	POLICE SERGEANT	87,715.40	15,885.61	44,035.16	147,636.17
HOWES	CHRISTOPHER	DISPATCHER PART TIME	14,818.83			14,818.83
INGHAM	BRIAN	POLICE SERGEANT	89,694.46	16,405.11	19,861.45	125,961.02
KELLEY	KEVEN	POLICE PATROLMAN	64,116.00	5,793.07	5,637.52	75,546.59
KEOHANE	JAMES	POLICE PATROLMAN	65,703.04	41.45	50,634.93	116,379.42
KILLEEN	RYAN	POLICE PATROLMAN	58,354.66	8,430.45	27,456.80	94,241.91
LACERRA	SCOTT	POLICE PATROLMAN	62,770.72	11,923.82	19,175.19	93,869.73

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
LANOUE	GREGORY	POLICE PATROLMAN	65,703.04	10,919.62	24,505.44	101,128.10
LAUZON	BRIAN	POLICE LIEUTENANT	107,418.48	27,013.72	37,361.53	171,793.73
LEAVITT	DANIEL	DISPATCHER PART TIME	5,689.55			5,689.55
LINTON	JAMES	PARKING ENFORCEMENT P/TIME	18,617.13			18,617.13
LOFTUS	ERIN	CIVILIAN DISPATCHER	53,895.67		12,135.05	66,030.72
MABARDY	MICHAEL	POLICE PATROLMAN	56,605.69	21,899.45	28,968.52	107,473.66
MARCEL	JONATHAN	DISPATCHER PART TIME	9,581.70			9,581.70
MAROULIS	SCOTT	DISPATCHER PART TIME	1,262.43			1,262.43
MCGILL	RONALD	PARKING ENFORCEMENT P/TIME	1,802.00			1,802.00
MCMEEKIN	JAMES	DISPATCHER PART TIME	2,524.86			2,524.86
MELNIK	SERGEY	POLICE PATROLMAN	59,378.02	12,595.36	32,826.23	104,799.61
MONTI	DAVID	CIVILIAN DISPATCHER	35,455.84		4,766.59	40,222.43
MORAN	TRAVIS	POLICE PATROLMAN	42,954.65	141.75	32,247.94	75,344.34
MORRILL	DIANE	POLICE PATROLMAN	1,829.77	433.25	9,388.06	11,651.08
MORRISON	ELIZABETH	CIVILIAN DISPATCHER	44,127.73		14,513.32	58,641.05
MURPHY	ROBERT	POLICE PATROLMAN	61,984.00	2,409.67	44,359.04	108,752.71
NGUYEN	TOAN	POLICE PATROLMAN	64,116.00		3,205.80	67,321.80
ORDWAY	JAMES	POLICE DETECTIVE	65,703.04	2,811.46	24,294.53	92,809.03
O'SHAUGHNESSY	JAMES	POLICE PATROLMAN	63,322.26	16,399.99	11,240.94	90,963.19
PAYNE	RYAN	POLICE PATROLMAN	64,315.55	7,906.19	23,466.72	95,688.46
PAYTON	KENNETH	POLICE PATROLMAN	50,841.55	7,544.26	18,685.99	77,071.80
PUNCH	DYLAN	POLICE PATROLMAN	50,841.55	16,930.73	18,961.99	86,734.27
QUILTY	JAMES	POLICE PATROLMAN	61,984.00	3,198.74	24,989.54	90,172.28
RADOCK	EDWARD	CLERK PART-TIME H3	14,811.26			14,811.26
REYNOLDS	ANNEMARIE	DISPATCHER PART TIME	7,949.40			7,949.40
RICHARDSON	RONALD	POLICE PATROLMAN	64,116.00	2,899.24	18,171.84	85,187.08
RODRIGUEZ	CHRISTIAN	POLICE PATROLMAN	58,794.21	11,675.86	48,941.32	119,411.39
ROSE	JOYCE	DEPARTMENT ASSISTANT P/TIME	32,777.46	101.54	121.58	33,000.58
ROSSI CAFARELLI	CARA	POLICE LIEUTENANT	107,418.48	7,973.11	16,622.05	132,013.64
ROURKE	TRACY	CIVILIAN DISPATCHER	50,845.08		7,991.04	58,836.12
SALIS	S CHRISTOPHER	POLICE PATROLMAN	65,703.04	17,105.25	62,875.60	145,683.89
SCOTT	DONNA	CIVILIAN DISPATCHER	50,845.08		6,991.61	57,836.69
SHOWSTEAD	CHRISTOPHER	POLICE PATROLMAN	68,842.96	9,170.10	30,656.78	108,669.84
SPINAZOLA	ROBYN	DISPATCHER PART TIME	24,203.23			24,203.23
ST.HILAIRE	MARK	POLICE SERGEANT	92,602.12	2,799.44	28,223.49	123,625.05
STERLING	MARK	CIVILIAN DISPATCHER	53,895.67		9,608.99	63,504.66
SUTHERLAND	JASON	POLICE PATROLMAN	61,984.00	32,560.57	14,084.92	108,629.49
TAYLOR	SEAN	POLICE PATROLMAN	58,256.54	2,019.17	50,163.90	110,439.61
TOSI	KEITH	ANIMAL CONTROL OFFICER	47,983.40	4,424.76	5,005.22	57,413.38
VIEIRA	RICHARD	POLICE SERGEANT	94,231.82	2,761.04	65,076.70	162,069.56
VITALE	THOMAS	POLICE PATROLMAN	61,984.00	2,943.93	21,184.28	86,112.21
WADE	SCOTT	POLICE PATROLMAN	67,962.96	3,739.60	14,426.15	86,128.71
WATKINS	MARYLEE	EXECUTIVE ASSISTANT POLICE	53,054.13		380.71	53,434.84
			4,710,172.37	**472,009.99**	**1,727,056.56**	**6,909,238.92**
CROSSING GUARDS						
BLINN	GLADYS	SCHOOL TRAFFIC SUPERVISOR	9,116.14		44.28	9,160.42
BOURET	CASSANDRA	SCHOOL TRAFFIC SUPERVISOR	11,223.59		69.59	11,293.18
BRODEUR	LISA	RESERVE CROSSING GUARD	708.58		6.79	715.37
CASEY	MARY	SCHOOL TRAFFIC SUPERVISOR	7,054.86		42.41	7,097.27
CHAREST	ANTHONY	SCHOOL TRAFFIC SUPERVISOR	11,033.39		67.01	11,100.40
COLLINS	CAROLYN	SCHL TRAFFIC SPVSR 2 POSTS	6,591.90			6,591.90
HILLARD	KIMBERLY	SCHOOL TRAFFIC SUPERVISOR	3,366.00			3,366.00
LEMIEUX	SUSAN	SCHOOL TRAFFIC SUPERVISOR	7,105.01		42.64	7,147.65
MARTINO	JUDITH	SCHL TRAFFIC SPVSR 2 POSTS	11,284.91		69.59	11,354.50
MCPARLAND	LINDA	SCHOOL TRAFFIC SUPERVISOR	105.44		2.11	107.55
MURPHY	EDWARD	SCHL TRAFFIC SPVSR 2 POSTS	11,284.91		69.59	11,354.50
MURRAY	ROBIN	SCHOOL TRAFFIC SUPERVISOR	7,692.06		42.17	7,734.23
SAURO	BARBARA	SCHOOL TRAFFIC SUPERVISOR	4,387.47			4,387.47
SHANNON	MAURA	SCHOOL TRAFFIC SUPERVISOR	7,169.57		42.17	7,211.74
TAHMILI	ANGELIA	RESERVE CROSSING GUARD	3,540.46		44.28	3,584.74
			101,664.29		**542.63**	**102,206.92**
BOARD OF HEALTH						
WHITE	JAMES	DIRECTOR PUBLIC HEALTH	101,461.64		2,961.46	104,423.10
ANDERSON	JANE	ENVIR HEALTH AGENT	69,189.56		397.28	69,586.84
BOUDREAU	MICHAEL	ENVIR HEALTH AGENT	71,573.23		411.29	71,984.52
COTTER	JEAN	EXECUTIVE ASSISTANT 1116 CLKS	49,214.00	262.57	2,467.53	51,944.10
MERCER	LEILA	PUBLIC HEALTH NURSE	66,914.21		382.54	67,296.75
TOSI	KEITH	ANIMAL INSPECTOR	3,563.76			3,563.76
			361,916.40	**262.57**	**6,620.10**	**368,799.07**
MORSE LIBRARY						
STETSON	LINDA	DIRECTOR MORSE INSTITUTE	100,252.57		1,230.91	101,483.48
ARNOLD	KRISTEN	(H) LIBRARY ASSISTANT	27,787.99	2,700.99		30,488.98
BAILEY	ELIZABETH	(H) REFERENCE LIBRARIAN	53,825.11	911.57	532.00	55,268.68

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
BARNARD	KRISTINA	(H) LIBRARY ASSOCIATE	5,159.05	272.36		5,431.41
BARNICLE	SUSANMARIE	(S) CHILDREN'S LIBRARIAN	65,329.48	2,380.22	750.00	68,459.70
BARTLETT	KAROL	(S) REFERENCE LIBRARIAN	65,835.91		550.00	66,385.91
BARTOS	DAVID	(S) REFERENCE LIBRARIAN	53,996.29	1,772.93		55,769.22
BATES	PATRICIA	(H) LIBRARY ASSOCIATE	16,157.00	2,101.65		18,258.65
BEEKMAN	BARBARA	LIBRARY PAGES	3,239.61		3.80	3,243.41
BERNFELD	LINDA	(H) REFERENCE LIBRARIAN	19,854.10	661.92	708.80	21,224.82
BETTUELLI	VICTORIA	LIBRARY PAGES	3,107.40	108.00		3,215.40
BIAGETTI	CELIA	LIBRARY PAGES	3,821.52			3,821.52
BORDEAUX	GAYLENE	M/LIB ARCHIVIST	0.00			0.00
BORGHI	MARY	(S) LIBRARY ASSISTANT	43,553.79	1,830.29	750.00	46,134.08
CAMPANA	TERESA	LIBRARY PAGES	729.00			729.00
CHAMPION	LINDA	(S) CHILDREN'S PROGRAMMER	65,329.48	860.93	750.00	66,940.41
CHING	CAROLYN	EXECUTIVE ASSISTANT LIBRARY	56,759.26	2,133.35	244.91	59,137.52
CHRISTIE	LAURIE	(H) LIBRARY ASSISTANT	40,602.99	2,203.12	492.00	43,298.11
CORT	PAUL	(H) LIBRARY ASSOCIATE	13,483.04	905.07	29.19	14,417.30
CULKIN	CONSTANCE	(H) LIBRARY ASSOCIATE	2,837.60	1,983.05		4,820.65
CULTER	SOPHIA	LIBRARY PAGES	976.50			976.50
CUTLER	PATRICIA	(H) LIBRARY ASSOCIATE	13,691.35	1,464.73	195.30	15,351.38
DEFELICE	PAULA	(H) LIBRARY ASSOCIATE	1,499.96			1,499.96
DEUTSCH	MERYL	(H) REFERENCE LIBRARIAN	18,170.28	1,018.73		19,189.01
EDWARDS	DYLAN	LIBRARY PAGES	15,334.37	782.79	54.07	16,171.23
FINLAY	JANE	ASSISTANT DIRECTOR LIBRARY	78,382.76		700.51	79,083.27
FLAHERTY	KATHLEEN	(H) LIBRARY ASSOCIATE	12,507.25	467.44		12,974.69
FOSDICK	ROBIN	(S) PROFESSIONAL LIBRARIAN	62,668.55	384.60		63,053.15
GILLIS	ABIGAIL	LIBRARY PAGES	2,954.40	54.00		3,008.40
HANSEN	NICHOLAS	LIBRARY PAGES	2,443.02	121.50		2,564.52
HINCKLEY	CAROL	(H) LIBRARY ASSOCIATE	17,181.56	1,019.86	264.00	18,465.42
HINRICHS	CAROLINE	LIBRARY PAGES	1,111.50			1,111.50
HOLMES	CARY	(H) REFERENCE LIBRARIAN	23,768.74	5,874.09	293.00	29,935.83
HOTTLE	CAROLYN	(H) LIBRARY ASSOCIATE	7,194.65	986.24	36.80	8,217.69
HULING	ROSEMARY	(S) BOOKMOBILE LIBRARIAN	58,053.87	3,682.74	500.00	62,236.61
JONES	MARTHA	(S) SUPERVISOR TECHNICAL SVS	72,376.20		750.00	73,126.20
KORNBLUM	SUSAN	(H) LIBRARY CLERK	4,389.83			4,389.83
KRIGER	JEANNE	(H) LIBRARY ASSOCIATE	10,118.18		2,009.63	12,127.81
KYRIAKIS	DEMETRIOS	(S) SUPERVISOR REFERENCE SVS	72,376.20			72,376.20
LATHWOOD	PAMELA	(S) TECHNOLOGY ASSOCIATE	58,278.89	821.30	550.00	59,650.19
LITTEN	ANNA	COMMUNITY RELATIONS/COORD PT	31,137.75	162.00		31,299.75
MAGARIE	BARBARA	(H) LIBRARY ASSOCIATE	18,640.49	1,990.13		20,630.62
MAGEE	JANE	(H) LIBRARY ASSISTANT	35,447.19	2,495.10	435.00	38,377.29
MCGILLIS	JENNIFER	(H) LIBRARY ASSISTANT	36,481.26	2,118.38	472.00	39,071.64
MCMENEMY-MCCOLM	NANCY	(H) REFERENCE LIBRARIAN	907.01	148.81		1,055.82
PANDIL	PATRICIA	(H) LIBRARY ASSOCIATE	15,009.65	396.62		15,406.27
PERKINS	KAREN	(H) LIBRARY ASSISTANT	36,594.24	2,423.43	483.00	39,500.67
PHILLIPS	FAY	(H) LIBRARY ASSOCIATE	7,856.58	396.61		8,253.19
POZMANTER	CAROLE	(H) LIBRARY ASSOCIATE	1,018.39	94.73		1,113.12
QUINN	NORINE	(H) LIBRARY ASSOCIATE	12,790.55	1,034.03	255.00	14,079.58
REDINGTON	DELL	(H) LIBRARY ASSISTANT	30,250.39	2,237.01	440.00	32,927.40
RICHARD	JANET	(H) LIBRARY ASSISTANT	32,402.71	67.79	545.00	33,015.50
SANDOW	JOANNE	LIBRARY PAGES	3,371.40			3,371.40
SCHONTAG	DAWN	(H) REFERENCE LIBRARIAN	27,895.17	785.55		28,680.72
SILVETTI	JESSICA	(H) LIBRARY ASSOCIATE	17,091.82	1,246.47	253.00	18,591.29
SMITH	DALE	(S) SUPERVISOR CHILDREN'S SVS	71,819.46	3,201.26	750.00	75,770.72
STACEY	REBECCA	(H) LIBRARY ASSOCIATE	6,153.00			6,153.00
STARK	JOY	LIBRARY PAGES	522.00			522.00
SULLIVAN	ELLEN	(S) CHILDREN'S ROOM ASSOCIATE	52,951.47	1,010.88	1,026.60	54,988.95
SULLIVAN	MAUREEN	PROG.COORD.VETS ORAL HISTORY	13,133.93			13,133.93
TURCOT	SYDNEY	LIBRARY PAGES	1,053.00			1,053.00
TURNER	KATHLEEN	(H) LIBRARY ASSOCIATE	14,838.90	649.23	278.68	15,766.81
WALLACE	JAMES	(H) LIBRARY ASSOCIATE	16,251.58	1,432.38		17,683.96
WALZER	ABIGAIL	(S) REFERENCE LIBRARIAN	113.38			113.38
WELCH	PAULA	(S) SUPERVISOR CIRCULATION SVS	71,541.09	7,265.49	750.00	79,556.58
			1,730,411.66	**66,659.37**	**17,083.20**	**1,814,154.23**
BACON LIBRARY						
JAIN	MEENA	DIRECTOR BACON FREE	59,745.82		928.81	60,674.63
BUSA	DIANE	LIBRARY ASSISTANT SUBSTITUTE	776.25			776.25
CARUSO	FRANCES	ASSISTANT DIR BACON FREE HOURL	37,845.00		217.50	38,062.50
GUAGENTY	LAUREN	LIBRARY ASSISTANT BACON FREE	2,315.15			2,315.15
LESELLIER	GRAZIELA	LIBRARY ASSISTANT BACON FREE	14,670.73			14,670.73
LUALDI	DANIELLE	LIBRARY ASSISTANT BACON FREE	7,375.84			7,375.84
STIRLING	CASEY	LIBRARY ASSISTANT BACON FREE	13,364.29			13,364.29
			136,093.08		**1,146.31**	**137,239.39**

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
SASSAMON TRACE GOLF COURSE						
MEAGHER	PETER	MANAGER SASSAMON TRACE GOLF CR	73,989.91		6,675.65	80,665.56
ARMANDO	KRISTOFFER	SUPERINTENDANT GOLF COURSE	62,740.44		360.56	63,101.00
BARDELLINI	FRANCIS	RANGER/STARTER GOLF COURSE	800.75			800.75
BOGLE	KERRY	CLUB HOUSE ATTENDANTS	1,449.25			1,449.25
BORGMAN	KURT	CART ATTENDANT	1,395.00			1,395.00
CARLSON	CHERYL	CLUB HOUSE ATTENDANTS	9,669.25		18.25	9,687.50
COHEN	BRADLEY	RANGER/STARTER GOLF COURSE	2,537.75		4.50	2,542.25
COLLINS	VINCENT	GOLF COURSE MECHANIC	11,874.00		531.00	12,405.00
DAVIDSON	ERIC	CLUB HOUSE ATTENDANTS	162.25			162.25
DONNELLY	ROBERT	RANGER/STARTER GOLF COURSE	3,261.75		5.50	3,267.25
DUFFY	MARK	CLUB HOUSE ATTENDANTS	1,687.50			1,687.50
FILLEDES	TASSOS	RANGER/STARTER GOLF COURSE	540.00			540.00
FLEMING	BRIAN	CLUB HOUSE SUPERVISOR	2,697.52		4.00	2,701.52
FLYNN	LIAM	CART ATTENDANT	1,395.00			1,395.00
HANSCOM	RICHARD	RANGER/STARTER GOLF COURSE	1,028.50		2.50	1,031.00
HICKS	GREGORY	GOLF COURSE LABORER	4,821.50		17.50	4,839.00
KENIRY	ROBERT	RANGER/STARTER GOLF COURSE	3,115.00			3,115.00
KENIRY	JOHN	EQUIPMENT OPERATOR GOLF	8,609.00		313.50	8,922.50
KWOK	BRANDON	CLUB HOUSE ATTENDANTS	5,577.00		17.50	5,594.50
MCDOWELL	KURT	ASSIST MANAGER GOLF COURSE	29,848.00		537.47	30,385.47
MUNDY	PETER	CLUB HOUSE ATTENDANTS	2,764.14		10.00	2,774.14
O'CONNOR	JACK	CLUB HOUSE ATTENDANTS	3,855.00			3,855.00
PAOLETTI	PAUL	CLUB HOUSE ATTENDANTS	1,219.86			1,219.86
RAE	WILLIAM	CLUB HOUSE SUPERVISOR	2,632.50		7.00	2,639.50
SEGAL	DAVID	CLUB HOUSE ATTENDANTS	4,161.75		17.00	4,178.75
SHEINFELD	ROBERT	RANGER/STARTER GOLF COURSE	4,485.51		5.50	4,491.01
SURFACE	PAUL	CLUB HOUSE ATTENDANTS	2,916.64		4.00	2,920.64
THORSEN	FREDERICK	EQUIPMENT OPERATOR GOLF	2,345.00		10.50	2,355.50
WHITE	ROBERT	EQUIPMENT OPERATOR GOLF	10,572.00		305.50	10,877.50
WORTHINGTON	CARTER	CLUB HOUSE ATTENDANTS	14,098.00		17.50	14,115.50
			276,249.77		**8,864.93**	**285,114.70**
RETIREMENT BOARD						
BACON	KATHLEEN	DIRECTOR RETIREMENT SYSTEM	100,539.79		979.20	101,518.99
MANCUSO	MARYJO	RETIRE BD EXECUTIVE ASS'T	68,335.16		667.14	69,002.30
SULLIVAN	ROSEMARY	RETIRE BD CLERICAL STAFF	10,000.00			10,000.00
			178,874.95		**1,646.34**	**180,521.29**
SCHOOL ADMINISTRATION-22						
ADAMS	ELIZABETH	CERTIFIED LICENSED ASSISTANT	16,620.15			16,620.15
AKMURADOV	ISMAIL	INSTRUMENTAL MUSIC INST PRIVAT	17,319.00			17,319.00
ALDRICH	FREDERICK	INSTRUMENTAL MUSIC INST PRIVAT	9,097.00			9,097.00
ANDERSON	MATTHEW	ACCOMPANIST	8,904.00			8,904.00
BARBATO	GAIL	SUBSTITUTE COORDINATOR	18,150.00		990.00	19,140.00
BERG	LYNDA	LEVEL IV RECEPTIONIST	23,199.20			23,199.20
BERNARD	KELLY	ABA TECHNICIAN	31,748.34			31,748.34
CASANO	JOSEPH	INSTRUMENTAL MUSIC INST PRIVAT	9,956.00			9,956.00
CASANO	MICHAEL	INSTRUMENTAL MUSIC INST PRIVAT	5,939.00			5,939.00
CATLIN	AMY	LEVEL IV RECEPTIONIST	28,090.30			28,090.30
CLARK	JAMISON	INSTRUMENTAL MUSIC INST PRIVAT	1,323.00			1,323.00
COHEN	DONNA	LEVEL II SECRETARY SCHOOL YEAR	44,482.73		1,188.51	45,671.24
CONNELLY	LAUREN	CERTIFIED LICENSED ASSISTANT	23,557.76			23,557.76
COPPELLOTTI	DANIELLE	CLERICAL WORKER PART TIME	7,731.28			7,731.28
CROSBY	CHRISTINE	LEVEL II SECRETARY SCHOOL YEAR	44,482.73		200.00	44,682.73
DACEY	JOAN	ABA TECHNICIAN	31,798.49			31,798.49
DAVENPORT	APRIL	LEVEL II SECRETARY SCHOOL YEAR	42,474.15			42,474.15
DAVIDSON	PATRICIA	LEVEL III SECRETARY SCHOOL YR	39,902.18		200.00	40,102.18
DOHERTY	MARYLU	LEVEL III SECRETARY SCHOOL YR	39,050.43			39,050.43
DYAN	KRISTA	ONLINE TRAINING FACILITATOR	4,630.08			4,630.08
ELINSON	ARIEL	ABA TECHNICIAN	11,277.50			11,277.50
FELDMAN	AMANDA	ABA TECHNICIAN	31,173.05			31,173.05
FOSTER	KEVIN	TUTOR/HOMEBOUND	32,926.45		1,457.83	34,384.28
HALLORAN	BRITTANY	ABA TECHNICIAN	11,552.96			11,552.96
HARVEY	ROXANN	ABA TECHNICIAN	12,471.11			12,471.11
HASWELL	MARGARET	LEVEL IV RECEPTIONIST	22,987.25			22,987.25
HOUSTON	BRUCE	INSTRUMENTAL MUSIC INST PRIVAT	12,108.00			12,108.00
HURD	PAMELA	CERTIFIED LICENSED ASSISTANT	35,711.18			35,711.18
JOHNSON	SUZANNE	DATA ENTRY CLERK	13,980.40			13,980.40
KAYE	RONALD	INSTRUMENTAL MUSIC INST PRIVAT	11,562.00			11,562.00
KELLEY	DONNA	LEVEL II SECRETARY SCHOOL YEAR	44,482.73	112.77	710.81	45,306.31
KIMLER	LISA	DATA ANALYST TEMP	5,763.42			5,763.42
KNUTRUD	ALEXANDER	INSTRUMENTAL MUSIC INST PRIVAT	7,434.00			7,434.00
LABOLLITA	JENNIFER	ABA TECHNICIAN	30,543.81			30,543.81
LARKIN	CATHERINE	LEVEL II SECRETARY SCHOOL YEAR	45,425.92	732.26	2,515.00	48,673.18

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
LEDERMAN	ELIZABETH	LEVEL II SECRETARY SCHOOL YEAR	11,099.58			11,099.58
MAAS	AMANDA	INSTRUMENTAL MUSIC INST PRIVAT	1,484.00		493.00	1,977.00
MABARDY	JEAN	NHS STUDENT SUPERVISOR	2,013.71		755.14	2,768.85
MAGGS	JUDITH	LEVEL III SECRETARY SCHOOL YR	37,214.79		863.30	38,078.09
MAILLET	ELLEN	LEVEL II SECRETARY SCHOOL YEAR	41,517.29		803.71	42,321.00
MCDERMOTT	ROSE	LEVEL II SECRETARY SCHOOL YEAR	43,665.49		1,257.58	44,923.07
MILCH	DOUGLAS	VIRTUAL EDUCATION SUPERVISOR	35,952.08		8,922.92	44,875.00
MILLER	ZACHARY	INSTRUMENTAL MUSIC INST PRIVAT	1,903.00			1,903.00
MORIN	ELIZABETH	ABA TECHNICIAN	31,903.82			31,903.82
O'LEARY	JULIE	ABA TECHNICIAN	35,122.63			35,122.63
PEVERILL-CONTI	WENDY	LEVEL II SECRETARY SCHOOL YEAR	43,631.76		828.31	44,460.07
POWNELL	JANET	LEVEL IV RECEPTIONIST	23,345.12			23,345.12
POWSNER	SUSAN	ABA TECHNICIAN	27,789.16		678.03	28,467.19
PRESUTTI	WILLIAM	NHS STUDENT SUPERVISOR	5,282.08			5,282.08
REAM	DEBORAH	INSTRUMENTAL MUSIC INST PRIVAT	20,132.00			20,132.00
RONDEAU KEEDY	JEANNINE	ABA TECHNICIAN	32,079.73			32,079.73
ROONEY	VALERIE	LEVEL III SECRETARY SCHOOL YR	39,002.93		578.09	39,581.02
SILVERSTEIN	STEVEN	INSTRUMENTAL MUSIC INST PRIVAT	18,222.00			18,222.00
SLATTERY	ROBIN	LEVEL II SECRETARY SCHOOL YEAR	45,507.94		470.00	45,977.94
SPENCER	LISA	LEVEL II SECRETARY SCHOOL YEAR	44,482.73		1,225.21	45,707.94
TARANTO	RAMON	INSTRUMENTAL MUSIC INST PRIVAT	22,201.00			22,201.00
THURSTON	SAMUEL	INSTRUMENTAL MUSIC INST PRIVAT	17,439.00		926.83	18,365.83
TILL	AMY	PROJECT COORDINATOR -SY	8,204.52		1,383.60	9,588.12
TOMASO	JOSEPH	WELLNCTRSUPERVISOR	34,137.48	3,871.27	7,470.48	45,479.23
TUXBURY	MEGAN	ABA TECHNICIAN	18,660.33			18,660.33
WALKER	DAVID	ONLINE TRAINING FACILITATOR	15,443.95		1,290.00	16,733.95
WU	LINDEN	INSTRUMENTAL MUSIC INST PRIVAT	13,657.50			13,657.50
ZEVOS	JENNIFER	INSTRUMENTAL MUSIC INST PRIVAT	2,328.00		1,096.00	3,424.00
			1,451,279.22	**4,716.30**	**36,304.35**	**1,492,299.87**
SCHOOL ADMINISTRATION-52						
AHERN	JOAN	LEVEL I SECRETARY	31,185.20			31,185.20
ASHWORTH	DESTINY	LEVEL I SECRETARY	47,241.02	860.10		48,101.12
AUCOIN	CATHERINE	SECRETARIES - RETIRED SUBS	974.76			974.76
BACON	ELLEN	FINANCIAL ANALYST	76,165.31			76,165.31
BECERRA	STEPHANIE	NETWORK ENGINEER	69,475.01			69,475.01
BECKWITH	TODD	TECHNICIAN II	51,736.61			51,736.61
BECKWITH	IRENE	SECRETARIES - RETIRED SUBS	42,227.64		5,477.38	47,705.02
BOLAND	RYAN	TECHNICIAN I	40,275.09	318.28		40,593.37
COLLINS	MATTHEW	TECHNOLOGY INTERN	2,117.01			2,117.01
CORSINI	THOMAS	TECHNICIAN II	50,091.92			50,091.92
CRANDALL	THERESE	LEVEL III SECRETARY	49,298.35	265.82	250.00	49,814.17
CRUZ	CHRISTOPHER	TECHNICIAN II	48,151.20			48,151.20
CULVER	SHERRY	DATA MGR OF CURRIC & ASSES SYS	77,984.55	181.91	400.00	78,566.46
DAVIS	MARIANNE	DIRECTOR HUMAN RESOURCES	125,981.26			125,981.26
DENENBERG	HELAINE	DATA ENTRY CLERK	4,287.58		155.49	4,443.07
DIAS	DOUGLAS	PLANNING & BUDGET ANALYST	14,307.72			14,307.72
DIMITROVA-TOPALOFF	NATALIA	PROJECT COORDINATOR - FY	41,475.24		5,163.75	46,638.99
DIRIENZO	SUZANNE	LEVEL II SECRETARY	52,473.43		300.00	52,773.43
DRETLER	ASTRID	PROJECT COORDINATOR -SY	3,147.97			3,147.97
EMANUEL	CAROLINE	DATA MANAGER OF ADMIN SYSTEMS	54,565.49		333.33	54,898.82
FOSSETT	KAREN	CLERICAL WORKER PART TIME	888.30			888.30
GARRAN	BETH	BOARD CERT BEHAVIOR ANALYST	64,340.84			64,340.84
GOLLNICK	CHRISTOPHER	TECHNICIAN II	41,100.64		55.76	41,156.40
GRIMNER	SUSAN	PLANNING & BUDGET ANALYST	64,892.54		3,000.00	67,892.54
HENDERSON	ADAM	LEVEL II SECRETARY	52,473.43	119.49	200.00	52,792.92
HOTCHKISS	HILLARY	BOARD CERT BEHAVIOR ANALYST	71,171.33			71,171.33
HURLEY	LIAM	DIRECTOR OF FINANCE	125,579.41			125,579.41
JASSAL	HARDEEP	BOARD CERT BEHAVIOR ANALYST	54,997.97			54,997.97
JOYAL	PAULA	DATA ENTRY CLERK	2,065.13			2,065.13
KHARBANDA	ANSHUL	TECHNOLOGY INTERN	2,355.37			2,355.37
KHOURY	GABRIEL	TECHNOLOGY INTERN	1,330.34			1,330.34
LI	KA YU	TECHNOLOGY INTERN	3,316.83			3,316.83
LUFF	TIMOTHY	ASST SUPERINTENDENT STUDNT SVS	126,243.08			126,243.08
MA	JULIE	BOARD CERT BEHAVIOR ANALYST	83,919.16			83,919.16
MACGREGOR	JOYCE	LEVEL II SECRETARY	52,473.43		200.00	52,673.43
MAGLEY	GRACEANN	ONLINE LEARNING SUPERVISOR	93,087.16			93,087.16
MARASCIA	PAMELA	LEVEL II SECRETARY	51,650.40			51,650.40
MATTIA	KATHLEEN	LEVEL I SECRETARY	55,014.82		200.00	55,214.82
MAURO	JANET	LEVEL III SECRETARY	49,298.35	422.81	300.00	50,021.16
MCAULEY	COLLEEN	SECRETARIES - RETIRED SUBS	138.78		1,240.00	1,378.78
MISTROT	MICHAEL	TECHNOLOGY INTERN	1,459.13			1,459.13
MONCATA	EMILY	TECHNOLOGY INTERN	665.17			665.17
MURPHY	KAREN	LEVEL I SECRETARY	55,014.82		300.00	55,314.82

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
NOLIN	ANNA	ASST SUPERINTENDENT CURRICULUM	141,682.04		2,500.00	144,182.04
REILLY	SHARON	SECRETARY TO SUPERINTENDENT	63,744.72	627.01	3,932.00	68,303.73
ROBIDOUX	PAMELA	LEVEL II SECRETARY	52,473.43		314.80	52,788.23
ROCHE	DENNIS	DIRECTOR TECHNOLOGY	123,146.84			123,146.84
SANCHIONI	PETER	SUPERINTENDENT SCHOOLS	194,555.98		13,157.62	207,713.60
SLATTERY	DONNA	LEVEL II SECRETARY	52,473.43	878.60	200.00	53,552.03
SWANSON	KIMBERLY	CLERICAL WORKER PART TIME	1,000.85			1,000.85
THISTLE	JASON	NETWORK MANAGER	84,826.85			84,826.85
TOKLU	JANET	HUMAN RESOURCES ASSISTANT	55,657.07	908.81		56,565.88
VENET	JACOB	TECHNOLOGY INTERN	2,676.09			2,676.09
WALKER	DAVID	ACADEMIC LIAISON	1,141.62			1,141.62
WARD	TRACY	LEVEL II SECRETARY	52,473.43	931.39		53,404.82
WARREN	DANIEL	DEPLOYMENT SPECIALIST	58,885.76			58,885.76
WHITE	SANDRA	LEVEL III SECRETARY	49,298.35	37.41		49,335.76
WILSON	LAKISHA	HELP DESK MANAGER	70,484.05	164.42	105.00	70,753.47
YEE	KRISTINA	TECHNOLOGY INTERN	2,260.86			2,260.86
ZONGHI	JOSEPH	TECHNOLOGY INTERN	2,374.41			2,374.41
			2,945,794.57	**5,716.05**	**37,785.13**	**2,989,295.75**
STUDENT SUPPORT FACILITATORS						
ACKERLEY	JEANNE	PARA EDUCATORS - ELM & MIDDLE	30,564.34	642.43	200.00	31,406.77
ALGUS	KAREN	KINDERGARTEN TUTOR GRANDFATHER	13,749.54			13,749.54
ARNO	KIMBERLEE	CAFETERIA MONITOR	5,200.64			5,200.64
BALDERSON	JULIE	PARA EDUCATORS - ELM & MIDDLE	8,662.83			8,662.83
BARNES	TRACIANA	PARA EDUCATORS - ELM & MIDDLE	12,817.13	145.07		12,962.20
BASSETT	DENISE	PARA EDUCATORS - ELM & MIDDLE	17,037.52		1,049.62	18,087.14
BATTAGLIA	ELIZABETH	CAFETERIA MONITOR	1,265.00			1,265.00
BELL	CAROLE	PARA EDUCATORS HIGH SCHOOL	16,896.76		250.00	17,146.76
BERELOWITZ	ELANA	PARA EDUCATORS - ELM & MIDDLE	21,185.66			21,185.66
BERGIN	JAN	PARA EDUCATORS - ELM & MIDDLE	22,328.63			22,328.63
BERLIN	JOAN	KINDER TUTOR AFTER 08/2015	2,450.26			2,450.26
BLANEY	BRENDAN	PARA EDUCATORS - ELM & MIDDLE	27,628.94	5,637.51	870.45	34,136.90
BLOCH	JESSIE	KINDERGARTEN TUTOR GRANDFATHER	14,511.75			14,511.75
BOUDREAU	ALEXANDRA	PARA EDUCATORS HIGH SCHOOL	21,287.79			21,287.79
BRANSON	MARY	FEIP TUTORS	10,917.00		434.00	11,351.00
BRENNEMAN	MICHAEL	PARA EDUCATORS HIGH SCHOOL	13,446.10		1,290.00	14,736.10
BROWNE	DARLENE	FEIP TUTORS	11,154.46			11,154.46
BROWNING	CHRISTINE	PARA EDUCATORS - ELM & MIDDLE	19,918.69		2,564.70	22,483.39
BUTTS	KATHLEEN	KINDERGARTEN TUTOR GRANDFATHER	14,296.25			14,296.25
CAIN	KAREN	PARA EDUCATORS - ELM & MIDDLE	23,626.45		200.00	23,826.45
CALDERON	MARY	PARA EDUCATORS - ELM & MIDDLE	22,805.75			22,805.75
CANTER	ANN	FEIP TUTORS	6,892.46			6,892.46
CARRICK	IRENE	MEDIA PARA HIGH SCHOOL	28,003.57			28,003.57
CROCKETT	HEATHER	PARA EDUCATORS - ELM & MIDDLE	18,905.55			18,905.55
CULKIN	CONSTANCE	MEDIA PARA ELEM & MIDDLE	25,201.03		200.00	25,401.03
CUNNINGHAM	KAREN	KINDERGARTEN TUTOR GRANDFATHER	14,145.25			14,145.25
D'ALESSANDRO	MICHAEL	PARA EDUCATORS - ELM & MIDDLE	14,075.57		523.54	14,599.11
DALICANDRO	ROSARIA	PARA EDUCATORS HIGH SCHOOL	17,343.98		960.63	18,304.61
DALY	KATHLEEN	PARA EDUCATORS HIGH SCHOOL	24,741.18		250.00	24,991.18
DANIELSON	AMY	PARA EDUCATORS - ELM & MIDDLE	29,449.70	4,270.86		33,720.56
DESANTIS	GRETCHEN	CAFETERIA MONITOR	5,302.13			5,302.13
DEVROUDE	LISL	PARA EDUCATORS - ELM & MIDDLE	16,431.61		755.23	17,186.84
DIGIANDOMENICO	MARISSA	CAFETERIA MONITOR	4,849.89			4,849.89
DIXON	JANET	PARA EDUCATORS - ELM & MIDDLE	23,626.45		300.00	23,952.07
DIXON	JUDITH	PARA EDUCATORS - ELM & MIDDLE	22,328.63			22,328.63
DIXON	JANET	PARA EDUCATORS - ELM & MIDDLE	25.62		300.00	23,952.07
DONOVAN	AMY	PARA EDUCATORS - ELM & MIDDLE	9,450.59			9,450.59
DORSEY	HILLARY	PARA EDUCATORS - ELM & MIDDLE	5,504.08			5,504.08
DOUCETTE	KELLY	CAFETERIA MONITOR	2,205.97			2,205.97
DOUGALL	SARAH	PARA EDUCATORS HIGH SCHOOL	25,399.86	1,242.98		26,642.84
DUNN	LAUREL	BUILDING PARA (HIRED AFTER 94)	20,000.87		300.00	20,300.87
FAIR	KEVIN	PARA EDUCATORS HIGH SCHOOL	22,940.48		2,779.63	25,720.11
FERNANDES	MICHELE	PARA EDUCATORS - ELM & MIDDLE	16,989.17			16,989.17
FITZGIBBONS	MATTHEW	PARA EDUCATORS - ELM & MIDDLE	21,906.56		3,471.50	25,378.06
FLAHERTY	JOANNE	PARA EDUCATORS - ELM & MIDDLE	32,248.29	2,041.71	250.00	34,540.00
FONTES	ELAINE	PARA EDUCATORS - ELM & MIDDLE	23,626.45		550.00	24,176.45
FORTINI	DOMINIQUE	PARA EDUCATORS - ELM & MIDDLE	25,634.55	1,002.54		26,637.09
FOSTER	JOANNE	FEIP TUTORS	11,083.04			11,083.04
FREDA	MARIA	KINDERGARTEN TUTOR GRANDFATHER	15,189.75			15,189.75
GATO	JEFFREY	PARA EDUCATORS - ELM & MIDDLE	8,871.50		165.85	9,037.35
GERRY	KATHRYN	PARA EDUCATORS - ELM & MIDDLE	22,339.20		55.74	22,394.94
GERSH	MADELINE	PARA EDUCATORS - ELM & MIDDLE	23,341.73			23,341.73
GHODRAT	SEDI	PARA EDUCATORS HIGH SCHOOL	30,852.91	1,389.82	200.00	32,442.73
GIORGIO	SUSAN	KINDERGARTEN TUTOR GRANDFATHER	14,081.76			14,081.76

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
GLOYD	KAREN	PARA EDUCATORS - ELM & MIDDLE	11,882.59		209.03	12,091.62
GOSS	JUDY	PARA EDUCATORS - ELM & MIDDLE	25,802.11		200.00	26,002.11
GRUNES	ELISSA	PARA EDUCATORS HIGH SCHOOL	24,741.18		250.00	24,991.18
GUAGENTY	KELLY	PARA EDUCATORS - ELM & MIDDLE	17,463.65		1,076.00	18,539.65
HARVEY	KIMBERLY	PARA EDUCATORS - ELM & MIDDLE	11,522.68		-278.78	11,243.90
HENLEY	THOMAS	PARA EDUCATORS HIGH SCHOOL	25,197.19	4,529.59		29,726.78
HEYDE	MICHAEL	PARA EDUCATORS HIGH SCHOOL	26,630.93	3,019.33	4,075.11	33,725.37
HOLIHAN	JEANNE	MEDIA PARA ELEM & MIDDLE	26,581.04	1,500.92		28,081.96
HOLLAND	KAREN	KINDERGARTEN TUTOR GRANDFATHER	14,914.90			14,914.90
IKEN	DEBORAH	CAFETERIA MONITOR	5,275.08			5,275.08
JENNINGS	STEPHANIE	PARA EDUCATORS - ELM & MIDDLE	21,428.38			21,428.38
JOHNSON	LISA	KINDERGARTEN TUTOR GRANDFATHER	14,650.25			14,650.25
KADLIK	JULIE	PARA EDUCATORS HIGH SCHOOL	13,842.60	1,069.60		14,912.20
KILLGOAR	MAUREEN	FEIP TUTORS	10,779.37			10,779.37
KILLIAN	MELISSA	CAFETERIA MONITOR	5,996.96			5,996.96
KLEPPER	ROBERT	PARA EDUCATORS - ELM & MIDDLE	31,202.28	5,821.75		37,024.03
KNOWLTON	KIMBERLY	PARA EDUCATORS - ELM & MIDDLE	21,428.38		434.00	21,862.38
LANGAN	LEIGH-ANN	MEDIA PARA ELEM & MIDDLE	24,551.16			24,551.16
LARK	AMANDA	PARA EDUCATORS - ELM & MIDDLE	23,094.42			23,094.42
LARKIN	JOHN	PARA EDUCATORS HIGH SCHOOL	27,847.10	2,271.96	525.00	30,644.06
LEDBETTER	LINDA	CAFETERIA MONITOR	4,096.48			4,096.48
LEONE	NICOLE	PARA EDUCATORS - ELM & MIDDLE	22,328.63			22,328.63
LEVINE	LOUISE	PARA EDUCATORS - ELM & MIDDLE	23,626.45		200.00	23,826.45
LOCKHART	VIRGINIA	PARA EDUCATORS - ELM & MIDDLE	23,492.06			23,492.06
LUBARSKY	MARCY	PARA EDUCATORS - ELM & MIDDLE	29,657.53	123.69		29,781.22
LYNCH	CLAIRE	PARA EDUCATORS - ELM & MIDDLE	23,357.67		111.48	23,469.15
MABARDY	LISA	PARA EDUCATORS HIGH SCHOOL	24,741.18			24,741.18
MABARDY	ASHLEY	PARA EDUCATORS HIGH SCHOOL	24,741.18		8,836.00	33,577.18
MABARDY	ALYSSA	PARA EDUCATORS HIGH SCHOOL	21,287.79		4,422.00	25,709.79
MAK	AMY	PARA EDUCATORS - ELM & MIDDLE	1,478.27			1,478.27
MAKRANSKY	BARBARA	MEDIA PARA ELEM & MIDDLE	26,028.45		200.00	26,228.45
MARTIN	ANDREA	PARA EDUCATORS - ELM & MIDDLE	21,777.20			21,777.20
MCCALL	KATHLEEN	FEIP TUTORS	10,852.25			10,852.25
MCQUILLAN	VALERIE	PARA EDUCATORS - ELM & MIDDLE	11,813.29		278.70	12,091.99
MCSHANE	JESSICA	KINDER TUTOR AFTER 08/2015	14,724.88			14,724.88
MCWHINNIE	MICHELLE	PARA EDUCATORS - ELM & MIDDLE	9,718.15	1,305.15		11,023.30
MITCHELL	LORI	FEIP TUTORS	11,112.04			11,112.04
MOOR	DONNA	PARA EDUCATORS - ELM & MIDDLE	745.27		2,687.80	3,433.07
MORIARTY	CAROLYN	KINDERGARTEN TUTOR GRANDFATHER	14,737.88			14,737.88
MOSS	REBECCA	MEDIA PARA ELEM & MIDDLE	25,201.03		1,957.11	27,158.14
MUDARRI	SUSAN	PARA EDUCATORS - ELM & MIDDLE	30,764.18	771.71	250.00	31,785.89
NAVARRO	NANCY	PARA EDUCATORS HIGH SCHOOL	24,741.18		200.00	24,941.18
O'BRIEN	NANCY	PARA EDUCATORS - ELM & MIDDLE	23,626.45		250.00	23,876.45
O'BRIEN	JOANNE	PARA EDUCATORS - ELM & MIDDLE	23,626.45			23,626.45
O'LEARY	DANIEL	PARA EDUCATORS HIGH SCHOOL	9,606.32			22,146.32
O'LEARY	EDWARD	PARA EDUCATORS - ELM & MIDDLE	885.68		-438.00	447.68
O'LEARY	ELIZABETH	FEIP TUTORS	4,305.37			4,305.37
O'LEARY	DANIEL	PARA EDUCATORS HIGH SCHOOL	12,540.00			22,146.32
OLEN	KAREN	PARA EDUCATORS - ELM & MIDDLE	21,948.17			21,948.17
O'REILLY	SHEILA	PARA EDUCATORS - ELM & MIDDLE	17,555.52		200.00	17,755.52
O'REILLY	ERIN	PARA EDUCATORS - ELM & MIDDLE	20,327.37			20,327.37
PANDIT	TRUPTI	CAFETERIA MONITOR	4,989.89			4,989.89
PANDOLF	ATHENA	CAFETERIA MONITOR	3,647.43		1,000.00	4,647.43
PENN	NICOLE	KINDER TUTOR AFTER 08/2015	4,396.98			4,396.98
PREBENSEN	DEBORAH	PARA EDUCATORS - ELM & MIDDLE	23,626.45		250.00	23,876.45
PUSATERI	KRISTIN	FEIP TUTORS	5,842.03			5,842.03
RANGE	JUDITH	CAFETERIA MONITOR	4,077.87			4,077.87
REBULA	NANCY	PARA EDUCATORS HIGH SCHOOL	14,994.13		200.00	15,194.13
RIVERA	KATHERINE	PARA EDUCATORS HIGH SCHOOL	6,506.42			6,506.42
ROGERS	MATTHEW	PARA EDUCATORS HIGH SCHOOL	31,391.57	2,167.71	135.40	33,694.68
ROLLINS	ANDREW	PARA EDUCATORS - ELM & MIDDLE	23,626.45		4,271.55	27,898.00
ROMANO	MARY	KINDERGARTEN TUTOR GRANDFATHER	14,452.25			14,452.25
ROSENBERG	DOLORES	PARA EDUCATORS - ELM & MIDDLE	14,059.39		250.00	14,309.39
ROURKE	CAROL	PARA EDUCATORS - ELM & MIDDLE	23,626.45		300.00	23,926.45
SALTERS	LAUREN	PARA EDUCATORS - ELM & MIDDLE	13,051.74			13,051.74
SANTOS	JAEDA	CAFETERIA MONITOR	4,911.45			4,911.45
SAVILONIS	MARSHA	PARA EDUCATORS - ELM & MIDDLE	23,626.45		300.00	23,926.45
SCHOLL	STEPHANIE	CAFETERIA MONITOR	3,314.74			3,314.74
SEDMAN	SARAH	PARA EDUCATORS - ELM & MIDDLE	22,575.33	1,956.96		24,532.29
SEFTON	VIRGINIA	PARA EDUCATORS - ELM & MIDDLE	23,626.45			23,626.45
SHAUGHNESSY	ELIZABETH	PARA EDUCATORS - ELM & MIDDLE	20,327.37			20,327.37
SHOOSHANIAN	JULIE	FEIP TUTORS	9,833.23			9,833.23
SLAUTA	MARTHA	PARA EDUCATORS - ELM & MIDDLE	23,626.45		200.00	23,826.45

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
SLAUTA	SHEILA	PARA EDUCATORS - ELM & MIDDLE	13,638.95			13,638.95
SLOAN	ASHLEY	KINDERGARTEN TUTOR GRANDFATHER	15,242.75		18,013.40	33,256.15
SOMA	GAYLE	KINDERGARTEN TUTOR GRANDFATHER	14,830.50			14,830.50
SOPHIS	PATRICIA	PARA EDUCATORS - ELM & MIDDLE	22,933.40			22,933.40
SOUZA	JEAN	PARA EDUCATORS - ELM & MIDDLE	23,189.70		1,000.00	24,189.70
SPENCER	JESSICA	PARA EDUCATORS - ELM & MIDDLE	19,605.43		5,428.62	25,034.05
SPINAZOLA	ROBYN	CAFETERIA MONITOR	556.45			556.45
STAFFORD	TERRI	MEDIA PARA ELEM & MIDDLE	19,640.86			19,640.86
SUDENFIELD	JULIE	PARA EDUCATORS - ELM & MIDDLE	23,016.75			23,016.75
SUGRUE	DANA	PARA EDUCATORS - ELM & MIDDLE	8,130.44			8,130.44
TAMBINI	DIANNE	PARA EDUCATORS - ELM & MIDDLE	23,626.45		250.00	23,876.45
TERRY	ELIZABETH	PARA EDUCATORS - ELM & MIDDLE	16,568.50			16,568.50
THERIAULT	ANN MARIE	PARA EDUCATORS - ELM & MIDDLE	28,681.45			28,681.45
THOMPSON	JESSICA	PARA EDUCATORS HIGH SCHOOL	27,734.66	1,269.12		29,003.78
TOCK	MARIA	PARA EDUCATORS - ELM & MIDDLE	17,074.43			17,074.43
TOOMEY	MICHELE	PARA EDUCATORS - ELM & MIDDLE	23,016.75			23,016.75
TOTH	IBOLYA	PARA EDUCATORS - ELM & MIDDLE	18,294.59			18,294.59
TRAYERS	LISA	PARA EDUCATORS HIGH SCHOOL	31,034.79	1,589.85	1,430.00	34,054.64
TRUDEAU	ASHLEY	KINDERGARTEN TUTOR GRANDFATHER	7,934.25			7,934.25
VANTASSEL	NANCY	FEIP TUTORS	6,342.71			6,342.71
VONDERLIETH	KATHERINE	PARA EDUCATORS - ELM & MIDDLE	427.62			427.62
WALKER	SUSAN	PARA EDUCATORS - ELM & MIDDLE	23,626.45		200.00	23,826.45
WALLACE	TERRI	KINDERGARTEN TUTOR GRANDFATHER	14,384.50			14,384.50
WALLENSTEIN	ALEXANDRA	KINDERGARTEN TUTOR GRANDFATHER	14,485.00			14,485.00
WHITNEY	KATHLEEN	PARA EDUCATORS HIGH SCHOOL	24,741.18	2,273.72	600.00	34,822.10
WHITNEY	JEAN	PARA EDUCATORS - ELM & MIDDLE	21,428.38			21,428.38
WHITNEY	KATHLEEN	PARA EDUCATORS HIGH SCHOOL	7,207.20	2,273.72	600.00	34,822.10
WILLIAMS	PATRICIA	MEDIA PARA HIGH SCHOOL	25,613.65		200.00	25,813.65
WILLIAMS	TASHA-LEA	PARA EDUCATORS - ELM & MIDDLE	18,905.55			18,905.55
WILLIAMS	KASIE	PARA EDUCATORS - ELM & MIDDLE	6,022.60	1,595.19	-35.07	10,729.71
WILLIAMS	LINDA	FEIP TUTORS	11,154.66			11,154.66
WILLIAMS	KASIE	PARA EDUCATORS - ELM & MIDDLE	3,146.99	1,595.19	-35.07	10,729.71
WONG	BRIAN	MEDIA PARA HIGH SCHOOL	12,980.53		1,290.00	14,270.53
WOOLARD	MICHELE	PARA EDUCATORS - ELM & MIDDLE	23,671.25		0.00	23,671.25
YOUNG	MARIA	MEDIA PARA ELEM & MIDDLE	26,719.03	1,707.82	200.00	28,626.85
ZAMBARANO	MICHAEL	PARA EDUCATORS HIGH SCHOOL	22,440.34		5,490.53	27,930.87
ZAMBARANO	GINA-MARIE	PARA EDUCATORS - ELM & MIDDLE	22,554.79	1,059.05		23,613.84
ZANCHI	MARY	PARA EDUCATORS - ELM & MIDDLE	25,726.27		200.00	25,926.27
ZIRLEN	BARBARA	PARA EDUCATORS - ELM & MIDDLE	23,626.45		250.00	23,876.45
			2,845,104.26	**54,274.95**	**85,555.70**	**3,071,851.27**
SUMMER SCHOOL/SUMMER STAFF						
ADAMS	ELIZABETH	SUMMER SCHOOL REMEDIAL STAFF	310.50			310.50
ARNOLD	ALICIA	SUMMER SCHOOL REMEDIAL STAFF	450.00			450.00
BARBATO	MICHELLE	SUMMER SCHOOL REMEDIAL STAFF	2,500.00			2,500.00
BELL	CAROLE	SUMMER SCHOOL REMEDIAL STAFF	1,746.00			1,746.00
BERNARD	KELLY	SUMMER SCHOOL REMEDIAL STAFF	2,300.00			2,300.00
BERNARD	REBECCA	SUMMER SCHOOL REMEDIAL STAFF	1,746.00			1,746.00
BOPP	KIMBERLEE	SUMMER SCHOOL REMEDIAL STAFF	1,746.00			1,746.00
BROWN	LOIS	SUMMER SCHOOL REMEDIAL STAFF	2,025.00			2,025.00
CACCAVELLI	ROBIN	NATICK SUMMER ACADEMICS	1,950.00			1,950.00
CARPENTER	ALISON	SUMMER SCHOOL REMEDIAL STAFF	1,571.40			1,571.40
CAULFIELD	MICHAEL	SUMMER SCHOOL REMEDIAL STAFF	1,425.00			1,425.00
CAULFIELD	GINA	TITLE 1 SUMMER SCHOOL	2,515.07			2,515.07
COLEMAN	NICHOLAS	TITLE 1 SUMMER SCHOOL	474.13		1,066.79	1,540.92
COLLINS	ALEXANDRA	NATICK SUMMER ACADEMICS	1,500.00			1,500.00
CROSBY	CHRISTINE	SUMMER SCHOOL REMEDIAL STAFF	2,683.90			2,683.90
CUNNINGHAM	BRENNA	TITLE 1 SUMMER SCHOOL	3,229.22			3,229.22
DACEY	JOAN	SUMMER SCHOOL REMEDIAL STAFF	2,325.00			2,325.00
DALEY	KARI-ANN	NATICK SUMMER ACADEMICS	150.00			150.00
DEPALO	LISA	SUMMER SCHOOL REMEDIAL STAFF	1,500.00			1,500.00
DIANTONIO	NICHOLAS	NATICK SUMMER ACADEMICS	1,000.00			1,000.00
DOHERTY	JENNIFER	SUMMER SCHOOL REMEDIAL STAFF	2,500.00			2,500.00
DOUGALL	SARAH	SUMMER SCHOOL REMEDIAL STAFF	1,658.70			1,658.70
FAZIO	GIUSEPPE	SUMMER SCHOOL REMEDIAL STAFF	1,746.00			1,746.00
FELDMAN	AMANDA	SUMMER SCHOOL REMEDIAL STAFF	3,450.00			3,450.00
FRIES	ERIC	NATICK SUMMER ACADEMICS	2,500.00			2,500.00
GENTILE	MICHAEL	SUMMER SCHOOL REMEDIAL STAFF	2,500.00			2,500.00
GERSH	MADELINE	SUMMER SCHOOL REMEDIAL STAFF	1,746.00			1,746.00
GILBERT	KRISTIN	SUMMER SCHOOL REMEDIAL STAFF	450.00			450.00
GRAY	ADAM	NATICK SUMMER ACADEMICS	2,450.00			2,450.00
GRIMNER	AMANDA	SUMMER SCHOOL REMEDIAL STAFF	1,687.80			1,687.80
GRUNES	ELISSA	SUMMER SCHOOL REMEDIAL STAFF	1,658.70			1,658.70
HARRIS	KATHRYN	SUMMER SCHOOL REMEDIAL STAFF	1,590.80			1,590.80

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
HARVEY	ROXANN	SUMMER SCHOOL REMEDIAL STAFF	2,856.25			2,856.25
HAUSERMANN	DANIEL	NATICK SUMMER ACADEMICS	2,575.00			2,575.00
HAWKES	KELSI	SUMMER SCHOOL REMEDIAL STAFF	1,600.00			1,600.00
HENLEY	THOMAS	SUMMER SCHOOL REMEDIAL STAFF	1,746.00			1,746.00
HEYDE	MICHAEL	SUMMER SCHOOL REMEDIAL STAFF	1,746.00			1,746.00
HILL	MICHAEL	NATICK SUMMER ACADEMICS	2,575.00			2,575.00
HIRSCH	JENNIFER	TITLE 1 SUMMER SCHOOL	941.25		1,071.98	2,013.23
HOLMGREN	JILL	TITLE 1 SUMMER SCHOOL	2,639.27			2,639.27
HORTON	REBECCA	NATICK SUMMER ACADEMICS	1,518.00			1,518.00
HURD	PAMELA	SUMMER SCHOOL REMEDIAL STAFF	1,890.00			1,890.00
JOHNSON	MARY	TITLE 1 SUMMER SCHOOL	1,816.43			1,816.43
KARIAN	SARAH	SUMMER SCHOOL REMEDIAL STAFF	2,490.00			2,490.00
KEENE	RICHARD	NATICK SUMMER ACADEMICS	120.00			120.00
KLEPPER	ROBERT	NATICK SUMMER ACADEMICS	2,775.00		58.03	2,833.03
LABOLLITA	JENNIFER	SUMMER SCHOOL REMEDIAL STAFF	2,340.00			2,340.00
LARKIN	CATHERINE	SUMMER SCHOOL REMEDIAL STAFF	1,746.00			1,746.00
LEONE	NICOLE	SUMMER SCHOOL REMEDIAL STAFF	1,658.70			1,658.70
MAGGS	JUDITH	NATICK SUMMER ACADEMICS	1,087.50			1,087.50
MARCINKIEWICZ	NICOLE	SUMMER SCHOOL REMEDIAL STAFF	652.50			652.50
MCCARTHY	KAREN	TITLE 1 SUMMER SCHOOL	2,204.56			2,204.56
MCDERMOTT	JAKE	SUMMER SCHOOL REMEDIAL STAFF	1,746.00			1,746.00
MCNEILL	KELLY	SUMMER SCHOOL REMEDIAL STAFF	1,080.00			1,080.00
MCSHANE	JESSICA	SUMMER SCHOOL REMEDIAL STAFF	2,500.00			2,500.00
MCTAGUE	BARBARA	SUMMER SCHOOL REMEDIAL STAFF	1,746.00			1,746.00
MERSON	JAN	NATICK SUMMER ACADEMICS	1,809.00		620.00	2,429.00
MILCH	DOUGLAS	NATICK SUMMER ACADEMICS	3,025.00			3,025.00
MORTARELLI	MARK	NATICK SUMMER ACADEMICS	1,000.00			1,000.00
MUDARRI	SUSAN	SUMMER SCHOOL REMEDIAL STAFF	1,542.30			1,542.30
NATARELLI	LINDSEY	SUMMER SCHOOL REMEDIAL STAFF	1,668.40			1,668.40
NEMETH	AMANDA	SUMMER SCHOOL REMEDIAL STAFF	2,400.00			2,400.00
O'BRIEN	CATHERINE	SUMMER SCHOOL REMEDIAL STAFF	2,000.00			2,000.00
O'LEARY	DANIEL	NATICK SUMMER ACADEMICS	3,111.00			3,111.00
O'NEILL	KATHRYN	SUMMER SCHOOL REMEDIAL STAFF	2,500.00			2,500.00
O'REILLY	ERIN	SUMMER SCHOOL REMEDIAL STAFF	1,746.00			1,746.00
PERKINS	KERRYN	NATICK SUMMER ACADEMICS	750.00			750.00
POGARIAN	SHEILA	NATICK SUMMER ACADEMICS	1,525.00			1,525.00
POWSNER	SUSAN	SUMMER SCHOOL REMEDIAL STAFF	3,362.50			3,362.50
RAHN	JANICE	SUMMER SCHOOL REMEDIAL STAFF	225.00			225.00
ROSENBERG	DOLORES	SUMMER SCHOOL REMEDIAL STAFF	1,746.00			1,746.00
RUSSO	MICHAEL	NATICK SUMMER ACADEMICS	1,000.00			1,000.00
RYAN	MAGGIE	NATICK SUMMER ACADEMICS	2,387.50			2,387.50
RYDING	LAURI	NATICK SUMMER ACADEMICS	750.00			750.00
SALVIA	AMY	SUMMER SCHOOL REMEDIAL STAFF	2,820.00			2,820.00
SANTINO	PAULINE	SUMMER SCHOOL REMEDIAL STAFF	2,160.00			2,160.00
SCOTT	DOUGLAS	NATICK SUMMER ACADEMICS	2,075.00			2,075.00
SINEL	ALYSSA	NATICK SUMMER ACADEMICS	2,050.00			2,050.00
SINGER	BARBARA	SUMMER SCHOOL REMEDIAL STAFF	1,102.50			1,102.50
SLATTERY	ROBIN	NATICK SUMMER ACADEMICS	4,386.34			4,386.34
SUGRUE	MARIA	TITLE 1 SUMMER SCHOOL	94.83			94.83
SUGRUE	DANA	SUMMER SCHOOL REMEDIAL STAFF	1,746.00			1,746.00
SUGRUE	MATTHEW	SUMMER SCHOOL REMEDIAL STAFF	1,590.80			1,590.80
TAGLIAPIETRA	PAUL	SUMMER SCHOOL REMEDIAL STAFF	4,235.00			4,235.00
THERIAULT	ANNMARIE	SUMMER SCHOOL REMEDIAL STAFF	1,746.00			1,746.00
THERIAULT	GABRIELLE	SUMMER SCHOOL REMEDIAL STAFF	1,746.00			1,746.00
THOMAS	JANE	SUMMER SCHOOL REMEDIAL STAFF	2,000.00			2,000.00
THOMPSON	JESSICA	SUMMER SCHOOL REMEDIAL STAFF	1,746.00			1,746.00
TRAYERS	LISA	SUMMER SCHOOL REMEDIAL STAFF	1,746.00			1,746.00
TWISS	DENISE	SUMMER SCHOOL REMEDIAL STAFF	225.00			225.00
WHITNEY	KATHLEEN	SUMMER SCHOOL REMEDIAL STAFF	1,746.00			1,746.00
WRIGHT	JEFFREY	NATICK SUMMER ACADEMICS	450.00			450.00
YEE	THERESA	TITLE 1 SUMMER SCHOOL	2,639.27			2,639.27
ZAMBARANO	MICHAEL	NATICK SUMMER ACADEMICS	2,600.00			2,600.00
ZIEGLER	ANNETTE	SUMMER SCHOOL REMEDIAL STAFF	1,725.00			1,725.00
			174,312.12		**2,816.80**	**177,128.92**
SCHOOL RACIAL IMBALANCE						
CLAYTON	RASHEEDAH	DIRECTOR METCO-200 DAYS	74,490.03			74,490.03
MORRILL	ALEXANDRA	ACADEMIC LIAISON	7,402.57			7,402.57
			81,892.60			**81,892.60**
ASAP						
ACKERLEY	CARLY	ASAP INSTRUCTOR	12,556.19			12,556.19
ADELMAN	JENIFER	ASAP INSTRUCTOR	27,857.05		768.91	28,625.96
ALESSANDRO	THERESA	ASAP INSTRUCTOR	1,257.81		419.27	1,677.08
BAUTISTA	ISABEL	ASAP TUTOR/MENTOR	2,167.77			2,167.77

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
BELFORTI	AMY	ASAP OPERATIONS MANAGER	46,284.97			46,284.97
BERG	SARA	ASAP TUTOR/MENTOR	1,241.31		32.43	1,273.74
BERTINO	AMANDA	ASAP INSTRUCTOR	7,748.83			7,748.83
BIANCO	JESSICA	ASAP INSTRUCTOR	4,454.78			4,454.78
BIRCHLER	CARALEIGH	ASAP INSTRUCTOR	5,052.28			5,052.28
BLINN	RYAN	ASAP TUTOR/MENTOR	2,227.68			2,227.68
BOLAND	KATELYN	ASAP TUTOR/MENTOR	3,218.17		109.76	3,327.93
BONAVIRE	KAILA	ASAP TUTOR/MENTOR	1,165.36			1,165.36
BRENDEMUEHL	KATHRYN	ASAP TUTOR/MENTOR	659.02			659.02
BUTT	MYRA	ASAP TUTOR/MENTOR	513.98			513.98
CACCAVELLI	ROBIN	ASAP COORDINATOR	40,766.85	1,919.34	2,596.55	45,282.74
CAMPBELL	ALYSSA	ASAP TUTOR/MENTOR	1,352.06			1,352.06
CAP-RENZI	MEGAN	ASAP DIRECTOR	71,953.56			71,953.56
CARR	JAMIE	ASAP ASSIST INSTRUCTOR	6,923.12			6,923.12
CARVALHO	DINA	ASAP ASST. SITE SUPERVISOR	32,499.53			32,499.53
CATLIN	TUCKER	ASAP TUTOR/MENTOR	1,247.29			1,247.29
CHERSONSKY	HELAINE	ASAP SUBSTITUTE STAFF	3,090.37			3,090.37
CIVIDINO	MARK	ASAP SUBSTITUTE STAFF	2,834.14			2,834.14
COFFEY	CHRISTOPHER	ASAP ASST. SITE SUPERVISOR	18,811.03		1,193.23	20,004.26
COOK	JACOB	ASAP SITE SUPERVISOR	26,530.54		768.91	27,299.45
COX	JULIANNE	ASAP INSTRUCTOR	9,014.81		472.22	9,487.03
CROWLEY	CAROLINE	ASAP TUTOR/MENTOR	3,152.32			3,152.32
D'AMELIO	GABRIELLE	ASAP TUTOR/MENTOR	1,203.53			1,203.53
DELIZA	JOYCE	ASAP INSTRUCTOR	4,788.42			4,788.42
DELPRETE	GINA	ASAP SITE SUPERVISOR	40,857.19		2,403.62	43,260.81
DIGIANDOMENICO	ELENA	ASAP INSTRUCTOR	4,582.33			4,582.33
FIRTH	KATHLEEN	ASAP INSTRUCTOR	8,505.01			8,505.01
FITZGERALD	MORGAN	ASAP SITE SUPERVISOR	40,857.19		1,184.26	42,041.45
FITZGERALD	KELLEY	ASAP SUBSTITUTE STAFF	2,680.46			2,680.46
FITZGERALD	AMY	ASAP TUTOR/MENTOR	1,584.05			1,584.05
FITZGERALD	KEVIN	ASAP TUTOR/MENTOR	1,484.28			1,484.28
FRIED	LINDSEY	ASAP TUTOR/MENTOR	2,971.66			2,971.66
FRUNEAUX	MARISSA	ASAP TUTOR/MENTOR	1,696.28			1,696.28
GAGNER	MARYLOU	ASAP SITE SUPERVISOR	35,429.75		415.35	35,845.10
GAGNER	JACK	ASAP TUTOR/MENTOR	1,132.30			1,132.30
GENOVA	MAURA	ASAP ASST. SITE SUPERVISOR	11,396.07			11,396.07
GOLDBERG	DANIELLE	ASAP TUTOR/MENTOR	548.80		202.06	750.86
GRAHAM	AARON	ASAP ASST. SITE SUPERVISOR	32,171.85			32,171.85
GUERRERO	ABRAHAM	ASAP ASSIST INSTRUCTOR	3,207.24			3,207.24
HAYWOOD	WILLIAM	ASAP ASSIST INSTRUCTOR	10,231.24			10,231.24
HEYDE	BRIANNA	ASAP ASST. SITE SUPERVISOR	12,911.71			12,911.71
HOLLAND	KATHY	ASAP COORDINATOR	17,093.71			17,093.71
HOLMES	LINDA	ASAP ASSIST INSTRUCTOR	4,878.39			4,878.39
HOPKINS	JUSTIN	ASAP TUTOR/MENTOR	1,207.37			1,207.37
IRVING	TOBIAS	ASAP INSTRUCTOR	14,550.22			14,550.22
JANUS	MARINA	ASAP INSTRUCTOR	4,385.05			4,385.05
JEAN	MARILYN	ASAP INSTRUCTOR	1,191.21			1,191.21
JELFS	EMILY	ASAP TUTOR/MENTOR	2,110.41			2,110.41
JOHNSON	ROBERT	ASAP INSTRUCTOR	13,243.36			13,243.36
KELLEY	JENNIFER	ASAP INSTRUCTOR	9,959.03			9,959.03
LANDON	ETHAN	ASAP TUTOR/MENTOR	432.56			432.56
LEE	JARED	ASAP SUBSTITUTE STAFF	1,119.04			1,119.04
LEE	DESIRAE	ASAP TUTOR/MENTOR	970.39			970.39
LEVIN	LAURA	ASAP ASSIST INSTRUCTOR	4,366.02			4,366.02
LINDSEY	KATHLEEN	ASAP ASSIST INSTRUCTOR	12,170.23			12,170.23
LONDON	JILL	ASAP INSTRUCTOR	10,063.47		199.83	10,263.30
LONDON	EMILY	ASAP TUTOR/MENTOR	562.33			562.33
LYNCH	GILLIAN	ASAP TUTOR/MENTOR	2,409.13			2,409.13
MAGNUSON	BRANDON	ASAP ASST. SITE SUPERVISOR	11,396.07			11,396.07
MARCHAND	DESIREE	ASAP INSTRUCTOR	12,342.22			12,342.22
MCDERMOTT	JAKE	ASAP SUBSTITUTE STAFF	1,717.85			1,717.85
MCPHERSON	NICOLE	ASAP TUTOR/MENTOR	676.83			676.83
MELENDEZ	FELICIA	ASAP INSTRUCTOR	4,729.30			4,729.30
MERSON	JAN	ASAP INSTRUCTOR	3,402.01			3,402.01
MORAN	MARGARET	ASAP ASSISTANT DIRECTOR	51,995.72			51,995.72
MUCCIARONE	DEBBIE	ASAP COORDINATOR	26,028.76			26,028.76
MUCCIARONE	PRESTON	ASAP ASSIST INSTRUCTOR	10,286.51			10,286.51
MUCCIARONE	ASHLEY	ASAP LEAD INSTRUCTOR	12,335.57			12,335.57
MURPHY-DANIELS	COLLEEN	ASAP INSTRUCTOR	8,559.12			8,559.12
MUSSHORN	LAUREN	ASAP TUTOR/MENTOR	2,369.50			2,369.50
NATARELLI	LINDSEY	ASAP INSTRUCTOR	13,074.56			13,074.56
NATARELLI	EMILY	ASAP TUTOR/MENTOR	3,472.47			3,472.47
NAUGHTON	PATRICIA	ASAP COORDINATOR	37,132.52			37,132.52

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
NEMECZKY	KRISTINA	ASAP TUTOR/MENTOR	972.90			972.90
NEUEGARTEN	HAYLEY	ASAP TUTOR/MENTOR	1,246.78			1,246.78
NGUYEN	LINDA	ASAP TUTOR/MENTOR	825.71			825.71
OLIVEIRA	CHERYL	ASAP SITE SUPERVISOR	19,896.75			19,896.75
ONUC	JENNIFER	ASAP ASSIST INSTRUCTOR	707.79			707.79
OUELLETTE	CAMERON	ASAP TUTOR/MENTOR	2,648.45			2,648.45
PACHECO	MEGAN	ASAP LEAD INSTRUCTOR	20,684.77			20,684.77
PALMGREN	SPENCER	ASAP LEAD INSTRUCTOR	8,201.66			8,201.66
PALTERMAN	MARK	ASAP SUBSTITUTE STAFF	3,201.08			3,201.08
PATTERSON	MADELINE	ASAP TUTOR/MENTOR	2,060.54			2,060.54
POULOS	AURALEE	ASAP INSTRUCTOR	12,160.42			12,160.42
RAFFERTY	SHANNON	ASAP ASSIST INSTRUCTOR	4,429.72			4,429.72
RAWLINGS	CATHERINE	ASAP COORDINATOR	20,295.83		217.61	20,513.44
REYNOLDS	SCOTT	ASAP TUTOR/MENTOR	821.87			821.87
ROBERT	ARTHUR	ASAP TUTOR/MENTOR	379.13			379.13
ROBERTS	AMANDA	ASAP SITE SUPERVISOR	41,573.32		1,184.26	42,757.58
ROBNETT	JAMES	ASAP SITE SUPERVISOR	42,899.83			42,899.83
ROSIN	LAUREN	ASAP TUTOR/MENTOR	3,219.93			3,219.93
RUSSELL	MICHELLE	ASAP SUBSTITUTE STAFF	342.56			342.56
RUSSELL	ANNE	ASAP TUTOR/MENTOR	1,893.37			1,893.37
SCRIBNER	MOIRA	ASAP TUTOR/MENTOR	221.37		33.08	254.45
SEETO	KRISTEN	ASAP SUBSTITUTE STAFF	4,106.74			4,106.74
SHAHVARI	JOANNE	ASAP INSTRUCTOR	11,453.06			11,453.06
SMITH	ALAN	ASAP TUTOR/MENTOR	918.55			918.55
SNYDER	JANE	ASAP INSTRUCTOR	5,573.48			5,573.48
STECKBECK	CATHERINE	ASAP SUBSTITUTE STAFF	2,443.60			2,443.60
STECKBECK	THOMAS	ASAP ASSIST INSTRUCTOR	2,578.64			2,578.64
SULLIVAN	ASHLEY	ASAP COORDINATOR	21,982.00			21,982.00
SULLIVAN	DEBRA	ASAP SUBSTITUTE STAFF	3,984.91		127.89	4,112.80
SULSER	DIANE	ASAP COORDINATOR	26,393.89			26,393.89
THERIAULT	GABRIELLE	ASAP ASSIST INSTRUCTOR	10,161.08			10,161.08
TORRES	ALANA	ASAP ASSIST INSTRUCTOR	6,292.87			6,292.87
TRONCOSO	ALBERTO	ASAP INSTRUCTOR	12,410.36			12,410.36
TWISS	AMELIA	ASAP TUTOR/MENTOR	1,122.12			1,122.12
VERDELLI	GEMMA	ASAP ASST. SITE SUPERVISOR	30,951.87			30,951.87
WALKER	KATHLEEN	ASAP COORDINATOR	21,028.78			21,028.78
WALSH	PATRICK	ASAP SITE SUPERVISOR	38,911.63		3,039.05	41,950.68
WEIDNER	RYAN	ASAP INSTRUCTOR	6,253.83			6,253.83
YOUNG	ERIC	ASAP ASST. SITE SUPERVISOR	32,499.53			32,499.53
			1,280,801.83	**1,919.34**	**15,368.29**	**1,298,089.46**
SCHOOL LUNCH						
ANAYA	MARIA	FOOD SERVICE WORKER PART TIME	7,309.13		130.00	7,439.13
BAILEY	NICOLE	FOOD SERVICE MIDDLE SCHOOL MGR	30,528.62	194.78	130.00	30,853.40
BOUDREAU	DELPHINE	FOOD SERVICE WORKER PART TIME	9,908.14		380.00	10,288.14
CHIAVARINI	RAECHEL	FOOD SERVICE COOK BAKER	22,197.12	2,873.75	370.95	25,441.82
CURRAN	COLLEEN	FOOD SERVICE WORKER PART TIME	6,769.58			6,769.58
DE DOMING	TONI	FOOD SERVICE WORKER PART TIME	7,379.66		130.00	7,509.66
DESJARDIN	ARLENE	FOOD SERVICE WORKER PART TIME	9,190.13		130.00	9,320.13
DISNEY	KARIENE	FOOD SERVICE WORKER PART TIME	10,336.75		130.00	10,466.75
DUFFY	MARIE	FOOD SERVICE WORKER PART TIME	9,549.99	237.47	130.00	9,917.46
DUNN	PATRICIA	FOOD SERVICE WORKER PART TIME	11,232.06		130.00	11,362.06
FAIR	KRISTINE	FOOD SERVICE WORKER PART TIME	12,442.55	385.64	130.00	12,958.19
FEBUS	VIRGINIA	FOOD SERVICE WORKER PART TIME	14,330.30	425.59	130.00	14,885.89
FORAN	ROSEANN	FOOD SERVICE COOK SUPERVISOR	29,420.25	1,275.95	330.00	31,026.20
GHILANI	MARTHA	FOOD SERVICE WORKER PART TIME	2,543.55			2,543.55
HARDY	AMANDA	FOOD SERVICE WORKER PART TIME	5,861.28			5,861.28
HARROW	CHARLENE	FOOD SERVICE WORKER PART TIME	11,335.45		426.66	11,762.11
HARTLEY	JUDE	SUBSTITUTE FOOD SERVICE WRKER	1,002.72			1,002.72
HILLARD	KIMBERLY	FOOD SERVICE WORKER PART TIME	10,655.61	67.82	130.00	10,853.43
HLADICK	LOIS	FOOD SERVICE WORKER PART TIME	8,601.25		130.00	8,731.25
INDRESANO	ANGELA	FOOD SERVICE WORKER FULL TIME	18,133.67		430.00	18,563.67
JENCUNAS	ANN	FOOD SERVICE MANAGER HIGH SCH	35,708.22	5,912.56	1,173.99	42,794.77
KIRBY	CHRISTINE	FOOD SERVICE WORKER PART TIME	5,062.10			5,062.10
LAROSA	BARBARA	FOOD SERVICE WORKER PART TIME	10,750.19		230.00	10,980.19
LAVIN	SUSAN	FOOD SERVICE WORKER PART TIME	10,250.36		130.00	10,380.36
LAWSON	JEANMARIE	FOOD SERVICE WORKER PART TIME	10,419.78		130.00	10,549.78
LEVERONE	DEBRA	FOOD SERVICE WORKER PART TIME	12,492.14	323.28	130.00	12,945.42
LEWIS	GLORIA	FOOD SERVICE WORKER PART TIME	7,654.29		130.00	7,784.29
LINDSEY	MELANY	SUBSTITUTE FOOD SERVICE WRKER	721.37			721.37
MARSO	KAREN	FOOD SERVICE COOK BAKER	21,390.33		330.00	21,720.33
MCGOVERN	KERI	FOOD SERVICE WORKER PART TIME	9,934.08		130.00	10,064.08
MCGRATH	JANICE	FOOD SERVICE WORKER PART TIME	7,710.18		130.00	7,840.18
MONTAGNA	GINA	FOOD SERVICE WORKER PART TIME	2,068.13		272.52	2,340.65
MOORE	TRACY	FOOD SERVICE WORKER PART TIME	3,945.24			3,945.24

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
MURPHY	EILEEN	FOOD SERVICE MIDDLE SCHOOL MGR	30,384.91	601.83	1,065.70	32,052.44
MURRAY	ROBIN	FOOD SERVICE WORKER PART TIME	6,029.96		100.00	6,129.96
PARKHURST	MEAGHAN	SUBSTITUTE FOOD SERVICE WRKER	71.24			71.24
PARKHURST	MICHELLE	FOOD SERVICE COOK SUPERVISOR	5,742.15	16.05	1,277.11	7,035.31
PLOURDE	JEANNE	SUBSTITUTE FOOD SERVICE WRKER	917.50			917.50
QUEENEY	REBECCA	FOOD SERVICE COOK SUPERVISOR	4,722.37	32.82		4,755.19
ROBINSON	DIANE	SUBSTITUTE FOOD SERVICE WRKER	2,889.76			2,889.76
SUTHERLAND	JOSEPHINE	FOOD SERVICE WORKER FULL TIME	19,883.85		736.11	20,619.96
TAHMILI	ANGELA	FOOD SERVICE WORKER PART TIME	4,219.94			4,219.94
TELLIER	MELISSA	FOOD SERVICE WORKER PART TIME	2,113.55		227.10	2,340.65
TODESCO	MARIANNE	FOOD SERVICE WORKER PART TIME	8,049.93		130.00	8,179.93
TORAN	CAROL	FOOD SERVICE WORKER PART TIME	4,402.51			4,402.51
WEDDLE	KRISTINE	SUBSTITUTE FOOD SERVICE WRKER	1,030.88		700.00	1,730.88
WILLIAMSON	MARYANN	FOOD SERVICE WORKER PART TIME	6,810.83		130.00	6,940.83
WONG	BETTY	FOOD SERVICE WORKER PART TIME	9,484.36		130.00	9,614.36
			483,587.96	**12,347.54**	**10,650.14**	**506,585.64**
SCHOOL SUPERVISION						
BERTUCCI	ROSE	H.S. DEAN OF INSTRUCTION	131,145.95			131,145.95
CARNEY	TERESA	PRINCIPAL MIDDLE EDUCATION	131,300.00			131,300.00
DOWNING	KIRK	PRINCIPAL ELEMENTARY EDUCATION	125,009.04		4,500.00	129,509.04
GHILANI	KAREN	PRINCIPAL ELEMENTARY EDUCATION	121,899.57		174.19	122,073.76
HARRIGAN	BRIAN	PRINCIPAL SECONDARY EDUCATION	69,499.95			69,499.95
IVES	LAURA	ASSIST DIR PUPIL SERV-SYEAR	94,939.91			94,939.91
JOSEPH	MATTHEW	PRINCIPAL ELEMENTARY EDUCATION	125,009.04			125,009.04
KELLY	IAN	PRINCIPAL ELEMENTARY EDUCATION	125,009.04			125,009.04
KINKEAD	MARYBETH	PRINCIPAL PRESCHOOL	105,633.45			105,633.45
MCGOVERN	LINDSEY	ASSIST DIR PUPIL SERV-SYEAR	49,655.06			49,655.06
MILLER	ERIN	ASSIST DIR PUPIL SERV-SYEAR	43,083.37			43,083.37
SMITH	HEATHER	PRINCIPAL ELEMENTARY EDUCATION	120,773.38			120,773.38
TAGLIAPIETRA	PAUL	ASSIST DIR PUPIL SERV-SYEAR	100,303.06			100,303.06
VICKERY	ROSEMARY	PRINCIPAL MIDDLE EDUCATION	63,765.52		730.29	64,495.81
ZITOLI	ANDREW	PRINCIPAL MIDDLE EDUCATION	66,300.00			66,300.00
			1,473,326.34			**1,478,730.82**
SCHOOL VICE PRINCIPALS/DIRECTORS						
BOUDREAU	MARGARET	VICE PRINCIPAL SECONDARY	120,764.44			120,764.44
ANNIBALLI	ROBERT	DIRECTOR PHYSICAL EDUCATION	85,005.12		19,200.36	104,205.48
BALBONI	SUSAN	VICE PRIN MIDDLE SCHL YR	106,506.31			106,506.31
CARNEY	NIALL	VICE PRINCIPAL MID MASTERS+15	112,961.59		1,719.48	114,681.07
COLLINS	TIMOTHY	ATHLETIC DIRECTOR	102,624.05			102,624.05
GALVIN	ZACHARY	VICE PRINCIPAL SECONDARY	122,140.39			122,140.39
GATTO	BENJAMIN	ASSISTANT PRINCIPAL ELMEN	96,044.31			96,044.31
HATT	MEGAN	VICE PRINCIPAL MIDDLE	111,028.93		1,666.67	112,695.60
MILLER	STEPHEN	DIR FINE ARTS M+30	85,005.12		21,378.32	106,383.44
			942,080.26		**43,964.83**	**986,045.09**
BENNET HEMENWAY SCHOOL						
BARBATO	MICHELLE	ELEMENTARY TEACHER MASTERS	54,077.34		434.00	54,511.34
BRADLEY	AMBER	ELEMENTARY TEACHER MASTERS	54,077.34		28.92	54,106.26
BRIONES	LISA	ELEMENTARY TEACHER MASTER +30	85,005.12		28.92	85,034.04
CRAIG	ASHLEY	ELEMENTARY TEACHER BACHELOR	55,300.47		2,281.49	57,581.96
DAHLHEIMER	SARAH	ELEMENTARY TEACHER MASTER+15	74,621.75		851.66	75,473.41
DEBIASE	LAURA	SPECIAL NEEDS TEACHER MASTR+45	85,745.55		1,000.00	86,745.55
DEWING	BENITA	ELEMENTARY TEACHER MASTERS	34,223.83			34,223.83
ELLIOTT	MELISSA	ELEMENTARY TEACHER MASTERS	55,522.53			55,522.53
GOLDWAIT	MARYGRACE	ELEMENTARY TEACHER MASTERS	60,274.76			60,274.76
HAYES	LISA	ELEMENTARY TEACHER MASTER +45	85,745.55			85,745.55
HOLT	JACQUELYN	ELEMENTARY TEACHER MASTERS+75	91,488.62			91,488.62
HUSE	ALISON	ELEMENTARY TEACHER MASTERS	71,890.50			71,890.50
KERN	LINDSAY	ELEMENTARY TEACHER MASTER+15	69,578.73		55.74	69,634.47
KILLORIN	JACQUELINE	ELEMENTARY TEACHER MASTERS+60	75,992.19		833.70	76,825.89
KRAKAUER	KATHRYN	ELEMENTARY TEACHER MASTER +30	77,527.40		307.62	77,835.02
KRUSZEWSKA	CAROLINA	ELEMENTARY TEACHER MASTERS	77,279.53		434.00	77,713.53
LAPLANTE	NINA	ELEMENTARY TEACHER MASTERS	77,279.53		1,365.94	78,645.47
LETOVSKY	SHARON	ELEMENTARY TEACHER MASTER+15	69,578.73		83.60	69,662.33
MARZULLO	KIMBERLY	ELEMENTARY TEACHER MASTER+15	76,114.90		1,278.22	77,393.12
MAVRIKOS	CATHERINE	ELEMENTARY TEACHER MASTER+15	69,578.73			69,578.73
MCSHANE	VICTORIA	ELEMENTARY TEACHER MASTER+15	69,578.73			69,578.73
MCVICKER	JULIANNE	ELEMENTARY TEACHER MASTER+15	54,614.24		458.44	55,072.68
NEMESKAL	CHRISTINE	ELEMENTARY TEACHER MASTERS	73,327.82			73,327.82
O'BRIEN	CATHERINE	ELEMENTARY TEACHER MASTER +30	85,005.12		803.00	85,808.12
SILVERBERG	LEE	ELEMENTARY TEACHER MASTERS+60	81,403.85			81,403.85
SLATER	DAVID	ELEMENTARY TEACHER MASTER+15	50,891.54			50,891.54
WRAIGHT	KATHERINE	ELEMENTARY TEACHER BACHELOR	66,659.87			66,659.87
ZAJDEL	KELLY	ELEMENTARY TEACHER BACHELOR	49,161.86			49,161.86
			1,931,546.13		**10,245.25**	**1,941,791.38**

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
BROWN SCHOOL						
ALBERT	MICHAEL	ELEMENTARY TEACHER MASTER +45	85,745.55		1,402.99	87,148.54
BARNES	LESLIE	ELEMENTARY TEACHER MASTERS	71,890.50		29.21	71,919.71
BERNATH	NANCY	ELEMENTARY TEACHER BACHELOR	70,251.27		1,550.02	71,801.29
COLLERAN	DANIELLE	ELEMENTARY TEACHER MASTERS	71,890.50		166.13	72,056.63
COSTELLO	PAMELA	ELEMENTARY TEACHER MASTERS	72,931.27		538.84	73,470.11
CURTIN	MELISSA	ELEMENTARY TEACHER BACHELOR	47,271.32		57.84	47,329.16
D'AGNELLI	LINDSAY	ELEMENTARY TEACHER MASTER +30	60,581.29		86.76	60,668.05
DMITRIEV	JULIA	ELEMENTARY TEACHER MASTERS	60,830.96		1,328.21	62,159.17
DONOVAN	KATIE	ELEMENTARY TEACHER BACHELOR	29,209.91		2,692.94	31,902.85
FORZAGLIA	KRISTINA	ELEMENTARY TEACHER MASTER +30	60,116.83		699.12	60,815.95
GAGNE	ANGELINA	ELEMENTARY TEACHER MASTERS+60	89,255.79		2,032.40	91,288.19
GORMAN	ABIGAIL	ELEMENTARY TEACHER MASTERS	49,998.11		87.05	50,085.16
HAND	CAROLINE	ELEMENTARY TEACHER BACHELOR	23,976.78			23,976.78
HURLEY	KATHLEEN	ELEMENTARY TEACHER MASTER +30	85,005.12		1,077.92	86,083.04
KELLY	MICHAEL	ELEMENTARY TEACHER BACHELOR	31,593.14		28.92	31,622.06
KOHA	KELSEY	ELEMENTARY TEACHER BACHELOR	24,492.03			24,492.03
LUKE	PATRICIA	ELEMENTARY TEACHER MASTERS+75	91,488.62		278.70	91,767.32
MACINNES	MELISSA	ELEMENTARY TEACHER MASTERS	73,327.82			73,327.82
QUIMBY	MELISSA	ELEMENTARY TEACHER BACHELOR	45,453.56		29.21	45,482.77
RISI	JENNIFER	ELEMENTARY TEACHER MASTER +30	85,005.12		28.92	85,034.04
SHERMAN	SALLY	ELEMENTARY TEACHER MASTER +30	51,922.35			51,922.35
STEFANOWICZ	JARED	ELEMENTARY TEACHER MASTER +45	85,745.55		486.76	86,232.31
STUCCHI	DANIELLE	ELEMENTARY TEACHER BACHELOR	45,453.56			45,453.56
YOUNG	DENISE	ELEMENTARY TEACHER MASTERS+75	59,613.05		9,993.18	69,606.23
ZELIGER	CHRISTINE	ELEMENTARY TEACHER BACHELOR	28,964.06		434.00	29,398.06
			1,502,014.06		**23,029.12**	**1,525,043.18**
SCHOOL HEALTH SERVICE						
ANDERSON	KAREN	SUBSTITUTE NURSE	2,068.00			2,068.00
ARNOLD	ALICIA	NURSE BACHELORS	62,145.25			62,145.25
BEATTY	SUSANNE	NURSE BACHELORS	70,251.27			70,251.27
BOSSE	DAWN	SUBSTITUTE NURSE	4,050.00			4,050.00
DEANGELIS	MARLA	SUBSTITUTE NURSE	470.00			470.00
DENNIS	JUDITH	SUBSTITUTE NURSE	1,034.00			1,034.00
GEMMELL-STEINBERG	ELIZABETH	NURSE BACHELORS	70,251.27		2,000.00	72,251.27
GILBERT	KRISTIN	NURSE BACHELORS	70,251.27			70,251.27
GRAVES	LISA	SUBSTITUTE NURSE	7,731.00			7,731.00
KING	DANIELLE	NURSE BACHELORS	19,209.88			19,209.88
LAGAN	MARYANNE	SUBSTITUTE NURSE	364.00			364.00
LEBLANC	MICHELLE	NURSE BACHELORS	21,922.25			21,922.25
MARCINKIEWICZ	NICOLE	NURSE MASTERS	76,031.67		250.00	76,281.67
MCNEILL	KELLY	NURSE MASTERS	43,162.58		-297.88	42,864.70
MICELI	NICOLE	SUBSTITUTE NURSE	188.00			188.00
NASER	BARBARA	NURSE BACHELORS	66,659.87		400.00	67,059.87
PERISTERE	SUSAN	SUBSTITUTE NURSE	3,743.00			3,743.00
RAHN	JANICE	NURSE BACHELORS	70,251.27			70,251.27
RENNEBURG	ANNE	SUBSTITUTE NURSE	752.00			752.00
ROSIE	JENNIFER	SUBSTITUTE NURSE	728.00			728.00
RUFO	KAREN	NURSE DIRECTOR	77,279.53		13,948.03	91,227.56
SANTINO	PAULINE	NURSE MASTERS	77,279.53		139.35	77,418.88
SEMONIAN	SELENA	SUBSTITUTE NURSE	4,847.00	-235.96		4,611.04
SINGER	BARBARA	NURSE MASTERS	74,317.48		221.75	74,539.23
TWISS	DENISE	NURSE MASTERS	69,101.42		635.28	69,736.70
VERMOUTH	MARY	NURSE BACHELORS	15,076.02		2,761.05	17,837.07
WELBURN	MARSHA	SUBSTITUTE NURSE	1,113.00			1,113.00
			910,278.56	**-235.96**	**20,057.58**	**930,100.18**
JOHNSON SCHOOL						
ABRAMO	KRISTINA	ELEMENTARY TEACHER MASTER+15	52,261.07		29.21	52,290.28
BLAKE	KRISTEN	ELEMENTARY TEACHER MASTERS+75	89,861.01		368.01	90,229.02
BRUNS	AMY	ELEMENTARY TEACHER MASTERS+75	91,488.62			91,488.62
CAULFIELD	GINA	ELEMENTARY TEACHER MASTER +30	58,250.86		183.60	58,434.46
CUNNINGHAM	BRENNA	ELEMENTARY TEACHER MASTERS	63,263.86		1,415.94	64,679.80
GEORGE	LELANA	ELEMENTARY TEACHER MASTER+15	78,625.39		28.92	78,654.31
KENNY	BRENDA	ELEMENTARY TEACHER MASTERS	50,354.68		2,550.24	52,904.92
MAGEE	LORRAINE	ELEMENTARY TEACHER BACHELOR	9,382.26		6,236.60	15,618.86
SUGRUE	MARIA	ELEMENTARY TEACHER MASTERS	77,279.53		458.46	77,737.99
SWEENEY	CHRISTINE	ELEMENTARY TEACHER MASTERS	36,580.96		269.85	36,850.81
TENNEY	MARYA	ELEMENTARY TEACHER MASTERS	28,892.52		10,000.00	38,892.52
TOURANGEAU	JUSTIN	ELEMENTARY TEACHER BACHELOR	57,513.25			57,513.25
WOOD	JEFFERSON	ELEMENTARY TEACHER MASTER +30	85,005.12		1,635.27	86,640.39
			778,759.13		**23,176.10**	**801,935.23**

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
LILJA SCHOOL						
ALTCHEK	BETHANY	ELEMENTARY TEACHER MASTERS+75	91,488.62		217.00	91,705.62
BENNETT	ALISON	ELEMENTARY TEACHER MASTERS	47,539.92			47,539.92
BRAINERD	JESSICA	ELEMENTARY TEACHER MASTER +30	57,100.91			57,100.91
CHASE	KENDRA	ELEMENTARY TEACHER MASTERS	74,795.32		2,364.94	77,160.26
CONNELLY	KELLI	ELEMENTARY TEACHER MASTERS	77,279.53			77,279.53
CRONIN	LISA	ELEMENTARY TEACHER MASTERS	56,240.71		278.70	56,519.41
EGERHEI	JEAN	ELEMENTARY TEACHER MASTER +30	62,401.65		9,350.72	71,752.37
GALLAGHER	ASHLEY	ELEMENTARY TEACHER MASTER +30	62,521.46		1,596.50	64,117.96
HIRSCH	JENNIFER	ELEMENTARY TEACHER MASTERS	54,077.34		275.88	54,353.22
KOZIN	HEATHER	ELEMENTARY TEACHER MASTERS	54,077.34		422.96	54,500.30
KUZINEVICH	ALLISON	ELEMENTARY TEACHER MASTERS	17,180.28			17,180.28
MCENANEY	KRISTEN	ELEMENTARY TEACHER MASTERS+75	91,488.62		915.14	92,403.76
NORRMAN	CHRISTINE	ELEMENTARY TEACHER BACHELOR	71,103.35			71,103.35
PERSHOUSE	SARAH	ELEMENTARY TEACHER MASTERS	70,479.66			70,479.66
QUIMBY	SARAH	ELEMENTARY TEACHER MASTERS	54,077.34			54,077.34
REED	BROOKE	ELEMENTARY TEACHER MASTER+15	59,536.21		540.65	60,076.86
ROBERTS	LINDSAY	ELEMENTARY TEACHER MASTER+15	57,022.54		1,467.47	58,490.01
SNOW	TESSIE	ELEMENTARY TEACHER MASTERS	49,716.05		250.83	49,966.88
SPRAGUE	KELLY	ELEMENTARY TEACHER MASTERS	49,998.11		28.92	50,027.03
STARKEL	HEATHER	ELEMENTARY TEACHER MASTERS	58,491.22		434.00	58,925.22
WITMER	ALISON	ELEMENTARY TEACHER MASTERS	65,794.77			65,794.77
			1,282,410.95		**18,143.71**	**1,300,554.66**
MEMORIAL SCHOOL						
ARAUJO	KIMBERLY	ELEMENTARY TEACHER MASTERS	50,528.19		674.46	51,202.65
BARTER	JOHN	SPECIAL NEEDS TEACHER MASTR+15	73,159.14			73,159.14
BOPP	KIMBERLEE	ELEMENTARY TEACHER MASTERS	35,777.79			35,777.79
DESAUTELS	LAUREN	ELEMENTARY TEACHER MASTER+15	60,476.56		534.00	61,010.56
DIVITO	KAREN	ELEMENTARY TEACHER BACHELOR	45,775.05		1,984.55	47,759.60
ESPOSITO	KERI	ELEMENTARY TEACHER BACHELOR	47,497.02		3,239.75	50,736.77
HAWKES	KELSI	ELEMENTARY TEACHER MASTERS	56,240.71		1,432.98	57,673.69
HOFFMAN	JORDAN	ELEMENTARY TEACHER MASTERS+60	73,087.85		1,969.66	75,057.51
HOOKWAY	CAROL	ELEMENTARY TEACHER BACHELOR	70,251.27			70,251.27
INGHAM	CHRISTINA	ELEMENTARY TEACHER MASTERS	27,786.87			27,786.87
JOHNSEN	CHRISTINE	ELEMENTARY TEACHER MASTER +30	51,321.50		676.89	51,998.39
JOHNSON	JESSICA	ELEMENTARY TEACHER MASTER +30	25,863.93		3,109.52	28,973.45
KENNEY	ELIZABETH	ELEMENTARY TEACHER MASTER +30	83,919.16			83,919.16
KENNY	MARY	ELEMENTARY TEACHER BACHELOR	70,251.27		2,528.48	72,779.75
KOSAN	KELSEY	ELEMENTARY TEACHER BACHELOR	30,649.22		3,389.33	34,038.55
LOER	ALEXANDRA	ELEMENTARY TEACHER MASTERS	73,327.82			73,327.82
LYDON	MARGARET	ELEMENTARY TEACHER MASTER +30	85,005.12			85,005.12
MACKENZIE	ELKE	ELEMENTARY TEACHER MASTER +30	77,527.40		961.38	78,488.78
REILLY	CATHERINE	ELEMENTARY TEACHER MASTERS	60,830.96			60,830.96
SCOTT	SARAH	ELEMENTARY TEACHER MASTERS	17,180.28			17,180.28
SINEL	ALYSSA	ELEMENTARY TEACHER MASTERS	60,830.96		1,315.94	62,146.90
STANEK	ERIN	ELEMENTARY TEACHER MASTER +30	75,194.41			75,194.41
WASSIL	NICOLE	ELEMENTARY TEACHER MASTERS	20,902.86			20,902.86
WEILER	KENDRA	ELEMENTARY TEACHER MASTER +30	75,977.36		827.60	76,804.96
			1,349,362.70		**22,644.54**	**1,372,007.24**
KENNEDY MIDDLE SCHOOL						
ALAGAPPAN	NANDINI	TEACHER MIDDLE MASTERS +30	69,589.25		28.92	69,618.17
ANDREOTES	COLLEEN	TEACHER MIDDLE MASTERS	48,720.72			48,720.72
BISHOP	HEATHER	TEACHER MIDDLE MASTERS +75	91,488.62		8,954.24	100,442.86
BRENNEMAN	ELLEN	TEACHER MIDDLE MASTERS +75	91,488.62		3,697.27	95,185.89
BRENNEMAN	JENNIFER	TEACHER MIDDLE MASTERS +30	80,660.55		3,293.51	83,954.06
BUCK	AMANDA	TEACHER MIDDLE BACHELORS	19,762.65			19,762.65
CONLEY	SEAN	TEACHER MIDDLE BACHELORS	31,593.14		1,656.87	33,250.01
COTTER	LORI	TEACHER MIDDLE MASTERS +30	85,005.12			85,005.12
COTTON	KENNETH	TEACHER MIDDLE MASTERS	73,327.82			73,327.82
DION	CHRISTINE	TEACHER MIDDLE MASTERS +30	85,005.12		1,791.60	86,796.72
DRAPEAU	DAVID	TEACHER MIDDLE MASTERS +15	61,555.58		2,497.95	64,053.53
DUMAS-ELLIOTT	NICOLE	TEACHER MIDDLE MASTERS	60,504.25			60,504.25
DWYER	MEGHAN	TEACHER MIDDLE MASTERS	65,794.77		3,845.65	69,640.42
FOREST	CHRISTOPHER	TEACHER MIDDLE MASTERS +75	91,488.62		5,397.91	96,886.53
FUJII	JARED	TEACHER MIDDLE MASTERS	17,180.28		200.00	17,380.28
GANONG	JOANN	TEACHER SECONDARY MASTERS +30	7,867.35			7,867.35
GAUTHIER	STACY	TEACHER MIDDLE MASTERS +30	77,973.15		598.16	78,571.31
GOOSE	STEPHEN	TEACHER SECONDARY MASTERS	17,180.28			17,180.28
GRIFFIN	DONALD	TEACHER MIDDLE MASTERS	77,279.53		6,005.64	83,285.17
HACKET	MARA	TEACHER MIDDLE MASTERS +45	78,610.20		1,453.77	80,063.97
HAMM	MICHELLE	TEACHER MIDDLE MASTERS +30	85,005.12		2,021.61	87,026.73
HART	JENNIFER	TEACHER MIDDLE MASTERS	65,794.77		750.83	66,545.60
KASSAP	BETH	TEACHER MIDDLE MASTERS +30	85,005.12		1,557.52	86,562.64

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
KITTLER	NATHAN	TEACHER MIDDLE MASTERS +15	77,578.61		8,399.78	85,978.39
KNAPIK	KARIN	TEACHER MIDDLE MASTERS	76,437.86		3,213.30	79,651.16
KORHN	MACKENZIE	TEACHER MIDDLE MASTERS +15	76,114.90		2,418.11	78,533.01
LANE	JOSEPH	TEACHER MIDDLE MASTERS	63,263.86		3,970.00	67,233.86
LEMOINE	NEKELLE	TEACHER MIDDLE BACHELORS	18,271.71			18,271.71
LEMON	SANDRA	TEACHER MIDDLE MASTERS +30	85,005.12		4,273.77	89,278.89
LYTH	DAVID	TEACHER MIDDLE MASTERS +60	70,556.58		1,447.06	72,003.64
MACDONALD	ALICIA	TEACHER MIDDLE MASTERS	49,998.11			49,998.11
MARSH	KELLY	TEACHER MIDDLE MASTERS	17,180.28			17,180.28
MARSHALL	BRITTANY	TEACHER SECONDARY MASTERS +15	61,072.50		3,444.81	64,517.31
MCCANN	MICHELLE	TEACHER MIDDLE MASTERS +15	72,877.22		2,179.42	75,056.64
MCMAHON	JEFFREY	TEACHER MIDDLE MASTERS +15	66,970.26		645.00	67,615.26
MEYERS	SARAH	TEACHER MIDDLE MASTERS +75	83,764.97		4,235.64	88,000.61
NORRIS	ADRIENNE	TEACHER/DEPT HEAD MASTERS +45	78,961.62		8,703.80	87,665.42
PEIRCE	DARYL	TEACHER MIDDLE MASTERS	49,998.11		2,504.00	52,502.11
PORTEN	HEIDI	TEACHER MIDDLE MASTERS	70,479.66			70,479.66
POWER	PAUL	TEACHER MIDDLE MASTERS +30	77,527.40		4,607.91	82,135.31
PRESSWOOD	KATHERINE	TEACHER MIDDLE MASTERS	77,279.53			77,279.53
PRUSKI-PAMIR	CHRISTINE	TEACHER MIDDLE MASTERS +30	52,193.91		1,612.50	53,806.41
RAIDER	JEFFREY	TEACHER MIDDLE BACHELORS	45,453.56		4,069.50	49,523.06
ROGERS	KATI	TEACHER SECONDARY MASTERS +45	77,907.55		1,916.62	79,824.17
ROMA	SUZANNE	TEACHER MIDDLE MASTERS +75	50,055.82		1,912.26	51,968.08
ROTH	LAURA	TEACHER SECONDARY MASTERS	56,240.71			56,240.71
SCHNEEKLOTH	REBECCA	TEACHER MIDDLE MASTERS	71,890.50		1,049.00	72,939.50
STEFANINI	THOMAS	TEACHER MIDDLE MASTERS +30	85,005.12		1,612.00	86,617.12
VIGUE	NOEL	TEACHER MIDDLE MASTERS +45	84,659.59		1,111.48	85,771.07
WALLICK	KATHERINE	TEACHER SECONDARY MASTERS	33,415.54			33,415.54
WOLF	JAMIE	TEACHER MIDDLE MASTERS	17,867.43			17,867.43
ZHU	YU LAN	TEACHER MIDDLE MASTERS	63,263.86			63,263.86
			3,279,172.52		**107,077.41**	**3,386,249.93**
WILSON MIDDLE SCHOOL						
ANDERSON	KATHLEEN	ELEMENTARY TEACHER MASTER +45	85,745.55			85,745.55
BARANOFF	MARK	TEACHER MIDDLE MASTERS	71,890.50		9,123.60	81,014.10
BRENNAN	DONALD	TEACHER MIDDLE MASTERS	71,890.50		645.00	72,535.50
CAFUA	EDWARD	TEACHER MIDDLE BACHELORS	45,453.56		28.92	45,482.48
CAMPAGNA	KRISTINE	TEACHER MIDDLE MASTERS +45	66,148.85		138.24	66,287.09
CARROLL	MARGARET	TEACHER MIDDLE BACHELORS	14,441.66			14,441.66
CASEY	KEVIN	TEACHER MIDDLE MASTERS +15	61,917.89		1,043.04	62,960.93
COLEMAN	JUDITH	TEACHER MIDDLE MASTERS +75	91,488.62		10,120.84	101,609.46
CONNORS	LYNN	TEACHER MIDDLE MASTERS +30	85,005.12		1,290.00	86,295.12
CORCORAN	JENNIFER	TEACHER MIDDLE MASTERS +30	51,752.96		567.46	52,320.42
CROFUT	NATALIA	TEACHER MIDDLE BACHELORS	36,342.26			36,342.26
DE MARCO	ELISA	TEACHER MIDDLE MASTERS	56,240.71		303.57	56,544.28
DOYLE	KENNETH	TEACHER MIDDLE MASTERS +30	85,005.12		1,149.00	86,154.12
DOYLE	SARAH	TEACHER MIDDLE MASTERS	32,040.52		434.00	32,474.52
DUBBS	ANDREA	TEACHER MIDDLE MASTERS	77,279.53		567.46	77,846.99
DUMONT	RICHARD	TEACHER MIDDLE MASTERS +30	54,702.59		315.86	55,018.45
FOLAN	MEGAN	TEACHER MIDDLE BACHELORS	16,243.65			16,243.65
FRIES	ERIC	TEACHER MIDDLE MASTERS	65,070.21			65,070.21
FRISWELL	SARAH	TEACHER MIDDLE MASTERS	49,998.11		1,337.81	51,335.92
FULTON	CRAIG	TEACHER MIDDLE MASTERS +15	59,536.21		6,977.13	66,513.34
GRAF	SUSAN	TEACHER MIDDLE MASTERS +15	66,970.26		8,281.79	75,252.05
GREEN	ELIZABETH	TEACHER MIDDLE MASTERS +75	91,488.62		2,277.50	93,766.12
HARRINGTON	KATE	TEACHER MIDDLE MASTERS +60	83,032.46		4,696.63	87,729.09
HAUSERMANN	DANIEL	TEACHER MIDDLE MASTERS	60,830.96		8,526.17	69,357.13
HEIDEN	MICHAEL	TEACHER MIDDLE MASTERS	77,279.53			77,279.53
HEIDEN	ELIZABETH	TEACHER MIDDLE MASTERS +30	85,005.12		2,257.00	87,262.12
HWANG	SUSAN	TEACHER MIDDLE BACHELORS	16,243.65			16,243.65
INSALACO-SLEEPER	ANNE-MARIE	TEACHER MIDDLE MASTERS +45	85,745.55		111.48	85,857.03
LANGAN	LISA	TEACHER MIDDLE MASTERS +30	82,274.12		1,857.46	84,131.58
LEWIS	REBECCA	TEACHER MIDDLE MASTERS	6,536.48			6,536.48
LONGLEY	CHAD	TEACHER MIDDLE MASTERS	76,292.17		2,604.00	78,896.17
LOVELY	KENNETH	TEACHER MIDDLE BACHELORS	69,353.67		111.48	69,465.15
MALLOY	ANN-MARGARET	TEACHER MIDDLE MASTERS +15	78,625.39		200.67	78,826.06
MARCHIONE	JENNIFER	TEACHER MIDDLE MASTERS +15	20,291.85		303.57	20,595.42
MATTISON	KAITLIN	TEACHER MIDDLE MASTERS	56,240.71		1,135.77	57,376.48
MCDONOUGH	KIRSTEN	TEACHER MIDDLE MASTERS +30	85,005.12		1,306.57	86,311.69
MCGINTY	MARYANN	TEACHER MIDDLE MASTERS +30	85,005.12		1,007.28	86,012.40
METSKY	MONICA	TEACHER MIDDLE MASTERS +30	55,388.55			55,388.55
MORETZ	HEATHER	TEACHER MIDDLE MASTERS +30	85,005.12		6,516.11	91,521.23
MORRILL	SCOTT	TEACHER MIDDLE MASTERS	58,491.22		3,060.24	61,551.46
MORRISON	MALLORI	TEACHER MIDDLE MASTERS +15	66,970.26		5,547.08	72,517.34
NEEL	JESSICA	TEACHER MIDDLE MASTERS	74,795.32		546.22	75,341.54

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
NEIMANN	JOHATHAN	TEACHER MIDDLE BACHELORS	18,681.39		1,664.45	20,345.84
NORTON	MARIE	TEACHER MIDDLE MASTERS +30	85,005.12		28.92	85,034.04
O'BRIEN	ILSE	TEACHER MIDDLE MASTERS	76,292.17		905.17	77,197.34
OLIVIERI	LISA	TEACHER MIDDLE MASTERS	60,487.79		1,290.00	61,777.79
PERA	JEFFREY	TEACHER MIDDLE MASTERS	43,973.73		3,990.92	47,964.65
POGARIAN	SHEILA	TEACHER MIDDLE MASTERS	76,292.17		1,457.22	77,749.39
RANDALL	MARY LOU	TEACHER MIDDLE MASTERS +60	89,255.79		3,384.33	92,640.12
ROBINSON	JESSICA	TEACHER MIDDLE BACHELORS	17,568.72			17,568.72
SALLEE	THOMAS	TEACHER MIDDLE MASTERS +45	79,314.62		3,176.23	82,490.85
SCHILL	RUTHANNE	TEACHER MIDDLE MASTERS +45	85,581.01		164.54	85,745.55
SENNETTE	WILBERT	TEACHER MIDDLE MASTERS	70,479.66			70,479.66
SHUSTER	WHITNEY	TEACHER MIDDLE MASTERS	56,344.13		1,350.50	57,694.63
SHUTE	ADAM	TEACHER MIDDLE MASTERS +15	71,446.99		5,359.47	76,806.46
SLAVIK HAMILTON	CHRISTY	TEACHER MIDDLE DOCTORATE	61,066.55			61,066.55
SLETZINGER	JUDITH	TEACHER MIDDLE MASTERS +30	85,005.12		260.79	85,265.91
SMITH	AMANDA	TEACHER MIDDLE MASTERS +45	82,999.97		111.48	83,111.45
SOCKALOSKY	TRACY	TEACHER MIDDLE MASTERS	71,890.50		300.00	72,190.50
SOKOL	KIRSTIN	TEACHER MIDDLE MASTERS +60	89,255.79		987.04	90,242.83
SOUZA	PETER	TEACHER MIDDLE MASTERS +30	85,005.12		1,612.00	86,617.12
ST. GEORGE	SHIVONNE	TEACHER MIDDLE MASTERS	60,830.96		28.92	60,859.88
SULLIVAN	TRACY	TEACHER MIDDLE MASTERS	44,622.20			44,622.20
SUNG	BENJAMIN	TEACHER MIDDLE BACHELORS	32,856.41		786.61	33,643.02
			4,089,321.28		**111,247.54**	**4,200,568.82**
HIGH SCHOOL						
ADAMS	LAUREN	TEACHER SECONDARY MASTERS +15	61,917.89		1,322.17	63,240.06
ALFEO	VALERIE	TEACHER SECONDARY MASTERS +60	78,895.67		4,337.50	83,233.17
AMARAVADI	RATNAKAR	TEACHER SECONDARY MASTERS +75	91,488.62		38.47	91,527.09
AMICO	KATELYN	TEACHER SECONDARY BACHELORS	47,271.32		8,683.10	55,954.42
ANDERSON	LINDA	TEACHER SECONDARY MASTERS +60	47,372.65		206.07	47,578.72
ARAUJO	JAMES	TEACHER SECONDARY MASTERS +45	75,865.27		558.36	76,423.63
ASTILL	KENNETH	TEACHER DEPT/HEAD MASTERS +60	89,255.79		7,511.10	96,766.89
BRENNEMAN	MATTHEW	TEACHER SECONDARY BACHELORS	66,659.87		18,558.10	85,217.97
BREZINSKY	ELLEN	TEACHER SECONDARY MASTERS	67,992.08		432.58	68,424.66
BUONO	MICHAEL	TEACHER SECONDARY BACHELORS	51,128.12		17,255.27	68,383.39
BURNELL	ALYCE	TEACHER SECONDARY MASTERS	77,279.53		3,719.97	80,999.50
CAMIEL	SUSAN	TEACHER SECONDARY MASTERS +30	85,005.12		4,026.45	89,031.57
CAULFIELD	DENISE-IVRA	TEACHER DEPT/HEAD MASTERS +30	85,005.12		8,355.90	93,361.02
CESARINI	TIMOTHY	TEACHER SECONDARY MASTERS	13,744.26			13,744.26
CHAKRABORTY	NILANJANA	TEACHER SECONDARY DOCTORATE	25,349.58		38.85	25,388.43
CHAN	ALFRED	TEACHER SECONDARY MASTERS	55,938.66		939.80	56,878.46
CICE	JOHN	TEACHER SECONDARY MASTERS +30	85,005.12		5,022.79	90,027.91
CLEMENTS	DONALD	TEACHER SECONDARY MASTERS	24,873.93			24,873.93
CONROY	JILL	TEACHER SECONDARY MASTERS +45	79,775.78		4,092.02	83,867.80
CROHAN	CYNTHIA	TEACHER SECONDARY MASTERS +45	85,745.55		2,017.96	87,763.51
CULLEN	LORI	TEACHER SECONDARY MASTERS	65,794.77		1,399.80	67,194.57
CUOCO	ANTHONY	TEACHER SECONDARY MASTERS +15	49,889.96		3,656.58	53,546.54
CURRAN	SHEILA	TEACHER SECONDARY MASTERS +30	85,005.12		167.22	85,172.34
D'AGOSTINO	JOANNA	TEACHER SECONDARY MASTERS +30	85,005.12		388.20	85,393.32
DALEY	KARI-ANN	TEACHER SECONDARY MASTERS +75	85,440.08		1,049.00	86,489.08
DANGEL	BRIDGET	TEACHER SECONDARY MASTERS	19,999.33		589.20	20,588.53
DE VUONO-HOMBERG	MARIA	TEACHER SECONDARY BACHELORS	27,337.02		38.47	27,375.49
DIANTONIO	NICHOLAS	TEACHER SECONDARY MASTERS +15	50,891.54		3,713.68	54,605.22
DIFRANCESCA	NEIL	TEACHER SECONDARY MASTERS +30	85,005.12		1,369.71	86,374.83
DURYEA	CHRISTOPHER	TEACHER SECONDARY MASTERS	76,292.17		488.32	76,780.49
EGAN	AMANDA	TEACHER SECONDARY MASTERS	61,026.05		3,817.35	64,843.40
ERIKSEN	ERIN	TEACHER SECONDARY MASTERS	43,973.73		76.94	44,050.67
FINNEY	BRYAN	TEACHER SECONDARY BACHELORS	47,271.32		1,483.11	48,754.43
FORD	IVOR	TEACHER SECONDARY MASTERS +30	79,078.28		8,843.41	87,921.69
GARCIA-VALLES	MARIA ROSA	TEACHER SECONDARY MASTERS +15	78,625.39		722.32	79,347.71
GATES	HEATHER	TEACHER SECONDARY MASTERS	51,997.75		167.22	52,164.97
GECKLE	RICHARD	TEACHER SECONDARY DOCTORATE	93,719.27		3,870.00	97,589.27
GLAVIN	LUCAS	TEACHER SECONDARY MASTERS +45	73,020.03		1,366.94	74,386.97
GLIESMAN	TARA	TEACHER SECONDARY MASTERS +15	69,578.73		3,317.02	72,895.75
GODIN	JENNIFER	TEACHER SECONDARY MASTERS	73,327.82		2,662.54	75,990.36
GUARINO	DYLAN	TEACHER SECONDARY MASTERS +15	52,720.64		2,484.44	55,205.08
GUASTELLA	ROBERT	TEACHER SECONDARY MASTERS	54,077.34		784.09	54,861.43
GUIDICE	JOSEPH	TEACHER SECONDARY MASTERS +30	68,145.48		3,923.82	72,069.30
HALE	MARGARET	TEACHER SECONDARY MASTERS	13,744.26		38.85	13,783.11
HARRIS	BRUCE	TEACHER SECONDARY MASTERS +30	55,388.55		1,658.64	57,047.19
HAVARD	JENNIFER	TEACHER SECONDARY DOCTORATE	60,634.89		77.70	60,712.59
HAVERSTICK	SUSAN	TEACHER SECONDARY MASTERS +30	83,919.16		38.85	83,958.01
HAWES	ELIZABETH	TEACHER SECONDARY MASTERS	28,107.80		38.47	28,146.27
HINNENKAMP	DANIEL	TEACHER SECONDARY MASTERS +45	85,745.55		7,649.47	93,395.02

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
HISTEN	SAVANNAH	TEACHER MIDDLE MASTERS +30	61,865.91		3,327.19	65,193.10
HOLLINS	ANDREW	TEACHER SECONDARY MASTERS +60	78,954.36		1,241.35	80,195.71
HOYE	JASON	TEACHER SECONDARY BACHELORS	59,813.72		12,966.00	72,779.72
IRICK	JONATHAN	TEACHER SECONDARY BACHELORS	30,777.55	127.67	76.94	30,982.16
KARETSKY	ALEXANDER	TEACHER SECONDARY MASTERS +60	89,255.79		38.47	89,294.26
KERXHALLI	VALERIE	TEACHER SECONDARY BACHELORS	28,100.49			28,100.49
LAVEZZO	LISA	TEACHER SECONDARY BACHELORS	45,580.47		5,141.06	50,721.53
LONCICH	KRISTEN	TEACHER SECONDARY DOCTORATE	41,275.71		5,653.96	46,929.67
MA	LILY	TEACHER SECONDARY MASTERS	58,491.22		561.10	59,052.32
MACZIK	ADAM	TEACHER SECONDARY BACHELORS	15,987.22			15,987.22
MAGNUSON	SUZANNA	TEACHER SECONDARY MASTERS +15	70,894.23		1,916.61	72,810.84
MARINO	KELLY	TEACHER MIDDLE MASTERS +30	85,005.12		4,241.37	89,246.49
MCFARLAND	JOSEPH	TEACHER SECONDARY MASTERS	77,279.53		1,091.80	78,371.33
MILLER	MATTHEW	TEACHER SECONDARY MASTERS +30	82,274.12		23,179.34	105,453.46
MOLONEY	BRIAN	TEACHER SECONDARY BACHELORS	64,072.59		13,658.46	77,731.05
MORTARA	MICHAEL	TEACHER SECONDARY MASTERS +15	64,394.08		38.47	64,432.55
MUSANTE	MARNIE	TEACHER SECONDARY MASTERS +60	89,255.79		979.73	90,235.52
NAPIER BERNSTEIN	CAMILLE	TEACHER SECONDARY MASTERS +60	89,255.79		317.55	89,573.34
OUELLET	MARYANNE	TEACHER DEPT/HEAD MASTERS +60	81,403.85		7,859.48	89,263.33
OUELLETTE	ERIC	TEACHER SECONDARY BACHELORS	51,128.12		76.94	51,205.06
PEARSON	HEATHER	TEACHER SECONDARY BACHELORS	49,161.86		77.32	49,239.18
PERCHESKI	JOANNE	TEACHER SECONDARY MASTERS +75	91,488.62		2,726.05	94,214.67
PERKINS	KERRYN	TEACHER SECONDARY MASTERS	65,794.77		7,522.71	73,317.48
PLACHY	LINDA	TEACHER SECONDARY MASTERS	72,699.90		2,580.00	75,279.90
RICH	MIRANDA	TEACHER SECONDARY MASTERS	13,744.26			13,744.26
ROBERSON	MARJORIE	TEACHER SECONDARY MASTERS +30	84,537.58		2,941.90	87,479.48
ROBIN	DIANE	TEACHER SECONDARY MASTERS +45	42,964.34		883.40	43,847.74
ROGERS	ANDREA	TEACHER SECONDARY BACHELORS	64,072.59		448.47	64,521.06
ROSS	BRIDGET	TEACHER SECONDARY MASTERS +30	61,865.91			61,865.91
RUFO	ANTHONY	TEACHER SECONDARY BACHELORS	49,161.86		1,290.00	50,451.86
RUGGABER	ALESE	TEACHER SECONDARY MASTERS +30	85,005.12		2,455.55	87,460.67
RUSSO	MICHAEL	TEACHER SECONDARY BACHELORS	47,271.32		292.35	47,563.67
SANDERSON	MARIA MONICA	TEACHER SECONDARY MASTERS	65,794.77			65,794.77
SANFORD	WILLIAM	TEACHER SECONDARY MASTERS +30	72,373.38		1,125.94	73,499.32
SCOTT	DOUGLAS	TEACHER SECONDARY MASTERS +30	52,193.91		4,837.00	57,030.91
SHADDOCK	CAITLYN	TEACHER SECONDARY MASTERS	54,077.34		6,216.54	60,293.88
SHAPIRO	DAVID	TEACHER SECONDARY MASTERS +30	69,589.25		1,628.41	71,217.66
STEFANINI	JESSICA	TEACHER SECONDARY MASTERS +30	77,527.40		1,119.33	78,646.73
TAVARES	KELLY	TEACHER SECONDARY MASTERS	73,327.82		845.00	74,172.82
TOBIN	EMILY	TEACHER SECONDARY BACHELORS	47,271.32		707.15	47,978.47
TRAMONTOZZI	REBECCA	TEACHER SECONDARY MASTERS +60	29,890.35			29,890.35
TULLY	SUSAN	TEACHER SECONDARY MASTERS +30	80,660.55		6,139.37	86,799.92
TURNER	CHARLES	TEACHER SECONDARY MASTERS	54,077.34		1,935.00	56,012.34
VASQUEZ	MELIDENISE	TEACHER SECONDARY MASTERS	70,479.66		76.94	70,556.60
VOLDMAN	JUSTIN	TEACHER SECONDARY MASTERS +45	78,211.67		8,316.08	86,527.75
WALL	BRIAN	TEACHER SECONDARY MASTERS +15	64,394.08		710.69	65,104.77
WEBER	LINDA	TEACHER DEPT/HEAD MASTERS +30	85,005.12		9,126.54	94,131.66
WILLEY	DANIEL	TEACHER SECONDARY MASTERS	51,411.06		317.55	51,728.61
WILSON	DAVID	TEACHER SECONDARY MASTERS	54,077.34		3,736.01	57,813.35
WONG	ANGELA	TEACHER SECONDARY MASTERS	54,077.34		1,973.85	56,051.19
YAKOVAC	ERIN	TEACHER SECONDARY MASTERS +15	73,159.14			73,159.14
ZHAO	LEI	TEACHER SECONDARY MASTERS +30	45,512.81		1,038.47	46,551.28
			6,346,277.64	**127.67**	**296,431.26**	**6,642,836.57**
ELEMENTARY SPECIALISTS						
BROTHERS	ELIZABETH	ELEMENTARY SPECIALISTS MASTERS	50,737.31		908.27	51,645.58
CAPPABIANCA	ANTHONY	ELEMENTARY TEACHER MASTERS+75	91,488.62			91,488.62
CURTIS	BREE	ELEMENTARY SPECIALISTS MAS+75	76,671.33		2,184.52	78,855.85
DEMAYO	GARY	ELEMENTARY SPECIALISTS M+30	83,919.16		145.18	84,064.34
DOMBROSKAS	ROBERT	ELEMENTARY SPECIALISTS BACHELR	57,188.79		442.22	57,631.01
FERRANTI	DOROTHY	SPECIAL NEEDS TEACHER MASTR+15	28,270.71		267.56	28,538.27
GOLESTANI	SEPIDEH	ELEMENTARY SPECIALISTS MASTERS	12,026.25		267.56	12,293.81
GYSTER	MARYLYNNE	SPECIAL NEEDS TEACHER MASTR+30	46,509.45			46,509.45
HARTFORD	AMY	ELEMENTARY SPECIALISTS MASTERS	5,902.42			5,902.42
JODICE	MARK	ELEMENTARY SPECIALISTS BACHELR	70,251.27			70,251.27
KENNEDY	SUSAN	ELEMENTARY SPECIALIST M+60	86,388.45		683.52	87,071.97
MCKEAN	HOLLY	ELEMENTARY SPECIALISTS BACHELR	16,151.89			16,151.89
PARVEN	MICHELLE	ELEMENTARY SPECIALISTS BACHELR	33,912.58		267.52	34,180.10
PASCARELLI	JENNEY	ELEMENTARY SPECIALISTS MASTERS	63,263.86		1,278.70	64,542.56
PESTANA	LAURA	ELEMENTARY SPECIALISTS BACHELR	70,251.27			70,251.27
RETELAS	KALLI	ELEMENTARY SPECIALISTS MASTERS	47,307.95			47,307.95
RICE	THOMAS	ELEMENTARY SPECIALISTS MASTERS	76,292.17		514.59	76,806.76
ROPER	TIMOTHY	ELEMENTARY SPECIALISTS BACHELR	42,819.52		510.97	43,330.49
STOETZEL	KRISTIN	ELEMENTARY SPECIALISTS M+30	55,388.55		300.96	55,689.51

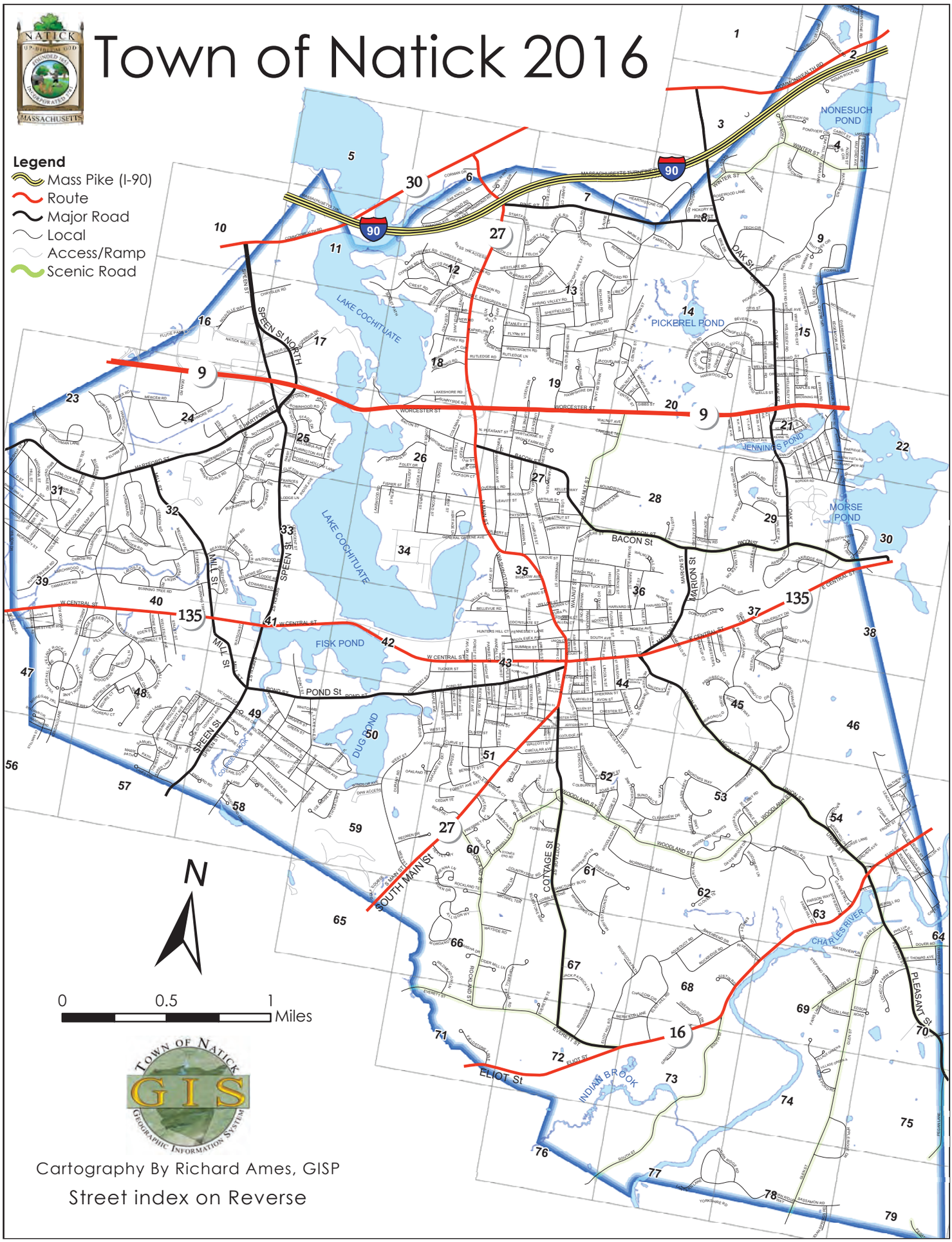
Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
SUNDAY	JENIFER	ELEMENTARY SPECIALISTS MASTERS	63,263.86		267.52	63,531.38
WEAVER	JANE	ELEMENTARY SPECIALIST M+60	84,693.08		668.08	85,361.16
WHITE	CATHERINE	ELEMENTARY SPECIALISTS M+30	30,432.15		242.16	30,674.31
WORTHINGTON	MARTHA	ELEMENTARY SPECIALISTS BACHELR	22,999.47			22,999.47
ZIDES	KRISTIN	ELEMENTARY SPECIALISTS MASTERS	68,359.59		351.17	68,710.76
			1,284,489.70		**9,300.50**	**1,293,790.20**
PUPIL SERVICES						
ABRAMOVICH	BRENDA	SPECIAL NEEDS TEACHER MASTR+30	64,340.84			64,340.84
ANDERSON	STACEY	SPECIAL NEEDS TEACHER MASTERS	65,794.77			65,794.77
ARNOLD	CHRISTY	TEACHER ELL MASTERS	70,479.66		885.84	71,365.50
BAHDE	JESSICA	SPECIAL NEEDS TEACHER MASTERS	25,268.28			25,268.28
BANGERT	CANDICE	OCCUP THERAPIST MASTERS	53,502.75			53,502.75
BARRY	ALLISON	SPECIAL NEEDS TEACHER MASTR+15	40,378.64			40,378.64
BELL	CAROLYN	SPECIAL NEEDS TEACHER MASTR+30	69,589.25		278.70	69,867.95
BRANDE	LAURA	SPECIAL NEEDS TEACHER MASTERS	68,359.59			68,359.59
BRITTON	MARYANN	SPECIAL NEEDS TEACHER MASTR+75	91,488.62			91,488.62
BRODSKY	RACHAEL	TEACHER ELL MASTERS +30	37,133.83		1,222.96	38,356.79
BROSNIHAN	JAMES	RE-ENTRY COORDINATOR	8,358.90		55.74	8,414.64
BROWN	SARAH	SPEECH THERAPIST MASTERS +30	55,045.47			55,045.47
BROWN	KATHERYN	TRANSITION COORD MASTER+15	66,970.26		200.00	67,170.26
BRUHL	MARY	SPECIAL NEEDS TEACHER MASTR+75	79,658.43		3,986.38	83,644.81
CALDERON	CELINA	SPECIAL NEEDS TEACHER MASTERS	65,794.77		2,299.00	68,093.77
CALLAHAN	ELIZABETH	SPEECH THERAPIST MASTERS	61,033.77		825.17	61,858.94
CARR	HEATHER	SPECIAL NEEDS TEACHER MASTERS	63,263.86			63,263.86
CARTER	LAUREN	SPECIAL NEEDS TEACHER MASTERS	65,794.77			65,794.77
CARTER	KRISTEN	SCHOOL PSYCHOLOGIST MASTERS+30	66,913.10		1,046.81	67,959.91
CARUSO	ALISON	PHYSICAL THERAPIST BACH	32,042.62			32,042.62
CAULFIELD	MICHAEL	SPECIAL NEEDS TEACHER MASTERS	52,955.12		8,832.57	61,787.69
CAVAGNUOLO	JARED	SPECIAL NEEDS TEACHER MASTR+30	53,238.05		2,504.00	55,742.05
CHAKIRIS	JULIA	SCHOOL PSYCHOLOGIST MASTERS+30	64,340.84		717.22	65,058.06
CLARK	MARIMARTHA	TEACHER ELL MASTERS +45	85,581.01		3,620.10	89,201.11
COHEN	ALICIA	SPECIAL NEEDS TEACHER MASTR+45	68,596.44			68,596.44
COLEMAN	NICHOLAS	SPECIAL NEEDS TEACHER BACHELOR	45,453.56		797.01	46,250.57
COLLINS	JULIE	SPECIAL NEEDS TEACHER MASTR+15	59,536.21			59,536.21
COTE	MICHELLE	SPECIAL NEEDS TEACHER MASTERS	17,180.28			17,180.28
COURVILLE	TONILEE	SPECIAL NEEDS TEACHER MASTR+45	73,020.03			73,020.03
CRAWFORD	DARLENE	SPECIAL NEEDS TEACHER MASTERS	50,354.68		8,416.72	58,771.40
CROSS	HANNAH	EVALUATION TEAM LEADER MASTERS	77,279.53		7,413.55	84,693.08
CURLEY	AMANDA	SPECIAL NEEDS TEACHER MASTERS	63,263.86		278.70	63,542.56
CYMROT	DONNA	SCHOOL PSYCHOLOGIST MASTERS+30	14,246.80		9,503.26	23,750.06
D'ANGELO	MARK	SPECIAL NEEDS TEACHER MASTR+30	75,194.41		4,862.73	80,057.14
DAVIS	JACQUELINE	SOCIAL WORKER MASTERS +15	27,716.58			27,716.58
DELDUCHETTO	ANN MARIE	SPECIAL NEEDS TEACHER MASTR+15	71,723.37			71,723.37
DELUDE	KIMBERLY	SPEECH THERAPIST MASTERS +30	15,915.37			15,915.37
DERMODY	JENNIFER	SPECIAL NEEDS TEACHER MASTR+15	55,043.76		2,287.90	57,331.66
D'INNOCENZO	CARA	SPECIAL NEEDS TEACHER MASTR+30	61,865.91		3,920.88	65,786.79
DOHERTY	JENNIFER	SPECIAL NEEDS TEACHER MASTR+30	75,194.41		381.42	75,575.83
EARNER	SUSAN	SPECIAL NEEDS TEACHER BACHELOR	28,896.49			28,896.49
FELDMAN	LEAH	SPEECH PATHOLOGIST MASTERS +15	21,103.92			21,103.92
FERRARA	JUSTINE	SPECIAL NEEDS TEACHER BACHELOR	51,128.12			51,128.12
FERRARI	MEGAN	TEACHER ELL MASTERS	18,316.81			18,316.81
FLORIAN	KARA	LT SUB REENTRY COORDINATOR	29,706.15			29,706.15
FOUTZ	LAUREN	SPECIAL NEEDS TEACHER MASTR+30	70,797.87			70,797.87
FRANCIOSE	JAMES	SPECIAL NEEDS TEACHER MASTERS	77,279.53		525.15	77,804.68
FRISWELL	SHEILA	SPECIAL NEEDS TEACHER MASTR+30	85,005.12			85,005.12
GAMMONS	REBECCA	SPEECH THERAPIST MASTERS	26,385.48			26,385.48
GARCIA	KATHRYN	SPECIAL NEEDS TEACHER MASTR+30	82,274.12		19,171.64	101,445.76
GELLER	ANDREA	SOCIAL WORKER MASTERS	76,227.43		348.38	76,575.81
GENTILE	MICHAEL	SPECIAL NEEDS TEACHER MASTERS	51,997.75		533.80	52,531.55
GILGORE	CHELSEA	SPECIAL NEEDS TEACHER MASTERS	51,997.75			51,997.75
GRIMES	MICHAEL	SPECIAL NEEDS TEACHER MASTERS	50,354.68			50,354.68
GUILD	MARION	OCCUP THERAPIST BACHELOR'S	27,465.03			27,465.03
GUILLEMETTE	CHRISTINA	SPECIAL NEEDS TEACHER MASTR+15	59,536.21		1,852.60	61,388.81
HARKINS	EDYTHE	SPECIAL NEEDS TEACHER MASTERS	24,683.66			24,683.66
HAWKINS	MARY	SPECIAL NEEDS TEACHER MASTERS	51,997.75			51,997.75
HENRY	ANDREA	SPECIAL NEEDS TEACHER MASTERS	17,180.28			17,180.28
HILE	SALLY	SPECIAL NEEDS TEACHER MASTERS	18,582.21			18,582.21
HILL	MICHAEL	SPECIAL NEEDS TEACHER MASTERS	71,890.50			71,890.50
HOLDASH	PEGGY	SPECIAL NEEDS TEACHER MASTR+45	30,192.46		164.54	30,357.00
HOLMES	DIANE	EVALUATION TEAM LEADER BCHLR	70,251.27		13,283.25	83,534.52
HOLMGREN	JILL	SPECIAL NEEDS TEACHER MASTERS	51,997.75		588.65	52,586.40
KANAVAS-DEROCHER	DEANNA	TEACHER MIDDLE MASTERS +45	81,372.63		3,679.81	85,052.44
KAPETANAKOS	BROOKE	SPEECH THERAPIST MASTERS +30	80,660.55			80,660.55

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
KARIAN	SARAH	SPEECH THERAPIST MASTERS	56,240.71			56,240.71
KENNEDY	MEGHAN	SPECIAL NEEDS TEACHER MASTERS	17,180.28			17,180.28
KIEBISH	CHRISTINA	SPECIAL NEEDS TEACHER MASTERS	74,795.32			74,795.32
KIRBY	CAITLIN	SPECIAL NEEDS TEACHER MASTERS	17,867.43			17,867.43
KLECAN	MARY	SPECIAL NEEDS TEACHER MASTR+30	46,509.45			46,509.45
KRIKORIAN	RENEE	OCCUP THERAPIST MASTERS	46,367.65		713.32	47,080.97
LENGAUER	THERESA	SPECIAL NEEDS TEACHER MASTERS	54,077.34		786.34	54,863.68
LEWITUS	AMANDA	SPEECH THERAPIST MASTERS +30	41,347.91			41,347.91
LICHODOLIK	JESSICA	SPECIAL NEEDS TEACHER MASTERS	73,327.82			73,327.82
LIPTAK	KAREN	SPECIAL NEEDS TEACHER MASTR+60	89,255.79		1,668.01	90,923.80
LIUZZO	JULIE	SPECIAL NEEDS TEACHER MASTERS	51,997.75			51,997.75
MACISAAC	KATHLEEN	SPECIAL NEEDS TEACHER MASTR+30	85,005.12			85,005.12
MAHONEY	AMANDA	SPECIAL NEEDS TEACHER MASTERS	52,054.84			52,054.84
MAKI	BENJAMIN	SPECIAL NEEDS TEACHER MASTR+15	52,514.10		6,082.36	58,596.46
MANFRA	JAMIE	SCHOOL PSYCHOLOGIST MASTERS+30	64,340.84		409.06	64,749.90
MARQUIS	CATHERINE	SPECIAL NEEDS TEACHER MASTR+30	85,005.12			85,005.12
MARSCHER	SHELBY	SCHOOL PSYCHOLOGIST MAS+60	62,725.30		524.24	63,249.54
MARTINKUS	DANIELLE	SPECIAL NEEDS TEACHER BACHELOR	32,905.47			32,905.47
MCCARTHY	JANE	SPECIAL NEEDS TEACHER MASTERS	77,279.53			77,279.53
MELIONES	MARINA	SPECIAL NEEDS TEACHER MASTR+45	61,155.94		1,350.25	62,506.19
MICHELSON	CHRISTINE	SPECIAL NEEDS TEACHER MASTERS	49,998.11		3,611.59	53,609.70
MIKAELIAN	NEVART	EVALUATION TEAM LEADER MSTR+30	77,296.25		6,741.24	84,037.49
MILLER	MARK	SPECIAL NEEDS TEACHER MASTERS	77,279.53			77,279.53
MITCHELL	ALISON	TEACHER ELL BACHELORS	32,082.16		5,699.90	37,782.06
MOLINARI-BATES	BARBARA	EVALUATION TEAM LEADER MSTR+30	85,005.12		9,818.89	94,824.01
MOORE	LATANYA	SCHOOL PSYCHOLOGIST MAS+60	78,954.36			78,954.36
MORRISON	KRISTINA	SCHOOL PSYCHOLOGIST MASTERS+30	72,496.28			72,496.28
MORRISSEY	MAUREEN	SPECIAL NEEDS TEACHER MASTR+30	85,005.12			85,005.12
MORTARELLI	MARK	NORTH STAR PROGRAM COORDINATOR	77,279.53		19,014.10	96,293.63
MOSCHELLA	KATHLEEN	SPECIAL NEEDS TEACHER MASTR+45	85,745.55		655.51	86,401.06
NEMETH	AMANDA	SPEECH THERAPIST MASTERS +30	85,005.12			85,005.12
O'BRIEN	ANDREA	PHYSICAL THERAPIST MASTERS	18,847.44			18,847.44
O'NEILL	KATHRYN	SPECIAL NEEDS TEACHER MASTR+15	49,364.55		1,758.21	51,122.76
PARKER	JENNIFER	SPEECH THERAPIST MASTERS +30	85,005.12		1,437.50	86,442.62
PECK	STEVEN	SPECIAL NEEDS TEACHER MASTR+15	78,625.39			78,625.39
PLOURDE	MICHELLE	SPECIAL NEEDS TEACHER MASTERS	48,398.32		1,549.00	49,947.32
PORTER	ALLON	SPECIAL NEEDS TEACHER MASTERS	47,077.34		1,000.22	48,077.56
PRICE	CLAUDIA	SPECIAL NEEDS TEACHER MASTR+45	71,632.14		1,427.70	73,059.84
REARDON	MARIA	EVALUATION TEAM LEADER MSTR+60	51,833.00		4,712.90	56,545.90
RIGDON	JENNIFER	SPECIAL NEEDS TEACHER MASTR+30	85,005.12		540.10	85,545.22
ROSENBERG	MARILYN	SCHOOL PSYCHOLOGIST DOCTORATE	74,975.38		278.70	75,254.08
ROSENHAND	ZIVA	OCCUP THERAPIST BACHELOR'S	53,671.11		2,426.68	56,097.79
SCHAEFFER	JANET	SCHOOL PSYCHOLOGIST MAS +45	72,883.76			72,883.76
SEYFARTH	KATHRYN	SPECIAL NEEDS TEACHER MASTERS	17,867.43		119.18	17,986.61
SUGARMAN	CATHERINE	NTY PROJECT DIRECTOR	63,038.54			63,038.54
TAYLOR	ABIGAIL	SPECIAL NEEDS TEACHER MASTERS	11,213.17			11,213.17
THOMAS	JANE	SPECIAL NEEDS TEACHER MASTR+30	53,443.53		10,650.60	64,094.13
THORNE	ELIZABETH	SCHOOL PSYCHOLOGIST MASTERS+30	48,687.83		724.52	49,412.35
WAGER	WILLIAM	SPECIAL NEEDS TEACHER MASTERS	54,077.34			54,077.34
WALLS	BRYANT	SOCIAL WORKER MASTERS	77,279.53		3,217.32	80,496.85
WALTON	MARY	SPECIAL NEEDS TEACHER MASTR+30	85,005.12		1,374.40	86,379.52
WEEKS	KAYCEE	SPEECH THERAPIST MASTERS +30	67,346.75		1,000.00	68,346.75
WESTFIELD	BRANDON	PHYSICAL THERAPIST MASTERS	73,327.82			73,327.82
WETHERBEE	MEGHAN	SPECIAL NEEDS TEACHER MASTERS	40,655.50			40,655.50
WILLIAMS	LAUREN	SPECIAL NEEDS TEACHER MASTR+45	27,495.00			27,495.00
YURRITA	JENNIFER	SPECIAL NEEDS TEACHER MASTERS	63,263.86			63,263.86
ZIEGLER	ANNETTE	SOCIAL WORKER MASTERS +45	85,416.47		899.85	86,316.32
			7,019,731.32		**194,676.17**	**7,214,407.49**
GUIDANCE -26						
BISSONNETTE	SVEA	SCHOOL PSYCHOLOGIST MASTERS+30	66,737.23		209.03	66,946.26
BRUCE	JANE	GUIDANCE COUNSELOR MASTERS	58,491.22		1,922.63	60,413.85
CAIRNEY	AIMEE	GUIDANCE COUNSELOR MASTERS	35,480.23		558.54	36,038.77
CONESA	ISABEL	GUIDANCE COUNSELOR MASTERS +15	75,701.81		2,328.48	78,030.29
CRAWFORD	MELISSA	GUIDANCE COUNSELOR MASTERS	58,491.22		209.03	58,700.25
DALTON-THOMAS	KAREN	GUIDANCE COUNSELOR MASTERS	77,279.53		10,607.14	87,886.67
D'ANTONIO	JENNIFER	GUIDANCE COUNSELOR MASTERS	22,673.91		477.45	23,151.36
FINOCCHI	ELIZABETH	GUIDANCE COUNSELOR MASTERS +30	75,194.41		3,518.51	78,712.92
GARRY	RANDALL	GUIDANCE COUNSELOR MASTERS +30	79,078.28		2,583.45	81,661.73
GILROY	ALISON	GUIDANCE COUNSELOR MASTERS	54,077.34		1,777.55	55,854.89
GRAY	ADAM	GUIDANCE COUNSELOR MASTERS	60,830.96		5,079.53	65,910.49
GREENHOLT	SHARON	GUIDANCE COUNSELOR MASTERS +15	59,222.07		3,290.03	62,512.10
KIRITSY	TARA	SCHOOL PSYCHOLOGIST MAS+75	91,488.62		278.70	91,767.32
LOFTUS	LAURA	GUIDANCE COUNSELOR MASTERS +30	41,821.59		8,660.01	50,481.60

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
MACDONALD	MELISA	GUIDANCE COUNSELOR MASTERS +15	64,394.08		3,281.15	67,675.23
MEISNER	MARIA	GUIDANCE COUNSELOR MASTERS	38,639.81		846.93	39,486.74
MOLLOY	ELISE	GUIDANCE COUNSELOR MASTERS +30	50,351.48		2,683.40	53,034.88
MORIN	KELLY	GUIDANCE COUNSELOR MASTERS	46,132.32		2,726.69	48,859.01
PAPASSO	NICOLE	GUIDANCE COUNSELOR MASTERS +30	61,506.19		3,801.49	65,307.68
STROTHER	MATTHEW	GUIDANCE COUNSELOR MASTERS +30	85,005.12		20,537.51	105,542.63
			1,202,597.42		**75,377.25**	**1,277,974.67**
SCHOOL LIBRARIES						
BLOOM	AMY	TEACHER MIDDLE MASTERS	63,263.86		2,909.56	66,173.42
MCDONALD	TARA	MEDIA SPECIALISTS MASTERS +30	83,919.16		5,793.18	89,712.34
ROTKIEWICZ	KATHERINE	TEACHER MIDDLE BACHELORS	65,353.43		2,138.36	67,491.79
			212,536.45		**10,841.10**	**223,377.55**
TITLE 1						
DALY	EMILY	TITLE 1 TEACHER	6,722.37			6,722.37
DANNIN	JENNIFER	TITLE 1 TEACHER	23,206.68		404.85	23,611.53
DEAN	TRACY	TITLE 1 TEACHER	21,587.13		867.41	22,454.54
DUCHARME	JANET	TITLE 1 TEACHER	17,134.91		552.78	17,687.69
JOHNSON	MARY	TITLE 1 TEACHER	13,483.08		230.74	13,713.82
KISER	DANIEL	TITLE 1 TEACHER	2,090.71		35.31	2,126.02
LIPOMA	JENNIFER	TITLE 1 TEACHER	21,163.15		1,676.21	22,839.36
MCCARTHY	KAREN	TITLE 1 TEACHER	10,282.20		165.29	10,447.49
MURPHY	JILL	TITLE 1 TEACHER	8,573.62		1,916.51	10,490.13
RYAN	HALEY	TITLE 1 TEACHER	12,569.32		249.02	12,818.34
YEE	THERESA	TITLE 1 TEACHER	29,811.95	171.65	397.30	30,380.90
			166,625.12	**171.65**	**6,495.42**	**173,292.19**
SUBSTITUTES-LONG TERM						
BROWN	LOIS	SUBSTITUTE TEACHER LONG TERM	27,996.25		2,337.70	30,333.95
COHEN	KATIE	PERMANENT SUBSTITUTE TEACHER	3,021.00			3,021.00
COOPER	LINDA	PERMANENT SUBSTITUTE TEACHER	19,732.00		232.00	19,964.00
DECHRISTOFORO	JOHN	PERMANENT SUBSTITUTE TEACHER	20,142.93			20,142.93
DIBARTOLA	APRIL	SUBSTITUTE TEACHER LONG TERM	16,935.13			16,935.13
FEINBERG	MARILYN	SUBSTITUTE TEACHER LONG TERM	9,048.00		754.00	9,802.00
HART	EILEEN	SUBSTITUTE TEACHER LONG TERM	6,919.00		935.00	7,854.00
HILL	JAMIE	SUBSTITUTE TEACHER LONG TERM	13,302.52		5,293.86	18,596.38
JANDA	SAMANTHA	PERMANENT SUBSTITUTE TEACHER	7,656.00		3,162.00	10,818.00
LOEPER	ANGELA	SUB STDNT S/FACILITATOR LNG/TM	10,230.81			10,230.81
MANNING	DARLENE	SUB STDNT S/FACILITATOR LNG/TM	10,554.01			10,554.01
MCGEEHAN	KRISTEN	SUB STDNT S/FACILITATOR LNG/TM	10,393.50		870.00	11,263.50
MOSHER	KATHERINE	SUBSTITUTE TEACHER LONG TERM	22,153.50		1,772.28	23,925.78
MUNDY	PETER	PERMANENT SUBSTITUTE TEACHER	19,616.00			19,616.00
PLACHY	KAITLIN	SUB STDNT S/FACILITATOR LNG/TM	1,399.49		1,106.47	2,505.96
PREBENSEN	MEGAN	PERMANENT SUBSTITUTE TEACHER	21,635.74		319.00	21,954.74
RONAN	GAIL	SUBSTITUTE TEACHER LONG TERM	6,713.30		2,197.08	8,910.38
SHADE	RUSSELL	SUB STDNT S/FACILITATOR LNG/TM	1,904.35			1,904.35
SWEETSER	KATHLEEN	PERMANENT SUBSTITUTE TEACHER	3,596.00		1,160.00	4,756.00
WARREN	ALLISON	SUBSTITUTE TEACHER LONG TERM	22,104.00		1,098.00	23,202.00
WHITTON	KATIE	SUBSTITUTE TEACHER LONG TERM	9,028.80		1,436.40	10,465.20
			264,082.33		**22,673.79**	**286,756.12**
SUBSTITUTES						
AHRONIAN	BRIAN	SUBSTITUTE TEACHER	490.00			490.00
ALHADI	SABA	SUBSTITUTE TEACHER + 15 DAYS	11,560.00			11,560.00
ALTERIO	MADELEINE	SUBSTITUTE TEACHER + 15 DAYS	1,190.00			1,190.00
ANDERSEN	AMANDA	SUBSTITUTE TEACHER	960.00			960.00
ANTONY	NEVIEN	SUBSTITUTE TEACHER	240.00			240.00
ARNOLD	ROBYN	SUBSTITUTE TEACHER + 15 DAYS	648.00			648.00
BARBO	ANN	SUBSTITUTE TEACHER + 15 DAYS	3,464.79			3,464.79
BARR	SANDRA	SUBSTITUTE TEACHER + 15 DAYS	1,612.80			1,612.80
BIAGI	JANE	SUBSTITUTE TEACHER + 15 DAYS	4,906.48			4,906.48
BISHOP	BONITA	SUBSTITUTE TEACHER + 15 DAYS	9,128.00		216.00	9,344.00
BRESNICK	DONNA	SUBSTITUTE TEACHER + 15 DAYS	400.00			400.00
BROOKS	MARVA	SUBSTITUTE TEACHER	490.00			490.00
BRYANT	EMMA	SUBSTITUTE TEACHER	784.00			784.00
BUTT	REEMA	SUBSTITUTE TEACHER + 15 DAYS	11,935.58			11,935.58
CAO	SIHAO	SUBSTITUTE TEACHER	782.08			782.08
CARADONNA	MARIE	SUBSTITUTE TEACHER + 15 DAYS	216.00			216.00
CARPENTER	ALISON	SUBSTITUTE TEACHER + 15 DAYS	9,311.38		378.56	9,689.94
COCHI	LYANNE	SUBSTITUTE TEACHER + 15 DAYS	972.00			972.00
COHEN	PAULA	SUBSTITUTE TEACHER + 15 DAYS	12,668.00			12,668.00
CONNORS	ANNE	TUTOR/HOMEBOUND	15,247.52			15,247.52
CORLISS	MARY	SUBSTITUTE TEACHER + 15 DAYS	3,235.39			3,235.39
CULE	ALVANA	SUBSTITUTE TEACHER + 15 DAYS	2,992.37			2,992.37
CURNS	SHERRY	SUBSTITUTE TEACHER + 15 DAYS	550.00			550.00
CURNS	DONALD	SUBSTITUTE TEACHER + 15 DAYS	1,956.00			1,956.00

Last Name	First Name	JOB TITLE	BASE	OT	OTHER	GROSS
CUSHING	KAREN	SUB STDNT S/FACILITATOR LNG/TM	10,624.61		1,807.72	12,432.33
DASILVA	DEBRA	SUB STDNT SUPPORT FACILITATR	7,665.06			7,665.06
DELL	MARJORIE	SUBSTITUTE TEACHER + 15 DAYS	4,686.97			4,686.97
DOWNING	RONALD	COACHING STAFF	0.00		5,172.12	5,172.12
DUNCAN RICHTER	SARAJANE	SUBSTITUTE TEACHER + 15 DAYS	7,659.00			7,659.00
DUVALL	EMILY	SUBSTITUTE TEACHER	999.02			999.02
EVANS	NANCY	SUBSTITUTE TEACHER + 15 DAYS	5,023.96			5,023.96
FRUTKOFF	CAROL	SUBSTITUTE TEACHER + 15 DAYS	2,378.61			2,378.61
GAVELIS	ANTHONY	SUBSTITUTE TEACHER + 15 DAYS	220.00			220.00
GELFAND	CHERYL	SUBSTITUTE TEACHER + 15 DAYS	14,032.46			14,032.46
GOLD	ESTA	SUBSTITUTE TEACHER + 15 DAYS	6,847.00			6,847.00
GOLDBERG	REBECCA	SUBSTITUTE TEACHER + 15 DAYS	1,980.00			1,980.00
HANSON	CARROLL	SUBSTITUTE TEACHER + 15 DAYS	652.00			652.00
HARDING	LINDA	SUBSTITUTE TEACHER + 15 DAYS	2,437.00			2,437.00
HEALY	PAUL	SUBSTITUTE TEACHER + 15 DAYS	3,264.00			3,264.00
HEFFERNAN	LINDSEY	SUBSTITUTE TEACHER	483.77			483.77
HOROWITZ	KAREN	SUBSTITUTE TEACHER + 15 DAYS	5,056.40			5,056.40
HUG	SHARON	SUBSTITUTE TEACHER + 15 DAYS	5,217.00			5,217.00
HYMES	JENNIFER	SUBSTITUTE TEACHER + 15 DAYS	3,923.96			3,923.96
JENNETT	ALLISON	SUBSTITUTE TEACHER + 15 DAYS	2,538.00			2,538.00
KANE	NATASHA	SUBSTITUTE TEACHER + 15 DAYS	3,012.50			3,012.50
KENNEY	TERESA	SUBSTITUTE TEACHER + 15 DAYS	1,440.00			1,440.00
KIMLER	HANNAH	SUBSTITUTE TEACHER + 15 DAYS	2,497.49			2,497.49
KUHLMAN-HUSSEY	DEBORAH	SUBSTITUTE TEACHER + 15 DAYS	10,307.51		2,979.66	13,287.17
LERMAN	STEVEN	SUBSTITUTE TEACHER + 15 DAYS	658.00			658.00
LIEBERMAN	MELANIE	SUBSTITUTE TEACHER	240.00			240.00
MACBLANE	ROBIN	SUBSTITUTE TEACHER	94.04		1,500.00	1,594.04
MACDONNELL	ANGELA	SUBSTITUTE TEACHER + 15 DAYS	1,756.00			1,756.00
MANAHAN	HEATHER	SUBSTITUTE TEACHER + 15 DAYS	3,611.02			3,611.02
MANGAN	ELIZABETH	SUBSTITUTE MEDIA ASSISTANT	0.00			0.00
MANNA	M. PETER	SUBSTITUTE TEACHER + 15 DAYS	1,838.00			1,838.00
MARDEN	CHRISTINA	SUBSTITUTE TEACHER + 15 DAYS	5,454.00			5,454.00
MAURER	JOANNE	SUBSTITUTE TEACHER + 15 DAYS	5,752.11		968.07	6,720.18
MCCARTHY	DAWN	SUBSTITUTE TEACHER + 15 DAYS	943.00		588.00	1,531.00
MCGUIRE	PAUL	SUBSTITUTE TEACHER + 15 DAYS	5,466.92			5,466.92
MCTAGUE	BARBARA	SUBSTITUTE BLDG ASSISTANT	12,131.93			12,131.93
MELCHIORRI	BEVERLY	SUBSTITUTE TEACHER + 15 DAYS	6,468.25			6,468.25
PANCHUCK	MICHAEL	SUBSTITUTE TEACHER + 15 DAYS	1,080.00			1,080.00
PARSONS	JANICE	SUBSTITUTE TEACHER +91 DAYS	1,482.00			1,482.00
PENROD	JEANNE	SUBSTITUTE TEACHER + 15 DAYS	7,512.15			7,512.15
PETTEPIT	ANN	SUBSTITUTE TEACHER + 15 DAYS	594.00			594.00
POTTS	GEORGE	TUTOR/HOMEBOUND	3,705.20			3,705.20
PRIM	SHEILA	SUBSTITUTE TEACHER + 15 DAYS	9,449.75		9.81	9,459.56
PROVOOST	JENNIFER	SUBSTITUTE TEACHER + 15 DAYS	8,526.28			8,526.28
ROBERTS	PAMELA	SUBSTITUTE TEACHER + 15 DAYS	1,852.92			1,852.92
ROWAN	KRISTEN	SUBSTITUTE TEACHER + 15 DAYS	1,166.94			1,166.94
SCAMMON	SALLY	SUB STDNT SUPPORT FACILITATR	47.02			47.02
SCHULTZ	EVLYN	SUBSTITUTE TEACHER + 15 DAYS	2,784.00			2,784.00
SCURLOCK	PATRICIA	SUB STDNT SUPPORT FACILITATR	11,977.09		935.44	12,912.53
SHACLUMIS	MARY	SUBSTITUTE TEACHER	191.85			191.85
SHAGORY	EDWARD	SUBSTITUTE TEACHER + 15 DAYS	9,902.89		36.00	9,938.89
SHAVER	KRISTINA	SUBSTITUTE TEACHER LONG TERM	16,430.90		1,832.00	18,262.90
SHEPARD	DOUGLAS	SUBSTITUTE TEACHER + 15 DAYS	5,788.16			5,788.16
SHEYS	MARY	SUBSTITUTE TEACHER	882.00			882.00
SMITH	BRIAN	SUBSTITUTE TEACHER + 15 DAYS	3,148.00			3,148.00
STEIN	MARTHA	SUBSTITUTE TEACHER + 15 DAYS	2,533.00			2,533.00
STEINMETZ	AMY	SUBSTITUTE TEACHER + 15 DAYS	2,356.51			2,356.51
STERLING	TOMEKIA	SUBSTITUTE TEACHER	980.00			980.00
SULLIVAN ANDREWS	HILARY	SUBSTITUTE TEACHER + 15 DAYS	1,458.00			1,458.00
TAGER-DOLAT	LAURIE	SUBSTITUTE TEACHER	98.00			98.00
TAMAREN-LEDDY	BARRETT	SUBSTITUTE TEACHER	674.00			674.00
TRIPPI	KERRY	SUBSTITUTE TEACHER	436.92			436.92
TUMANG	MARIA	SUBSTITUTE TEACHER + 15 DAYS	7,439.92			7,439.92
WALDRON	MAUREEN	SUBSTITUTE TEACHER + 15 DAYS	16,103.62			16,103.62
WINN	SHARON	SUBSTITUTE TEACHER	1,233.39			1,233.39
WYNN	MELANEE	SUBSTITUTE TEACHER + 15 DAYS	2,797.74			2,797.74
YUNG	MARY	SUBSTITUTE TEACHER + 15 DAYS	1,350.00			1,350.00
ZUCCHI	JON	SUBSTITUTE TEACHER + 15 DAYS	707.00			707.00
			367,789.23		**16,423.38**	**384,212.61**

Town of Natick 2016



Cartography By Richard Ames, GISP

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ALGER ST	54
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ALLEN ST	44
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APPLE RIDGE DR	78
APPLETON RD	13
APPLETREE LN	12
AQUEDUCT RD	68
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MALDEN ST	44
MANCHESTER PL	45
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MANSFIELD ST	44
MAPLE AVE	50
MAPLE ST	43
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MECHANIC ST	35
MEETING HOUSE LN	27
MEGONKO RD	18
MELODY WAY	40
MELVIN RD	21
MERCER RD	24
MEREDITH PATH	30
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MERRILL RD	63
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NORTH PLEASANT ST	26
NORTHWOOD LN	2
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OAK KNOLL RD	6
OAK ST	8
OAKLAND ST	51
OAKLAND ST EXT	51
OAKLAND TER	50
OAKRIDGE AVE	29
OLIVER ST	51
OLIVIER ST	31
ORCHARD RD	21
OTIS ST	15
OVERBROOK TER	21
OVERHILL RD	27
OVERLOOK RD	29
OXBOW RD	39
OXFORD ST	15
PALMER AVE	**43**
PAMELA RD	8
PARK AVE	19
PARK ST	44
PARKER CT	43
PARKMAN ST	35
PARKVIEW ST	52
PARSONS WAY	63
PATTON RD	29
PAUL ST	20
PAULINE DR	37
PAYSON RD	35
PEARL ST	43
PEGAN LN	75
PELHAM RD	31
PENACOOK LN	45
PENOBSCOT DR	45
PERRY RD	18
PETERSON RD	15
PHEASANT HOLLOW RD	48
PHILLIPS POND RD	74
PHILLIPS ST	64
PICKEREL RD	15
PILGRIM RD	32
PINE ST	6
PINEHURST AVE	49
PINERIDGE RD	21
PINEWOOD AVE	51
PITTS ST	43
PLAIN ST	43
PLEASANT ST	63
PLEASANT VIEW RD	21

POINT ST	49
POND RIDGE RD	61
POND ST	43
PONDVIEW CIR	4
PORTER RD	23
POSSUM HOLLOW LN	25
POST OAK LN	48
PREBLE ST	51
PRESBREY PL	60
PRESCOTT AVE	48
PRINCETON RD	21
PROCTOR ST	49
PROSPECT ST	40
PRYOR RD	7
PUMPKIN PINE RD	39
PURINGTON AVE	25
QUINCE ST	**51**
RABBIT RUN RD	**25**
RANDALL CT	43
RANGER RD	32
RATHBUN RD	4
RAY ST	4
REDMEN DR	59
RETROP RD	37
REYNOLDS AVE	43
RHODE ISLAND AVE	21
RICE ST	36
RICHARD RD	13
RICHMOND RD	21
RIDGE AVE	25
RIVER ST	55
RIVERBEND DR	68
ROBINHOOD RD	25
ROCKLAND ST	60
ROCKLAND TER	66
ROCKRIDGE RD	68
ROCKWOOD RD	53
ROCKY HILL RD	51
ROLLING LN	30
ROSEWOOD LN	8
ROUNDWOOD RD	28
ROXBURY AVE	43
RUNNINGBROOK CIR	18
RUSSELL CIR	13
RUTLEDGE LN	18
RUTLEDGE RD	18
SADDLEBROOK RD	**2**
SAMUEL PATH	57
SANCTUARY BLVD	61
SASSAMON RD	78
SAWIN ST	36
SCARSDALE RD	53
SCHALLER ST	55
SCHOOL ST	44
SCHOOL ST EXT	52
SECOND ST	26
SHADY OAK LN	31
SHATTUCK ST	35
SHEFFIELD RD	13
SHERIDAN ST	44
SHERMAN ST	44
SHERMAN TER	44
SHERWOOD RD	25
SHORE RD	21
SHORE TER	21
SIENNA LN	60
SILVERHILL LN	48
SKOHEGAN WAY	45
SOUTH AVE	44
SOUTH LINCOLN ST	55

SOUTH MAIN ST	51
SOUTH ST	68
SPEEN ST	10
SPOONER AVE	49
SPRING ST	43
SPRING VALLEY RD	13
SPRUCE LN	48
SQUIRE CT	48
ST MARYS DR	54
ST THOMAS AVE	64
STACEY ST	40
STAGG DR	25
STANLEY ST	19
STEPPING STONE LN	69
STETSON RD	24
STEVEN CIR	37
STILLMAN CIR	56
STILLMAN ST	56
STILLWATER CIR	37
STONE TER	31
STONEBRIDGE CIR	40
STONES END RD	60
STRATFORD RD	6
STRATHMORE RD	24
STRAWBERRY HILL RD	37
SUMMER ST	43
SUMMIT RD	36
SUNDANCE WAY	52
SUNNYSIDE RD	18
SUNSET PATH	12
SUNSHINE AVE	15
SUPERIOR DR	17
SURREY LN	32
SYLVESTER RD	58
SYLVIA AVE	48
TAMARACK RD	**39**
TAYLOR AVE	43
TECH CIR	8
TEMPLE ST	43
TERRACE RD	28
TERRANE AVE	19
THERESA LN	57
THIRD ST	26
THOMPSON CT	43
THOREAU CT	48
TIBBETTS ST	36
TIMBER LN	25
TOURNAMENT RD	40
TOWER CT	27
TOWNSEND CIR	49
TRAVERSE RD	21
TRAVIS RD	24
TUCKER ST	42
TYLER ST	26
UNION CT	**43**
UNION ST	44
UNIVERSITY DR	37
UPLAND RD	15
VALE ST	**36**
VALLEY RD	35
VERMONT AVE	21
VERNON RD	32
VESTA RD	18
VICTORIA CIR	49
VILLAGE BROOK LN	47
VILLAGE GREEN A	74
VILLAGE GREEN B	74
VILLAGE GREEN LN	39
VILLAGE HILL LN	47
VILLAGE ROCK LN	47

VILLAGE WAY	47
VIRGINIA RD	32
VISION DR	19
WABAN ST	**43**
WALCOTT ST	51
WALDEN DR	48
WALKUP CT	45
WALNUT AVE	19
WALNUT HILL DR	36
WALNUT PARK RD	20
WALNUT ST	20
WARING RD	12
WARREN RD	64
WASHBURN CT	51
WASHINGTON AVE	43
WASHINGTON ST	36
WATER ST	55
WATERVIEW LN	63
WATSON ST	41
WAYSIDE RD	66
WEBSTER ST	52
WEDGEWOOD RD	13
WELLESLEY AVE	40
WELLESLEY RD	15
WELLESLEY RD EXT	15
WELLS ST	21
WENTWORTH RD	19
WEST CENTRAL ST	39
WEST ST	50
WESTERN AVE	43
WESTFIELD RD	40
WESTLAKE RD	12
WESTVIEW AVE	44
WESTVIEW RD	47
WESTVIEW TER	44
WESTWOOD RD	15
WETHERSFIELD RD	19
WHALEN LN	43
WHEELER LN	19
WHISPERING LN	61
WHITCOMB ST	49
WHITNEY CIR	9
WHITRIDGE RD	72
WHITTIER RD	15
WHITTIER RD EXT	15
WIGHT FARM RD	27
WILDMEADOW LN	66
WILDWOOD PL	33
WILLOW ST	35
WILOGREEN RD	37
WILSON ST	44
WINCH WAY	35
WINDSOR AVE	58
WINNEMAY ST	35
WINSLOW RD	21
WINTER ST	3
WOLFE TER	60
WOODBINE RD	48
WOODBURY LN	62
WOODCOCK PATH	67
WOODLAND HTS	62
WOODLAND ST	52
WOODLEIGH RD	61
WOODS CT	36
WORCESTER ST	18
WORONOCO DR	45
YORKSHIRE DR	**19**
YUBA PL	35
ZOAR ST	**52**

TOWN FACILITIES

Town Hall Offices	13 East Central Street 508-647-6400
Assessors	508-647-6420
Board of Health	508-647-6460
Board of Selectmen	508-647-6410
Building Department	508-647-6450
Community Development	508-647-6450
Comptroller	508-647-6435
Human Resources	508-647-6471
Information Technology	508-647-6472
Retirement	508-647-6440
Tax Collector/Treasurer	508-647-6425
Town Administrator	508-647-6410
Town Clerk	508-647-6430
Cole Center (Recreation & Parks)	179 Boden Lane, 508-647-6530
Community Organic Farm	117 Eliot Street, 508-655-2204
Community – Senior Center	117 East Central Street 508-647-6540
Council on Aging	508-647-6544
Human Services	508-647-6519
Veterans Services	508-647-6545
Department of Public Works	75 West Street, 508-647-6550
Engineering	508-647-6551
Highway	508-647-6562
Land Facilities	508-647-6558
Sanitation	508-647-6556
Water & Sewer	508-647-6557
Fire Department (Non-emergency)	22 East Central Street, 508-647-9550
Libraries	
Bacon Free	58 Eliot Street, 508-653-6730
Morse Institute	14 East Central St, 508-647-6520
Police Department (Non-emergency)	20 East Central St, 508-647-9500
Recycling Center	Corner of Rt. 27 & West Street
Sassamon Trace Golf Course	233 South Main St, 508-655-1330
School Department	13 East Central St. 508-647-6500
Bennett-Hemingway Elementary	22 East Evergreen Rd. 508-647-6580
Brown Elementary	1 Jean Burke Drive 508-647-6660
Johnson Elementary	99 South Main St. 508-647-6680
Lilja Elementary	41 Bacon St. 508-647-6570
Memorial Elementary	107 Eliot St. 508-647-6590
Kennedy Middle	165 Mill St. 508-647-6650
Wilson Middle	22 Rutledge Rd. 508-647-6670
Natick High School	15 West St. 508-647-6600

Please visit http://natickma.gov/730/Contact-Us for a complete Town Directory