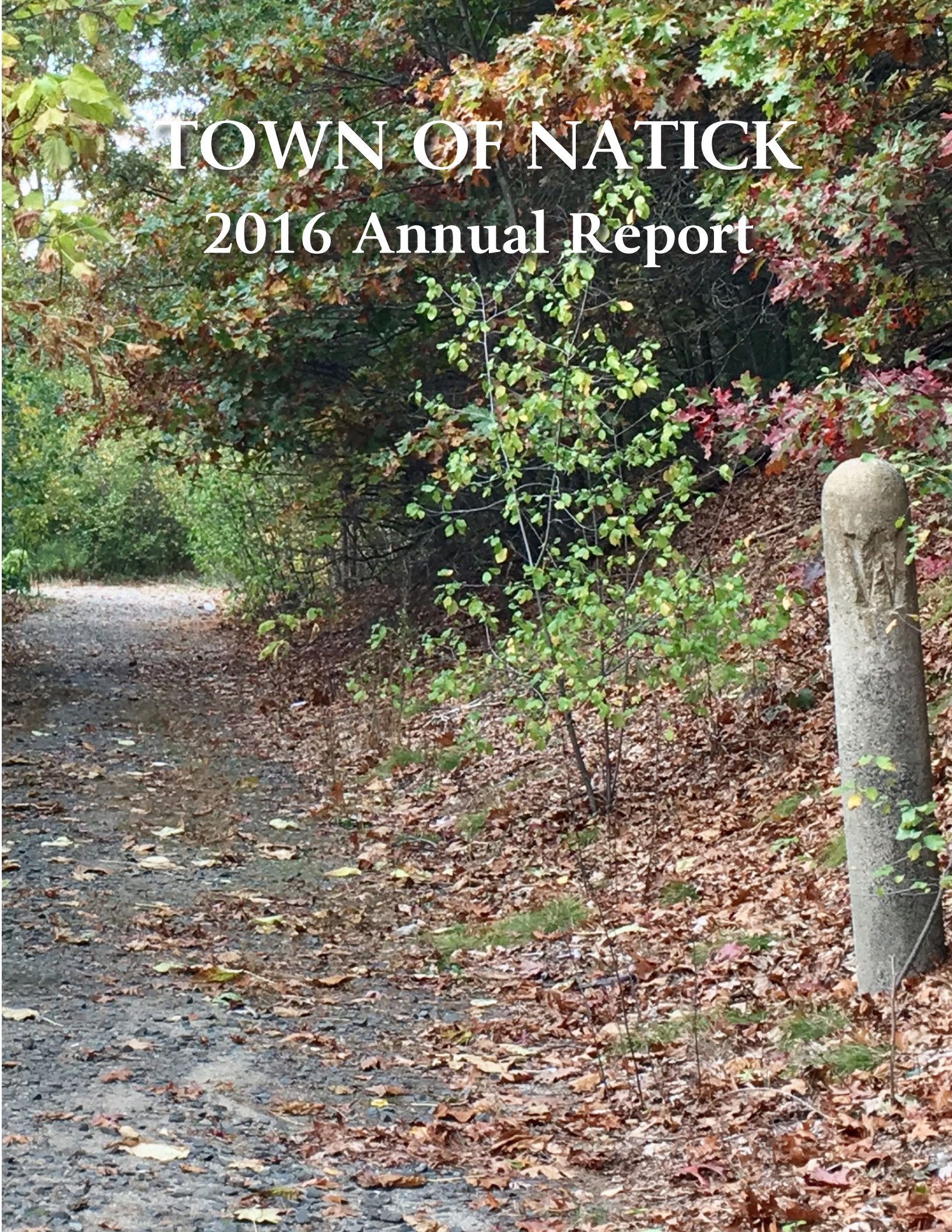
TOWN OF NATICK
2016 Annual Report



The future Cochituate Rail Trail is featured on the cover of the 2016 Natick Town Report. In late 2016, the Town acquired the former freight line from Natick Center to the Framingham line, including the spur that served the former Wonderbread plant at what today is the Natick Mall.

From the mid-19th Century, the Saxonville Branch served Natick's industry until the last freight customer closed in 2005. Passenger service from Saxonville to Natick ended in the 1930s. Today, plans are taking shape for a 4-mile multi-use path from, including 1.5 miles that are completed in Framingham. Construction is expected to begin in late 2018 and take about 2 years.

The CRT will include newly constructed bridges over Routes 30 and 9, and several scenic lookouts over Lake Cochituate. The State Park, Navy Yard Field, many neighborhoods, businesses and the Soldier Systems Center are along the CRT. It will eventually connect to a new Natick Center MBTA station once that station is rebuilt in the coming years.

As the Town awaits construction, to be paid for with federal and state funds, the CRT is available today for all to enjoy from dawn to dusk.

Front cover courtesy of Joshua Ostroff

Back cover courtesy of Robert J. Grubinskas

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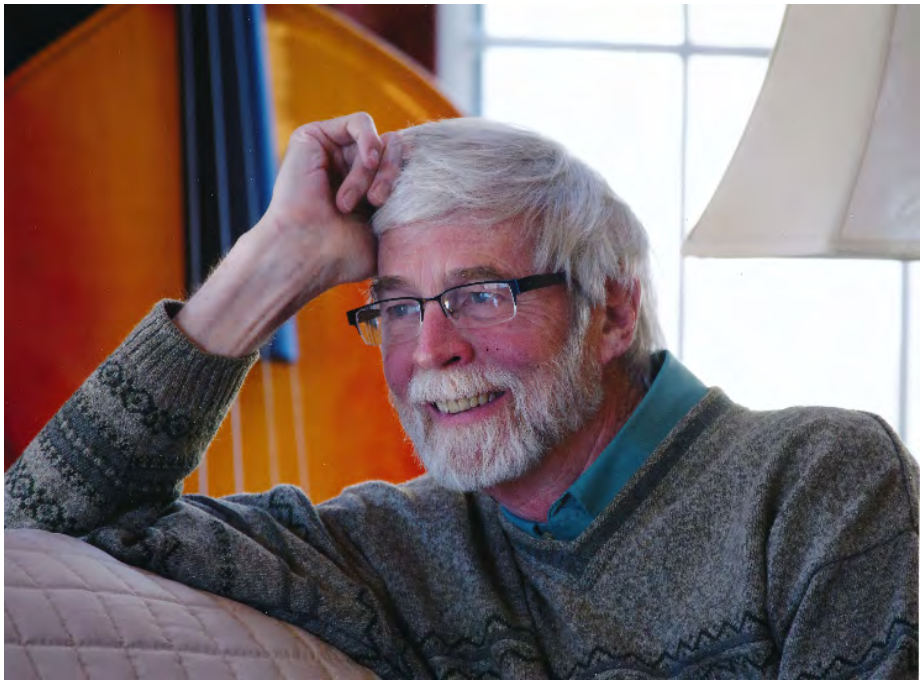
DEDICATION
Paul R. McKinley



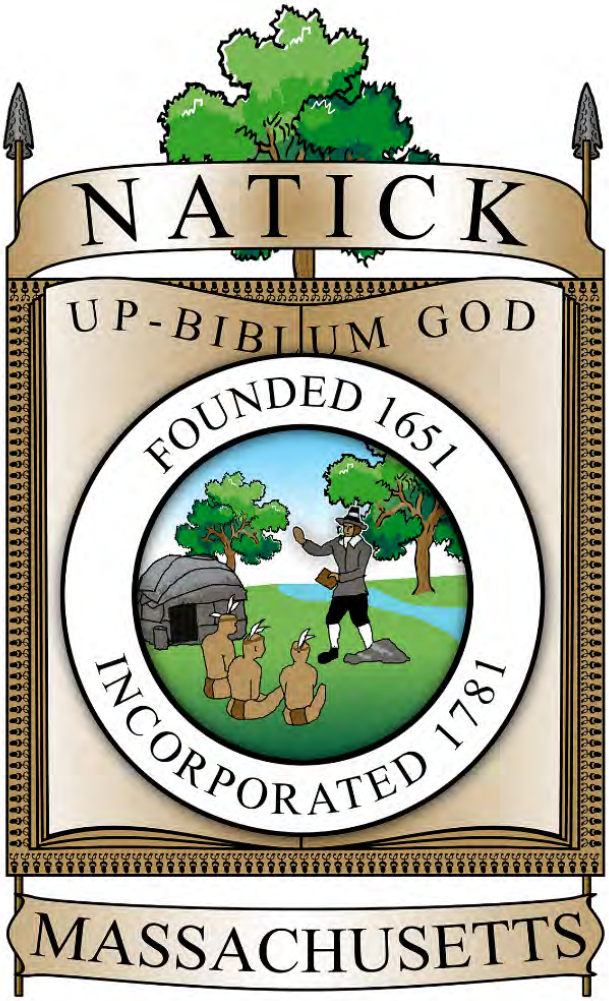
The 2016 Town Report is dedicated to the late Paul R. McKinley, former Selectman, Conservation Commissioner, and long-time volunteer for the Town as well as many other civic and cultural organizations, whose passing in May 2016 left a substantial void in the community.

Paul McKinley was widely respected for his willingness to take on and achieve difficult challenges, and for earning the confidence of a broad cross-section of Natick residents and businesses. Natick's success as a thriving community is due in large part to Paul's efforts and the fellowship and constructive approach to problem-solving that he inspired in others.

Paul brought a diligent, courteous and inclusive manner to town government, and to his leadership at TCAN, the Sons of Italy, and many other local endeavors. He was an accomplished engineer and musician with a career at Bose and the Berklee College of Music. He also founded and was the genius of MagicFire, a pyrotechnics control systems company, through which he inspired wonder in countless people across the world.

In dedicating the 2016 Town Report to the memory of Paul McKinley and his generous service to the Town and its people, we offer our respectful condolences to his wife of 35 years, Lucy M. (Cella) McKinley, to their children, Lisa and Richard, and to their loving and extended family.

237th Annual Report
of the
Town of Natick
Massachusetts



YEAR ENDING DECEMBER, 2016

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RETIREES IN 2016

NAME	DEPARTMENT	NAME	DEPARTMENT
Allen, Richard	Town Department	Keniry, Debra	Housing Authority
Anderson, Carol	School Department	Mahoney, Walter	Town Department
Arena, James	Town Department	Meagher, Peter	Town Department
Belforti, Amy	School Department	Mitchell, Roy	Town Department
Caccavelli, Robin	School Department	Murphy, Karen	School Department
Collins, Thomas C.	Town Department	Niedbala, Carol	Town Department
Finlay, Jane	Town Department	Repella, Timothy	Town Department
Halfrey, Allen	Water & Sewer	Sefton, Virginia	School Department
Hurd, Pamela	School Department	Van Tassel, Gordon	Town Department
Indresano, Angela	School Department	Zicko, John	Town Department

DECEASED RETIREES IN 2016

NAME	DEPARTMENT	NAME	DEPARTMENT
Atherton, Donald (Survivor of Donald Sr.)	Town Department	Kermode, George	Water & Sewer
		Melchiorri, Theresa	Town Department
Bishop, Eugene	Town Department	O'Neil, Michael	Town Department
Bourque, Arthur	Town Department	Peterson, Sarah	School Department
Brown, Mary	Town Department	Potenza, Helen	School Department
Carr, Theresa	Town Department	Rempelakis, Mary	School Department
Chaisson, Leo	School Department	Thibault, Marcella	School Department
Farrell, David	Town Department	Williams, Valerie (Survivor of Raymond)	Town Department
Grassey, Alfred	Town Department		

GENERAL STATISTICS

Natick was incorporated as a Town on February 19, 1781

Location: 18 miles west of Boston
Area: 15.99 sq. Miles
Population: 33,006

Registered Voters: (as of December 31, 2016)

Democratic	7,682
Republican	2,583
Unenrolled	13,065
Libertarian	18
All Other	184
Total:	**23,532**

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 8AM-7PM, 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)
Community-Senior Center, 117 East Central St.	(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

Tax Bills: Due and payable in quarterly installments. Interest accrued on all taxes, betterments and liens not paid by the due date, at the rate of 14% per annum, on the unpaid balance, from the due date to the date of payment.

Elected Town Officials

Board of Selectmen	Term Expires
Mabardy, Nicholas, S., V. Chairman	2017
Connolly, John	2017
Freedman, Jonathan	2018
Jennett, Richard, J., Chairman	2019
Salamoff, Susan	2019

Board of Assessors

Hanson, Stephen	2017
Reed, Molly	2018
Dangelo, Janice	2019

Board of Health

Wong, Ian L., Chairman	2017
Delli Colli, Peter A. DMD	2018
Breda, Donald, Vice Chairman	2019
Cole, Alan, G. MD Physician to the Board	

Constables

Cigna, Ross	2019
Flynn, Kevin	2019
Gorman, Paul	2019
Lamont, Arthur	2019
Roche, Stephen	2019

Housing Authority

Kiely-Close, Margaret, V. Chairman	2017
Ball, Erica	2018
Vinick, Ann Rachel	2019
Grogan, William	2020
Parish, David, Chairman	2021

Moderator

Frank Foss	2019

Morse Institute Library Board of Trustees

Keefe, Joseph, President	2018
Donovan, Kathleen, Vice President	2018
Mazor, Gerald, Treasurer	2018
McCoubrey, Sally, Secretary	2018
Goodman, Eliot	2018

Planning Board

Munnich, Julian, Chairman	2017
Evans, Terri	2018
Nottonson, Peter	2019
Wadswoth, John (Associate Member)	2019
Glater, Glen, Clerk	2020
Meyer, Andrew, Vice Chairman	2021

Recreation and Park Commission

Cugini, Richard	2017
Fair, Michael	2017
LeBlanc, Richard	2018
Ordway, David W.	2019
Ordway, Jessica	2019

School Committee

Mistrot, Amy, Chairman	2017
Coburn, Dirk	2017
Reed, Firkins, Vice Chairman	2018
Tabenkin, Lisa	2018
Laurent, Paul	2019
Mangan, David W.	2019
McDonough, Julie	2019

Town Clerk

Packer, Diane	2019

Committees Appointed by the Selectmen

Affordable Housing Trust Fund

DePasquale, Barbara	2017
Duncan, Laura	2017
Glator, Glen	2017
Johnson, Randy	2017
Love Scalise West, Carolyn	2017
Ramachandran, Ganesh	2017
Salamoff, Susan	2017
Allen, Stephen T.	2018
Ball, Jay	2018

Audit Advisory Committee

Collins, Cathleen	2016
Shusterman, Gerald	2017
Berelowitz, Saul	2018
Freedman, Jonathan	2019
Mistrot, Amy	2019

Bacon Free Library Maintenance Committee

Fox, Ruth	2017
Donovan, John, Chairman	2018
Collins, Michael	2019
Manning, John	2019

Cable Advisory Board

Avitzur, Michael	2016
Gorman, Paul	2018
Szretter, Hank	2018
Pinsley, Arnold	2018
Segel, Alan	2019

Charter and By-Law Review Committee

Coughlin, Cathy	2017
Gloff, Carol	2017
Grady, Alan	2017
Merkowitz, Harriet	2017
Rosenman, Alan	2017
Schellenberg, Catherine	2017
Sidney, Richard	2017

Cochituate Rail Trail Advisory Committee

Coco, Barb J.	2017
Cugini, Richard	2017
Henderson, Janice	2017
Camacho, David, Vice Chairman	2018
Errickson, Jamie	2018
Henry, Peter	2019
Jones, Eric M.	2019
Ostroff, Joshua, Chairman	2019
Schoenig, William	2019

Community Development Advisory Committee

Duncan, Laura	2016
Salamoff, Susan	2017
Ramachandran, Ganesh	2018
Nihill, Erin	2018
Glater, Glen	2020

Community Services Advisory Committee

Byrum, Michael	2017
Vitagliano, Linda	2017
Mangino, Fonda	2018
Shea, Sue	2018
Hewitt, Sandra	2019
Ostroff, Elaine	2019
Panchuck, Paula	2019

Conservation Commission

Downey, Michael	2017
Rehl, Kathy	2017
Bain, George	2018
Richards, Jeffrey	2018
Colleran, Brain	2019
Gardner, Matthew, Chairman	2019
Shepard, Douglas, Vice Chairman	2019

Contributory Retirement Board

Cahill, Virginia, Comptroller
Reardon, B. Michael, Retirement Bd. Appt.

Drew, Robert	2017
Melchiorri, Michael	2017
Given, David	2018

Council on Aging

Ciarfella, Roberta	2017
Goldstein, Richard	2017
Greenstein, Donald	2017
Pandolfo, Salvatore	2017
Anzick, Helen	2018
Couture, Robert	2018
Hill, Joan	2018
Oakley, Karen	2018
Grome, William F. Jr.	2019
Merkowitz, Harriet	2019
Ostroff, Elaine B.	2019

St. Martin, Trisha, Associate Member
Stewart, Rachel, Associate Member

Cultural Council

Dave, Swati	2017
Keefe, Joseph	2017
Shenker, Barbara	2017
Clark, Maria	2018
Idzal, Joe	2018
Torchia, Raffaella	2018
Williams, Katherine, Chairman	2018
Hodder, Cydney	2019
Levy, Leah	2019
Pagliuca, Teresa	2019

Economic Development Committee

Welford, Maeghan Silverberg, Chair	2017
Alfano, William	2017
Errickson, Jamie	2017
Laughlin, E. Scott	2017
Jennett, Richard, Jr.	2017
Attia, Joseph	2018
Landry, Douglas	2018
Doherty, Edward J.	2019
Shamoian, David	2019

Elderly and Disabled Taxation Fund

Roche, Stephen	2017
Letner, Ralph	2018
Adams, Sheila, Chairman	2019

Dangelo, Janice, Board of Assessor's Rep
Price, Stephen, Treasurer

Historic District Commission

Collins, Michael, Chairman	2017
Houghton, Duane	2017
Labrie, Matthew	2018
Milford, Christopher	2018
Parnas, Jean Pierre	2018
Fernandes, Susan	2019
Furrer, Jeannine	2019
Nottonson, Nancy	2019

Historical Commission

Goodwin, Eliot	2017
Rybacki, Michael L.	2017
Sullivan, Maureen	2017
Balcom, Margarita	2018
Evers, Steve, Chairman	2018
Sheidley, Nathaniel J.	2018
Lyster, Virginia	2019
Mancini, Anna	2019
Vittoria, Vincent	2019

Information Systems Advisory Board

Holz, John	2016

Brand, Matt	2017
Gruber, Randy	2017
Gillenwater, Todd	2018
Szretter, Hank, Chairman	2018
Drolet, Lawrence	2019
Gorman,Paul	2019
Steinberg, Matt	2019

Lookout Farm Advisory Committee

Doherty, Ed	2017
Shoemaker, Sarah	2018
Yannes, James	2018
Soderholm, Ken	2019

Mabardy, Nicholas, Board of Selectmen Rep
Rehl, Kathy, Conservation Commission Rep
Connolly, Michael, Building Inspector
Chisholm, Christine, Dept. of Agriculture
White, James, Director of Health Dept.

Master Plan Advisory Committee (Planning Board Appointment)

Evans, Terri,
Ford, Rachel Crocker
McDonough, Julie
Ostroff, Joshua
Parish, David
Richards, Jeff
Susan Salamoff
Uyar, Florina

Mathworks Scholarship Committee

Rosenberg, Steven	2016
Freitas, Lenore, Chairman	2017
Volic, Ismar	2017
Cohen, Greg	2018
Fay, Brian	2018

Natick Center Cultural District

Elizabeth, Amy
Evans, Terri,
Girardin, Denise
Joseph, Paul
Lavalley, David
Levinsky, Stephen
Levy, Michelle
McEachern, Ginger
Ostroff, Joshua
Polansky, Kevin
Scott, Betty
Stetson, Linda
Sullivan, Maureen
White, Martha

Open Space Advisory Committee

Evans, Terri	2017
Wheeler, Bancroft	2017
Kessel, Martin	2018
Ordway, David	2018
Shepard, Douglas	2018
Drenik, Doug	2019
Lodding, David	2019

Parking Advisory Committee

Attia, Joseph
Ball, Jay
Ciccariello, John
Errickson, Jamie
Fair, Arthur
Hicks, James
Jennett, Richard
McKinley, Paul
O'Neil, Jack
Ostroff, Joshua
Southwick, Neel

Parking RFP Committee

Brayman, Steve
Errickson, Jamie
Gloff, Carol
Iskra, Thomas
Lista, Tony
Meyer, Andrew
McKinley, Paul

Recreation and Parks Commission

Shea, Sue	2017
Szretter, Wayne	2018
Brandt, Jason	2019
Levine, Seth	2019

Registrars of Voters

Northgraves, Nancy	2017
Awkward, Robert	2018
LeFleur, Sandra	2019
Packer, Diane	2019

Sustainability Committee

Haswell, Patrick	2018
Conaway, Pat	2018
Boyd, Amy	2019
Schindall, Kate	2019
Gardner, Matthew	2020
Lucot, Paul	2020
Ryan, Leo	2020

Transportation Advisory Committee

Ostroff, Joshua	2017
Grafflin-Conway, Victoria	2018
Kelley, Timothy	2018
Scott, Betty	2019
Weisse, Joe	2019

Zoning Board of Appeals

Durrane, Katherine	2017
Havener, Robert	2017
Verselis, Daiva Izbickas	2017
Hickey, Michael	2018
Makofsky, Jason	2018
Jackowitz, David	2019
Landgren, Scott, Chairman	2019
Steckbeck, Robert	2019

Committees Appointed by the Town Administrator

Commission on Disability

Breda, Ann	2017
Ostroff, Elaine B.	2017
Jose, Leslie	2018
Zalt, Lori, Chairman	2018
Peters, Susan	2019
Shaffer, Marci	2019

Golf Course Oversight Committee

Healey, Robert	2018
Richards, George	2018
Chandley, Kevin	2019
DiMasi, Nicholas	2019
Fair, Arthur B.	2019

Personnel Board

Kelly, Thomas	2017
Rosenman, Alan	2017
Levinsky, Steve	2018
Turcot, Kathleen	2019
Dorant, David	2019

Safety Committee

Grady, Alan
Gusmini, David
Hicks, James
Hladick, Tom
Hurley, Liam
Ward, Robert
Weisse, Joe
White, Rick

Committees Appointed by the Moderator

Finance Committee

Brand, Matt	2016
Griesmer, Paul (resigned 11/19)	2016
Ciccariello, John	2017
Coffey, David	2017
Gloff, Carol	2017
Shooshanian, Edward	2017
Sidney, Richard	2017
Leiner, Craig	2017
Evans, Bruce	2018
Hayes, Patrick	2018
Hudson, Ed (resigned 8/29)	2018
Linihan, Michael	2018
Pierce, Jerry	2018
Scurlock, Jim	2018
Collins, Cathi	2019
Heyde, Michele (resigned 9/21)	2018
Gallo, David	2019
Sullivan, Daniel	2019
Wollschlager, Linda	2019

Sawin House Advisory Committee

Balsam, Moire
Haugland, Henry
Houghton, Duane
Marotta, Michael
Sawin, George

Miscellaneous Boards and Committees

Design Review Board

Chouinard, Wayne	2016
Keller, Sarallyn	2017
Mancini, Anna	2017
Shimshoni, Avigail	2017
Traficonte, John	2017

Trails Maintenance Committee

Hanna, Sara	2016
Conaway, Pat	2017
Watjen, Robert	2017

Town Forest Committee

Frykman, Peter Gay, Francine Kessel, Irene
Perkins, Peter Petro, Tony

Officials Appointed by the Board of Selectmen

Comptroller - Virginia Cahill 2017

Director of Veteran Services - Paul Carew

Emergency Management Director - Chief James Hicks

Labor Relations Consultants
Murphy, Hesse, Toomey & Lehane, LLP

Liaison to State Ethics Commission - Richard Tranfaglia

Lock-Up-Keeper Police Chief James Hicks

MBTA Advisory Board - Joseph Weisse

Metropolitan Area Planning Council - Theresa Evans

Metrowest Regional Collaborative
Joshua Ostroff, Peter Nottonson

Metrowest Regional Transit Authority -Jamie Errickson

Parking Clerk - Stephen Price

Police Chief - James Hicks 2017

Regional Transportation Advisory Council
Martha White

South Middlesex Opportunity Council
Dorothy Kennedy

South Middlesex Regional Vocational School
Stephen Kane 2017
Tassos Filledes 2018

Town Administrator - Martha White 2017

Town Counsel
John Flynn of Murphy, Hesse, Toomey & Lehane

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 & Economic Development Director
James Errickson

Deputy Town Administrator/Finance Director
Jeff Towne (resigned 7/16)
John Townsend (hired 10/16)

Deputy Town Administrator for Operations
William Chenard

Director of Community Service - Jemma Lambert

Director of Council on Aging - Susan Ramsey

Director of Department of Public Works - Jeremy Marsette

Director of Facilities Management - James Kane

Director of Recreation and Parks - Jon Marshall

Information Technology Director - Robert LaFrancois

Local Building Inspectors
Michael Connolly
Eric Libby

Procurement Officer - Bryan LeBlanc

Sealer of Weights and Measures - Joseph Mulvey

Sustainability Coordinator - Jillian Wilson-Martin

Town Treasurer/Collector - Stephen Price

Tree Warden - Arthur Goodhind

Natick High School Class of 2016

Kristin Sara Abbaspour
Ryan Arash Abbaspour
Jared Joseph Abbruzzese
Jordan A. Aber
Karen Grace Ade
Dermot Mcgwire Adelmann*
Jacob K. Albrecht
Olivia Maeve Alcott*
Hannah Renee Alford
Ross J. Allen
Reuben Thomas Allik*
Francis Lawrence Alston
Kerri Christine Anselmo
Nicole Renee Anselmo*
Cally Marie Arnold
Samuel Benjamin Aronson
Ian Colgate Axford
Zoe Eliza Barr*
Jacob Raoul Bastarache*
Fallon Rae Beck
Christopher Michael Bellomo
Brendan Thomas Benjamin*
Matthew Dylan Bernier
Nicole M. Bernier
Victoria Jane Bettuelli
Isaiah Alexander Beverly
Timothy Derek Biagi
Jake Thomas Bibo
Ethan Wallace Bo*
Mariel Boggia
Kaila Joyce Bonavire
Kurt Robert Borgman*
Jessica Berens Bost* μ
Rebecca Marie Boucher
Liam Anthony Boyce
Jakob Lewis Bradford
Aidan Bradley
William Joseph Branch
Alyssa DiGiovanna Bravin* μ
Kathryn Coffin Brendemuehl
Lucas R. Broadley
Laura Elaine Brock
Julia Kathryn Broderick
Thomas Patrick Brodnitzki
Braden Earl Brothers
Hadley Elizabeth Browning*
Mishaal Noor Butt
Christian M. Cadigan
Adam Spencer Cadman
Scott Daniel Carcanague
Matthew B. Carey*
Andrew W. Carr
Ryan G. Carr
Francis S. Castellino
Isabelle Dunn Castiglione
Kyle William Ferreira Castro
Karissa Rose Chandler
Yanjie Chen
Ziming Chen
Zion Chilagan
Matthew Lee Childs
Ellen Sophie Chornoboy
Yilin Chu
Timothy H. Chung*
Jacob Thomas Clerico
Alyssa Doreen Clune* μ
Sophia Catherine Clune μ
Emma Cyr Coady
Craig Michael Coco*
Sidney Rose Coffman*
Alexis Brooke Cohen
Emma O'Neil Conlin
Chad Joseph Connors
Ankita Sarah Cook
Emily Margaret Costello
Paul Antoine Coudray
Adam Gregory Coyne
Tabitha Annabelle Crepaux
Skyler Elizabeth Cross
Caroline Justine Crowley
Steven Cuartas-Roldan
Victoria Anne Cummins
Elizabeth Anne Cusack*
Gabrielle Lynne D'Amelio
Pearljot Kaur Dalla*
Cassandra Marie Danahy
Samantha Marie Davis
Timothy Ryan Day
Hayden Michael DeGeorge
Isabella Sofia Demarco
Nicholas James DeMeo
Adriana Rose Dennis
Daquan Devon Derry
Pravallika Devi Dhulipalla
Jessica Autumn Dillen
Noah William Dixon*
Aidan Sanders Doherty*
Sophia Nicoletta Doremus
Nicole Diane Dua*
Andrew E. Dubsky*
Jordan Marie Duca
Taylor Marie Dupree
Courtney Rose Dye
Tara Lily Eckert
Wyatt Russell Ehle
Mohamed Ramzi Elassy
Conor Allen Eliot
Temma Alexandra Eventov*
Luke C. Fagan
Samantha Nicole Farina
Georgia A. Faul
Ashley Fernandez Garcia*
Samantha Michelle Ferrera
Kevin Joseph Fitzgerald
Sophie Ann Fountaine
Abigail Katie Fournier* μ
Andrew Milton Holland Francis
Ashley Francis
Nicholas Duff Francis
Karley Lynn Fraser*
Kathleen P. Frazee
Sean R. Freitas*
Kingsley Frempong
Lindsey Ayla Fried
Kayla Meagan Fuller*
Alexandra Mingxiang Fusaro
Sean Michael Gallagher
Katherine Margaret Garry* μ
Justine Anne Gaziano*
Elizabeth Noel Gee*
Zachary Scott Geller*
Kristen Eileen George
Andrada Maria Georgescu
Kathryn Brooke Gerry*
Monika K. Ghaly
Zoey M. Gifford* μ
Gavin Richard Giorgio*
Violet B. Glaser

Danielle Jordyn Goldberg
Shaun Michael Gorman
James Bolten Green
Aliza Rose Greenstein
Gina Marie Grenga*
Justin Paul Grimes
Daniela Grinis
Kallan Michael Grundberg
Alexei V. Gusev
Julia Fortune Guthery*
Conor H. Harney
Kiana Mikelle Harper*
Olivia Penelope Hart
Christopher J. Healy
Jillian Elizabeth Herring
Ethan Jo Herson
Thomas William Hesse
Alexandra Elizabeth Hintlian
Cameron Joseph Hladick*
Alijah Aaron Muhammad Hodge
Scott James Holcomb*
Kate Elizabeth Holman*
Lucas Manuel Holt
Myles William Holt
Vivian Lee Hsieh*
Hailey Ross Huff
Rachael Elizabeth Hurley
Charles Adams Ide* μ
Marcos Porfirio Imbillicieri
Grace Sterling Jackson*
Charles Mason Jacobson*
Joseph Anthony Jarrett
Oliver Mayhew Jennings
Haotian Jiang
Alice A. Johnson
Hayley Stuart Johnson
Samuel Warren Johnson
Gabriella Camille Johnston
Sabrina Bernadette Kaliouby*
Maggie Anne Kane
Anais V. Karamousayan
Gabriel Hanna Khoury*
Bergen Peter Kilham
Chase Flynn Kimball
Sydney Colbi Kinder*
Maxwell Ryan Kiniklis
Brian Thomas Knight*
Kalifa Kone
Irina Rose Kowalewski
Zachary A. Kracher
Eliza Sophia Kruczynski
Jessica Kumi
Chelsey Steffani Kurylo* μ
Rachel Nicole Kutok* μ
Ryan David Kwan
Sandy Lam
Stacy Ann Lamb
Hailey M. Lamont
James Paul Lamont
Matthew John Lancaster
Haviva Landis
Shu Ting Law* μ
Brendan Joseph LeBlanc
Steven Lawrence LeBlanc
Zachary Louis Lebowitz
Adam Mitchell Lee
Leonardo Javier Leguizamon
Mark Anthony Leone
Carmen Angie Leung
Alexandra Dorothy Lewandowski
Alyssa Cecilia Lilly
Bryan Antonio Lin
Grace Ellen Loughlin* μ
Austin Michael Lum
Peter Grayson Lunn
Gillian Cecily Lynch*
Lynval Joshua Lynch
Julia Christine MacBlane
Danielle Marie Magliozzi
Brian Patrick Maher
Samantha Jaye Major*
Griffin Charles Marchand
Natalia A. Marra
Stella Rodrigues Bourguignon Martinelli
Robert David Martino
Seena Mavaddat
Sidonie Grier Maxwell
Hailey Elizabeth McCall*
Justin R. McCall
Samuel Evan McCauley
Zackary Ty McDaniel
Sean Patrick McDonald
Brynn P. McGonagle*
Lauren Elizabeth McIver*
Paul DeDilva McKiernan
Harry Patrick McMahon
Kerry Alessandra McNally*
Nicole Julia McPherson*
Michaela Ann McTague*
Aaliyah Carmen Medina
Allison Carter Mega*
Eden Mendel
Katherine Tate Meyer
Joseph E. Milch
Jessica Lynn Mitchell
Leah Elizabeth Mitchell
Emily Anne Moncata*
Christina N. Monnen* μ
Adam Michael Mooney
Cameron Deane Morreale
Andrew Lyman Morrison
Samuel David Morse
Kayla Maria Morton
William Rafael Mueller*
Matthew Edward Murphy
Connor C. Murray
Sabiha Nazni
John Elliott Neger
Alexia J. Neilan* μ
Hayley Anne Neugarten*
Amanda Eileen Norchi* μ
Kaylee Rose O'Brien
Mark Douglas O'Connor*
Shane Robert O'Dell
Ian Edward O'Neil*
Tyler James Olsen
Chautauqua DeAngelo Ordway*
Veronica Lily Ordway
Cameron Michael Ouellette*
Simona Aleksandrov Palterman
Julia Svetlana Paltrineri
Mackenzie Lynn Parmenter* μ
William Mitchell Parven* μ
Dharav Praful Patel
Christopher Lyons Peabody
Thomas Jacobs Peabody
Adam Ivan Persson
Jessica C. B. Pierce* μ
Spencer Calitri Pittman
Isabel Darci Planck*
Rachael Naomi Podtburg* μ
Amanda Hailey Portnoy
Jennifer Marie Powers*

Timothy Robert Powers
Andy Preci
Sara Rachel Price
Quentin Clark Putnam*
Suriyaraja S. Ramachandrababu
Andrew Paul Ramjug
Madhumita Rasika Rao* µ
Nathan Aron Rawlings
Connor Daniel Reardon*
William Jerome Regenauer*
Patrick Thomas Reilly
Gabriel William Reis
Casey Lynn Repetosky
Allana Cheenille Leonido Ricafort*
Madison Magill Richards*
Ashley Grace Richardson
Daimyan Cristos Rios
Arthur Branagan Robert
Vincent Hopestill Roberts
Elizabeth Louise Rodman*
Michael James Romagnoli
Gianni Maurice Rosas
Jacob William Rosen
Lauren K. Rosin
Maya Louise Rovniak
Philip Ian Cruickshank Russo
Jonathan Christopher Salis
Samantha Santoro
Skyler David Sarkisian
Jocelyn Agris Savage
Rebecca Jean Savoia*
Takehiro Neil Sayama*
Kylie Ilse Schechtman*
Samantha Nicole Schultz*
Laura Cormier Sears*
Patrick Vincent Seeley
Grace Elizabeth Seiche* µ
Cole Suren Semonian
Eliza Ashley Shaye
Connor Roscoe Shea
Nicole Ellyse Shearer
Johnathan Shentu
Sarah Lynn Sidney
Emma Pauline Siegal
Amanda L. Sinesi
Kodie Shaine Slamin
Cassandra Elizabeth Smith
Tyler James Smith
Mark Andrew Soma
Abigail Joy Sookdeo*
Emily Ann Sophis
Samuel George Noonan Stenson
Christina Marie Stolpinski
Jacob Philip Stone*
Rachel Isabella Strout* µ
Brian David Stunkel
Jessica M. Sweeney*
Juli Tafmizi
Isiah A. Tatro
Stirling Erik Taylor
Kevin Thomas
Jake Paul Thorsen
James Joseph Tinney II
Erin Marie Toomey
Drew Anais Townsend
Nicholas Trachanas
James Robert Traficonte*
Alexander J. Traub
Julia Margaret Treon*
Brianna Rose Troccolo*
Sydney Michelle Turcot*
Andrea Leigh Tutuny
Amelia Margaret Twiss*
Marisa N. Uluski*
Iris Luz Uribe
Daniel Patrick Van Auken*
Chaithanya P. Vedula*
Ariel Greg Vilidnitsky* µ
Marlee Rebecca Waleik
Peter Joseph Thomas Waller*
Stefan Lorenzo Warfield
Autumn Serene Warnock
Brett Amelio Alexander Wasserboehr
Christopher Taylor Wellman
Richard Anthony White II
Emily Ann Wickles*
John Henry Sutherland Wilkins
Natalie Ellen Williams*
Kennedy Charles Wilson
Genevieve Monique Winn*
Matthew Alan Wixson
Kevin W. Wong
Sarah Elise Woolard*
Sara Alterman Wright* µ
Mariana Duarte Xavier
Bojun Yang*
Vijay Yedidi*
Matthew Steven Zagame

***National Honor Society Member**
µHigh Honors every term, all four years

BOARD OF SELECTMEN AND TOWN ADMINISTRATOR

L to R: John Connolly, Nick Mabardy, Rick Jennett, Sue Salamoff, Jonathan Freedman

Roles and Responsibilities of the Board of Selectmen and Town Administrator

Per the terms of the Town of Natick Home Rule Charter, the Board of Selectmen is the chief executive office of the Town, responsible for the adoption and issuance of policies to guide the priorities and activities of the Town departments that serve under the Board's authority.

The Town Charter further provides that the Town Administrator is the chief administrative officer of the Town, responsible to the Board of Selectmen for the proper and efficient administration of Town affairs and functions under the Administrator's control. The Town Administrator is tasked with and responsible for supervising and directing municipal departments and staff, and coordinating their programs and activities to ensure successful fulfillment of the Administrator's responsibilities and the policy guidance provided by the Board of Selectmen.

To inform and guide priorities and initiatives for municipal departments, annual and long-range goals are developed by the Board of Selectmen, in conjunction with the Town Administrator, reflecting a consensus of members' varied priorities and perspectives. Importantly, each Board member's vision of the community's future is informed, in large part, by their individual values and points of view as well as the input they receive from their constituents. Developing consensus among Board members can be challenging, but is essential to ensure that the goals reflect and are respectful of each member's perspective.

The Board of Selectmen's annual goals often include objectives or initiatives not intended to be accomplished in the short-term but, rather, reflect overarching priorities requiring sustained effort and innovation by the Administration. The Board's annual goals are set by fiscal year, whereas the Town's Annual Reports are based on calendar year, thus, for this 2016 Annual Report, the goals for both FY 2016 (July 1, 2015 - June 30, 2016) and FY 2017 (July 1, 2016 - June 30, 2017) are relevant.

FY 2016 Goals for the Board of Selectmen and Town Administrator:

- Encourage beneficial economic development
- Encourage civic engagement and participation, and communication with the public
- Improve and maintain capital infrastructure
- Help ensure fiscally responsible service delivery

FY 2017 Goals for the Board of Selectmen and Town Administrator:

- Develop an effective and coordinated community response to the opioid epidemic
- Enhance internal and external communications
- Promote sound economic development
- Ensure fiscally responsible service delivery
- Actively participate in the Natick 2030+ Master Planning process
- Enhance customer service

Given the Board of Selectmen's and Town Administrator's responsibilities to, respectively, guide and direct municipal operations, many of the accomplishments highlighted in this report are attributable to agencies and departments under the Town Administrator's supervision, and are likely also included in those agencies' submissions to this 2016 Town of Natick Annual Report. Nonetheless, department accomplishments that advance the goals of the Board of Selectmen and Town Administrator merit mention in this Report.

Sound Management of the Town's Fiscal Condition

Of these several goals of the Board of Selectmen and Town Administrator, sound management of the Town's fiscal condition is undoubtedly the most important, as it is fundamental to the sustained delivery of high-quality general government and school department services and operations, our ability to respond to the community's evolving needs, and our continued investment in our capital needs.

Pursuant to this goal, with the support of the Board of Selectmen, the Administration has been conservative in its spending; continuously evaluated services and operations for opportunities to reduce costs, improve efficiency and enhance cost-effectiveness; and viewed the long-range financial stability of the community as our highest priority. Our good work has been recognized by our bond rating agency, Standard & Poor's Ratings Services, which for several years has assigned Natick the coveted AAA rating - the highest possible - thus ensuring that our interest rates will be the lowest available when borrowing for capital projects.

Presently, the AAA rating is awarded to only 46 of 351 Massachusetts communities; notably, Natick has maintained its AAA bond rating since 2008, an achievement shared with only 15 other Massachusetts communities.

Recognizing that demographics, the regional economy and many other factors beyond our control contribute to our bond rating, in large part the initial assignment and our long-standing maintenance of the AAA rating is attributable to the rating agency's recognition of the Administration's leadership, sound decision-making, and management of the Town's finances. We take this responsibility very seriously and take great pride in the many contributions this Administration has made toward strengthening the Town's financial position.

The Board of Selectmen, Finance Committee and Town Meeting have been very supportive of the Administration's recommendations as to the community's operational and capital needs, as well as the development of our reserve funds. The Administration hopes - and believes - that we have earned such support through our demonstrated commitment to Natick's sound financial condition, our thorough explanations regarding our financial plans and challenges, and sound justification for our specific proposals.

In addition to the Administration's responsibility to maintain a long-range view of the Town's fiscal position, pursuant to Article 5 of the Town Charter and Article 20 of the Town By-Laws, annual operating expenses for all general government and school department operations must be detailed in each fiscal year's Town Administrator's Preliminary Budget. As permitted under Article 5 of the Town Charter, this Budget is typically submitted in a deficit position; that is, projected expenses exceed projected revenues. As the Finance Committee reviews the Preliminary Budget over several weeks of public hearings, projected revenues are refined and expense budgets are evaluated such that, through a process that facilitates considerable public input, a balanced budget is developed for presentation and vote at each Spring Annual Town Meeting.

Yet, for the first time during my tenure (and well before), in January 2016 the Town Administrator's Preliminary Budget for Fiscal Year 2017 was presented as a balanced budget. This was due, in large part,

to the collaborative effort of the Town's Department Heads and Managers, all of whom enthusiastically share the Administration's commitment to delivery of quality cost-effective services to the community.

A major factor in achieving a balanced FY 2017 budget was the savings in health care costs resulting from negotiations with the 19 General Government and School Department unions, through which employees were incentivized to enroll in the more affordable Fallon health insurance plans. As a result of this change, our FY 2017 health insurance costs were budgeted $1.08 million lower than FY 2016 budgeted costs whereas such costs would have otherwise been expected to increase by 5-10%.

However, inarguably, the key reason that the FY 2017 Town Administrator's Preliminary Budget was submitted in a balanced position was the work of the School Department. Given the challenges they have faced regarding substantial enrollment growth over the last decade - and the associated budgetary demands - throughout the summer of 2016 and into early fall, the School Committee and School Administration engaged in extensive discussions regarding their FY 2017 budget. This early work by the School Department, and their concurrent collaboration with the General Government Administration, Board of Selectmen and Finance Committee, facilitated a comprehensive evaluation of service levels and associated costs - as compared to projected available revenues - ultimately leading to consensus among key participants and development of a balanced FY 2017 budget.

As noted, recent school enrollment growth has been significant; since 2006 enrollment has increased an average of 93 new students per year. 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 and obviously necessitated increases in the operating budget. Notably, between FY 2014 and FY 2017 the School Department budget increased over $9 million, an average of over $3 million - or 6.35% - per year. Notably, the School Department doesn't anticipate this pace of enrollment growth to lessen in the foreseeable future.

The costs associated with school enrollment growth are not the only fiscal challenges facing the Town of Natick. As is the case in many communities, our annual appropriations for retirees' pension plans include not only the actual annual cost of such pensions, but the unfunded liability as well; that is, pension costs incurred before the plan was adequately funded to meet future needs. To address this unfunded liability, in recent years Natick has faced mandated 8% annual increases in our contributions to the Town's retirement program. Given the substantial cost of this program, such increases significantly impact the annual budget - $538K in FY 2017 - and the Town will continue to face annual increases of 7% through FY 2024, then between 4.2 to 5.45% through FY 2030. At that time, Natick is scheduled to have met our unfunded liability, such that future appropriations would need only meet actual annual costs. *Very* rough projections indicate that, at that time, our annual pension obligation could be reduced by as much as $13 million.

In addition, with respect to health insurance, despite our recent - and several previous - successful and substantial cost-containment initiatives, anticipated increases in health care also present fiscal concerns for the foreseeable future. The spiraling costs of prescription drugs and other factors, as well as potential changes or repeal of the Affordable Care Act, create great uncertainty as to future health insurance options and costs.

Earlier in this Annual Report, we cited several factors that contributed to the Administration's ability to present a balanced budget for FY 2017. Another key factor was the use of one-time funds - specifically $3 million of Free Cash - as a revenue source in support of annual operating expenses. It has been the longstanding policy of this Administration - and our accepted Financial Principles stipulate - that reserves and one-time revenues should be used only for capital or other non-recurring expenses.

While Free Cash is generally regarded as a one-time revenue source, the Administration has often stated that, given that our Free Cash certifications of recent years have been relatively stable and sizable - typically ranging from $4.7 - $6.8 million - limited use of Free Cash in support of ongoing operating expenses has not been overly objectionable. In fact, for the last several years between $1.5 - $2.4 million of Free Cash has been used in support of operating budgets.

However, again, such use is contrary to our Financial Management Principles and, given the Administration's commitment to stable, sustainable long-term financial planning, it is critical that we be judicious in our reliance on Free Cash as a recurring revenue source.

However, our FY 2016 Free Cash certification of over $9.2 million was unusually high and, given our many compelling operational needs, ultimately $3 million of Free Cash was used in support of the FY 2017 operating budget, considerably higher than that used in previous years. While the Administration supported this budget proposal, we were resolute in expressing caution regarding our increasing reliance on Free Cash in support of recurring operating expenses, particularly when Free Cash comprises the primary - if not the sole - revenue source facilitating substantial increases in operating expenses. This is not a sustainable financial plan.

Simply put, funding an annual operating budget that is not supported through recurring revenue sources is unwise and unsustainable.

Anticipated cost increases in the aforementioned areas associated with school enrollment growth, pension costs and health insurance certainly present substantial challenges. Yet other operational needs also warrant attention including, in particular, increasing demands in the areas of public works, public safety, and recreational, social and senior services. One could argue that we have not adequately funded the growing and evolving needs in these service areas, but limited growth in recurring revenues, combined with growing expenses associated with school enrollment, pension and health insurance costs have restricted our ability to do so.

In addition, the community is advancing critically needed - and costly - capital projects, including development of a new Kennedy Middle School, a new West Natick Fire Station, and a municipal parking garage. While the parking garage project is not as advanced as the Middle School and Fire Station, the Selectmen and Administration are hopeful that this long-studied project will soon move forward.

It is virtually inevitable that Natick's voters will be asked to fund the Kennedy Middle School through debt exclusion. However, the Administration has expressed its goal of, and outlined a plan for, funding the fire station without need for debt exclusion. In expressing this goal, the Administration has clearly indicated that funding this project on a within-levy basis will be very challenging, and will require significant fiscal restraint.

Our conceptual funding plan which, again, is only speculative at present, provides that additional funds must be appropriated to the Capital Stabilization Fund at every opportunity and to the greatest extent possible. Depending on the amount of this supplemental reserve funding, we hope to accommodate, on a within-levy basis, the debt costs associated with the Fire Station, while not diminishing our borrowing capacity for our other capital needs. Note that a funding plan for the parking garage has not yet been developed, given the very preliminary status of this project.

Importantly, given that Free Cash would be the primary - if not the only - funding source to supplement the Capital Stabilization Fund, our ability to fund the Fire Station without a debt exclusion requires restrained use of Free Cash in support of the annual operating budget and maximum appropriations to the Capital Stabilization Fund.

Our long-range financial needs also include substantial and multi-year costs associated with two planned infrastructure improvement programs:

- A recently completed Master Plan for Parks and Fields recommends that, to meet growing demands for passive and active recreational facilities and to comply with state and federal accessibility and safety standards, extensive improvements to existing facilities and development of new facilities would be required. Funding this study's recommendations and priorities would require a very substantial and multi-year community investment.
- State funding for roads and sidewalks (so-called Chapter 90 funds) have been generally level-funded for many years, whereas labor and material costs associated with this work have increased substantially, as has the need for road improvement work and associated community expectations. Over the last 5 years, the Town has appropriated over $9.8 million in local funding for road improvement projects; these funds were used to supplement Chapter 90 funding totaling

approximately $5.5 million over the same 5-year period. The Town's Capital Plan identifies road improvement needs exceeding $15.5 million over the next five years - needs that are almost certainly beyond our means.

Another challenge we face is with respect to Natick's Other Post-Employment Benefits (OPEB) liability, effectively representing the Town's financial obligation associated with retirees' health insurance premiums. Communities are required to identify the magnitude of their OPEB liability but, at this time, there is no funding obligation. However, failure to develop and adhere to a funding plan would be viewed unfavorably by our bond rating agency and potentially put our AAA bond rating at risk.

OPEB liabilities are very substantial; per our most recent actuarial study, Natick's Unfunded Actuarial Accrued Liability is over $125 million and, to fund this liability with a 30 year amortization, our present recommended annual contribution is almost $13 million. Obviously, as is the case with virtually every community in the country, meeting this obligation is well beyond our means. The Board of Selectmen adopted a funding plan stipulating annual appropriations to the OPEB Trust Fund; by vote of the Board this plan was incorporated into the Town's Financial Management Principles. Importantly, as previously noted, in FY 2030 the Town is scheduled to have met its unfunded pension liability; our intent is that at this time the funds previously appropriated toward the pension liability would instead be appropriated to the OPEB liability.

This annual report has, so far, been devoted exclusively to issues relating to Natick's fiscal strength, stability, and challenges. Providing such substantial information and explanation as to the community's fiscal condition is warranted given that, as noted previously, a sound fiscal condition is essential to sustained delivery of the services and operations needed and desired by the community and, clearly, we are facing significant challenges in the coming years.

Specifically, our multi-year fiscal projections indicate that we will be unable to meet future expense demands without substantial additional revenues - potentially including operational overrides, reductions in service levels, or some combination thereof. Over the coming months, the community and, in particular its leadership, must address these issues and challenges, evaluate priorities and options, and develop realistic and sustainable short and long-range fiscal plans.

As such fiscal plans are developed, it is essential that we realistically evaluate the availability of recurring revenue sources to meet the compounding effects of burgeoning operating budgets and our ability to sustain expanded services and associated expenses. We must also be mindful that continuous and substantial increases in the operating budget, particularly if funded through an operational override, significantly impact Natick's residents and taxpayers, particularly those with limited ability to pay.

Natick 2030+ Master Plan

During 2016, the Town advanced development of a Town-wide master plan, dubbed Natick 2030+. Through this approximately 18-month public process the community will be asked to create a shared vision for Natick’s future development, and outline how to best achieve that shared vision.

In support of consulting services for this important initiative, the 2016 Spring Annual Town Meeting appropriated $200,000, in addition to the $200,000 appropriated at the 2015 Fall Annual Town Meeting. Under state law, master plans are developed under the leadership of a community's Planning Board. While retaining this role and authority, the Natick Planning Board appointed a Comprehensive Master Plan Review Committee to advance and guide the project and provide regular updates to the Planning Board.

After an extensive search and evaluation process, the Board of Selectmen contracted with a team of consultants led by the firm of Crosby, Schlessinger & Smallridge LLC to provide planning services associated with development of the Natick 2030+ Master Plan.

Work during 2016 was focused on the Existing Conditions Report, the first of four study phases. Significant community input was sought during this phase, including June's community "Kick-Off Event," held on the Town Common, followed by a Community Meeting in November, attended by over

180 residents. Subsequent study phases, which will also include and encourage significant resident input, include Community Vision & Goal Statement, Recommendations and Options Analysis, and Final Plan Development.

To stay informed, get involved, or provide comments about the future of Natick, please visit the project website at www.Natick2030.com.

Town Response to Opioid Crisis

Opioid use across the nation and in our community has reached crisis levels. In response, General Government and School Department personnel, along with the School Department's Natick Together for Youth initiative, community advocates and others, have been working together to combat this plague.

Recognizing that a more focused and substantive response was required, in July the Board of Selectmen held a well-attended public meeting to update the community on Natick's efforts to date and to obtain input and guidance from the public and subject-matter experts. Pursuant to these suggestions, an Opioid Task Force was formed to facilitate a better coordinated effort across the network of local officials, service providers and first responders to help reduce opioid addiction, prevent overdose deaths, and improve the quality of life for Natick residents suffering from substance use disorders and their families. Task Force membership includes representation from the Office of the Town Administrator; the Police, Fire, School, Health, and Community Services Departments; SOAR (Supporting Our Addicts Recovery) and the Leonard Morse Hospital.

Participants at the public meeting also advocated for a Town-funded staff position to lead and coordinate the Town's efforts and, with strong support from the Board of Selectmen, funding for an Outreach and Prevention Program Manager was approved at the 2016 Fall Annual Town Meeting. Together, the Opioid Task Force and Program Manager have developed a comprehensive strategic plan with specific and measurable goals to combat opioid addiction, provided and/or scheduled training for municipal personnel and first responders, established partnerships with organizations providing programs and services to prevent and treat opioid addiction, and much more.

The Task Force, with the Outreach and Prevention Program Manager, has also engaged knowledgeable and dedicated volunteers to serve on working groups in the areas of Community Awareness and Education, and Access to Treatment and Support for Recovery; the Task Force may consider forming other working groups as their efforts evolve.

Transportation Improvement Highlights

Improvements to our transportation systems support several goals of the Board of Selectmen, including promoting economic development, improving and maintaining capital infrastructure and - by funding many of these projects with mitigation and/or grant funds - supporting fiscally responsibility service delivery. In addition, transportation improvements - whether for walking, biking, transit or vehicles - improve the quality of life for Natick's residents. Here are some highlights of 2016 activity:

Marion Street Bridge
In 2016, residents finally saw some progress on the Marion Street - Matilda “Tilly” Ciccarelli - Bridge, which has been closed since August 2012, necessitating detours and creating serious inconveniences. Slow progress with utility relocations delayed the start of this state-funded and state-controlled project; with that work finally complete, a temporary pedestrian span will be installed, then demolition and installation of a new bridge.

Natick Center MBTA Station
The Selectmen-appointed MBTA Station Advisory Committee is working with the MBTA to design a modern, fully accessible commuter rail station in Natick Center. A prior Town Meeting appropriation of $80,000 for feasibility study and conceptual design was critical in gaining the MBTA's support for this project, for which full design funding has been included in the 2017-2021 Capital Investment Plan of the Massachusetts Department of Transportation (MassDOT) and MBTA.

Route 27/North Main Street
North Main Street between Natick Center and the Wayland town line (except the interchange at Routes 9

and 27) is scheduled for a full reconstruction starting in 2019, with all construction costs funded by the federal and state governments. Under this funding program, the Town is responsible for costs associated with project design as well as acquisition of any necessary easements or additional rights-of-way. To date, the Town's project expenses have been funded through mitigation contributions from several West Natick development projects. As the design progresses, the Town and MassDOT will hold periodic public hearings to solicit public input.

Reconfiguration of the interchange at Routes 9 and 27 is in the design stage, but construction is not likely until 2021 or later. While the Town will have adequate opportunity to participate and provide input, project design and construction - and all associated costs - is managed and funded by the state and federal government.

Complete Streets Program
Natick is a participant in the MassDOT Complete Streets Program, through which communities are encouraged to provide safe and accessible options for all travel modes - walking, biking, transit and vehicles – for people of all ages and abilities.

Subsequent to adoption of a Complete Streets Policy by the Board of Selectmen (which was as #7 of its kind in the nation by Smart Growth America's National Complete Streets Coalition), a multi-year Complete Street Prioritization Plan was developed to identify, rank and develop cost estimates for potential projects based on safety, mobility, accessibility, and system continuity criteria; development of the Prioritization Plan was supported by a $46,494 MassDOT planning grant.

In November 2016 the Town was awarded a $399,584 MassDOT grant for implementation of several pedestrian safety projects including installation of six high visibility pedestrian crossings at various locations, including the West Natick MBTA Station, and eight traffic signal upgrades along Route 135; these projects will be constructed in the summer of 2017.

Cochituate Rail Trail
The Cochituate Rail Trail (CRT) project - conceived well over a decade ago - achieved a major milestone with approval by 2016 Special Town Meeting #2 to fund acquisition of the right-of-way (known as the former Saxonville Branch) in the amount of approximately $6.3 million, as agreed upon between the Board of Selectmen and property owner CSX Corporation.

While this purchase price was regarded by many as excessive, it was consistent with several property appraisals, including those commissioned by the Town. Further, there was urgency in acquiring the right-of-way in order to maintain the project schedule associated with the state's Transportation Improvement Program (TIP). Through the TIP, approximately $7 million in federal and state funding has been programmed for federal fiscal year 2018 for development and construction of the Cochituate Rail Trail. TIP-funded projects must be ready to proceed within the stipulated timetable; if not, other community's projects that are ready will be advanced and TIP funding will be re-allocated.

Approximately $800,000 in mitigation and smart growth incentive funds have been contributed toward the CRT project, a portion of which has been utilized by the Cochituate Rail Trail Task Force for necessary studies and analyses, as well as design development to the 25% design stage. Such progress will help ensure project readiness and eligibility for construction funding through the TIP within the stipulated timetable.

More information is available at www.NatickMA.gov/crt.

Targeted Economic Development Action Plan

With funding support from the Natick Town Meeting, under the authority and oversight of the Board of Selectmen, and in collaboration with the Economic Development Committee and the Community and Economic Development Department, the firm of Investment Consulting Associates NA, LLC finalized Natick's Targeted Economic Development Plan. This Plan provided specific recommendations to advance opportunities for the community's economic growth and sustainability.

In addition to their responsibilities for implementation of Plan recommendations, Community and Economic Development staff are responsible for leading efforts to guide and advance prospects for new business developments and provide support to existing businesses.

Civic Engagement

Creative approaches to encourage civic engagement were undertaken or advanced during 2016. Notably, one determining factor in selecting the consulting team for development of the Natick 2030+ Master Plan was their well-developed plan for creative and effective tools to engage participation from those who are not typically involved in their local government, perhaps including the youth, elderly, disabled or time-constrained.

The highly successful Citizen Leadership Academy, launched in 2015 under the leadership of the Community Services Director, continued into 2016. This 10-week class is designed to enhance citizen understanding of government operations and to provide a forum for municipal leaders and citizens to learn from one another. During 2016, it was apparent to the Board of Selectmen that many applicants for membership in the Town's various boards and committees were graduates of the Academy, validating the program's success in encouraging informed and enthusiastic citizen participation in their local government. Learn more about the Citizen Leadership Academy in the Community Services Department Annual Report or on their webpage.

Sustainability Initiatives

The Town continues to focus efforts on reducing its energy use and switching to low-cost, green power. In 2016, Natick received a combination of utility incentives and grants from the Department of Energy Resources' Green Communities Program to complete $375,000 in energy efficiency projects. The funds are being used to upgrade lighting in several elementary schools to LED fixtures, purchase two new electric vehicles and commission the Community Senior Center and Town Hall. We also installed approximately 700kW of solar power at the DPW, William Chase Ice Arena and Lilja Elementary School.

In addition, the Solarize Mass Natick program, sponsored by the Massachusetts Clean Energy Center and the Department of Energy Resources, came to a record-breaking end in October. Through this program, 155 residents and one small business signed contracts to go solar, adding more than 1.2 megawatts to Natick's already impressive public and private solar capacity; specifically.

These numbers made Solarize Mass Natick one for the record books. Since the program’s inception in 2011, the Department of Energy Resources and MassCEC have sponsored 51 Solarize programs in communities across the Commonwealth. Of those programs, Solarize Mass Natick was the largest program in state history as measured by installed capacity, and the third largest program as measured by the number of new installations.

It is important to note that this remarkable program was led by a committed team of over 40 volunteers, including energy professionals, college professors, students, architects, photographers, and graphic designers and other committed residents. Together, they created a webpage, hosted events, staffed tables at community events, designed literature and banners, authored weekly blog and email content, and helped spread the word about the program.

In addition to the environmental and financial benefits these solar installations provide to Natick homeowners, the program also supported 15 local nonprofits; these organizations also helped spread the word about the Solarize program and contributed to the program's success. Importantly, since Natick topped 100 installations, Boston Solar - the contractor selected through a competitive bidding process to provide the solar installations - donated a solar array valued at $25,000 to a Natick nonprofit. Through a competitive application process, St. Paul’s Episcopal Church was selected to receive this valued award.

In addition to the unprecedented success of the Solarize Mass Natick program, without a doubt it was also our most successful civic engagement program in 2016.

Board of Selectmen Membership Changes

Significant changes in the membership of the Board of Selectmen occurred during 2016. Specifically, in October, member Josh Ostroff announced that, due to increased work obligations, he would be resigning from the Board as of the 2016 Town election, one year into his three-year term.

The terms for incumbent Selectmen Richard Jennett and Charles Hughes would expire as of March 2016 however in November 2015, Mr. Hughes announced that he would not be seeking reelection. Accordingly, with respect to election of members to the Board of Selectmen, the March 2016 election ballot included two 3-year terms and one 2-year term. Incumbent member Richard Jennett and Susan Salamoff were elected to the 3-year seats and Jonathan Freedman was elected to the 2-year seat.

Mr. Hughes served a total of 15 years on the Board of Selectmen as well as 12 years on the Finance Committee. His service to the Town dates back to the 1980s and, accordingly, Mr. Hughes contributes substantial and valuable institutional knowledge, and a comprehensive understanding of the Town's financial and budgetary operations.

Mr. Ostroff served on the Board for 10 years, during which time he was a tireless and effective advocate on a range of subjects, including pedestrian and other transportation issues, improved communications, programs to assist residents in need, and funding for development of an updated Master Plan (more information below). Mr. Ostroff has also been advocated on behalf of communities across the state through his service with the Massachusetts Municipal Association.

New members Ms. Salamoff and Mr. Freedman both bring considerable experience to the Board through their past service to the community. Ms. Salamoff has previous service on the Board of Selectmen and several other committees, including the Charter Commission that drafted the Town's first Home Rule Charter. Mr. Freedman previously served on the School Committee, Finance Committee (including 2 years as Chair), and several other committees.

The terms for incumbent Board members John Connolly and Nicholas Mabardy expire as of the March 2017 Town election; Mr. Connolly has indicated that he will not seek re-election. Mr. Connolly's outspoken and dogged advocacy on behalf of Natick residents who experience economic uncertainty and hardship, in particular senior citizens and veterans, has been effective in bringing these issues more to the forefront and served to increase awareness of and response to the issues and challenges faced by these valued community residents.

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

We are also grateful to the many volunteers who work to advance the quality of life in this fine community. Between the Board of Selectmen and the Town Administrator, residents are appointed to no fewer than 30 volunteer committees. Their dedication and contributions help make Natick such a unique and wonderful community. The members of the Natick Board of Selectmen, and the Town Administrator and her staff, are proud to serve the Town of Natick and its residents.

FACILITIES MANAGEMENT DEPARTMENT

On July 1, 2012 both the Town and School maintenance departments merged to create the Facilities Management Department (FMD). 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 Oversight Committee was created to oversee the initial implementation of the new department and monitor and advise ongoing operations of the FMD. The department falls under the jurisdiction of the Board of Selectmen, and has a mission of treating municipal department heads, school principals and constituents as highly valued customers. The FMD is responsible for the operation and maintenance of all schools and general government buildings in the Town. The FMD is responsible for custodial services, daily maintenance and capital projects in all forty-two buildings, which total over one million square feet. The FMD is comprised of 46 FTE's and has a FY17 operational budget of $4.9M.

The Facilities Director, Maintenance Manager, Custodial Supervisor and Data Analyst work in tandem to oversee four core business areas: custodial, maintenance and repair, capital projects, and daily operations. Maintenance repair requests, capital project management and custodial operations are the core of the FMD activity. Capital projects are identified during planning through a collaborative approach with department heads and school principals. Project design and construction phases are managed within the department and also through outside professionals when the scope deems necessary. The FMD works very close with the Sustainability Manager in identifying opportunities to reduce energy consumption throughout the Town.

Capital Projects

The FMD is in the process of developing a twenty year capital plan for all forty-two buildings. This long range plan will be developed in collaboration with School and Town officials, principals, municipal department heads and the FMD's staff. In 2016, fifteen capital projects were approved at Town Meeting. A sampling of the projects managed by the FMD in 2015 is as follows:

Replacement of the following roof have been completed: East School, Lilja Elementary- Phase I, Fire Station #3,DPW Maintenance Garage. All new roofs have a twenty year warranty and were redesigned to meet the new energy code reducing heating and cooling cost at each location. The FMD managed this project from start to finish. These project were completed on time and on budget with a final cost of $834,000.

Town Hall HVAC Equipment Replacement: Removal and replacement of 3 HVAC roof top units using in-house technicians at a substantial savings to the Town. Final cost of the project was $62,000.

Brown Elementary School Bathroom Partition: This project required the removal and replacement of student metal bathroom partitions with new composite material. Final cost of the project was $21,940.

Maintenance and Repairs

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 1,900 work order requests in 2016 and conducted routine preventive maintenance on nearly nine-hundred pieces of equipment. Every effort is made to accomplish repair requests and routine maintenance with in-house staff so that significant savings from labor and parts can be realized and prompter service can be provided to the FMD customers. Specialty maintenance work is outsourced to qualified vendors such as elevators, or if the magnitude of the work and deadlines requires outside assistance.

The maintenance staff completed approximately 98% of the repair requests in-house during 2016, saving time and money. Savings are realized from in-house labor rates which are less than half of prevailing wage rates required to be paid on public construction projects, and also from purchasing equipment and supplies using the State bid prices versus paying mark-ups from outside vendors. Schedule efficiencies are gained from avoiding public bid requirements and improved quality control resulting from the "ownership" of the work by staff.

Custodial

In June of 2016 the Custodial Supervisor position was filled after being vacant for two years. This position supervises a total of 36 FTE union custodians working in schools and municipal buildings.

In 2016 all custodians were trained in Hazard Communication (HazCom), Personal Protective Equipment (PPE), Blood Borne Pathogens and Asbestos Awareness. The department continues to seek cost effective ways to provide ongoing training for all its staff. The department will be looking at opportunities and associated costs to establish a green cleaning program Town wide in 2017.

HUMAN RESOURCE DEPARTMENT

Fiscal Year 2016 turned out to be another robust year for Human Resources with a number of positions vacated as a result of resignations and retirements.

To highlight a few, we recruited for two Assistant Assessors, an Assistant Comptroller, an Assistant Director for the Morse Library, a Deputy Town Administrator for Finance, as well as, Equipment Maintenance Supervisor for the DPW, a Planner/Conservation agent, a Data Analyst for DPW, a Regulatory Compliance Coordinator, a Senior Planner a Assistant Collector/Treasurer, a Procurement Officer, and a number of hourly positions across all departments.

Projections are that recruitment will remain a high priority ,especially in light of the fact that approximately 28.5% of our fulltime work force is 55 years of age or older.

The Human Resource department in conjunction with the Personnel Board was successful in implementing a change to the Fulltime Classification range structure after supplying extensive analysis of comparable communities' wage scales illustrating the need to be competitive to both attract and retain quality professionals.

The department oversaw fourteen health information presentations to both School and Town employees orchestrated by Linda Clark our Benefits Manager, who spearheaded a comprehensive health insurance renewal which resulted in 646, or 75% of our employees changing from their prior carrier to Fallon health resulting in a savings to the Town of approximately 1.6 million dollars.

The department rolled out two new policies including a Code of Conduct, as well as a Whistleblower Policy to all employees.

The department orchestrated our Annual Employee Appreciation Cookout and continued our partnership with the providence Bruins to provide discounted Natick Nights with discounted tickets for employees and their guests. In addition, we conducted several Lunch & Learns, which have been well received, and several others planned for the coming year.

The Department would be remiss if not acknowledging the dedication and professionalism of the Personnel Board including Steven Levinsky, Chair, Alan Rosenman, Thomas Kelly, Katie Turcot, and David Dorant.

I personally would like to extend my sincere appreciation to Linda Clark, Benefits Manager, and Sarah Farrar, Human Resources Coordinator for all their efforts and dedication to ensure our employees are professionally and expeditiously responded to.

INFORMATION TECHNOLOGY DEPARTMENT

Overview

Calendar year 2016 was a busy year for the Town IT Department. Outside of the day to day operations, the Information Technology Department made substantial headway in upgrading the Town's phone system, improvements to infrastructure to support the new phone system and made improvements to the web site.

Major projects undertaken by the IT Department are

- Successfully installed the new VOIP ShoreTel phones system in all Town and School Buildings with the exception of the Public Safety Building which is scheduled for installation at the end of February 2017. At that point the Town will be completely off the 19 year old NEC PBX system.

The phone upgrade also required us to improve the data infrastructure in many buildings. In Memorial Elementary, Lilja Elementary and the Bennett-Hemenway Elementary school we installed cat6 cable and upgraded or replaced the paging systems. We replaced aging data switches in Town Hall, Public Safety, Morse Library, Cole Center, East School and completed building out a small data center in Police HQ.

- The Town Aruba wireless controller was upgraded along with some access points and we also installed the Aruba Airwave product for monitoring the wireless network.
- Web Site - This year's focus was the implementation of the new boards and committee administration software, Granicus. In the past, the administration of all board/committee members' information (contact information, term dates…) was very time consuming. This year, many hours were spent researching the correct information for every member on each board/committee. With June being the busiest month, organizing all terminating appointments, reappointments and any additional appointments having the most complete information on each member was key to making this implementation a success. Although there are still some tweaking to work out, having this software is making it much more productive than in the past.

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 Technology Advisory Board (ISAB) has once again been an invaluable 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 and departments to provide advice and direction on the large networking and phone deployment projects currently ongoing. Additional thanks and appreciation for 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 (4) *single* mode optical fibers with the exception of the Natick High School which has eighteen (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 2017, the IT Department will be busy segmenting and re-addressing the Town's data network to improve throughput and security, working on the document management and archiving project, which was funded in the 2016 fall annual town meeting and bringing in managed services for assistance with large internal projects, emergency services and security remediation. 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 in identifying and implementing 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 the Information Technology Department web pages on the Town of Natick web site (www.natickma.gov).

PROCUREMENT OFFICER

The Procurement Officer's essential mission is to ensure compliance with all legal norms governing the purchase of goods, services, and designer services, as well as the procurement of public building and public works construction services. In observing all applicable statutes, rules, and regulations promulgated by the Office of the Inspector General and by the Bid Unit of the Office of the Attorney General, the Procurement Officer seeks to procure goods and services on behalf of the Town in an efficient, ethical, and impartial manner.

In applying this mission, the year 2016 marked a transition in personnel, given the resignation of former Procurement Officer, Peter H. Roche, in March, the tenure of Interim Procurement Officer and Public Works Director Jeremy Marsette, P.E., and my own hiring by the Town, effective as of June 20, 2016. For me personally, work simply transitioned from advising the Procurement Officer as a key attorney with Town Counsel's office, Murphy, Hesse, Toomey & Lehane, LLP.

Since my arrival in June, the Procurement Office has focused its attention principally upon moving capital projects forward. To that end, contracts have been signed and executed for the re-roofing of the Lilja Elementary School, the installation of new sidewalks at the Wilson Middle School, asbestos abatement at the former East School building, the replacement of the irrigation pond liner at the Sassamon Trace Golf Course, the installation of restroom partitions at the Brown Elementary School, the installation of carbon monoxide detectors at the Natick Public Works buildings and at the Natick Police and Fire Stations, the design of various municipal roof projects, the re-roofing of the Natick Equipment Maintenance Garage, the re-roofing of the former East School Building and Fire Station #3, and Springvale #4 water system upgrades.

For other departments, too, long-pending projects moved forward. Specifically, contracts have been signed and executed to move forward the Natick Center Cultural District management program, the development of a master plan, the design of a dog park for the Town of Natick, the design of park improvements for Navy Yard Park and East Park, the appraisal of the CSX parcel for the development of a rail trail in Natick, the purchase of a data dashboards software program for the Natick Public Schools, a new custodial services contract, a new on-call electrical services contract, a hazard mitigation plan, an owner's project manager for the New West Natick Fire Station, and a parking ticket collection program for the Natick Police Department and Natick Treasurer's Office.

These projects are in addition to the many day-to-day purchases made under sound business practices that are under the $10,000 statutory threshold for all Town Departments.

Priority has also been given to inventorying and digitizing all outstanding paper contracts in the Town's possession for ease of location and use. Such efforts will hopefully reduce the need for search time by staff in the future.

Since November 7, 2016, procurement laws have been affected by various sections of Chapter 218 of the Acts of 2016, the so-called Municipal Modernization Act. As passed by the General Court of the Commonwealth of Massachusetts and subsequently signed by Governor Baker, the Municipal Modernization Act has increased the threshold for receipt of quotes within the Uniform Procurement Act, has worked to synchronize many of the procedures used in both the public building and public works construction statutes, and has established new contract publication requirements for certain contracts in COMMBUYS, the Commonwealth's public purchasing website. This last requirement, in fact, helps to ensure that an even wider variety of vendors, who have registered with the Commonwealth, are notified of public procurement opportunities in the Town of Natick. With a larger audience, solicitations for the

purchase of goods and services by the Town of Natick should witness long-term beneficial and robust price competition. This should only further the interests of all resident taxpayers' interests in Natick.

Goals for the upcoming months shall include development of policies and procedures to streamline further Department Head efforts in the procurement of goods and services in Massachusetts. Of course, the Procurement Officer remains statutorily charged with ensuring proper purchases by the Town; however, it is my hope that this may be made even more smoothly with the adoption of uniform guidelines.

Of course, the Procurement Officer has before him numerous ongoing projects that are bidding as of the authorship of this report. Such a list will ever increase. At all times, however, and regardless of what lies ahead in 2017, I will always endeavor to uphold the judicially recognized common law principles of public bidding as announced in Interstate Engineering v. City of Fitchburg, 367 Mass. 751, 757-758 (1975):

> . . . First, the statute enables the public contracting authority to obtain the lowest price for its work that competition among responsible contractors can secure. . . Second, the statute establishes an honest and open procedure for competition for public contracts and, in so doing, places all general contractors and subbidders on an equal footing in the competition to gain the contract.

I thank the Natick Board of Selectmen, the administration, and the residents for the warmest of welcomes. I look forward to a productive year of service in 2017.

BOARD OF REGISTRARS

The Board of Registrars, working with the Town Clerk's office, conducted four elections during 2016. The Presidential Primary was held on March 1, The Annual Town Election was held on March 29, the State Primary was held on September 8 and the Presidential Election was held on November 8. Turnout for the Presidential Election was 84.3%. The results for all of the elections are included in this report and are also posted on the Town's website at www.natickma.gov.

This past year was extremely busy as the office worked preparing for the November Presidential Election. Over the course of 2016 almost 3,800 voters either registered to vote or changed voter registration status. This increase of 182% versus the previous year is directly related to the Presidential election. 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. The on-line voter registration system, which was implemented late in 2015, was available for the first time during the year prior to the Presidential Election and continues to be very successful with a large number of registrations coming through the on-line system.

In 2015 the State Legislature passed an election reform bill which included early voting for a 10-day period prior to the Presidential Election. Early voting was very successful State-wide and in Natick. Early voting took place in Town Hall beginning October 24th through November 4th during the hours that the Town Clerk's Office was open and extended hours on Tuesday evenings, Friday afternoons and Saturday. The response to early voting was extremely positive. Approximately 8,677 voters took advantage of early voting and additional 1,200 voted absentee, with a total of 42% of the voters having cast ballots prior to election day.

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 also for all of the people who helped during early voting. The election preparation and management was a success because of all of the people who helped our staff. A special thanks to Adele Rosenthal for her continued volunteer service to the Board of Registrars with a special thank you to Sandy LaFleur.

Sandy came in every day during the election period and helped input data and file. We could not have done it without everyone's help. 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.

SUSTAINABILITY

Natick's sustainability initiatives are led by Jillian Wilson Martin, the Town's sustainability coordinator, with support from Natick Public Schools and multiple departments, including Facilities Management, Public Works, Community and Economic Development, Health, Community Services and others. Ms. Wilson Martin extends her thanks to the directors and staff members of each of these departments for their partnership.

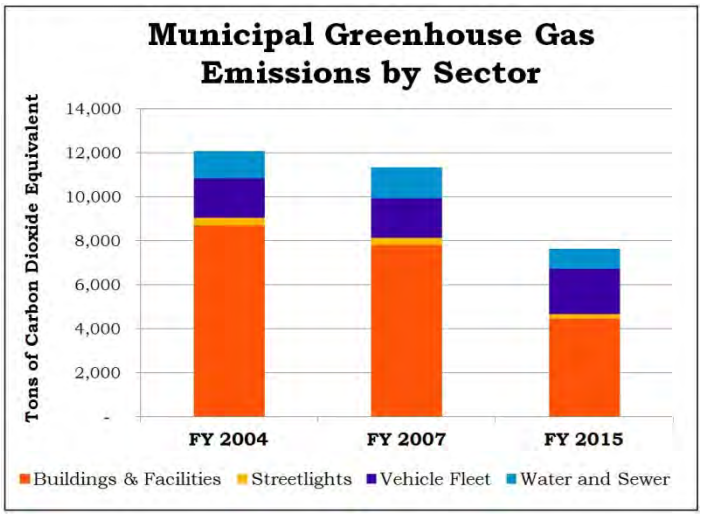
Natick's sustainability efforts focus on reducing costs, mitigating environmental impacts and preparing for future environmental challenges. Initiatives target municipal operations and the broader community, and are funded primarily by competitive grants and utility incentives, which totaled $390,000 in 2016.

Sustainability projects have the added benefit of saving tax payer dollars. In 2016, initiatives pursued by this office were estimated to reduce the tax burden by $195,000 annually.

Greenhouse Gas Emissions

There is an adage in the field of sustainability: follow the carbon, find the money. Activities that emit high volumes of carbon dioxide and other greenhouse gas emissions are often very costly.

In 2016, Natick completed an inventory of emissions from municipal operations and found the Town achieved a 37% reduction from its FY 2004 baseline. The greatest reductions came from improved building operations, the transition to solar power and the LED streetlight conversion program. Moving forward, the Town will work with the newly appointment Sustainability Committee to develop a community-wide emissions inventory, identify priority reduction opportunities and set a long-term emissions goal.



Energy Efficiency

As a participant in the Commonwealth's Green Communities Program, Natick has reduced municipal energy consumption by 27% since 2008. In 2016, Natick furthered this effort by converting to LED exterior lighting at elementary schools and the Public Safety building, retro-commissioning Town Hall and the Community Senior Center, installing energy optimizers on walk-in coolers, adding electric vehicles to the municipal fleet and starting a Pay for Performance energy conservation program at Lilja Elementary.

Solar Power

Solar energy remained a priority in 2016. Natick worked with Ameresco to install 700 kilowatts of solar capacity, at no cost to the Town, on the roofs of the DPW, William L. Chase Skating Arena and Lilja. The arrays, which were constructed at no cost to taxpayers through a Power Purchase Agreement with Ameresco, bring the Town's solar portfolio to 1.7 megawatts – or nearly 20% of municipal electricity needs. By purchasing the power at a discount in exchange for net metering credits, the Town expects its solar projects will reduce municipal electricity costs by more than $5 million over the next 20 years. In 2017, the Town will work to further expand its renewable portfolio and maximize real estate assets by installing solar canopies over parking lots.

Solar was also enthusiastically adopted by residents in 2016. Natick participated in Solarize Mass, a state program designed to make solar simple, affordable and accessible. 155 Natick homeowners and one small business signed contracts, making Natick the largest Solarize program in the state.

Waste Reduction

With trash fees on the rise, Natick continues to seek opportunities to reduce municipal solid waste and support residents with cost-effective waste management strategies.

In June 2016, Natick launched a curbside composting pilot with 500 residents that was supported by a grant from MassDEP and DPW staff. The pilot is on track to divert 100 tons of food waste in its first year and will be evaluated for expansion opportunities in 2018. The Town also began a mattress and box spring recycling program, installed a cardboard compactor at the Recycling Center, and joined a reciprocal household hazardous waste program, which provides residents with the opportunity to safely dispose of hazardous materials at collection events across six partner towns.

Land Use

The development occurring throughout Natick has implications for impervious surface, stormwater, open space and other issues that affect our community. In 2016, Natick worked with Mass Audubon to assess the Town's zoning bylaws, subdivision rules and regulations, and other requirements to identify opportunities to reduce impacts. The analysis is ongoing and the next step is to develop guidelines for low impact development in 2017.

Land Facilities and Natural Resources continued its organic lawn care pilot at John J. Lane, Memorial School and the Bacon Free Library. The Town received congratulatory citations from the Massachusetts' House of Representatives and State Senate for these efforts in June 2016, and the Town will seek to adopt similar programs at additional sites in the coming years.

TOWN CLERK

The Town Clerk's Office serves as a gateway for the public with questions regarding local government and how to access services. The Clerk's office is the keeper of all vital records, (birth, death and marriages); issues dog licenses; raffle and bazaar permits, DBA 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 staff in the Town Clerk's office works on the Annual Town Street Listing (census), confirmation cards and election preparation in addition to all of the other daily tasks. This past year was exceptionally busy with Early Voting and the Presidential Election.

The Office of the Town Clerk registered 413 births, 318 deaths and 162 marriages in 2016. In addition to registering new records, the office also issues certified copies of all vital records. The office issued slightly under 300 DBA certificates and licensed approximately 3,000 dogs during the year. Total revenue raised was $126,000, an increase of approximately 11% over the previous year.

In 2016 over 17,000 Annual Town Street Listings (census) were mailed. The information from this mailing is used to update the annual list of residents and maintain accurate voting lists. This is always important but especially so during a Presidential election year.

Town Meeting continues to support the on-going project of restoring permanent Town records approving an additional $100,000 for this multi-year project. Town Meeting supported the lease and use of electronic voting devices at Town Meeting and they have been in use for the past year. Voting records for Town Meeting members are available on the website at http://www.natickma.gov/375/Town-Meeting-Information.

Natick holds two Annual Town Meetings every year, one in the Spring and one in the Fall. In addition, there were two Special Town Meetings in 2016. The Annual Spring Town Meeting convened on April

12, 2016 and concluded its business in six (6) sessions dissolving on May 3, 2016. The Annual Fall Town Meeting convened on October 18, 2016 and concluded its business in six (6) sessions dissolving on November 10, 2016. Special Town Meeting #1 convened on April 12, 2016 completed its business and dissolved on May 3, 2016. Special Town Meeting #2 convened on November 1, 2016 and completed its business and dissolved on November 10, 2016. Meeting minutes are included in this report and are available on the Town's website at http://www.natickma.gov/375/Town-Meeting-Information.

I would like to thank the Board of Registrars: Robert Awkward, Sandy LaFleur and Nancy Northgraves for their assistance during the elections. Special thanks to Deb Blatz, Kerry Graveline and Laurie Shaw for all of their hard work during this past year during one of the busiest elections in recent history.

BUILDING DEPARTMENT (Inspectional Services)

The Building Department (aka 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 2016, the Building Department collected the following permit fees (approximate):

• New Building Permits	$ 2,473,939.00
• Alteration Permits	675,188.00
• Electrical Permits	336,278.00
• Gas Permits	19,818.00
• Plumbing Permits	40,827.00
• Certificate of Inspection	13,850.00
	$ 3,559,900.00

The following major projects are under construction:

- Mathworks Lakeside Campus - 20% complete
- 13 West Central (American Legion Building) - 20% complete
- 31 South Main (Town Paint Building) - 10% complete
- Wegmans Supermarket (Natick Mall) – 20% complete

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

The Building Department, in coordination with other town departments, is in the process of developing a Public Records Center webpage. The new webpage will allow users to look-up permits which were issued to a specific address and view them online.

COMMUNITY AND ECONOMIC DEVELOPMENT

Overview:
The Department of Community and Economic Development (CED) is committed to advancing the strategic development interests of the Natick community and to delivering highest quality services to Natick residents and those seeking guidance/information. Located on the second floor of Town Hall, the CED team provides professional administration to Natick's land use regulatory boards, including the Planning Board, Zoning Board of Appeals, and Conservation Commission. The CED team also administers and enforces local, state and federal land use, development, and building code regulations.

Finally, short and long-range planning and development functions of the community are managed and advanced with the support of CED staff.

CED is organized into six inter-related 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 (PB)
    - Zoning Board of Appeals (ZBA)
    - Conservation Commission (ConCom)

Department Staff:
The Department of Community and Economic Development (CED) worked through several staff adjustments in 2016. Settling into this his role, **Jamie Errickson** continued as Director. CED also welcomed three new staff members. In June, **Victoria Parsons** became the team's full-time Conservation Agent/General Planner. In September, **Ted Fields** joined as the new Senior Planner. Finally, at the end of 2016 CED's talented administrative staff welcomed **Amanda Molina Dumas** as the newest administrative assistant.

Ms. Molina Dumas joins the highly dedicated administrative team led by **Annie Greel**, Executive Planning Assistant, and Administrative Assistant **Sue Calhoun**. This experienced team provides overall support for the department as well as essential staff support to the three land use boards/committees in town (PB, ZBA, and ConCom).

David Gusmini, Building Commissioner, continued management of the Inspectional Services (Building Department) division, overseeing 2 full-time building (**Michael Connelly** and **Eric Libby**) and multiple part-time plumbing/gas and electrical inspectors.

Year in Review:
CED staff, despite staffing changes, provided high levels of service to the Natick population throughout 2016.

Major milestones and continued work of 2016 include:

- **Permitting, review, and field inspections** of multiple private developments including The MathWorks Lakeside campus (ongoing), proposed Wegmans @ the Natick Mall, TJX expansion, and many others;
- Continued enhancement of the **electronic permitting system** for reviewing, tracking, and enforcing building permits.
- Continued project management of multiple **transportation projects**, including:
    - **Route 27 Corridor**: $14 million reconstruction of Route 27/North Main Street. Federal/state funding anticipated Federal FY 2019;
    - **Cochituate Rail Trail**: Purchased in 2016. $7+ million construction project, federal/state funding (Federal FY 2018);
- Advancement of **Short/Long Range Planning** initiatives:
    - **Natick 2030+ Comprehensive Master Plan**
    - **Hazard Mitigation Plan**
    - **Natick Center Study**
    - **Exit 13/Speen/Route 30 ("Golden Triangle")** study;
- Advancement of targeted **Economic Development** initiatives, including the "Targeted Economic Development Strategy" for Natick's commercial and industrial districts (results and implementation in 2017);
- Provided support for multiple **affordable housing** projects in 2016, including the Bacon Street 2-family (see Natick Affordable Housing Trust Fund Committee report for more details);

- Continued collaboration with **local and regional partners** including Natick Center Associates, MetroWest Chamber of Commerce, MetroWest/495 Partnership, and many others;
- Staff support to and collaboration with **local boards and committees**, including the Economic Development Committee, Cochituate Rail Trail Advisory Committee, Natick Affordable Housing Trust, and many others;

2016 proved to be an exciting and productive year for CED. Heading into my third year with the Town, I am continuously impressed by the dedication and experience of the employees of CED and all Town offices, as well as the highly dedicated volunteers of Natick. Though 2017 will surely prove to be the busiest year to date, I am grateful to be surrounded by such an amazing team!

PLANNING BOARD

Established persuant to 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, determining the qualification of applications for "Approval Not Required" 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 (SPGA) 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 in the Highway Overlay Districts along Rte. 9
- Serve as the Smart Growth Plan Approval Authority (PAA)

In 2016, the Planning Board held 24 regular meetings, two site visits and various working group meetings. There were 39 separate decisions filed by the Planning Board.

Among these were site plan review and special permits (including modification of site plan review and/or special permits) on the following applications:

- Cognex – Employee Entry and Cafeteria Expansion;
- Metrowest Subaru/932 Worcester Street- Use of adjoining lot;
- Brown School – Modular Addition;
- I Fly/1391-1459 Worcester Street;
- The Trustees of Reservations/50 Pegan Lane;
- 9/27 Shopping Center/219 Pond Street & 840, 841 Worcester Street;
- Wegmans/1245 Worcester Street;
- Golf Academy/218 Speen Street

Prior decisions which were subject to review for minor modifications included numerous signage applications.

The Board undertook the following subdivision control law and related matters:

- Fancourt Subdivision/Magnolia Road: Consideration of enforcement options and remedial modification to Subdivision
- Endorsed 4 plans of lot boundary changes qualified as Approval Not Required and

The Board submitted three warrant articles which were approved by Town Meeting:

- Spring Annual Town Meeting Warrant Article 25: Change to a Definition in the Zoning Bylaw: amend or change the definition of "Open Space Public Benefit Amenity".
- Fall Annual Town Meeting Article 25: Amend Zoning Bylaws Regarding Dimensional Requirements.

- Fall Annual Town Meeting Article 27: Amend Zoning Bylaws Regarding Driveways and Parking Dimensions

The Board conducted a Scenic Road Public Hearing pertaining to road works on Cottage Street (from Woodland Street to Everett Street).

The Board continued to work on the Town's Master Plan with the assistance of its appointed Master Plan Advisory Committee (MPAC). This initiative, under the title "Natick 2030+", engaged a professional project team and commenced work on the existing conditions component, as well as multiple community outreach events to solicit input from the Town's citizens.

Planning Board Appointments:
- Community Development Advisory Committee
- Design Review Board
- Lookout Farm Advisory Committee
- Metrowest Regional Collaborative

The Planning Board continues with its commitment to the development and maintenance of an inventory of affordable housing in Natick and to promote, foster and enable an economically, socially, and culturally vibrant and diverse Natick Center. Recognizing the work and time commitments of related Town boards and committees, the Board endeavors to regularly engage with these bodies including the Conservation Commission and the Design Review Board.

The Board extends its appreciation to the staff of the Community Development Office, particularly Executive Assistant Annie Greel for their hard work on behalf of the Board and the Town. The Board also acknowledges the contributions of Mark Coviello, Town Engineer, for his technical assistance in many of the cases which appear before the board.

SEALER OF WEIGHTS AND MEASURES

Weights and Measures may be ranked among the necessaries of life to every individual of human society. They enter into the economical arrangements and daily concerns of every family. They are necessary to every occupation of human industry; to the distribution and security of every species of property; to every transaction of trade and commerce; to the labors of husbandman; to the ingenuity of the artificer; to the studies of the philosopher; to the researches of the antiquarian; to the navigation of the mariner, and the marches of the soldier; to all the exchanges of peace, and all the operations of war. The knowledge of them, as in established use, is among the first elements of education, and is often learned by those who learn nothing else, not even to read of write. This knowledge is riveted in the memory by the habitual application of it to the employment of men throughout life." John Quincy Adams – Extract from the Report on Weights and Measures by the Secretary of State, made to the Senate on February 22, 1821.

The Department of Weights and Measures enforces the Massachusetts General Laws relating to Weights and Measures. It tests, inspects, seals, and/or condemns weighing and measuring devices used in the sale of commodities and services to consumers. These devices include scales, weights, motor fuel meters, vehicle tank meters, taxi meters, and point of sale scanner systems. It also investigates sales transactions and practices upon initiative and upon complaint, and commences legal action for violations of laws. The Department's program of inspections, sealings, condemnations, and stop sale orders works to promote and ensure equity in the marketplace, and it produces direct savings to consumers through the discovery and correction of pricing, scanning, and weighing and measurement errors.

During the period January 1, 2016 through December 31, 2016 the Department inspected three hundred thirty-one weighing and measuring devices and more than two thousand items offered for sale at retail. One vehicle scale with a capacity greater than 10,000 pounds was tested and sealed. Five scales in the one hundred to one thousand pound category were tested and sealed. In the more than ten but less than one hundred pound category, eighty-five scales were tested and sealed and one was not sealed. Nine

scales and balances in the under ten pound category were tested and sealed. Seventeen metric and ten apothecary weights were tested, found correct, and sealed. In the Liquid Measuring Device category, one hundred and twenty-seven gasoline meters were tested and sealed; six were not sealed, and seven were condemned. Ten vehicle tank meters were tested and sealed. Seventeen taximeters were tested and sealed and one was condemned. Thirty-three scanning systems were inspected and found meeting prescribed standards of accuracy while two failed the inspection. Trial re-weighings of pre-packaged commodities were conducted. Civil Citations were issued where weights and measures violations were found. The total fees for sealing and certifications amounted to $10,127.00.

SUPERINTENDENT AND SCHOOL COMMITTEE

District Accomplishments

As a district, we have had a number of accomplishments this year:

- Natick Ranked Among Best Schools in Massachusetts - Niche Rankings recently released its "Best Public High Schools. A high ranking indicates that the school is an exceptional academic institution with a diverse set of high-achieving students who rate their experience very highly," said Niche. Natick received an A+ overall Niche grade.
- Newsweek Ranks Natick High School #448 in America's Top 500 High Schools
- Boston Magazine Ranks Natick #47 in Best Public Schools in Boston 2015 in their exclusive ranking of 125 school districts in the Greater Boston area
- The Natick Public Schools was placed on the AP 6th Annual Honor Roll for Expanding Opportunity and Improving Performance of AP Students.
- The Natick Public Schools were selected for the Apple Distinguished Program for Innovation, Leadership and Educational Excellence.

Natick School Committee

In March 2016, Ms. Julie McDonough and Mr. David Mangan were elected to the School Committee for three-year terms. Paul Laurent was re-elected to the School Committee for a three-year term. The School Committee reorganized on April 25, 2016. The officers are as follows: Ms. Amy Mistrot, Chair, Ms. Lisa Tabenkin, Vice Chair, and Mr. Paul Laurent, Clerk. Other members included Mr. Dirk Coburn, Mr. David Mangan, Ms. Julie McDonough and Ms. Firkins Reed.

Preschool

Natick Preschool piloted a satellite classroom location at Brown School this year. Students and families experienced the same great quality of early childhood education to which they were accustomed. We are very proud of this programming and have enjoyed the collaboration with Brown School leadership and staff.

NEF sponsored a grant for Natick Preschool to expand and enrich our wooden block-building opportunities. Students develop engineering and design skills, literacy skills and problem solving skills while engaging with peers in the block corner. This advances our STEAM (Science, Technology, Engineering, Art and Mathematics) work! Thank you NEF!

Natick Elementary Schools

Elementary schools Kindergarten through Grade Two teams are participating in targeted professional development supporting literacy instruction. Our work with Teachers 4 Teachers is focused on best practices and supporting our faculty in meeting the needs of our diverse learners. Elementary Principals set a goal this year to do a coordinated review at all five schools to ensure instructional consistency and the sharing of best practices.

Natick enrollment is increasing by approximately one hundred students each year. This year, six modular classrooms were added to Brown Elementary School to offset overcrowding. Future strategic planning has targeted Lilja as a new home for new modular classes.

Elementary principals are collecting data on homework practices at the elementary level. We will be synthesizing this information and making recommendations to inform Natick Public School Committee

Homework Policy in the Spring of 2017.

Kennedy Middle School
Kennedy Middle School embarked on many journeys to improve teaching and learning. This past year both Assistant Principal Hatt and Principal Zitoli participated in a Blended Learning Consortium that took place over the course of four Saturdays. Blended Learning is the educational practice where teachers craft and deliver lessons where students learn, in part, via digital and online media.

We also designed one of our grade five classrooms with 21st Century technology and furniture to help facilitate this type of teaching. Over the past few weeks we have begun our Response to Intervention (RTI) program during flex time. This program is designed to ensure high levels of learning for all of our students.

Kennedy has executed high performing data teams. Data teams are specifically organized and structured to use data to inform instruction and improve student achievement. Importantly, we are using our Guiding Coalition (Teacher Leadership Team) to define the strategies necessary to improve instruction across all grade levels. Some of the things that we have implemented have been teacher learning walks, calibrated evaluations, and the sharing of best practice at our staff meetings. Kennedy Middle School is dedicated to providing an outstanding education for your children.

Lastly, the Kennedy Middle School Building Project has begun. Several milestone events took place this past year including agreeing upon an enrollment number (1000) and selecting an Owner's Project Manager (Compass). The project has entered into the feasibility phase were new or renovated will be designed along with site location. A debt exclusion vote to fund the project is expected to be brought to the community in the spring of 2018.

Wilson Middle School
Wilson has created an effective instruction program fondly labeled WIN time. WIN time (What I Need) time is an opportunity for students to get instruction that addresses his or her specific needs. This instruction may be in the form of RTI (Response to Intervention) or may be extension work beyond what they may experience in the classroom.

Here's what some of our students are currently working on:

- During WIN time, some students are participating in Junior Achievement which is meant to inspire and prepare young people for our global economy through the use of online and hands on simulations involving credit, interest, savings, and investing to develop student skills in finance literacy, workforce readiness and entrepreneurship.
- Other students are using CUEThink to drive deeper into math problem solving skills. Another math extension group is delving into some trigonometry and determining the measurements of angles using sextant they made themselves. In a science extension group, students are exploring objects in the Solar System and comparing their sizes relative to the Earth and each other.
- Within Response to Intervention literacy groups, students have been working toward building a variety of targeted reading and writing skills determined by their areas of need. Students are working in small groups each with a different focus. For example, using student driven interest as an opportunity to teach nonfiction close reading strategies, developing students' ability to identify textual evidence in support of a claim, taking part in mini fiction novel units to provide further practice with their use of previously taught fiction strategies (i.e. identifying theme using Words of the Wiser), or building their knowledge of phonemic awareness, Standard English Conventions, and/ or sentence combining to enhance their basic spelling and writing skills.

Music:

- 21 Students Accepted to Eastern District Jr. Festival (2 Jazz Band, 2 Orchestra, 9 Concert Band, 8 Choir)
- Wilson Winds earns a Silver Medal at 2016 MICCA Concert Festival
- Wilson Jazz Band earns a Silver Medal at 2016 MAJE Festival

- Wilson Pops Chorus received an Excellent Rating and finished 1st in their division at Music in the Parks Festival
- Wilson Jazz Band received an Excellent Rating, finished 1st in their division, and was the #1 Overall MS Jazz Band at Music in the Parks Festival
- Wilson Winds received a Superior Rating, finished 1st in their division, and was the #1 Overall MS Concert Band at Music in the Parks Festival
- Wilson Sax Trio earns Silver Medal at MICCA Solo and Ensemble Competition
- Wilson Winds premiere new concert band work entitled "Three Wilson Portraits" by Derek J. Weagle. The subject matter of the piece is Wilson Middle School's namesake, Henry Wilson.

Musical and Drama:
- Wilson presented "Beauty and the Beast Jr", which featured over 120 students both in the cast and crew.

Peer Leadership:
- Members of the Peer Leader Student Assistance Committee traveled to Bridgewater State University in March to participate in the annual MARC Youth Summit. They met with middle school students from other towns, displayed information about Wilson's Peer Leadership program and saw presentations about fighting bullying to inspire ideas at Wilson.

8th Grade "Academy Awards":
- 8th graders put together their annual "Academy Awards" presentation in June, complete with student performances, presentations of best iMovie projects, and tributes to 8th grade teachers leaving Wilson.

Mentor Program:
- 36 students and 33 staff members participated in a voluntary Mentoring Program last school year.
- They participated in a variety of activities after school including martial arts demonstration (led by a community dojo), Chopped Cooking challenge, team building activities and an arts gala.
- Parents were invited to a year end arts presentation led by students, which culminated in a showing of their work and lunch with their mentors.

World Language: 2016 was the eighth year that Wilson Middle School administered the National Spanish Exam. This online standardized assessment was given to over 160,000 students around the country with about 43,000 in Level 1. We are pleased to announce that 116 Wilson students took the exam in 2016 and 54 students earned an award. There were a total of 27 honorable mentions, 11 bronze, 11 silver, and 6 gold medals.

In 2016, 55 Wilson Middle School students took the Grand Concours (National French Contest), an exam to promote French around the United States. Nearly 22,000 students around the country participated in the Level 1 contest, and 26 Wilson 8th grade students earned national awards. There were a total of 17 honorable mentions, 4 national bronze medals, 4 national silver medals, and 1 national gold medal.

Natick High School
We are very proud of the hard work and many accomplishments of the students and staff of Natick High School. We strive to live our Core Values in everything that we do.
- As part of a larger community, Natick High School seeks to develop students with creative minds, healthy lifestyles and strong character who will contribute ingenuity, service, acceptance, and leadership to an ever-changing society.
- As globally literate citizens, Natick High School students will achieve their highest academic potential by communicating clearly, thinking critically, problem-solving creatively, and working collaboratively while mastering subject information.

To promote these values, Natick High School furthers academic excellence, promotes the health and safety of our students, celebrates diversity, promotes healthy relationships, and fosters success in athletics and extracurricular activities.

Natick High School students outperformed national and state peers in MCAS, SAT and AP test scores. 81% of our 358 students who took an AP test scored three or higher, the benchmark for college credit. 116 students were named AP Scholars, earning a three or higher in three AP tests. Natick has been named to the AP Honor Roll, a designation by the College Board for districts that have increased access to AP classes while maintaining or increasing student performance. This is a testament to the hard work, passion and persistence of our students and teachers.

Natick High School students also significantly outperformed peers on PISA, an OECD Test for Schools given to 15 year olds internationally. PISA assesses students' knowledge and skills in math, science and reading. Over 70 countries participated. In all three content areas, Natick students scored significantly higher than their U.S. peers as well students in Singapore, Finland, Japan, Canada, Poland, Germany, United Kingdom and Brazil and many more. Natick was second only to Shanghai, China.

We are pleased to continue with our second year of *Hey NHS...How are you*?, a school-wide initiative to prevent adolescent depression and suicide, and to identify those students who may need extra help. Students are participating in the Signs of Suicide curriculum and meeting with counselors and clinicians at NHS.

We are delighted to welcome Danny O'Connor as our new School and Community Coach. Danny is a professional boxer and youth mentor who builds authentic relationships with students rooted in his own experiences. Danny will provide resiliency coaching and mentoring and will partner with Natick Together for Youth to lead prevention education for NHS students. We also just launched Game Changers, a partnership with Northeastern University and the New England Patriots to promote healthy relationships. 30 students will participate in three days of training to provide peer leadership and support at NHS.

In athletics, this fall every team made the postseason for the first time in school history. Congratulations to all our student athletes and coaches. Sophomore Grace Connelly finished 9th in the country in the Cross Country Championships. Wellness Director and Coach Bob Anniballi was named to the National Wrestling Hall of Fame, Massachusetts Chapter, for his lifetime of service.

We take great pride in the success of Robotics, Speech, Band, Choir, Theatre and more. All three of the RoboNatick teams went to the State Championships in 2016. One, team 3737, went on to the Regional Championship in Scranton, PA. Natick Speech continues to excel at local, regional and national tournaments. Luke Vrotsos was a semifinalist last year in the NSDA National Tournament and Alex Grace placed third in the NCFL Grand National Tournament. We took home six silver medals at MICCA, the statewide band and choir competition. We recently presented Into the Woods on the Natick stage to rapt audiences. Our students are hard at work on Fame, a student-directed show opening on March 4, 2017.

As we end many of our tweets @Natick_HS… #natickproud

South Middlesex Regional Vocational Technical School Committee (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 reorganized on June 6, 2016 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 and Karen Ward, **Recording Secretaries** 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 –
Ashland Middle School – Removed suspended ceiling in gym
McAuliffe Charter School - Built and installed soundproof sliding divider panel
Framingham Library in Nobscot – Built Utility Garage
Town of Framingham – Roof re-shingling
Hopkinton Senior Center – Remodel project
MA Juvenile Police Officers – Natick – 5 Sets of bean bag toss boards
Town of Natick – Sixty-five 4'x10' planter boxes
Cosmetology –
Valley Farm Assisted Living – Manicures (x2)
Ashland Senior Center – Manicures (x2)
Callahan Senior – Manicures
Hopkinton Senior Center – Manicures
Culinary –
Taste of MetroWest Showcase & Competition
Electrical –
Framingham Parks & Rec. Maintenance Building – Replace outside lights
Bowditch Field – Time clocks and relays for ball fields; Light fixture repair
Ashland Middle School – Remove and install ceiling lights and conduits
Framingham Park & Rec. Maintenance Building – Replace outside lights
Hopkinton House Project – Wired basement
Natick Housing Authority – Install temporary service at 300 Bacon St.
Graphics –
Town of Ashland – Business Cards
Framingham Rotary – Sign board banners; carnival fliers; A-frame banners;
Date changes for yard signs; Pamphlets; Post cards
Walsh Middle School – Drama show booklets
Cameron Middle School – School Directory
Framingham Police Department – Printing
Hoops and Homework – Fundraiser Ad Book
Leadership MetroWest Back-A-Vet – Laminate information cards
Framingham Public Schools – Copying forms
Framingham Police – Mission Statement Signs; 9x12 envelopes
Town of Framingham – Banners and posters for voter registration
C.A. Dunning School – School Directory
Holliston Police – School response books
Hopkinton MetroWest Symphony Orchestra – Concert programs
Business Professionals of America – Conference booklets
Natick Family Promise MetroWest – Banners; Training guides; Posters
Framingham High School – Hall Passes; Guidance Passes; Transcript Request Forms; Attendance Forms
Mass Juvenile Officers Association of Natick – Vinyl signage
Health –
Bethany Health Care Ctr., Framingham – Clinical hours
MetroWest Blood Donor Room, Framingham – Blood Drives October and April
Callahan Center - Jewels Birthday Party for all 90+ year olds
Leukemia and Lymphoma Society, Natick – Pennies for Patients
Senator Karen Spilka Health Fair – Volunteer (Support)
Landscape & Design –
Cushing Park – Planted trees, mulched and general landscaping for Arbor Day; Cleared snow from paths
Natick Community Organic Farm – Maple sugaring
MIAA – Planning a turf area

Ashland State Park – Maintenance

In May 2016, Keefe Regional Technical School hosted a breakfast for the Community Based Justice Program (CBJ) that included Middlesex County District

Attorney Marian Ryan, Judges, Probation Officers, School Officials and area Police Department Representatives.

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

Administration

In 2016, Jonathan Evans completed his third 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, 2016 through June 30, 2017. The goals adopted related to the following: Preparation for NEASC Decennial Visit, Budget Analysis, Parent Engagement, and Post-Secondary Connections.

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 2016-2017 school year embodies specific performance objectives as follows:
1) Add AP English and AP Computer Science to the course offerings to enhance postsecondary options for students, 2) Begin the NEASC self-study in preparation for a visit in May 2018, 3) The Admissions Team will review the previous year's recruiting efforts and make changes to events and the timeline of activities to support student interest and retention, 4) The Guidance Department will explore and implement a variety of solution-focused strategies to assist students with better self-management/coping skills, 5) Pilot a new process for a Student Response Team to increase collaboration surrounding at-risk students, 6) During the 2016-2017 school year, Legal and Protective Services will be added to the CTE portfolio, 7) The Special Education Team will prepare for the Department of Elementary and Secondary Education Coordinated Program Review.

The Professional Development Program for 2016 involved numerous offerings designed to enhance the educational experiences of students. The following list of topics were addressed: Universal Design for Learning (UDL) & the MASS Tiered System of Support, Instructional technology to enhance student learning, Culturally Responsive Instruction, Student to student discourse, Developing Higher order thinking skills, and Using assessment to enhance learning.

Handbook

The Committee approved revisions to the Student Handbook that had previously been approved by the School Council. Added to the handbook was updates to the driving and parking responsibilities, an extended definition of the smoking violation to include vaporizers and electronic cigarettes, an increase in the number of credits needed for graduation, beginning with the graduating class of 2018, and the addition of the grade point average for Advanced Placement (AP) classes.

The Budget Process

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

In 2016, 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 $18,090,852 as submitted to the member towns for FY17 was approved by all.

The District established an Other Post Employment Benefit Trust (OPEB) and began funding this oblication.

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 2016-2017 year.

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 2016, our recruitment efforts included a two hour showcase visit for all 1800 8th grade students from the public schools in our district, followed by an Open House Career Night for perspective students and their families.

The enrollment on October 1, 2016 was 718 students reflecting an increase in enrollment.

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 2016 include replacement of furniture and equipment in several classrooms and CTE programs, repairing, crack sealing, seal coating, and line striping the parking lot, plumbing and electrical upgrades, painting exterior metal building panels, designation of a transgender restroom, replacement of several major appliances in the Culinary and Job Training Program kitchens, purchase and installation of two kilns and four pottery wheels to create a functional space for a new Pottery/Ceramics elective, the addition of twelve IP cameras to the existing surveillance system, replacement of several pieces of antiquated commercial cleaning equipment, mechanical and control upgrades to the HVAC system, renovation of the interior of the greenhouse, replacement of the pool boiler/burner, replacement of the truck mounted sander, and the purchase of a 14 passenger Ford minibus.

Facility projects identified for future consideration include construction of an ADA compliant ramp and handicap accessible entryway, replacing suspended ceiling systems, renovating the Resource Center, 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, renovating a building space to create a music room, updating/expanding the technology infrastructure and replacing essential vehicles.

Student Achievement

The District received from the DESE its annual report detailing Keefe's 2016 Accountability Data. 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 2 school. Throughout the state of Massachusetts, there are 233 school districts categorized as Level 2 districts.

On Wednesday February 24th, 2016, 709 students competed in the SkillsUSA District Competition held at Keefe Regional Technical School. Of the competitors, 106 were from Keefe Regional Technical School. Keefe earned 5 Gold, 11 Silver and 11 Bronze medals. On April 29th, at the SkillsUSA State Competition held at Blackstone Valley Regional Technical School in Upton, MA, our 38 competitors earned 2 Gold, and 6 Silver Medals. The National SkillsUSA Conference was held in Louisville, KY on June 24th. The two competitors placed in the top ten in the country.

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.

SOUTH MIDDLESEX REGIONAL VOCATIONAL TECHNICAL SCHOOL COMMITTEE

ASHLAND

Edward Burman
William N. Gaine, Jr.

FRAMINGHAM
Michael Rossi - Chairman
John Kahn
Linda Fobes
James Cameau
A.J. Mulvey
John Evans
Larry Cooper
Myra Bushell

HOPKINTON
Mia Crandall
Ruth Knowles

HOLLISTON
Sarah Commerford
Barry Sims

NATICK
Tassos Filledes
Dr. Stephen Kane

BACON FREE LIBRARY

The BFL has been able to successfully work towards our FY17 goals:

a. Increased circulation again - which, with the Morse Institute Library, kept Natick to **5th** in the State for circulation among 45 towns of this size
b. Boosted the BFL profile through a very successful online Fall Fundraiser (Author Confidential) which reached both the immediate Natick community and more national library/books/art/political interest groups
c. In FY16 the BFL averaged 2600 patrons in the library per month, up from an average of 2200 in FY15
d. Continued collaborative relationships with many entities including the Charles River Community Groups, Morse Institute Library, Natick Center Associate, Natick Historical Society, Natick Businesses and area non-profits
e. Brought award winning and bestselling authors to the BFL for our patrons of all ages and interests
f. Increased all of our performance indicators from FY15-FY16!
   i. 7% increase in circulation
   ii. 71% increase in number of programs offered
   iii. 94% increase in program attendance!
   iv. 20% increase in number of patrons coming to the library
   v. 88% increase in website visitors

One of the biggest areas of change in the library is building improvement. We will be working on securing grants to change the windows and exploring ways to make the library more accessible. These will be big projects which we expect to take several years but will greatly improve the patron experience at the BFL. We hope to collaborate with town departments as we go along the process to make sure we meet all of the requirements for our beautiful, historic building. We look forward to finding ways to improve our building (without losing its historic appeal) for the enjoyment of all.

In addition, we will leverage the momentum our improved and increased profile in the community to reach further in our fundraising efforts, our programming and outreach, and our relationships with our partners.

This is an exciting time for the Bacon Free Library - we recognize the efforts of so many people and entities who have brought us to this point, including Town Meeting members who have recognized what a gem the BFL is and how important it is to the Natick community

A Picture is worth a thousand words

Marvelous Marvin's Brian Circus

Harry Potter Party

Bubble Soccer!

Read to a Dog

Teddy Bear Picnic

Friends Garden Tour 2016

Popup Storytime!

Book Cupcakes

Lots of New Library Cards!

Cookbook Club with Mona Dolgov

Giant Bubbles

Make Your Own Snowmen

Sports Illustrated Writer Greg Bedard

Artist Friends of the BFL
Art Gallery Reception

Decorating Valentine's Cookies

Author visit with
Tess Gerritsen & Hank Phillippi Ryan

All images taken by BFL staff and shared with permission

MORSE INSTITUTE LIBRARY

The Morse Institute Library strives to meet the needs of the Natick Community 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.
The library by the numbers:

- Staff: 52
- Books and other materials: 223,427
- e-Books: 33,365
- Books and other materials checked out: 507,185
- e-Books and downloadable materials checked out: 33,256
- Daily Visitors: 1,100-1,200 people visit the library on an average day
- Programs for kids and teens: 332
- Programs for adults: 436
- Volunteers: 229
- Computer use: 24,113 uses per year
- Study and Meeting Room Use: 4,298 uses per year

Key Steps to Achieving our Vision in 2016
Better understand our users' needs: In 2016, we began work on our next strategic plan for FY2018-FY2022. To gather community input we formed a 15-member Strategic Planning Committee, inviting a diverse group of Natick residents to participate. We also conducted a survey to collect input from the community, which was completed by 660 residents.
Provide access to print and non-print materials: e-Books continue to outpace all other material types in check out growth; in 2016 we used donations to increase the collection and began to address the need to add more titles for Natick residents.
Develop enriching programs and hands-on learning opportunities: The library serves as a destination for active learning. In 2016 we used our dedicated technology learning space, the Innovation Studio to host programs on robotics, technology, and 3D printing. Our Teen programming ranges from robotics and coding to creative writing, allowing teens to explore a variety of interests. In 2016 we developed programming for grades 4-6 named Creatology, a series of art, science, and technology opportunities designed to be fun, educational, and social.
Offer community meeting spaces: In order to better meet the needs of small business owners in Natick, we partnered with SCORE (Service Corps of Retired Executives), to host free, one-hour counseling and advice sessions twice a month.
Provide quality reference service: In 2016, our reference staff was available to help solve technology problems as well as answer traditional reference questions.
Offer technology to the community: Technology is continually a key piece of the information landscape. In 2016 we saw computer usage double and unique wireless sessions skyrocket. A librarian taught the basics of 3D printing to an Eagle Scout, who printed prosthetic hands for teens in 3rd world countries.
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 2016 we continued to cooperate with civic groups, the U.S. Army Soldier Systems Center, and town departments.

We offer our special thanks to the **Friends of the Morse Institute Library** for its ongoing and generous support. Without the help of the organization, the library could not provide the many programs for all ages, speed reads, large print books for the bookmobile, and museum passes.

BOARD OF ASSESSORS

The Board of Assessors respectfully submits its annual town report for 2016.
Natick continues to increase in value and has strong building permit activity. We are fortunate to continue adding new growth to the tax base. Moving forward the fiscal year 2017 tax rate has been set at a single rate of $13.49; this is a decrease of $.08. Single Family and Condominium development has been strong and has added to fiscal year's 2016 New Growth. With the addition of $79,605,434 in New Growth Valuation we can translate this to $1,128,804 of tax levy growth. The Assessors Staff has been busy conducting interior inspections for homeowners who have not had an interior inspection in seven or more years. This does not mean that the assessment has not changed; it does offer the opportunity to be assessed accurately and fairly without having to estimate. The office has had an outstanding response from taxpayer's. We would like to thank all of you for your support with this project. The staff will continue to inspect all sales, building permits and abatement requests to assure consistent and accurate assessments. Commercial properties have also continued to make progress with providing us with Income & Expense statements. This will continue to provide valuable information for assessment purposes.

Clause	Personal Exemptions And Work Programs	Count	Amount
42	Office/Firefighter killed in line of duty	2	14,000.16
17D	Senior/ Surviving Spouse	32	8,259.20
22D	Surviving Spouse	2	11,089.40
22(a-e)	Veteran 10% Disabled	102	60,180.00
22C	Veteran	1	2,212.50
22B	Veteran multi limb loss	1	1,843.75
18	Hardship	4	3,323.10
22E	Veteran 100% disabled	27	39,825.00
37A	Blind	30	22,125.00
41A	Deferral	17	71,642.07
41C	Elderly	44	64,900.00
Senior/Veteran	Work Program	30	37,250.00
	Combined/Total	292	$336,650.18

The Board of Assessors granted 262 Personal Exemptions to qualified property owners in fiscal year 2016, the combined total granted was $ 299,400.18. There were an additional 30 Senior/Veteran Workers; the total exempted amount for this program was $37,250.00. The Town granted 292 qualified applicants tax relief in the amount of $336,650.18.

In fiscal year 2016 the Assessor's Office committed for collection:

Real Property: $97,980,026.31 (13,525 Bills)
Personal Property: $1,837,016.63 (1729 Bills)
Supplemental Tax (Chap.59 Sec.2D): $596,756.55 (72 Bills)
In fiscal year 2016 the committed excise totaled $ 5,682,106.54 (35,982 Bills)

The Assessor's Office received 104 abatement applications for real estate, supplemental and personal property for fiscal year 2016. The staff inspected and reviewed the applications received. The Assessors issued 34 abatements for real estate and supplemental bills totaling $67,748.22. There were 12 Personal Property abatements granted totaling $579.37.

At year end there are a total of 34 pending Appellate Tax Cases covering Fiscal Years 2008 thru 2016, 21 are Telecommunication Companies, 10 are Commercial Properties, and 3 Residential Property. Telecommunication cases make up the largest number of open cases. The Town continues to have a potential liability in all years. The town must continue to maintain a significant balance in the overlay account until all of the appeals are settled.

The Water Discount/Trash Bag program for qualified seniors has continued. The qualified residents have received 2,860 sleeves of bags thru Fiscal Year 2016.This is approximately a distribution of 247 sleeves annually.

The Elderly and Disabled Tax Committee have been able to assist eight applicants with a total award of $8,100.00. The Committee wishes to thank all of the residents who have generously contributed to the fund.

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

The Assessors Office Staff will continue to provide residents with accurate assessment data. The Assessors Office is open daily to assist residents and will be committed to providing any and all support needed to answer all questions and concerns. The Assessor's Office is open Monday, Tuesday, and Wednesday 8:00 A.M. to 5:00 P.M., Thursday 8:00 A.M. to 7:00 P.M. and Friday 8:00 A.M. to 12:30 P.M. 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, 2015 through June 30, 2016.

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 13, 2016
- The FY16 audit will be complete by January 31, 2017
- The FY17 tax rate was approved timely with the combined efforts of the Finance Director, Assessor and Comptroller
- The FY16 Schedule A was submitted to the Department of Revenue January 5, 2017

I would like to thank the dedicated staff of the Comptroller's office for their service to the Town throughout Fiscal Year 2016. In particular, Cynthia Tomasetti, Staff Accountant and Julie Skipper,

Payroll Manager. These two people were diligent in their efforts to ensure another successful year end close. It is with the help of the unwavering assistance of these two people that I am able to produce the enclosed "Financial Reports" for the Town of Natick 2016 Annual Report.

COLLECTOR/TREASURER

The Collector/Treasurer's Office worked diligently to serve the citizens of Natick throughout fiscal year 2016. This year, our staff demonstrated their dedication, knowledge, experience, and their 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 2016.

The following represents the percentage of the net tax levy collected through the 2016 fiscal year:

Total Tax Levy: $ 99,817,050
Overlay Reserve for Abatements: $ 663,856
Net Tax Levy: $ 99,153,194
Overlay Percentage of Net Tax Levy 0.6 %
Amount Collected thru 06/30/2016 $98,743,563
Percent of Net Tax Levy Collected 99.5 %

The following represents the Town of Natick's Borrowing in Fiscal 2016 for various capital projects and equipment.

In fiscal 2016 The Town of Natick issued a General Obligation Bond in the amount of $ 4,750,000.00, as well as a Bond Anticipation Note in the amount of $3,020,000.00. Of the five competitive bids received, Morgan Stanley & Co. LLC was the awarded bidder of the Town's Fiscal 2016 year debt, at a tax interest cost of 1.635%, including a premium of $ 304,327.01. Of the four competitive bids received for the Bond Anticipation Note, Century Bank was awarded the bidder at a net interest cost of .7390 %, including a premium of $10,872.00. Additionally, the town refunded a portion of the outstanding 2006 bond issuance resulting in interest savings of $147,681 over the remaining term of the bonds.

Once again in 2016, 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, credit, financial, economic, budgetary and strong Financial Management practices. The Treasurer/Collector's Office continues to strive to improve services for our taxpayers, by automating collection processes to include online tax and utility payment services as well as lock box payment processing.

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
Sanitarian – Jessica R. Cliff
Public Health Nurse – Leila J. Mercer
Executive Assistant – Jean M. Cotter
Department Assistant – Ingrid C. Fosberg
Animal Inspector – Keith A. Tosi

Communicable and reportable diseases reported in 2016:

Anaplasmosis (HGA)	2	Lyme Disease	68

Babesiosis	3	Malaria	1
Campylobacteriosis	4	Mumps	2
Cryptosporidosis	1	Norovirus	3
Dengue Fever	2	Pertussis	2
Giardiasis	2	Salmonellosis	4
Group B Strep Invasive	5	Typhoid Fever	1
S. pneumonia	1	Varicella(Chicken Pox)	7
Hepatitis B	6	Influenza (Lab Confirmed)	
Hepatitis C	31	Type A	52
Legionella	1	Type B	18

TOTAL: 242

During our annual flu clinic season 1392 doses of flu vaccine were administered, the majority of which were subsidized by our Immunization Revolving Account. This revolving account also benefited our pediatric and adult immunization programs where 87 and 119 doses were administered, respectively. Including the highly priced shingles vaccine where 47 doses were provided to residents where insurance would not cover all or a portion of the cost.

The Public Health Nurse reported a total of 589 office visits and walk-ins for services, evaluations and blood pressure; conducted 108 home and field visits for contagion or community health assessments; resulting in 48 referrals to private physicians and/or state agencies.

Construction in Natick continues on a torrid pace making for another busy year. The health department is involved in many phases of the process adding to the increase in workload. It appears this trend may continue for some time.

The environmental staff conducted 1140 inspections on 397 food establishments of all types; additionally 3664 various inspections, investigations, plan reviews and consultations relevant to environmental sanitation were conducted for a total of 4804 inspectional staff services for 2016.

The department issued 1398 various permits and deposited a total of $201,288.27 into the town general fund for fees collected in calendar year 2016.

The Health Department has been appointed by the Board of Selectmen as an active member of the newly created Opioid Task Force Team. The Task Force has been charged with providing resources and assistance to individuals and families dealing with this public health epidemic of addiction and to end the stigma surrounding this disease. Though we are in the early stages of operations the Board and department are fully committed to this effort.

During their July meeting the Board of Health adopted a new regulation governing the practice of Bodyworks. This business has been suspected of being a haven for prostitution and human trafficking of young women. The regulation will enable this department and the Natick Police to oversee the legitimate practices and to cease the operations of the unlawful, non-certified businesses.

This past year we joined into a Reciprocal Household Hazardous Waste agreement with several communities. This initiative was spearheaded by the Department of Environmental Protection that offers residents additional options to dispose of their waste products. We will continue to sponsor our annual spring collection day but do plan on participating in this program in 2017.

This department has recently received an electric vehicle for the inspectional staff to share. A big thank you to the Sustainability Coordinator Jillian Wilson Martin for leading the efforts as we join the ranks of going green!

Looking forward, the Massachusetts Department of Public Health is currently in the process of revising several state codes and regulations including the much anticipated food code, day camps and lead paint. These regulations are enforced at the local level and any significant changes may have a direct effect on the health department's processes and procedures.

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.

2016 Stats At A Glance:

- Master Plan for Parks and Fields completed
- 10,000 + Natick residents registered in one or more department program/service
- 1,100 Volunteers contributing 51,000 hours of service
- 987 passengers used our enhanced transportation service
- 384 Natick residents received Case Management/Information and Referral services
- $276,000 in direct Veteran benefits obtained

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 staffs that comprise the department.

Citizens Leadership Academy

In an effort to increase citizen understanding of municipal operations, the Department continued to manage the Town of Natick's Citizens Leadership Academy. A collaborative effort involving all town departments, 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 100+ Natick residents who can now distinguish themselves as citizen leaders.

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 completed a Master Plan for Parks and Fields and is currently in the design phase for both the East School and Navy Yard parks.

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, Family Movie Night, 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.

Local Transportation

The department's enhanced transportation program expanded in 2016: adding a second passenger van as well as an electric car. In 2016:

- 987 passengers took advantage of our services
- The majority of riders were transported to medical appointments
- We logged over14,000 miles

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 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

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 for people of all ages and abilities.

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.

2016 Stats–At-A-Glance:

- Nearly 40% of Natick residents 60 years of age or older benefitted from one or more Council on Aging programs
- Arts & education programs expanded with the introduction of video conferencing and live streaming in addition to a Cultural Council Grant and book club with Bacon Free Library
- Enhanced local transportation with the acquisition of an electric car to meet medical transportation needs
- Launched Community Pass (CP). CP allows residents to register for programs and remit payments on line.
- Began local museum trips via the Natick Connector
- Held focus groups with the LGBT community
- Strategic planning services secured with SOAR 55 Consulting Group
- Collaborated with the Human Services Division to offer a series to help determine ones best option for aging in place, Bulky Waste pick up for isolated seniors & Natick Lights Up the Holidays program.
- Expanded dining options at the center

Volunteers:

- 669 volunteers provided 12,297 hours of service

- Introduced Better Impact volunteer software program allowing volunteers to obtain information and/or register for assignments and log in their hours on-line.
- 24 Meals on Wheels drivers delivered over 15,000 meals
- Trained volunteers to provide Registry of Motor Vehicle transactions (RMV Near Me)

Community Partners:
The following groups, Friends of the Natick Senior Center, BayPath Elder Services, MetroWest YMCA, Olin College, Mass Association of Councils on Aging, LGBT Aging Project at the Fenway Institute, Dana Farber Mammography Program, Mary Ann Morse Health Care, Whitney Place Assisted Living Residences, Needham Bank, MetroWest Chamber of Commerce, INTERFACE referral service at William James College, MA Registry of Motor Vehicles, Eliot HealthCare, and many local business owners, medical professionals and residents supported the Council on Aging with their financial and professional expertise during 2016.

On behalf of the Council on Aging staff and volunteers best wishes for a happy and health New Year.

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

2016 Stats At A Glance:
- 384 Individuals received case management/I&R services
- 101 individuals received $58,485 in home heating assistance
- 14 households received food stamps
- 5 Protective Service reports filed
- 108 residents enrolled in the Care and Prepare emergency response program
- Facilitated support groups in the areas of Bereavement and Hoarding assisted some 22 individuals with information and support
- In collaboration with the Department of Public Works Natick Human Services facilitated a free bulky waste pick-up day for low income elders. 52 residents participated.

Collaboration
The Human Services Division works hard 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 focused their professional development in the following areas:

- Psychiatric Emergency Services
- Protective Services and Scams
- Behavioral Health
- Safe Driving Best Practices

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 trusteeship of open space for all who call Natick home. A private nonprofit, NCOF, Inc. is a certified-organic farm providing productive open space, farm products, & experiential education for all ages, year-round.

Year-At-A-Glance

- Produced 164 gallons of maple syrup during an extremely short sugaring season of 23 days.
- Persevered through a severe drought.
- Built Good Agricultural Practices (GAP)-compliant washing station for processing produce.
- Planted a new raspberry patch.
- Produced 40,000 organic seedlings including 1,500 for Fenway Park's rooftop garden.
- Provided thousands of customers and 60 CSA shareholders with over 15,000 pounds of fresh, local certified-organic vegetable, 40,000 flowers and over 4,500 pounds of humanely raised meats.
- Hired our first Farmers' Market Manager.
- Purchased a refrigerated delivery truck and a dump attachment for the Farm truck.

Education & Volunteering

- Sheared sheep in front of 460 students including all of Natick Public School's first graders.
- Revamped Girl Scout badge programs.
- Expanded Mentoring Teens through Agriculture Apprentice program from two to 12.
- Hosted 8th grade students from Kennedy Middle school for their fall project and Natick High School seniors completing community service.
- Piloted Friday morning Forest Gnome program.
- Introduced "Baby and me" programming for parents and their one- to two-year-olds.

- Taught 591 kids ages three-to 14 in summer programs.
- Educated over 2,700 students through School Programs.

Events & Fundraising

- Increased membership by 12%.
- Hosted a record number of guests at Maple Magic in March and a sold out Harvest Dinner in September.
- Held the barnyard premiere of video documentary maker Kori Feener's 12-part serial documentary about NCOF called "On the Farm."
- Launched public phase of Capital Campaign
- Talked about turkeys on NPR's *All Things Considered*.

OPIOID TASK FORCE

Like most communities across Massachusetts, Natick has seen an increase in the number of its community members who struggle with opioid addiction. The impact on families is significant and long lasting, particularly in instances in which a person has fatally overdosed.

In response to an outpouring of concern at a July 2016 community forum hosted by the Board of Selectmen, in September 2016, the Board chartered the Natick Opioid Task Force. This Task Force works to ensure that the town's network of local officials, service providers and first responders work together to help reduce opioid and heroin addiction, prevent overdose deaths, and improve the quality of life for those in our community suffering from substance use disorders and their families.

The Task force plans to accomplish this by building a sustainable, coordinated, multi-disciplinary system of support, education and treatment for those affected by this public health crisis. It also works to ensure the effective coordination and enhancement of local resources. Additionally, the Task Force makes recommendations on programs and/or service expansion based upon current knowledge. The Task Force reports to the Board of Selectmen on a quarterly basis as to the activities the status of the Task Force's recommendations of the Committee

The Task Force meets monthly and includes representatives from each of the following organizations/entities: the Town of Natick's Office of the Town Administrator, Police Department, Fire Department, School Department, Health Department, and Community Services Department; and from the community, SOAR Natick and the Leonard Morse Hospital. Members of the general public are invited to serve on the Task Force's work groups.

In its initial 6-12 month action plan, Task Force members selected seven strategic areas on which to focus: 1) disseminate key information to the community through a public relations campaign; 2) develop resource packets of information for individuals and families seeking help; 3) provide trainings to educate municipal staff and leaders; 4) assemble an outreach team to visit homes post overdose to offer support and assistance; 5) establish a resource center with regularly standing hours that is open to anyone in the community seeking support; 6) increase collaboration with Leonard Morse Hospital/MetroWest Medical Center; and 7) raise community awareness and sustainability for prevention and treatment efforts through fundraising events. Additionally, the Task Force actively seeks out grants and partnerships with key community organizations like Natick Together for Youth and SPARK Kindness to ensure that prevention efforts are fostered to reduce the risk of Natick's youth experiencing substance use disorders in the future.

RECREATION & PARKS

The Natick Recreation & Parks Division is responsible for the planning, organization and implementation of recreational programs for residents of all ages and abilities and, as well, to serve as stewards of Natick's open spaces, parks and fields.

Early in the year the division completed its Master Plan for Parks and Fields; a major project that will serve Natick's residents long into the future by providing a logic model for capital improvement of our outdoor resources. As a direct result of that Master Plan we have initiated the design phase for both the East School and Navy Yard parks.

This past summer we experienced a great loss at Camp Arrowhead when the main building on the site was destroyed by a fire. With the support of the Departments of Fire, Police, Public Works, Community Services, and the assistance of all Natick Veteran's groups, Town Administration and Facility Maintenance, we were able to finish out Camp Arrowhead's 2016 summer season on-site with creative, temporary accommodations. We hope to rebuild the main facility in the summer of 2017.

2016 At-A-Glance

Class	FY 13	FY 14	FY 15	FY 16
Adult	73	50	51	54
Preschool	64	62	81	78
Special Needs	58	83	82	94
Youth	164	167	157	178
Total Offerings	359	362	371	404

We are fortunate to benefit from the contributions provided to us by many wonderful volunteers throughout the year. We have individuals coaching, building sets, cleaning parks, helping 1:1, and so much more. In all we had 734 volunteers provide 26,649 hours of service. Equated to the average part time salary in our division that is close to $403,220 in salaries saved through volunteer service.

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.

VETERAN'S SERVICES

Veterans' Services is responsible for addressing the unmet needs of Natick Veterans and their dependents. Through our advocacy we help to ensure that our Service Men and Women access the support, benefits and services they need.

A central role this office plays is to assist our Veterans with filing for and receiving state and/or federal benefits due them. 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 three year history with regard to the acquisition of Chapter 115 (state funds) on behalf of Natick Veterans and their dependents:

Year	Medical	Cash
2014	$129,539.00	$100,747.00
2015	$124,945.00	$113,800.00
2016	$145,685.00	$129,591.00

This office also processes VA claims directly with the VA. The first 3 years finishing in 2014 brought lifetime awards totaling $2,092,168.020. The years 2014 and 2015 brought in awards totaling $2,018,381.00. For the past year 2016 we saw awards totaling $1,425,000.00. There were 125 new claims and 57 awards in the year 2016.

This is the first year that this Division has gone through a 3 year certification process. We are pleased that our office passed both exams.

Our office provides a range of additional services to Veterans and dependents including the following:

- Medical Referrals
- Educational benefits
- Assistance with job search/unemployment benefits
- Emergency funds
- Counseling
- Assistance with applications and additional benefits programs
- Military records

In addition this office attends to the following:

- Serve as the Burial Officer to help indigent veterans and their dependents.
- Serve as the Grave Registration Officer to ensure that all graves of Veterans are properly decorated with a flag and geranium over the Memorial Day period.
- Conduct parades and ceremonies.

In 2016 the Veterans Services Division initiated an educational campaign regarding Veteran suicide. Working in collaboration with sister offices across the Commonwealth we hope to raise awareness about the 22 Veterans a day who take their own lives across this country.

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, MA Department of Veteran Services, Women Veterans Specialist, SHINE, Veterans Inc. Resources, Veterans Service Officer Association of MA, Northeast Service Officers Association.

We are looking forward to a great 2017 year and are appreciative of your continued support.

FIRE DEPARTMENT

I am pleased to report the developments of the Natick Fire Department for the year 2016. This year, through a grant, we were able to try a software program which aided us in collecting information during our in-service inspections of commercial properties. The data collected will be retrievable when needed, which is important during emergency operations. Town Meeting supported this allowing us to go forward with this program.

Captain Roy Mitchell, Lieutenant James Arena, Lieutenant Walter Mahoney and Communications Superintendent Gordon VanTassel retired this year, between them they had more than 130 years of combined service and experience. I wish them a long, healthy and happy retirement, they will truly be missed.

This year we welcomed Firefighter/Paramedic Jeff Cohen, Firefighter/Paramedic Matthew Christie and Communications Superintendent Ken Mitchell to the ranks of the NFD.

The CPR Team continues to train the Natick High School students in CPR, Cardiac Defibrillation and Basic First Aid. This program keeps 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 of this program. The CPR Team also trained 380 town employees, teachers, school nurses and coaches, youth coaches, NFD employees and residents. I would like to give special thanks to CPR Team Leader Capt. Ron Downing and his team Lt Forance, FF Quilty, FF Brogan, Lt Norris, FF Spencer, FF Hartwell, FF Herring, FF Farquharson, FF Collins, Lt Sansossio, FF Lamme and Lt Williamson for continuing this valuable program.

I would like to once again thank, Dom Mallozzi, he has continued to provide the Fire Department and the entire Town of Natick invaluable assistance with our radio systems. He is a volunteer with incredible expertise in this field.

Fire Prevention Captain Franciose

The Fire Prevention Division inspected all schools, day care centers, hospitals, nursing homes, hotels and liquor license holders as well as various required businesses and residences.

Commercial and residential plan reviews, intermediate and final inspections were conducted with the assistance of Fire Protection Engineer Maurice Pillette. Several large construction projects were started in the town. The Mathworks project on the former site of Boston Scientific and Wegmans on the former site of J C Penney. Both are slated to be completed in 2018.

Fire Prevention is involved in many town committees and teams. Inspector Quigley-Boylan is a member of the Natick Community Support Team, The Complex Case Task Force and The Municipal Safety Committee. By working closely with various town departments including the Council on Aging, Natick Board of Health, Natick Police Department and the Housing Authority we have affected change in many areas of need in relation to fire safety. We work closely with the residents on issues of hoarding, fall prevention, smoke detector installation and community resources available to the seniors.

Firefighter Michael Haigis applied for and received (once again) a SAFE Grant (Student Awareness and Fire Safety) and a Senior SAFE Grant. These grants were used to run many programs in the schools and also in the senior community.

Permits Issued

Open Burning 172	Tank Truck 34	Oil Burner 89
UST Removal 2	Fixed Fire Suppression 3	Smoke Detector Inspection 687
Sprinkler Installation 34	Propane Storage 58	Unvented Heater 2
Flammable Storage 17	Cutting and Welding 9	
Fire Alarm 34	Blasting 1	

Training Division Captain Eugene Rothman, MS/EM, NRP

This year we sent two new firefighters to their recruit class as the beginning of long careers in the fire service. We upgraded the atmospheric metering devices on all of our companies, giving us the added capability of measuring *hydrogen cyanide*, a toxic gas produced by burning wood and plastics. *Hydrogen cyanide* is a severe health hazard for both the public and for our firefighters – we anticipate that this improvement will enhance the safety of all of our staff. The Massachusetts Firefighting Academy came to our department with a refresher course on Pumps and Hydraulics, as they did last year. We added new equipment to both our fire suppression and our emergency medical services arsenal, including new medications for our Advanced Life Support/Paramedic Program, all of which meant new training for the department.

Ambulance Fees

January	$106,724.23	May	$107,384.58	September	$121,713.50
February	$130,852.79	June	$151,949.03	October	$119,978.12
March	$125,612.02	July	$123,970.78	November	$135,134.21
April	$120,534.18	August	$148,228.63	December	$110,735.98

3 Year Total

2014	2015	2016
$1,586,191.31	$1,584,902.49	$1,502,818.05

Service Fees

January	$4,070.00	May	$5,455.00	September	$4,660.00
February	$3,850.00	June	$6,431.00	October	$40,970.00
March	$4,905.00	July	$3,660.00	November	$19,800.00
April	$6,765.00	August	$4,655.00	December	$16,550.00

3 Year Total

2014	2015	2016
$64,804.73	$186,945.08	$121,771.00

Record of Fire Calls

Incident/Type Category	2014	2015	2016
Fire/Explosion	103	93	123
Overpressure/Rupture	3	1	2
Rescue Call	3076	3123	3069
Hazardous Condition	272	326	387
Service Call	453	558	461
Good Intent Call	247	294	290
False Call	706	784	798
Severe Weather/Natural Disaster	22	5	6
Special Type Complaint	19	20	10
Total	4901	5204	5146

	2014	2015	2016
Mutual Aid Rendered (Fire/Amb)	114	127	135
Mutual Aid Received (Fire/Amb)	69	45	53

POLICE DEPARTMENT

2016 proved to be a very difficult and complex year for the law enforcement nationally and locally. 2016 was one of the most deadly years for law enforcement deaths with many officers being ambushed while performing their duties. Many of these attacks were the result of declining police/community relationships. When these incidents occurred the Natick Community came out in force to support the Natick Police Department and the job that the men and women of the department do every day to serve the community. However, it became clear that as an organization we cannot take this relationship for

granted. We embarked on a track of improving our community engagement. This included additional training for every member of the organization on implicit bias and the role it plays in our actions as human beings. The Natick Police Department is committed to work with and for our community and positive community engagement is our goal.

Our community continues to suffer, along with the entire Commonwealth, with the crisis from drug addiction. In 2015 we had 24 overdoses and 2 deaths due drug addiction. In 2016 we had 21 overdoses and 3 deaths. This is a crisis that has called for a strong local response. Although law enforcement has not been historically considered a partner in providing support for families that suffer through this disease the Natick Police Department has committed to partnering with the newly formed Town of Natick Opioid Task Force to address this issue from a local, compassionate perspective. This crisis effects many families of our community and also effects our crime activity as we have seen an increase in property crimes.

Personnel Updates

The Natick Police Department saw the resignation of Officer Bandon Hanss.

James F. O'Shaughnessy was named the Natick Police Department Officer of the Year for the year 2016.

James started his career as a Natick Police officer in October of 2008. James currently serves in the Patrol Division and as a Field Training Officer and a member of our Honor Guard. He was chosen to be part of the Field Training program at a relatively early stage in his career because it was obvious that he was the type of officer we wanted our new hires to emulate. He takes this task very seriously and it is evident in the fine work being done by those members who were fortunate enough to have been taught by James.

What makes James such a unique and special officer is his ability to not only apprehend criminals or perform life saving techniques as described above, but how he is able to comfort or help others with a sincere smile and kind heart and his willingness to always go the extra mile to get the job done or help someone in need. He has had too many letters to count, written on his behalf by thankful citizens who were so moved by his kindness that they wanted it recognized. It is indeed rare to find such diverse qualities in an officer and we are all fortunate to have him working in Natick.

Court Activity

During 2016, 1,104 complaints were forwarded to the Natick District Court for prosecution. In addition the Records staff processed 1,699 Offense Reports, 850 motor vehicle crash reports, and 3,679 traffic citations.

The following illustrates traffic enforcement and crash data for 2016 as compared to 2014 and 2015 data:

Violation Breakdown	**2014**	**2015**	**2016**
Civil Motor Vehicle Infractions	1,077	662	537
Written Warnings	2,214	2,753	2531
Arrests	143	196	156
Criminal Complaints	477	457	400
OUI	50	68	55

Crash Particulars			
Total Crashes	857	887	850
Fatal Injury	1	3	4
Non-Fatal Injury (incapacitating)	22	26	21
Non-Fatal Injury (non-incapacitating)	59	64	52
Possible Injury	71	79	65

Animal Control

The following is a list of Animal Control activity during 2016:

Domestic		Wildlife	
Unrestrained Dog Complaints	24	Sick /Injured Raccoons	28
Barking Dog Complaints	50	Sick/Injured Skunks	56
Dogs Struck By Motor Vehicles	9	Sick/Injured Possums	3
Stray Dogs Reported	97	Sick/Injured Woodchucks	0
Dog Bites Reported	21	Sick/Injured Squirrels	4
Lost Dogs Reported	56	Coyote/Fox Sightings	32
Lost Cats Reported	46	Sick/Injured Fox	8
Stray Cats Reported	13	Sick/Injured Birds Of Prey &	60
Cats Struck By Motor Vehicles	17	Sick/Injured Rabbits	5
Cat Bites Reported	0	Sick/Injured Bats	2
Lost Exotic Birds	3	Deer Struck By Motor Vehicles	45
Lost Ferrets	0	Deceased Animals (Roadways)	45

Informational Statistics	
Animal Cruelty Cases Investigated	51
Wild Animals Removed From Dwellings	14
Citations Issued	9
Written Warnings Issued	27
Mutual Aid To Other Communities	0
Assistance Calls For Service	212
Informational Calls	52
Livestock Complaints	10
Farms/Barns Inspected	25
Kennels Inspected	2

Internal Affair Complaints:

Types:	Abusive Language –	0
	Conduct Unbecoming -	1
	Excessive Force -	1
	Violation Policy -	2
	Violation Rules -	0
Disposition:	Unfounded -	3
	Sustained -	0
	Under Investigation -	1
	Not Sustained -	0
	Exonerated -	0

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 is dedicated to providing excellence in customer service and continues initiatives for improvement.

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.

In July, Tom Collins, former Deputy Director and Equipment Maintenance Supervisor retired after serving the Town for over 30 years. Tom has been a well-known and well-respected member of the Natick community. His years of dedicated service are appreciated and celebrated.

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. This updating process includes maintaining accurate as-built records for the Town's water distribution system, sewer system, storm drainage systems and individual utility service information for all buildings.

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 2016:

- Issued 163 Street Opening Permits and provided the necessary inspections.
- Provided follow up inspections on 65 Occupancy Certificates.
- Issued 86 water connection permits and provided the necessary inspections.
- Issued 65 sewer connection permits and provided the necessary inspections.
- Issued 121 Trench Permits
- Provided 251 field utility mark-outs for ongoing Town wide construction activity.
- Reviewed 293 Applications as part of Building Permit Application process.
- Provided Planning Board & ZBA Board Reviews on 66 different projects.
- Provided Town Project Coordination for the MassDOT Marion Street Bridge replacement construction contract.

- Negotiated and worked with private property owners on grants of easements to the Town. Presented easements to the Board of Selectmen for approval and acceptance. Recorded all approved easement plans and documents at the Middlesex Registry of Deeds.
- Presented Hunter's Lane and Heavey Way 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. Continue with the design and implementation planning for the new 5 year permit to be administered by the EPA beginning July 1, 2017.
- Continued to coordinate the utility and roadway mitigation projects required by site plans approved through the Planning Board and Zoning Board of Appeals.
- Provided Town project coordination for the Massachusetts Highway Department's North Main Street Reconstruction design and Route 9/27 Intersection Improvements design.
- Managed the yearly Chapter 90 - Roadway Improvement at Various Locations Contract.
- Completed the design and permitting for Roadway and Drainage Improvements for Cottage Street and for the Pleasant Street Bridge Rehabilitation projects. Construction to start in the spring of 2017 for both projects.
- Completed the resubmission and filing of Town's General Notice of Intent (GNOI) for DPW Municipal Operations.

EQUIPMENT MAINTENANCE DIVISION

The Equipment Maintenance Division of Public Works oversees the maintenance of all own owned equipment which includes Police, Fire, Highway, Sanitation, Recycling, Water/Sewer, LFNR, Emergency Generators, Fuel Depot, Recreation, Administration, School, Library, Farm, and all Town Hall vehicles. This division also fills a very important role as a support division to all town departments at any given time, including all emergencies.

In 2016 the employees of the Equipment Maintenance Division put forth time and effort in achieving ASE (Automotive Society of Excellence) and EVT (Emergency Vehicle Technician) Certifications. Combined, the members of this division now have a total of fifteen of these certifications which include Brakes, Electrical, Suspension, Engine Repair, fire apparatus repair, and more. These Certifications are not easy to obtain, and thus demonstrates the knowledge and quality of these employee serving the town. The town will continue to support the growth of the division staff through training as technology continues to evolve and more focus is placed on green vehicle technologies.

In a continued effort to reduce costs and lower environmental impacts two more electric cars have been added to the fleet. There has also been ongoing research into fuel additives that aid in vehicles getting more miles per gallon while burning cleaner.

This year the division spent time focused on the repurposing of vehicles. For example, an old rubbish packer that was up for replacement was reconfigured into a new log loader. The town not only saved money by not needing purchasing a new truck chassis but also saved funds by fabricating the new log loader body in-house.

In 2016 the Equipment Maintenance Division put a great emphasis on preventative maintenance in order to reduce the amount of corrective maintenance, which affects the overall functioning of many other departments. While continuing to create and implement working forms and tables, the EMD is also utilizing a new electronic platform for tracking vehicles repairs and maintenance. Continued effort was put forth in the standardization of the fleet, which cuts down on part inventory and makes repairs easier.

HIGHWAY AND SANITATION DIVISION

In 2016 the Highway/Sanitation/Recycling Division performed all routine maintenance as well as everyday assignments. The division paved 7,404 feet of sidewalks in the Beverly Road area as part of a multiyear project. These areas were widened, cleaned and then leveled with asphalt and all grass areas were loamed and seeded. We repaired and replaced approximately 1,975 feet of asphalt berm on various streets throughout the town, and all disturbed areas were loamed and seeded as well.

The following streets were rehabilitated as part of our chapter 90 road repair program: Brook Street, Pumpkin Pine Road, Atherton Street, Kelly Way, Bee Street, Tech Circle, Petersen Road, Ingleside Road, Michigan Drive, Lake Street and LaGrange Street. Florence Street, Farm Hill Road and Parsons Way are part of this year's project but will be completed in the spring of 2017. As part of this project, the above named streets were either trenched, patched or reclaimed and then leveled with asphalt and will then have a chip seal application to be applied in the spring of 2017. These streets also had all sidewalks rebuilt and had new asphalt curbing as well as all A.D.A compliant sidewalk ramps.

The Division performed all regular sweeping beginning with all main roads and sidewalks, completed by early March and the balance of secondary roadways by May. All school and municipal parking lots were swept in the spring and then again in the fall. The downtown area was swept once a month. The town collected 1,630 tons of debris from this year's sweeping that was then tested and hauled to an approved disposal site as required by MassDEP.

In 2016, the Division painted all stop bars and stop stencils throughout the town as well as 293 crosswalks and 611,740 feet of double yellow and white edge line on all main roads. The town replaced 289 traffic signs and made 113 new traffic signs and applied all graphics to every new vehicle purchased by the town.

During the winter of 2016 approximately 48" of snow fell. There were 16 sand and salt events and 5 plowing events. The division is responsible for all snow and ice operations with assistance from all DPW Divisions and 26 contracted pieces of snow equipment. Snow operations consist of plowing and salting all collector and secondary roads as well as 41 miles of main road sidewalks and around schools. The division plows all nine school facilities, five Municipal Buildings and eleven Municipal parking areas as well as deploying 25 sand barrels throughout the town for resident use. In 2016, 2,850 tons of road salt, 1100 tons of sand/salt mix and 2000 gallons of liquid deicer were applied.

The Division repaired 33 catch basins and six manholes, with 4 new drainage structures installed. The Town has a three year contract with a vendor to clean 1/3 of the town's catch basins yearly. In 2016, 1,285 stormwater drainage structures were cleaned. This material is tested and then hauled to an approved disposal site.

The Division is also responsible for all solid waste and recycling pickup for all residences, schools, town complexes, parks, playgrounds and both Housing Authority properties. The Division also operates the town's Recycling Center and collects from 130 barrels and recycling containers at all parks and school playgrounds. In 2016, the Division collected 6,300 tons of solid waste and 3,600 tons of recycling from over 10,000 households, 40.62 tons of solid waste from parks and playgrounds and 125 tons from Housing Authority properties. At the Recycling Center, 5.8 tons of Styrofoam, 22.3 tons of rigid plastic, 101.9 tons of mixed paper, 98.5 tons of single stream, 211 tons of light metal, 23.7 tons of electronics, 1,694 gallons of waste oil, 23,460 feet of fluorescent bulbs, 6,387 assorted bulbs, 46 55-gallon drums of latex paint, 10 haz Pac boxes of oil base paint, 139 propane tanks and 202.8 tons of card board were collected. The Division installed a cardboard compactor at the Recycling Center in November as part of a grant. The compactor will help reduce the number of trips to the facility that accepts our recyclables.

The Division collected curbside yard waste pickup on the first two weeks in May for spring and on the four Mondays in November for fall. Christmas trees were collected on the first two weeks of January.

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 eight 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, school landscapes and park areas such as Dam Park, John J. Lane Park, 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.

The addition of a fully certified tree worker to the staff has enabled the Division to improve response targets to emergency and priority scheduled tree work. With the addition of a new bucket truck and log loader truck, the division has been able to perform much needed deferred maintenance on trees. On July 1, the division assumed full responsibility for the care of school landscapes and has worked in successful collaboration with Natick School Administration. In October, Rich Allen, General Foreman of the division, retired after thirty-nine years of public service. Scott Baccari, a seasoned veteran of public works, has successfully filled Allen's vacated role.

For tree care the division removed eighty-four trees, pruned thirty-four trees, and removed fifty-six stumps. The Division also responded to eighty-five emergency tree calls, twenty-three percent of which were public tree related and twelve events occurring on unaccepted roadways. The Division planted forty-four trees and started year one of the Tree Inventory Initiative tagging 501 trees and measuring attributes such as risk level and monetary value.

Special projects included re-grading and amending the clay infield at Lavezzo field at Memorial School, replacing the backstop and other fencing at the same location, and re-lamping the sports field lighting at Memorial Stadium, located at the Natick High School campus. All projects for calendar year 2016 added value for a diverse range of stakeholders including school children, youth groups, and adult leagues.

The Division continued to pilot an organic approach to turf care. Sites chosen included John Jane Lane, Memorial School Field, and the Bacon Free Library grounds.

Calendar year 2017 is expected to be a difficult year for the division with specific regards to tree care and pests that threaten Natick's tree canopy. With the extended regional drought and increased pest pressures from Emerald Ash Borer, Gypsy Moth and Winter Moth the division will most likely experience unprecedented tree health issues. The division has taken preventive action, but also still expects great challenges associated with tree decline and tree failure.

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 1,173 million gallons of potable water during 2016. During FY2016 the Division replaced 111 water services, repaired 27 water service/main leaks, changed/repaired 135 water meters, and repaired/replaced 5 water main gate valves. The Division also replaced and repaired 28 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 the distribution system's capacity, the Division utilizes a uni-directional flushing program. The distribution system is typically 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. Unfortunately, the drought conditions in 2016 limited the extent of our regular flushing program.

During 2016, the Division completed multiple capital improvement projects including: replacing bridge piping on Mill Street, installing isolation gate valves on Eliot Street, painted and rehabilitated the filter piping in the H&T water filters, upgraded SCADA/PLC equipment. Capital improvements currently under construction include the installation of the Springvale Well #4, Tonka filter valve replacement project at the Water Treatment Facility, installation of a second water re-use tank at the Springvale Water Treatment Facility, replace the high lift VFD's, install a water main loop to Route 30, upgrade the water main on West Central Street, and SCADA / PLC replacement and upgrades. Additionally the Division completed emergency repairs to the Tonka water filters at the Springvale Water Treatment Facility.

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 CY2014 through 2016. 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 2016, the Division completed several capital improvement projects including installation of a grinder pump in the Health Center sewer pump station and the 4M electrical upgrade to VFDs. 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, replacement of the 4M sewer pump station generator, and repair of the 4M sewer pump station roof.

GIS DIVISION (WATER AND SEWER)

The Geographic Information System (GIS) Division is responsible for managing Natick's Enterprise GIS. The Division creates, modifies, analyzes, and disseminates spatial data for all town departments, boards, and committees. For example, the annual Assessors' Tax Map, online webGIS, official zoning map, water and sewer networks, voting precincts, and numerous others. In 2016, the Division established a small unmanned aerial system (sUAS), commonly known as drone, for enhanced asset management. The sUAS has already been used to inspect the town's water towers (which are required on a regular basis) and to generate high resolution orthographic photos of the Hunter's Lane subdivision.

"Public Works - The Silent Arm of Public Safety"

Like our Facebook Page @NatickPublicWorks

Follow us on Twitter @NatickDPW

AFFORDABLE HOUSING TRUST

The Natick Affordable Housing Trust 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."*

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

During 2016, 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. The NAHT has reactivated this program for the 2016-17 winter.

Collaboration with the Natick Housing Authority continued in 2016. 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 1-bedroom units for a special needs population is currently in the bid phase. The NHA leveraged the NAHT support into a funding commitment from the Massachusetts Department of Housing and Community Development (DHCD) to finance the project. Additional commitment was received in 2016 from the WestMetro HOME Consortium to cover higher than expected bids.

The NAHT also is contributing funds to the rehab 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 nearing completion and will be ready for occupancy in 2017.

Construction continues at the NAHT two-family project at 299-301 Bacon Street. Keefe Technical School is providing much of the construction labor; the building was designed by the architectural firm Neh-Koo-Dah. The Trust has entered into a partnership with Family Promise, who will select and work with the tenants. Family Promise has also committed $30,000 to the construction cost.

Keefe Tech at work at the Bacon Street two-family	Structure ready for roof framing

The "Tiny Homes Study Committee", formed at the 2015 Fall Town Meeting by a warrant article co-sponsored by the NAHT and the Planning Board, presented its findings at the 2016 Fall Town Meeting. Trust member and architect Ganesh Ramachandran was instrumental in the work of the committee and did the presentation. The report stressed the value of small dwelling units in providing diversity and

affordability in a community's housing stock. The Trust looks forward to advocating for zoning changes to more freely allow this type of "naturally occurring affordable housing".

Faced with decreasing yearly funding available from the WestMetro HOME consortium, and the unpredictable availability of local funding "matches" from larger development projects, the Trust is considering a request at the 2017 Spring Town Meeting for yearly funding of future affordable housing projects and the Trust's operating budget.

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 make-up contributes greatly to the ability of the Trust to accomplish objectives, and has made the experience of the volunteer members a rewarding one.

One initiative started by the Trust in 2016 was the creation of the *Kibbey Prize*, which will be awarded "in recognition of exemplary contribution to the expansion of housing opportunities for the citizens of Natick, Massachusetts". The award consists of an antique "Kibbey" soda bottle mounted on a small pedestal; the bottle was uncovered at the Bacon Street construction site.

CABLE ADVISORY BOARD

The Cable Advisory Board's most important function is as a 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 whichever 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.

CHARTER AND BY-LAW REVIEW COMMITTEE

In accordance with the Town of Natick Charter Article 7 Section 7-6, a Charter and By-Law Review Committee (CBRC) was established by a Town Meeting vote for favorable action under Article 12 of the 2015 Annual Fall Town Meeting. The CBRC, appointed by the Town Moderator, was charged with reviewing the provisions of the charter and by-laws of the town as well as the Town Meeting Member Handbook and making a report to Town Meeting concerning any proposed amendments or revisions. The Moderator appointed seven (7) members to the CBRC: Cathy Coughlin, Carol Gloff, Alan Grady, Harriet Merkowitz, Alan Rosenman, Catherine Schellenberg and Richard Sidney. At the committee's first meeting on January 6, 2016, the committee elected Ms. Gloff Chairman and Mr. Sidney Vice-Chairman.

During the 2016 calendar year, the committee completed a first review of the Town of Natick Home Rule Charter and most of the Town of Natick's By-laws. A total of 22 meetings were held by the committee during 2016, and minutes of most meetings are currently available in the Town Clerk's office. In addition to requesting input from Town staff through the Town Administrator, the committee requested at the 2016 Annual Fall Town Meeting that Town Meeting members and other residents should propose items/topics they would like the committee to consider. During the committee's initial review, a number of legal and procedural questions were raised by committee members, and in early 2017 those questions were presented to the Town Administration to obtain answers.

During 2017, the committee plans to complete a second review of the Charter and By-laws and, in doing so, determine the exact changes and corrections the committee will present to Town Meeting as warrant articles for possible approval. Although the committee was authorized by Town Meeting through the close of 2017 Annual Spring Town Meeting, at this Town Meeting the committee will request an extension of its charge for another year, as the committee has not been able to complete its work at this time. The committee expects to provide most if not all of its proposed changes as warrant articles to Town Meeting at the 2017 Annual Fall Town Meeting.

COCHITUATE RAIL TRAIL ADVISORY COMMITTEE

The CRT Advisory Committee was established as the CRT Task Force in 2006 to explore the possibility of creating a rail trail on an abandoned CSX line. It was renamed as the CRT Advisory Committee in 2007, with a charge to make recommendations to the Board of Selectmen, and advise the Town on the how to advance this project. Now that the CRT is taking shape, the charge has again been amended to assist with the CRT's completion and make recommendations for its future use and enjoyment.

2016 was a watershed year for the CRT. A Purchase and Sale Agreement with CSX, first executed in late 2015, was amended, and ultimately funded by Town Meeting to acquire the former Saxonville Branch. The Town closed on this 21-acre parcel in December and is now the owner of the land, at a price of $6,071,000. Town Meeting also approved taking the former Wonderbread Spur by eminent domain, which was completed at the end of 2016. The taking was completed at no cost, since there was no ownership interest based on the history of the deed.

The acquisition of the Saxonville Branch was paid for in part by the Town's FAR Bonus Stabilization Fund, which are monies set aside for the acquisition of parkland and open space; in part by short-term borrowing, with the expectation that some or all of these funds will be repaid through fundraising and gifts; and by a small amount of private donations.

As one of the committee's nine posted meetings in 2016, the Committee held a well attended meeting in January at the Hampton Inn that was promoted to residents of new developments in the area of the Natick Mall, which was followed by an organizational meeting of a new Friends group, and a public information session in March to provide an overview of the design, acquisition and construction phases and to solicit public comments and questions. The CRT was also the subject of several Town Meeting warrant articles to appropriate funding for acquisition and design, and to approve the eminent domain taking.

Over the course of 2016, the Town sought state assistance with support for funding the acquisition. Notwithstanding the support of our legislators, area businesses, many individuals and the Town of Framingham, these efforts were not successful.

An updated appraisal was conducted in mid-2016, which reduced the price of the trail by approximately $274,000 to the final purchase price.

The design for the rail trail was refined over the course of 2016. Because of the impending redesign of the Natick Center MBTA Station, the southernmost 1/10-mile of the trail, including a station connection, will be deferred until that project advances. At the northern end, the project was amended to incorporate upgrades to Route 30 that are proposed as part of improvements to the TJX campus. MassDOT held a public hearing on the 25% design plans early in 2017, and the final design may incorporate changes suggested as part of the public hearing process.

Also in 2016, construction funding was proposed to be delayed from the original start date of 2018 to 2020. After advocacy by the Town and its legislative delegation, the Boston Metropolitan Planning Organization agreed to the 2018 start. The construction cost estimate of $7.8 million will be paid for with 80% federal and 20% state funding.

Environmental testing was undertaken in 2016 by Stantec, the Town's professional consultant, with results indicating contamination that is consistent with historic railroad use, conditions that may be safely remediated by the approved construction and soil management plans. Testing and results were discussed at meetings of the CRT Advisory Committee, Board of Selectmen, Finance Committee, Board of Health and Town Meeting.

As a complement to Town efforts, an independent non-profit corporation, the Friends of Natick Trails, was established to support the CRT through fundraising to assist with acquisition and maintenance of the CRT.

Late in 2016, the CRT Advisory Committee proposed that the trail be open for interim use, subject to recommendations of the Safety Committee. However, the lower 1/10-mile will be closed to the public for safety reasons, and available only to the MBTA and for official business until such time as the southern end of the project is designed and built.

In 2017, the project will undergo final design, including extensive efforts to address the concerns of abutters; planning for the project's maintenance and operation; public safety planning; and interim use, pending construction and formal opening expected by 2020. The Town will also negotiate various easements needed for the construction and operation of the CRT.

The CRT Advisory Committee acknowledges the support of the Board of Selectmen, Town Staff, Town Counsel, Town Meeting, Planning Board, Finance Committee, Open Space Advisory Committee, Board of Health, our state legislators, BETA Group, MassDOT, the Town of Framingham, private businesses and individuals who supported the CSX acquisition, and other committees and individuals who have helped to improve and advance this important project.
Information and reports on the CRT project are available at NatickMA.gov/crt.

COMMUNITY SERVICES ADVISORY COMMITTEE

Established by the Board of Selectmen at their August 26, 2016 meeting, the Community Services Advisory Committee serves as advisor to the Director of Community Services and the Board of Selectmen on matters concerning improvement of the quality of life for all Natick residents. It is a seven-member committee that began meeting in November and December 2016 and developed the following priorities for 2017:

- Establish and evaluate facility access policies, including matters of sponsorship and fees for services;
- Identify service gaps;
- Explore opportunities for expansion of funding base;
- Assist in the development of strategic priorities for the future.

COUNCIL ON AGING BOARD

The Council on Aging Board (COA) 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 and activities. The COA board's purpose is to identify the needs of Natick's elder population and to advocate and educate on their behalf. The COA meets monthly, usually the second Monday of the month.

In 2016, the COA Board continued to collaborate, educate and advocate. The Board completed the Welcoming statement, which is now in each room of the Community Senior Center and above the reception area.

The COA board began a collaboration with SOAR 55 to assist in the completion of our Strategic Plan. It will be ready in 2017.

We are working collaboratively with the Friends of the Natick Senior Center to enhance many programs. This year the Friends financially supported Holiday and volunteer recognition events and the provided local funds for the COA to secure an electric car. Their continuing management of the Lincoln Café and the support of Bay Path with their Meet and Potatoes lunch program has enlarged the use of the eating area. The Council on Aging is now an arm of the RMV.

The COA has several sub-committees that have been very active this year. Our Housing sub-committee have prepared a Housing Principal Statement for elders that has been accepted by the COA Board. Our By-Law subcommittee has reviewed our by-laws and recommended several changes. They have been approved by the COA Board. Our Finance sub-committee has become part of our sub-committee on Programming. This sub-committee has members that are not on the Board; they are users of the programs and facilities. Our Strategic Planning sub-committee has been working diligently with Soar 55 and is near completion. The Board was involved with a committee reviewing the Sentinnel.

The COA Board liaisons with several other committees and boards. The Board has representation on the Friends of the Natick Senior Center, the Commission on Disability, Bay Path Elder Services and Complete Streets Committee. The Board has met with a member of the Planning Board and Finance Committee regarding Town Meeting Articles. In cooperation with the LGBTQ community, we had a showing of "Gen Silent" and discussion that followed. The Board also met with a member of the Planning Committee and Finance Committee in regard to Articles on the Town Meeting warrant.

We continued our education program. Our speakers educated us on Safety for Seniors, programs that assist our seniors through Bay Path Elder Services, the new Community Services Advisory Committee, nutrition changes that effect our seniors and the Natick Master Plan.

The Board has had changes over the last year. Several of our long time members completed their terms. The Board encouraged several of our associate members to, with Selectman approval, become full members . We are still a full 11 person board, with only one associate member.

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 $500.00. In 2016, 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 2016, nine Applications for Certification were received and eight new Certificates of Appropriateness were awarded for projects judged to be appropriate to the district in question. One Application, for 42 West Central St. was denied due to non-compliance with HDC requirements.
One member, Patricia A. Marr resigned this year. Two new members were appointed Susan Fernandes and Nancy Nottenson. One member Duane Houghton is acting as HDC representative on The Sawin House Committee.
The commission held elections and appointed D. Michael Collins: Chair, Jeannine Keith Furrer; Vice chairman & Clerk and Chris Milford: Secretary

HISTORICAL COMMISSION

The Natick Historical Commission had several projects come before us for endorsement:

- Digitizing early records of the First Congregational Church to be made available for research;

- Support of the National Register listed 13 West Central Street renovations and additions with tax advantages administered by The National Park Service

- Continued support of TCAN's proposed second floor theatre with preservation restrictions imposed by the Massachusetts Historical Commission

- Determination that under Article 76, 36 West Central Street is not "historically significant" and therefore allowing exterior improvements to the multi-family house and construction of a garage on the property

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 receivable 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 10 one bedroom apartments. The NHA has entered into a preliminary lease agreement with the Department of Mental Health for the housing of 10 DMH Clients at the site. The NHA was awarded a DHCD Special Re-Occupancy Initiative for congregate buildings in the amount of $500,000.00. Further, the NHA was awarded HOME funds from the Natick Affordable Housing Trust in the amount of $416,350.00.The schematic design is being reviewed by the Department of Housing and Community Development (DHCD) and the housing authority plans to bid the project in January of 2017.

6 Plain Street is a 2 family home near the center of town and has been vacant for more than 10 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 of HOME funds from the AHTF and $11,500.00 from the DHCD Sustainability Initiative for Energy Savings. The schedule to complete this rehabilitation project is January 2017 and will create two 2-bedroom family units.

Unit Improvement Projects
Capital improvements for FY2016 included the repaving of walks and driveways at the Forest Green development; the removal of an Underground Storage Tank at Coolidge Gardens; renovation of 3 vacant family units; and the replacement of kitchens at Forest Green.

The NHA has partnered with the Community Outreach Group for Landscape Design (COG) and has developed 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 $263,700.00 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; re-stain 4 family duplexes; roof replacement at several locations.

Management
The NHA continues to maintain 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 web site for the agency has been launched and content will be on-going.

INFORMATION SYSTEM ADVISORY BOARD

The Natick Information Systems Advisory Board (NISAB) met monthly during most of 2016. This board, created by Town Meeting, 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. John Holtz resigned and was replaced in November by Matt Steinberg.

During 2016 the Board continued to monitor the Town's web site, and made changes to assure 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 assure 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 the 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. Improved manageability, usability, and performance.
* - Town wide departmental meetings and surveys regarding IT needs and desires.
* - INet upgrades/bandwidth
* - Continued review of network integration
* - Network Assessment hardware procurement and implementation
* - Natick Pegasus upgrades and connectivity. Media servers & digital upgrades
* - Library IT continues to be discussed.

* - Discussions and consultation with Natick Public Schools on it's Dashboard project evaluation.

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

In 2016, The MathWorks Scholarship Committee was responsible for the administration of three $10,000 Scholarships offered by the MathWorks, to three high school seniors who reside in Natick, and who are committed to pursuing a career in mathematics or science. The members of the committee, Gregg Cohen, Brian Fay, Lenore Freitas, and Ismar Volic, represent a variety of experience in both education and commercial careers.

The Committee met twice during Spring 2016 to review the applications, and interview qualified candidates. After review of a record number of 25 applications, the Committee interviewed the top three candidates. Meeting the candidates was a pleasure, as these students were remarkable academically and socially, and will represent the Town of Natick in a most positive manner.

The Committee identified the students whom it felt were most deserving of the MathWorks awards and recommended those nominees to the Board of Selectmen: Cara Fitzpatrick from Newton Country Day School, Allison Shu Ting Law, and Madhumita Rao from Natick High School. These students were awarded the scholarship in May, 2016.

The MathWorks scholarship award is paid out over four years of college, which means that the Committee must continually review previous winners 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 the 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

Highlights

- Launched Natick Nights (184 offerings from May-Aug)
- Increased Town-wide events calendar (36 organizations participating)
- Added parks & playgrounds to self-guided tours & trail guides
- Supported MAPC study
- Added 3 public art installations
- Hired Executive Director
- Awarded Adams Grant funding

Sponsored Programs

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

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

2017 PRIORITIES

- Enhance Natick Nights offerings
- Create additional programming in response to community feedback
- Expand public art projects
- Update cultural inventory
- Deepen collaborative relationships
- Install CRM system
- Create better user experience for self-guided walking tours
- Actively partner with economic development initiatives
- Secure additional grant funding

OPEN SPACE ADVISORY COMMITTEE

The Open Space Advisory Committee was created under the Natick 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."

During 2016 we worked with many other groups as the Town of Natick completed its three largest open space purchases in memory.

In March the Town completed purchase of a conservation restriction on a 16-acre parcel at the top of Pegan Hill, which enabled The Trustees of Reservations to assemble a 100-acre reservation, permanently protected and open to the public, providing spectacular views as far as southern New Hampshire. Natick's $1 million expenditure from borrowing had been authorized by Town Meeting on December 1, 2015, pending resolution of parking and other legal issues. A grand opening celebration was held on June 25, and residents of Natick and surrounding towns have been enjoying the diverse landscapes of this reservation.

Natick's second major purchase was authorized on May 5, when Town Meeting approved $3.2 million from borrowing to acquire 22 Pleasant Street, a 4-acre parcel on the Charles River adjacent to the 11-acre Hunnewell Baseball Fields. The exact design for the expanded park is yet to be determined.

Finally, on November 3, Town Meeting authorized $6.1 million for purchase of the CSX railroad corridor. This will enable Natick to build 2.5 miles of the Cochituate Rail Trail to add to the 1.5 miles already open in Framingham. The funds will come from a combination of borrowing, private fundraising, and open space funds (now known as the FAR Bonus Stabilization Fund). Throughout the year, design for the rail trail has proceeded under the jurisdiction of the Board of Selectmen and the Cochituate Rail Trail Advisory Committee, with several major public meetings and a formal public hearing scheduled for January 2017.

There was also progress this past year on another trail in north Natick, the Cochituate Aqueduct. Consultants designed a fully accessible trail with a price tag that had climbed to $800,000, but the Finance Committee raised questions about the cost, abutter concerns, and other aspects of the project. The Conservation Commission decided to start with a far simpler trail, and this was accomplished on October 22 at Natick Trails Day. Volunteers cleared the most difficult section, the half-mile stretch between Rathbun Road and Oxford Street. There is now a continuous mile-long trail to Route 9 in Wellesley, and on the other side of Route 9 the trail continues to the Newton border.

As we sought to plan new trail projects, members from several trails-related committees joined the Conservation Commission in a bus tour to explore potential new trail sites, and later held a combined meeting and working session clearing invasive plants at Pegan Cove.

We have begun working with the Planning Board on several projects that use the cluster approach to provide open space in new developments. These include a proposed assisted living zoning for the Windy-Lo property, encouraging cluster zoning for McHugh Farms, and a proposed expansion of the cluster zoning bylaws to include smaller developments.

The Town is currently working on a Comprehensive Master Plan, known as Natick 2030+, and our committee has been sharing information from the current Open Space and Recreation Plan, with a goal of ensuring that open space is a central element of Natick 2030+.

As part of our goal of providing public information about open spaces, we hosted info tables at many public events, including Natick Days, Natick Earth Day, SPARK Kindness Outdoor Resource Fair, and Oldtown Photo Show.

We completed eight detailed trail maps, in cooperation with the Office of Community and Economic Development, and these are now online at http://natickma.gov/448/Trail-Maps

PARKING RFP COMMITTEE

The Parking RFP Committee was established by the Board of Selectmen in 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."

Under the direction of Paul McKinley, Chair, the committee developed a Request for Information (RFI) in late 2015 that was designed to assess the terms and conditions likely to be sought by interested developers in order to arrive at a mutually satisfactory public/private partnership resulting in increased parking spaces in downtown Natick. It was intended that response(s) to the RFI would provide the necessary framework for drafting the actual RFP(s). Following approval of the RFI by the Board of Selectmen in late 2015, it was released to developers on 5 January 2016 with a deadline for responses in February 2016.

Three developers responded to the RFI, and each proposed building housing units (rental or condominium units) as an expected requirement in conjunction with their development of additional parking spaces. The committee subsequently met with each of the respondents separately, obtaining additional information and asking more detailed questions.

Subsequent to these meetings, on June 30, 2016, the committee made a presentation to the Board of Selectmen in order to inform the Board of the feedback obtained from the developers. The Board of Selectmen subsequently decided to consider the development of additional parking spaces via other mechanisms. A proposal was put forth at 2016 Special Town Meeting #2 to authorize and fund a feasibility analysis of building additional parking on the property owned by the Town that is commonly known as the former Middlesex Garage location (Article 1 of 2016 Special Town Meeting #2). Town Meeting voted favorably for this article, including funding.

Given that a RFP would not be issued in the near future, the Parking RFP Committee requested in December 2016 that the Board of Selectmen dissolve the current committee, and the Board did so in early January 2017. The committee's final meeting was held on December 2016.

BOARD OF RETIREMENT

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 who 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.

As of December 31, 2016 there were 686 active members, 396 retired members or their beneficiaries and 104 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 invested assets of $123.3M as of December 31, 2016. In calendar year 2016 the System realized a 9.09 % rate of return.

Annual Town Report – Year Ending 2016

INCOME	
Contributions	3,332,772.06
Transfers	595,788.12
Make-Up & Redeposits	28,148.57
APPROPRIATION	
Pension Fund FY 2017	8,613,159.00
Workers Comp	750.00
OTHER SOURCES	
**Reimbursements	814,948.28
**Investment Income	1,562,890.15
**Profit on Sales	445,781.32

**All information through 3rd quarter only

DISPURSEMENTS	
Annuities Paid	1,886,570.44
Pensions Paid	9,016,588.61
Refunds/Transfers	761,256.15
Reimbursements	418,540.62
ADMINISTRATIVE EXPENSES	
Salaries	183,765.00
Stipend for Ex-Officio	1,500.00
All Others	505,913.39
**Loss on Sales	50,014.74

**All investment information is through 3rd quarter only

COMMONWEALTH OF MASSACHUSETTS

WILLIAM FRANCIS GALVIN

SECRETARY OF THE COMMONWEALTH

THE COMMONWEALTH OF MASSACHUSETTS
Middlesex, ss

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

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said city or town who are qualified to vote in Primaries to vote at

The voters of Precinct 1	in Brown Elementary 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 Elementary 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 Community Senior Center

on **TUESDAY, THE FIRST DAY OF MARCH, 2016,** from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the Presidential Primary for the candidates of political parties for the following offices:

PRESIDENTIAL PREFERENCE . . . . FOR THIS COMMONWEALTH
STATE COMMITTEE MAN . . . . . SECOND MIDDLESEX AND NORFOLK DISTRICT
STATE COMMITTEE WOMAN . . . . . SECOND MIDDLESEX AND NORFOLK DISTRICT
STATE COMMITTEE MAN . . . . . NORFOLK, BRISTOL AND MIDDLESEX DISTRICT
STATE COMMITTEE WOMAN . . . . . NORFOLK, BRISTOL AND MIDDLESEX DISTRICT
TOWN COMMITTEE . . . . NATICK

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 1st day of February 2016.

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

PRESIDENTIAL PRIMARY – MARCH 1, 2016
OFFICIAL RESULTS

TOTAL BALLOT COUNT

Precinct	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
Democratic ballots	495	868	841	791	836	794	912	939	928	991	8,395
Republican ballots	199	425	417	334	390	401	390	375	338	511	3,780
Green-Rainbow	0	1	1	0	0	0	2	0	1	1	6
United Independent	3	0	0	0	2	1	3	0	0	1	10
Total	697	1,294	1,259	1,125	1,228	1,196	1,307	1,314	1,267	1,504	12,191
Total Registered Voters	1,549	2,447	2,335	2,093	2,259	2,252	2,321	2,429	2,261	2,611	22,557
% voted	45.0%	52.9%	53.9%	53.8%	54.4%	53.1%	56.3%	54.1%	56.0%	57.6%	54.0%

DEMOCRAT

PRECINCT	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
President											
Bernie Sanders	241	387	338	357	396	336	374	455	417	368	3,669
Martin O'Malley	1	1	3	0	7	4	4	2	1	4	27
Hillary Clinton	248	468	491	427	422	443	523	467	503	617	4,609
Roque De la Fuente	1	2	1	0	1	2	1	3	0	0	11
No preference	0	8	5	3	7	5	6	6	6	0	46
blanks	4	2	3	3	2	2	3	4	1	2	26
write-ins	0	0	0	1	1	2	1	2	0	0	7
Total	495	868	841	791	836	794	912	939	928	991	8,395
State Committee Man											
Chris Walsh (pcts 1-5, 8)	391	627	583	560	597			650			3,408
Bill Bowles (pcts 6, 7, 9, 10)						493	596		583	619	2,291
blanks	103	240	258	225	235	298	316	289	345	367	
write-ins	1	1	0	6	4	3	0	0	0	5	
Total	495	868	841	791	836	794	912	939	928	991	5,699
State Committee Woman											
Karen E. Spilka (pcts 1-5, 8)	410	686	641	617	655			715			3,724
Ellen L. Parker (pcts 6, 7, 9, 10)						510	617		595	646	2,368
blanks	84	180	200	169	177	281	295	224	333	344	2,287
write-ins	1	2	0	5	4	3	0	0	0	1	16
total	495	868	841	791	836	794	912	939	928	991	8,395
Town Committee											
Group	233	354	332	331	364	320	369	344	358	385	3,390
Blanks	262	514	509	460	472	473	543	595	565	606	
Write-ins	9	1	25	11	13	11	7	10	11	12	

PRESIDENTIAL PRIMARY – MARCH 1, 2016
OFFICIAL RESULTS (Continued)

REPUBLICAN

PRECINCT	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
PRESIDENT											
Jim Gilmore	0	0	1	1	3	0	0	0	1	1	7
Donald J. Trump	74	166	158	127	170	172	118	131	118	158	1,392
Ted Cruz	25	31	31	35	31	33	24	34	35	30	309
George Pataki	0	1	0	0	0	0	1	0	0	0	2
Ben Carson	4	7	6	11	13	9	11	7	4	10	82
Mike Huckabee	0	0	0	1	0	0	0	0	1	0	2
Rand Paul	0	0	1	0	2	0	2	0	0	0	5
Carly Fiorina	0	2	2	0	0	2	1	1	1	1	10
Rick Santorum	0	0	0	1	0	1	0	1	0	1	4
Chris Christie	0	2	2	0	0	1	1	2	2	0	10
Marco Rubio	42	105	98	63	90	94	93	100	82	130	897
Jeb Bush	2	6	3	3	2	5	2	4	6	5	38
John R. Kasich	48	102	112	84	71	80	134	89	85	169	974
No preference	1	2	3	3	3	3	2	1	2	2	22
Blanks	1	0	0	0	1	1	0	5	1	0	9
Mitt Romney		1		4						3	8
write-ins	2	0	0	1	4	0	1	0	0	1	9
Total	199	425	417	334	390	401	390	375	338	511	3,780
State Committee Man											
Precincts 1-5 and 8											
Edwin Bergin McGrath	86	187	186	128	156			140			883
Martin A. Lamb	76	150	133	132	126			146			763
Precicnts 6, 7, 9, 10											
Earl H. Sholley						104	120		89	98	
Carl Nelson						192	177		164	295	828
Blanks	35	87	98	72	108	103	93	89	83	118	886
Write-in	2	1	0	2	0	2	0	0	2	0	9
Total	199	425	417	334	390	401	390	375	338	511	3,369
State Committee Woman											
Precincts 1-5, 8											
Janet Leombruno	86	220	198	148	163			163			978
Patricia M. Vanaria	70	101	116	103	118			122			630
Precicnts 6, 7, 9, 10											
Particia Saint Aubin						226	228		202	302	958
Blanks	41	103	103	81	108	172	158	90	132	209	1197
Write-ins	2	1	0	2	1	3	4	0	4	0	17
Total	199	425	417	334	390	401	390	375	338	511	3,780
Town Committee											
Group	79	144	146	111	111	112	140	135	110	177	1265
Blanks	120	281	271	223	279	289	249	240	223	334	2,509
Write-ins	0	0	13	12	6	11	14	3	9	8	
Total											

PRESIDENTIAL PRIMARY – MARCH 1, 2016
OFFICIAL RESULTS (Continued)

GREEN RAINBOW

PRECINCT	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
President											
Sedinam Kinamo Christin Moyowasifza Curry											
Jill Stein		1	1				2		1	1	6
William P. Kreml											0
Kent Mesplay											
Darry Cherney											
No Preference											0
Write-in											0
Totals	0	1	1	0	0	0	2	0	1	1	6
State Committee Man											
write-in										1	1
blanks	0	1	1	0	0	0	2		1		5
State Committee Woman											
write-in										1	1
blanks	0	1	1	0	0	0	2		1		5
Town Committee											
Blanks	0	10	10	0	0	0	20		10	1	51
Write-ins										9	9

UNITED INDEPENDENT

PRECINCT	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
Presidential Preference	3	0	0	0	2	1	3	0	0	1	10
No Preference											
Blanks											
Write-ins	3				2	1	3			1	10
Total	3	0	0	0	2	1	3	0	0	1	10
State Committee Man											
Blanks	3	0	0	0	2	1	3			1	10
Write-ins										0	
Total	3	0	0	0	2	1	3			1	10
State Committee Woman											
Blanks	3	0	0	0	2	1	3			1	10
Write-ins		0	0	0							
Total	3	0	0	0	2	1	3	0	0	1	10
Town Committee											
Blanks	30	0	0	0	19	10	30	0	0	10	
Write-ins	0				1	0	0				

WARRANT FOR TOWN OF NATICK
ANNUAL TOWN ELECTION - MARCH 29, 2016

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 Elementary 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 Elementary 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 Community Senior Center

on **TUESDAY, THE TWENTY NINTH DAY OF MARCH 2016** 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 two
Board of Selectmen for Two Years – Vote for not more than one
School Committee for Three Years - Vote for not more than three
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 two
Natick Housing Authority for Five Years - Vote for not more than one
Town Clerk for Three Years - Vote for not more than one
Town Moderator for Three Years – Vote for not more than one
Constable for Three Years – Vote for not more than six

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

Precinct 1	Six for 3 years, three for 2 years, one for 1 year
Precinct 2	Six for 3 years, one for 2 years
Precinct 3	Six for 3 years
Precinct 4	Six for 3 years
Precinct 5	Six for 3 years
Precinct 6	Six for 3 years, one for 1 year
Precinct 7	Six for 3 years
Precinct 8	Six for 3 years
Precinct 9	Six for 3 years, one for 1 year
Precinct 10	Six for 3 years, one for 2 years, one for 1 year

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 1st day of February 2016.

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

Annual Town Election – March 29, 2016
Official Results

Precinct	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**Total**	
Registered voters	1,563	2,472	2,339	2,136	2,265	2,249	2,336	2,454	2,283	2,632	22,729	
Ballots Cast	107	388	486	438	413	455	520	451	514	592	4,364	
% Turnout	6.8%	15.7%	20.8%	20.5%	18.2%	20.2%	22.3%	18.4%	22.5%	22.5%	19.2%	
Board of Selectmen (Three Years)												
Vote for not more than 2	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**Total**	**%**
Richard Jennett Jr.	47	207	306	274	266	267	352	279	301	380	2,679	61.4%
Catherine M. Coughlin	68	207	226	208	181	216	211	210	251	257	2,035	46.6%
Susan G. Salamoff	52	212	259	252	247	234	307	277	288	364	2,492	57.1%
Write-ins	0	1	1	0	0	2	0	0	1	1	6	
Blanks	47	149	180	142	132	191	170	136	187	182	1,516	
Total	214	776	972	876	826	910	1,040	902	1,028	1,184	8,728	
Board of Selectmen (TwoYears)												
Vote for not more than 1	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**Total**	**%**
Jimmy Brown	43	126	153	109	127	164	138	129	167	146	1,302	29.8%
Jonathan Freedman	56	228	291	292	259	244	351	304	310	399	2,734	62.6%
Write-ins	0	0	0	0	0	0	0	0	0	1	1	
Blanks	8	34	42	37	27	47	31	18	37	46	327	
Total	107	388	486	438	413	455	520	451	514	592	4,364	
School Committee (Three Years)												
Vote for not more than 3	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**Total**	**%**
Paul H. Laurent	46	192	263	262	244	220	314	258	253	296	2,348	53.8%
Tony Lista	44	137	120	127	134	158	134	117	110	162	1,243	28.5%
David W. Mangan	36	163	245	207	171	172	304	226	260	251	2,035	46.6%
Julie M. McDonough	59	235	331	265	242	227	332	290	312	326	2,619	60.0%
Donna M. McKenzie	39	112	137	112	123	106	121	119	152	141	1,162	26.6%
Write-ins	1	0	0	1	2	3	0	1	1	3	12	
Blanks	96	325	362	340	323	479	355	342	454	597	3,673	
Total	321	1,164	1,458	1,314	1,239	1,365	1,560	1,353	1,542	1,776	13,092	
Planning Board (Five Years)												
Vote for not more than 1	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**Total**	**%**
Andrew J. Meyer	50	249	338	255	237	227	303	277	307	357	2,600	59.6%
Lawrence W. Forshner	40	89	111	120	125	150	143	127	149	141	1,195	27.4%
Write-ins	0	0	0	1	0	0	0	0	0	2	3	
Blanks	17	50	37	62	51	78	74	47	58	92	566	
Total	107	388	486	438	413	455	520	451	514	592	4,364	

Annual Town Election – March 29, 2016
Official Results (Continued)

Board of Assessors (Three Years)												
Vote for not more than 1	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**Total**	**%**
Janice M. Dangleo	73	241	307	276	256	270	319	297	310	325	2,674	61.3%
Write-ins	0	0	1	1	0	1	1	1	1	2	8	
Blanks	34	147	178	161	157	184	200	153	203	265	1,682	
Total	107	388	486	438	413	455	520	451	514	592	4,364	

Board of Health (Three Years)												
Vote for not more than 1	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**Total**	**%**
Donald J. Breda	68	238	299	280	259	262	314	283	309	324	2,636	60.4%
Write-ins	0	1	1	1	0	1	0	1	1	1	7	
Blanks	39	149	186	157	154	192	206	167	204	267		
Total	107	388	486	438	413	455	520	451	514	592	4,364	

Natick Housing Authority (Five Years)												
Vote for not more than 1	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**Total**	**%**
David Parish	66	241	300	278	249	257	315	280	299	338	2,623	60.1%
Write-ins	0	0	2	1	0	1	0	0	0	0		
Blanks	41	147	184	159	164	197	205	171	215	254		
Total	107	388	486	438	413	455	520	451	514	592	4,364	

Recreation and Parks (Three Years)												
Vote for not more than 2	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**Total**	**%**
David W. Ordway	63	238	295	286	259	261	321	296	322	333	2,674	61.3%
Jessica A. Ordway	67	236	293	278	254	262	313	285	313	325	2,626	60.2%
Write-ins	0	1	1	1	0	0	2	2	1	1	9	
Blanks	84	301	383	311	313	387	404	319	392	525	1,681	
Total	214	776	972	876	826	910	1,040	902	1,028	1,184	8,728	

Town Clerk (Three Years)												
Vote for not more than 1	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**Total**	**%**
Diane B. Packer	74	256	325	300	294	287	366	311	339	364	2,916	66.8%
Write-ins	0	0	3	3	1	2	0	1	1	0	11	
Blanks	33	132	158	135	118	166	154	139	174	228		
Total	107	388	486	438	413	455	520	451	514	592	4,364	

Town Moderator (Three Years)												
Vote for not more than 1	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**Total**	**%**
Frank W. Foss	66	247	306	275	278	295	320	303	321	348	2,759	63.2%
Write-ins	1	1	2	3	2	2	0	1	1	3	16	
Blanks	40	140	178	160	133	158	200	147	192	241		
Total	107	388	486	438	413	455	520	451	514	592	4,364	

Constable (Three Years)												
Vote for not more than 6	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**Total**	**%**
Ross A. Cigna	45	136	188	159	139	141	184	160	170	174	1,496	34.3%
Kevin F. Flynn	44	126	172	169	152	182	194	169	176	197	1,581	36.2%
Arthur L. Lamont	49	150	183	152	150	142	184	183	187	187	1,567	35.9%
Stephen G. Roche	46	121	161	158	141	132	196	168	181	189	1,493	34.2%
Michael G. Winer	38	148	146	114	130	120	136	130	143	149	1,254	28.7%
Todd M. Gillenwater	25	65	81	75	84	56	85	80	75	92	718	16.5%
Paul M. Gorman	29	89	123	188	109	105	187	108	140	130	1,208	27.7%
Jere Munro	29	90	105	54	56	51	69	76	92	104	726	16.6%
Joseph C. Natola	20	92	115	113	163	129	147	106	131	113	1,129	25.9%
Write-ins	0	0	2	5	0	0	3	2	7	3	22	
Blanks	317	1,311	1,640	1,441	1,354	1,672	1,735	1,524	1,782	2,214	14,990	
Total	642	2,328	2,916	2,628	2,478	2,730	3,120	2,706	3,084	3,552	26,184	

Annual Town Election – March 29, 2016
Official Results (Continued)

Town Meeting Members

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

Joel. B. Chase	68
Jonathan D. Kane	63
Katherine Goff	6

Precinct 2
Voted 6 for 3 years, 1 for 2 years

B. Patrick Conaway	223
David J. Coffey	214
Scott B. Spiegal	214
Christine M. Therrien	205
David J. Gallo	204
Richard T. Montrose	184

Precinct 3 - Vote 6 for 3 years

Carol A. Delehanty	299
Leah P. Falzone	274
Charles A. Grady	248
Donna M. McKenzie	229
Robert N. Rowe	216
William Schoeing	208

Precinct 4 - Vote 6 for 3 years

Rhonda J. Garvin-Conaway	286
Briana M. Heyde	242
Richard A. Foley	236
Nancy B. Nottonson	233
Peter A. Nottonson	227
Diane Floyd	11

Precinct 5 - Vote 6 for 3 years

Nancy L. Devereaux	220
Michael J. Sugrue	216
Diane B. Vabulas	198
Lawrence L. Drolet	197
Todd M. Gillenwater	192
David Durant	11

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

Catherine M. Coughlin	285
Tony Lista	247
Patrick A. Young	223
Michael F. Linehan	210
Richard E. Stephen	198
Domenic Mirante	17

Precinct 7 - Vote 6 for 3 years

Paul B. Griesmer	274
Dylan Hayre	260
Elaine B. Ostroff	251
Brian P. Fay	237
Helen Terry Checket	235
S. Christopher Salis	212
Lawrence W. Forshner	203

Precinct 8 - Vote 6 for 3 years

Susan G. Salamoff	301
Richard Philben	241
Marjorie Gove	229
James Lawrence-Archer	227
Lawrence J. Delaney	213
Daniel Sullivan	23

Precinct 9 - Vote 6 for 3 years, 1 for 1 year

Paul R. Joseph	301
Charlotte M. Hannon	285
Scott A. Joseph	279
Heather S. Seiche	263
Andres Rochwerger	21

Precinct 10
Vote 6 for 3 years, 1 for 2 years, 1 for 1 year

Andrew Patrick Hayes	305
Beverly G. Rich	296
Bancroft R. Wheeler	295
Christine L. Ackerman	284
Stanley S. Park	276
Alan Rosenman	269
Ery Magasanik	262
Christopher A. Frail	242

COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH

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 at:

The voters of Precinct 1	in Brown School
The voters of Precinct 2	in Cole Recreational 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 Community Senior Center

on **THURSDAY, THE EIGHTH DAY OF SEPTEMBER 2016** from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the State Primaries for the candidates of political parties for the following offices:

REPRESENTATIVE IN CONGRESS. . . . . THE FIFTH DISTRICT
COUNCILLOR. . . . . .THE SECOND DISTRICT
SENATOR IN GENERAL COURT. . . . . NORFOLK, BRISTOL & MIDDLESEX DISTRICT
SENATOR IN GENERAL COURT. . . . . . . SECOND MIDDLESEX & NORFOLK DISTRICT
SHERIFF. . . . . MIDDLESEX COUNTY
REPRESENTATIVE IN GENERAL COURT. . . . . .FIFTH MIDDLESEX DISTRICT

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

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 September 8, 2016.

Given under our hands this 25th day of July 2016.

ss/Richard Jennett Jr.	ss/Nicholas S. Mabardy	ss/Jonathan H. Freedman
Richard Jennett Jr.	Nicholas S. Mabardy	Jonathan H. Freedman
Chairman	Vice Chair	Clerk

ss/Susan G. Salamoff	_____
Susan G. Salamoff	John J. Connolly

STATE PRIMARY – SEPTEMBER 6, 2016
OFFICIAL RESULTS

TOTAL BALLOT COUNT

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
Democratic ballots	44	133	80	75	118	82	114	109	98	101	954
Republican ballots	6	22	20	15	18	27	25	16	28	26	203
Green-Rainbow	0	1	0	1	0	0	0	0	0	0	2
United Independent	0	1	0	0	0	1	0	0	0	0	2
Total	50	157	100	91	136	110	139	125	126	127	1,161
Total Registered Voters	1,588	2,511	2,361	2,171	2,286	2,250	2,344	2,484	2,302	2,653	22,950
% voted	3.1%	6.3%	4.2%	4.2%	5.9%	4.9%	5.9%	5.0%	5.5%	4.8%	5.1%

DEMOCRAT

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
Party Turnout	**44**	**133**	**80**	**75**	**118**	**82**	**114**	**109**	**98**	**101**	
Representative in Congress											
Katherine M. Clark	40	115	71	66	102	71	111	96	83	93	848
write-ins	0	1	2	1	2	1	0	1	0	0	8
blanks	4	17	7	8	14	10	3	12	15	8	98
Total	40	116	73	67	104	72	111	97	83	93	856
Councillor											
Robert L. Jubinville	37	116	70	57	98	62	100	88	75	84	787
write-ins	0	0	0	0	0	0	0	1	0	0	1
blanks	7	17	10	18	20	20	14	20	23	17	166
Total	44	133	80	75	118	82	114	109	98	101	954
Senator in General Court											
Karen E. Spilka (pcts 1-5, 8)	38	119	71	67	103			100			498
Kristopher K. Aleksov (pcts 6,7,9 10)						59	97		72	81	309
blanks	6	14	9	8	14	23	16	9	26	20	145
write-ins	0	0	0	0	1	0	1	0	0	0	2
Total	44	133	80	75	118	82	114	109	98	101	954
Representative in General Court											
David Paul Linsky	41	114	70	68	104	73	108	101	87	96	862
Blanks	3	19	10	6	13	9	6	8	11	5	90
Write-ins	0	0	0	1	1	0	0	0	0	0	2
Total	44	133	80	75	118	82	114	109	98	101	954
Sheriff											
Peter J. Koutoujian	29	96	54	56	91	60	93	86	71	81	717
Barry S. Kelleher	12	32	20	15	21	15	13	14	19	16	177
Blanks	3	5	6	4	6	7	8	9	8	4	60
Write-ins	0	0	0	0	0	0	0	0	0	0	0
Total	44	133	80	75	118	82	114	109	98	101	954

REPUBLICAN

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
Party Turnout	**6**	**22**	**20**	**15**	**18**	**27**	**25**	**16**	**28**	**26**	**203**
Representative in Congress											
Blanks	6	21	20	15	15	26	25	15	21	24	188
Write-ins	0	1	0	0	3	1	0	1	7	2	15
Total	6	22	20	15	18	27	25	16	28	26	203
Councillor											
Brad Williams	6	22	20	15	17	19	19	15	23	24	180
Blanks	0	0	0	0	1	8	6	1	5	2	23
Write-in	0	0	0	0	0	0	0	0	0	0	0
Total	6	22	20	15	18	27	25	16	28	26	203
Senator in General Court											
Jacob Binall	0	1	1	1	0			0			3
Richard J. Ross (pcts 6, 7, 9, 10)						23	25		25	26	99
Blanks	6	21	19	14	15			16	3	0	94
Write-ins	0	0	0	0	3	4	0	0	0	0	7
Total	6	22	20	15	18	27	25	16	28	26	203
Representative in General Court											
Blanks	6	22	20	15	15	25	25	14	28	25	195
Write-ins	0	0	0	0	3	2	0	2	0	1	8
Total	6	22	20	15	18	27	25	16	28	26	203
Sheriff											
Angelo LaCivita	0	2	2	0	0	3	1	0	0	0	8
Blanks	6	20	17	15	16	23	24	15	28	25	189
Write-ins	0	0	1	0	2	1	0	1	0	1	6
Total	6	22	20	15	18	27	25	16	28	26	203

GREEN RAINBOW

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
Party Turnout	**0**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**2**
Representative in Congress											
Write-ins	0	1	0	0	0	0	0	0	0	0	1
Blanks	0	0	0	1	0	0	0	0	0	0	1
Total	0	1	0	1	0	0	0	0	0	0	2
Councillor											
Write-ins	0	1	0	0	0	0	0	0	0	0	1
Blanks	0	0	0	1	0	0	0	0	0	0	1
Total	0	1	0	1	0	0	0	0	0	0	2
Senator in General Court											
Write-ins	0	1	0	0	0	0	0	0	0	0	1
Blanks	0	0	0	1	0	0	0	0	0	0	1
Totals	0	1	0	1	0	0	0	0	0	0	2
Representative in General Court											
Write-ins	0	0	0	1	0	0	0	0	0	0	1
Blanks	0	1	0	0	0	0	0	0	0	0	1
Total	0	1	0	1	0	0	0	0	0	0	2
Sheriff											
Write-ins	0	1	0	0	0	0	0	0	0	0	1
Blanks	0	0	0	1	0	0	0	0	0	0	1
Total	0	1	0	1	0	0	0	0	0	0	2

UNITED INDEPENDENT

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
Party Turnout	**0**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**2**
Representative in Congress											
Write-ins	0	1	0	0	0	0	0	0	0	0	1
Blanks	0	0	0	0	0	1	0	0	0	0	1
Total	0	1	0	0	0	1	0	0	0	0	2
Councillor											
Write-ins	0	0	0	0	0	0	0	0	0	0	0
Blanks	0	1	0	0	0	1	0	0	0	0	2
Total	0	1	0	0	0	1	0	0	0	0	2
Senator in General Court											
Write-ins	0	0	0	0	0	0	0	0	0	0	0
Blanks	0	1	0	0	0	1	0	0	0	0	2
Totals	0	1	0	0	0	1	0	0	0	0	2
Representative in General Court											
Write-ins	0	0	0	0	0	0	0	0	0	0	0
Blanks	0	1	0	0	0	1	0	0	0	0	2
Total	0	1	0	0	0	1	0	0	0	0	2
Sheriff											
Write-ins	0	1	0	0	0	0	0	0	0	0	1
Blanks	0	0	0	0	0	1	0	0	0	0	1
Total	0	1	0	0	0	1	0	0	0	0	2

COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH

THE COMMONWEALTH OF MASSACHUSETTS
Middlesex, ss

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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 at:

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The voters of Precinct 9	in Community Senior Center
The voters of Precinct 10	in Community Senior Center

on **TUESDAY, THE EIGHTH DAY OF NOVEMBER 2016** from 7:00A.M. to 8:00P.M. for the following purpose:

To cast their votes in the State Election for the candidates for the following offices and questions:

ELECTORS OF PRESIDENT AND VICE PRESIDENT..... FOR THIS COMMONWEALTH
REPRESENTATIVE IN CONGRESS.....THE FIFTH DISTRICT
COUNCILLOR. .....THE SECOND DISTRICT
SENATOR IN GENERAL COURT.....NORFOLK, BRISTOL & MIDDLESEX DISTRICT
SENATOR IN GENERAL COURT..... SECOND MIDDLESEX & NORFOLK DISTRICT
REPRESENTATIVE IN GENERAL COURT..... FIFTH MIDDLESEX DISTRICT
SHERIFF. ..... MIDDLESEX COUNTY

QUESTION 1: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2016?

SUMMARY

This proposed law would allow the state Gaming Commission to issue one additional category 2 license, which would permit operation of a gaming establishment with no table games and not more than 1,250 slot machines. The proposed law would authorize the Commission to request applications for the additional license to be granted to a gaming establishment located on property that is (i) at least four acres in size; (ii) adjacent to and within 1,500 feet of a race track, including the track's additional facilities, such as the track, grounds, paddocks, barns, auditorium, amphitheatre, and bleachers; (iii) where a horse racing meeting may physically be held; (iv) where a horse racing meeting shall have been hosted; and (v) not separated from the race track by a highway or railway.

A YES **VOTE** would permit the state Gaming Commission to license one additional slot-machine gaming establishment at a location that meets certain conditions specified in the law.

A NO VOTE would make no change in current laws regarding gaming.

QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2016?

SUMMARY

This proposed law would allow the state Board of Elementary and Secondary Education to approve up to 12 new charter schools or enrollment expansions in existing charter schools each year. Approvals under this law could expand statewide charter school enrollment by up to I% of the total statewide public school enrollment each year. New charters and enrollment expansions approved under this law would be exempt from existing limits on the number of charter schools, the number of students enrolled in them, and the amount of local school districts' spending allocated to them.

If the Board received more than 12 applications in a single year from qualified applicants, then the proposed law would require it to give priority to proposed charter schools or enrollment expansions in districts where student performance on statewide assessments is in the bottom 25% of all districts in the previous two years and where demonstrated parent demand for additional public school options is greatest.

New charter schools and enrollment expansions approved under this proposed law would be subject to the same approval standards as other charter schools, and to recruitment, retention, and multilingual outreach requirements that currently apply to some charter schools. Schools authorized under this law would be subject to annual performance reviews according to standards established by the Board.

The proposed law would take effect on January 1, 2017.

A YES VOTE would allow for up to 12 approvals each year of either new charter schools or expanded enrollments in existing charter schools, but not to exceed 1% of the statewide public school enrollment.

A NO VOTE would make no change in current laws relative to charter schools.

QUESTION 3: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2016?

SUMMARY

This proposed law would prohibit any farm owner or operator from knowingly confining any breeding pig, calf raised for veal, or egg-laying hen in a way that prevents the animal from lying down, standing up, fully extending its limbs, or turning around freely. The proposed law would also prohibit any business owner or operator in Massachusetts from selling whole eggs intended for human consumption or any uncooked cut of veal or pork if the business owner or operator knows or should know that the hen, breeding pig, or veal calf that produced these products was confined in a manner prohibited by the proposed law. The proposed law would exempt sales of food products that combine veal or pork with other products, including soups, sandwiches, pizzas, hotdogs, or similar processed or prepared food items.

The proposed law's confinement prohibitions would not apply during transportation; state and county fair exhibitions; 4-H programs; slaughter in compliance with applicable laws and regulations; medical research; veterinary exams, testing, treatment and operation if performed under the direct supervision of a licensed veterinarian; five days prior to a pregnant pig's expected date of giving birth; any day that pig is nursing piglets; and for temporary periods for animal husbandry purposes not to exceed six hours in any twenty-four hour period.

The proposed law would create a civil penalty of up to $1,000 for each violation and would give the Attorney General the exclusive authority to enforce the law, and to issue regulations to implement it. As a defense to enforcement proceedings, the proposed law would allow a business owner or operator to rely in good faith upon a written certification or guarantee of compliance by a supplier.

The proposed law would be in addition to any other animal welfare laws and would not prohibit stricter local laws.

The proposed law would take effect on January 1, 2022. The proposed law states that if any of its parts were declared invalid, the other parts would stay in effect.

A YES VOTE would prohibit any confinement of pigs, calves, and hens that prevents them from lying down, standing up, fully extending their limbs, or turning around freely.

A NO VOTE would make no change in current laws relative to the keeping of farm animals.

QUESTION 4: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2016?

SUMMARY

The proposed law would permit the possession, use, distribution, and cultivation of marijuana in limited amounts by persons age 21 and older and would remove criminal penalties for such activities. It would provide for the regulation of commerce in marijuana, marijuana accessories, and marijuana products and for the taxation of proceeds from sales of these items.

The proposed law would authorize persons at least 21 years old to possess up to one ounce of marijuana outside of their residences; possess up to ten ounces of marijuana inside their residences; grow up to six marijuana plants in their residences; give one ounce or less of marijuana to a person at least 21 years old without payment; possess, produce or transfer hemp; or make or transfer items related to marijuana use, storage, cultivation, or processing.

The measure would create a Cannabis Control Commission of three members appointed by the state Treasurer which would generally administer the law governing marijuana use and distribution, promulgate regulations, and be responsible for the licensing of marijuana commercial establishments. The proposed law would also create a Cannabis Advisory Board of fifteen members appointed by the Governor. The Cannabis Control Commission would adopt regulations governing licensing qualifications; security; record keeping; health and safety standards; packaging and labeling; testing; advertising and displays; required inspections; and such other matters as theommission considers appropriate. The records of the Commission would be public records.

The proposed law would authorize cities and towns to adopt reasonable restrictions on the time, place, and manner of operating marijuana businesses and to limit the number of marijuana establishments in their communities. A city or town could hold a local vote to determine whether to permit the selling of marijuana and marijuana products for consumption on the premises at commercial establishments.

The proceeds of retail sales of marijuana and marijuana products would be subject to the state sales tax and an additional excise tax of3.75%. A city or town could impose a separate tax of up to 2%. Revenue received from the additional state excise tax or from license application fees and civil penalties for violations of this law would be deposited in a Marijuana Regulation Fund and would be used subject to appropriation for administration of the proposed law.

Marijuana-related activities authorized under this proposed law could not be a basis for adverse orders in child welfare cases absent clear and convincing evidence that such activities had created an unreasonable danger to the safety of a minor child.

The proposed law would not affect existing law regarding medical marijuana treatment centers or the operation of motor vehicles while under the influence. It would permit property owners to prohibit the use, sale, or production of marijuana on their premises (with an exception that landlords cannot prohibit consumption by tenants of marijuana by means other than by smoking); and would permit employers to prohibit the consumption of marijuana by employees in the workplace. State and local governments could continue to restrict uses in public buildings or at or near schools. Supplying marijuana to persons under age 21 would be unlawful.

The proposed law would take effect on December 15, 2016.

A YES **VOTE** would allow persons 21 and older to possess, use, and transfer marijuana and products containing marijuana concentrate (including edible products) and to cultivate marijuana, all in limited amounts, and would provide for the regulation and taxation of commercial sale of marijuana and marijuana products.

A NO **VOTE** would make no change in current laws relative to marijuana.

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

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 November 8, 2016.

Given under our hands this 5th day of October 2016.

Richard Jennett Jr. Chairman	Nicholas S. Mabardy Vice Chair	Jonathan H. Freedman Clerk
Susan G. Salamoff	John J. Connolly	

STATE ELECTION – NOVEMBER 8, 2016
OFFICIAL RESULTS

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total	
TOTAL TURNOUT	**1,384**	**2,175**	**2,050**	**1,852**	**2,018**	**1,934**	**2,093**	**2,113**	**2,035**	**2,443**	**20,097**	
# OF REGISTERED VOTERS	**1,712**	**2,638**	**2,436**	**2,276**	**2,360**	**2,293**	**2,409**	**2,571**	**2,401**	**2,747**	**23,843**	
TURNOUT	**80.8%**	**82.4%**	**84.2%**	**81.4%**	**85.5%**	**84.3%**	**86.9%**	**82.2%**	**84.8%**	**88.9%**	**84.3%**	
President/Vice President												
Clinton and Kane	974	1,459	1,324	1,229	1,258	1,246	1,478	1,407	1,403	1,642	13,420	66.8%
Johnson and Weld	61	92	100	92	87	59	63	107	84	108	853	4.2%
Stein and Baraka	20	26	12	27	19	24	23	32	21	18	222	1.1%
Trump and Pence	260	525	556	441	581	532	457	497	446	575	4,870	24.2%
Feegbeh and O'Brien	0	0	0	0	0	0	0	0	0	0	0	
Kotlikoff and Leamer	1	0	0	0	0	0	0	0	0	0	1	
Schoenke and Mitchel	0	0	0	0	0	0	0	0	0	0	0	
McMullin and Johnson	6	7	9	5	8	7	4	12	6	9	73	0.4%
Write-ins	24	41	22	45	33	40	43	38	50	56	392	
Blanks	38	25	27	13	32	26	25	20	25	35	266	
TOTAL	1,384	2,175	2,050	1,852	2,018	1,934	2,093	2,113	2,035	2,443	20,097	
Representative in Congress												
Katherine M. Clark	1,094	1,578	1,466	1,379	1,431	1,365	1,619	1,567	1,506	1,733	14,738	73.3%
Write-ins	2	0	31	9	35	37	28	21	5	3	171	
Blanks	288	597	553	464	552	532	446	525	524	707	5,188	
TOTAL	1,384	2,175	2,050	1,852	2,018	1,934	2,093	2,113	2,035	2,443	20,097	
Councillor												
Robert L. Jubinville	890	1,237	1,140	1,111	1,118	1,052	1,292	1,214	1,205	1,304	11,563	57.5%
Brad Williams	326	639	629	519	604	609	571	623	562	820	5,902	29.4%
Write-ins	0	0	3	2	2	1	1	0	3	1	13	
Blanks	168	299	278	220	294	272	229	276	265	318	2,619	
TOTAL	1,384	2,175	2,050	1,852	2,018	1,934	2,093	2,113	2,035	2,443	20,097	
Senator in General Court												
Karen E. Spilka	1,047	1,515	1,395	1,315	1,354			1,421			8,047	69.4%
Richard J. Ross						701	703		666	938	3,008	35.4%
Kristopher K. Aleksov						909	1,084		1,007	1,069	4,069	47.8%
Write-ins	1	0	21	0	33	1	3	10	3	0	72	
Blanks	336	660	634	537	631	323	303	682	359	436	4,901	
TOTAL	1,384	2,175	2,050	1,852	2,018	1,934	2,093	2,113	2,035	2,443	20,097	
Representative in General Court												
David Paul Linsky	1,105	1,610	1,532	1,404	1,499	1,408	1,645	1,596	1,552	1,780	15,131	75.3%
Write-ins	3	0	30	8	32	10	21	20	4	3	131	
Blanks	276	565	488	440	487	516	427	497	479	660	4,835	
TOTAL	1,384	2,175	2,050	1,852	2,018	1,934	2,093	2,113	2,035	2,443	20,097	
Sheriff												
Peter J. Koutoujian	1,069	1,530	1,450	1,329	1,445	1,373	1,577	1,519	1,473	1,677	14,442	71.9%
Write-ins	0	0	16	5	26	5	11	15	5	5	88	
Blanks	315	645	584	518	547	556	505	579	557	761	5,567	
TOTAL	1,384	2,175	2,050	1,852	2,018	1,934	2,093	2,113	2,035	2,443	20,097	
Question # 1												
Yes	504	762	662	600	684	635	617	719	618	657	6,458	32.1%
No	801	1,306	1,301	1,171	1,250	1,217	1,413	1,310	1,317	1,699	12,785	63.6%
Blanks	79	107	87	81	84	82	63	84	100	87	854	
TOTAL	1,384	2,175	2,050	1,852	2,018	1,934	2,093	2,113	2,035	2,443	20,097	
Question #2												
Yes	551	883	770	696	742	736	792	815	779	1,170	7,934	39.5%
No	788	1,235	1,233	1,113	1,245	1,158	1,270	1,255	1,206	1,219	11,722	58.3%
Blanks	45	57	47	43	31	40	31	43	50	54	441	
TOTAL	1,384	2,175	2,050	1,852	2,018	1,934	2,093	2,113	2,035	2,443	20,097	
Question #3												
Yes	1,116	1,650	1,583	1,458	1,551	1,510	1,700	1,671	1,598	1,927	15,764	78.4%
No	213	453	414	353	413	379	368	388	386	472	3,839	19.1%
Blanks	55	72	53	41	54	45	25	54	51	44	494	
TOTAL	1,384	2,175	2,050	1,852	2,018	1,934	2,093	2,113	2,035	2,443	20,097	
Question #4												
Yes	800	1,126	1,026	1,051	1,061	988	1,141	1,162	1,091	1,228	10,674	53.1%
No	547	995	992	773	919	898	929	923	910	1,181	9,067	45.1%
Blanks	37	54	32	28	38	48	23	28	34	34	356	
TOTAL	1,384	2,175	2,050	1,852	2,018	1,934	2,093	2,113	2,035	2,443	20,097	

TOWN MEETING ATTENDANCE

Prec	Last	First	4/12	4/14	4/26	4/28	5/3	5/5	10/18	10/20	10/25	11/1	11/3	11/10
1	Adams	Andrea	-	-	-	-	-	-	Y	Y	-	Y	Y	-
1	Blaha	Michael D.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	Y
1	Chase	Joel B.	Y	Y	Y	Y	Y	Y	Y	-	Y	Y	Y	Y
1	Glaser	Richard A.	Y	Y	Y	-	Y	Y	-	Y	Y	Y	-	Y
1	Goff	Katherine	Y	y	-	Y	Y	Y	Y	Y	-	-	-	-
1	Gols	Lorie K.	Y	-	Y	Y	Y	-	Y	Y	-	Y	Y	-
1	Jones	Nicole	Y	Y	-	Y	Y	Y	Y	-	Y	Y	Y	Y
1	Kane	Jonathan D.	-	-	-	-	-	-	-	-	-	-	-	-
1	Oxman	Lois	-	-	-	-	-	-	-	-	-	-	-	-
1	Pike	Jane	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
1	Vacant													
1	Vacant													
1	Vacant													
1	Vacant													
1	Vacant													
1	Vacant													
1	Vacant													
1	Vacant													
2	Berelowitz	Saul	-	-	-	-	-	Y	Y	-	Y	Y	Y	Y
2	Coffey	David J.	Y	Y	Y	Y	Y	Y	-	-	-	Y	Y	Y
2	Conaway	B. Patrick	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
2	Dellarocca	Paul L.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
2	Doig, Jr.	Alfred	Y	Y	Y	Y	-	-	Y	Y	Y	Y	Y	Y
2	Fitzpatrick	Glen	Y	Y	Y	-	Y	-	Y	Y	-	-	Y	-
2	Gallo	David J.	-	-	Y	-	Y	-	Y	-	Y	Y	Y	-
2	Hughes	Charles M.	Y	-	Y	Y	Y	Y	Y	Y	-	-	-	-
2	Kane	Stephen M.	-	-	-	-	-	-	-	-	-	-	-	-
2	Montross	Richard T.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
2	Montross	Lynne	Y	Y	Y	Y	-	Y	Y	Y	-	-	-	-
2	Robb	Stephen Edwir	Y	Y	-	-	-	-	Y	-	-	Y	Y	-
2	Spiegel	Scott	Y	-	Y	Y	Y	-	Y	Y	-	Y	-	-
2	Strout	Stephen M.	-	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	-
2	Therrien	Christine M.	Y	Y	Y	-	-	Y	Y	-	Y	-	Y	-
2	Wirkala	Jennifer Davis	Y	-	Y	-	Y	Y	Y	-	Y	Y	Y	Y
2	Zucker	Richard A.	Y	Y	-	Y	Y	Y	Y	-	Y	Y	-	Y
2	Zucker	Susan Mande	Y	Y	-	Y	Y	Y	Y	-	Y	Y	-	Y
3	Casey	Donna Volpe	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	D'Costa	Victor P.	Y	-	-	-	-	-	Y	-	-	-	-	-
3	Delehanty	Carol A.	Y	Y	Y	Y	Y	Y	-	Y	Y	Y	Y	Y
3	Desveaux	Sandra J.	Y	Y	Y	Y	Y	Y	Y	-	Y	Y	Y	
3	Falzone	Leah P.	-	Y	Y	Y	Y	Y	Y	Y	-	-	Y	Y
3	Fishman	David H.	Y	Y	Y	Y	Y	-	-	Y	-	-	-	-
3	Grady	Charles A.	Y	Y	Y	Y	Y	Y	Y	Y	-	-	Y	Y
3	Healey	Robert M.	Y	Y	Y	Y	Y	-	Y	Y	Y	-	Y	Y
3	Kuhn	Judith A.	Y	Y	Y	Y	Y	Y	-	-	-	Y	Y	Y
3	Kuhn	Leonard P.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Mathews	Joan R.	-	-	-	-	-	-	-	-	-	-	-	-
3	McDonough	Julie M.	Y	Y	Y	Y	Y	Y	-	Y	-	Y	Y	Y
3	McKenzie	Donna M.	Y	Y	-	-	Y	Y	Y	Y	Y	Y	Y	-
3	Meyer	Andrew J.	Y	Y	Y	-	Y	Y	Y	Y	Y	Y	Y	Y
3	Rodino	Ross J.	Y	-	Y	Y	Y	-	Y	-	Y	Y	Y	-
3	Rowe	Robert	-	Y	-	-	-	Y	Y	-	-	-	-	-
3	Schoenig	William	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Whitney	Bruce D.	Y	Y	-	-	-	-	-	-	-	Y	-	-

Prec	Last	First	4/12	4/14	4/26	4/28	5/3	5/5	10/18	10/20	10/25	11/1	11/3	11/10
4	Alessi	Salvatore A.	-	Y	-	Y	Y	-	-	Y	-	-	Y	Y
4	Balsam	Moire V.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Coburn Jr.	Dirk	Y	Y	Y	Y	Y	-	Y	Y	Y	Y	-	Y
4	Donovan III	John A.	Y	Y	-	-	-	-	Y	Y	-	Y	-	Y
4	Floyd	Diane	Y	-	Y	Y	Y	Y	Y	-	Y	Y	Y	
4	Foley	Richard A.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Freedman	Jonathan H.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
4	Garvin-Conaw	Rhonda J.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Heyde	Brianna M.	Y	Y	Y	Y	Y	Y	Y	Y	-	-	Y	-
4	Kruczynski	Christina E.	Y	-	-	-	-	-	Y	Y	Y	Y	-	-
4	Landry	Douglas L.	Y	-	-	Y	-	-	-	Y	Y	Y	Y	-
4	Nottonson	Nancy B.	-	Y	Y	Y	Y	-	Y	Y	Y	Y	Y	-
4	Nottonson	Peter A.	-	Y	Y	Y	Y	-	Y	Y	Y	Y	Y	-
4	Price	Michael J.	-	-	Y	Y	-	-	Y	-	-	Y	Y	-
4	Sanchez	Barbara Fahey	Y	Y	Y	Y	-	-	Y	Y	Y	Y	Y	Y
4	Schellenberg	Catherine	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Sohl	Daniel C.	Y	Y	Y	-	Y	Y	Y	Y	Y	-	Y	-
4	Szretter	Jeanette	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y	Y
5	Ball	Erica E.	Y	-	Y	Y	Y	Y	Y	Y	y	y	Y	Y
5	Devereaux	Nancy	Y	Y	Y	Y	-	-	Y	Y	y	y	Y	Y
5	Dorant	David	Y	Y	Y	Y	-	Y	-	-	-	-	-	-
5	Drolet	Lawrence L.	Y	Y	Y	Y	-	-	Y	Y	Y	Y	Y	Y
5	Eschtruth	Andrew D.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
5	Everett	James L.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
5	Flynn	Amy K.	Y	Y	Y	-	-	Y	Y	-	Y	-	Y	Y
5	Gillenwater	Todd M.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
5	Joyce	Kathleen C.	-	Y	Y	-	Y	-	-	Y	Y	Y	Y	-
5	Luke	Andrew W.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
5	Merkowitz	Harriet S.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
5	Munnich	Julian J.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
5	Siegel	Matthew D.	Y	Y	-	-	-	-	-	-	-	Y	-	-
5	Snow	Bruce A.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
5	Sugrue	Michael J.	Y	-	Y	-	Y	Y	Y	Y	-	Y	-	-
5	Swartz	Charlotte	Y	Y	-	Y	-	Y	Y	-	Y	-	Y	-
5	Vabulas	Diane V.	Y	Y	Y	Y	Y	Y	-	Y	Y	Y	Y	Y
5	Yang	Kenneth E.	-	Y	Y	-	Y	Y	Y	-	Y	Y	Y	Y
6	Chinetti	Barbara A.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
6	Connolly	Paul E.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
6	Coughlin	Catherine M.	Y	-	Y	Y	Y	Y	-	-	-	-	-	Y
6	DiMasi	Nicholas S.	-	Y	Y	Y	Y	Y	Y	-	-	-	-	-
6	Foss	Charlene B.	Y	Y	Y	-	-	Y	-	Y	Y	Y	Y	Y
6	Foster	Karen A.	Y	Y	Y	-	Y	-	Y	Y	Y	Y	Y	Y
6	Gath	William F.	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y	-
6	Gloff	Carol A.	Y	Y	Y	Y	Y	-	Y	-	Y	Y	Y	-
6	Golden	Peter S.	Y	Y	Y	Y	Y	Y	-	-	-	-	-	-
6	Linehan	Michael F.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
6	Lista	Tony	Y	-	-	Y	Y	-	-	Y	-	Y	Y	Y
6	Mirante Jr.	Dominic	Y	Y	-	Y	Y	Y	Y	-	Y	Y	Y	-
6	Northgraves	Nancy A.	Y	Y	-	Y	Y	Y	-	Y	Y	Y	Y	Y
6	Ostroff	Jeanne Williar	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
6	Ostroff	Joshua	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y	Y
6	Stephen	Richard	Y	Y	Y	Y	Y	Y	-	Y	Y	Y	Y	Y
6	Uyar	Florina R.	Y	-	-	Y	-	-	-	-	-	Y	Y	-
6	Young	Patrick A.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-

Prec	Last	First	4/12	4/14	4/26	4/28	5/3	5/5	10/18	10/20	10/25	11/1	11/3	11/10
7	Checket	Helen Terry	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y	-
7	Conway	Joseph B.	-	-	-	-	-	-	Y	-	-	-	-	-
7	Evans	Bruce T.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
7	Evans	Teresa M.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
7	Fay	Brian P.	Y	Y	-	-	Y	Y	Y	Y	Y	Y	Y	-
7	Griesmer	Paul B.	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y	Y
7	Gruber	Randall P.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
7	Haugland	Henry W.	Y	Y	-	Y	Y	Y	Y	Y	Y	Y	Y	Y
7	Hayre	Dylan	Y	Y	Y	Y	Y	-	-	-	Y	-	-	-
7	Jackson	Evelyn H.	-	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
7	Jennett	Nancy E.	Y	-	Y	-	Y	Y	Y	-	Y	Y	-	-
7	Jennett Jr.	Richard	-	-	Y	Y	Y	-	-	Y	Y	-	Y	Y
7	Keefe	Joseph A.	Y	-	Y	Y	Y	-	Y	-	Y	Y	Y	-
7	Marini	Anthony A.	-	-	Y	-	Y	Y	-	-	Y	-	-	-
7	McNealy	Paul-Jon	Y	Y	-	Y	Y	-	-	-	Y	Y	Y	-
7	Ostroff	Elaine B.	Y	-	-	Y	Y	Y	Y	Y	Y	Y	Y	-
7	Salis	S. Christopher	Y	Y	Y	Y	-	Y	Y	Y	Y	-	Y	-
7	Wollschlager	Linda	Y	Y	-	Y	Y	Y	Y	Y	Y	Y	Y	Y
8	Brown	Mary A.	Y	Y	Y	Y	Y	Y	-	-	-	-	-	-
8	Brown Jr.	James E.	-	Y	Y	Y	Y	Y	-	-	-	Y	Y	-
8	Canning	Robert	Y	Y	-	Y	Y	-	Y	Y	-	Y	-	Y
8	Delaney	Lawrence	Y	Y	Y	Y	-	-	Y	Y	Y	Y	Y	-
8	Filledes	Tass	Y	Y	Y	-	Y	Y	Y	Y	Y	Y	Y	Y
8	Glater	Glen B.	Y	Y	Y	Y	Y	-	-	-	Y	Y	Y	Y
8	Gove	Marjorie	Y	Y	Y	Y	Y	-	Y	Y	Y	Y	-	Y
8	Hanna	Sara R.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
8	Hawley	Glynn E.	Y	Y	Y	-	Y	Y	-	-	Y	Y	Y	Y
8	Hubbard	Thomas E.	Y	Y	Y	-	Y	Y	-	Y	Y	Y	-	-
8	Lawrence-Arc	James	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	Y
8	Moore	Bradford A.	Y	Y	-	-	Y	Y	-	-	-	-	-	-
8	O'Brien	Garry M.	Y	-	Y	-	-	-	Y	-	-	-	-	-
8	Philben	Richard	Y	-	-	-	Y	Y	Y	-	Y	Y	Y	Y
8	Salamoff	Susan G.	Y	Y	Y	-	Y	Y	Y	Y	Y	Y	Y	Y
8	Sidney	Richard	Y	Y	Y	-	Y	-	Y	Y	-	Y	Y	Y
8	Sullivan	Daniel M.	Y	Y	Y	Y	Y	Y	-	Y	Y	-	Y	Y
8	Vitarelli	Gregory R.	Y	-	-	Y	-	-	Y	Y	Y	Y	Y	-
9	Chouinard	Wayne A.	-	-	-	-	-	-	-	-	-	-	-	-
9	Collins	Cathleen M.	Y	-	Y	Y	Y	-	Y	Y	Y	Y	Y	Y
9	Friswell	Donald P.	Y	Y	-	-	Y	-	Y	Y	Y	Y	Y	Y
9	Hannon	Charlotte M.	Y	-	Y	Y	-	-	Y	-	Y	Y	Y	Y
9	Johnson	Edward A.	Y	-	-	-	-	-	-	-	-	-	-	-
9	Joseph	Paul R.	-	-	-	-	-	Y	-	-	-	y	Y	-
9	Joseph	Scott A.	-	-	-	-	-	-	Y	-	Y	-	Y	-
9	Keith	Kevin C.	-	-	Y	-	Y	-	Y	Y	Y	Y	Y	-
9	LaFleur	Sandy	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
9	Mangan	David W.	-	-	-	-	-	-	-	-	-	-	Y	Y
9	Miller	Theresa M.	Y	Y	-	-	-	Y	Y	Y	Y	Y	Y	Y
9	Noonan	Erica	Y	Y	Y	-	-	-	-	-	-	-	-	Y
9	Parr	Jamie	Y	Y	-	Y	Y	Y	-	-	-	-	-	-
9	Parsons	Janice L.	Y	Y	Y	Y	Y	Y	-	-	Y	Y	Y	Y
9	Rochwerger	Andres C	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	-
9	Seiche	Heather S.	Y	Y	Y	Y	Y	Y	-	Y	Y	Y	Y	Y
9	Williamson	James M.	Y	-	-	Y	Y	Y	Y	Y	Y	Y	Y	Y
9	Vacant													

Prec	Last	First	4/12	4/14	4/26	4/28	5/3	5/5	10/18	10/20	10/25	11/1	11/3	11/10
10	Ackerman	Christine	Y	Y	Y	Y	-	Y	Y	Y	Y	Y	Y	-
10	Awkward	Robert J.	Y	Y	Y	-	Y	Y	Y	-	Y	Y	Y	-
10	Bacon	Kathleen	-	-	-	-	Y	Y	Y	-	Y	Y	Y	-
10	Berkowitz	Adam M.	Y	Y	Y	-	Y	Y	Y	Y	Y	-	Y	Y
10	Doherty	Edward J.	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
10	Frail	Christopher A.	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y	Y
10	Hayes	Andrew Patricl	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
10	Kessel	Martin	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
10	Krentzman	David A.	Y	Y	Y	-	Y	Y	Y	-	-	Y	Y	Y
10	Magasanik	Ery	Y	Y	Y	Y	-	-	Y	Y	Y	Y	Y	-
10	Park	Stanley S.	Y	Y	-	Y	Y	Y	Y	Y	-	Y	Y	-
10	Pierce	Jerry L.	Y	-	Y	Y	Y	Y	Y	-	Y	Y	Y	Y
10	Rich	Beverly G.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
10	Richards III	George L.	Y	-	-	-	-	Y	Y	-	Y	-	Y	Y
10	Rosenman	Alan L.	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	Y	Y
10	Shea	Susan A.	Y	-	Y	Y	Y	-	-	-	-	Y	-	-
10	Taylor	Marc S.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
10	Wheeler	Bancroft R.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	-
		TOTAL	**143**	**127**	**124**	**118**	**129**	**115**	**127**	110	**116**	**128**	**129**	**95**
	RESIGNATIONS													
1	Magee IV	John J.	Y	resigne	4/25									

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 April 12, 2016 at 7:30 PM**, then and there to act on the following Articles:

Article 1	Authorize Board of Selectmen to Acquire, Obtain, Abandon or Relocate Easements
Article 2	Committee Article
Article 3	Structured Tax Agreement
Article 4	Elected Officials Salary
Article 5	Personnel Board Classification and Pay Plan
Article 6	Collective Bargaining
Article 7	Fiscal 2016 Omnibus Budget Article
Article 8	Fiscal 2017 Omnibus Budget Article
Article 9	Morse Institute Library Fiscal 2017 Budget
Article 10	Bacon Free Library Fiscal 2016 Budget
Article 11	Bacon Free Library Fiscal 2017 Budget
Article 12	School Bus Transportation Subsidy
Article 13	Re-authorization of Revolving Funds
Article 14	Capital Equipment
Article 15	Capital Improvement
Article 16	Stabilization Fund
Article 17	Operating/Rainy Day Stabilization Fund
Article 18	Capital Stabilization Fund

Article 19 Other Post-Employment Benefits (OPEB) Fund
Article 20 Rescind Authorized, Unissued Debt
Article 21 Increase Personal Property Exemptions
Article 22 Unpaid Bills
Article 23 Conservation Fund Study Committee Report
Article 24 Rescinding Previous Appropriations
Article 25 Change to a Definition in the Zoning By-Law
Article 26 Home Rule Petition: Simplified Street Acceptance Process
Article 27 Acquisition of CSX Saxonville Branch
Article 28 Acquisition of the So-Called Wonderbread Spur
Article 29 Acquisition of 22 Pleasant Street
Article 30 Reorganization of Zoning By-Laws
Article 31 Hear Report, Extend Term and Appropriate Funds for Tiny House Study Committee
Article 32 Amend Town of Natick By-Law Article 24, Section 3.2
Article 33 Appropriate Funds for Design of New West Natick Fire Station
Article 34 Appropriate Funds to the Walcott Fund
Article 35 Appropriate Funds for Route 27 Design
Article 36 Amend General By-Laws Regarding Directional Signage on Public Rights-of-Way
Article 37 Appropriate Funds for Development of a Comprehensive Master Plan
Article 38 Acquisition of 320 Bacon Street
Article 39 Appropriate Funds for Abutters to Lake Street Drainage Project

2016 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
April 12, 2016
First Session

The First Session of the 2016 Spring Annual Town Meeting was called to order at 7:30 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the First Session of 2016 Spring Annual Town Meeting. Mr. Foss presented the official, duly posted warrant signed by the Board of Selectmen with the officer's return thereon to the Town Clerk to be entered into the official record of the town. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office. The oath was given to all new Town Meeting Members. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Paul Griesmer, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Richard Jennett, Chair of the Board of Selectmen; Mr. Chenard, Deputy Town Administrator for Operations; Mr. Towne, Deputy Town Administrator for Finance and a representative from Option Technologies who will be operating the electronic voting system.

The Moderator reviewed the general rules and procedures of Town Meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by ***Town Meeting Time,*** the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

All motions offered for consideration by Town Meeting shall be in writing if required by the Moderator; and all motions involving the expenditure of money shall be in writing when required by any Town Meeting Member. No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, once a member is recognized, it is the practice of Town Meeting to first ask questions, then propose a motion and/or debate the highest ranking motion. This practice is unchanged. Once a speaker is called upon by the Moderator the speaker's time will begin. Time expended asking questions will be considered part of the speaker's time, pursuant to the Natick By-Laws. Responses to the speaker's question will not be considered part of the speaker's requisite time. Each speaker will be limited to three questions, whether or not they are stated singularly or in a compound question and divided by the Moderator. When a question on an article is before Town Meeting, motions shall be received and have precedence as listed in the table entitled "Precedence of Motions," found in the Natick By-Laws, the Town Meeting Member Handbook and ***Town Meeting Time***. Any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking on the matter. The motion for the previous question shall not be entertained by the Moderator if three or more persons, who have not previously spoken to the question, are seeking recognition. Without objection, the preceding statements were accepted as rules of 2016 Spring Annual Town Meeting.

The Moderator suggested a motion to waive the reading of articles and motions. Moved by Mr. Gath, seconded by Mr. Sidney to waive reading the text of all 2016 Spring Annual Town Meeting warrant articles and move to waive reading the text of motions, excluding the amounts to be appropriated and sources of said amounts to be appropriated when motions are provided in the text of Recommendations of the Natick Finance Committee publications. ***The motion passed unanimously.***

Moved by Mr. Freedman seconded by Mr. Jennett to postpone consideration of Article 6 until the end of the 2016 Spring Annual Town Meeting. ***The motion passed unanimously.***

Moved by Ms. Collins, seconded by Mr. Pierce to postpone consideration of Article 8 until the first order of business on Tuesday, April 26, 2016. ***The motion passed by majority vote***.

The Moderator made several announcements regarding upcoming community events.

The Moderator explained that Town Meeting will be using hand held electronic voting devices to vote and there was a test vote.

Ms. White made a presentation regarding the dedication of the Annual Report to Kenneth Soderholm. This presentation was read into the record of Town Meeting. Mr. Soderholm thanked the community and Town Meeting.

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.

Mr. Soderholm thanked the community and Town Meeting.

The Moderator explained that the Board of Selectmen called a Special Town Meeting which coincides with the Spring Annual Town Meeting. Ms. Ball moved, seconded by Mr. Gath to adjourn the 2016 Spring Annual Town Meeting until adjournment or dissolution of the 2016 Special Town Meeting #1. ***The motion passed unanimously.***

The meeting adjourned at 8:00PM to go into 2016 Special Town Meeting #1and reopened after 2016 Special Town Meeting #1 adjourned at 9:35 PM. At this time 2016 Spring Annual Town Meeting resumed its business.

ARTICLE 1: Authorize Board of Selectmen to Acquire, Obtain, Abandon or Relocate Easements (Board of Selectmen)
To see if the Town will vote to authorize the Board of Selectmen, during Fiscal Year 2017, 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 2017 to abandon or relocate easements acquired for any of the foregoing purposes; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 11 - 0 - 0 on February 23, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 1 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 authorize the Board of Selectmen, during Fiscal Year 2017, 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, subsequent to a public hearing, during Fiscal Year 2017 to abandon or relocate easements acquired for any of the foregoing purposes.

Ms. White spoke to this article. ***The main motion under Article 1 passed by majority vote (120-1-1).***

ARTICLE 2: Committee Article (Board of Selectmen)
To see if the Town will vote to receive the reports of town officers, boards, and committees; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 8 - 0 - 0 on March 17, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 2 as presented in the voted recommended motion below.

MOTION (Requires majority vote)
Moved by Mr. Evans seconded by Mr. Griesmer to take no action on this article.

The main motion to take no action on Article 2 passed by majority vote.

ARTICLE 3: Structured Tax Agreement (Town Administrator)
To see if the Town, pursuant to the provisions of Chapter 59, Section 38H of the Massachusetts General Laws, or other applicable law, will vote to authorize the Board of Selectmen to enter into an agreement with Highland Street Natick Solar LLC or its affiliate or assignee for payment in lieu of real and personal property taxes with respect to solar photovoltaic electric-generating facilities on land owned by the Walnut Hill Prep School at 12 Highland Street, Natick MA (Town of Natick Assessors' Map 36, Lot 236A) 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; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 11 - 0 - 0 on February 23, 2016, the Finance Committee recommends ***Favorable 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 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 Highland Street Natick Solar LLC or its affiliate or assignee for payment in lieu of real and personal property taxes with respect to solar photovoltaic electric-generating facilities on land owned by the Walnut Hill Prep School at 12 Highland Street, Natick MA (Town of Natick Assessors' Map 36, Lot 236A) 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.

Ms. White spoke to this article. ***The main motion under Article 3 passed by majority Vote (122-4-1).***

ARTICLE 4: Elected Officials Salary (Town Administrator)
To see if the Town will vote to fix the salary and compensation of all elected officers of the Town of Natick for Fiscal Year 2017 (July 1, 2016 through June 30, 2017) as provided by Section 108 of Chapter 41 of the General Laws, as amended; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 9 - 0 - 0 on March 23, 2016, the Finance Committee recommends ***Favorable 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 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, 2017 through June 30, 2017, as provided by Section 108 of Chapter 41 of the Massachusetts General Laws: Town Clerk: $90,000.

Ms. White spoke to this article. Discussion ensued on this article. ***The main motion under Article 4 passed by majority vote (99-10-11).***

ARTICLE 5: Personnel Board Classification and Pay Plan (Town Administrator)
To see if the Town, pursuant to the authority contained in Section 108A of Chapter 41 of the General Laws, will vote to amend the by-laws by adding to Article 24, Section 3, a new paragraph deleting certain position titles, adding new position titles and effecting changes in the salary ranges as presently established; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 8 - 0 - 0 on March 17, 2016, 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 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 Classification and Pay Plan that is incorporated by reference into Article 24, Section 3, Paragraph 3.10 with the new Classification and Pay Plan as follows:

Town of Natick
Classification and Pay Plan
Fiscal Year 2017
Effective July 1, 2016

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 Maintenance Manager
Golf Course Manager
Housing/General Planner

GRADE 3 Continued
Information Systems Data Base Administrator
Information Systems Network Administrator
Local Building Inspector (certified)
Planner/Conservation Agent
Procurement Manager
Public Health Nurse
Regulatory Compliance Coordinator
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
Facility Custodial Supervisor
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

3/23/2016

Town of Natick

Part-Time Classification and Pay Plan

Fiscal Year 2017

Effective July 1, 2016

Hourly Wage Scale

Grade	Minimum	Point 1	Point 2	Maximum
1	$ *10.00	$ 14.00	$ 17.00	$ 20.00
2	$ 14.00	$ 24.00	$ 27.00	$ 30.00
3	$ 24.00	$ 34.00	$ 37.00	$ 40.00

Grade 1	Grade 2	Grade 3
Assistant Leader (Rec)	Administrative Support (Grants)	Adult Contractor
Assistant Swim Coach	Assistant Director (Rec)	Building Inspector
Attendant (Rec)	Beach Manager	Certified Sports Official
Building Monitor I (Rec)	Bookkeeper	Instructor III
Bus Dispatcher	Building Monitor II (Rec)	Laborer III
Bus Driver	Camp Director	Nurse (RN)
Cart Attendant (Golf)	Community Garden Coordinator	Volunteer Coordinator II
Clerical Assistant	Conservation Agent	
Club House Attendant (Golf)	Election Warden	
Club House Supervisor (Golf)	Golf Course Mechanic	
Concession Manager	Head Lifeguard	
Custodian	Instructor II	
Deputy Animal Control Officer	Laborer II	
Election Clerk	Library Assistant (Bacon)	
Election Inspector	Meter Enforcement Operator	
Equipment Operator (Golf)	Plumbing and Wiring Inspector	
Instructor	Police Matron	
Laborer I	Police Transcriber	
Leader/Counselor (Rec)	Program Assistant	
Library Page (Morse)	Program Supervisor (Rec)	
Lifeguard	Recycling Attendant	
Parking Clerk	School Crossing Guard	
Ranger/Starter (Golf)	Seasonal Construction Engineer	
Receptionist	Social Worker	
School Crossing Guard (1st Year)	Swim Coach	
Senior Counselor (Certified-Rec)	Transportation Coordinator	
Specialist (Rec)	Volunteer Coordinator I	
Timer/Scorer		

Position	Annual Rate
Inspector of Animals	$ 3,750.00
Registrar of Voters	$ 966.00
Town Meeting Page	$50.00 / Session

*Minimum Wage rate of $10.00 effective through December 31, 2016 and $11.00 effective January 1, 2017.

3/23/2016

Mr. Levinsky spoke to this article. ***The main motion under Article 5 passed by majority vote (107-3-2).***

Mr. Sidney moved seconded by Ostroff to adjourn. ***The motion to adjourn passed by a majority vote. The meeting adjourned at 10:12 PM until Thursday, April 14, 2016 at 7:30 PM.***

A record of the First Session of
2016 Spring Annual Town Meeting
April 12, 2016

_____
Diane Packer, Town Clerk

2016 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
April 14, 2016
Second Session

The Second Session of the 2016 Spring Annual Town Meeting was called to order at 7:35 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Second Session of 2016 Spring Annual Town Meeting. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office. The oath was given to all new Town Meeting Members. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Paul Griesmer, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Nicholas Mabardy, Vice Chair of the Board of Selectmen; Mr. Chenard, Deputy Town Administrator for Operations; Mr. Towne, Deputy Town Administrator for Finance and a representative from Option Technologies who will be operating the electronic voting system.

The Moderator reviewed the general rules and procedures of Town Meeting that were accepted at the previous session of this meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by ***Town Meeting Time,*** the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The Moderator made several announcements regarding upcoming community events. The Moderator announced that the meeting will begin with Article7 and then move Article 9.

ARTICLE 7: Fiscal 2016 Omnibus Budget Article (Town Administrator)
To determine what sum or sums of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest, during Fiscal Year 2016 (July 1, 2015 through June 30, 2016) and to provide for a reserve fund for Fiscal Year 2016, and to see what budgets for Fiscal 2016 will be reduced to offset said additional appropriations; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 10 - 0 - 0 on March 15, 2016, 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 the Town take No Action with regard to the subject matter of Article 7.

Ms. White spoke to this article. ***The motion to take no action under Article 7 passed by majority vote.*** This vote was not counted using the electronic voting technology.

ARTICLE 9: Morse Institute Library Fiscal 2017 Budget (Town Administrator)
To see what sum of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Morse Institute Library, for Fiscal Year 2017 (July 1, 2016 through June 30, 2017); or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 12 - 0 - 0 on February 25, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 9 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 appropriate the Total Budget Amount shown below to be expended under the direction of the Morse Institute Board of Trustees for the operation of the Morse Institute Library, for the Fiscal Year July 1, 2016 through June 30, 2017.

Morse Institute Library	
Salaries & Expenses	$2,109,608
Total Budget Amount – Morse Institute Library	$2,109,608

And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2017	$2,109,608
Total Sources	$2,109,608

Ms. Stetson, Director of the Morse Institute Library, spoke to this article. ***The main motion under Article 9 passed by majority vote (114-1-0).***

ARTICLE 10: Bacon Free Library Fiscal 2016 Budget (Town Administrator)
To see what sum of money the Town will vote to raise and appropriate, or transfer from available funds for the maintenance and operation of the Bacon Free Library for Fiscal Year 2016 (July 1, 2015 through June 30, 2016); or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 12 - 0 - 0 on February 25, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 10 as presented in the voted recommended motion below.

MOTION (Requires majority vote)
Moved by Mr. Evans seconded by Mr. Griesmer to vote that the Town appropriate from free cash the sum of $3,100 to be expended under the authority of the Bacon Free Library Maintenance Committee to supplement the FY 2016 Bacon Free Library budget for salaries.

Mr. Towne spoke to this article. ***The main motion under Article 10 passed by majority vote (117-0-1).***

ARTICLE 11: Bacon Free Library Fiscal 2017 Budget (Town Administrator)
To see what sum of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Bacon Free Library, for Fiscal Year 2017 (July 1, 2016 through June 30, 2017); or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 12 - 0 - 0 on February 25, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 11 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 appropriate the Total Budget Amount below to be expended under the direction of the Bacon Free Library Maintenance Committee for the operation of the Bacon Free Library, for the Fiscal Year July 1, 2016 through June 30, 2017.

Bacon Free Library	
Salaries & Expenses	$164,864
Total Budget Amount – Bacon Free Library	$164,864

And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2017	$164,864
Total Sources	$164,864

Mr. Donovan (Precinct 4 Town Meeting Member and Chair, Bacon Free Library Board of Trustees) spoke to this article. ***The main motion under Article 10 passed by majority vote (118-0-1.)***

ARTICLE 12: School Bus Transportation Subsidy (Superintendent of Schools)
To see if the Town will vote to appropriate and raise, or transfer from available funds, a sum of money for the purpose of operation and administration of the school bus transportation system, and to reduce or offset fees charged for students who elect to use the school bus transportation system for transportation to and from school, for Fiscal Year 2017 (July 1, 2016 through June 30, 2017); or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 11 - 0 - 0 on February 23, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 12 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 appropriate the sum of $382,720 from Tax Levy for the purpose of operation and administration of the school bus transportation system for FY 2017, 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.

Mr. Hurley, Director of Finance, Natick Public Schools, spoke to this article. ***The main motion under Article 12 passed by majority vote (115-4-0).***

ARTICLE 13: Re-Authorization of Revolving Funds (Town Administrator)
To see if the Town will vote to authorize the use of revolving funds previously established pursuant to votes of Town Meeting; to determine: 1) the programs and purposes for which each such revolving fund may be expended; 2) the departmental receipts which shall be credited to each such revolving fund; 3) the board, department or officer authorized to expend money from each such revolving fund; and 4) a limit on the total amount which may be expended from each such revolving fund in the fiscal year which begins on July 1, 2016; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATIONS
The Finance Committee voted on each individual motion on February 25, 2016. Their recommendations are as follows:

Motion A:	12-0-0
Motion B:	12-0-0
Motion C:	12-0-0
Motion D:	11-0-1
Motion E:	12-0-0
Motion F:	11-0-1
Motion G:	12-0-0
Motion H:	12-0-0
Motion I:	12-0-0

Ms. White spoke to all the motions under this article. Department Heads were available to answer any question.

MOTION A: (Requires majority vote)
Moved by Mr. Evans seconded by Mr. Griesmer that the Town vote, pursuant to Chapter 44, 53E ½ of the Massachusetts General Laws, to authorize the Department of Public Works, under the supervision of the Department of Public Works and the Town Administrator, to expend up to and including $100,000 during the fiscal year beginning July 1, 2016, in order to utilize revenue from the sale of surplus vehicles and equipment for the purpose of purchasing of vehicles and equipment at auction from the revolving fund established by vote of the April 2005 Annual Town Meeting under Article 17.

Motion A under Article 13 passed by majority vote (120-1-0).

MOTION B: (Requires majority vote)
Moved by Mr. Evans seconded by Mr. Griesmer that the Town vote, pursuant to Chapter 44, 53E ½ 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 during the fiscal year beginning on July 1, 2016, in order to utilize revenue 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 B under Article 13 passed unanimously (120-0-0).

MOTION C: (Requires majority vote)
Moved by Mr. Evans seconded by Mr. Griesmer that the Town vote, pursuant to Chapter 44, 53E ½ 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 during the fiscal year beginning on July 1, 2016, in order to utilize revenue collected from rental of facilities at the Morse Institute Library for the purpose of maintenance and repair of Library facilities and equipment and the purchase of equipment for the Library, from the revolving fund established by vote of the 2006 Spring Annual Town Meeting under Article 20.

Motion C under Article 13 passed by majority vote (119-1-0).

MOTION D: (Requires majority vote)
Moved by Mr. Evans seconded by Mr. Griesmer that the Town vote, pursuant to Chapter 44, 53E ½ 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 during the fiscal year beginning July 1, 2016, in order to utilize revenue 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 D under Article 13 passed by majority vote (117-2-0).

MOTION E: (Requires majority vote)
Moved by Mr. Evans seconded by Mr. Griesmer that the Town vote, pursuant to Chapter 44, 53E ½ of the Massachusetts General Laws, to authorize the Director of Public Health, under the supervision of the Board of Health, to expend up to and including $40,000 during the fiscal year beginning July 1, 2016, in order to utilize revenue 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 flue 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 E under Article 13 passed unanimously (123-0-0).

MOTION F: (Requires majority vote)
Moved by Mr. Evans seconded by Mr. Griesmer that the Town vote, pursuant to Chapter 44, 53E ½ 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, 2016, in order to utilize revenue 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 F under Article 13 passed by majority vote (120-1-0).

MOTION G: (Requires majority vote)
Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote, pursuant to Chapter 44, 53E ½ 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, 2016, in order to utilize revenue 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 2014 Spring Annual Town Meeting under Article 33.

Motion G under Article 13 passed by majority vote (120-3-0).

MOTION H: (Requires majority vote)
Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote, pursuant to Chapter 44, 53E ½ of the Massachusetts General Laws, to authorize the Sustainability Coordinator, under the supervision of the Town Administrator, to expend up to and including $25,000 during the fiscal year beginning July 1, 2016, in order to utilize revenue received through the Town's Pay for Performance energy rewards program for the purpose of funding energy conservation and renewable energy projects, from the revolving fund established by vote of the 2015 Spring Annual Town Meeting under Article 19.

Motion H under Article 13 passed by majority vote (117-3-1).

MOTION I: (Requires majority vote)
Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote, pursuant to Chapter 44,

53E ½ of the Massachusetts General Laws, to authorize the Treasurer/Collector, under the supervision of the Finance Director, to expend up to and including $100,000 during the fiscal year beginning July 1, 2016, in order to utilize revenue 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 for the purpose of funding expenses associated with a tax taking or tax title foreclosure, from the revolving fund established by vote of the 2015 Fall Annual Town Meeting under article 28.

Motion I under Article 13 passed by majority vote (120-2-1).

ARTICLE 14: Capital Equipment (Town Administrator)
To see if the Town will vote to appropriate and raise, borrow or otherwise provide, a sum of money as may be required for capital equipment for the various departments of the Town of Natick; to determine whether this appropriation shall be raised by borrowing or otherwise; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATIONS
The Finance Committee voted on each individual motion on March 8, 2016. The votes on all of these motions were 10-0-0.

Mr. Chenard, Deputy Town Administrator of Operations made a presentation on this Article and members asked questions and debated each individual motion.

Motion A was moved by Mr. Evans, seconded by Mr. Griesmer.

MOTION A: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of $779,200 to be expended under the direction of the Natick Public Schools for the purpose of replacing NSD-80 (Delivery Truck), Police Department for the purpose of replacing police cruisers, replacing automatic external defibrillators, replacing/adding security cameras, 911 software enhancement, and purchasing radio equipment parts, under the direction of the Public Works Department for the purpose of LED streetlight conversion, stormwater permit impact study, installing crosswalk signal systems, replacing LF-16 (athletic field mower), replacing LF-1, and completing a tree inventory, and under the direction of the Community Services Department for the purpose of playground safety updates, and under the direction of the Facilities Management Department for the purpose of installing an irrigation system at the Natick High School, replacing the privacy partitions at the Brown School, adding water bottle fillers at the Natick High School, replacing auditorium AC compressors at the Wilson School, and replacing NFM-88, and under the direction of the Human Resources Department for the purpose of purchasing HR management software, individually shown as items 1, 2, 3, 4, 5, 6, 8, 9, 10, 14, 15, 16, 17, 18, 19, 20, 21, 22, and 23 in Table A below, and that to meet this appropriation the sum of $779,200 be raised from the Capital Stabilization Fund.

TABLE A - MOTION A: Article 14 - Capital Equipment - 2016 Spring Annual Town Meeting

Item #	Department	Item	Funding Source		Amount
1	Public Schools	Replace NSD-80 (Delivery Truck)	Capital Stab. Fund	$	42,000
2	Police Department	Cruiser Replacement	Capital Stab. Fund	$	82,000
3	Police Department	Replace Automatic External Defibrillators	Capital Stab. Fund	$	35,200
4	Police Department	Replace/Add Security Cameras	Capital Stab. Fund	$	15,000
5	Police Department	911 Software Enhancement	Capital Stab. Fund	$	14,000
6	Police Department	Replacement Radio Equipment Parts	Capital Stab. Fund	$	24,000
8	Public Works	LED Streetlight Conversion	Capital Stab. Fund	$	65,000
9	Public Works	Stormwater Permit Impact Study	Capital Stab. Fund	$	50,000
10	Public Works	Install Crosswalk Signal Systems	Capital Stab. Fund	$	60,000
14	Public Works	Replace LF-16 (Athletic Field Mower)	Capital Stab. Fund	$	80,000
15	Public Works	Replace LF-1	Capital Stab. Fund	$	35,000
16	Public Works	Tree Inventory	Capital Stab. Fund	$	10,000
17	Community Services	Playground Safety Updates	Capital Stab. Fund	$	25,000
18	Facilities Management	Natick High School - Install Irrigation System	Capital Stab. Fund	$	55,000
19	Facilities Management	Brown - Replace the Privacy Partitions	Capital Stab. Fund	$	50,000
20	Facilities Management	Natick High School - Replace Water Fountains with Bottle Fillers	Capital Stab. Fund	$	12,000
21	Facilities Management	Wilson - Replace Auditorium AC Compressors	Capital Stab. Fund	$	50,000
22	Facilities Management	Replace NFM-88	Capital Stab. Fund	$	40,000
23	Human Resources	HR Management Software	Capital Stab. Fund	$	35,000
Appropriation under Article 14: MOTION A				**$**	**779,200**

Motion A under Article 14 passed by a two-thirds vote (119-2-2).

Motion B was moved by Mr. Evans, seconded by Mr. Griesmer.

MOTION B: (two-thirds vote required)

Move that the Town vote to appropriate the sum of $832,000 to be expended under the direction of the Fire Department for the purpose of replacing an ambulance, and under the direction of the Public Works Department for purpose of replacing H-50 (Dump Truck), replacing H-63 (Street Sweeper), and under the direction of the Finance Department, for the purpose of purchasing and converting the accounts receivable software, individually shown as items 7, 12, 13, and 24, in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $832,000 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 $832,000 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 14 - Capital Equipment - 2016 Spring Annual Town Meeting

Item #	Department	Item	Funding Source		Amount
7	Fire Department	Replace Ambulance	Tax Levy Borrowing	$	225,000
12	Public Works	Replace H-50 (Dump Truck)	Tax Levy Borrowing	$	135,000
13	Public Works	Replace H-63 (Street Sweeper)	Tax Levy Borrowing	$	212,000
24	Finance	Accounts Receivable Software Purchase and Conversion	Tax Levy Borrowing	$	260,000
Appropriation under Article 14: MOTION B				**$**	**832,000**

Motion B under Article 14 passed by two-thirds vote (121-1-0).

Motion C was moved by Mr. Evans, seconded by Mr. Griesmer.

MOTION C: (two-thirds vote required)

Move that the Town vote to appropriate the sum of $345,000 to be expended under the direction of the Public Works Department for purpose of installing water pump variable frequency drives and controls, and replacing W-23 (Dump Truck), individually shown as items 25, and 27, in Table C below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $345,000 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 $345,000 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 14 - Capital Equipment - 2016 Spring Annual Town Meeting

Item #	Department	Item	Funding Source		Amount
25	Water/Sewer Enterprise	Springvale Treatment Plant - Water Pump VFD's	W/S Borrowing	$	120,000
27	Water/Sewer Enterprise	Replace W-23 (Dump Truck)	W/S Borrowing	$	225,000
Appropriation under Article 14: MOTION C				**$**	**345,000**

Motion C under Article 14 passed by two-thirds vote (118-1-1).

Motion D was moved by Mr. Evans, seconded by Mr. Griesmer.

MOTION D: (majority vote required)

Move that the Town vote to appropriate the sum of $174,000 to be expended under the direction of the Department of Public Works for the purpose of installing a sewer grinder pump at the Bradford Rd Sewer Pump Station, replacing W-12 (Air Compressor), replacing Hyrdo-Hammer Attachment, and replacing stand by generator transfer switches individually shown as items 26, 28, 29 and 30 in Table D below, and that to meet this appropriation the sum of $174,000 be raised from Water & Sewer Retained Earnings.

TABLE D, MOTION D: Article 14 - Capital Equipment - 2016 Spring Annual Town Meeting

Item #	Department	Item	Funding Source		Amount
26	Water & Sewer	Bradford Rd Sewer Pump Station - Sewer Grind Pump	W/S Retained Earning	$	50,000
28	Water & Sewer	Replace W-12 (Air Compressor)	W/S Retained Earning	$	30,000
29	Water & Sewer	Replace Hydro-Hammer Attachment	W/S Retained Earning	$	19,000
30	Water & Sewer	Replace Stand By Generator Transfer Switches	W/S Retained Earning	$	75,000
Appropriation under Article 14: MOTION D				**$**	**174,000**

Motion D under Article 14 passed unanimously (120-0-0).

Motion E was moved by Mr. Evans, seconded by Mr. Griesmer.

MOTION E: (two-thirds vote required)

Move that the Town vote to appropriate the sum of $295,000 to be expended under the direction of the Department of Public Works for the purpose of replacing a trash packer truck, individually shown as item 11 in Table E below, and for the payment of all costs incidental and related thereto, and that to meet this appropriation, (i) $36,000 is transferred from the balance of the amount previously appropriated and borrowed by the Town under Article 5 Motion B of the Warrant at the October 2012 Fall Annual Town Meeting to pay costs of Recycling Packer Trucks, 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 $259,000 under and pursuant to Chapter 44, Section 7(9) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor aggregating not more than $259,000 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 E, MOTION E: Article 14 - Capital Equipment - 2016 Spring Annual Town Meeting

Item #	Department	Item	Funding Source		Amount
11	Public Works	Replace S-33 (Trash Packer)	Reappropriation / Tax Levy Borrowing	$	295,000
Appropriation under Article 14: MOTION E				**$**	**295,000**

Motion E under Article 14 passed by a two-thirds vote (117-2-1).

ARTICLE 15: ***Capital Improvement (Town Administrator)***

To see if the Town will vote to appropriate and raise, borrow or otherwise provide, a sum of money to implement a Capital Improvement Program, to protect the physical infrastructure of the Town of Natick; to determine whether this appropriation shall be raised by borrowing or otherwise; or to otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATIONS

The Finance Committee voted on each individual motion on March 8, 2016. The votes on the motions were as follows:

Motion A: 11-0-0
Motion B 1: 11-0-0
Motion B 2: 12-0-0
Motion C: 11-0-0
Motion D: 10-1-0
Motion E: 11-0-0

Mr. Chenard, Deputy Town Administrator of Operations made a presentation on this Article and members asked questions and debated each individual motion.

Motion A was moved by Mr. Evans, seconded by Mr. Griesmer.

MOTION A: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of $380,000 to be expended under the direction of the Department of Public Works for the purpose of resurfacing the Public Works Facility, and replacing trees, under the direction of the Facilities Management Department to resurface/expand the Brown School parking area, replace the administration area carpet at the Wilson School, to complete the window replacement project at the Johnson School, to add storage to the Bennett-Hemenway School, to replace the roof at Fire Station 3, and to replace carpet at Town Hall, individually shown as items 3, 4, 9, 12, 13, 15, 16, and 17 in the Table A below, and that to meet this appropriation the sum of $380,000 be raised from the Capital Stabilization Fund.

TABLE A, MOTION A: Article 15 - Capital Improvement - 2016 Spring Annual Town Meeting

Item #	Department	Item	Funding Source		Amount
3	Public Works	Resurface Public Works Facility	Capital Stab. Fund	$	100,000
4	Public Works	Tree Replacement	Capital Stab. Fund	$	30,000
9	Facilities Management	Brown - Resurface / Expand Parking	Capital Stab. Fund	$	85,000
12	Facilities Management	Wilson - Carpet Replacement Administration Area	Capital Stab. Fund	$	20,000
13	Facilities Management	Johnson - Complete Window Project	Capital Stab. Fund	$	19,000
15	Facilities Management	Bennett-Hemenway - Additional Storage	Capital Stab. Fund	$	31,000
16	Facilities Management	Fire Station 3 - Roof Replacement	Capital Stab. Fund	$	65,000
17	Facilities Management	Town Hall - Carpet Replacement	Capital Stab. Fund	$	30,000
Appropriation under Article 15: MOTION A				**$**	**380,000**

Motion A under Article 15 passed by a two-thirds vote (114-2-2).

Motion B1 was moved by Mr. Evans, seconded by Mr. Griesmer.

MOTION B1: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of $1,960,000 to be expended under the direction of the Department of Public Works for the purpose of road and sidewalk improvements, and field renovations, under the direction of the Facilities Management Department for the purpose of replacing the East School Roof, replacing sidewalks at the Brown School, replacing sidewalks at the Wilson School, and to replace the roof on the DPW Equipment Maintenance Garage, individually shown as items 1, 5, 8, 10, 11, and 14 in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $1,960,000 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 $1,960,000 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 B1, MOTION B1: Article 15 - Capital Improvement - 2016 Spring Annual Town Meeting

Item #	Department	Item	Funding Source		Amount
1	Public Works	Roads and Sidewalk Improvements	Tax Levy Borrowing	$	1,000,000
5	Public Works	Field Renovations	Tax Levy Borrowing	$	167,000
8	Facilities Management	Replace the East School Roof	Tax Levy Borrowing	$	280,000
10	Facilities Management	Brown - Replace the Sidewalks	Tax Levy Borrowing	$	105,000
11	Facilities Management	Wilson - Replace the Sidewalks	Tax Levy Borrowing	$	108,000
14	Facilities Management	DPW Equipment Maintenance Garage - Roof Replacemen	Tax Levy Borrowing	$	300,000
Appropriation under Article 15: MOTION B1				**$**	**1,960,000**

Moved by Mr. Fishman, seconded by Mr. Filledes to amend Motion B1, Item 1 Public Works, Roads and Sidewalk Improvements by deleting the amount of $1,000,000 and insert the amount of $3,000,000 and the total appropriation will be $3,960,000.
There was debate on the amendment. Mr. Magasanik moved to amend the amendment that the $3,000,000 be borrowed at no greater than 2% per annum. There was no second on that amendment. Debate continued on the amendment to the main motion. Ms. Foss moved, seconded by Mr. Gath to close debate on the amendment. ***The motion to close debate passed by two-thirds vote. The amendment failed (11-92-5). Motion B1 under Article 15 passed by two-thirds vote (105-1-1).***

Mr. Ostroff moved seconded by Ms. Foss to adjourn. ***The motion to adjourn passed by a majority vote. The meeting adjourned at 10:30 PM until Tuesday, April 26, 2016 at 7:30 PM.***

A record of the Second Session of
2016 Spring Annual Town Meeting
April 14, 2016

_____
Diane Packer, Town Clerk

2016 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
April 26, 2016
Third Session

The Third Session of the 2016 Spring Annual Town Meeting was called to order at 7:30 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Third Session of 2016 Spring Annual Town Meeting. The Moderator asked that any recently elected or appointed members of Town Meeting stand to take the oath of office if they had not already done so. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Paul Griesmer, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Richard Jennett, Chair of the Board of Selectmen; Mr. Chenard, Deputy Town Administrator for Operations; Mr. Towne, Deputy Town Administrator for Finance and a representative from Option Technologies who will be operating the electronic voting system.

The Moderator reviewed the general rules and procedures of Town Meeting that were accepted at the previous session of this meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by ***Town Meeting Time,*** the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The Moderator made several announcements regarding upcoming community events.

The Moderator announced that at the end of the last session Town Meeting completed its business through Article 15, Motion B1. The Moderator suggested that Town Meeting complete its business under Article 15

prior to moving on the Article 8. Moved by Mr. Sidney, seconded by Mr. Jennett to postpone consideration of Article 8 until completion of Article 15. ***The motion passed by majority vote (102-7-1).***

Moved by Mr. Awkward seconded by Ms. Coughlin to postpone consideration of Article 29 until the first order of business on Thursday, May 5, 2016. ***The motion passed by majority vote (75-35-5).***

Ms. Evans moved, seconded by Mr. Munnich to postpone consideration of Article 37 until the first order of business on Tuesday, May 3, 2016. ***The motion passed by majority vote (103-11-1).***

ARTICLE 15: ***Capital Improvement (Town Administrator)***
To see if the Town will vote to appropriate and raise, borrow or otherwise provide, a sum of money to implement a Capital Improvement Program, to protect the physical infrastructure of the Town of Natick; to determine whether this appropriation shall be raised by borrowing or otherwise; or to otherwise act thereon. Motion B2 was moved by Mr. Evans seconded by Mr. Griesmer.

TABLE B2, MOTION B2: Article 15 - Capital Improvement - 2016 Spring Annual Town Meeting

Item #	Department	Item	Funding Source		Amount
6	Community Services	East School Field Renovation - Engineering	Tax Levy Borrowing	$	200,000
7	Community Services	Navy Yard Field Renovation - Engineering	Tax Levy Borrowing	$	100,000
Appropriation under Article 15: MOTION B2				**$**	**300,000**

Motion B2 under Article 15 passed by two-thirds vote (115-2-1).

Motion C was moved by Mr. Evans seconded by Mr. Griesmer.

MOTION C: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of $690,000 to be expended under the direction of the Public Works Department for purpose of replacing ground water wells, and installing a re-use tank at the Springvale Water Treatment Plant, individually shown as items 18, and 19, in Table C below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $690,000 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 $690,000 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 15 - Capital Improvement - 2016 Spring Annual Town Meeting

18	Water Sewer Enterprise	Replace Ground Water Wells	W/S Borrowing	$	300,000
19	Water Sewer Enterprise	Install Springvale Water Treatment Plant Re-use Tank	W/S Borrowing	$	390,000
Appropriation under Article 15: MOTION C				**$**	**690,000**

Motion C under Article 15 passed by two-thirds vote (114-2-1).

Motion D was moved by Mr. Evans seconded by Mr. Griesmer.

MOTION D: (two-thrids vote required)

Move that the Town vote to appropriate the sum of $100,000 to be expended under the direction of the Community Services Department for the purpose of replacing the irrigation pond liner, individually shown as items 20 in Table D below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $100,000 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 $100,000 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 D, MOTION D: Article 15 - Capital Improvement - 2016 Spring Annual Town Meeting

Item #	Department	Item	Funding Source		Amount
20	Golf Course Enterprise	Replace Irrigation Pond Liner	Golf Course Borrowing	$	100,000
Appropriation under Article 15: MOTION D				**$**	**100,000**

Motion D under Article 15 passed by two-thirds vote (115-6-0).

Motion E was moved by Mr. Evans seconded by Mr. Griesmer.

MOTION E: (two-thirds vote required)

Move that the Town vote to appropriate the sum of $2,500,000 to be expended under the direction of the Department of Public Works for the purpose of Cottage Street Roadway Improvements, individually shown as item 2 in Table E below, and for the payment of all costs incidental and related thereto, and that to meet this appropriation, (i) $30,000 is transferred from the balance of the amount previously appropriated and borrowed by the Town under Article 13 Motion B of the Warrant at the April 2011 Spring Annual Town Meeting to pay costs of Eliot and South Street Intersection Improvements, which amount is no longer needed to complete the project for which it was originally borrowed, and (ii) $210,000 is transferred from the balance of the amount previously appropriated and borrowed by the Town under Article 10 Motion A of the Warrant at the October 2010 Fall Annual Town Meeting to pay costs of Oak Street Road Improvements, which amount is no longer needed to complete the project for which it was originally borrowed, and (iii) $5,000 is transferred from the balance of the amount previously appropriated and borrowed by the Town under Article 10 Motion A of the Warrant at the October 2010 Fall Annual Town Meeting to pay costs of Rt 27 Pavement Resurfacing, which amount is no longer needed to complete the project for which it was originally borrowed, and the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow $2,255,000 under and pursuant to Chapter 44, Section 7(9) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor aggregating not more than $2,255,000 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 E, MOTION E: Article 15 - Capital Improvement- 2016 Spring Annual Town Meeting

Item #	Department	Item	Funding Source		Amount
2	Public Works	Cottage Street Roadway Improvements	Reapprop/Tax Levy Borr	$	2,500,000
Appropriation under Article 15: MOTION E				**$**	**2,500,000**

Motion E under Article 15 passed by two-thirds vote (111-6-1).

ARTICLE 8: ***Fiscal 2017 Omnibus Budget Article (Town Administrator)***

To determine what sum of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest during Fiscal Year 2017 (July 1, 2016 to June 30, 2017), and to provide for a reserve fund for Fiscal Year 2017; or to otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATIONS

The Finance Committee made recommendations on each motion in this article. The recommendation will be listed prior to the motion.

Motion A1: Natick Public Schools
By a vote of 12 - 0 - 0 on March 30, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the **Natick Public Schools** budget as presented in the voted recommended motion below.

Motion (requires majority vote)
Motion A1: Moved by Mr. Evans seconded by Mr. Griesmer that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the department shown below, said funds are to be expended under the direction of the Natick School Committee:

Natick Public Schools	
Salaries & Expenses	$57,778,570
Total Natick Public Schools	$57,778,570

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

Tax Levy of Fiscal Year 2017	$57,778,570

At this time the Ms. White, Town Administrator gave a presentation regarding the budget. Dr. Sanchioni made a presentation on the FY 2017 Natick Public Schools budget.

Ms. Collins moved seconded by Mr. Hayes to:

A. allow the Superintendent of the Natick Public Schools to make a presentation on the FY 2017 NPS budget appropriation request, in accordance with MGL Chapter 71, section 34 and,
B. separate, for discussion purposes only, consideration of the proposed FY17 Natick Public Schools appropriation into the following eight (8) sections:

Compensation:

1. District Leadership and Administration
2. Instructional Services
3. Other

Expenses:

4. Administration & Technology
5. Instructional Services
6. Student Services & Programs with Other Schools
7. Transportation
8. Building Operations & Maintenance

Provided that

A) Town Meeting vote to appropriate only a Total Budget Appropriation for the purpose of operating the Natick Public Schools for fiscal year 2017,
B) Town Meeting may consider, amend, debate and vote such Total Budget Appropriation consistent with its traditional practice and
C) Town Meeting may only consider nonbinding monetary recommendations to increase or decrease certain items allocating such appropriation under MGL Ch. 71, section 34 after such Total Budget Appropriation is voted.

Moved by Ms. Gloff, seconded by Mr. Gath to waive the reading of the motion. ***The motion to waive the reading passed unanimously. The procedural motion detailed above passed by majority vote (98-22-1).***

Debate ensued on Motion A1. The debate followed as the outlined above. ***Motion A1 under Article 8 passed by majority vote (113-7-1).***

Motion A2: South Middlesex Regional Vocational School

By a vote of 12 - 0 - 0 on March 30, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the **South Middlesex Regional Technical School District** budget assessment to the Town of Natick 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 appropriate the Total Budget Amount shown below for the purpose of operating the department shown below, said funds are to be expended under the direction of the School Committee:

South Middlesex Regional Vocation Technical School (Joseph P. Keefe Technical School) Expenses

	$1,522,958
Total South Middlesex Regional Vocation Technical School Expenses	$1,522,958

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

Tax Levy of Fiscal Year 2017	$1,522,958

Superintendent Evans from South Middlesex Regional Vocational School made a presentation on the FY 2017 budget. Debate on this motion ensued.

Motion A2 under Article 8 passed by majority vote (109-1-0).

Mr. Sidney moved seconded by Mr. Golden to adjourn. ***The motion to adjourn passed by a majority vote (76-30-0). The meeting adjourned at 10:00 PM until Thursday, April 28, 2016 at 7:30 PM.***

A record of the Third Session of
2016 Spring Annual Town Meeting
April 26, 2016

_____
Diane Packer, Town Clerk

2016 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
April 28, 2016
Fourth Session

The Fourth Session of the 2016 Spring Annual Town Meeting was called to order at 7:30 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Fourth Session of 2016 Spring Annual Town Meeting. The Moderator asked that any recently elected or appointed members of Town Meeting stand to take the oath of office if they had not already done so (there were none). The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Paul Griesmer, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Richard Jennett, Chair of the Board of Selectmen; Mr. Chenard, Deputy Town Administrator for Operations; Mr.

Towne, Deputy Town Administrator for Finance and a representative from Option Technologies who will be operating the electronic voting system.

The Moderator reviewed the general rules and procedures of Town Meeting that were accepted at the previous session of this meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by ***Town Meeting Time,*** the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The Moderator made several announcements regarding upcoming community events. The Moderator announced that Town Meeting would complete Article 8 and then adjourn and enter into Special Town Meeting #1.

ARTICLE 8: ***Fiscal 2017 Omnibus Budget Article (Town Administrator)***
To determine what sum of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest during Fiscal Year 2017 (July 1, 2016 to June 30, 2017), and to provide for a reserve fund for Fiscal Year 2017; or to otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATIONS
The Finance Committee made recommendations on each motion in this article. The recommendation will be listed prior to the motion.

Recommendation: Public Safety MotionB1
By a vote of 12 - 0 - 0 on March 30, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the ***Emergency Management, Parking Enforcement and Police Department*** budgets as presented in the voted recommended motion below.

Motion (requires majority vote)
Motion B-1: Moved by Mr. Evans, seconded by Mr. Griesmer 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 the Department Head:

Emergency Management	
Expenses	$35,600
Total Emergency Management	$35,600
Parking Enforcement	
Salaries	$53,695
Expenses	$81,704
Total Parking Enforcement	$135,399

Police	
Salaries	$6,432,579
Expenses	$218,513
Other Charges & Expenses	$7,500
Total Police	$6,658,592
Total Budget Amount (Emergency Mgt, Parking, Police):	$6,829,591

And that the above Total Budget Amounts be raised from the following sources: Tax Levy of Fiscal Year 2017 $6,749,591

Parking Meter Revenues	$80,000
Total Sources	$6,829,591

Motion B1 under Article 8 passed by majority vote (98-2-2).

Recommendation: Public Safety Motion B2

By a vote of 12 - 0 - 0 on March 30, 2016 the Finance Committee recommends ***Favorable Action*** with regard to the ***Fire Department*** budget as presented in the voted recommended motion below.

Motion (requires majority vote)

Motion B-2: Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the department shown below, said funds are to be expended under the direction of the Department Head:

Fire	
Salaries	$7,893,341
Expenses	$229,850
Total Budget Amount - Fire	$8,123,191

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

Tax Levy of Fiscal Year 2017	$8,123,191

Motion B2 under Article 8passed by majority vote (112-1-1).

Motion C: PUBLIC WORKS

Recommendation:

By a vote of 12 - 0 - 0 on March 30, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the **Public Works** budgets 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 appropriate the Total Budget Amount shown below for the purpose of operating the department shown under the associated categories, said funds are to be expended under the direction of the Department Head:

Department of Public Works	
Salaries	$3,521,633
Expenses	$1,938,965
Municipal Energy	$1,474,234
Snow & Ice	$550,000
Total Budget Amount - Department of Public Works	$7,484,832

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

Tax Levy of Fiscal Year 2017	$7,484,832

Motion C under Article 8 passed by majority vote (112-1-0).

Motion D: HEALTH AND COMMUNITY SERVICES

Recommendation:
By a vote of 8-5-0, the Finance Committee recommends Favorable Action on the Article 8 Motion D as follows:

Motion (requires majority vote)
Moved by Mr. Evans, seconded by Mr. Griesmer 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 to be expended under the direction of each department head:

Community Services	
Salaries	$1,271,206
Expenses	$486,006
Total Community Services	$1,757,212
Board of Health	
Salaries	$471,196
Expenses	$35,750
Other Charges & Expenses	$15,000
Total Board of Health	$521,946
Total Budget Amount	**$2,279,158**

And that the above Total Budget Amount be raised from the following sources:
Tax Levy of Fiscal Year 2017 **$2,279,158**

Ms. White spoke to this budget. Mr. Jennett spoke to the issue and assured Town Meeting that the Board of Selectmen will be looking at the issues surrounding the Natick Community Organic Farm. Discussion ensued on this budget.

Mr. Coffey moved to amend the main motion, seconded by Ms. Coughlin 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 to be expended under the direction of each department head:

Community Services	
Salaries	$1,184,537
Expenses	$486,006
Total Community Services	$1,670,534
Board of Health	
Salaries	$471,196
Expenses	$35,750
Other Charges & Expenses	$15,000
Total Board of Health	$521,946
Total Budget Amount	**$2,192,489**

And that the above Total Budget Amount be raised from the following sources:
Tax Levy of Fiscal Year 2017 **$2,192,489**

Discussion ensued on the amendment. ***The amendment to the main motion failed (21-88-6). Motion D under Article 8 passed by majority vote (97-12-7).***

Motion E: Administrative Support Services

Recommendation:
By a vote of 12 - 0 - 0 on March 30, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the **Board of Selectmen, Personnel Board, Town Report, Legal, Finance Department, Information Technology Department, Town Clerk, Elections, Sealer of Weights and Measures and Community and Economic Development Depar**tment budgets 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 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	$970,733
Expenses	$267,450
Other Charges & Expenditures	$93,000
Contract Settlements	$875,000
Total Board of Selectmen	$2,206,183
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	$349,600
Other Charges & Expenditures	$7,500
Total Legal	$357,100
Finance	
Salaries	$1,088,512
Expenses	$387,350
Other Charges & Expenditures	$75,000
Total Finance	$1,550,862
Information Technology	
Salaries	$333,170
Expenses	$566,500
Other Charges & Expenditures	$305,000
Total Information Technology	$1,204,670

Town Clerk	
Salaries	$249,337
Expenses	$42,200
Total Town Clerk	$291,537
Elections	
Salaries (Registrars)	$69,463
Expenses (Registrars)	$55,300
Total Elections	$124,763
Sealer of Weights & Measures	
Salaries	$14,659
Expenses	$875
Total Sealer of Weights & Measures	$15,534
Community Development	
Salaries	$840,155
Expenses	$29,750
Total Community Development	$869,905
Total Budget Amount	$6,625,654

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

Tax Levy of Fiscal Year 2017	$6,625,654

Mr. Connolly moved, seconded by Mr. Snow to amend the main motion by adding the following words at the end of the motion: ", provided, however, that under line item "Board of Selectmen, Contract Settlements," no expenditures shall be permitted to fund a so-called cost of living adjustment that represents a percentage increase in salaries where such percentage exceeds the comparable cost of living adjustment percentage increase in Social Security benefits made to retirees nor shall a transfer from the line item to any other line items be permitted to accomplish such a result. To correspond to Natick's FY 2017, the comparable cost of living adjustment percentage increase in Social Security benefits is defined to be one-half the percentage announced by Social Security for the calendar year 2016 plus one-half the percentage announced for calendar year 2017."

Discussion ensued on the amendment. Mr. Flynn, Town Counsel, spoke to this amendment and said that in his opinion this amendment would not be legal. The Moderator ruled that the body could still vote on this amendment. Discussion continued. Moved by Mr. Grady, seconded by Mr. Golden to move the question and end debate on the amendment. ***The motion to close debate passed by a 2/3 vote (hand count). The amendment failed (10-98-4). Motion E under Article 8 passed by majority vote (99-8-1).***

Motion F: Committees And Commissions

Recommendation:
By a vote of 12 - 0 - 0 on March 30, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the **Finance Committee, commission on Disability, Natick Cultural Council, Historical Commission and Historic District Commission** budgets 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 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:

Finance Committee	
Expenses	$17,450
Total Finance Committee	$17,450
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
Total Budget Amount	$20,200

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

Tax Levy of Fiscal Year 2017	$20,200

Motion F under Article 8 passed by majority vote (103-1-0).

Motion G: Shared Expenses
Recommendation:
By a vote of 12 - 0 - 0 on March 30, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the **Employee Fringe Benefit, Property & Liability Insurance, Contributory Retirement, Non-Contributory Retirement, Debt Service, Reserve Fund and Facilities Management** budgets as presented in the voted recommended motion below.

Motion (requires two-thirds vote)
Moved by Mr. Evans, seconded by Mr. Evans that the Town vote to appropriate the Total Budget Amount shown below for the purpose of funding the accounts and funds shown below, said funds are to be expended under the direction of the following officials or committees: Employee Fringe Benefits – Town Administrator; Property and Liability Insurance – Town Administrator; Contributory Retirement System Pension Liability – Collector/Treasurer; Non-Contributory Retirement Pension Liability - Comptroller; Debt Service – Collector/Treasurer; Reserve Fund – Finance Committee; Facilities Management – Town Administrator & Superintendent of Public Schools.

Insurances & Benefits
Employee Fringe

Other Personnel Services	$15,609,744

Other Personnel Services – Merit / Performance	$130,850
Total Employee Fringe	$15,740,594
Property & Liability Insurance Purchased Services	$641,750
Total Property & Liability Insurance	$641,750
Retirement Contributory Retirement	
Pension Assessment	$8,194,354
Total Contributory Retirement	$8,194,354
Non-Contributory Retirement	
Pensions	$42,803
Total Non-Contributory Retirement	$42,803
Debt Service Debt Service	
Leased Equipment	$148,703
Leased Land	$3,900
Principal	$7,893,357
Interest	$2,449,397
Total Debt Service	$10,495,357
Reserve Fund – Finance Committee Reserve Fund	
Other Charges	$250,000
Total Reserve Fund	$250,000
Facilities Management Facilities Management	
Salaries	$2,440,848
Expenses	$576,550
Total Facilities Management	$3,017,398
Total Budget Amount	$38,382,256

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

Tax Levy of Fiscal Year 2017	$8,972,544
State Aid	$11,605,603
Local Receipts	$11,846,650
Free Cash	$2,997,903
Overlay Surplus	$500,000
Title V Septic	$7,684
Water-Sewer User Fees	$2,218,150
Golf User Fees	$41,973
FAR Bonus Stabilization	$3,900
Premiums	$64,682
School Building Assistance	$123,167

Total Sources	$38,382,256

Discussion ensued on this motion. ***Motion G under Article 8 passed by two-thirds vote (99-4-2).***

Motion H: Water And Sewer Enterprise Fund

Recommendation:
By a vote of 12 - 0 - 0 on March 30, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the **Water & Sanitary Sewer, Utility Billing, Fringe Benefits, Water & Sewer Debt Service and Water & Sewer Reserve Fund** budgets as presented in the voted recommended motion below.

Motion H1 for Water/Sewer Enterprise Fund (requires majority vote)

Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the Department shown under the associated categories, said funds are to be expended under the direction of the Department Head:

Water & Sanitary Sewer Operations	
Salaries	$1,878,441
Expenses	$7,192,320
Total Water & Sanitary Sewer Operations	$9,070,761
Utility Billing	
Salaries	$112,214
Expenses	$ 89,000
Total Utility Billing	$201,214
Fringe Benefits	
Other Personnel Services	$464,129
Other Charges & Expenditures	$273,812
Total Fringe Benefits	$737,941
Water & Sewer Debt Service	
Principal	$1,996,150
Interest	$ 394,638
Total Debt Service	$2,390,788
Water & Sewer Reserve Fund	
Expenses	$200,000
Total Water & Sewer Reserve Fund	$200,000
Total Budget Amount	$12,600,704

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

User Fees	$12,600,704
Total Sources	$12,600,704
Total Sources	**$12,600,704**

Motion H1 under Article 8 passed by majority vote (98-1-0).

H2: Water And Sewer Indirect Cost Allocations

Recommendation:

By a vote of 12 - 0 - 0 on March 30, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the **Water and Sewer Indirect Cost Allocations** as presented in the voted recommended motion below.

Motion H2 for Water/ Indirect Cost Allocations (requires majority vote)

Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to approve the following indirect cost allocations raised in the General Fund:

Allocations:	Total
DPW Administration	$134,609
Engineering Services	389,911
Equipment Maintenance	391,653
Highway Sanitation Recycling	282,360
Facility Maintenance	69,481
Public Safety	110,893
Finance – Administration	10,203
Finance – Assessing	8,876
Finance – Collector/Treasurer	84,890
Finance – Comptroller	62,216
Town Administration	161,916
Community Development	86,196
Information Technology	116,890
Procurement	34,389
Human Resources	2,859
Legal Services	35,710
Property & Liability Insurance	256,700
Utilities	52,002
Vehicle Fuel	100,562
Sub-total General Fund	$2,389,319
Water/Sewer Staff Performing General Fund Functions GIS Services	($38,529)
W/S Administrative Assistant – DPW	(37,131)
W/S Administrative Assistant – Collector	(62,572)
Snow & Ice Removal	(32,936)
Sub-total Water/Sewer	($171,169)
SUB-TOTAL – GENERAL FUND	$2,218,150

And that the Sum of $2,218,150 appropriated in the General Fund be raised from the following sources:

Water/Sewer User Fees	$2,218,150
(See Motion for Section G, Article 8: Shared Expenses)	$2,218,150

Mr. White and Mr. Chenard spoke to this motion. ***Motion H2 under Article 8 passed by majority vote (98-0-1).***

Motion I: Sassamon Trace Enterprise Fund

Recommendation:

By a vote of 12 - 0 - 0 on March 30, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the **Sassamon Trace Operations, Sassamon Trace Fringe Benefits and Sassamon Trace Debt Service** budgets as presented in the voted recommended motion below.

MOTION I1: (Requires majority vote)

Moved by Mr. Evans, second 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 the Department Head or Director:

Sassamon Trace Operations	
Salaries	$296,776
Expenses	$303,601
Total GC Operations	$600,377
Sassamon Trace Fringe Benefits	
Other Personnel Services	$55,312
Other Charges & Expenditures	$16,423
Total GC Fringe Benefits	$71,735
Sassamon Trace Debt Service	
Principal	$214,630
Interest	$40,151
Total GC Debt Service	$254,781
Total Budget Amount	$926,893
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2017	$277,000
Golf User Fees	$612,027
Golf Retained Earnings	$37,866
Total Sources	$926,893

Motion I1 under Article 8 passed by majority vote (93-3-2).

Motion I2: Sassamon Trace Enterprise Fund

Recommendation:

By a vote of 12 - 0 - 0 on March 30, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the **Sassamon Trace Enterprise Indirect Cost Allocations** as presented in the voted recommended motion below.

Motion I2 (requires majority vote)

Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to approve the following indirect cost allocations raised in the General Fund:

Cost Allocations:	Total
Community Services – Recreation & Parks	$9,303
DPW – LFNR	9,102
Equipment Maintenance	4,851

Highway Sanitation Recycling	1,412
Finance	6,207
Town Administration	4,249
Procurement	241
Human Resources	753
Property & Liability Insurance	3,222
Vehicle Fuel	2,634
Sub-Total General Fund	$41,973

And that the Sum of $41,973 appropriated in the General Fund be raised from the following sources:

Golf User Fees	$41,973
Total Sources	$41,973

Motion I2 under Article 8 passed by majority vote (97-0-1).

Ms. Collins moved, seconded by Mr. Pierce to reconsider Article 11. The Moderator explained that in Natick, a reconsideration motion may not be considered unless there is a compelling reason to reconsider. Ms. Collins gave arguments for reconsideration. The Moderator announced that he would make a ruling on May 3rd. He also announced that any other member may provide information to him and it must be submitted to the Town Clerk's Office by the end of the work day on April 29th.

The Moderator announced that the body would leave the Spring Annual Town Meeting open but enter 2016 Special Town Meeting #1. Mr. Everett called for a quorum count. There was no quorum. The meeting adjourned at 10:05 PM until Tuesday May 3rd.

A record of the Fourth Session of
2016 Spring Annual Town Meeting
April 28, 2016

_____
Diane Packer, Town Clerk

2016 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
May 3, 2016
Fifth Session

The Fifth Session of the 2016 Spring Annual Town Meeting was called to order at 7:40 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Fifth Session of 2016 Spring Annual Town Meeting. The Moderator asked that any recently elected or appointed members of Town Meeting stand to take the oath of office if they had not already done so (there were none). The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Paul Griesmer, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Martha White, Town Administrator; Brendon Moss, Office of Town Counsel; and Richard Jennett, Chair of the Board of Selectmen; Mr. Chenard, Deputy Town Administrator for Operations; Mr. Towne, Deputy Town Administrator for Finance and a representative from Option Technologies who will be operating the electronic voting system.

The Moderator reviewed the general rules and procedures of Town Meeting that were accepted at the previous session of this meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by ***Town Meeting Time,*** the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The Moderator made several announcements regarding upcoming community events. The Moderator announced that Town Meeting would begin with Article 37 and then adjourn and enter into Special Town Meeting #1.

Ms. Shea offered, seconded by Mr. Freedman, the following resolution in Recognition Of Charles M. Hughes.

"What counts in life is not the mere fact that we have lived. It is what difference we have made to the lives of others that will determine the significance of the life we lead."-- Nelson Mandela

WHEREAS Charles M. Hughes has served the Town of Natick with distinction as a long-term member of the Finance Committee and the Board of Selectmen, and throughout his service has been an advocate for sound fiscal policy, economic growth, affordable taxes, and high quality services, and

WHEREAS Mr. Hughes is a man of few words, always clear, concise, and to the point, and

WHEREAS Mr. Hughes has volunteered for Town service as a resident of the community and has always acted to protect Natick's long-term interests, serving with integrity, unselfishness and a commitment to do his best, and
WHEREAS Mr. Hughes has always tried to judge each proposal on its merits and has understood that it is more important to move a good idea forward than to worry about who gets the credit, and

WHEREAS Mr. Hughes has always been thoughtful in his approach to problems and willing to listen to every point of view, yet tough in his willingness to ask difficult questions and ensure that we learn from every challenge, and

WHEREAS Mr. Hughes has been a weekly presence and always available at the Natick Farmers Market, and has spent innumerable hours speaking with citizens, listening to their concerns, and bringing them forward to the Town and the Board of Selectmen for resolution, and

WHEREAS Mr. Hughes has been a passionate and strong supporter of all veterans' activities in Natick, never missing a parade, memorial service, or any other opportunity to honor our veterans, and

WHEREAS in his longstanding commitment to the Town of Natick he has been supported by "the saint he married," Gay Hughes, and the "angel they raised," Colleen,

NOW THEREFORE BE IT RESOLVED that we ask the Town Clerk to honor Mr. Charles M. Hughes by presentation of this Resolution for his countless contributions to the Town of Natick, for his years of selfless service, and for the high quality of his volunteerism on behalf of the community.

BE IT FURTHER RESOLVED that we call upon all our citizens to join in saluting Mr. Charles M. Hughes and in expressing our grateful appreciation for the fine example set by him in contributing to the welfare of our community.

IN WITNESS WHEREOF, we have hereunto set our hands and caused the Seal of the Town of Natick to be affixed on this 3rd day of May, 2016.

Mr. Gath moved, seconded by Mr. Hughes to waive the reading of the motion. ***The motion to wave the reading of the motion passed unanimously.***

Representative David Linsky rose to offer the following proclamation: Be it herby known to all that: The Massachusetts House of Representatives offers its sincerest congratulations to: Charlie Hughes in recognition of your many years of service as member and Chairman of the Board of Selectman, Finance Committee member, Town Meeting Member, and your tireless dedication to the town of Natick. The entire membership extends its very best wishes and expresses the hope for future good fortune and continued success in all endeavors.
Given this 3rd day of May, 2016. At the State House, Boston, Massachusetts
By: Robert A. DeLeo, Speaker of the House
Offered by: David P. Linsky, State Representative

Mr. Hughes addressed Town Meeting. ***The motion to accept and enter the resolution into the Town Meeting record passed by majority vote.***

Ms. Gloff offered, seconded by Mr. Freedman the following resolution in recognition of Joshua Ostroff:
"You are not here merely to make a living. You are here to enable the world to live more amply, with greater vision, and with a finer spirit of hope and achievement. You are here to enrich the world. -- Woodrow Wilson

WHEREAS Joshua Ostroff has served the Town of Natick with distinction and honor as a long-term member of Town Meeting and the Board of Selectmen, and

WHEREAS throughout his civic involvement, Mr. Ostroff has been an advocate for transportation funding and reform, safe, affordable, and sustainable transportation choices for all, sound financial management policies and economic development for the community, and high quality services for all Natick residents, and

WHEREAS Mr. Ostroff has always brought a constructive, cooperative approach to governing as a Selectman, always questioning what can be done to fix and improve things, and

WHEREAS Mr. Ostroff has governed with the belief that the achievements of the Board of Selectmen are more about what the Board and Town Government accomplish for the community and less about the accomplishments of an individual, and

WHEREAS Mr. Ostroff has volunteered for Town service as a resident of the community and has always acted to protect Natick's long-term interests, serving with integrity, unselfishness, and a commitment to do his best, and

WHEREAS Mr. Ostroff has made reaching out to fellow citizens, encouraging them to engage, participate, get involved, and invest their time in our community, one of his highest priorities, and

WHEREAS Mr. Ostroff has led the effort and worked as a tireless advocate for the development of Natick's segment of the Cochichuate Rail Trail, devoting extensive time, energy, and commitment to his role as a member of the Cochichuate Rail Trail Advisory Committee, and

WHEREAS Mr. Ostroff has fostered positive and valuable relationships in both State and Local government to the benefit of the Town of Natick, and
WHEREAS in his longstanding commitment to Natick, Mr. Ostroff has been supported by his delightful and artistic wife, Jeanne Williamson Ostroff, and their accomplished son, Jonah,

NOW THEREFORE BE IT RESOLVED that we ask the Town Clerk to honor Mr. Joshua Ostroff by presentation of this Resolution for his countless contributions to the Town of Natick, for his years of selfless service, and for the high quality of his volunteerism on behalf of the community.

BE IT FURTHER RESOLVED that we call upon all our citizens to join in saluting Mr. Joshua Ostroff and in expressing our grateful appreciation for the fine example set by him in contributing to the welfare of our community.

IN WITNESS WHEREOF, we have hereunto set our hands and caused the Seal of the Town of Natick to be affixed on this 3rd day of May, 2016.

Mr. Munnich moved, seconded by Ms. Evans to waive the reading of the motion. ***The motion to waive the reading of motion passed unanimously.***

Representative David Linsky rose to offer the following proclamation: Be it herby known to all that: The Massachusetts House of Representatives offers its sincerest congratulations to: Josh Ostroff in recognition of your many years of service as member and Chairman of the Board of Selectman, Town Meeting Member, and your tireless dedication to the town of Natick. The entire membership extends its very best wishes and expresses the hope for future good fortune and continued success in all endeavors. Given this 3rd day of May, 2016. At the State House, Boston, Massachusetts
By: Robert A. DeLeo, Speaker of the House
Offered by: David P. Linsky, State Representative

Mr. Ostroff addressed Town Meeting. ***The motion to accept the resolution into the record passed by majority vote.***

At this time the Moderator ruled that he would not allow the motion to reconsider Article 11 to move forward. The Moderator acknowledged that there were some issues regarding timeliness and veracity of the budget material offered, however they did not warrant reopening Article 11.

ARTICLE 37: Appropriate Funds for Development of a Comprehensive Master Plan (Planning Board)
To see what sum the Town will appropriate and raise, or otherwise provide for the next phases of the Comprehensive Master Plan consistent with Massachusetts General Law Chapter 41, Section 81D, in addition to funds appropriated under Article 29 of the 2015 Fall Annual Meeting; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 13-0-0 on March 10, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 37 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 next phases of developing a Comprehensive Master Plan consistent with Massachusetts General Law 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 and Fall Annual Town Meeting until said plan is accepted by the Planning Board.

Mr. Munnich, moved seconded by Mr. Gath to request permission for the consultant for the Master Plan to speak as she is not a Town resident. ***The motion passed by majority vote.*** Mr. Errickson, Director of Community and Economic Development, spoke to this Article and then introduced the consultant, Ms. Carole Schlessinger of Crosby, Schlessinger and Smallbridge. Ms. Schlessinger gave a short presentation regarding the master plan. Debate on this article continued. ***The main motion under Article 37 passed by majority vote (120-3-2).***

At this time (8:50 PM) the Moderator called Special Town Meeting #1 to order. 2016 Special Town Meeting #1 dissolved at approximately 9:05 PM. The next order of business was Article 16 in the 2016 Spring Annual Town Meeting.

ARTICLE 16: Stabilization Fund (Town Administrator)
To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the stabilization fund established under Article 22 of the warrant for Annual Town Meeting of 1961, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 13-0-0 on March 10, 2016, the Finance Committee recommends ***No 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 take No Action with regard to the subject matter of Article 16.

Ms. White spoke to Articles 16, 17 and 18 at this time. ***The motion to take no action on Article 16 passed by majority vote (115-4-1.)***

ARTICLE 17: Operational/Rainy Day Stabilization Fund (Town Administrator)

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the Operational Stabilization Fund established by vote of the 2011 Spring Annual Town Meeting under Article 4, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 13-0-0 on March 10, 2016, the Finance Committee recommends ***No Action*** with regard to the subject matter of Article 17 as presented in the voted recommended motion below.

MOTION: (Requires majority vote)
Moved by Mr. Evans, seconded by Mr. Griesmer that the Town take No Action with regard to the subject matter of Article 17.

The motion to take no action on Article 17 passed by majority vote (116-1-1.)

ARTICLE 18: Capital Stabilization Fund (Town Administrator)
To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the Capital Stabilization Fund established under Article 2 of the warrant for Fall Annual Town Meeting of 2010, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 13-0-0 on March 10, 2016, the Finance Committee recommends ***No Action*** with regard to the subject matter of Article 18 as presented in the voted recommended motion below.

MOTION: (Requires majority vote)
Moved by Mr. Evans, seconded by Mr. Griesmer that the Town take No Action with regard to the subject matter of Article 18.

The motion to take no action under Article 18 passed by majority vote (114-3-1).

ARTICLE 19: Other Post-Employment Benefits (OPEB) Fund (Town Administrator)
To see if the Town will vote to appropriate a sum of money from available funds for the purpose of funding the Other Post-Employment Benefits Liability Trust Fund authorized by vote of the 2011 Fall Annual Town Meeting under Article 8 pursuant to the provisions of Chapter 32B, Section 20 of the General Laws, as amended; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 12 - 0 - 0 on February 25, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 19 as presented in the voted recommended motion below.

MOTION: (Requires majority vote)
Moved by Mr. Evans, seconded by Mr. Griemser that the Town vote to appropriate $300,000 from free cash for the purpose of funding the Other Post-Employment Benefits Trust Fund authorized by vote of the 2011 Fall Annual Town Meeting under Article 8, as authorized by Chapter 32B, Section 20 of the General Laws, as amended.

Mr. Towne, Deputy Town Administrator and Finance Director, spoke to this article. Discussion ensued on this article. Mr. Fishman moved, seconded by Mr. Snow to amend the main motion to add the following to the end of the motion: "And, further, move that the Town Administrator, the Board of Selectmen and the Finance Committee shall provide a report to Town Meeting at or before the 2017 Spring Annual Town Meeting containing no less than three (3) specific proposals to reduce the Other Post-Employment Benefits unfunded liabilities.

Town Meeting discussed the amendment to the motion. ***The amendment passed by majority vote (69-45-2). The amended main motion under Article 19 passed by majority vote (110-5-0).***

ARTICLE 20: Rescind Authorized, Unissued Debt (Town Administrator)
To see if the Town will vote to rescind the authorization for unissued debt that has been determined is no longer needed for the completion of various projects; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 13 - 0 - 0 on March 10, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 20 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 rescind authorized debt for a general fund capital project approved under Article 22B #2 of the 2015 Spring Annual Town Meeting in the amount of $308,544.89 for the Willow Street Drainage Project.

Mr. Towne, Deputy Town Administrator and Finance Director, spoke to this article. ***The main motion under Article 20 passed by unanimously (110-0-0).***

ARTICLE 21: Increase Personal Property Exemptions (Board of Assessors)
To see if the Town will vote to increase the Personal Exemption Amounts by 50% 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 General Laws, Chapter 59 Section 5 Clauses 17D, 22, 22A, 22B, 22C, 22E, 37A, and 41C (elderly person, disabled veteran, or blind person); or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 11 - 0 - 0 on February 23, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 21 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 increase the Personal Exemption Amounts by 50% 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 General Laws, Chapter 59 Section 5 Clauses 17D, 22, 22A, 22B, 22C, 22E, 37A, and 41C (elderly person, disabled veteran, or blind person).

Ms. Dangelo, Director of Assessing, spoke to this article. ***The main motion under Article 21 passed by majority vote (110-0-1).***

ARTICLE 22: Unpaid Bills (Town Administrator)
To see if the Town will vote to raise and appropriate, or otherwise provide such sums of money as may be required for the payment of unpaid bills of previous years, incurred by the departments, boards and officers of the Town of Natick; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 11 - 0 - 0 on February 23, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 22 as presented in the voted recommended motion below.

MOTION: (Requires four-fifths vote)
Moved by Mr. Evans, seconded by Mr. Griesmer to appropriate the sum of $1,626 from free cash to pay unpaid bills from FY 2015 to Faith Casler Associates.

Ms. White spoke to this article. ***The main motion under Article 22 passed unanimously (109-0-0).***

ARTICLE 23: Conservation Fund Study Committee Report
(Conservation Fund Study Committee)
To see what action the Town will take to hear and/or accept the report of the Conservation Fund Study Committee or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 9 - 0 - 0 on March 23, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 23 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 report of the Conservation Fund Study Committee.

The main motion under Article 23 passed unanimously (the vote was not counted electronically).

Mr. Griesmer, Chair of the Conservation Fund Study Committee made a report to Town Meeting.

ARTICLE 24: ***Rescinding Previous Appropriations (Conservation Fund Study Committee)***
To see what actions the Town will take to rescind the appropriation under Article 19 of Fall 2014 Town Meeting or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 11 - 0 - 0 on February 25, 2016, the Finance Committee recommends ***No Action*** with regard to the subject matter of Article 24 as presented in the voted recommended motion below.

MOTION: (Requires majority vote)
Moved by Mr. Evans, seconded by Mr. Griesmer that the Town take No Action with regard to the subject matter of Article 24.

The motion to take no action on Article 24 passed by majority vote (the vote was not counted electronically).

ARTICLE 25: Change To A Definition in the Zoning Bylaw
(Conservation Fund Study Committee)
To see what actions the Town will take to amend or change the definition of "Open Space Public Benefit Amenity" in the Town of Natick Zoning By-Law or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 12 - 0 - 0 on March 10, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 25 as presented in the voted recommended motion below.

MOTION: (Requires two thirds vote)
Moved that the Town vote to amend the definition of "Open Space Public Benefit Amenity" in Section 200 – DEFINITIONS in the Town of Natick Zoning By-Law by deleting the words "including the area" and

inserting in their place the words "and which may include an area or areas" so that said definition of Open Space Public Benefit Amenity shall read

> "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 and which may include an area or areas for trails and ways for pedestrians and non-motorized vehicles";

Mr. Griemser spoke to this article as Chair of the Conservation Fund Study Committee. ***The main motion under Article 25 passed unanimously (105-0-0).***

ARTICLE 26: Home Rule Petition: Simplified Street Acceptance Process
(Board of Selectmen)
To see if the Town will vote to authorize the Board of Selectmen to petition the General Court to enact legislation in substantially the following form, provided that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of the petition.

"AN ACT relative to the procedure for municipal acceptance of subdivision roads in the town of Natick.

> *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. Notwithstanding chapters 79 and 82 of the General Laws or any other general or special law to the contrary, the town of Natick may employ the procedure hereinafter set out for municipal acceptance of roads constructed within a subdivision in accordance with a definitive subdivision plan that has been approved pursuant to the subdivision control law, as defined in section 81K of chapter 41 of the General Laws.

The board of selectmen of the town of Natick shall hold a public hearing, after first giving (i) written notice by first-class mail, postage prepaid, to the owner of record of each property abutting the road or roads, as appears from the records of the town of Natick assessors, and (ii) notice by publication in a newspaper of local circulation at least 7 days prior to the hearing.
The records of the town of Natick assessors shall be conclusive for purposes of this act. The sole purpose of the public hearing shall be to determine whether it is in the public interest to accept the road or roads as a public way. If said board of selectmen determines, after the public hearing, that it is in the public interest to accept the road or roads, they shall so vote, by a majority vote, and place an article on the warrant for the next annual or special town meeting for acceptance of the road or roads.

Upon a two-thirds vote of town meeting to accept the road or roads, said board of selectmen shall prepare for recording at the Middlesex county registry of deeds an order of acceptance setting forth the vote of the town meeting. The order of acceptance shall contain a description of or reference to a plan showing the boundaries and measurements of the road or roads, which may be an existing approved and recorded definitive subdivision plan. The order of acceptance shall be recorded within thirty (30) days following the town meeting vote and, upon recordation, shall operate to vest ownership of a permanent roadway easement in the road or roads for all purposes for which public ways are commonly used in the town of Natick, together with ownership of all utility, drainage, access and other easements shown on the plan and specifically identified in the order of acceptance, as well as all pipes, structures and other improvements
located therein, in the town of Natick with no additional notice or other action required. No owner or interest holder of land abutting a road so accepted or subject to an easement shown on said plan shall have any claim for compensation against the town of Natick on account of said acceptance.

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

FINANCE COMMITTEE RECOMMENDATION
By a vote of 13 - 0 - 0 on March 10, 2016, the Finance Committee recommends ***Referral*** with regard to the subject matter of Article 26 as presented in the voted recommended motion below.

MOTION: (Requires majority vote)
Moved by Mr. Ostroff, seconded by Mr. Gath to see if the Town will vote to authorize the Board of Selectmen to petition the General Court to enact legislation in substantially the following form, provided that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of the petition.

"An act relative to the procedure for municipal acceptance of subdivision roads in the town of Natick.
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. Notwithstanding chapters 79 and 82 of the General Laws or any other general or special law to the contrary, the town of Natick may employ the procedure hereinafter set out for municipal acceptance of roads constructed within a subdivision in accordance with a definitive subdivision plan that has been approved pursuant to the subdivision control law, as defined in section 81K of chapter 41 of the General Laws.

The board of selectmen of the town of Natick shall hold a public hearing, after first giving (i) written notice by first-class mail, postage prepaid, to the owner of record of each property abutting the road or roads, as appears from the records of the town of Natick assessors, and (ii) notice by publication in a newspaper of local circulation at least 7 days prior to the hearing. The records of the town of Natick assessors shall be conclusive for purposes of this act. If said board of selectmen determines, after the public hearing, that it is in the public interest to accept the road or roads, they shall so vote, by a majority vote, and place an article on the warrant for the next annual or special town meeting for acceptance of the road or roads.

Upon a two-thirds vote of town meeting to accept the road or roads, said board of selectmen shall prepare for recording at the Middlesex county registry of deeds an order of acceptance setting forth the vote of the town meeting. The order of acceptance shall contain a description of or reference to a plan showing the boundaries and measurements of the road or roads, which may be an existing approved and recorded definitive subdivision plan. The order of acceptance shall be recorded within sixty (60) days following the town meeting vote and, upon recordation, shall operate to vest ownership of a permanent roadway easement in the road or roads for all purposes for which public ways are commonly used in the town of Natick, together with ownership of all utility, drainage, access and other easements shown on the plan and specifically identified in the order of acceptance, as well as all pipes, structures and other improvements located therein, in the town of Natick with no additional notice or other action required.

Moved by Mr. Sidney, seconded by Mr. Gath to wave the reading of the motion. ***The motion to waive the reading of the motion passed by majority vote.*** Mr. Ostroff made a presentation on this article.

The main motion under Article 26 passed by majority vote (85-8-1).

Moved by Mr. Sidney, seconded by Mr. Jennett to adjourn. The motion to adjourn passed by majority vote and the meeting adjourned at 10:15 PM until Thursday, May 5th.

A record of the Fifth Session of
2016 Spring Annual Town Meeting
May 3, 2016
Diane Packer, Town Clerk

2016 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
May 5, 2016
Sixth Session

The Sixth Session of the 2016 Spring Annual Town Meeting was called to order at 7:40 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Sixth Session of 2016 Spring Annual Town Meeting. The Moderator asked that any recently elected or appointed members of Town Meeting stand to take the oath of office if they had not already done so (there were none). The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Paul Griesmer, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Richard Jennett, Chair of the Board of Selectmen; Mr. Chenard, Deputy Town Administrator for Operations; Mr. Towne, Deputy Town Administrator for Finance and a representative from Option Technologies who will be operating the electronic voting system.

The Moderator reviewed the general rules and procedures of Town Meeting that were accepted at the previous session of this meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by ***Town Meeting Time,*** the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The Moderator made several announcements regarding upcoming community events.

The Moderator announced that Town Meeting would begin with Article 29 and proceed to articles 27, 28 through the remainder of the warrant.

Moved by Mr. Ostroff, seconded by Mr. Hughes to postpone consideration of Article 6 until the first order of business on Tuesday, May 10th. Discussion ensued on this motion. ***The motion failed (45-55-4).***

Ms. White presented the following resolution in recognition of Thomas C. Collins:

Pleasure in the job puts perfection in the work. (Aristotle)

Whereas, Thomas C. Collins has served the Town of Natick as Deputy Director of the Department of Public Works for nearly 22 years; and

Whereas, Tom has served the Town of Natick as Equipment Maintenance Supervisor for nearly 31 years and worked in the field for 40 years, throughout which time he has continuously worked to advance the public works fleet management profession; and

Whereas Tom has worked hard to ensure that he and his staff are well trained by planning and implementing workshops and training programs, not just for his staff but for mechanics throughout New England; and

Whereas, Tom's innovative ideas and professionalism have brought great credit to himself, the Equipment Maintenance Division, the Department of Public Works, and the Town of Natick, while firmly establishing the Equipment Maintenance Division as one of the most well-respected operations within the Town of Natick and the envy of communities across the state; and

Whereas, while serving as Acting Director, Tom has ably led the Department of Public Works - and the men and women who serve it - through times of crisis and grief; and

Whereas, Tom worked to ensure that the Public Works profession receives the recognition it deserves. He created the tag line, "Public Works –The Silent Arm of Public Safety," which has also been adopted by many other Massachusetts public works agencies; and

Whereas, Tom was named an American Public Works Association 2015 Top Ten Public Works Leader; and

Whereas, Tom will be retiring this year, making this his last Town Meeting;

NOW THEREFORE BE IT RESOLVED that we ask the Town Clerk to honor Mr. Thomas C. Collins by presentation of this Resolution for his countless contributions to the Town of Natick and his years of selfless service on behalf of the community.

BE IT FURTHER RESOLVED that we call upon all our citizens to join in saluting Mr. Thomas C. Collins and in expressing our grateful appreciation for the fine example set by him in contributing to the welfare of our community.

IN WITNESS WHEREOF, we have hereunto set our hands and caused the Seal of the Town of Natick to be affixed on this 3rd day of May, 2016.

Moved by Ms. Salamoff, seconded by Mr. Gath to accept the resolution and enter it into the record of Town Meeting. ***The motion passed unanimously.*** Mr. Collins addressed the meeting.

ARTICLE 29: Acquisition of 22 Pleasant Street (Board of Selectmen)
To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise, for open, park and recreation purposes, or other purposes that Town Meeting may authorize, the land with buildings thereon located at 22 Pleasant Street, Natick shown on Town of Natick Assessors' Map 64 as Parcel 44; and further, to see what sum of money the Town will vote to appropriate and raise, borrow or otherwise provide for the purposes of this article; and, further, to authorize the Board of Selectmen and other applicable boards, commissions, and personnel to apply for and receive grants or gifts for the purposes of this article and to take all action necessary or appropriate to accomplish the purposes of this article; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 9-0-1 on April 27, 2016, the Finance Committee recommends Favorable Action, with regard to the subject matter of Article 29 as printed in the voted recommended motion below.

MOTION: (Requires two-thirds vote)
Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise, for open space, park and recreation purposes, the land with buildings thereon located at 22 Pleasant Street, Natick shown on Town of Natick Assessors' Map 64 as Parcel 44; and further, to appropriate the sum of $3,200,000.00 to be expended under the direction of the Board of Selectmen for the purposes of this article, and to meet said appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow the sum of $3,200,000.00 under Chapter 44 Section 7 of the Massachusetts General Laws, or any other enabling authority, and to issue bonds or notes of the Town therefor aggregating not more than $3,200,000.00 in principal amount provided that the Board of Selectmen is not authorized to acquire said property unless a Purchase and Sale Agreement, satisfactory to the Board of Selectmen, is entered into with the owner of said property, which Purchase and Sale Agreement shall be consistent with a Letter of Intent signed by the owner of said property on April 13, 2016 and signed by the Chairman of the Board of Selectmen on April 19, 2016; and, further, to authorize the Board of Selectmen and other applicable boards, commissions, and personnel to apply for and receive grants or gifts for the purposes of this article and to take all action necessary or appropriate to accomplish the purposes of this article.

Mr. Jennett, Chair of the Board of Selectmen spoke to this article. Discussion ensued on the article.

Mr. Coffey moved, seconded by Ms. Foss to amend Article 29 by inserting the following language " and said property to be acquired free and cleaned of all contamination for its intended use and purpose" after the words "Parcel 44". ***The amendment failed (14-98-1).***

Mr. Williamson moved, seconded by Mr. Philben to amend the motion by adding the following at the end of the motion. "This purchase shall not take place and no Town funds shall be conveyed to the seller until such time as the seller removes all structures from the site and performs all environmental cleanup and remediation necessary at sellers expense so the site is classified by DEP as a "Unrestricted Use" without any "Activity Use Limitations" and the site conditions are deemed to have a condition of "No Significant Risk" relative to Human Healht for the current and forseeable future." ***The amendment failed (25-87-3).***

The main motion under Article 29 passed by two-thirds vote (89-25-1).

ARTICLE 27:Acquisition of the CSX Saxonville Branch (Board of Selectmen)
To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, or otherwise, for general municipal purposes, including without limitation recreational and transportation purposes, land known as the Saxonville Branch line and adjoining parcels, owned now or formerly by CSX Transportation, Inc., and shown on Natick Assessors Map 41, Lot RR1; Map 17, Lots 13, 14, 18 and 19; Map 26, Lot 40A; Map 35, Lot 296; and Map 43, Lots 413A and 413B; which land shall be used for the proposed Cochituate Rail Trail, a plan for which is on file with the office of the Natick Community and Economic Development Department, and for which construction has been approved for federal and state funding, and further, to see what sum of money the Town will vote to appropriate and raise, borrow or otherwise provide for the purposes of this article; and, further, to authorize the Board of Selectmen and other applicable boards, commissions, and personnel to apply for and receive grants or gifts for the purposes of this article, and to take all action necessary or appropriate to accomplish the purposes of this article; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 10-0-0 on March 8, 2016, the Finance Committee recommends ***No 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. Evans, seconded by Mr. Griesmer that the Town take No Action with regard to the subject matter of Article 27.

Ms. White spoke to this article and explained that the business of Article 27 and 28 were cover in the 2016 Special Town Meeting #1. ***The motion to take no action passed by majority vote (102-1-3).***

ARTICLE 28: Acquisition of the So-Called Wonderbread Spur (Board of Selectmen)
To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise, for general municipal purposes, including without limitation recreational and transportation purposes, the so-called Wonderbread Spur, located off Speen Street in Natick and shown on Town of Natick Assessors' Map 17 as Parcels 5 FA, 5 FB and 5 FC; and further, to see what sum of money the Town will vote to appropriate and raise, borrow or otherwise provide for the purposes of this article; and, further, to authorize the Board of Selectmen and other applicable boards, commissions, and personnel to apply for and receive grants or gifts for the purposes of this article and to take all action necessary or appropriate to accomplish the purposes of this article; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 10-0-0 on March 8, 2016, the Finance Committee recommends ***No 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. Evans, seconded by Mr. Griesmer that the Town take No Action with regard to the subject matter of Article 28.

The motion to take no action passed by majority vote (105-1-1).

ARTICLE 30: Reorganization of Zoning By-Laws (Planning Board)
To see if the Town will vote to amend and recodify the Zoning Bylaw as follows:

a) Delete in their entireties the following provisions of the existing Zoning Bylaw:
    a. Section I: General
    b. Section II: Use Districts
    c. Section III: Use Regulations
    d. Section IV: Intensity Regulations
    e. Section V: Special Requirements
    f. Section VI: Administration

b) Substitute the following provisions in the document entitled "Zoning Bylaw," which is on file in the Community and Economic Development Office and the Office of the Town Clerk.
    a. Section 1.0: Purpose and Authority
    b. Section 2.0: Districts
    c. Section 3.0: Use Regulations
    d. Section 4.0: Dimensional Requirements
    e. Section 5.0: Nonconforming Uses and Structures
    f. Section 6.0: General Regulations
    g. Section 7.0: Special Regulations
    h. Section 8.0: Special Residential Regulations

i. Section 9.0: Special District Regulations
j. Section 10.0: Highway Districts
k. Section 11.0: Administration and Procedures
l. Section 12.0: Definitions

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

By a vote of 7- -0 on March 15, 2016, the Finance Committee voted to table further consideration of Article 30 to April 12, 2016 the first night of Town Meeting. By a vote of 9-0-0 on March 23, 2016, the Finance Committee advanced consideration of and tabled Article 30 to April 7, 2016 to devote an entire evening to hearing the subject matter of this article.

MOTION:

Moved by Mr. Evans, seconded by Mr. Griesmer to refer the subject matter of Article 30 to the Planning Board.

Ms. Evans spoke to the article. ***The motion to refer the subject matter of Article 30 to the Planning Board passed unanimously (108-0-0).***

ARTICLE 31: Hear Report, Extend Term and Appropriate Funds for Tiny House Study Committee (Tiny House Study Committee)

To see what action(s) the Town will take to:

a) hear the report and recommendations of the Tiny House Study Committee created under Article 32 of Fall 2015 Town Meeting and/or
b) extend the term of said committee and/or
c) determine and to appropriate a sum of money for the study purposes of the committee including but not limited to retention of outside professionals as appropriate

or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

By a vote of 12 - 0 - 0 on March 22, 2016, the Finance Committee recommends ***Favorable 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 to extend the term of the Tiny House Study Committee, created under Article 32 of Fall 2015 Town Meeting, through Fall 2016 Town Meeting.

The main motion under Article 31 passed my majority vote (95-12-0).

ARTICLE 32: Amend Town of Natick By-Law Article 24, Section 3.2 (Board of Selectmen)

To see if the Town will vote to amend the Town of Natick By-Law Article 24, Section 3.2 as follows:

The Pay Plan shall fix the compensation for each employee covered under the Personnel By-law. Provided however that the Town Administrator, pursuant to the Employee Evaluation procedure described in Section 9 and subject to available funds, may award a single instance payment to those employees whose work exceeds expectations; said payments shall not be added to base pay. All such payments shall be reviewed and ratified by the Board of Selectmen prior to being awarded and shall be reported publicly to the Personnel Board at their next regularly scheduled meeting. Any such payments for personnel appointed by the Board of Selectmen shall be subject to their approval.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 13-0-0 on March 10, 2016, the Finance Committee recommends ***Referral*** with regard to the subject matter of Article 32 as presented in the voted recommended motion below.

MOTION: (Requires majority vote)
Moved by Mr. Evans, seconded by Mr. Griesmer that the Town refer the subject matter of Article 32 to the Town Administrator and the Board of Selectmen.

The main motion under Article 32 passed by majority vote (104-3-1).

ARTICLE 33: Appropriate Funds for Design of New West Natick Fire Station

(Town Administrator)
To see if the Town will vote to appropriate a sum of money from mitigation funds for the purpose of funding design and associated work for construction of a new Fire Station at the location of Fire Station #4 and adjoining properties (West Natick Fire Station), or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 11 - 0 - 0 on March 8, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 33 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 appropriate $560,000 from Chrysler Road 40B project mitigation funds for the purpose of funding design and related preliminary work associated with development of a new West Natick Fire Station (Fire Station #4) at the location of the existing said Fire Station and adjoining Town-owned properties.

Ms. White spoke to this article. ***The main motion under Article 33 passed by majority vote (106-0-1).***

ARTICLE 34: Appropriate Funds to the Walcott Fund (Town Administrator)
To see if the Town will vote to appropriate a sum of money to the Walcott Fund, which fund was established pursuant to the will of John B. Walcott for the purpose of providing financial assistance to low-income Natick residents, or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 8 - 0 - 0 on March 8, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 34 as presented in the voted recommended motion below.

MOTION: (Requires majority vote)
Moved by Mr. Evans, seconded by Mr. Griemser that the Town vote to appropriate $15,000 from Free Cash to the Walcott Fund, which fund was established pursuant to the will of John B. Walcott for the purpose of providing financial assistance to low-income Natick residents.

The main motion under Article 34 passed by majority vote (96-1-0).

ARTICLE 35: Appropriate Funds for Route 27 Design (Town Administrator)
To see if the Town will vote to appropriate a sum of money from mitigation funds for Route 27 design and associated costs; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 11 - 0 - 0 on February 23, 2016, the Finance Committee recommends ***Favorable 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. Evans, seconded by Mr. Griesmer that the Town vote to appropriate the sum of $19,680 from mitigation funds received from the Primrose School Franchising Company to be used for Route 27 design and associated costs.

Ms. White spoke to this article***. The main motion under Article 35 passed by majority vote (96-2-1).***

ARTICLE 36: Amend General By-Laws Regarding Directional Signage on Public Rights-of-Way (Board of Selectmen)
To see if the Town will vote to amend the Town of Natick Bylaws to add a new section 72C to provide for directional signage on public property, or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 8-0-0 on March 17, 2016, the Finance Committee recommends***, Referral*** with regard to the subject matter of Article 36 as presented in the voted recommended motion below.

MOTION: (Requires majority vote)
Moved by Mr. Evans, seconded by Mr. Griesmer to refer the subject matter of Article 36 to the Board of Selectmen.

Mr. Ostroff moved, seconded by Mr. Jennett to amend the main motion to add the Charter and By-Law Review Committee to the referral motion. ***The amendment passed by majority vote (98-2-2). The amended main motion under Article 36 passed unanimously (100-0-0).***

ARTICLE 38: Acquisition of 320 Bacon Street (Town Administrator)
To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise, for water supply protection purposes, the land with buildings thereon located at 320 Bacon Street, Natick shown on Town of Natick Assessors' Map 26 as Parcel 130; and further, to see what sum of money the Town will vote to appropriate and raise, borrow or otherwise provide for the purposes of this article; and, further, to authorize the Board of Selectmen and other applicable boards, commissions, and personnel to apply for and receive grants or gifts for the purposes of this article and to take all action necessary or appropriate to accomplish the purposes of this article; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 12 - 0 - 0 on March 22, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 38 as presented in the voted recommended motion below.

MOTION: (Requires two thirds vote)
Moved by Mr. Freedman, seconded by Mr. Griesmer to take no action on this article.

Mr. Freedman spoke to this article and explained that there is no agreement with the property owner on acquiring this property. ***The motion to take no action on Article 38 passed by majority vote (96-2-2).***

ARTICLE 39: Appropriate Funds for Abutters to Lake Street Drainage Project (Board of Selectmen)

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide as compensation to immediate abutters to the Lake Street drainage project, or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 10 - 0 - 0 on March 15, 2016, the Finance Committee recommends ***Indefinite Postponement*** with regard to the subject matter of Article 39 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 Indefinitely Postpone the subject matter of Article 39.

Mr. Jennett spoke to this article. ***The motion to indefinitely postpone consideration of Article 39 passed by majority vote (92-4-3).***

The Moderator thanked all of the people who help make sure that Town Meeting runs smoothly. Special thanks to Dave Moores and the custodial staff at the High School, Pegasus, the Town Clerk's Office, Judy Kuhn for handing out the electronic voting machines and to the Pages. Mr. Jennett thanked Mr. Foss.

ARTICLE 6: Collective Bargaining (Town Administrator)
To see if the Town will vote to raise and appropriate, or otherwise provide, the funds necessary to implement the Terms of Agreements reached between the Town and the following collective bargaining units:

a) Public Employees Local Union 1116 of the Laborers International Union of North America – Clerical Unit
b) Public Employees Local Union 1116 of the Laborers International Union of North America – Public Works Laborers Unit
c) Public Employees Local Union 1116 of the Laborers International Union of North America – Library Employees
d) Supervisors and Administrators Association (DPW)
e) The Natick Patrol Officers Association
f) New England Police Benevolent Association, AFL-CIO, Local 182
g) Service Employees International Union Local 888, Dispatchers
h) Local 1707 International Association of Firefighters
i) The Deputy Fire Chiefs Association
j) Maintenance and Custodians Local #1116 of the Laborers International Union of North America – Facility Management Employees

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 9 - 0 - 1 on March 15, 2016, 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 majority vote)
Moved by Mr. Evans, seconded by Mr. Griesmer to transfer the sum of $27,196 from the Board of Selectmen's FY 2016 budget - Selectmen Contract Settlements to the Facilities Management's FY 2016 budget - Personnel Services for the purpose of funding the contract for Facilities Management employees in the Maintenance and Custodians Local #1116 of the Laborers' International Union, AFL-CIO.

Ms. White spoke to this article. ***The main motion under Article 6 passed by majority vote (98-3-0).***

Moved by Mr. Ostroff, seconded by Mr. Gath to dissolve the 2016 Spring Annual Town Meeting. The motion to dissolve passed by majority vote. The 2016 Spring Annual Town Meeting dissolved on May 5, 2016 at 10:00 PM.

A record of the Sixth Session of
2016 Spring Annual Town Meeting
May 5, 2016

_____
Diane Packer, Town Clerk

WARRANT
SPECIAL TOWN MEETING #1
APRIL 12, 2016

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 April 12, 2016 at 7:30 PM**, then and there to act on the following Articles:

Article 1	Rescinding Previous Appropriations
Article 2	Acquisition of the So-Called Wonderbread Spur
Article 3	Acquisition of the CSX Saxonville Branch
Article 4	Amend General By-Laws Article 24

2016 Special Town Meeting #1
Fine and Performing Arts Center
Natick High School
April 12, 2016

First Session

The First Session of the 2016 Special Town Meeting #1 was called to order at 8:00 PM by the Town Moderator, Frank W. Foss. Mr. Foss presented the official, duly posted warrant signed by the Board of Selectmen with the officer's return thereon to the Town Clerk to be entered into the official record of the town. The Moderator announced that he would not repeat all the rules that were detailed in the 2016 Spring Annual Town Meeting. The Moderator asked that any recently elected or appointed members of Town Meeting who were not previously sworn in stand to take the oath of office.

Moved by Mr. Sidney seconded by Mr. Gath to accept and incorporate into the record of 2016 Special Town Meeting #1 the by-law restatements and rules as voted and accepted by unanimous consent during the 2016 Spring Annual Town Meeting. ***The motion passed unanimously.*** The rules which were agreed are detailed below:

All residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by ***Town Meeting Time,*** the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

All motions offered for consideration by Town Meeting shall be in writing if required by the Moderator; and all motions involving the expenditure of money shall be in writing when required by any Town Meeting Member. No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, once a member is recognized, it is the practice of Town Meeting to first ask questions, then propose a motion and/or debate the highest ranking motion. This practice is unchanged. Once a speaker is called upon by the Moderator the speaker's time will begin. Time expended asking questions will be considered part of the speaker's time, pursuant to the Natick By-Laws. Responses to the speaker's question will not be considered part of the speaker's requisite time. Each speaker will be limited to three questions, whether or not they are stated singularly or in a compound question and divided by the Moderator. When a question on an article is before Town Meeting, motions shall be received and have precedence as listed in the table entitled "Precedence of Motions," found in the Natick By-Laws, the Town Meeting Member Handbook and ***Town Meeting Time***. Any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking on the matter. The motion for the previous question shall not be entertained by the Moderator if three or more persons, who have not previously spoken to the question, are seeking recognition.

The Moderator suggested a motion to waive the reading of articles and motions. Moved by Mr. Sidney seconded by Mr. Gath to waive reading the text of all 2016 Special Town Meeting #1 warrant articles and move to waive reading the text of motions, excluding the amounts to be appropriated and sources of said amounts to be appropriated when motions are provided in the text of Recommendations of the Natick Finance Committee publications. ***The motion passed unanimously.***

Mr. Freedman moved seconded by Mr. Jennett that when considering articles under 2016 Special Town Meeting #1, the order considering such articles shall be Articles 1, 4, 3 and 2. ***The motion passed by majority vote.***

ARTICLE 1: Rescinding Previous Appropriations (Town Administrator)

To see what actions the Town will take to rescind the appropriation under Article 20 of Fall 2014 Town Meeting or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

By a vote of 8 -0 -0 on March 17, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 1 as presented in the voted recommended motion below.

MOTION (Requires majority vote)

Moved by Mr. Evans seconded by Mr. Griesmer to rescind the $1,500 appropriation under Article 20 of Fall 2014 Town Meeting.

Ms. White spoke to this article. ***The main motion under Article 1 passed by majority vote(136-0-1).***

ARTICLE 4: Amend General By-Laws Article 24

(Town Employees and Personnel Board) (Town Administrator)

To see if the Town will vote to amend Article 24 of the General By-Laws (Town Employees and Personnel Board), specifically Section 3.3 therein by deleting in the first sentence thereof the word "step" and replacing it with the words "rate of pay"; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 8 - 0 - 0 on March 17, 2016, the Finance Committee recommends ***Favorable 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 the Town vote to amend Article 24 of the General By-Laws (Town Employees and Personnel Board), specifically Section 3.3 therein by deleting in the first sentence thereof the word “step” and replacing it with the words “rate of pay”."

Ms. White spoke to this article. ***The main motion under Article 4 passed by majority***

vote (139-0-1).

ARTICLE 3: Acquisition of the CSX Saxonville Branch (Board of Selectmen)
To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, or otherwise, for general municipal purposes, including without limitation recreational and transportation purposes, land known as the Saxonville Branch line and adjoining parcels, owned now or formerly by CSX Transportation, Inc., and shown on Natick Assessors Map 41, Lot RR1; Map 17, Lots 13, 14, 18 and 19; Map 26, Lots 40A and 116A; Map 35, Lot 296; and Map 43, Lots 413A and 413B; which land shall be used for the proposed Cochituate Rail Trail, a plan for which is on file with the office of the Natick Community and Economic Development Department, and further, to see what sum of money the Town will vote to appropriate and raise, borrow, or otherwise provide for the purposes of this article; and, further, to authorize the Board of Selectmen and other applicable boards, commissions, and personnel to apply for and receive grants or gifts for the purposes of this article, and to take all action necessary or appropriate to accomplish the purposes of this article; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 10 - 2 - 0 on March 30, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 3 as presented in the voted recommended motion below.

MOTION (Requires two thirds vote)
Moved by Mr. Evans seconded by Mr. Griesmer to appropriate the sum of $2,500,000 from the FAR Bonus Stabilization Fund to acquire, for recreational and non-motorized transportation purposes, land known as the Saxonville Branch line and adjoining parcels, owned now or formerly by CSX Transportation, Inc., and shown on Natick Assessors Map 41, Lot RR1; Map 17, Lots 13, 14, 18 and 19; Map 26, Lots 40A and 116A; Map 35, Lot 296; and Map 43, Lots 413A and 413B; which land shall be used for the proposed Cochituate Rail Trail; which is subject to provisions of the so-called federal railbanking statute, 16 U.S.C. 1247(d); and provided further that a public hearing be conducted under the authority of the Board of Selectmen to review the results of legal research and of

environmental testing sampling that represents the dimensional width, all known formerly active use, and future planned utilization of the subject property, and any remediation for the subject property, said funds shall be expended only if 1) sufficient additional funds from grants, gifts and/or state appropriations are available to acquire said land; 2) a future Natick Town Meeting votes to authorize expenditure of the $2,500,000 in FAR Bonus Stabilization Fund monies under the direction of the Board of Selectmen in accordance with the terms of the applicable purchase and sale agreement with CSX Transportation, Inc., as amended; and 3) funding for construction of the proposed Cochituate Rail Trail is in the Transportation Improvement Plan by the Boston Metropolitan Planning Organization at the date of the closing for acquisition of said land."

Mr. Jennett spoke to this article as Chair of the Board of Selectmen and requested that Mr. Ostroff present this article on behalf of the Board. Moved by Mr. Sidney, seconded by Mr. Freedman to permit Mr. Ostroff to speak no more than twenty (20) minutes. ***The motion to allow Mr. Ostroff to speak for no more than twenty (20) minutes passed by majority vote.***

Mr. Ostroff made a presentation which covered Articles 2 and 3 at the same time. Discussion ensued on this article. Ms. Foss moved, seconded by Mr. Golden to call the question and close debate. ***The motion to close debate on the article passed by a two-thirds (2/3) vote. The main motion under Article 3 passed by a two-thirds vote (124-14-2).***

Mr. Ostroff moved seconded by Mr. Jennett that Town Meeting accept the following resolution:

Natick Town Meeting urges the Massachusetts Department of Transportation Board of Directors to provide $3 million in funding for the acquisition of the land needed to construct the Cochituate Rail Trail, a significant project that will benefit the entire region.

The Cochituate Rail Trail will provide safe and convenient connections in a congested area to employment centers, residential neighborhoods and public transportation, and to recreational, commercial and cultural destinations, including the largest shopping center in New England and the largest military base in Massachusetts.

This project is currently programmed for construction beginning in 2018 with federal and state funding, but that construction cannot proceed without the acquisition of land from CSX Transportation, Inc.

The Town of Natick has committed significant local funds to the design of the CRT, and to land acquisition. A non-profit corporation has been organized to solicit private funds for acquisition and stewardship. The Commonwealth has funded acquisition of many rail corridors for both rail transportation and recreational trails.

Natick Town Meeting respectfully requests the MassDOT Board to designate $3 million in Multi-Use Path funds in Fiscal Year 2017 for land acquisition for the Cochituate Rail Trail in the 2017-2021 Capital Investment Plan now under review.

Moved by Mr. Sidney, seconded by Mr. Jennett to waive the reading of the motion. ***The motion to waive the reading passed by majority vote***. ***The main motion to accept the resolution passed by majority vote.***

ARTICLE 2: Acquisition of the So-Called Wonderbread Spur (Board of Selectmen)
To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise, for general municipal purposes, including without limitation recreational and transportation purposes, the so-called Wonderbread Spur, located off Speen Street in Natick and shown on Town of Natick Assessors' Map 17 as Parcels 5 FA, 5 FB and 5 FC; and further, to see what sum of money the Town will vote to appropriate and raise, borrow, or otherwise provide for the purposes of this article; and, further, to authorize the Board of Selectmen and other applicable boards, commissions, and personnel to apply for and receive grants or gifts for the purposes of this article and to take all action

necessary or appropriate to accomplish the purposes of this Article; or otherwise act thereon.

Mr. Evans reported that the Finance Committee did not have a recommendation at this time. Mr. Ostroff moved, seconded by Mr. Jennett to postpone consideration of Article 2 until Tuesday, April 26, 2016. Several concerns were raised by Town Meeting Members as Article 8 had already been postponed to April 26th. Mr. Ostroff and Mr. Jennett (as the second to the motion) agreed to change the postponement until April 28, 2016. ***The motion to postpone consideration of Article 2 until April 28th passed unanimously.***

Moved by Mr. Sidney, seconded by Mr. Gath to adjourn Special Town Meeting #1. ***The motion to adjourn passed unanimously.*** Special Town Meeting #1 adjourned at 9:35 PM.

A record of the First Session of

2016 Special Town Meeting #1

April 12, 2016

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Diane Packer, Town Clerk

2016 Special Town Meeting #1
Fine and Performing Arts Center
Natick High School
May 3, 2016

Second Session

The Second Session of the 2016 Special Town Meeting #1 was called to order at 8:50 PM by the Town Moderator, Frank W. Foss. The Moderator announced that Article 2 is still remaining in this meeting.

ARTICLE 2: Acquisition of the So-Called Wonderbread Spur (Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise, for general municipal purposes, including without limitation recreational and transportation purposes, the so-called Wonderbread Spur, located off Speen Street in Natick and shown on Town of Natick Assessors' Map 17 as Parcels 5 FA, 5 FB and 5 FC; and further, to see what sum of money the Town will vote to appropriate and raise, borrow, or otherwise provide for the purposes of this article; and, further, to authorize the Board of Selectmen and other applicable boards, commissions, and personnel to apply for and receive grants or gifts for the purposes of this article and to take all action necessary or appropriate to accomplish the purposes of this Article; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:

By a vote of 10-0-0 on April 27, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 2, as presented in the voted recommended motion below.

MOTION: (Requires two-thirds vote)

Moved by Mr. Evans, seconded by Mr. Griesmer to authorize the Board of Selectmen to acquire by gift, purchase, eminent domain or otherwise, for recreational and non-motorized transportation purposes, the so-called Wonderbread Spur, located off Speen Street in Natick and shown on Town of Natick Assessors' Map 17 as Parcels 5 FA, 5 FB and 5 FC; to be used for the proposed Cochituate Rail Trail, and, further, to authorize the Board of Selectmen and other applicable boards, commissions, and personnel to apply for and receive grants or gifts for the purposes of this article and to take all action necessary or appropriate to accomplish the purposes of this Article; and provided further that the Board of Selectmen shall not acquire

the subject property until after the conclusion of a public hearing to be conducted under the authority of the Board of Selectmen no later than October 1, 2016, the purpose of said public hearing being to review the results of legal research and of environmental testing and any remediation for the subject property, and provided further that no appropriation is requested under this article.

Mr .Ostroff made a presentation on this article. ***The main motion under Article 2 passed by a two-thirds vote (110-8-3).***

Moved by Mr. Ostroff, seconded by Mr. Gath to dissolve Special Town Meeting #1. ***The motion to dissolve passed unanimously.*** Special Town Meeting #1 dissolved at 9:05 PM.

A record of the Second Session of

2016 Special Town Meeting #1

May 3, 2016

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Diane Packer, Town Clerk

WARRANT
FALL ANNUAL TOWN MEETING
OCTOBER 18, 2016

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 18, 2016 at 7:30 PM**, then and there to act on the following Articles:

Article 1	Fiscal 2017 Omnibus Budget
Article 2	Stabilization Fund
Article 3	Operational/Rainy Day Stabilization Fund
Article 4	Capital Stabilization Fund
Article 5	Inflow & Infiltration Stabilization Fund
Article 6	One-to-One Technology Stabilization Fund
Article 7	FAR Bonus Stabilization Fund
Article 8	Other Post-Employment Benefits (OPEB) Fund
Article 9	Capital Equipment
Article 10	Capital Improvement
Article 11	Collective Bargaining
Article 12	Personnel Board: Amendments to By-Law Article 24
Article 13	Personnel Board Classification and Pay Plan
Article 14	Committee Article
Article 15	Street Acceptance: Heavey Way
Article 16	Street Acceptance: Hunter's Lane
Article 17	Unpaid Bills
Article 18	Dissolve the Natick High School Building Committee
Article 19	Establish Revolving Fund for Curbside Compost Collection Program
Article 20	Establish Capital Reserve Fund
Article 21	Appropriate Funds to Capital Reserve Fund
Article 22	Appropriate Mitigation Funds for Route 27 Design
Article 23	Amend General By-Laws Regarding Directional Signage on Public Rights-of-Way
Article 24	Amend Zoning By-Laws Regarding Micro Breweries
Article 25	Amend Zoning By-Laws Regarding Dimensional Requirements
Article 26	Amend Zoning By-Laws to Add Definition for "Special Care Residence"
Article 27	Amend Zoning By-Laws Regarding Driveways and Parking Dimensions
Article 28	Construction of a Shade Apparatus Over Picnic Tables at the Community-Senior Center
Article 29	Amend the Natick Zoning Bylaw to Create an Assisted Living Option Overlay District (ALOOD).
Article 30	Include Certain Parcels of Land on Eliot Street and Everett Street in the Assisted Living Option Overlay District ("ALOOD").
Article 31	Amend the Natick Zoning Bylaw to Create a Transitional Overlay Option Plan (TOOP)
Article 32	Include Certain Parcels of Land Located on the Southerly Side of East Central Street, the Easterly Side of Lincoln Street, the Easterly and Westerly Side of Wilson Street and the Westerly Side of Grant Street in the Transitional Overlay Option Plan (TOOP)

Article 33 Amend the Town of Natick By-laws to Ban the Use of Polystyrene
Article 34 Acquisition of 218 Speen Street

2016 Fall Annual Town Meeting
Fine and Performing Arts Center
Natick High School
October 18, 2016

First Session

The First Session of the 2016 Fall Annual Town Meeting was called to order at 7:43 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the First Session of 2016 Fall Annual Town Meeting. Mr. Foss presented the official, duly posted warrant signed by the Board of Selectmen with the officer's return thereon to the Town Clerk to be entered into the official record of the town. The Moderator asked that newly elected or appointed members of Town Meeting stand to take the oath of office. There were no new members. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Paul Griesmer, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Richard Jennett, Chair of the Board of Selectmen; Mr. Chenard, Deputy Town Administrator for Operations; and a representative from Option Technologies who will be operating the electronic voting system.

The Moderator reviewed the general rules and procedures of Town Meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by ***Town Meeting Time,*** the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

All motions offered for consideration by Town Meeting shall be in writing if required by the Moderator; and all motions involving the expenditure of money shall be in writing when required by any Town Meeting Member. No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, once a member is recognized, it is the practice of Town Meeting to first ask questions, then propose a motion and/or debate the highest ranking motion. This practice is unchanged. Once a speaker is called upon by the Moderator the speaker's time will begin. Time expended asking questions will be considered part of the speaker's time, pursuant to the Natick By-Laws. Responses to the speaker's question will not be considered part of the speaker's requisite time. Each speaker will be limited to three questions, whether or not they are stated singularly or in a compound question and divided by the Moderator. When a question on an article is before Town Meeting, motions shall be received and have precedence as listed in the table entitled "Precedence of Motions," found in the Natick By-Laws, the Town Meeting Member Handbook and ***Town Meeting Time***. Any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking on the matter. The motion for the previous question shall not be entered by the Moderator if three or more persons, who have not previously spoken to the question, are

seeking recognition. Without objection, the preceding statements were accepted as rules of 2016 Fall Annual Town Meeting.

The Moderator suggested a motion to waive the reading of articles and motions. Moved by Mr. Sidney, seconded by Mr. Gath to waive reading the text of all 2016 Fall Annual Town Meeting warrant articles and move to waive reading the text of motions, excluding the amounts to be appropriated and sources of said amounts to be appropriated when motions are provided in the text of Recommendations of the Natick Finance Committee publications. ***The motion passed unanimously.***

The Moderator reminded members regarding the use of the electronic voting machines and there was a test vote. The Moderator made several announcements regarding upcoming community events. He also announced that Special Town Meeting #2 will begin on Tuesday, November 1, 2016.

Mr. Sidney offered, seconded by Ms. Ball the following resolution:

Whereas, this country has witnessed a significant increase in mass shootings in recent years,

And, whereas, the Town of Natick wants to keep its citizens and schoolchildren safe from gun violence,

And, whereas, the Congress of the United States has failed to enact sensible legislation that would reduce the possibility for mass shootings, such as:

- Universal background checks for all gun sales
- A seven-day waiting period for gun purchases
- Allowing the CDC and NIH to study gun violence, it's causes and effects
- Banning felons and terror suspects from purchasing and owning firearms and explosives
- Requiring the use of "smart gun" technologies

Therefore, the Town of Natick calls upon the President and the Congress of the United States to heed the call of the people, and to ignore the calls of lobbyists and special interest groups, and to enact reasonable and common-sense gun legislation that would protect both the rights of the citizens under the Second Amendment of the Constitution and promote the safety of our citizens and schoolchildren,

And, that this resolution shall be recorded in the Town Record;

And, that a copy of this resolution shall be sent, by the Town Clerk, to President Barack Obama of the United States, and to Senator Elizabeth Warren, Senator Edward Markey, and Representative Katherine Clark, who represent the Town of Natick in Congress, from the Town Meeting of the Town of Natick in the Commonwealth of Massachusetts.

Mr. Linehan moved, seconded by Mr. Snow to amend the resolution:

- by changing the word "Congress" to "Administration";
- to delete the words "enact sensible" and add the words "competently, consistently, and carefully enforce existing laws";
- strike the word "legislation";
- strike all of the bullet points following the words ",such as"
- add the following bullet points:"Timely federal response to local law enforcement in background checks for gun sales and "The current ban on felons and terror suspects from purchasing and owning firearms and explosives";
- In the following paragraph add the following words after the word "groups, and" and before the words "to enact" "carefully enforce existing gun legislation, while striving";

- add the following words "based on current Massachusetts firearms statutes as a model to be used in developing a clear, cohesive, and Constitutional set of federal firearms statutes" before the words "that would protect"

Mr. Sidney spoke to the resolution. Mr. Linehan spoke to the amendment. Discussion ensued on the resolution and the amendment at the same time. Debate concluded and the Moderator announced that the amendment would be voted first. ***The amendment to the resolution failed (41-74-7). The resolution as presented failed (56-56-10.)***

ARTICLE 1: Fiscal 2017 Omnibus Budget (Town Administrator)
To determine what sum or sums of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest, during Fiscal Year 2017 (July 1, 2016 through June 30, 2017) and to provide for a reserve fund for Fiscal Year 2017, and to see what budgets for Fiscal Year 2017 will be reduced to offset said additional appropriations, or otherwise act thereon.

Finance Committee Recommendation:
By a vote of 12-0-0 on October 4, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 1 as presented in the voted recommended motion below.

Motion (Requires majority vote):
Move that the Town vote to reduce the appropriation voted by the 2016 Spring Annual Town Meeting under article 8 by the sum of $493,175, said sum to be distributed as follows:

- To supplement the Public Safety budget as voted under Article 8 – Motion B1 of the 2016 Spring Annual Town Meeting by adding $14,938 to Police Salaries for training associated with the Combined Rescue Task Force.

- To supplement the Public Safety budget as voted under Article 8 – Motion B2 of the 2016 Spring Annual Town Meeting by adding $14,824 to Fire Salaries for training associated with the Combined Rescue Task Force (CRTF) ($24,000 for CRTF training less a reduction of $9,176 for Stipends not required due to the retirement of the Superintendant of Communications).

- To supplement the Public Works budget as voted under Article 8 – Motion C of the 2016 Spring Annual Town Meeting by adding $2,595 to salaries for overtime associated with downtown banner maintenance, and $5,120 to expenses for costs associated with downtown banner maintenance, and $38,100 to Municipal Energy budget (solar energy consulting work $24,000, and traffic light maintenance $14,100).

- To supplement the Administrative Support Services budget as voted under Article 8 – Motion E of the 2016 Spring Annual Town Meeting by adding $46,667 to Selectmen Salaries for the salary of the Prevention and Outreach Program Manager, and $8,000 to the Selectmen Expenses ($6,500 for training and $1,500 for Prevention and Outreach Program Manager expenses) and $3,750 to the Town Report Professional Services to reprint the 2015 Town Report.

- To reduce the Shared Expenses budget as voted under Article 8 – Motion G of the 2016 Spring Annual Town Meeting by $631,684 (reducing the Employee Fringe – Other Personnel Services by $681,684 and adding $50,000 to the Finance Committee Reserve Fund).

- To supplement the Water and Sewer Enterprise Fund budget as voted under Article 8 – Motion H1 of the 2016 Spring Annual Town Meeting by adding $1,683 to Water and Sewer Enterprise Fund ($7,831 for MWRA Assessment, less a reduction of $6,148 to the Total Employee Benefits).

- To supplement the Sassamon Trace Operations budget as voted under Article 8 – Motion I1 of the 2016 Spring Annual Town Meeting by adding $2,832 to Sassamon Trace Debt Service.

The source of the amount of the $493,175 reduction is from the following sources net together:

- Increase in State Aid in the amount of $299,181
- Increase in Property Tax Levy (New Growth) in the amount of $356,846
- Decrease Free Cash in the amount of $1,150,885
- Increase in Water Sewer User Fees in the amount of $1,683

Ms. White gave an overview of the budget and Mr. Chenard provided further details relating to Article 1. ***The main motion under Article 1 passed by majority vote (118-3-1)***

ARTICLE 2: Stabilization Fund (Town Administrator)
To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the stabilization fund established under Article 22 of the warrant for Annual Town Meeting of 1961, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

Finance Committee Recommendation
By a vote of 10-0-0 on September 27, 2016, the Finance Committee recommends ***No Action*** with regard to the subject matter of Article 2 as presented in the voted recommended motion below.

Motion: (Requires majority vote)

Moved by Mr. Evans, seconded by Mr. Griesmer that the Town take no action with regard to the subject matter of Article 2.

Mr. Chenard spoke to Articles 2 and 3 together. ***The motion to take no action on Article 2 passed by majority vote (taken by hand count).***

ARTICLE 3: Operational/Rainy Day Stabilization Fund (Town Administrator)
To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the Operational Stabilization Fund established by vote of the 2011 Spring Annual Town Meeting under Article 4, as authorized by Chapter 40, Section 5B of the General Laws, as amended; or otherwise act thereon.

Finance Committee Recommendation
By a vote of 10-0-0 on September 27, 2016, 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 the Town take no action with regard to the subject matter of Article 3.

The motion to take no action on Article 3 passed by majority vote (taken by hand count).

ARTICLE 4: Capital Stabilization Fund (Town Administrator)

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the Capital Stabilization Fund established under Article 2 of the warrant for Fall Annual Town Meeting of 2010, as authorized by Chapter 40, Section 5B of the General Laws, as amended, or otherwise act thereon.

Finance Committee Recommendation
By a vote of 10 -0-0 on September 27, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 4 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 $3,925,532 from free cash for the purpose of supplementing the Capital Stabilization Fund established by vote of the 2010 Fall Annual Town Meeting under Article 2, as authorized by Chapter 40, Section 5B of the General Laws as amended.

Mr. Chenard spoke to this article. ***The main motion under Article 4 passed by two-thirds vote (117-1-0).***

ARTICLE 5: Inflow & Infiltration Stabilization Fund (Town Administrator)
To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the Inflow & Infiltration Stabilization Fund established under Article 30 of the warrant for the Spring Annual Town Meeting of 2014, as authorized by Chapter 40, Section 5B of the General Laws, as amended, or otherwise act thereon.

Finance Committee Recommendation
By a vote of 13-0-0 on August 30, 2016, 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 a sum of $101,423.20 from available funds in the Water and 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.

Mr. Chenard spoke to this article. ***The main motion under Article 5 passed unanimously (117-0-1)***.

ARTICLE 6: One-to-One Technology Stabilization Fund (Town Administrator)
To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the One-to-One Technology Stabilization Fund established under Article 31 of the warrant for the Spring Annual Town Meeting of 2014, as authorized by Chapter 40, Section 5B of the General Laws, as amended, or otherwise act thereon.

Finance Committee Recommendation
By a vote of 13 0-0 on August 30, 2016, the Finance Committee recommends ***No Action*** with regard to the subject matter of Article 6 as presented in the voted recommended motion below.

Motion: (Requires majority vote)
Moved by Mr. Evans, seconded by Mr. Griesmer that the Town take no action with regard to the subject matter of Article 6.

Mr. Chenard spoke to Articles 6 and 7 together***. The motion to take no action on Article 6 passed by majority vote (taken by hand count).***

ARTICLE 7: FAR Bonus Stabilization Fund (Town Administrator)
To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the FAR Bonus Stabilization Fund established under Article 24 of the warrant for the Fall Annual Town Meeting of 2015, as authorized by Chapter 40, Section 5B of the General Laws, as amended, or otherwise act thereon.

Finance Committee Recommendation
By a vote of 13-0-0 on August 30, 2016, 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 the Town take no action with regard to the subject matter of Article 7.

The motion to take no action on Article 7 passed by majority vote (taken by hand count).

ARTICLE 8: Other Post-Employment Benefits (OPEB) Fund (Town Administrator)
To see if the Town will vote to appropriate a sum of money from available funds for the purpose of funding the Other Post-Employment Benefits Liability Trust Fund authorized by vote of the 2011 Fall Annual Town Meeting under Article 8 pursuant to the provisions of Chapter 32B, Section 20 of the General Laws, as amended, or otherwise act thereon.

Finance Committee Recommendation
By a vote of 9-0-0 on September 27, 2016, the Finance Committee recommends ***Favorable 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 the Town vote to appropriate $1,000,000 from free cash for the purpose of funding the Other Post Employment Benefits Liability Trust Fund authorized by vote of the 2011 Fall Annual Town Meeting under Article 8, as authorized by Chapter 32B, Section 20 of the General Laws, as amended.

Ms. White spoke to this article. ***The main motion under Article 8 passed unanimously (117-0-1).***

ARTICLE 9: Capital Equipment (Town Administrator)
To see if the Town will vote to appropriate and raise, or otherwise provide, a sum of money as may be required for capital equipment for the various departments of the Town of Natick; to determine whether this appropriation shall be raised by borrowing or otherwise, or otherwise act thereon.

Finance Committee Recommendation
By votes of 13-0-0 on September 13, 2016 on items 1 through 9 and by vote of 9-0-0 on September 29, 2016 to add item 16, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 9 as presented in the voted recommended motions below.

Motion A was moved by Mr. Evans, seconded by Mr. Griesmer. Mr. Chenard spoke to the all the motions in Article 9 at this time.

MOTION A: (Majority vote required)

Move that the Town vote to appropriate the sum of $1,291,000 to be expended under direction of the Fire Department for the purpose of installing Mobile Data Terminals on their apparatus, under the direction of the Information Technology Department for the purpose of Document Archiving, under the direction of the Police Department for the purpose of replacing police cruisers, under the direction of the Public Works Department for the purpose of replacing Fuel Depot Storage Tanks, purchasing and installing a Mixed Paper Compactor, replacing dumpsters, and purchasing a dump truck with plow, under the direction of the Town Administrator for Document Storage and the Preservation of Records, and under the direction of the Town Clerk for the Preservation of Historical Records, and under the Direction of the Community Services Director for the purpose of purchasing and installing shade appartus and picnic tables, individually shown as items 1, 2, 3, 4, 5, 6, 7, 8, 9, and 16 in Table A below, and that to meet this appropriation the sum of $1,291,000 be raised from Free Cash.

TABLE A - MOTION A: Article 9 - Capital Equipment - 2016 Fall Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Fire Department	Mobile Data Terminals/Computers on Apparatus	Free Cash	$70,000
2	Information Technology	Document Archiving	Free Cash	$250,000
3	Police Department	Cruiser Replacement	Free Cash	$123,000
4	Public Works	Replace Fuel Depot Storage Tanks	Free Cash	$220,000
5	Public Works	Mixed Paper Compactor	Free Cash	$30,000
6	Public Works	Replace Dumpsters	Free Cash	$12,500
7	Public Works	Ford F450 Dump Body /Plow	Free Cash	$80,000
8	Town Administrator	Document Storage and Preservation	Free Cash	$400,000
9	Town Clerk	Preservation of Historical Records	Free Cash	$100,000
16	Community Services	Purchase and install Shade Apparatus and Picnic Tables	Free Cash	$5,500
Appropriation under Article 9: MOTION A				**$ 1,291,000**

Motion A under Article 9 passed by majority vote (111-3-0).

Motion B was moved by Mr. Evans and seconded by Mr. Griesmer.

MOTION B: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of $295,000 to be expended under the direction of the Public Works Department for purpose of upgrading the Public Works Radio/Communication System, and replacing H-63 Street Sweeper (supplement) individually shown as items 10, and 11 in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $295,000 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 $295,000 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 - 2016 Fall Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
10	Public Works	Upgrade Public Works Radio/Communication System	Tax Levy Borrowing	$215,000
11	Public Works	Replace H-63 Street Sweeper Supplement	Tax Levy Borrowing	$80,000
Appropriation under Article 9: MOTION B				**$ 295,000**

Motion B under Article 9 passed by a two-thirds vote (110-2-1).

Motion C was moved by Mr. Evans and seconded by Mr. Griesmer

MOTION C: (Majority vote required)

Move that the Town vote to appropriate the sum of $20,000 to be expended under the direction of the Community Services Department for purpose of purchasing Light Weight Utility Vehicles, individually shown as item 12, in Table C below, and that to meet this appropriation the sum of $20,000 be raised from Golf Course Retained Earnings.

TABLE C, MOTION C: Article 9 - Capital Equipment - 2016 Fall Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
12	Community Services	Light Weight Utility Vehicles	G.C. Retained Earnings	$20,000

Motion C under Article 9 passed by majority vote (108-3-1).Motion D was moved by Mr. Evans and seconded by Mr. Griesmer.

MOTION D: (Majority vote required)

Move that the Town vote to appropriate the sum of $187,000 to be expended under the direction of the Department of Public Works for the purpose of replacing W-18 Van, purchasing a Water Crew Truck, and replacing the 4M Sewer Pump Station Generator individually shown as items 13, 14, 15 in Table D below, and that to meet this appropriation the sum of $187,000 be raised from Water & Sewer Retained Earnings.

TABLE D, MOTION D: Article 9 - Capital Equipment - 2016 Fall Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
13	Public Works	Replace W-18 Van	W/S Retained Earnings	$42,000
14	Public Works	Water Crew Truck	W/S Retained Earnings	$45,000
15	Public Works	Replace 4M Sewer Pump Station Generator	W/S Retained Earnings	$100,000
Appropriation under Article 9: MOTION D				**$ 187,000**

Motion D under Article 9 passed by majority vote (112-1-0).

Ms. Merkowitz moved, seconded by Mr. Sidney to adjourn. ***The motion to adjourn passed unanimously. The meeting adjourned at 10:15 PM until Thursday, October 20, 2016 at 7:30 PM.***

A record of the First Session of

2016 Fall Annual Town Meeting

October 18, 2016

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Diane Packer, Town Clerk

2016 Fall Annual Town Meeting
Fine and Performing Arts Center
Natick High School
October 20, 2016

Second Session

The Second Session of the 2016 Fall Annual Town Meeting was called to order at 7:40 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Second Session of 2016 Fall Annual Town Meeting. The Moderator asked that newly elected or appointed members of Town Meeting stand to take the oath of office. There were no new members. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Paul Griesmer, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Richard Jennett, Chair of the Board of Selectmen; Mr. Chenard, Deputy Town Administrator for Operations; and a representative from Option Technologies who will be operating the electronic voting system.

The Moderator reviewed the general rules and procedures of Town Meeting that were accepted at the previous session of this meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by ***Town Meeting Time,*** the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The Moderator made several announcements regarding upcoming community events. He also announced that Special Town Meeting #2 will begin on Tuesday, November 1, 2016.

Ms. Evans moved, seconded by Mr. Sidney to postpone the subject matter of Article 14 to a time certain of Thursday, October 27, 2016. ***The motion passed by majority vote (taken by hand count).***

Ms. Adelman Foster moved, seconded by Mr. Hughes to postpone consideration of Article 18 until the first order of business on Tuesday, October 25, 2016. ***The motion passed by majority vote (taken by hand count).***

Mr. Ostoff moved, seconded by Mr. Hughes to postpone consideration of Article 23 until the first order of business on Tuesday, November 1, 2016. ***The motion passed by majority vote (taken by hand count).***

ARTICLE 10: Capital Improvement (Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum of money to implement a Capital Improvement Program, to protect the physical infrastructure of the Town of Natick; to determine whether this appropriation shall be raised by borrowing or otherwise, or to otherwise act thereon.

Finance Committee Recommendation,

By votes of 10-1-0 and 11-0-0 on September 13, 2016, the Finance Committee recommends ***Favorable Action*** with regard to items 3 through 15 listed below and voted not to recommend items 1and 2 listed below. The Finance Committee received additional information on items 1 and 2 and voted to reconsider these two items. By votes of 7-3-0 on September 29, 2016, the Finance Committee voted to add items 1 and 2 to its recommendation for Favorable Action on the subject matter of Article 10 as presented in the voted recommended motions below.

Motion A was moved by Mr. Evans and seconded by Mr. Griesmer. Mr. Chenard spoke to all of the motions in this article.

MOTION A: (Majority vote required)

Move that the Town vote to appropriate the sum of $245,000 to be expended under the direction of the Community Services Department for the purpose of replacing the Community Senior Center Folding Wall Partition, and completing a preliminary design of the Community Senior Center Open Space, under the direction of the Facilities Management Department to replace Hallway Flooring at the Lilja School, and under the direction of the Public Works Department for the purpose of North Ave Area Drainage Improvements, and replacing guardrail, individually shown as items 1, 2, 3, 4, and 5 in the Table A below, and that to meet this appropriation the sum of $245,000 be raised from Free Cash.

TABLE A, MOTION A: Article 10 - Capital Improvement - 2016 Fall Annual Town Meeting

Item #	Department	Item	Funding Source		Amount
1	Community Senior Center	Replacement of Folding Partition Wall	Free Cash	$	30,000
2	Community Senior Center	CSC Open Space Preliminary Design	Free Cash	$	25,000
3	Facilities Management	Lilja - Replace Hallway Flooring	Free Cash	$	105,000
4	Public Works Engineering	North Ave Area Drainage Improvements	Free Cash	$	75,000
5	Public Works Highway	Guardrail (various locations)	Free Cash	$	10,000
Appropriation under Article 10: MOTION A				**$**	**245,000**

Motion A under Article 10 passed by majority vote (105-2-0).

Motion B was moved by Mr. Evans and seconded by Mr. Griesmer.

Motion B under Article 10 passed by two-thirds vote (106-1-1).

Motion C was moved by Mr. Evans and seconded by Mr. Griesmer.

MOTION B: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of $2,370,000 to be expended under the Department of Public Works for the purpose of rehabilitating the Charles River Bridge, and designing road and sidewalk improvements for South Main Street, and under the direction of the Facilities Management Department for the purpose of replacing the roof at the Brown School, and replacing a roof at the Lijla School individually shown as items 6, 7, 8, and 9 in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $2,370,000 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 $2,370,000 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 B1, MOTION B: Article 10 - Capital Improvement - 2016 Fall Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
6	Public Works	Rehabilitate - Charles River Bridge	Tax Levy Borrowing	750,000
7	Public Works	Design Roadway and Sidewalk Improvements South Main St	Tax Levy Borrowing	300,000
8	Facilities Management	Brown School - Replace Roof	Tax Levy Borrowing	880,000
9	Facilities Management	Lilja School - Replace Roof	Tax Levy Borrowing	440,000
Appropriation under Article 10: MOTION B				**$ 2,370,000**

MOTION C: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of $1,650,000 to be expended under the direction of the Public Works Department for purpose of replacing a West Central Street Water Main, and installing a Route 30 Water Main Loop, individually shown as items 12, and 13, in Table C below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $1,650,000 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 $1,650,000 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 10 - Capital Improvement - 2016 Fall Annual Town Meeting

12	Public Works	West Central Water Main Replacement	W/S Borrowing	1,200,000
13	Public Works	Route 30 Water Main Loop	W/S Borrowing	450,000
Appropriation under Article 10: MOTION C				**$ 1,650,000**

Motion C under Article 10 passed by two-thirds vote (102-1-3).

Motion D was moved by Mr. Evans and seconded by Mr. Griesmer.

MOTION D: (majority vote required)

Move that the Town vote to appropriate the sum of $170,000 to be expended under the direction of the Public Works Department for the purpose of Water Distribution System Enhancements, and replacing the 4M Sewer Pump Station Roof, individually shown as items 10, and 11 in Table D below, and that to meet this appropriation the sum of $170,000 be raised from Water & Sewer Retained Earnings.

TABLE D, MOTION D: Article 10 - Capital Improvement - 2016 Fall Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
10	Public Works	Water Distribution System Enhancements	W/S Retained Earnings	$ 150,000
11	Public Works	Replace the Roof at 4M Sewer Pump Station	W/S Retained Earnings	$ 20,000
Appropriation under Article 10: MOTION D				**$ 170,000**

Motion D under Article 10 passed unanimously (108-0-0).

Motion E was moved by Mr. Evans and seconded by Mr. Griesmer.

MOTION E: (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 14 in the Table E below, and that to meet this appropriation the sum of $150,000 be raised from the Inflow and Infiltration (I&I) Stabilization Fund.

TABLE E, MOTION E: Article 10 - Capital Improvement - 2016 Fall Annual Town Meeting

Item #	Department	Item	Funding Source		Amount
14	Water Sewer Enterprise	Sewer Collection System and Upgrades	I & I Stabilization Fund	$	150,000
Appropriation under Article 10: MOTION E				**$**	**150,000**

Motion E under Article 10 passed unanimously (108-0-0).

ARTICLE 11: Collective Bargaining (Board of Selectmen)

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

a) Massachusetts Laborers' District Council Public Employees Local Union 1116 of the Laborers International Union of North America – Clerical Employees
b) Massachusetts Laborers' District Council Public Employees Local Union 1116 of the Laborers International Union of North America – Public Works' Department
c) Massachusetts Laborers' District Council Public Employees Local Union 1116 of the Laborers International Union of North America – AFL CIO Library Employees
d) Massachusetts Laborers' District Council Public Employees Local Union 1116 of the Laborers International Union AFL CIO – Facility Management Employees
e) Supervisors and Administrators Association (DPW)
f) The Natick Patrol Officers' Association
g) New England Police Benevolent Association, Local 82, IUPA, AFL CIO
h) New England Police Benevolent Association, Inc. Local 182, Dispatchers
i) Local 1707 International Association of Firefighters, AFL CIO
j) The Deputy Fire Chiefs Association

Or otherwise act thereon.

Finance Committee Recommendation

By a vote of 10-0-0 on September 29, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the Clerical Union and the DPW Laborers contracts under Article 11 as presented in the voted recommended motions below (Motion A and Motion B). After extensive consideration, the Finance Committee postponed consideration on the Library Employees contract until October 4, 2016. On October 4, 2016, the Finance Committee voted 10-1-0 to recommend Favorable Action on the Library Employees contract under Article 11 as presented in the voted recommended motion below. (Motion C.)

Motion A (requires majority vote):

Moved by Mr. Evans seconded by Mr. Griesmer that the Town vote to appropriate the total sum of $35,879 of which $31,302 shall be transferred from the Selectmen's Contract Settlement line item, as approved by vote of the 2016 Spring Annual Town Meeting under Article 8, Motion E and $4,577 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, 2018 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 $35,879 shall be transferred to the following departmental line items, as detailed below, to supplement appropriations that were previously voted at the

2016 Spring Annual Town Meeting under Article 8 as follows:

Police Department – Salaries $2,540
Fire Department – Salaries $1,397
Department of Public Works – Salaries $4,129
Health and Community Services - Community Services Salaries $6,421
Health and Community Services - Board of Health Salaries $2,734
Administrative Support Services – Finance Salaries $4,341
Administrative Support Services – Town Clerk Salaries $4,381
Administrative Support Services – Community Development Salaries $5,359
Water and Sewer Enterprise Fund – Water & Sanitary Sewer Operations Salaries $4,293
Water and Sewer Enterprise Fund – Utility Billing Salaries $284

Ms. White spoke to all the motions under this article. ***Motion A under Article 11 passed by majority vote (80-23-5).***

Motion B (requires majority vote):
Moved by Mr. Evans seconded by Mr. Griesmer that the Town vote to appropriate the total sum of $147,004 of which $93,290 shall be transferred from the Selectmen's Contract Settlement line item, as approved by vote of the 2016 Spring Annual Town Meeting under Article 8, Motion E and $53,714 shall be appropriated from Water/Sewer Enterprise Fund Retained Earnings for distribution to members of the Public Employees Local Union 1116 – Public Works Laborers for payment of wages effective July 1, 2015 through June 30, 2018 pursuant to the terms of the Collective Bargaining Agreement reached between the Town of Natick and the Public Employees Local Union 1116 - Public Works Laborers. The total sum of $147,004 shall be transferred to the following departmental line items, as detailed below, to supplement appropriations that were previously voted at the 2016 Spring Annual Town Meeting under Article 8 as follows:

Department of Public Works – Salaries $93,290
Water and Sewer Enterprise Fund – Water & Sanitary Sewer Operations Salaries $53,714

Motion B under Article 11 passed by majority vote (89-18-2).

Motion C (requires majority vote):
Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to appropriate the total sum of $85,943 of which $85,943 shall be transferred from the Selectmen's Contract Settlement line item, as approved by vote of the 2016 Spring Annual Town Meeting under Article 8, Motion E for distribution to members of the Public Employees Local Union 1116 – Library Employees of the Morse Institute Library for payment of wages effective July 1, 2015 through June 30, 2018 pursuant to the terms of the Collective Bargaining Agreement reached between the Town of Natick and the Public Employees Local Union 1116 - Library Employees of the Morse Institute Library. The total sum of $85,943 shall be transferred to the following departmental line items, as detailed below, to supplement appropriations that were previously voted at the 2016 Spring Annual Town Meeting under Article 9 as follows:

Morse Institute Library Salaries and Expenses $85,943

Motion C under Article 11 passed by majority vote (90-17-2).

ARTICLE 12: Personnel Board: Amendments to By-Law Article 24 (Town Administrator)

To see if the Town will vote to amend the Town of Natick By-Laws Article 24, specifically the following:

A) Amend Section 4.3 to reduce from one year to six months the probationary period for new employees.
B) Amend Section 5.3 by deleting "37 1/2 hours" and replacing it with "40 hours"
C) Amend Sections 5.4 and 5.5 pertaining to the definitions of Regular Part-Time Employees and Part-Time Employees.
D) Insert a new Section 5.6 to provide a definition for "Seasonal Employee" and renumber subsequent Sections and Sub-Sections accordingly
E) Amend existing Sections 5.6.2, and 5.6.3 (to be renumbered as 5.7.2 and 5.7.3, respectively, under paragraph C) above) regarding benefits for Regular Part-Time Employees and Part-Time Employees
F) Insert a new Section 5.6.4 (to be renumbered as 5.7.4 under paragraph C) above) regarding benefits for Seasonal Employees
G) Amend Sections 7.1, 7.2.2, and 7.3.3A, said sections pertaining to Employee Benefits, specifically holidays, vacations, and long-term disability programs;

Or otherwise act thereon.

Finance Committee Recommendation

By a vote of 12-0-0 on September 6, 2016, the Finance Committee recommends ***Referral*** with regard to the subject matter of Article 12 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 refer the subject matter of Article 12 to the Personnel Board and the Charter and By Law Review Committee.

The motion to refer the subject matter of Article 12 passed unanimously (106-0-2).

ARTICLE 13: Personnel Board Classification and Pay Plan

(Personnel Board and Town Administrator)

To see if the Town, pursuant to the authority contained in Section 108A of Chapter 41 of the General Laws, will vote to amend the by-laws by adding to Article 24, Section 3, a new paragraph deleting certain position titles, adding new position titles and effecting changes in the salary ranges as presently established; or otherwise act thereon.

Finance Committee Recommendation

By a vote of 8-3-0 on September 6, 2016, the Finance Committee voted to recommend ***No Action*** with regard to the subject matter of Article. On September 29, 2016 the Finance Committee heard additional information on this Article but decided not to reconsider its vote at that time. The Finance Committee voted to request that Article 13 be placed on its agenda for October 4, 2016. On October 4, 2016 by a vote of 9-1-1 the Finance Committee voted to recommend ***Favorable Action*** with regard to the subject matter of Article 13 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 tables entitled Classification and Pay Plan and Part -Time Classification and Pay Plan that are incorporated by reference into Article 24, Section 3, Paragraph 3.10. The new Classification and Pay Plan and Part Time Classification and Pay Plan are as follows:

Town of Natick
Classification and Pay Plan
Fiscal Year 2017
Effective July 1, 2016

Grade	Minimum	Point 1	Point 2	Maximum
6	$ 125,000.00	$ 140,000.00	$ 155,000.00	$ 165,000.00
5	$ 100,000.00	$ 120,000.00	$ 135,000.00	$ 145,000.00
4	$ 75,000.00	$ 90,000.00	$ 105,000.00	$ 125,000.00
3	$ 60,000.00	$ 72,000.00	$ 85,000.00	$ 105,000.00
2	$ 48,000.00	$ 55,000.00	$ 62,500.00	$ 80,000.00
1	$ 42,000.00	$ 48,000.00	$ 54,000.00	$ 60,000.00

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

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 Maintenance Manager
Golf Course Manager
Housing/General Planner

GRADE 3 Continued
Information Systems Data Base Administrator
Information Systems Network Administrator
Local Building Inspector (certified)
Planner/Conservation Agent
Prevention and Outreach Program Manager
Procurement Manager
Public Health Nurse
Regulatory Compliance Coordinator
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
Facility Custodial Supervisor
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
Finance Coordinator
Outreach Coordinator
Student Officer

8/31/2016

Town of Natick

Part-Time Classification and Pay Plan

Fiscal Year 2017

Effective July 1, 2016

Hourly Wage Scale

Grade	Minimum	Point 1	Point 2	Maximum
1	$ *10.00	$ 14.00	$ 17.00	$ 20.00
2	$ 14.00	$ 24.00	$ 27.00	$ 30.00
3	$ 24.00	$ 34.00	$ 37.00	$ 40.00

Grade 1	Grade 2	Grade 3
Assistant Leader (Rec)	Administrative Support	Adult Contractor
Assistant Swim Coach	Assistant Director (Rec)	Building Inspector
Attendant (Rec)	Beach Manager	Certified Sports Official
Building Monitor I (Rec)	Bookkeeper	Instructor III
Bus Dispatcher	Building Monitor II (Rec)	Laborer III
Bus Driver	Camp Director	Nurse (RN)
Cart Attendant (Golf)	Community Garden Coordinator	Volunteer Coordinator II
Clerical Assistant	Conservation Agent	
Club House Attendant (Golf)	Election Warden	
Club House Supervisor (Golf)	Golf Course Mechanic	
Concession Manager	Head Lifeguard	
Custodian	Instructor II	
Deputy Animal Control Officer	Intern Cooperative	
Election Clerk	Laborer II	
Election Inspector	Library Assistant (Bacon)	
Equipment Operator (Golf)	Meter Enforcement Operator	
Instructor	Plumbing and Wiring Inspector	
Laborer I	Police Matron	
Leader/Counselor (Rec)	Police Transcriber	
Library Page (Morse)	Program Assistant	
Lifeguard	Program Supervisor (Rec)	
Parking Clerk	Recycling Attendant	
Ranger/Starter (Golf)	School Crossing Guard	
Receptionist	Social Worker	
School Crossing Guard (1st Year)	Swim Coach	
Senior Counselor (Certified-Rec)	Transportation Coordinator	
Specialist (Rec)	Volunteer Coordinator I	
Timer/Scorer		

Position	Annual Rate
Inspector of Animals	$ 3,750.00
Registrar of Voters	$ 966.00
Town Meeting Page	$50.00 / Session

*Minimum Wage rate of $10.00 effective through December 31, 2016 and $11.00 effective January 1, 2017.

8/31/2016

The main motion under Article 13 passed by majority vote (90-10-2).

ARTICLE 15: Street Acceptance: Heavey Way (Board of Selectmen)

To see if the Town will vote to accept Heavey Way 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 see if the Town will vote 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 Heavey Way, and any appurtenant drainage, utility or other easements related to said Heavey Way, 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; or otherwise act thereon.

Finance Committee Recommendation

By a vote of 10-0-0 on September 29, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 15 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 accept Heavey Way 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 Heavey Way, and any appurtenant drainage, utility or other easements related to said Heavey Way, 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.

Mr. Marsette, Director of Public Works, spoke to this article. ***The main motion under Article 15 passed by two thirds vote (99-1-0).***

ARTICLE 16: Street Acceptance: Hunter's Lane (Board of Selectmen)

To see if the Town will vote to accept Hunter's 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 see if the Town will vote 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 Hunter's Lane, and any appurtenant drainage, utility or other easements related to said Hunter's 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; or otherwise act thereon.

Finance Committee Recommendation

By a vote of 10-0-0 on September 29, 2016, 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 two thirds vote)

Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to accept Hunter's 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 Hunter's Lane, and any appurtenant drainage, utility or other easements related to said Hunter's 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 purpose of this Article.

Mr. Marsette, Director of Public Works, spoke to this article. ***The main motion under Article 16 passed by two thirds vote (97-1-0).***

ARTICLE 17: Unpaid Bills (Town Administrator)

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

Finance Committee Recommendation

By a vote of 13-0-0 on August 30, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 17 as presented in the voted recommended motion below.

Motion (Requires majority vote)

Moved by Mr. Evans seconded by Mr. Griesmer that the Town take no action with regard to the subject matter of Article 17.

Ms. White told Town Meeting that there are no unpaid bills. ***The main motion under Article 17 passed by majority vote (taken by hand count).***

ARTICLE 19: Establish Revolving Fund: Curbside Compost Collection Program

(Town Administrator)
To see if the Town will vote pursuant to Chapter 44, Section 53E1/2 of the Massachusetts General Laws, to establish a Curbside Compost Collection Program Revolving Fund in order to utilize fees received from participants in said program in order to fund costs associated with said program; further, 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 $20,000 during the fiscal year beginning July 1, 2016; or otherwise act thereon.

Finance Committee Recommendation
By a vote of 9-0-0 on September 15, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 19 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 53E1/2 of the Massachusetts General Laws, to establish a Curbside Compost Collection Program Revolving Fund in order to utilize fees received from participants in said program in order to fund costs associated with said program; further, to authorize 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 $20,000 during the fiscal year beginning July 1, 2016."

Ms. White spoke to this article. ***The main motion under Article 19 passed by majority vote (97-3-1).***

ARTICLE 20: Establish Capital Reserve Fund (Town Administrator)
To see if the Town will vote to establish a Capital Reserve Fund within the Board of Selectmen's operating budget, the purpose of said Fund being to provide a funding source that may be used to supplement Town Meeting appropriations for capital projects, and which funds may be utilized in instances where the lowest responsible bid exceeds the Town Meeting appropriation and a determination is made that the Town's interests are best served by providing supplemental funds rather than re-bidding or re-designing the project,

provided that appropriations from said Capital Reserve Fund shall only be made pursuant approval of the School Committee (for buildings or properties under their jurisdiction) or the Board of Selectmen (for buildings or properties under their jurisdiction), and provided further that the appropriation amount per project shall not exceed $20,000; or otherwise act thereon.

Finance Committee Recommendation
By a vote of 13-0-0 on August 30, 2016, the Finance Committee ***No Action*** with regard to the subject matter of Article 20 as presented in the voted recommended motion below.

Motion: (Requires majority vote)
Moved by Mr. Evans, seconded by Mr. Griesmer that the Town take no action with regard to the subject matter of Article 20.

Ms. White spoke to articles 20 and 21 together. ***The motion to take no action under Article 20 passed by majority vote (taken by hand count).***

ARTICLE 21: Appropriate Funds to Capital Reserve Fund(Town Administrator)
To see if the Town will vote to raise and appropriate, or otherwise provide, a sum of money to the Capital Reserve Fund within the FY 2017 Board of Selectmen's operating budget; or otherwise act thereon.

Finance Committee Recommendation
By a vote of 13-0-0 on August 30, 2016, the Finance Committee recommends ***No Action*** with regard to the subject matter of Article 21 as presented in the voted recommended motion.
Motion: (Requires majority vote)

Moved by Mr. Evans, seconded by Mr. Griesmer that the Town take no action with regard to the subject matter of Article 21.

The motion to take no action under Article 21 passed by majority vote (taken by hand count).

ARTICLE 22: Appropriate Mitigation Funds for Route 27 Design (Board of Selectmen)
To see if the Town will vote to appropriate a sum of money from mitigation funds for Route 27 design and associated costs; or otherwise act thereon.

Finance Committee Recommendation
By a vote of 10-0-0 on September 1, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 22 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 appropriate the sum of $200,000 from mitigation funds received from the Modera Natick Center project (developer Mill Creek) to be used for Route 27 design and associated costs.

Ms. White spoke to this article. ***The main motion under Article 22 passed by majority vote (98-2-0).***

ARTICLE 24: Amend Zoning By-Laws Regarding Micro Breweries (Planning Board)
To see if the Town will vote to amend the Zoning Bylaws to 1) add a definition for "Micro Brewery, Cidery, Distillery, or Winery" to Article I, Section 200 of the Town of Natick Zoning Bylaw; and 2) determine in which zoning district(s) such use may be permitted by right or by special permit; or otherwise act thereon.

Finance Committee Recommendation

By a vote of 9-0-0 on September 22, 2016, the Finance Committee recommends ***Referral*** with regard to the subject matter of Article 24 as presented in the voted recommended motion below.

MOTION: (Positive motion requires a two-thirds vote, referral requires a majority vote)
Moved by Mr. Meyer seconded by Mr. Ostroff that the zoning bylaws be amended as follows:

1) In Article I, Section 200 – Definitions, add

Micro Brewery, Cidery, Distillery, or Winery: A facility, licensed under the relevant state and federal statutes, for the production and packaging of malt, wine, spirits or hard cider beverages for distribution retail or wholesale, on or off premises, with a capacity of not more than:

- Micro-brewery: fifteen thousand (15,000) barrels (a barrel being equal to thirty one (31) gallons) per year;
- Micro-distillery: one-hundred and fifty thousand (150,000) gallons (4,839 barrels) (a barrel being equal to thirty one (31) gallons) per year;
- Micro-winery: one-hundred and fifty thousand (150,000) gallons (4,839 barrels) (a barrel being equal to thirty one (31) gallons) per year;
- Micro-cidery: one-hundred and fifty thousand (150,000) gallons (4,839 barrels) (a barrel being equal to thirty one (31) gallons) per year;

Such facility may include a tasting or tap room, not to exceed thirty (30) percent of the facility's gross square footage, permitted as an accessory use, where beverages produced on the premises may be sold and/or consumed. Such facility may include other uses, such as restaurant, if otherwise permitted in the zoning district.

2a) In Section III-A.2 Use Regulations schedule:

Insert new use 38B to appear on the Use Table as follows:

BUSINESS USES	RG	RM	RS	PCD	SH	AP	DM	CII	INI	INII	H
38B. Micro Brewery, Cidery, Distillery, or Winery, where all noise, smoke, dust, odor, vibration or similar objectionable features are confined to the premises.	O	O	O	O	O	O	(*)	A	P	P	O

2b) In Section III-C (3) [HMII], insert new use to Uses Allowed Under An Overall Site Plan, as follows:
m. Micro Brewery, Cidery, Distillery, or Winery, where all noise, smoke, dust, odor, vibration or similar objectionable features generated are confined to the premises.

2c) In Section III-D (2) [LC], insert new use to Uses Allowed on Special Permit Only, as follows:
h. Micro Brewery, Cidery, Distillery, or Winery, where all noise, smoke, dust, odor, vibration or similar objectionable features generated are confined to the premises.

2d) In Section III-E (2b) [DM], insert new use to Uses Allowed on Special Permit Only, as follows:
13. Micro Brewery, Cidery, Distillery, or Winery, where all noise, smoke, dust, odor, vibration or similar objectionable features generated are confined to the premises.

Mr. Meyer, a member of the Planning Board and Mr. Errickson, Director of Economic and Community Development spoke to this article. Mr. Griesmer, seconded by Ms. Collins moved referral of the subject matter of Article 24 to the Planning Board. Mr. Griesmer spoke to the referral motion. Mr. Sidney moved, seconded by Mr. Jennett to waive the reading of the motion. ***The motion to waive the reading passed unanimously.*** Debate continued on both motions. Ms. Foss moved seconded by Mr. Sidney to move the question and end debate on this article. ***The motion to stop debate passed by two-thirds vote.*** The Moderator announced that the body would consider the referral motion first. ***The referral motion under Article 24 passed by majority vote (58-39-0).***
Mr. Sidney moved seconded by Mr. Gath to adjourn. ***The motion to adjourn passed by majority vote. The meeting adjourned at 10:10 PM until Tuesday, October 25, 2016 at 7:30 PM.***

A record of the Second Session of
2016 Fall Annual Town Meeting
October 20, 2016

_____
Diane Packer, Town Clerk

2016 Fall Annual Town Meeting
Fine and Performing Arts Center
Natick High School
October 25, 2016
Third Session

The Third Session of the 2016 Fall Annual Town Meeting was called to order at 7:40 PM by the Town Moderator, Frank W. Foss, who declared a quorum present. The Moderator welcomed residents, taxpayers, town officials, Town Meeting Members and interested parties to the Third Session of 2016 Fall Annual Town Meeting. The Moderator asked that newly elected or appointed members of Town Meeting stand to take the oath of office. There were no new members. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Diane Packer, Town Clerk; Patrick Hayes, Finance Committee Vice Chair; Bruce Evans, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Richard Jennett, Chair of the Board of Selectmen; Mr. Chenard, Deputy Town Administrator for Operations; and a representative from Option Technologies who will be operating the electronic voting system.

The Moderator reviewed the general rules and procedures of Town Meeting that were accepted at the previous session of this meeting. He indicated that all residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by ***Town Meeting Time,*** the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than

ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking thereon.

The Moderator made several announcements regarding upcoming community events. He also announced that Special Town Meeting #2 will begin on Tuesday, November 1, 2016. The Moderator said that the meeting would begin with Article 18.

ARTICLE 18: Dissolve the Natick High School Building Committee
(Superintendent of Schools)
To see if the Town will vote to dissolve the Natick High School Building Committee, which Committee was created by vote of the 2001 Fall Annual Town Meeting under Article 15, and which Committee's composition and charge were amended at the 2010 Fall Annual Town Meeting under Article 18, and to express gratitude to those who served as members of that Committee, or otherwise act thereon.

Finance Committee Recommendation
By a vote of 13-0-0 on August 30, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 18 as presented in the voted recommended motion below.

Motion: (Requires majority vote)

Moved by Mr. Evans, seconded by Mr. Hayes that the High School Building Committee that was created by vote of Fall 2001 Town Meeting under article 15, and that was expanded or extended by subsequent actions of Town Meeting and of the School Committee, is hereby dissolved, having completed its work.

Ms. Amy Mistrot, Chair of the School Committee spoke to this article. ***The main motion under Article 18 passed unanimously (by hand count).***

Moved by Mr. Evans, seconded by Mr. Hayes that the following resolution as read by Ms. Mistrot be adopted: Now be it resolved that The High School Building Committee that was created by a vote of Fall 2001Town Meeting under Article 15 and that was expanded or extended by subsequent of actions of Town Meeting and School Committee is hereby dissolved having completed its work. Fall 2016 Town Meeting hereby expresses its gratitude and that of the Town for the service of the following persons who served as members of the High School Building Committee during its existence: David Albrecht, Rose Bertucci, John Ciccariello, Dirk Coburn, Jim Connolly, Jonathan Freedman, Bob Graham, John Hughes, Bill Hurley, Joseph Keefe, David Margil, Stephen Meyler, Joseph Naughton, John O'Neil, Mysore Ravindra, Peter Sanchioni, Mark Sereda, Martha White and Bruce Wright. Town Meeting also hereby expresses gratitude for the thoughtful support this project received from the town's state legislative representatives, the Board of Selectmen, the School Committee, the Finance Committee and for the contributions of others too numerous to name individually who contributed to the needs assessment, the design, the planning, the construction, and the project management of the High School that was completed on time and considerably below budget.

The resolution passed unanimously (by hand count).

ARTICLE 25: Amend Zoning By-Laws Regarding Dimensional Requirements
(Planning Board)

To see if the Town will vote to amend the Zoning Bylaws with regard to certain dimensional requirements pertaining to single and two-family structures within the Residential General zoning district; or otherwise act thereon.

Finance Committee Recommendation

By a vote of 9-0-0 on September 22, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 25 as presented in the voted recommended motion below.

Motion: (Requires two thirds vote)
Moved by Mr. Evans, seconded by Mr. Hayes that the zoning bylaws be amended as follows:

1) In Section IV-B Intensity Regulations by Zoning District, add the following footnote:

bb. Within the RG zoning district, a minimum of 5,000 square feet of lot area is required per dwelling unit for the conversion of a single-family to, or construction of a two-family, for a pre-existing, non-conforming lot or structure.

Mr. Munnich, Chair of the Planning Board spoke to this article. Mr. Richards moved by Mr. Healey to refer the subject matter of Article 25 to the Planning Board. Mr. Richards spoke to the referral motion.

The moton for referral failed (51-65-2). The main motion under Article 25 passed by two-thirds vote (81-31-4)

ARTICLE 26: Amend Zoning By-Laws to Add Definition for "Special Care Residence" (Planning Board)
To see if the Town will vote to add a definition for "Special Care Residence" to Article I, Section 200 of the Town of Natick Zoning Bylaw; or otherwise act thereon.

Finance Committee Recommendation
By a vote of 9-0-0 on September 22, 2016, the Finance Committee recommends***, Referral*** 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. Hayes that the Town vote to refer the subject matter of Article 26 to the Planning Board.

The referral motion under Article 26 passed by majority vote (114-1-3).

ARTICLE 27: Amend Zoning By-Laws Regarding Driveways and Parking Dimensions (Planning Board)
To see if the Town will vote to amend the Zoning Bylaws with regard to certain driveways and parking dimensions and applicability; or otherwise act thereon.

Finance Committee Recommendation
By a vote of 12-0-0 on October 4, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 27.

Motion: (Requires two thirds vote)
Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to amend Subsection 10. Entrance and Exit Driveways of Section V-D OFF–STREET PARKING AND LOADING REQUIREMENTS of Zoning By Laws to make the following changes:

-In subsection a);

insert after "…not be less than nine (9)" the following: "or more than twenty-one (21)"
insert after "…nor less than thirteen (13)" the following: "or more than twenty-five (25)"
-In subsection b);
insert after "Highway Mixed Use III," the following: "Limited Commercial,"
and after "…shall not be more than"; delete: "forty-five (45)" and insert: "forty (40)"
and after "…right-of -way line and"; delete: "fifty-five (55)" and insert: "fifty (50)"

and insert a new subsection:

> "d) Paving shall not be constructed closer than two (2) foot to the side property line extended without a permit issued under IV-A. 6. of these bylaws."

and insert a new subsection:

"e) Except for such portion of a constructed driveway accessing the traveled way, paving shall not be constructed closer than two (2) feet to the front property line.

So that the section now reads:

"10. Entrance and Exit Driveways

a) Residence driveways shall not be less than nine (9) or more than twenty-one (21) feet wide at the right-of-way line nor less than thirteen (13) or more than twenty-five (25) feet at the curb line of lots for one or two-family dwellings.
b) 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, Limited Commercial, and PCD Districts or serving uses allowed in these districts, shall not be more than forty (40) feet wide at the right-of -way line and fifty (50) 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 for lots with greater than two hundred (200) feet of frontage.
c) In all districts the entrance and exit driveways will be located so as to provide for safe access and egress to the parcel being served. In addition, evidence that the necessary driveway permits will be issued by either the Natick Department of Public Works for Town-controlled roads or State Department of Public Works for State-Controlled roads must be presented before a building permit may be issued.
d) Paving shall not be constructed closer than two (2) foot to the side property line extended without a permit issued under IV-A. 6. of these bylaws.
e) Except for such portion of a constructed driveway accessing the traveled way, paving shall not be constructed closer than two (2) feet to the front property line."

Mr. Munnich, Chair of the Planning Board, spoke to this article. Discussion ensued on the article. ***The main motion under article 27 passed by two-thirds vote (94-19-3).***

ARTICLE 28: Construction of a Shade Apparatus Over Picnic Tables at the Community-Senior Center (Jerry L. Pierce, et al)

To see if the Town will vote to appropriate a sum of money for the construction of a suitable shade apparatus over the two picnic tables near the raised gardens at the Community-Senior Center, or otherwise act thereon.

Finance Committee Recommendation

By a vote of 8-0-1 on September 22, 2016, the Finance Committee recommends ***Referral*** with regard to the subject matter of Article 28 as presented in the voted recommended motion below.

MOTION: (Requires Majority Vote)
Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to refer the subject matter of Article 28 to the sponsors.

Ms. White spoke to this article and told Town Meeting that this request has been funded under the capital equipment article. ***The main motion under Article 28 passed by majority vote (by hand count).***

ARTICLE 29: Amend the Natick Zoning Bylaw to Create an Assisted Living Option Overlay District (ALOOD). (Richard A. Glaser, et al)

To see if the Town will vote to amend the Natick Zoning Bylaw to create an Assisted Living Option Overlay District (ALOOD) limited to residential zoning districts, including but not limited to:

1. specifying the purpose and objectives of such ALOOD;
2. setting any and all dimensional and intensity regulations, including requirement for minimum size of any parcel or parcels included in the ALOOD, for such ALOOD;
3. specifying whether uses within such ALOOD shall require a Special Permit and which Town board shall be the Special Permit Granting Authority;
4. specifying the authority of the Special Permit Granting Authority to grant waivers or allow modification of dimensional or intensity regulations and the criteria for such waivers and/or modifications;
5. establishing requirements for the provision of Open Space or Open Space Public Benefit Amenity for any parcel or parcels included in the ALOOD;
6. establishing such other requirements as the Town deems appropriate for uses allowed within the ALOOD; and

take any other action consistent with the creation of this ALOOD, or otherwise act thereon.

Suggested Bylaw provisions:

1. Amend Article I by adding:

Section 110 – PURPOSE OF ASSISTED LIVING OPTION OVERLAY DISTRICT (ALOOD)

Within the purposes expressed in Section 100 of this Bylaw and in General Laws Chapter 40 A the particular intent of these Bylaws with respect to establishing an Assisted Living Option Overlay District (ALOOD) is to provide a residential environment within residentially zoned districts that offers supportive services to individuals 55 years of age or older who are unable to live independently in the community, including individuals with specialized needs due to cognitive or other impairments, by offering supervision and/or assistance with basic activities of daily life.

2. Create New section III-K to be added to Zoning Bylaw after the existing Highway Overlay District Sections:

Section III-K ASSISTED LIVING OPTION OVERLAY DISTRICT ("ALOOD")

1. APPLICABILITY: The ALOOD shall overlay any parcel or combination of contiguous parcels in common ownership ("ALOOD PARCEL") , approved by Town Meeting to be included in the ALOOD, subject to the following requirements:

a. Such ALOOD PARCEL shall be located in a residentially zoned district and consist of at least fifteen (15) contiguous acres.

b. Such ALOOD PARCEL shall have a minimum of 100 feet of frontage on a numbered arterial road (Rt.9, Rt.16, Rt. 27, Rt. 135).

c. All regulations of the underlying residential zoning district shall apply within the ALOOD except to the extent they are specifically modified or supplemented by other provisions of the ALOOD.

2. USE AND OTHER ZONING REGULATIONS

a. Allowed Uses: In addition to any uses allowed in the underlying residential zoning district, which shall continue to be allowed uses, Assisted Living Residences and Special Care Residences, either as a single use or as combined uses in one or more buildings, shall be allowed uses within the ALOOD subject to the following requirements:

i. An Assisted Living Residence located in the ALOOD shall provide assisted living units consisting of one or more rooms within an Assisted Living Residence providing living facilities for no more than two occupants, including room or rooms for living, sleeping and eating ("ALR Unit").

ii. Both Assisted Living Residences and Special Care Residences may include common areas and community dining facilities, and may provide personal care services, activities of assistance with daily living, and other related programs and services. This may include, but is not strictly limited to, meal care services, beauty salon, sundry shop, and banking and recreational facilities.

iii. The SPGA, in order to approve the Special Permit/Site Plan Approval for an Assisted Living Residence or a Special care Residence, must find that the overall impact of the facility will not substantially derogate from the cumulative impact associated with other uses allowed as a matter of right or by special permit within the zoning district.

b. Intensity, Dimensional and Open Space Regulations

i. Number of Living Units: Any development permitted under the ALOOD Bylaw shall be limited to ten (10) ALOOD units per acre (43,560 S.F.). An ALOOD unit is a patient bed with respect to a Special Care Residence and an ALR Unit with respect to an Assisted Living Residence. For example, a fifteen (15) acre ALOOD PARCEL could have a maximum of one hundred fifty(150) ALR Units, or one hundred (100) ALR Units and a fifty (50) bed Special Care Residence, or a one hundred fifty (150) bed Special Care Residence, or any other combination thereof.

ii. Floor Area Ratio: For any development permitted under the ALOOD Bylaw the floor area ratio (FAR) shall not exceed 0.32.

iii. Open Space: Any development approved under the ALOOD shall provide that a minimum of thirty-three (33%) per cent of the ALOOD PARCEL is retained as permanent Open Space or an Open Space Public Benefit Amenity. At least fifty (50%) percent of the Open Space shall not be wetlands or land subject to seasonal or periodic flooding. The Open Space disposition shall be at the discretion of the SPGA and either retained by the Applicant, deeded to the Town of Natick, or deeded to a non-profit corporation designated by the SPGA. The Open Space shall be permanently restricted as Open Space by way of a deed restriction, conservation restriction or easement. Open Space acreage, whether retained by the Applicant or deeded to a third party in compliance with this Section, shall be considered part of the ALOOD PARCEL for determining zoning compliance of the ALOOD PARCEL under all provisions of the Zoning Bylaw.

iv. Parking Spaces Required: 0.5 spaces per ALR Unit for Assisted Living Residences; 0.75 spaces per patient bed for Special Care Residences.

v. Dimensional regulations: All dimensional regulations of the underlying residential zoning district shall apply within the ALOOD except to the extent they are specifically modified or supplemented by other provisions of this ALOOD Article.

Finance Committee Recommendation
By a vote of 10-0-0 on September 29, 2016, the Finance Committee recommends ***Referral*** with regard to the subject matter of Article 29.

Motion: (Requires Majority Vote)
Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to refer the subject matter of Article 29 to the Planning Board.

Mr. Awkward moved seconded by Ms. Collins to establish an Assisted living Study Committee which shall be appointed by the Moderator. Said committee shall be composed of seven residents appointed for a term expiring on the dissolution of 2017 Spring Annual Town Meeting, or as otherwise extended by a vote of town meeting. The committee's charge shall be to prepare and submit to town meeting a town-wide comprehensive report regarding its study about amending the current zoning bylaws, which may allow

for assisted living developments in certain residential, commercial and or industrial zoned districts, or otherwise act thereon.

Mr. Awkward spoke to this motion. Discussion ensued on the amendment to the main motion.

Mr. Everett moved seconded by Mr. Sidney to strike the words "or otherwise act thereon". ***The motion to strike the words "or otherwise act thereon" passed by majority vote (by hand count).***

Mr. Williamson moved, seconded by Mr. Philben to amend the amended motion to add the following "Said Committee shall not be limited to the site proposed in Article 30 but shall include any other sites under consideration in town for development of Assisted Living Residences."

The second amendment failed (by hand count). The first amendment failed (54-63-1). The original referral motion under Article 29 passed by majority vote (107-7-2).

ARTICLE 30: Include Certain Parcels of Land on Eliot Street and Everett Street in the Assisted Living Option Overlay District ("ALOOD") (Sally Flagg, et al)
To see if the Town will vote to include certain parcels of land located on Eliot Street and Everett Street within the Assisted Living Option Overlay District, specifically those parcels of land identified on Assessor's Map number 72 as parcels 39C, 39E, 39L, 39K and 41, intending to describe all of that land contained in deeds recorded in Middlesex South District Registry of Deeds in book 12792, page 120 (parcel 39E and 39C), book 48268, page 575 (parcel 39L), book 59285, page 131 (parcel 39K), and book 45620, page 250 (parcel 41), and excepting therefrom the land described in book 60812, page 376, all as more particularly described on a Plan entitled "Assisted Living Option Overlay District" (Assessors Map 72, lots 39C, 39E, 39L, 39K & 41) 309 and 311 Eliot Street, Natick Massachusetts, by McKenzie Engineering Group, Inc. attached hereto as Exhibit A and the narrative description attached hereto as Exhibit B, or otherwise act thereon.

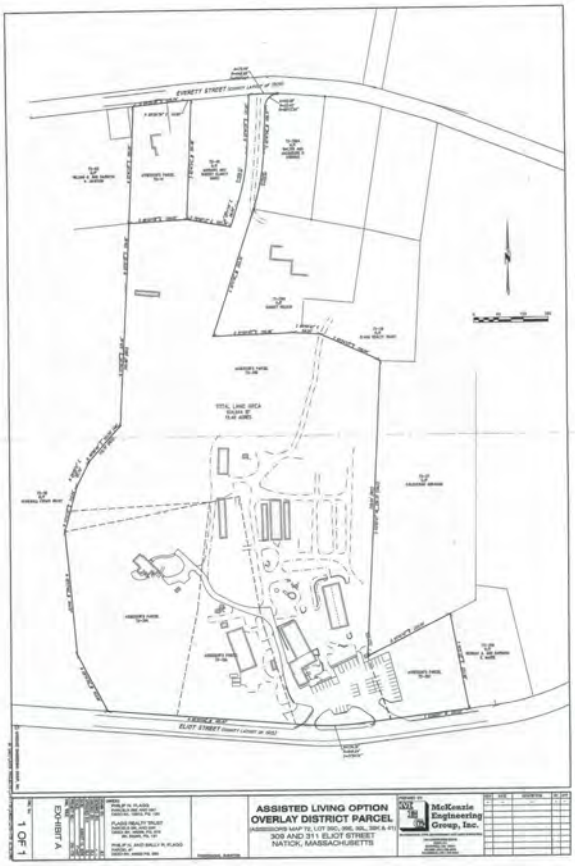

EXHIBIT B

ALOOD PARCEL LEGAL DESCRIPTION

A parcel of land situated on the northerly side of Eliot Street and the southerly side of Everett Street in the town of Natick, Middlesex County, Massachusetts being more particularly described as follows:

BEGINNING at a point on the northerly right of way line of said Eliot Street, being the southeasterly corner of the land herein described;
thence along said Northerly right of way line the following 3 courses;
S 82°40'51" W a distance of 260.65';
thence with a curve turning to the right with an arc length of 134.31' and a radius of 646.64';
thence N 85°25'09" W a distance of 481.67';
thence N 28°16'39" W a distance of 153.96';
thence N 05°17'09" W a distance of 304.07';
thence N 15°12'21" E a distance of 112.64';
thence N 26°09'21" E a distance of 65.70';
thence N 40°09'46" E a distance of 120.00';
thence N 03°02'34" E a distance of 339.46';
thence N 02°51'16" E a distance of 154.81';
thence N 02°41'54" E a distance of 285.00' to the southerly right of way line of said Everett Street;
thence along said southerly right of way line the following 2 courses;
N 84°06'06" E a distance of 125.74';
thence N 85°26'36" E a distance of 14.89';
thence S 02°41'54" W a distance of 291.48';
thence S 79°50'13" E a distance of 107.36';
thence N 18°11'54" E a distance of 56.69';
thence with a curve turning to the left with an arc length of 133.18' and a radius of492.31';
thence N 02°41'54" E a distance of 137.00';
thence with a curve turning to the right with an arc length of 73.19' and a radius of 648.98';
thence with a reverse curve turning to the left with an arc length of 52.08' and a radius of 33.45';
thence S 02°41'54" W a distance of 108.71';
thence with a curve turning to the right with an arc length of 144.00' and a radius of 532.31';
thence S 18°11'56" W a distance of 323.38';
thence N 87°59'45" E a distance of 195.86';
thence S 85°59'42" E a distance of 64.00';
thence S 65°24'03" E a distance of 158.94';
thence S 02°50'47" W a distance of 726.75';
thence N 62°41'41" E a distance of 225.00';
thence S 10°51'32" E a distance of 233.99' to the POINT OF BEGINNING;
containing an area of 18.48 acres more or less.

The above described parcel of land comprises Assessor's Map number 72; parcels 39C, 39E, 39I, 39K and 41 intending to describe all of that land contained in deeds recorded in the following books:
book 12792, page 120 (parcel 39E and 39C)
book 48268, page 575 (parcel 39L)
book 59285, page 131 (parcel 39K)
book 45620, page 250 (parcel 41)
excepting therefrom the land described in book 60812, page 376

being also shown on a plan entitled "Assisted Living Option Overlay District Parcel (Assessor's Map 72, Lot 39C, 39E, 39L, 39K & 41) 309 and 311 Eliot Street Natick, Massachusetts" dated August 12, 2016 by Mckenzie Engineering Group, Inc.

{Client Files/312116/0001/BYLAW/03785038.DOCX;1}

Finance Committee Recommendation

By a vote of 10-0-0 on September 29, 2016, the Finance Committee recommends ***Referral*** with regard to the subject matter of Article 30.

Motion: (Requires Majority Vote)
Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to refer the subject matter of Article 30 to the Planning Board.

The motion for referral under Article 30 passed by majority vote (90-21-0).

ARTICLE 31: Amend the Natick Zoning Bylaw to Create a Transitional Overlay Option Plan (TOOP) **(Steven Levinsky, et al)**

To see if the Town will vote to amend the Zoning By Laws of the Town of Natick, by adding thereto in Section III thereof, a new Subsection A.7, that would create and establish a zoning overlay district to be known as the Transitional Overlay Option Plan (TOOP) for the purpose of allowing a transitional re-development of properties located along the Major Arterial Roadways of the Town, or act on anything relating thereto.

Finance Committee Information For Town Meeting Members
On the advice of Town Counsel, the Finance Committee did not hear the above item.

The text presented above as a 'warrant article' is not the same as the language filed by the citizen petitioners.

Motion: (Requires Majority Vote)
Moved by Mr. Freedman, seconded by Mr. Awkward to take no action on the subject matter of Article 31.

The motion to take no action on Article 31 passed by majority vote (by hand count).

ARTICLE 32:Include Certain Parcels of Land Located on the Southerly Side of East Central Street, the Easterly Side of Lincoln Street, the Easterly and Westerly Side of Wilson Street and the Westerly Side of Grant Street in the Transitional Overlay Option Plan (TOOP) (Steven Levinsky, et al)

To see if the Town will vote to designate those parcels of land, located on the southerly side of East Central Street, the easterly of Lincoln Street, the easterly and westerly side of Wilson Street and the westerly side of Grant Street and being on shown on Assessors Map 44, as Lots 180, 181, 182, 195, 196, 197, 216 and 217, as a Transitional Overlay Option Plan (TOOP) District in accordance with Section III – A.7 of the Natick Zoning By-laws, or act on anything related thereto.

Finance Committee Information For Town Meeting Members
On the advice of Town Counsel, the Finance Committee did not hear the above item.
The text presented above as a 'warrant article' is not the same as the language filed by the citizen petitioners.

Motion: (Requires Majority Vote)
Moved by Sidney, seconded by Mr. Awkward to take no action on the subject matter of Article 32.

The motion to take no action on Article 32 passed by majority vote (by hand count).

Ms. Ostroff moved, seconded by Ms. Foss to further postpone consideration of the subject matter of Article 14 to Thursday, November 3rd. ***The motion passed by majority vote (by hand count).***

Mr. Connolly moved, seconded by Mr. Sidney that when we adjourn tonight that we adjourn to Tuesday, November 1st. ***The motion passed unanimously (by hand count).***

ARTICLE 33: Amend the Town of Natick By-laws to Ban the Use of Polystyrene

(Robert Rowe, et al)
To see what action the town will take to amend the Town of Natick By-laws with respect to banning the use of polystyrene (also known by its trademarked name, Styrofoam) for single-use food containers, beverage containers, and trays, or otherwise act thereon.

Finance Committee Recommendation
By a vote of 8-4-0 on September 6, 2016, the Finance Committee recommends ***Referral*** with regard to the subject matter of Article 33.

Motion: (Requires Majority Vote)
Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to refer the subject matter of Article 33 to the Board of Health and the sponsors.

The referral motion under Article 33 passed by majority vote (by hand count).

ARTICLE 34: Acquisition of 218 Speen Street (Robert Rowe, et al)
To see what action the town will take to acquire a parcel of land whose address is 218 Speen Street, or negotiate a conservation easement to restrict its use or otherwise act thereon. The said parcel of land is a square-shaped wooded area behind the current golf driving range whose boundary begin at the maintenance shed on the golf driving range by 29 Kelsey Road. The boundary runs north along a property line shared with Sherwood Village to Surrey Lane. The property line then runs east along Surrey Lane and Buckingham Road. Finally, the property line runs from the last house on Buckingham Road back to the maintenance shed. The property size is roughly 2.5 acres.

Finance Committee Recommendation
By a vote of 12-0-0 on September 6, 2016, the Finance Committee recommends ***No Action*** with regard to the subject matter of Article 34.

Motion: (Requires Majority Vote)
Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to take no action with regard to the subject matter of Article 34.

The motion to take no action under Article 34 passed by majority vote (by hand count).

Mr. Sidney moved seconded by Ms. Collins to adjourn. ***The motion to adjourn passed by majority vote. The meeting adjourned at 9:27 PM until Tuesday, November 1, 2016 at 7:30 PM.***
A record of the Third Session of
2016 Fall Annual Town Meeting
October 25, 2016

_____
Diane Packer, Town Clerk

2016 Fall Annual Town Meeting
Fine and Performing Arts Center
Natick High School
November 1, 2016
Fourth Session

The Fourth Session of the 2016 Fall Annual Town Meeting was called to order at 7:55 PM by the Town Moderator, Frank W. Foss, after the First Session of 2016 Special Town Meeting #2 adjourned.

Mr. Ostroff moved, seconded by Mr. Sidney to postpone consideration of Article 23 until the first order of business on Thursday, November 3, 2016. ***The motion passed by majority vote (by hand count).***

The Moderator announced that 2016 Fall Annual Town Meeting is closed and he has called back into order 2016 Special Town Meeting #2 at approximately 8:00 PM.

A record of the Fourth Session of
2016 Fall Annual Town Meeting
November 1, 2016

_____
Carol Gloff, Acting Town Clerk

2016 Fall Annual Town Meeting
Fine and Performing Arts Center
Natick High School
November 3, 2016
Fifth Session

Town Meeting began the fifth Session of the 2016 Fall Annual Town Meeting at approximately 7:50PM. The Meeting began with Article 14.

ARTICLE 14: Committee Article (Board of Selectmen)
To see if the Town will vote to receive the reports of town officers, boards, and committees; or otherwise act thereon.

Finance Committee Recommendation
By votes of 9-0-0 on September 22, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 14.

Motions: (Requires majority vote)
Motion A:

Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to hear and to discuss the report of the Tiny House Study Committee.

Ms. Williamson-Ostroff moved, seconded by Ms. Foster to amend the main motion by deleting the words "and to discuss". ***The amendment failed (50-71-4). Motion A under Article 14 passed by majority vote (by***

hand count). The Moderator announced that he would limit presentation and discussion to 15 minutes for each motion under Article 14.

There was a slide presentation from the Tiny House Study Committee given Mr. Ramachandran. There were no questions and no discussions.

Motion B:
Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to hear and to discuss the report of the Charter and By-Law Review Committee.

Motion B under Article 14 passed by majority vote (by hand count). Mr. Sidney, Vice Chair of the Charter and By-Law Review Committee made a presentation.

Motion C:
Moved by Mr. Evans seconded by Mr. Griesmer that the Town vote to hear and to discuss the report of the Planning Board.

Motion C under Article 14 passed by majority vote (by hand count). Mr. Errickson, Director of Community and Economic Development made a presentation on the status of the 2030 Master Plan Committee.

Moved by Mr. Sidney to adjourn 2016 Fall Annual Town Meeting until conclusion of business under Special Town Meeting #2, Article 3. ***The motion passed by majority vote (by hand count).***

A record of the Fifth Session of
2016 Fall Annual Town Meeting
November 3, 2016

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Carol Gloff, Acting Town Clerk

WARRANT
2016 SPECIAL TOWN MEETING #2
NOVEMBER 1, 2016

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 November 1, 2016 at 7:30 PM**, then and there to act on the following Articles:

Article 1 Middlesex Garage Feasibility Analysis
Article 2 Appropriate Funds for the Design and Development of the Cochituate Rail Trail
Article 3 Acquisition of the CSX Saxonville Branch
Article 4 Amend the Natick Zoning By-Law to Create a Transitional Overlay Option Plan (TOOP)

Article 5 Include Certain Parcels of Land Located on the Southerly Side of East Central Street, the Easterly Side of Lincoln Street, the Easterly and Westerly Side of Wilson Street and the Westerly Side of Grant Street in the Transitional Overlay Option Plan (TOOP)
Article 6 Appropriation of Insurance Proceeds – Camp Arrowhead
Article 7 Amend Zoning By-Laws: SPGA Designation – Industrial I & II
Article 8 Amend Zoning By-Laws: Motor Vehicles
Article 9 Amend Zoning By-Laws : Remove Ambiguous Wording from Section 323.3
Article 10 Amend Zoning By-Laws: 55 Years of Age Amenity Housing
Article 11 Amend Zoning By-Laws: Elderly Family Residence
Article 12 Supplement FY 2017 Funding for the Bacon Free Library

2016 Special Town Meeting #2
Fine and Performing Arts Center
Natick High School
November 1, 2016
First Session

The First Session of the 2016 Special Town Meeting #2 was called to order at 7:40 PM by the Town Moderator, Frank W. Foss. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Carol Gloff, Assistant Town Clerk for this meeting; Paul Griesmer, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Richard Jennett, Chair of the Board of Selectmen; Mr. Chenard, Deputy Town Administrator for Operations; and a representative from Option Technologies who will be operating the electronic voting system.

All residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by ***Town Meeting Time,*** the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

All motions offered for consideration by Town Meeting shall be in writing if required by the Moderator; and all motions involving the expenditure of money shall be in writing when required by any Town Meeting Member. No person shall speak upon any article more than once when any other person desires to be heard, nor more than twice on the same question without permission of Town Meeting; and no person shall speak more than ten (10) minutes at one time without permission of Town Meeting. Consistent with the Natick By-Laws, once a member is recognized, it is the practice of Town Meeting to first ask questions, then propose a motion and/or debate the highest ranking motion. This practice is unchanged. Once a speaker is called upon by the Moderator the speaker's time will begin. Time expended asking questions will be considered part of the speaker's time, pursuant to the Natick By-Laws. Responses to the speaker's question will not be considered part of the speaker's requisite time. Each speaker will be limited to three questions, whether or not they are stated singularly or in a compound question and divided by the Moderator. When a question on an article is before Town Meeting, motions shall be received and have precedence as listed in the table entitled "Precedence of Motions," found in the Natick By-Laws, the Town Meeting Member Handbook and ***Town Meeting Time***. Any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking on the matter. The motion for the previous question shall not

be entertained by the Moderator if three or more persons, who have not previously spoken to the question, are seeking recognition. Without objection, the preceding statements were accepted as rules of 2016 Fall Annual Town Meeting.

The Moderator suggested a motion to waive the reading of articles and motions. Moved by Mr. Sidney seconded by Mr. Gath to waive reading the text of all 2016 Special Town Meeting #2 warrant articles and move to waive reading the text of motions, excluding the amounts to be appropriated and sources of said amounts to be appropriated when motions are provided in the text of Recommendations of the Natick Finance Committee publications. ***The motion passed unanimously (by hand count).***

Moved by Mr. Sidney seconded by Mr. Gath to accept and incorporate into the record of 2016 Special Town Meeting #2 the by-law restatements and rules as voted and accepted by unanimous consent during the 2016 Spring Annual Town Meeting. ***The motion passed unanimously.***

The Moderator requested that all Town Meeting members make sure that they have their electronic voting devices and that they are turned on. In addition, the Moderator asked that all remaining devices be brought into the Hall and any Town Meeting members who arrive can pick the device up at the front of the room. This will assure security of the devices.

Mr. Munnich moved, seconded by Mr. Glater to advance Article 11 so that it will be taken up prior to Article 9. Mr. Munnich spoke to the motion. ***The motion passed unanimously (by hand count).***

Mr. Sidney moved, seconded by Ms. Collins to adjourn 2016 Special Town Meeting # 2 until the conclusion of tonight's business under 2016 Fall Annual Town Meeting. ***The motion for adjournment passed my majority vote.***

2016 Special Town Meeting #1 was called back into order at approximately 8:00 PM.

ARTICLE 1: Middlesex Garage Feasibility Analysis (Town Administrator)

To see if the Town will vote to raise and appropriate, or otherwise provide, a sum of money for a Feasibility Analysis regarding development of a parking garage on essentially the same footprint as the former so-called Middlesex Garage, located generally between Middlesex Avenue, North Main Street, Summer Street and Spring Street; said Feasibility Analysis to include but not be limited to (1) review, analysis and utilization of information and recommendations from previously completed relevant studies; (2) performance of necessary tests (e.g. soil borings) to determine site suitability for a multi-level parking garage; (3) analysis of advantages and disadvantages of including commercial lease space within said garage; and (4) development of conceptual design(s) and associated projected costs, said designs to be in compliance with local zoning and other applicable regulations or identify variances necessary to achieve compliance; or otherwise act thereon.

Finance Committee Recommendation

By a vote of 9-0-0 on October 6, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 1.

Motion: (Requires majority vote)

Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to appropriate $200,000 from free cash, to be expended under the direction of the Board of Selectmen, for a Feasibility Analysis regarding development of a parking garage on essentially the same footprint as the former so-called Middlesex Garage, located generally between Middlesex Avenue, North Main Street, Summer Street and Spring Street; said Feasibility Analysis to include but not be limited to (1) review, analysis and utilization of information and recommendations from previously completed relevant studies; (2) performance of necessary tests (e.g. soil borings) to determine site suitability for a multi-level parking garage; (3) analysis of advantages and

disadvantages of including commercial space with said garage; and (4) development of alternative conceptual design(s) and associated projected costs and (5) related identification of zoning or other regulatory relief that would be necessary to develop a parking garage on the subject parcel(s).

Mr. Jennett spoke to the subject matter of Article 1. Mr. Lista moved, seconded by Mr. Linehan to amend the main motion by changing (5) to (6) and amend (5) to read as follows: "analysis of operation and maintenance costs including but not limited to all labor and fixed costs of garage operation, and". Mr. Lista spoke to the amendment. ***The amendment passed unanimously (by hand count).***

Debate on the amended main motion ensued. Mr. Magasanik moved, seconded by Mr. Gath to amend the main motion to add after the words "associated projected costs" insert the following words "and estimate of the revenue required to assure no cost to the Town. Ms. Salamoff moved, seconded by Mr. Yang to amend the previous amendment to delete the words "assure no cost to the Town". Debate ensued on the amendment to the proposed amendment. ***The second amendment failed (by hand count).*** Debate continued on the first amendment. ***The first amendment to the main motion failed. The amended main motion under Article 1 passed by majority vote (117-11-1).***

ARTICLE 2: Appropriate Funds for the Design and Development of the Cochituate Rail Trail (Board of Selectmen)
To see if the Town will vote to appropriate a sum of money to fund design and development of the Cochituate Rail Trail, or otherwise act thereon.

Finance Committee Recommendation
By a vote of 11-0-0 on October 24, 2016, 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 appropriate the sum of $50,000 to be expended under the direction of the Board of Selectmen for design and related services for the proposed Cochituate Rail Trail, and that the amount of $50,000 be raised from the MathWorks Mitigation Fund.

Mr. Ostroff made a presentation covering Articles 2 and 3. Mr. Ostroff was granted, without objection more than ten minutes for this presentation. Ms. White, Town Administrator and Mr. Errickson, Director of Community and Economic Development spoke to Articles 2 and 3 as well. The Moderator requested that without objection Town Meeting allow Mr. Young, who is not a Natick resident to speak. Mr. Charles Young, an employee of Stantec Consulting. Stantec Consulting performed the environmental research and testing on the rail trail. Debate on this article continued. ***The main motion under Article 2 passed by majority vote (112-14-3).***

ARTICLE 3: Acquisition of the CSX Saxonville Branch (Board of Selectmen)
To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, or otherwise, for general municipal purposes, including without limitation recreational and non-motorized transportation purposes, land known as the Saxonville Branch line and adjoining parcels, owned now or formerly by CSX Transportation, Inc., and shown on Natick Assessors Map 41, Lot RR1; Map 17, Lots 13, 14, 18 and 19; Map 26, Lots 40A and 116A; Map 35, Lot 296; and Map 43, Lots 413A and 413B; which land shall be used for the proposed Cochituate Rail Trail, a plan for which is on file with the office of the Natick Community and Economic Development Department, and further, to see what sum of money the Town will vote to appropriate and raise, borrow, or otherwise provide for the purposes of this article; and, further, to authorize the Board of Selectmen and other applicable boards, commissions, and personnel to apply for and receive grants or gifts for the purposes of this article, and to take all action necessary or appropriate to accomplish the purposes of this article; or otherwise act thereon.

Finance Committee Recommendation

On October 13, 2016, the Finance Committee held an initial public hearing on Article 3. The Finance Committee postponed further consideration of Article 3 until Monday October 24, 2016. By vote of 9-2-0 on October 24, 2016, the Finance Committee recommends Favorable Action on the subject matter of Article 3.

MOTION: (Requires Two Thirds Vote)

Moved by Mr. Evans, seconded by Mr. Griesmer to appropriate the sum of $6,065,000 to acquire, for recreational and non-motorized transportation purposes, land known as the Saxonville Branch line and adjoining parcels, owned now or formerly by CSX Transportation, Inc., and shown on Natick Assessors Map 41, Lot RR1; Map 17, Lots 13, 14, 18 and 19; Map 26, Lots 40A and 116A; Map 35, Lot 296; and Map 43, Lots 413A and 413B; which land shall be used for the proposed Cochituate Rail Trail; which acquisition is subject to provisions of the so-called federal railbanking statute, 16 U.S.C. 1247(d); to be expended under the direction of the Board of Selectmen in accordance with the terms of the applicable purchase and sale agreement with CSX Transportation, Inc., as amended; provided that funding for construction of the proposed Cochituate Rail Trail is in the Transportation Improvement Plan by the Boston Metropolitan Planning Organization at the date of the closing for acquisition of said land, and that the amount of $6,065,000 shall be raised from the following sources:

FAR Bonus Stabilization Fund	$3,100,000
Borrowing	$2,965,000
Total Appropriation	$6,065,000;

and, further,

1) that the Treasurer with the approval of the Board of Selectmen is authorized to borrow $2,965,000 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 $2,965,000 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; and further,

2) that the amount of said borrowing shall be reduced and/or repaid in full or in part by any grants or donations received in support of the Cochituate Rail Trail acquisition and, further,

3) that the Board of Selectmen is hereby authorized to expend for the purposes of this article, in accordance with the terms of the applicable purchase and sale agreement with CSX Transportation, Inc., as amended, the total sum of $6,071,000, including appropriations under this Article and $6,000 in donations received to date.

Mr. Evans moved seconded by Mr. Griesmer to make the following changes to the article:

1. To delete in section 1) the words "this program" and replace them with "the purposes of this article"
2. In the second to last line after the words "CSX Transportation, Inc" add "dated February 16, 2016"
3. Add the words "by First Amendment dated February 16, 2016" after the words "as amended" in the second to last line.

Mr. Ostroff raised several questions and there was a brief recess. The Moderator announced at 9:55 PM that this would not be sorted out immediately. Mr. Everett moved, seconded by Mr. Sidney to adjourn. ***The motion to adjourn passed by majority vote. The meeting adjourned at 9:55until Thursday, November 3rd at 7:30PM.***

A record of the First Session of
2016 Special Town Meeting #2
November 1, 2016

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Carol Gloff, Acting Town Clerk

2016 Special Town Meeting #2
Fine and Performing Arts Center
Natick High School
November 3, 2016

Second Session

The First Session of the 2016 Special Town Meeting #2 was called to order at 7:43 PM by the Town Moderator, Frank W. Foss. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence in recognition of all the men and women serving on our behalf throughout the world.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Carol Gloff, Assistant Town Clerk for this meeting; Paul Griesmer, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Martha White, Town Administrator; John Flynn, Town Counsel; and Richard Jennett, Chair of the Board of Selectmen; and a representative from Option Technologies who will be operating the electronic voting system.

All residents and taxpayers of the town and town officers and employees, whether or not residents, have the same right to speak as Town Meeting Members; however they do not have the right to submit motions for consideration at Town Meeting, nor vote on any matter before Town Meeting. Non-residents may only speak at Town Meeting after approval by Town Meeting Members. The proceedings of Town Meetings shall be governed by ***Town Meeting Time,*** the Town of Natick Home Rule Charter, the Natick By-Laws and the General Laws of the Commonwealth of Massachusetts.

The Moderator reviewed the previously accepted rules of the meeting. Any person having a monetary or equitable interest in any matter under discussion at a Town Meeting, and any person employed by another having such an interest, shall disclose the fact of his/her interest or employment before speaking on the matter. The motion for the previous question shall not be entertained by the Moderator if three or more persons, who have not previously spoken to the question, are seeking recognition. Without objection, the preceding statements were accepted as rules of 2016 Fall Annual Town Meeting.

Moved by Mr. Sidney seconded by Mr. Gath to accept and incorporate into the record of 2016 Special Town Meeting #2 the by-law restatements and rules as voted and accepted by unanimous consent during the 2016 Spring Annual Town Meeting. ***The motion passed unanimously.***

The Moderator requested that all Town Meeting members make sure that they have their electronic voting devices and that they are turned on. The Moderator made several announcements.

Moved by Mr. Sidney, seconded by Mr. Gath to postpone the continued consideration of Special Town Meeting #2, Article 3 until 2016 Fall Annual Town Meeting, Article 14 has been completed. ***The motion passed unanimously (by hand count).***

Mr. Sidney moved, seconded by Ms. Collins that when we adjourn this evening that Town Meeting will adjourn until Thursday, November 10th. ***The motion passed unanimously (by hand count).***

The Moderator announced that the motion below is the motion which is on Town Meeting floor at this time.

MOTION: (Requires Two Thirds Vote)
Moved by Mr. Evans, seconded by Mr. Griesmer to appropriate the sum of $6,065,000 to acquire, for recreational and non-motorized transportation purposes, land known as the Saxonville Branch line and adjoining parcels, owned now or formerly by CSX Transportation, Inc., and shown on Natick Assessors Map 41, Lot RR1; Map 17, Lots 13, 14, 18 and 19; Map 26, Lots 40A and 116A; Map 35, Lot 296; and Map 43, Lots 413A and 413B; which land shall be used for the proposed Cochituate Rail Trail; which acquisition is subject to provisions of the so-called federal railbanking statute, 16 U.S.C. 1247(d); to be expended under

the direction of the Board of Selectmen in accordance with the terms of the applicable purchase and sale agreement with CSX Transportation, Inc., as amended; provided that funding for construction of the proposed Cochituate Rail Trail is in the Transportation Improvement Plan by the Boston Metropolitan Planning Organization at the date of the closing for acquisition of said land, and that the amount of $6,065,000 shall be raised from the following sources:

FAR Bonus Stabilization Fund	$3,100,000
Borrowing	$2,965,000
Total Appropriation	$6,065,000;

and, further,

1) that the Treasurer with the approval of the Board of Selectmen is authorized to borrow $2,965,000 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 $2,965,000 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 the purposes of this article this program; and further,

2) that the amount of said borrowing shall be reduced and/or repaid in full or in part by any grants or donations received in support of the Cochituate Rail Trail acquisition and, further,

3) that the Board of Selectmen is hereby authorized to expend for the purposes of this article, in accordance with the terms of the applicable purchase and sale agreement with CSX Transportation, Inc., dated February 16, 2016 as amended, by First Amendment dated February 16, 2016 the total sum of $6,071,000, including appropriations under this Article and $6,000 in donations received to date.

Mr. Ostroff moved, seconded by Mr. Sidney to amend the main motion as it appears above by deleting in its entirety Section 3 above and replacing it with: "3) that the Board of Selectmen is hereby authorized to expend for the purposes of this article, in accordance with the terms of the applicable purchase and sale agreement with CSX Transportation, Inc., dated February 16, 2016, as amended by First Amendment dated February 16, 2016, as further amended by an amendment signed by CSX on March 4, 2016, and accepted by the Board of Selectmen on March 14, 2016, and as futher amended by a letter signed by the Board of Selectmen on September 19, 2016, signed by CSX on September 21, 2016 and executed by the Board of Selectmen on November 2, 2016, the total sum of $6,071,000, including appropriations under this Article and $11,000 in donations received to date.

This vote shall not prohibit the Board of Selectmen to agreeing to an extension of any benchmark date in said purchase and sale agreement."

In addition, to further amend the motion to change the sum of $6,065,000 in the first line to $6,060,000 and in the last line of the first paragraph to change the sum to $6,060,000; and to change the borrowing sum to $2,965,000 from $2,960,00 and to change the Total appropriation to $65,060,000 and to change the sums in 1) … to borrow $2,960,000 from $2,965, 00 in the second line and also to change the sum before the words "in principal amount" to $2,960,000.

The amendment passed by majority vote (111-10-3).

Mr. Hayes moved, seconded by Mr. Lista to amend the amended main motion by deleting the "FAR Bonus Stabilization Fund: $3,100,000 and to delete "2,960,000 where ever it appears in the motion and replace it with $6,060,000;

Debate on the amendment to the amended main motion ensued. ***The amendment failed***

(19-101-6).

Debate on the amended main motion ensued. After considerable debate the Moderator announced that Town Meeting would vote. T***he amended main motion under Article 3 passed by a two-thirds vote (95-25-1).***

Mr. Sidney moved, seconded by Mr. Jennett to adjourn. ***The motion to adjourn passed by majority vote and the meeting adjourned at 11:30 PM until Thursday, November 10.***

A record of the Second Session of

2016 Special Town Meeting #2

November 3, 2016

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Carol Gloff, Acting Town Clerk

2016 Special Town Meeting #2
Fine and Performing Arts Center
Natick High School
November 10, 2016

Third Session

The Third Session of the 2016 Special Town Meeting #2 was called back to order at approximately 7:45 PM by the Town Moderator, Frank W. Foss after the dissolution of016 Fall Annual Town Meeting. All previously accepted rules are still in place.

Special Town Meeting #2 began with consideration of Article 4.

ARTICLE 4: Amend the Natick Zoning By-Law to Create a Transitional Overlay Option Plan (TOOP) (Arthur B. Fair III, et al)

To see if the Town will vote to amend the Zoning By Laws of the Town of Natick, by adding thereto, a new section, that would create and establish a zoning overlay district to be known as the Transitional Overlay Option Plan (TOOP) for the purpose of allowing a transitional redevelopment of properties located along the Major Arterial Roadways of the Town, or act on anything relating thereto.

Finance Committee Recommendation

After considering several motions at the Finance Committee meeting on October 13, 2016, the Finance Committee has no recommendation with regard to the subject matter of Article 4.

Motion (requires majority vote)

Moved by Mr. Sidney, seconded by Ms. Collins to indefinitely postpone consideration of the subject matter of Article 4. Moved by Mr. Jennett, seconded by Mr. Meyer to refer the subject matter of Article 4 to the Planning Board.

Debate on both motions took place concurrently. The Moderator announced that Town Meeting would vote referral first. ***The motion to refer the subject matter of Article 4 passed (72-19-2).***

ARTICLE 5: Include Certain Parcels of Land Located on the Southerly Side of East Central Street, the Easterly Side of Lincoln Street, the Easterly and Westerly Side of Wilson Street and the Westerly Side of Grant Street in the Transitional Overlay Option Plan (TOOP)(Arthur B. Fair III, et al)

To see if the Town will vote to designate those parcels of land, located on the southerly side of East Central Street, the easterly of Lincoln Street, the easterly and westerly side of Wilson Street and the westerly side of Grant Street and being on shown on Assessors Map 44, as Lots 180, 181, 182, 195, 196, 197, 198, 216 and 217, and depicted on the attached plan entitled "Transitional Overlay Option Plan – For Reference", dated August 15, 2016, or however they shall be otherwise bounded and described, as a Transitional Overlay Option Plan (TOOP) District in accordance with the Natick Zoning By-laws, or act on anything related thereto.

Finance Committee Recommendation
By a vote of 11-0-0 on October 13, 2016, the Finance Committee recommends ***No Action*** with regard to the subject matter of Article 5.

Motion (requires majority vote)
Moved by Mr. Evans, seconded by Mr. Griesmer to take no action regarding the subject matter of Article 5.

The motion to take no action passed by majority vote (by hand count).

ARTICLE 6: Appropriation of Insurance Proceeds - Camp Arrowhead (Town Administrator)

To see if the Town will vote to raise and appropriate, transfer and appropriate from available funds, or otherwise provide, the sum of one hundred eighty-seven thousand one hundred ninety-three dollars and eighty-two cents ($187,193.82), or such other amount, for the purpose of design, repair, construction, reconstruction, restoration and/or replacement of real property and/or personal property held or owned by the Town, including, without limitation, any buildings, furniture, fixtures, and equipment, for which design, repair, construction, reconstruction, restoration and/or replacement are necessitated, and any costs incidental and related thereto, as a result of a fire at Camp Arrowhead, located at 1055 Worcester Road, in Natick, which occurred on or about July 28, 2016, said amounts listed above that have been received as insurance proceeds to the benefit of the Town as a result of said fire, or to take any other action relative thereto.

Finance Committee Recommendation
By a vote of 9-0-0 on October 6, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 6.

MOTION: (Requires Majority Vote)
Moved by Mr. Evans seconded by Mr. Griesmer that the Town vote to appropriate from insurance proceeds, the sum of one hundred eighty-seven thousand one hundred ninety-three dollars and eighty-two cents ($187,193.82) for the purpose of design, repair, construction, reconstruction, restoration and/or replacement of real property and/or personal property held or owned by the Town, including, without limitation, any buildings, furniture, fixtures, and equipment, for which design, repair, reconstruction, restoration and/or replacement are necessitated, and any costs incidental and related thereto, as a result of a fire at Camp Arrowhead, located at 1055 Worcester Road, in Natick, which occurred on or about July 28, 2016, said amounts listed above that have been received as insurance proceeds to the benefit of the Town as a result of said fire.

Mr. Jennett, seconded by Ms. Salamoff to amend the main motion by inserting the phrase "to be spent under the direction of the Board of Selectmen" after the parenthetical dollar amount in line 3. The Moderator, requested that without objection the word "Road" be changed to "Street".

The amendment passed by majority vote (by hand count). The amended main motion passed by majority vote (90-1-0).

ARTICLE 7: Amend Zoning By-Laws: SPGA Designation – Industrial I & II (Wesley Potter et al.)
To see if the Town will vote to amend the Zoning Bylaws to change the Special Permit Granting Authority (SPGA) designation in the Industrial I and Industrial II zones.; or otherwise act thereon.

Finance Committee Recommendation
By a vote of 8-0-0 on October 17, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 7.

Motion: (Requires two thirds vote)
Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to amend the Zoning By-laws follows:
In Section VI-DD, 2.a), following "Regional Center Mixed-Use Overlay District" insert:
"Industrial I (In-I)
Industrial II (In-II)"
And
In Section VI-DD, 2.b), delete:
"Industrial I (In-I), and Industrial II (In-II)
The main motion under Article 7 passed by a two-thirds vote (89-1-2).
ARTICLE 8: Amend Zoning By-Laws: Motor Vehicles (Mary Collins et al.)

To see if the Town will vote to amend the Zoning Bylaws to add a new use of "Motor Vehicle Storage or Detailing"; or otherwise act thereon.

Finance Committee Recommendation
By a vote of 8-0-0 on October 17, 2016, the Finance Committee recommends ***Indefinite Postponement*** with regard to the subject matter of Article 8.

Motion: (Requires majority vote)
Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to Postpone Indefinitely the subject matter of Article 8.

The motion to indefinitely postpone consideration of the subject matter of Article 8 passed by majority vote (82-10-1.)

ARTICLE 11: Amend Zoning By-Laws: Elderly Family Residence (John Ciccariello et al)
To see if the Town will vote to amend the Zoning Bylaws to add a new use "Elderly Family Residence" in the Highway Overlay Districts; or otherwise act thereon.

Finance Committee Recommendation
By a vote of 9-0-0 on October 6, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 11.

Motion: (Requires two thirds vote)
Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to amend the Zoning Bylaws as follows:

-In Section 200 Definitions, add a new definition:

"Elderly Family Residences: Dwelling unit(s) for a family whose head (including co-head), spouse, or sole member is a person who is at least 62 years of age. It may include two or more persons who are at least 62 years of age living together, or one or more persons who are at least 62 years of age living with one or more live-in aides.

-In Section III – USE REGULATIONS, amend the first sentence of section 323.3 Certain Multi-family Residential Uses as follows:

In the first sentence, following "In the RC district, hotels, motels, assisted living facilities" insert the words ", Elderly Family Residences*" so that the first sentence of the section would begin "In the RC district, hotels, motels, assisted living facilities, Elderly Family Residence*"

-In Section III – USE REGULATIONS, amend section 323.3 Certain Multi-family Residential Uses to add a footnote:

* "Affordability Requirements: Unless a determination has been made satisfactory to the SPGA that the living units of the Elderly Family Residence do not affect the Town's Subsidized Housing Inventory (SHI) as maintained by the Commonwealth of Massachusetts Department of Housing and Community Development (DHCD), at least 10% of the Elderly Family Residences shall be certified as qualifying for the Town's SHI."

Ms. Collins moved, seconded by Mr. Munnich to amend the main motion by replacing the word "for" in the first line of the definitions with the words "intended for, and solely occupied by,"

The amendment to the main motion passed unanimously (by hand count). Ms. Collins spoke to Articles 9, 10 and 11 at the same time. Mr. Jennett moved, seconded by Mr. Griesmer to amend the amended motion by removing the following "including co-head). Mr. Jennett withdrew his amendment and Mr. Griemser accepted the withdrawal. The Moderator announced that without objection the amendment was withdrawn and there was no objection. Mr. Coburn moved, seconded by Mr. Sullivan to refer the subject matter of Article 11 to the Planning Board. Mr. Pierce moved, seconded by Ms. Chinetti to move the question and close debate on this article. ***The motion close to debate passed by a two-thirds vote (by hand count). The referral motion failed (9-76-3). The amended main motion passed by a two-thirds vote (83-5-1).***

ARTICLE 10: Amend Zoning By-Laws: 55 Years of Age Amenity Housing (John Ciccariello et al)

To see if the Town will vote to amend the Zoning Bylaws to add a new use "55 Years of Age Amenity Housing" in the Highway Overlay Districts; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

By a vote of 9-0 0 on October 6, 2016, the Finance Committee recommends ***No Action*** with regard to the subject matter of Article 10.

Motion: (Requires majority vote)

Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to take No Action with regard to the subject matter of Article 10.

The motion to take no action under Article 10 passed by majority vote (by hand count).

ARTICLE 9: Amend Zoning By-Laws: Remove Ambiguous Wording from Section 323.3

To see if the Town will vote to amend the Zoning Bylaws to remove wording from Section 323.3; or otherwise act thereon.

Finance Committee Recommendation

By a vote of 9-0-0 on October 6, 2016, the Finance Committee recommends ***Favorable Action*** with regard to the subject matter of Article 9.

Motion: (Requires two thirds vote)

Moved by Mr. Evans, seconded by Mr. Griesmer that the Town vote to amend the Zoning Bylaws as follows:

In Section III – USE REGULATIONS, Section 323.3 Certain Multi-family Residential Uses,

delete the words “, and similar multi-family development” in the first sentence

so that the sentence reads:

“In the RC district, hotels, motels, assisted living facilities may be allowed by Special Permit granted by the Planning Board, subject to all requirements of the underlying district(s), and modified by the dimensional and other intensity regulations of Sections 324 and 326.”

Moved by Mr. Sidney seconded by Ms. Collins to amend the main motion by deleting all the words from so that the sentence reads: …through the end of the paragraph.

The amendment passed by majority vote (by hand count). The amended main motion under Article 9 pass

At this time the Moderator changed all the people who help with Town Meeting: the Pages, Pegasus, the custodial staff at Natick High School, Ms. Carol Gloff and all the staff who helped the Town Clerk’s office staff during this exceptionally busy election period.

ARTICLE 12: Supplement FY 2017 Funding for the Bacon Free Library (Cathleen Collins, et al)
To see what sum of money the Town will vote to raise and appropriate, or transfer from available funds, for the maintenance and operation of the Bacon Free Library for Fiscal Year 2017 (July 1, 2016 through June 30, 2017); or otherwise act thereon.

Finance Committee Recommendation
By a vote of 8- 0-1 on October 6, 2016, 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. Evans that the Town appropriate from free cash the sum of $5,000 to be expended under the authority of the Bacon Free Library Maintenance Committee to supplement the appropriation of the 2017 Bacon Free Library budget, originally voted by the 2016 Spring Annual Town Meeting under Article 11, for the purchase of books & periodicals.

The main motion under Article 12 passed by majority vote (84-1-0).

Mr. Ostroff moved, seconded by Mr. Sidney to dissolve 2016 Special Town Meeting #2. The motion passed unanimously and 2016 Special Town Meeting #2 dissolved at 10:30 PM.

A record of the Third Session of

2016 Special Town Meeting #2

November 10, 2016

_____

Diane Packer, Town Clerk

MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF ACCOUNTS

Natick
City / Town / District

TAX RATE RECAPITULATION
Fiscal Year 2017

I. TAX RATE SUMMARY

Ia.	Total amount to be raised (from page 2, IIe)	$ 163,926,046.00
Ib.	Total estimated receipts and other revenue sources (from page 2, IIIe)	60,003,758.00
Ic.	Tax Levy (Ia minus Ib)	$ 103,922,288.00
Id.	Distribution of Tax Rates and levies	

CLASS	(b) Levy percentage (from LA5)	(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	77.9089	80,964,711.44	6,001,827,900.00	13.49	80,964,658.37
Net of Exempt					
Open Space	0.0000	0.00	0.00	0.00	0.00
Commercial	19.6002	20,368,976.29	1,509,933,900.00	13.49	20,369,008.31
Net of Exempt					
Industrial	0.5427	563,986.26	41,810,700.00	13.49	564,026.34
SUBTOTAL	***98.0518***		***7,553,572,500.00***		***101,897,693.02***
Personal	1.9482	2,024,614.01	150,081,170.00	13.49	2,024,594.98
TOTAL	***100.0000***		***7,703,653,670.00***		***103,922,288.00***

MUST EQUAL 1C

Board of Assessors

Janice Dangelo, Dir. of Assessing , Natick , dangelo@natickma.org 508-647-6420 I 11/14/2016 11:39 AM

Comment: Signing as Chair for the BOA signatures on file.

Do Not Write Below This Line --- For Department of Revenue Use Only

Reviewed By: Andrew Nelson
Date: 11/18/2016
Approved: Thomas Guilfoyle
Director of Accounts: Mary Jane Handy

Janice Jane Handy

NOTE : The information was Approved on 11/18/2016

MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF ACCOUNTS

Natick
City / Town / District

TAX RATE RECAPITULATION
Fiscal Year 2017

II.	**Amounts to be raised**		
IIa.	Appropriations (col.(b) through col.(g) from page 4)		***160,840,570.00***
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)	352,530.00	
6.	Revenue deficits	0.00	
7.	Offset receipts deficits Ch. 44, Sec. 53E	0.00	
8.	CPA other unappropriated/unreserved	***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)		***352,530.00***
IIc.	State and county cherry sheet charges (C.S. 1-EC)		1,449,503.00
IId.	Allowance for abatements and exemptions (overlay)		1,283,443.00
IIe.	Total amount to be raised (Total IIa through IId)		***163,926,046.00***
III.	**Estimated receipts and other revenue sources**		
IIIa.	Estimated receipts - State		
1.	Cherry sheet estimated receipts (C.S. 1-ER Total)	13,548,712.00	
2.	Massachusetts school building authority payments	0.00	
	TOTAL IIIa		***13,548,712.00***
IIIb.	Estimated receipts - Local		
1.	Local receipts not allocated (page 3, col (b) Line 24)	***12,213,646.00***	
2.	Offset Receipts (Schedule A-1)	***0.00***	
3.	Enterprise Funds (Schedule A-2)	***16,223,117.00***	
4.	Community Preservation Funds (See Schedule A-4)	***0.00***	
	TOTAL IIIb		***28,436,763.00***
IIIc.	Revenue sources appropriated for particular purposes		
1.	Free cash (page 4, col (c))	***9,031,776.00***	
2.	Other available funds (page 4, col (d))	***8,986,507.00***	
	TOTAL IIIc		***18,018,283.00***
IIId.	Other revenue sources appropriated specifically to reduce the tax rate		
1a.	Free cash..appropriated on or before June 30, 2016	0.00	
1b.	Free cash..appropriated on or after July 1, 2016	0.00	
2.	Municipal light source	0.00	
3.	Other source :	0.00	
	TOTAL IIId		***0.00***
IIIe.	Total estimated receipts and other revenue sources (Total IIIa through IIId)		***60,003,758.00***
IV.	**Summary of total amount to be raised and total receipts from all sources**		
a.	Total amount to be raised (from IIe)		***163,926,046.00***
b.	Total estimated receipts and other revenue sources (from IIIe)	***60,003,758.00***	
c.	Total real and personal property tax levy (from Ic)	***103,922,288.00***	
d.	Total receipts from all sources (total IVb plus IVc)		***163,926,046.00***

NOTE : The information was Approved on 11/18/2016

MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF ACCOUNTS

Natick
City / Town / District

TAX RATE RECAPITULATION
Fiscal Year 2017

LOCAL RECEIPTS NOT ALLOCATED *

		Receipt Type Description	(a) Actual Receipts Fiscal 2016	(b) Estimated Receipts Fiscal 2017
==>	1.	MOTOR VEHICLE EXCISE	5,460,485.00	5,063,350.00
	2.	OTHER EXCISE		
==>		a.Meals	918,893.00	800,000.00
==>		b.Room	1,519,913.00	0.00
==>		c.Other	4,590.00	3,000.00
==>	3.	PENALTIES AND INTEREST ON TAXES AND EXCISES	375,863.00	350,000.00
==>	4.	PAYMENTS IN LIEU OF TAXES	34,738.00	34,500.00
	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	969,812.00	950,000.00
	9.	OTHER CHARGES FOR SERVICES	1,530,013.00	1,500,000.00
	10.	FEES	0.00	0.00
	11.	RENTALS	46,604.00	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	123,472.00	122,472.00
	16.	OTHER DEPARTMENTAL REVENUE	475,018.00	475,000.00
	17.	LICENSES AND PERMITS	2,218,015.00	1,900,000.00
	18.	SPECIAL ASSESSMENTS	9,132.00	9,000.00
==>	19.	FINES AND FORFEITS	235,101.00	230,000.00
==>	20.	INVESTMENT INCOME	272,428.00	210,000.00
==>	21.	MEDICAID REIMBURSEMENT	100,000.00	100,000.00
==>	22.	MISCELLANEOUS RECURRING (PLEASE SPECIFY)	661,450.00	420,000.00
	23.	MISCELLANEOUS NON-RECURRING (PLEASE SPECIFY)	1,473,850.00	0.00
	24.	**Totals**	***16,429,377.00***	***12,213,646.00***

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 2017 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.

Accounting Officer

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 above-indicated fiscal year tax rate recapitulation form by the City / Town / 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 , vcahill@natickma.org 508-647-6435 I 11/14/2016 11:10 AM

Comment:

* 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 2017 estimated receipts to FY 2016 estimated receipts to be used in calculating the Municipal Revenue Growth Factor (MRGF).

NOTE : The information was Approved on 11/18/2016

MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF ACCOUNTS

Natick
City / Town / District

TAX RATE RECAPITULATION
Fiscal Year 2017

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)	(f) From Enterprise Funds (See A-2)	(g) From Community Preservation Funds (See A-4)	(h) *** Revolving, Funds (See A-3)	(i) Borrowing Authorization (Other)
12/08/2015	2016	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,400,000.00
05/10/2016	2016	2,498,500.00	0.00	-1,500.00	2,500,000.00	0.00	0.00	0.00	0.00	0.00
05/12/2016	2016	4,726.00	0.00	4,726.00	0.00	0.00	0.00	0.00	0.00	0.00
05/12/2016	2017	147,940,079.00	127,926,266.00	3,512,903.00	2,799,313.00	0.00	13,701,597.00	0.00	570,000.00	9,632,455.00
11/10/2016	2017	6,855,071.00	653,195.00	5,310,647.00	350,000.00	0.00	541,229.00	0.00	20,000.00	4,315,000.00
11/17/2016	2017	3,542,194.00	0.00	205,000.00	3,337,194.00	0.00	0.00	0.00	0.00	2,960,000.00
	Total	***160,840,570.00***	***128,579,461.00***	***9,031,776.00***	***8,986,507.00***	***0.00***	***14,242,826.00***	***0.00***		

* Enter the fiscal year to which the appropriation relates, i.e., fiscal year 2016 or fiscal 2017.
** Appropriations included in column (b) must not be reduced by local receipts or any other funding source.
Appropriations must be entered gross to avoid a duplication in the use of estimated or other sources of receipts.
*** Include only revolving funds pursuant to Chapter 44, Section 53 E 1/2.

Clerk

I hereby certify that the appropriations correctly reflect the votes taken by City / Town / District Council.

Diane Packer, Town Clerk , Natick , dpacker@natickma.gov 508-647-6432 I 11/14/2016 4:30 PM

Comment:

NOTE : The information was Approved on 11/18/2016

BUREAU OF ACCOUNTS
SCHEDULE A-2
ENTERPRISE FUNDS CH.44 S.53F 1/2 et al

NATICK

City/Town/District

Water & Sewer

Type of enterprise fund/statutory reference

		(a) FY2016 Actual Revenues		(b) FY2017 Estimated Revenues	
1. Enterprise revenues & available funds					
a. User charges	$	13,626,980.00	$	13,900,537.00	*
Other departmental revenue		912,437.00		900,000.00	*
Investment income		29,235.00		20,000.00	*
Total revenues		14,568,652.00		14,820,537.00	
Retained earnings appropriated from July 1, 2015 Certification**		531,441.00		690,714.00	
Retained earnings appropriated from July 1, 2016 Certification**					
Other enterprise available funds					
Total revenues and available funds	$	15,100,093.00	$	15,511,251.00	
				To Recap pg 2, Part IIIB, line 3	

* Written documentation should be submitted to support increases/decreases of estimated revenues to actual revenues.

** Retained earnings should be certified by the Director of Accounts prior to appropriation.

I hereby certify that the actual revenues as shown in part 1 column (a) are to the best of my knowledge correct and complete.

Accounting Officer

Date

2. Total costs appropriated				
a. Costs appropriated in the enterprise fund				
Salaries, wages and expenses		10,269,890.00		
Capital outlay		531,000.00		
Other:--->	Debt Service and I&I Transfer	2,492,211.00		
Total costs appropriated in the enterprise fund			$ 13,293,101.00	2a
b. Indirect costs appropriated in the general fund				
Health insurance				
Pension				
Debt				
Other	Shared Salaries & Facilites Exp	2,218,150.00		
Total costs appropriated in the general fund			$ 2,218,150.00	2b
Total Costs			$ 15,511,251.00	2a + 2b

3. Calculation of subsidy (see instructions)		
Revenue & available funds	$ 15,511,251.00	(part 1, col. b)
less: Total costs	15,511,251.00	(part 2)
less: Prior year deficit		(To Recap pg. 2, part 2b)
(Negative represents subsidy)	$ 0.00	

4. Sources of funding for costs appropriated in the enterprise fund		
a. Revenue and available funds	$ 13,293,101.00	(To Recap pg. 4, col. f)
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)	$ 13,293,101.00	(Must equal total part 2a)

BUREAU OF ACCOUNTS
SCHEDULE A-2
ENTERPRISE FUNDS CH.44 S.53F 1/2 et al

NATICK

City/Town/District

Golf Course

Type of enterprise fund/statutory reference

		(a) FY2016 Actual Revenues	(b) FY2017 Estimated Revenues
1. Enterprise revenues & available funds			
a. User charges		$ 700,212.00	$ 654,000.00
Other departmental revenue		280,000.00	
Investment income			
Total revenues		980,212.00	654,000.00
Retained earnings appropriated from July 1, 2015 Certification**		50,939.00	
Retained earnings appropriated from July 16, 2016 Certification**			57,866.00
Other enterprise available funds	Subsidy from Gen Fd		
Total revenues and available funds		$ 1,031,151.00	$ 711,866.00

To Recap pg 2, Part IIIB, line 3

* Written documentation should be submitted to support increases/decreases of estimated revenues to actual revenues.

** Retained earnings should be certified by the Director of Accounts prior to appropriation.

I hereby certify that the actual revenues as shown in part 1 column (a) are to the best of my knowledge correct and complete.

Accounting Officer

Date

2. Total costs appropriated

a. Costs appropriated in the enterprise fund

Salaries, wages and expenses	672,112.00	
Capital outlay	20,000.00	
Other:---> Debt Service	257,613.00	
Total costs appropriated in the enterprise fund		$ 949,725.00

b. Indirect costs appropriated in the general fund

Health insurance		
Pension		
Debt		
Other Shared Salaries & Facilities Exp	41,973.00	
Total costs appropriated in the general fund		$ 41,973.00
Total Costs		$ 991,698.00

3. Calculation of subsidy (see instructions)

Revenue & available funds	$ 711,866.00
less: Total costs	991,698.00
less: Prior year deficit	
(Negative represents subsidy)	$ -279,832.00

4. Sources of funding for costs appropriated in the enterprise fund

a. Revenue and available funds	$ 949,725.00
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)	$ 949,725.00

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) FY2016 Actual Revenues	(e) FY2017 Receipts Authorized
05/12/16	Public Works	Sale-Surplus Vehicles	165,186.00	100,000.00
05/12/16	Morse Library	Overdue Fines	39,983.00	85,000.00
05/12/16	Morse Library	Rental of Facilities	6,340.00	25,000.00
05/12/16	Council on Aging	Rental of Facilities	67,390.00	75,000.00
05/12/16	Board of Health	Immunization Fees	29,315.00	40,000.00
subtotal page 2			148,382.00	265,000.00
TOTAL			456,596.00	590,000.00 *

* This amount must agree with page 4, column (h) of the Tax Rate and Pro Forma Recap forms. If the amount in column (e) is greater than the amount in column (d), additional documentation for the increase may be requested.

The total of all revolving funds pursuant to this law cannot exceed 10% of the prior fiscal year's tax levy. Each department's revolving fund cannot exceed 1% of the prior fiscal year's tax levy.

I hereby certify that the actual revenues as shown in column (d) are to the best of my knowledge correct and complete.

Accounting Officer

Date

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) **FY2016 Actual Revenues**	(e) **FY2017 Receipts Authorized**
05/12/16	Council on Aging	Program Fees	106,004.00	95,000.00
05/12/16	Board of Health	Tobacco Fees/Fines	12,399.00	25,000.00
05/12/16	Town Admin.	Energy Rewards	0.00	25,000.00
05/12/16	Treasurer/Coll	Tax Title Fees	29,979.00	100,000.00
	Town Admin.	Compost Fees	0.00	20,000.00
Total page 2			148,382.00	265,000.00

BUREAU OF ACCOUNTS
SCHEDULE B-1
FREE CASH CERTIFICATION AND APPROPRIATION
NATICK
City/Town/District

PART I

1. 7/1/2015 Free Cash Certification	$	9,212,607.00
ADD:		
2. Free Cash Update Part 1		
TOTAL		9,212,607.00
SUBTRACT FREE CASH APPROPRIATED FROM THIS CERTIFICATION		
3. FY2016 Recap		2,764,692.00
4. FY2017 Recap (check to recap page 4, column c)		3,516,129.00
5. FY2017 Recap appropriated on or before June 30th to reduce the tax rate		
BALANCE OF UNAPPROPRIATED FREE CASH PART I	$	2,931,786.00

PART II

1. 7/1/2016 Free Cash Certification	$	12,088,395.00
ADD:		
2. Free Cash Update Part II		
TOTAL		12,088,395.00
SUBTRACT FREE CASH APPROPRIATED FROM THIS CERTIFICATION		
3. FY2017 Recap (check to recap page 4, column c)		5,515,647.00
4. FY2017 Recap appropriated on or after July 1st to reduce tax rate		
BALANCE OF UNAPPROPRIATED FREE CASH PART II	$	6,572,748.00

Accounting Officer Date

1/5/2017 4:21 PM

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
05/10/16	FAR Bonus Stabilization	Acquire CSX Land	5,616,400.00	2,500,000.00
05/12/16	Parking Meter Receipts	Parking Enforcement	253,105.00	80,000.00
05/12/16	Overlay Surplus	FY17 Genl Fd Budget	4,785,523.00	500,000.00
05/12/16	Title V Septic	Debt Service	176,548.00	7,684.00
05/12/16	FAR Bonus Stabilization	JJ Lane Park Lease	3,116,400.00	3,900.00
05/12/16	Bond Premiums	Debt Service	850,058.00	64,682.00
05/12/16	School Bldg. Assistance	Debt Service	974,602.00	123,167.00
05/12/16	Capital Stabilization	Capital Equipment	3,857,852.00	779,200.00
05/12/16	Re-Appropriate Debt	Capital Equipment	36,168.00	36,000.00
05/12/16	Capital Stabilization	Capital Improvements	3,078,652.00	380,000.00
05/12/16	Re-Appropriate Debt	Capital Improvements	513,860.00	245,000.00
05/12/16	Chrysler 40B Mitigation	Capital Improvements	2,331,813.00	560,000.00
05/12/16	Primrose School	Capital Improvements	19,680.00	19,680.00
11/10/16	I & I Stabilization	Capital Improvemt-Swr	1,282,735.00	150,000.00
11/10/16	Modera Mitigation	Capital Improvements	200,000.00	200,000.00
	Insurance Proceeds	Capital Repairs	236,460.00	187,194.00
	FAR Bonus Stabilization	Acquire CSX Land	3,112,500.00	3,100,000.00
	Mathworks Mitigation	Design Rail Trail	50,000.00	50,000.00
				Total Approp.
			30,492,356.00	8,986,507.00

(Must equal Recap Page 4 Column d)

BUREAU OF ACCOUNTS
SCHEDULE B-2
SOURCES AND USES OF OTHER AVAILABLE FUNDS

NATICK

Date of Appropriation	Source of Fund	Use of Fund	COL. A Amount in Fund when Approp. was made	COL. B Amount of Appropriation
				TOTAL APPROP.
			30,492,356.00	8,986,507.00

(Must equal Recap Page 4 Column d)

* Column (A) must be greater than or equal to the amount of the appropriation in column (B) at the time of the appropriation unless otherwise specified by general or special law.

Accounting Officer

Date

BUREAU OF ACCOUNTS
SCHEDULE OL-1
OVERLAY WORKSHEET

City/Town/District: **NATICK**

	A. FY2016	B. FY2015	C. FY2014	D. PRIOR YRS	E. TOTAL
1. Overlay raised per recap	997,192	1,160,387	1,349,903		
2. Overlay deficits raised					
3. Less - total abatements and exemptions charged through 6/30/2016	333,334	411,234	339,535		
4. Less - amount transferred to overlay surplus if any					
5. Totals - should equal FY2016 balance sheet	663,858	749,153	1,010,368	1,862,147	4,285,526

Accountant/ Auditor

Date

6. Potential additional liability (ATB Cases)	253,144	95,100	68,275	1,397,681	1,814,200
7. Total potential liability (add 3+6)	586,478	506,334	407,810		

3 year average abatements & exemptions	361,368.00

Assessor

Date

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) FY2016 NET EXCLUDED DEBT SERVICE	(F) FY2016 GROSS DEBT SERVICE EXPENDED	(G) FY2017 GROSS DEBT SERVICE EXCLUDABLE	(H) REIMBURSEMENTS/ ADJUSTMENTS	(I) FY2017 NET EXCLUDED DEBT SERVICE
11/07/00	Wilson Middle School	04/15/04	PERM	504,071.00	631,350.00	608,100.00	123,167.00	484,933.00
03/30/10	Natick High School	06/15/11	PERM	2,909,249.00	3,164,039.00	3,043,038.00	48,511.00	2,994,527.00
03/30/10	Comm. Senior Center	06/15/11	PERM	690,377.00	697,950.00	675,700.00	10,996.00	664,704.00
03/30/10	Comm. Senior Center	06/01/12	PERM	111,519.00	121,175.00	118,325.00	1,940.00	116,385.00
03/30/10	Natick High School	06/15/13	PERM	0.00	238,255.00	233,724.00	3,235.00	230,489.00
								0.00
								0.00
								0.00
								0.00
								0.00
								0.00
								0.00
								0.00

REIMBURSEMENTS: School Building Assistance, Library Construction Grants etc.
ADJUSTMENTS: prior year interest not included, rate or term different than estimate

SUBTOTAL 4,491,038.00

Name/Title

Date

BUREAU OF ACCOUNTS
SCHEDULE DE-1
DEBT EXCLUSION FORM

NATICK

City or Town

(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) FY2016 NET EXCLUDED DEBT SERVICE	(F) FY2016 GROSS DEBT SERVICE EXPENDED	(G) FY2017 GROSS DEBT SERVICE EXCLUDABLE	(H) REIMBURSEMENTS/ ADJUSTMENTS	(I) FY2017 NET EXCLUDED DEBT SERVICE
								0.00
								0.00
								0.00
								0.00
								0.00
								0.00
								0.00
								0.00
								0.00
								0.00
								0.00
								0.00
							SUBTOTAL	4,491,038.00

REIMBURSEMENTS: School Building Assistance, Library Construction Grants etc.
ADJUSTMENTS: prior year interest not included, rate or term different than estimate

Name/Title

Date

BUREAU OF ACCOUNTS
SCHEDULE DE-1
DEBT EXCLUSION FORM

NATICK

City or Town

(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) FY2016 NET EXCLUDED DEBT SERVICE	(F) FY2016 GROSS DEBT SERVICE EXPENDED	(G) FY2017 GROSS DEBT SERVICE EXCLUDABLE	(H) REIMBURSEMENTS/ ADJUSTMENTS	(I) FY2017 NET EXCLUDED DEBT SERVICE
								0.00
								0.00
								0.00
								0.00
								0.00
								0.00
								0.00
								0.00
								0.00
								0.00
								0.00
								0.00
							SUBTOTAL	4,491,038.00

REIMBURSEMENTS: School Building Assistance, Library Construction Grants etc.
ADJUSTMENTS: prior year interest not included, rate or term different than estimate

Name/Title

Date

MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
ASSESSMENT/CLASSIFICATION REPORT FY2017

NATICK as of January 1, 2016
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	8,517		4,510,662,800				
102	2,707		803,429,300				
Misc 103,109	39		33,211,600				
104	582		280,777,700				
105	83		41,219,600				
111-125	58		261,437,700				
130-132, 106	858		50,996,700				
200-231	0			0			
300-393	557				1,492,406,000		
400-442	54					41,810,700	
450-452	0					0	
CH 61 Land	4	0		0	9,800		
CH 61A Land	8	10		0	172,900		
CH 61B Land	0	17		0	1,094,400		
012-043	47		20,092,500	0	16,250,800	0	
501	964						18,007,590
502	774						36,445,340
503	1						373,010
504	3						67,198,440
505	13						23,803,400
506	0						0
508	4						4,253,390
550-552	0						0
TOTALS	**15,300**		**6,001,827,900**	**0**	**1,509,933,900**	**41,810,700**	**150,081,170**
						REAL AND PERSONAL PROPERTY TOTAL VALUE	**7,703,653,670**
						EXEMPT PARCEL COUNT & VALUE 670	655,339,700

For CH 61, 61A and 61B Land: enter the mixed use parcel count in the left-hand box, and enter the 100% Chapter land parcel count in the right-hand box.

Submitted by: Board of Assessors

Date

LA-4 (7/2008)

DEPARTMENT OF REVENUE
MINIMUM RESIDENTIAL FACTOR COMPUTATION
FOR FY2017

NATICK
City/Town/District

A	B	C	
Class	**Full and Fair Cash Valuation**	**Percentage Share**	
1. Residential	6,001,827,900	77.9089%	77.9089%
2. Open Space	0	0.0000%	
3. Commercial	1,509,933,900	19.6002%	22.0911%
4. Industrial	41,810,700	0.5427%	
5. Personal Property	150,081,170	1.9482%	
TOTALS	7,703,653,670	100.0000%	

Maximum Share of Levy for Classes Three, Four and Personal Property;	150%	X	22.0911% Lines 3C+4C+5C	33.1367% Max % Share
Minimum Share of Levy for Classes One and Two:	100%	--	33.1367% Max % Share	66.8633% Min % Share
Minimum Residential Factor **(MRF)**	66.8633% Min % Share		77.9089% Lines 1C+2C	**85.8224%** Minimum Residential Factor

MINIMUM RESIDENTIAL FACTOR 85.8224%

CHAPTER 58, SECTION 1A MANDATES A MINIMUM RESIDENTIAL FACTOR OF NOT LESS THAN 65%.
LA7 (6-96)

COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF LOCAL ASSESSMENT

NATICK
COMMUNITY

TAX BASE LEVY GROWTH FY2017 - LA13

Retain documentation for 5 years in the event of DOR audit

PROPERTY CLASS	[A] FY2016 VALUES BY CLASS	No.	[B] FY2016 REVISED & OMITTED VALUES	No.	[C] ABATEMENT VALUES	No.	[D] OTHER ADJUSTMENT VALUES	[E] FY2016 ADJ VALUE BASE
RESIDENTIAL:								
Single Family (101)	4,305,760,000	0	0	22	1,995,400	38	1,746,600	4,305,511,200
Condominium (102)	776,377,500	0	0	1	12,900	0	0	776,364,600
Two & Three Family (104 & 105)	306,470,300	0	0	2	89,900	19	(11,453,200)	294,927,200
Multi - Family (111 - 125)	213,578,900	0	0	0	0	4	2,896,300	216,475,200
Vacant Land (130 - 132 & 106)	57,337,700	0	0	1	316,200	43	(6,507,700)	50,513,800
All Others (103, 109, 012-018)	50,710,400	0	0	0	0	1	(652,400)	50,058,000
TOTAL RESIDENTIAL	5,710,234,800	0	0	26	2,414,400	105	(13,970,400)	5,693,850,000
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	1,468,870,400	0	0	12	2,646,900	10	3,054,500	1,469,278,000
Commercial - Chapter 61, 61A, 61B	1,266,800	0	0	0	0	0	0	1,266,800
TOTAL COMMERCIAL	1,470,137,200	0	0	12	2,646,900	10	3,054,500	1,470,544,800
INDUSTRIAL	39,968,900	0	0	0	0	0	0	39,968,900
PERSONAL PROPERTY	135,373,370	0	0					
TOTAL REAL & PERSONAL	7,355,714,270	0	0					

Actual ☐
Pro Forma ☐

LA-13 (2016)

COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF LOCAL ASSESSMENT

NATICK
COMMUNITY

TAX BASE LEVY GROWTH FY2017 - LA13

PROPERTY CLASS	REVAL %	[F] + or - REVAL ADJUSTMENT VALUES	[G] TOTAL ADJUSTED VALUE BASE	[H] CFY LA4	[I] NEW GROWTH VALUATION	[J] PRIOR YEAR TAX RATE	[K] TAX LEVY GROWTH
RESIDENTIAL:							
Single Family (101)	0.03664	157,760,900	4,463,272,100	4,510,662,800	47,390,700		
Condominium (102)	0.02905	22,555,100	798,919,700	803,429,300	4,509,600		
Two & Three Family (104 & 105)	0.08710	25,687,500	320,614,700	321,997,300	1,382,600		
Multi - Family (111 - 125)	0.10758	23,289,200	239,764,400	261,437,700	21,673,300		
Vacant Land (130 - 132 & 106)	-0.00710	(358,600)	50,155,200	50,996,700	841,500		
All Others (103, 109, 012-018)	0.04513	2,259,100	52,317,100	53,304,100	987,000		
TOTAL RESIDENTIAL	0.04060	231,193,200	5,925,043,200	6,001,827,900	76,784,700	13.57	$1,041,968
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	0.01248	18,330,700	1,487,608,700	1,508,656,800	21,048,100		
Commercial - Chapter 61, 61A, 61B	0.00813	10,300	1,277,100	1,277,100	0		
TOTAL COMMERCIAL	0.01247	18,341,000	1,488,885,800	1,509,933,900	21,048,100	13.57	$285,623
INDUSTRIAL	0.04275	1,708,700	41,677,600	41,810,700	133,100	13.57	$1,806
PERSONAL PROPERTY				150,081,170	13,076,567	13.57	$177,449
TOTAL REAL & PERSONAL				7,703,653,670	111,042,467		$1,506,846

Assessors Signature

Date

LA-13 (2016)

THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF REVENUE
FISCAL 2017 TAX LEVY LIMITATION FOR
NATICK
FOR BUDGET PLANNING PURPOSES

I. TO CALCULATE THE FY2016 LEVY LIMIT

A.	FY2015 Levy Limit	92,549,664
A1.	ADD Amended FY2015 Growth	0
B.	ADD (IA + IA1) X 2.5%	2,313,742
C.	ADD FY2016 New Growth	741,229
C1.	ADD FY2016 New Growth Adjustment	0
D.	ADD FY2016 Override	0
E.	FY2016 Subtotal	95,604,635
F.	FY2016 Levy Ceiling	183,892,857

I. $ 95,604,635
FY2016 Levy Limit

II. TO CALCULATE THE FY2017 LEVY LIMIT

A.	FY2016 Levy Limit from I.	95,604,635
A1.	ADD Amended FY2016 Growth	0
B.	ADD (IIA + IIA1) X 2.5%	2,390,116
C.	ADD FY2017 New Growth	1,506,846
C1.	ADD FY2017 New Growth Adjustment	
D.	ADD FY2017 Override	
E.	FY2017 Subtotal	99,501,597
F.	FY2017 Levy Ceiling	192,591,342

II. $ 99,501,597
FY2017 Levy Limit

III. TO CALCULATE THE FY2017 MAXIMUM ALLOWABLE LEVY

A.	FY2017 Levy Limit from II.	99,501,597
B.	FY2017 Debt Exclusion(s)	4,491,038
C.	FY2017 Capital Expenditure Exclusion(s)	
D.	FY2017 Stabilization Fund Override	
E.	FY2017 Other Adjustment	
F.	FY2017 Water / Sewer	
G.	FY2017 Maximum Allowable Levy	$ 103,992,635

1/5/2017 4:21 PM

DEPARTMENT OF REVENUE
BUREAU OF ACCOUNTS
CLASSIFICATION TAX ALLOCATION

NATICK
City/Town/District

Return to: Bureau of Accounts, Boston, Springfield, Worcester

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 _____

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	Percentage Full Value Shares of Total Tax Levy	New Percentage Shares of Total
1. Residential	6,001,827,900	77.9089%	77.9089%
2. Open Space	0	0.0000%	0.0000%
3. Commercial	1,509,933,900	19.6002%	19.6002%
4. Industrial	41,810,700	0.5427%	0.5427%
5. Personal Property	150,081,170	1.9482%	1.9482%
Totals	7,703,653,670	100.0000%	100.0000%

6. I hereby attest that notice was given to taxpayers that a public hearing on the issue of adopting the tax levy percentages for fiscal year 2017 would be held on 11/14/2016 (date), 7:00 P.M. (time), at 13 East Central St (place), by Metrowest legal notice (describe type of notice).

City/Town/District Clerk

7. We hereby attest that on Nov. 14, 2016 (date) 7:00 P.M. (time), at 13 East Central St. (place) a public hearing was held on the issue of adopting the percentages for fiscal year 2017, that the Board of Assessors presented information and data relevant to making such determination and the fiscal effect of the available alternatives at the hearing and that the percentages set forth above were duly adopted in public session on 11/14/2016 (date).

8. The LA-5 excess capacity is calculated as $70,347.00

For cities: City Councilors, Aldermen, Mayor
For towns: Board of Selectmen
For districts: Prudential Committee or Commissioners

(LA-5)

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-16

(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	0.00%	15,779.70	**15,779.70**
					0.00	-
				N/A		
				N/A		
				N/A		
				N/A		
					Sub - Total	15,779.70

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	0.45%	7,230,224.06	**7,230,224.06**
YES	NO	CITIZEN BANK	VARIOUS	0.01%	1,036,290.56	**1,036,290.56**
NO	NO	BELMONT Savings	GENERAL FDS	0.60%	9,324,269.04	**9,324,269.04**
NO	NO	CENTURY BANK	GENERAL FDS	0.35%	6,159,634.97	**6,159,634.97**
NO	NO	EASTERN BANK	GENERAL FDS	0.05%	5,808,130.16	**5,808,130.16**
NO	NO	FIRST IPSWICH	GENERAL FDS	0.55%	6,317,756.47	**6,317,756.47**
NO	NO	HARBOR ONE	GENERAL FDS	0.60%	10,049,030.56	**10,049,030.56**
NO	NO	MIDDLESEX SAVINGS	GENERAL FDS	0.10%	3,968.90	**3,968.90**
		MW Credit Union	COUNCIL ON AGING	0	0.00	**5.95**
		MW Credit Union	POLICE	0	0.00	**10.00**
YES	NO	SANTANDER	GENERAL FDS	0.28%	5,096,787.59	**5,096,787.59**
YES	NO	TD BANK	GENERAL FDS	0.15%	556,891.90	**556,891.90**
NO	NO	UNIBANK	GENERAL FDS	0.10%	8,914.96	**8,914.96**
YES	NO	CITIZEN BANK	SCHOOL STUDENT ACTIVITY	0.01%	783,955.27	**783,955.27**
					Sub - Total	52,375,870.39

D. Liquid Investments

Collat eral'd Y or N	Comp. Bal. Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
YES	NO					

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	0.25%	152,744.49	**152,744.49**
Y	N	Century Bank	Genaral Funds	0.75%	1,254,622.81	**1,254,622.81**
Y	N	Century Bank	Genaral Funds	0.75%	2,233,228.36	**2,233,228.36**
Y	N	Century Bank	Genaral Funds	0.85%	1,475,000.00	**1,475,000.00**
Y	N	Century Bank	Genaral Funds	0.85%	1,750,000.00	**1,750,000.00**
Y	N	Century Bank	Genaral Funds	0.50%	750,000.00	**750,000.00**
Y	N	Century Bank	Genaral Funds	0.75%	1,150,000.00	**1,150,000.00**
Y	N	Century Bank	Genaral Funds	0.85%	2,000,000.00	**2,000,000.00**
Y	N	MORGAN STANLEY	Genaral Funds		505,069.43	**505,069.43**
					Sub - Total	11,270,665.09
		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%	8,340,751.47	**8,340,751.47**
N	N	EASTERN BANK	CAPITAL STABILIZATION TRUST	0.10%	304,402.39	**304,402.39**
N	N	EASTERN BANK	DISABILITY TRUST	0.10%	27,656.70	**27,656.70**
N	N	HARBOR ONE	OPERATING STABILIZATION TRUST	0.60%	0.24	**0.24**
N	N	HARBOR ONE	McDaniels Trust		150,024.59	**150,024.59**
N	N	MIDDLESEX SAVINGS	SCHOLARSHIPS/TRUSTS	0.05%	57,461.53	**57,461.53**
N	N	BARTHOLOMEW	POOLED TRUSTS	Market	2,396,459.17	**2,396,459.17**
N	N	BARTHOLOMEW	OPEB TRUSTS	Market	720,789.43	**720,789.43**
N	N	BARTHOLOMEW	FAR BONUS STABILIZATION TRUST	Market	2,192,983.48	**2,192,983.48**
N	N	MORGAN STANLEY	FAR BONUS STABILIZATION TRUST	Market	3,438,715.75	**3,438,715.75**
N	N	MORGAN STANLEY	OPERATING STABILIZATION TRUST	Market	2,478,499.13	**2,478,499.13**
N	N	MMDT	MWRA SEWER		1,001,842.71	**1,001,842.71**
YES	N	TD BANK	CONSERVATION TRUST	0.15%	153,364.17	**153,364.17**
					Sub - Total	21,262,950.76

-

Part I Total: All Cash and Investments $ 84,927,684.94

Note: Attach additional sheets if needed.

How much of the "Total Cash and Investments" was non-investible?

Due to a compensating balance agreement
(not applicable to counties)

Due to grant restrictions (list by grant and include agency)

Due to other reasons (list and explain)

Treasurer's Bond

Hanover Insurance Company — 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.

8/24/2016 — Date

Stephen Price — Treasurer

Note: Attach additional sheets if needed.

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.

8/24/2016 — Date

Virginia Cahill — Accounting Officer

If the Accounting Officer does not sign PART II of this report, it will be considered as a non-reconciliation of the Treasurer's cash; therefore PART III must be completed.

Submit completed Report using the DLS Gateway system.

If a problem occurs with access or submission to Gateway, please contact: Gerry Cole at 617-626-4110 or coleg@dor.state.ma.us

PART III.

Please Check Appropriate Box

☐ 1. Efforts are being made to reconcile differences as set forth below.

For the period ending June 30, 2016

$ cash balance per Treasurer:

$ cash balance per Ledger:

☐ 2. Other reasons or extenuating circumstances for delinquency in filing this report as set forth below.

EXPLANATION:

Date

Accounting Officer

Massachusetts Department of Revenue ***Division of Local Services***

Bureau of Accounts ***Statement of Indebtedness***

Natick, Massachusetts **FY 16**

Long Term Debt Inside the Debt Limit*	Outstanding July 1, 2015	+ Issued	- Retired	= Outstanding June 30, 2016	Interest Paid in FY 16
Building	12,855,000	101,000	1,987,000	10,969,000	442,125
Departmental Equipment	4,630,000	1,020,000	1,130,000	4,520,000	180,823
School Buildings**	7,500,000	-	1,010,556	6,489,444	282,083
School Other**	2,473,400	-	225,411	2,247,989	80,200
Sewer	5,180,348	1,141,000	1,877,714	4,443,634	130,416
Solid Waste/Landfill	-	-	-	-	-
Other Inside	5,210,000	2,488,000	610,000	7,088,000	167,735
SUB-TOTAL Inside	37,848,748	4,750,000	6,840,681	35,758,067	1,283,382
Long Term Debt Outside the Debt Limit*					
Airport	-	-	-	-	-
Gas/Electric Utility	-	-	-	-	-
Hospital	-	-	-	-	-
School Buildings**	35,563,600	-	2,451,033	33,112,567	1,260,859
Sewer	35,000	-	10,000	25,000	1,700
Solid Waste/Landfill	1,099,000	-	294,000	805,000	38,155
Water	7,249,029	-	1,073,294	6,175,735	288,701
Other Outside	1,094,039	-	160,199	933,840	38,853
SUB-TOTAL Outside	45,040,668	-	3,988,526	41,052,142	1,628,268
GRAND TOTAL	82,889,416	4,750,000	10,829,207	76,810,209	2,911,650

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.

**The Town reappropriated unspent bond proceeds to other eligible projects during fiscal 2016.

Short Term Debt *	Outstanding July 1, 2015	+ Issued	- Retired	= Outstanding June 30, 2016	Interest Paid in FY 16
RANs - Revenue Anticipation		-	-	-	-
BANs - Bond Anticipation	-	-	-	-	-
Buildings	101,500	-	101,500	-	1,068
School	-	-	-	-	-
Water	680,000	350,000	680,000	350,000	7,154
Other BANs	1,481,000	2,670,000	1,481,000	2,670,000	15,581
SAANs - State Grant Anticipation	-	-	-	-	-
FAANs - Federal Grant Anticipation	-	-	-	-	-
Other Short Term Debt	-	-	-	-	-
TOTAL SHORT TERM DEBT	2,262,500	3,020,000	2,262,500	3,020,000	23,803
TOTAL ALL DEBT	85,151,916	7,770,000	13,091,707	79,830,209	2,935,453

Authorized and Unissued Debt					
See Attached					
Purpose	Date of Vote	Article No.	Amount Authorized	Less New Bond Issues, Retirements and/or Rescissions	=Balance Unissued 6/30/16
TOTAL					

*Does not reflect Interim Loan Notes issued through the Massachusetts Clean Water Trust.

Town of Natick

Authorized Unissued Debt

Date: 6/30/2016

FirstSouthwest
A Division of Hilltop Securities.

BANs 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	B	6/15/11	-	High School Construction (Exempt)	Ch. 44, s.7(3) and/or Ch. 70B	30						
			5,500,000	B	6/5/13										
			35,268,692	MSBA	G to date										
			8,136,308	R	10/20/15										
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	
14, C, Item 19	4/25/2013	150,000				150,000	Prime Park Pump Station Wall Repair	Ch. 44, s 8(4A)	30	150,000	4/28/2017	4/29/2016		RL 8/19/2013	
19, B, Item 3	10/22/2013	1,200,000	400,000			150,000	Cole North Field	Ch. 44, s. 7(25)	15	120,000	4/28/2017	6/26/2015	4/29/2016	RL 2/12/14	Yes
			195,000	B	6/25/15										
			455,000	R	10/20/15										
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	B	4/21/16	-	Drainage	Ch 44, s. 7(1)	30					RL 2/12/14	Yes
19, C, Item 10	10/22/2013	220,000	180,000			19,000	Sewer	Ch. 44, s. 7(1) &/or 8(15)	30					RL 2/12/14	Yes
			21,000	B	4/21/16										
36, B, Item 2	5/8/2014	2,000,000	1,000,000	B	6/25/15	153,000	Pine Street Roadway	Ch. 44, s. 7(5)	15					RL 7/8/2014	
			847,000	B	4/21/16										
36, C, Item 13	5/8/2014	360,000				360,000	Sewer Station & Departmental Equipment	Ch. 44		360,000	4/28/2017	6/26/2015	4/29/2016	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	-	Public Works Building Constuction	Ch. 44, s. 7(3)	30					RL 7/8/2014	
			500	R	10/20/15										
36, C, Item 14	5/8/2014	230,000				230,000	Sewer Pump Station	Ch. 44, s. 7(1)	30	230,000	4/28/2017	6/26/2015	4/29/2016	RL 7/8/2014	Yes
35, B, Item 1	5/8/2014	215,000	212,000	B	6/25/15	-	Kennedy Middle School Portable Classrooms	Ch. 44, s. 7(9)	5					RL 7/8/2014	
			3,000	R	10/20/15										
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	101,000	B	4/21/16	-	Public Works Building Contruction	Ch. 44, s. 7(3)	30					RL 7/8/2014	Yes
			500	PD	4/29/16										
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%)	Ch. 44, s. 7(28)	10	750,000	4/28/2017	6/26/2015	4/29/2016	RL 1/7/15	Yes
							Telephone System Replacements- Software (5%)	Ch. 44, s. 7(29)	5						
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	50,000	B	4/21/16	50,200	Parking Meters	Ch. 44, s. 7 (9)	10					RL 1/7/15	Yes
			70,000	PD	4/29/16										
33, Motion B, Item 4	11/6/2014	120,000	115,000	B	6/25/15	-	Outdoor Recreational Facility (Doug Pond Pier)	Ch. 44, s. 7 (25)	15					RL 1/7/15	
			5,000	R	10/20/15										
33, Motion B, Item 7	11/6/2014	100,000				100,000	Cole Center Air Handler	Ch. 44, s. 7 (9)	10	80,000	4/28/2017	6/26/2015	4/29/2016	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	100,000	4/28/2017	4/29/2016		RL 1/7/15	
33, Motion C	11/13/2014	300,000				300,000	Well	Ch. 44, s. 8 (5)	40	100,000	4/28/2017	6/26/2015	4/29/2016	RL 1/7/15	Yes
21, Motion B, Item 7	4/30/2015	280,000	280,000	B	4/21/16	-	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	B	4/21/16	-	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	B	4/21/16	-	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	200,000	4/28/2017	4/29/2016		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	195,000	4/28/2017	4/29/2016		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	100,000	4/28/2017	4/29/2016		RL 5/18/15	
22, Motion B, Item 1	4/30/2015	1,097,800	1,097,800	B	6/5/13	-	Portable Classrooms Installation	Ch. 44, s. 7(9)	10					RL 5/18/15	
			(reappropriated from 2013 HS Bond - original amount = $5,500,000)												
22, Motion B, Item 2	4/30/2015	500,000	191,000	B	4/21/16	455	Willow Street Drainage	Ch. 44, s. 7(1)	30					RL 5/18/15	
			308,545	R	5/3/16										
22, Motion C, Item 11	4/30/2015	28,000	28,000	B	4/21/16	-	Golf Course Greens Aerator	Ch. 44, s. 7(9)	5					RL 5/18/15	
9, Motion C, Item 8	10/22/2015	410,000				410,000	Replace W-19 Vactor	Ch. 44, s. 7(9)	10	410,000	4/28/2017	4/29/2016		RL 11/25/15, PLO 1/4/16	
9, Motion B, Item 2	10/22/2015	245,000	245,000	B	4/21/16	-	Replace H-57 SidewalkFront End Loader	Ch. 44, s. 7(9)	10					RL 11/25/15, PLO 1/4/16	
10, Motion G, Item 3	10/22/2015	250,000				250,000	Engineering Charles River Bridge	Ch. 44, s. 7(22)	5	125,000	4/28/2017	4/29/2016		RL 11/25/15, PLO 1/4/16	
10, Motion H, Item 9	10/22/2015	250,000				250,000	Water	Ch. 44, s. 8(5) & (6)	40	100,000	4/28/2017	4/29/2016		RL 11/25/15, PLO 1/4/16	
10, Motion D	10/22/2015	100,000	100,000	B	4/21/16	-	Road & Sidewalk	Ch. 44, s. 7(6)	15					RL 11/25/15, PLO 1/4/16	
1, Motion 1	12/1/2015	1,400,000	1,000,000	B	4/21/16	400,000	Pegan Lane Land Acquisition	Ch. 44, s. 7(3)	30					RL 12/17/15, PLO 1/15/16	
14, Motion B, Item 7	4/14/2016	225,000				225,000	Ambulance Replacement	Ch. 44, s. 7(9)	5-20					RL 7/21/16	

14, Motion B, Item 12	4/14/2016	135,000		135,000	H-50 Dump Truck Replacement	Ch. 44, s. 7(9)	5-20				RL 7/21/16
14, Motion B, Item 13	4/14/2016	212,000		212,000	H-63 Dump Truck Replacement	Ch. 44, s. 7(9)	5-20				RL 7/21/16
14, Motion B, Item 24	4/14/2016	260,000		260,000	A/R Software Purchase and Conversion	Ch. 44, s. 7(29)	5				RL 7/21/16
14, Motion C, Item 25	4/14/2016	120,000		120,000	Water Treatment Plant - Pump VFDs	Ch. 44, s. 8(7C)	10				RL 7/21/16
14, Motion C, Item 27	4/14/2016	225,000		225,000	W-23 Dump Truck Replacement	Ch. 44, s. 7(9)	5-20				RL 7/21/16
14, Motion E, Item 11	4/14/2016	259,000		259,000	S-33 Trash Packer Replacement	Ch. 44, s. 7(9)	5-20				RL 7/21/16
15, Motion B1, Item 1	4/14/2016	1,000,000		1,000,000	Road & Sidewalk Improvements	Ch. 44, s. 7(5)	15				RL 7/21/16
15, Motion B1, Item 5	4/14/2016	167,000		167,000	Field Renovations	Ch. 44, s. 7(25)	15				RL 7/21/16
15, Motion B1, Item 8	4/14/2016	280,000		280,000	East School Roof Replacement	Ch. 44, s. 7(3A)	30				RL 7/21/16
15, Motion B1, Item 10	4/14/2016	105,000		105,000	Brown - Sidewalk Replacement	Ch. 44, s. 7(6)	15				RL 7/21/16
15, Motion B1, Item 11	4/14/2016	108,000		108,000	Wilson - Sidewalk Replacement	Ch. 44, s. 7(6)	15				RL 7/21/16
15, Motion B1, Item 14	4/14/2016	300,000		300,000	DPW Equipment Maintenance Garage - Roof Replacement	CH. 44, s. 7(3A)	30				RL 7/21/16
15, Motion B2, Item 6	4/26/2016	200,000		200,000	East School Field Renovation Engineering	Ch. 44, s. 7(22)	5				RL 7/21/16
15, Motion B2, Item 7	4/26/2016	100,000		100,000	Navy Yard Field Renovation - Engineering	Ch. 44, s. 7(22)	5				RL 7/21/16
15, Motion C, Item 18	4/26/2016	300,000		300,000	Replace Ground Water Wells	Ch. 44, s. 8(5) &/or 29C	40				RL 7/21/16
15, Motion C, Item 19	4/26/2016	390,000		390,000	Install Springvale Water Treatment Plant Re-use Tank	Ch. 44, s. 8(7C)	10				RL 7/21/16
15, Motion D, Item 20	4/26/2016	100,000		100,000	Golf Course - Replace Irrigation Liner	Ch. 44, s. 7(25)	15				RL 7/21/16
15, Motion E, Item 2	4/26/2016	2,255,000		2,255,000	Cottage Street Roadway Improvements	Ch. 44, s. 7(5) or 7(6)	15				RL 7/21/16
29	5/5/2016	3,200,000		3,200,000	Land Acquisition (22 Pleasant Street)	Ch. 44, s. 7(3)	30				RL 7/21/16
	Total:	114,766,865	*Total:*	17,365,085			*Total:*	3,020,000			

Natick, Massachusetts **FY 16**

See Attached

Long Term Debt Inside the Debt Limit*	Outstanding July 1, 2015	+ Issued	- Retired	= Outstanding June 30, 2016	Interest Paid in FY 16
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
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, 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 After 2015 Reappropriation -Equipment- Voting Machines (I)	20,000.00
June 1 2012 Series A After 2015 Reappropriation -Equipment- Public Works (I)	385,000.00
June 1 2012 Series A After 2015 Reappropriation -Departmental Equipment (I)	40,000.00
June 1 2012 Series A After 2015 Reappropriation -Senior Center Construction (IE)	875,000.00
June 1 2012 Series A After 2015 Reappropriation -Johnson School Repairs (I)	155,000.00
June 1 2012 Series A After 2015 Reappropriation -DPW Garage Roof (I)	50,000.00
June 1 2012 Series A After 2015 Reappropriation -Eliot & S. Street Repairs (I)	40,000.00
June 1 2012 Series A After 2015 Reappropriation -Cole Center Repairs (I)	80,000.00
June 1 2012 Series A After 2015 Reappropriation -Cole Center Fields (I)	30,000.00
June 1 2012 Series A After 2015 Reappropriation -Kennedy School Equipment (I)	120,000.00
June 1 2012 Series A After 2015 Reappropriation -Johnson School Paving (I)	30,000.00
June 1 2012 Series A After 2015 Reappropriation -Building Rehab- 75 West Street	550,000.00
June 1 2012 Series A After 2015 Reappropriation -DPW Garage Roof 2 (I)	35,000.00
June 1 2012 Series A After 2015 Reappropriation -Sewer Building Remodeling (I)	350,000.00
June 1 2012 Series A After 2015 Reappropriation -Reappropriated Senior Center -	60,000.00
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 after 2015 Reappropriations -Sewer Main (I)	1,430,000.00
June 5 2013 after 2015 Reappropriations -Kennedy School Repairs (I)	120,000.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Log Loader (I)	30,000.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Vehicle Replacement (I)	30,000.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Dump Truck (I)	60,000.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Front-end Loader (I)	100,000.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Snow Melter (I)	135,000.00
June 5 2013 after 2015 Reappropriations -Police Equipment- Security Cameras (I)	45,000.00
June 5 2013 after 2015 Reappropriations -Equipment- Recycle Packers (I)	640,000.00
June 5 2013 after 2015 Reappropriations -Road Design 1 (I)	200,000.00
June 5 2013 after 2015 Reappropriations -Road Design 2 (I)	200,000.00
June 5 2013 after 2015 Reappropriations -Cur Ref of Apr 15 02- Sewer 1 (I)	130,000.00
June 5 2013 after 2015 Reappropriations -Cur Ref of Apr 15 02- Sewer 2 (I)	70,000.00
June 5 2013 after 2015 Reappropriations -Reappropriated from HS -Portable Classr	1,097,800.00
June 5 2013 after 2015 Reappropriations -Reappropriated from HS -Lilja School Ro	550,000.00
June 5 2013 after 2015 Reappropriations -Reappropriated Comm. Center - Roads & S	200,000.00
June 5 2013 after 2015 Reappropriations -Reappropriated from HS - Portable Class	583,600.00
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	**37,848,747.99**

Town of Natick, Massachusetts

Long-Term Debt Outstanding as of July 1, 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 After 2015 Reappropriation -Water Departmental Equipment (O	60,000.00
June 1 2012 Series A After 2015 Reappropriation -Well (O)	210,000.00
June 1 2012 Series A After 2015 Reappropriation -Water Dept Equipment- VFD Insta	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 after 2015 Reappropriations -Water Well (O)	240,000.00
June 5 2013 after 2015 Reappropriations -Water Departmental Equipment (O)	160,000.00
June 5 2013 after 2015 Reappropriations -High School Construction (OE)	2,718,600.00
June 5 2013 after 2015 Reappropriations -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	**45,040,668.32**

FirstSouthwest

Public Finance

Town of Natick, Massachusetts

Long-Term Debt Issued During FY 2016

Inside the Debt Limit

Par Amounts Of Selected Issues

April 21 2016 -Drainage (I)	350,000.00
April 21 2016 -Sewer (I)	21,000.00
April 21 2016 -Public Works Building Construction (I)	101,000.00
April 21 2016 -Parking Meters (I)	50,000.00
April 21 2016 -Trash Packer Truck Replacement (I)	280,000.00
April 21 2016 -Sidewalk Machine Replacement (I)	142,000.00
April 21 2016 -Snow Blower Replacement (I)	275,000.00
April 21 2016 -Willow Street Drainage (I)	191,000.00
April 21 2016 -Golf Course Greens Aerator (I)	28,000.00
April 21 2016 -Sidewalk/Front End Loader Replacement (I)	245,000.00
April 21 2016 -Road & Sidewalk Improvements (I)	100,000.00
April 21 2016 -Pegan Lane Land Acquisition (I)	1,000,000.00
April 21 2016 -Pine Street Roadway Improvements (I)	847,000.00
April 21 2016 -Cur Ref of Nov 1 06- Sewer (I)	1,120,000.00
TOTAL	**4,750,000.00**

FirstSouthwest

Public Finance

Town of Natick, Massachusetts

Long-Term Debt Retired During FY 2016
Inside the Debt Limit

Par Amounts Of Selected Issues

November 1 2006 -Sewer (I)	1,260,000.00 (1)
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
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)	10,000.00
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)	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)	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 After 2015 Reappropriation -Equipment- Voting Machines (I)	10,000.00
June 1 2012 Series A After 2015 Reappropriation -Equipment- Public Works (I)	105,000.00
June 1 2012 Series A After 2015 Reappropriation -Departmental Equipment (I)	10,000.00
June 1 2012 Series A After 2015 Reappropriation -Senior Center Construction (IE)	95,000.00
June 1 2012 Series A After 2015 Reappropriation -Johnson School Repairs (I)	45,000.00
June 1 2012 Series A After 2015 Reappropriation -DPW Garage Roof (I)	15,000.00
June 1 2012 Series A After 2015 Reappropriation -Eliot & S. Street Repairs (I)	20,000.00
June 1 2012 Series A After 2015 Reappropriation -Cole Center Repairs (I)	20,000.00
June 1 2012 Series A After 2015 Reappropriation -Cole Center Fields (I)	15,000.00
June 1 2012 Series A After 2015 Reappropriation -Kennedy School Equipment (I)	30,000.00
June 1 2012 Series A After 2015 Reappropriation -Johnson School Paving (I)	15,000.00
June 1 2012 Series A After 2015 Reappropriation -Building Rehab- 75 West Street	80,000.00
June 1 2012 Series A After 2015 Reappropriation -DPW Garage Roof 2 (I)	10,000.00
June 1 2012 Series A After 2015 Reappropriation -Sewer Building Remodeling (I)	50,000.00
June 1 2012 Series A After 2015 Reappropriation -Reappropriated Senior Center -	15,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Sewer (I)	13,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Building Construction (I)	470,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Library (I)	118,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Sewer 1 (I)	29,000.00
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)	461,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- Sewer (I)	37,000.00
June 11 2012 MWRA Sewer (I)	39,369.00
June 5 2013 after 2015 Reappropriations -Sewer Main (I)	110,000.00
June 5 2013 after 2015 Reappropriations -Kennedy School Repairs (I)	15,000.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Log Loader (I)	10,000.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Vehicle Replacement (I)	10,000.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Dump Truck (I)	20,000.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Front-end Loader (I)	35,000.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Snow Melter (I)	45,000.00
June 5 2013 after 2015 Reappropriations -Police Equipment- Security Cameras (I)	15,000.00
June 5 2013 after 2015 Reappropriations -Equipment- Recycle Packers (I)	130,000.00
June 5 2013 after 2015 Reappropriations -Road Design 1 (I)	25,000.00
June 5 2013 after 2015 Reappropriations -Road Design 2 (I)	25,000.00
June 5 2013 after 2015 Reappropriations -Cur Ref of Apr 15 02- Sewer 1 (I)	20,000.00
June 5 2013 after 2015 Reappropriations -Cur Ref of Apr 15 02- Sewer 2 (I)	10,000.00
June 5 2013 after 2015 Reappropriations -Reappropriated from HS -Portable Classr	60,988.89
June 5 2013 after 2015 Reappropriations -Reappropriated from HS -Lilja School Ro	30,555.56
June 5 2013 after 2015 Reappropriations -Reappropriated Comm. Center - Roads & S	25,000.00
June 5 2013 after 2015 Reappropriations -Reappropriated from HS - Portable Class	32,422.22
March 3 2014 MWRA Sewer (I)	151,140.00
June 16 2014 (June maturity) -Recycle Totes (I)	85,000.00
June 16 2014 (June maturity) -DPW Vehicle Replacement 1 (I)	35,000.00
June 16 2014 (June maturity) -DPW Vehicle Replacement 2 (I)	30,000.00
June 16 2014 (June maturity) -Playground (Ben-Hem School) (I)	20,000.00
June 16 2014 (June maturity) -Police Dispatch Building (I)	15,000.00
June 16 2014 (June maturity) -Roads (I)	20,000.00
June 16 2014 (June maturity) -Retaining Wall (I)	30,000.00
June 16 2014 (June maturity) -Field Fence (I)	15,000.00
June 16 2014 (June maturity) -Memorial School Lights (I)	15,000.00
June 16 2014 (June maturity) -JJ Lane Park (I)	15,000.00
June 16 2014 (June maturity) -Memorial School Boilers (I)	30,000.00
June 16 2014 (June maturity) -Police HVAC (I)	15,000.00
June 16 2014 (June maturity) -Fire Truck (I)	75,000.00
June 16 2014 (June maturity) -DPW Trash Packers (I)	40,000.00
June 16 2014 (June maturity) -DPW Sweeper (I)	40,000.00
June 16 2014 (June maturity) -Cole Field Renovations (I)	40,000.00
June 16 2014 (June maturity) -Johnson School Windows (I)	20,000.00
June 16 2014 (June maturity) -Speen Street Sewer (I)	20,000.00
June 16 2014 (June maturity) -Sewer Backhoe (I)	25,000.00
June 16 2014 (June maturity) -Water Dept Dump Truck (I)	40,000.00
June 16 2014 (June maturity) -Springvale Energy Conservation (I)	15,000.00
June 16 2014 (June maturity) -Golf Carts (I)	30,000.00
June 16 2014 (June maturity) -Cur Ref of Apr 15 04- School Building (IE)	465,000.00
June 16 2014 (June maturity) -Cur Ref of Apr 15 04- School Engineering (I)	65,000.00
February 23 2015 MWRA Sewer (I)	20,205.00
June 25 2015 -Roads & Sidewalks (I)	35,000.00
June 25 2015 -Dug Pond Pier (I)	15,000.00
June 25 2015 -Pine Street Roadway (I)	70,000.00
June 25 2015 -DPW Building Construction (I)	28,000.00
June 25 2015 -Kennedy Middle School Portable Classrooms (I)	47,000.00
June 25 2015 -Ambulance #3 (I)	45,000.00
June 25 2015 -DPW S-37 Hooklift & Chassis (I)	25,000.00
June 25 2015 -DPW S-38 Small Multi-Body Truck (I)	15,000.00
June 25 2015 -Cole North Field (I)	20,000.00
TOTAL	**6,840,680.67**

(1) Includes called and non-called portion of the Bonds which were refunded April 21, 2016.

Town of Natick, Massachusetts

Long-Term Debt Retired During FY 2016

Outside the Debt Limit

Par Amounts Of Selected Issues

August 1 2001 MCWT 97-1026 (OE)	7,597.00
August 1 2004 MCWT 97-1026-1 (OE)	5,102.00
October 26 2006 MCWT DW-02-07 (O)	258,293.60
March 15 2008 -Cur Ref of May 15 97- Water Treatment Facility (O)	15,000.00
March 15 2008 -Cur Ref of May 15 97- Landfill Closing-out (O)	5,000.00
August 15 2008 -Water Mains- Lining (O)	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)	25,000.00
June 1 2012 Series A After 2015 Reappropriation -Water Departmental Equipment (O	30,000.00
June 1 2012 Series A After 2015 Reappropriation -Well (O)	30,000.00
June 1 2012 Series A After 2015 Reappropriation -Water Dept Equipment- VFD Insta	25,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Water Treatment Facility (O)	64,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Landfill Closing out (O)	139,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- School (O)	106,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Water (O)	27,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Landfill Closing out (O)	150,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- School (O)	174,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- Water (O)	24,000.00
June 5 2013 after 2015 Reappropriations -Water Well (O)	30,000.00
June 5 2013 after 2015 Reappropriations -Water Departmental Equipment (O)	20,000.00
June 5 2013 after 2015 Reappropriations -High School Construction (OE)	151,033.33
June 5 2013 after 2015 Reappropriations -Cur Ref of Apr 15 02- Golf Course (O)	140,000.00
June 16 2014 (June maturity) -Sewer Line Replacement (O)	10,000.00
June 16 2014 (June maturity) -Water- Replace Valves (O)	10,000.00
June 16 2014 (June maturity) -Pump Station Well (O)	15,000.00
June 16 2014 (June maturity) -Water Treatment Facility (O)	15,000.00
June 16 2014 (June maturity) -Well (O)	20,000.00
TOTAL	**3,988,525.93**

FirstSouthwest

Public Finance

Town of Natick, Massachusetts

Long-Term Debt Outstanding as of June 30, 2016

Inside the Debt Limit

Par Amounts Of Selected Issues

March 15 2008 -Cur Ref of May 15 97- School Building 2 (I)	5,000.00
August 15 2008 -Surface Drain (I)	185,000.00
August 15 2008 -Building Remodeling (I)	180,000.00
August 15 2008 -Fire Truck (I)	40,000.00
August 15 2008 -Departmental Equipment 1 (I)	30,000.00
August 15 2008 -Departmental Equipment 2 (I)	10,000.00
June 15 2010 -Sewer Pump Station (I)	120,000.00
June 15 2010 -Kennedy School Renovations (I)	480,000.00
June 15 2010 -Memorial School Renovations (I)	660,000.00
June 15 2010 -Town Hall & Police/Fire Building Remodeling (I)	160,000.00
June 15 2010 -Sidewalk Tractor (I)	30,000.00
June 15 2010 -Sewer Dept. Truck (I)	100,000.00
June 15 2011 -Community Center Construction (IE)	6,625,000.00
June 15 2011 -Gravel Pit Storage Building Remodeling (I)	50,000.00
June 15 2011 -Police Dispatch Building Remodeling (I)	75,000.00
June 15 2011 -Johnson School Boiler Replacement (I)	120,000.00
June 15 2011 -Memorial School Fire Alarm (I)	125,000.00
June 15 2011 -Johnson School Windows (I)	50,000.00
June 15 2011 -Oak Street Road Repairs (I)	1,325,000.00
June 15 2011 -Fire Truck (I)	200,000.00
June 15 2011 -DPW Equipment 1 (I)	80,000.00
June 15 2011 -DPW Equipment 2 (I)	80,000.00
June 1 2012 Series A After 2015 Reappropriation -Equipment- Voting Machines (I)	10,000.00
June 1 2012 Series A After 2015 Reappropriation -Equipment- Public Works (I)	280,000.00
June 1 2012 Series A After 2015 Reappropriation -Departmental Equipment (I)	30,000.00
June 1 2012 Series A After 2015 Reappropriation -Senior Center Construction (IE)	780,000.00
June 1 2012 Series A After 2015 Reappropriation -Johnson School Repairs (I)	110,000.00
June 1 2012 Series A After 2015 Reappropriation -DPW Garage Roof (I)	35,000.00
June 1 2012 Series A After 2015 Reappropriation -Eliot & S. Street Repairs (I)	20,000.00
June 1 2012 Series A After 2015 Reappropriation -Cole Center Repairs (I)	60,000.00
June 1 2012 Series A After 2015 Reappropriation -Cole Center Fields (I)	15,000.00
June 1 2012 Series A After 2015 Reappropriation -Kennedy School Equipment (I)	90,000.00
June 1 2012 Series A After 2015 Reappropriation -Johnson School Paving (I)	15,000.00
June 1 2012 Series A After 2015 Reappropriation -Building Rehab- 75 West Street	470,000.00
June 1 2012 Series A After 2015 Reappropriation -DPW Garage Roof 2 (I)	25,000.00
June 1 2012 Series A After 2015 Reappropriation -Sewer Building Remodeling (I)	300,000.00
June 1 2012 Series A After 2015 Reappropriation -Reappropriated Senior Center -	45,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Sewer (I)	26,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Building Construction (I)	464,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Library (I)	116,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Sewer 1 (I)	76,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Sewer 2 (I)	112,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Building Construction (I)	913,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- Sewer (I)	179,000.00
June 11 2012 MWRA Sewer (I)	39,369.00
June 5 2013 after 2015 Reappropriations -Sewer Main (I)	1,320,000.00
June 5 2013 after 2015 Reappropriations -Kennedy School Repairs (I)	105,000.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Log Loader (I)	20,000.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Vehicle Replacement (I)	20,000.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Dump Truck (I)	40,000.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Front-end Loader (I)	65,000.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Snow Melter (I)	90,000.00
June 5 2013 after 2015 Reappropriations -Police Equipment- Security Cameras (I)	30,000.00
June 5 2013 after 2015 Reappropriations -Equipment- Recycle Packers (I)	510,000.00
June 5 2013 after 2015 Reappropriations -Road Design 1 (I)	175,000.00
June 5 2013 after 2015 Reappropriations -Road Design 2 (I)	175,000.00
June 5 2013 after 2015 Reappropriations -Cur Ref of Apr 15 02- Sewer 1 (I)	110,000.00
June 5 2013 after 2015 Reappropriations -Cur Ref of Apr 15 02- Sewer 2 (I)	60,000.00
June 5 2013 after 2015 Reappropriations -Reappropriated from HS -Portable Classr	1,036,811.11
June 5 2013 after 2015 Reappropriations -Reappropriated from HS -Lilja School Ro	519,444.44
June 5 2013 after 2015 Reappropriations -Reappropriated Comm. Center - Roads & S	175,000.00
June 5 2013 after 2015 Reappropriations -Reappropriated from HS - Portable Class	551,177.78
March 3 2014 MWRA Sewer (I)	453,420.00
June 16 2014 (June maturity) -Recycle Totes (I)	255,000.00
June 16 2014 (June maturity) -DPW Vehicle Replacement 1 (I)	160,000.00
June 16 2014 (June maturity) -DPW Vehicle Replacement 2 (I)	130,000.00
June 16 2014 (June maturity) -Playground (Ben-Hem School) (I)	135,000.00
June 16 2014 (June maturity) -Police Dispatch Building (I)	195,000.00
June 16 2014 (June maturity) -Roads (I)	260,000.00
June 16 2014 (June maturity) -Retaining Wall (I)	390,000.00
June 16 2014 (June maturity) -Field Fence (I)	110,000.00
June 16 2014 (June maturity) -Memorial School Lights (I)	95,000.00
June 16 2014 (June maturity) -JJ Lane Park (I)	80,000.00
June 16 2014 (June maturity) -Memorial School Boilers (I)	340,000.00
June 16 2014 (June maturity) -Police HVAC (I)	95,000.00
June 16 2014 (June maturity) -Fire Truck (I)	370,000.00
June 16 2014 (June maturity) -DPW Trash Packers (I)	195,000.00
June 16 2014 (June maturity) -DPW Sweeper (I)	105,000.00
June 16 2014 (June maturity) -Cole Field Renovations (I)	320,000.00
June 16 2014 (June maturity) -Johnson School Windows (I)	135,000.00
June 16 2014 (June maturity) -Speen Street Sewer (I)	140,000.00
June 16 2014 (June maturity) -Sewer Backhoe (I)	85,000.00
June 16 2014 (June maturity) -Water Dept Dump Truck (I)	140,000.00
June 16 2014 (June maturity) -Springvale Energy Conservation (I)	120,000.00
June 16 2014 (June maturity) -Golf Carts (I)	55,000.00
June 16 2014 (June maturity) -Cur Ref of Apr 15 04- School Building (IE)	3,650,000.00
June 16 2014 (June maturity) -Cur Ref of Apr 15 04- School Engineering (I)	485,000.00
February 23 2015 MWRA Sewer (I)	181,845.00
June 25 2015 -Roads & Sidewalks (I)	315,000.00
June 25 2015 -Dug Pond Pier (I)	100,000.00
June 25 2015 -Pine Street Roadway (I)	930,000.00
June 25 2015 -DPW Building Construction (I)	220,000.00
June 25 2015 -Kennedy Middle School Portable Classrooms (I)	165,000.00
June 25 2015 -Ambulance #3 (I)	160,000.00
June 25 2015 -DPW S-37 Hooklift & Chassis (I)	205,000.00
June 25 2015 -DPW S-38 Small Multi-Body Truck (I)	115,000.00
June 25 2015 -Cole North Field (I)	175,000.00
April 21 2016 -Drainage (I)	350,000.00
April 21 2016 -Sewer (I)	21,000.00
April 21 2016 -Public Works Building Construction (I)	101,000.00
April 21 2016 -Parking Meters (I)	50,000.00
April 21 2016 -Trash Packer Truck Replacement (I)	280,000.00
April 21 2016 -Sidewalk Machine Replacement (I)	142,000.00
April 21 2016 -Snow Blower Replacement (I)	275,000.00
April 21 2016 -Willow Street Drainage (I)	191,000.00
April 21 2016 -Golf Course Greens Aerator (I)	28,000.00
April 21 2016 -Sidewalk/Front End Loader Replacement (I)	245,000.00
April 21 2016 -Road & Sidewalk Improvements (I)	100,000.00
April 21 2016 -Pegan Lane Land Acquisition (I)	1,000,000.00
April 21 2016 -Pine Street Roadway Improvements (I)	847,000.00
April 21 2016 -Cur Ref of Nov 1 06- Sewer (I)	1,120,000.00
TOTAL	**35,758,067.32**

Town of Natick, Massachusetts

Long-Term Debt Outstanding as of June 30, 2016

Outside the Debt Limit

Par Amounts Of Selected Issues

August 1 2001 MCWT 97-1026 (OE)	**30,388.00**
August 1 2004 MCWT 97-1026-1 (OE)	**35,952.00**
October 26 2006 MCWT DW-02-07 (O)	**2,821,735.72**
March 15 2008 -Cur Ref of May 15 97- Water Treatment Facility (O)	15,000.00
August 15 2008 -Water Mains- Lining (O)	600,000.00
March 18 2009 MCWT 97-1026-B (OE)	97,500.00
June 15 2010 -Water Mains- Lining (O)	240,000.00
June 15 2010 -Well (O)	100,000.00
June 15 2010 -Reservoir Rehab (O)	200,000.00
June 15 2011 -Water Main Relining (O)	525,000.00
June 15 2011 -High School 1 (OE)	28,875,000.00
June 15 2011 -High School 3 (OE)	695,000.00
June 15 2011 -High School 4 (OE)	375,000.00
June 1 2012 Series A After 2015 Reappropriation -Water Departmental Equipment (O	30,000.00
June 1 2012 Series A After 2015 Reappropriation -Well (O)	180,000.00
June 1 2012 Series A After 2015 Reappropriation -Water Dept Equipment- VFD Insta	150,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Water Treatment Facility (O)	124,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Landfill Closing out (O)	259,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- School (O)	161,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Water (O)	78,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Landfill Closing out (O)	546,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- School (O)	439,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- Water (O)	112,000.00
June 5 2013 after 2015 Reappropriations -Water Well (O)	210,000.00
June 5 2013 after 2015 Reappropriations -Water Departmental Equipment (O)	140,000.00
June 5 2013 after 2015 Reappropriations -High School Construction (OE)	2,567,566.67
June 5 2013 after 2015 Reappropriations -Cur Ref of Apr 15 02- Golf Course (O)	770,000.00
June 16 2014 (June maturity) -Sewer Line Replacement (O)	25,000.00
June 16 2014 (June maturity) -Water- Replace Valves (O)	80,000.00
June 16 2014 (June maturity) -Pump Station Well (O)	120,000.00
June 16 2014 (June maturity) -Water Treatment Facility (O)	190,000.00
June 16 2014 (June maturity) -Well (O)	260,000.00
TOTAL	**41,052,142.39**

FirstSouthwest

Public Finance

Town of Natick, Massachusetts

Interest Paid on Long-Term Debt During FY 2016

Inside the Debt Limit

Interest	
November 1 2006 -Sewer (I)	26,118.75
March 15 2008 -Cur Ref of May 15 97- School Building 2 (I)	712.50
August 15 2008 -Surface Drain (I)	11,206.26
August 15 2008 -Building Remodeling (I)	10,650.00
August 15 2008 -Fire Truck (I)	3,237.50
August 15 2008 -Departmental Equipment 1 (I)	1,931.26
August 15 2008 -Departmental Equipment 2 (I)	762.50
June 15 2010 -Sewer Pump Station (I)	4,575.00
June 15 2010 -Kennedy School Renovations (I)	18,300.00
June 15 2010 -Memorial School Renovations (I)	25,162.50
June 15 2010 -Town Hall & Police/Fire Building Remodeling (I)	6,100.00
June 15 2010 -Trash Packer (I)	687.50
June 15 2010 -Sidewalk Tractor (I)	1,200.00
June 15 2010 -Sewer Dept. Truck (I)	3,812.50
June 15 2011 -Community Center Construction (IE)	252,950.00
June 15 2011 -Gravel Pit Storage Building Remodeling (I)	2,100.00
June 15 2011 -Police Dispatch Building Remodeling (I)	3,150.00
June 15 2011 -Johnson School Boiler Replacement (I)	5,100.00
June 15 2011 -Memorial School Fire Alarm (I)	5,500.00
June 15 2011 -Johnson School Windows (I)	2,100.00
June 15 2011 -Oak Street Road Repairs (I)	49,475.00
June 15 2011 -Route 27 Repavement (I)	1,000.00
June 15 2011 -Ambulance (I)	1,250.00
June 15 2011 -Fire Dept. Equipment 1 (I)	1,500.00
June 15 2011 -Fire Dept. Equipment 2 (I)	1,000.00
June 15 2011 -Fire Truck (I)	8,400.00
June 15 2011 -DPW Equipment 1 (I)	3,550.00
June 15 2011 -DPW Equipment 2 (I)	3,550.00
June 1 2012 Series A After 2015 Reappropriation -Equipment- Voting Machines (I)	700.00
June 1 2012 Series A After 2015 Reappropriation -Equipment- Public Works (I)	14,350.00
June 1 2012 Series A After 2015 Reappropriation -Departmental Equipment (I)	1,500.00
June 1 2012 Series A After 2015 Reappropriation -Senior Center Construction (IE)	26,175.00
June 1 2012 Series A After 2015 Reappropriation -Johnson School Repairs (I)	5,750.00
June 1 2012 Series A After 2015 Reappropriation -DPW Garage Roof (I)	1,850.00
June 1 2012 Series A After 2015 Reappropriation -Eliot & S. Street Repairs (I)	1,400.00
June 1 2012 Series A After 2015 Reappropriation -Cole Center Repairs (I)	3,000.00
June 1 2012 Series A After 2015 Reappropriation -Cole Center Fields (I)	1,050.00
June 1 2012 Series A After 2015 Reappropriation -Kennedy School Equipment (I)	4,500.00
June 1 2012 Series A After 2015 Reappropriation -Johnson School Paving (I)	1,050.00
June 1 2012 Series A After 2015 Reappropriation -Building Rehab- 75 West Street	18,200.00
June 1 2012 Series A After 2015 Reappropriation -DPW Garage Roof 2 (I)	1,300.00
June 1 2012 Series A After 2015 Reappropriation -Sewer Building Remodeling (I)	11,500.00
June 1 2012 Series A After 2015 Reappropriation -Reappropriated Senior Center -	2,250.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Sewer (I)	1,300.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Building Construction (I)	27,960.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Library (I)	7,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Sewer 1 (I)	3,620.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Sewer 2 (I)	5,240.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Building Construction (I)	45,740.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- Sewer (I)	7,900.00
June 5 2013 after 2015 Reappropriations -Sewer Main (I)	46,750.00
June 5 2013 after 2015 Reappropriations -Kennedy School Repairs (I)	4,350.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Log Loader (I)	1,100.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Vehicle Replacement (I)	1,100.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Dump Truck (I)	2,200.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Front-end Loader (I)	3,650.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Snow Melter (I)	4,950.00
June 5 2013 after 2015 Reappropriations -Police Equipment- Security Cameras (I)	1,650.00
June 5 2013 after 2015 Reappropriations -Equipment- Recycle Packers (I)	24,300.00
June 5 2013 after 2015 Reappropriations -Road Design 1 (I)	7,250.00
June 5 2013 after 2015 Reappropriations -Road Design 2 (I)	7,250.00
June 5 2013 after 2015 Reappropriations -Cur Ref of Apr 15 02- Sewer 1 (I)	5,000.00
June 5 2013 after 2015 Reappropriations -Cur Ref of Apr 15 02- Sewer 2 (I)	2,700.00
June 5 2013 after 2015 Reappropriations -Reappropriated from HS -Portable Classr	35,221.08
June 5 2013 after 2015 Reappropriations -Reappropriated from HS -Lilja School Ro	17,645.84
June 5 2013 after 2015 Reappropriations -Reappropriated Comm. Center - Roads & S	7,250.00
June 5 2013 after 2015 Reappropriations -Reappropriated from HS - Portable Class	18,723.84
June 16 2014 (June maturity) -Recycle Totes (I)	16,150.00
June 16 2014 (June maturity) -DPW Vehicle Replacement 1 (I)	8,850.00
June 16 2014 (June maturity) -DPW Vehicle Replacement 2 (I)	7,250.00
June 16 2014 (June maturity) -Playground (Ben-Hem School) (I)	6,387.50
June 16 2014 (June maturity) -Police Dispatch Building (I)	7,518.76
June 16 2014 (June maturity) -Roads (I)	10,025.00
June 16 2014 (June maturity) -Retaining Wall (I)	15,037.50
June 16 2014 (June maturity) -Field Fence (I)	5,175.00
June 16 2014 (June maturity) -Memorial School Lights (I)	4,575.00
June 16 2014 (June maturity) -JJ Lane Park (I)	3,875.00
June 16 2014 (June maturity) -Memorial School Boilers (I)	13,481.26
June 16 2014 (June maturity) -Police HVAC (I)	4,575.00
June 16 2014 (June maturity) -Fire Truck (I)	20,050.00
June 16 2014 (June maturity) -DPW Trash Packers (I)	10,600.00
June 16 2014 (June maturity) -DPW Sweeper (I)	6,900.00
June 16 2014 (June maturity) -Cole Field Renovations (I)	14,500.00
June 16 2014 (June maturity) -Johnson School Windows (I)	6,387.50
June 16 2014 (June maturity) -Speen Street Sewer (I)	6,800.00
June 16 2014 (June maturity) -Sewer Backhoe (I)	5,100.00
June 16 2014 (June maturity) -Water Dept Dump Truck (I)	8,300.00
June 16 2014 (June maturity) -Springvale Energy Conservation (I)	5,437.50
June 16 2014 (June maturity) -Golf Carts (I)	4,250.00
June 16 2014 (June maturity) -Cur Ref of Apr 15 04- School Building (IE)	166,350.00
June 16 2014 (June maturity) -Cur Ref of Apr 15 04- School Engineering (I)	22,250.00
June 25 2015 -Roads & Sidewalks (I)	8,458.33
June 25 2015 -Dug Pond Pier (I)	2,779.17
June 25 2015 -Pine Street Roadway (I)	23,328.89
June 25 2015 -DPW Building Construction (I)	5,993.33
June 25 2015 -Kennedy Middle School Portable Classrooms (I)	5,123.33
June 25 2015 -Ambulance #3 (I)	4,954.17
June 25 2015 -DPW S-37 Hooklift & Chassis (I)	5,558.33
June 25 2015 -DPW S-38 Small Multi-Body Truck (I)	3,141.67
June 25 2015 -Cole North Field (I)	4,712.50
TOTAL	**1,283,381.77**

Town of Natick, Massachusetts

Interest Paid no Long-Term Debt During FY 2016

Outside the Debt Limit

Interest

August 1 2001 MCWT 97-1026 (OE)	1,927.74
August 1 2004 MCWT 97-1026-1 (OE)	1,925.15
October 26 2006 MCWT DW-02-07 (O)	141,909.48
March 15 2008 -Cur Ref of May 15 97- Water Treatment Facility (O)	1,087.50
March 15 2008 -Cur Ref of May 15 97- Landfill Closing-out (O)	175.00
August 15 2008 -Water Mains- Lining (O)	34,875.00
June 15 2010 -Water Mains- Lining (O)	9,150.00
June 15 2010 -Well (O)	3,812.50
June 15 2010 -Reservoir Rehab (O)	7,625.00
June 15 2011 -Water Main Relining (O)	19,675.00
June 15 2011 -High School 1 (OE)	1,102,062.50
June 15 2011 -High School 2 (OE)	1,000.00
June 15 2011 -High School 3 (OE)	26,662.50
June 15 2011 -High School 4 (OE)	14,312.50
June 1 2012 Series A After 2015 Reappropriation -Water Departmental Equipment (O	2,100.00
June 1 2012 Series A After 2015 Reappropriation -Well (O)	6,900.00
June 1 2012 Series A After 2015 Reappropriation -Water Dept Equipment- VFD Insta	5,750.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Water Treatment Facility (O)	6,240.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Landfill Closing out (O)	13,140.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- School (O)	8,560.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Water (O)	3,660.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Landfill Closing out (O)	24,840.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- School (O)	21,040.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- Water (O)	4,960.00
June 5 2013 after 2015 Reappropriations -Water Well (O)	8,700.00
June 5 2013 after 2015 Reappropriations -Water Departmental Equipment (O)	5,800.00
June 5 2013 after 2015 Reappropriations -High School Construction (OE)	87,221.75
June 5 2013 after 2015 Reappropriations -Cur Ref of Apr 15 02- Golf Course (O)	35,000.00
June 16 2014 (June maturity) -Sewer Line Replacement (O)	1,700.00
June 16 2014 (June maturity) -Water- Replace Valves (O)	3,625.00
June 16 2014 (June maturity) -Pump Station Well (O)	5,437.50
June 16 2014 (June maturity) -Water Treatment Facility (O)	7,368.76
June 16 2014 (June maturity) -Well (O)	10,025.00
TOTAL	**1,628,267.88**

FirstSouthwest

Public Finance

Short Term Debt * Report by Issuance	Outstanding July 1, 2015	+ Issued	- Retired	= Outstanding June 30, 2016	Interest Paid in FY 16
June 26 2015 BAN - Cole Center Air Handler	80,000	-	80,000	-	842
June 26 2015 BAN - Police: Parking Meters	120,000	-	120,000	-	1,263
June 26 2015 BAN - IT Phone System Upgrade	750,000	-	750,000	-	7,891
June 26 2015 BAN - DPW Drainage: Willow Street	350,000	-	350,000	-	3,682
June 26 2015 BAN - Cole North Field	150,000	-	150,000	-	1,578
June 26 2015 BAN - Water Wells	100,000	-	100,000	-	1,052
June 26 2015 BAN - Sewer	360,000	-	360,000	-	3,788
June 26 2015 BAN - Pump Station Replacement	230,000	-	230,000	-	2,420
June 26 2015 BAN - DPW Expansion	101,500	-	101,500	-	1,068
June 26 2015 BAN - Speen Street Sewer	21,000	-	21,000	-	221
April 29 2016 BAN - Prime Park Pump Station Well Repair	-	150,000	-	150,000	-
April 29 2016 BAN - Cole North Field	-	120,000	-	120,000	-
April 29 2016 BAN - Sewer Station & Remodeling	-	360,000	-	360,000	-
April 29 2016 BAN - Sewer Pump Station	-	230,000	-	230,000	-
April 29 2016 BAN - Telephone System Replacements	-	750,000	-	750,000	-
April 29 2016 BAN - Cole Center Air Handler	-	80,000	-	80,000	-
April 29 2016 BAN - M-2 Truck Replacement	-	100,000	-	100,000	-
April 29 2016 BAN - Well	-	100,000	-	100,000	-
April 29 2016 BAN - Bucket Truck Replacement	-	200,000	-	200,000	-
April 29 2016 BAN - VFD Installs & Controls	-	195,000	-	195,000	-
April 29 2016 BAN - SCADA LUC/CPA Equipment & Replacement	-	100,000	-	100,000	-
April 29 2016 BAN - Replace W-19 Vactor	-	410,000	-	410,000	-
April 29 2016 BAN - Engineering Charles River Bridge	-	125,000	-	125,000	-
April 29 2016 BAN - Water	-	100,000	-	100,000	-
TOTAL SHORT TERM DEBT	2,262,500	3,020,000	2,262,500	3,020,000	23,803

*Does not reflect Interim Loan Notes issued through the Massachusetts Clean Water Trust.

TOWN OF NATICK
Statement of Free Cash Usage
Fiscal Year 2016

Certified Amount July 1, 2015	**9,212,607.00**
Uses:	
Fall 2015 Town Meeting	
Article 2A Cover Snow & Ice Deficit	699,569.00
Article 2D Town Clerk Salary	5,000.00
Article 5 Transfer to Capital Stabilization	1,343,888.00
Article 10I DPW Memorial	5,000.00
Article 24 Transfer to FAR Bonus Stabilization	433,635.00
Article 27 Route 30/Speen St. Intersection Design Costs	12,600.00
Article 29 Comprehensive Master Plan	200,000.00
Article 33 Sewage Disposal System-Affordable Housing	35,000.00
Article 35 Sawin House Study	30,000.00
Spring 2016 Town Meeting	
Article 1 Rescind Conservation Study Committee	(1,500.00)
Article 8G FY17 Omnibus Budget - Shared Expenses	2,997,903.00
Article 10 Bacon Free Library Budget	3,100.00
Article 19 Fund OPEB Trust	300,000.00
Article 22 Unpaid Bills	1,626.00
Article 34 Transfer to Walcott Trust Fund	15,000.00
Artcile 37 Comprehensive Master Plan	200,000.00
Total Uses:	6,280,821.00
Closed to Fund Balance June 30, 2016	**2,931,786.00**

REVENUES COLLECTED IN MAJOR FUNDS FISCAL YEAR 2016

GENERAL FUND

ACCOUNT	ACCOUNT DESCRIPTION		REVENUE
0001-146-1-0000-000-00-4110-00-411005-	PERSONAL PROPERTY TAX 2005	$	(460.79)
0001-146-1-0000-000-00-4110-00-411008-	PERSONAL PROPERTY TAX 2008	$	(37.34)
0001-146-1-0000-000-00-4110-00-411009-	PERSONAL PROPERTY TAX 2009	$	94.41
0001-146-1-0000-000-00-4110-00-411010-	PERSONAL PROPERTY TAX 2010	$	23.10
0001-146-1-0000-000-00-4110-00-411011-	PERSONAL PROPERTY TAX 2011	$	(1,392.95)
0001-146-1-0000-000-00-4110-00-411012-	PERSONAL PROPERTY FY12	$	(373.30)
0001-146-1-0000-000-00-4110-00-411013-	PERSONAL PROPERTY TAX FY13	$	(13,394.52)
0001-146-1-0000-000-00-4110-00-411014-	PERSONAL PROP 2014	$	(20,278.25)
0001-146-1-0000-000-00-4110-00-411015-	PERSONAL PROP 2015	$	(16,858.56)
0001-146-1-0000-000-00-4110-00-411016-	PERSONAL PROP 2016	$	1,818,861.39
0001-146-1-0000-000-00-4110-00-411999-	PERSONAL PROPERTY PRIOR YRS	$	163.86
TOTAL PERSONAL PROPERTY TAX		**$**	**1,766,347.05**
0001-146-1-0000-000-00-4120-00-412002-	REAL ESTATE TAX 2002	$	(863.15)
0001-146-1-0000-000-00-4120-00-412003-	REAL ESTATE TAX 2003	$	(1,918.34)
0001-146-1-0000-000-00-4120-00-412005-	REAL ESTATE TAX 2005	$	(24.32)
0001-146-1-0000-000-00-4120-00-412006-	REAL ESTATE TAX 2006	$	(3,234.85)
0001-146-1-0000-000-00-4120-00-412007-	REAL ESTATE TAX 2007	$	(170.55)
0001-146-1-0000-000-00-4120-00-412008-	REAL ESTATE TAX 2008	$	1,208.60
0001-146-1-0000-000-00-4120-00-412009-	REAL ESTATE TAX 2009	$	1,341.62
0001-146-1-0000-000-00-4120-00-412010-	REAL ESTATE TAX 2010	$	(1,887.14)
0001-146-1-0000-000-00-4120-00-412011-	REAL ESTATE TAX 2011	$	(15,735.36)
0001-146-1-0000-000-00-4120-00-412012-	REAL ESTATE TAX FY12	$	(69,808.71)
0001-146-1-0000-000-00-4120-00-412013-	REAL ESTATE TAX FY13	$	(103,518.20)
0001-146-1-0000-000-00-4120-00-412014-	RE TAX 2014	$	(64,917.42)
0001-146-1-0000-000-00-4120-00-412015-	REAL ESTATE TAX 2015	$	226,446.01
0001-146-1-0000-000-00-4120-00-412016-	REAL ESTATE TAX 2016	$	96,868,239.69
0001-146-1-0000-000-00-4120-00-412098-	REAL ESTATE TAX PRIOR YRS	$	2,654.91
0001-146-1-0000-000-00-4120-00-412111-	PROFORMA REAL ESTATE TAX	$	68,238.57
TOTAL REAL ESTATE TAX		**$**	**96,906,051.36**
0001-146-1-0000-000-00-4150-00-415008-	MOTOR VEHICLE TAX 2008	$	265.21
0001-146-1-0000-000-00-4150-00-415009-	MOTOR VEHICLE TAX 2009	$	225.01
0001-146-1-0000-000-00-4150-00-415010-	MOTOR VEHICLE TAX 2010	$	444.58
0001-146-1-0000-000-00-4150-00-415011-	MOTOR VEHICLE TAX 2011	$	670.87
0001-146-1-0000-000-00-4150-00-415012-	MOTOR VEHICLE EXCISE FY12	$	1,113.77
0001-146-1-0000-000-00-4150-00-415013-	MOTOR VEHICLE EXCISE FY13	$	5,461.54
0001-146-1-0000-000-00-4150-00-415014-	MV EXCISE 2014	$	49,728.83
0001-146-1-0000-000-00-4150-00-415015-	MV EXCISE 2015	$	747,502.38
0001-146-1-0000-000-00-4150-00-415016-	MV EXCISE 2016	$	4,653,308.50
0001-146-1-0000-000-00-4150-00-415999-	MOTOR VEHICLE PRIOR YRS	$	383.23
0001-146-1-0000-000-00-4162-00-416200-	RECOVERY EXCISE	$	1,381.12
TOTAL MOTOR VEHICLE EXCISE		**$**	**5,460,485.04**
0001-146-1-0000-000-00-4170-00-417000-	PENALITIES ON TAXES & EXCISE	$	92,872.09
0001-146-1-0000-000-00-4170-00-417100-	INTEREST ON TAXES	$	138,122.09
0001-146-1-0000-000-00-4170-00-417200-	INTEREST ON MOTOR VEHICLE	$	33,672.66
0001-146-1-0000-000-00-4170-00-417300-	INTEREST & PENALTIES TAX TITLE	$	108,613.01
0001-146-1-0000-000-00-4170-00-417400-	INTEREST ON BETTERMENTS	$	2,144.90
0001-146-1-0000-000-00-4170-00-417600-	INTEREST BOAT EXCISE	$	438.74
TOTAL PENALTIES & INTEREST ON TAXES		**$**	**375,863.49**

0001-146-1-0000-000-00-4180-00-418100-	IN LIEU TAX MA MORSE HLTHCARE	$	18,453.57
0001-146-1-0000-000-00-4180-00-418200-	IN LIEU TAX HOUSING AUTHORITY	$	12,280.85
0001-146-1-0000-000-00-4180-00-418400-	IN LIEU TAX TCAN NATICK ARTS	$	4,003.48
TOTAL IN LIEU OF TAX PAYMENTS		**$**	**34,737.90**
0001-146-1-0000-000-00-4160-00-416010-	BOAT EXCISE 2010	$	80.00
0001-146-1-0000-000-00-4160-00-416011-	BOAT EXCISE 2011	$	45.00
0001-146-1-0000-000-00-4160-00-416012-	BOAT EXCISE FY12	$	260.00
0001-146-1-0000-000-00-4160-00-416013-	BOAT EXCISE FY13	$	185.00
0001-146-1-0000-000-00-4160-00-416014-	BOAT EXCISE FY14	$	230.00
0001-146-1-0000-000-00-4160-00-416015-	BOAT EXCISE FY15	$	385.99
0001-146-1-0000-000-00-4160-00-416016-	BOAT EXCISE FY16	$	3,404.00
0001-146-1-0000-000-00-4190-00-419100-	OTHER TAXES HOTEL/MOTEL	$	1,519,913.16
0001-146-1-0000-000-00-4190-00-467500-	MEALS-LOCAL AID	$	918,893.36
TOTAL OTHER TAXES		**$**	**2,443,396.51**
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	$	98,472.24
TOTAL RECREATION REVENUE		**$**	**123,472.24**
0001-210-2-0000-000-00-4370-00-437105-	POLICE SPECIAL DUTY S/CHGS	$	58,374.55
0001-220-2-0000-000-00-4320-00-432017-	AMBULANCE SERVICE FEES	$	1,471,638.91
TOTAL OTHER CHARGES FOR SERVICES		**$**	**1,530,013.46**
0001-146-1-0000-000-00-4360-00-436003-	COLE CENTRE RENTAL	$	14,104.00
0001-146-1-0000-000-00-4360-00-436515-	RIVERBEND SCHOOL	$	32,499.96
TOTAL RENTALS		**$**	**46,603.96**
0001-123-1-0000-000-00-4320-00-432013-	CABLE FRANCHISE FEES	$	2,543.00
0001-141-1-0000-000-00-4320-00-432001-	ASSESSOR COPIES OF RECORDS	$	2,449.02
0001-145-1-0000-000-00-4320-00-432015-	RETURN CHECK FEES	$	825.00
0001-146-1-0000-000-00-4170-00-437110-	CH 38D INVENTRY FILING PENALTY	$	30,801.76
0001-146-1-0000-000-00-4320-00-432065-	SENTINEL BENEFIT FORFEITURES	$	-
0001-146-1-0000-000-00-4370-00-437100-	MUNICIPAL LIEN CERTIFICATES	$	101,460.00
0001-146-1-0000-000-00-4370-00-437144-	DEMAND RESPONSE	$	-
0001-146-1-0000-000-00-4450-00-445000-	SENIOR CTZNS PARKNG PERMITS	$	2,594.00
0001-146-1-0000-000-00-4845-00-431300-	TOWN DEPTS MISC INCOME	$	797.14
0001-146-1-0000-000-00-4845-00-484005-	PENSION REIMBURSEMENT COLA	$	2,494.92
0001-146-1-0000-000-00-4840-00-484000-	MISCELLANEOUS RECURRING	$	2,567.05
0001-161-1-0000-000-00-4320-00-432002-	TN CLERK DOG LICENSE FEES	$	45,178.00
0001-161-1-0000-000-00-4450-00-445001-	TN CLERK POLICE WATER BAN FINE	$	2,195.00
0001-161-1-0000-000-00-4770-00-477010-	TN CLERK BD HEALTH FINES	$	250.00
0001-161-1-0000-000-00-4810-00-481001-	TN CLERK SALE RESIDENT BOOKS	$	765.00
0001-180-1-0000-000-00-4320-00-432006-	COMM DEV SUBDIVISION FILE FEE	$	3,000.00
0001-180-1-0000-000-00-4320-00-432014-	PLANNING BOARD FEES	$	16,053.80
0001-180-1-0000-000-00-4320-00-432025-	COMM DEV COMMUTER PARKING	$	63,473.50
0001-180-1-0000-000-00-4370-00-437000-	COMM DEV ANR PLANS	$	800.00
0001-180-1-0000-000-00-4370-00-437001-	COMM DEV BOOKS/MAPS/BYLAWS	$	304.55
0001-180-1-0000-000-00-4370-00-437002-	COMM DEV DEFINITIVE PLAN FILE	$	2,400.00
0001-180-1-0000-000-00-4370-00-437003-	COMM DEV PARKING STICKERS	$	109,824.05
0001-180-1-0000-000-00-4370-00-437004-	COMM DEV PERMIT RESEARCH	$	504.00
0001-180-1-0000-000-00-4370-00-437005-	COMM DEV DESIGN REVIEW BD	$	150.00
0001-210-2-0000-000-00-4320-00-432010-	POLICE REPORT FEES	$	(9.00)
0001-210-2-0000-000-00-4320-00-432012-	POLICE SOLICITOR FEES	$	335.00
0001-210-2-0000-000-00-4320-00-432070-	RMV FEES	$	19,380.00
0001-210-2-0000-000-00-4840-00-484000-	MISCELLANEOUS RECURRING	$	2,262.00
0001-220-2-0000-000-00-4320-00-432033-	FIRE MASS PIKE ASSISTANCE	$	6,200.00
0001-220-2-0000-000-00-4320-00-432034-	FIRE REPORT COPIES	$	141.00

0001-220-2-0000-000-00-4320-00-432035-	FIRE SPECIAL DUTY S/CHARGES	$	6,060.00
0001-220-2-0000-000-00-4840-00-484000-	FIRE MISCELLANEOUS INCOME	$	0.08
0001-300-3-0000-000-00-4320-00-432063-	SCHOOL HLTH REIMBURSEMENTS	$	-
0001-300-3-0000-000-00-4320-00-432064-	SCHOOL MEDICARE REIMBURSEMENTS	$	-
0001-420-4-0000-000-00-4320-00-432040-	PUB WKS MAPS	$	20.00
0001-420-4-0000-000-00-4320-00-432041-	PUB WKS RECYCLING BINS	$	6,500.00
0001-420-4-0000-000-00-4320-00-432042-	PUB WKS RECYCLED GLASS	$	1,839.06
0001-420-4-0000-000-00-4320-00-432044-	PUB WKS RECYCLED METAL	$	13,342.13
0001-420-4-0000-000-00-4320-00-432045-	PUB WKS RECYCLED PAPER	$	22,930.64
0001-420-4-0000-000-00-4320-00-432061-	RECYCLE OIL PRODUCTS	$	-
0001-512-5-0000-000-00-4320-00-432007-	BD HLTH CLINIC FEES	$	46.21
0001-512-5-0000-000-00-4320-00-432009-	BD HLTH LATE FEES	$	1,757.50
0001-512-5-0000-000-00-4370-00-437085-	BD HLTH SUBDISION PLAN REVIEW	$	1,911.50
0001-512-5-0000-000-00-4370-00-477010-	TN CLERK BD HEALTH FINES	$	750.00
0001-512-5-0000-000-00-4840-00-484000-	BD HLTH MISCELLANEOUS COPIES	$	121.77
TOTAL OTHER DEPARTMENTAL REVENUE		**$**	**475,017.68**
0001-123-1-0000-000-00-4320-00-432022-	SELECT MISC FEES	$	2,675.00
0001-123-1-0000-000-00-4370-00-437125-	SELECT - FLAMABLE STRGE PERM	$	150.00
0001-123-1-0000-000-00-4450-00-445012-	SELECT CLASS I LICENSE	$	850.00
0001-123-1-0000-000-00-4450-00-445013-	SELECT CLASS II LICENSE	$	1,800.00
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	$	1,200.00
0001-123-1-0000-000-00-4450-00-445017-	SELECT SUNDAY ENTERTAINMNT LIC	$	750.00
0001-123-1-0000-000-00-4450-00-445019-	SELECT JUNK COLLECTOR LICENSE	$	325.00
0001-123-1-0000-000-00-4450-00-445020-	SELECT INN HOLDERS LICENSE	$	200.00
0001-123-1-0000-000-00-4450-00-445021-	SELECT TAXI CAB LICENSE	$	400.00
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	$	101,580.00
0001-123-1-0000-000-00-4450-00-445027-	SELECT AUTOMATIC AMUSEMENT LIC	$	3,430.00
0001-123-1-0000-000-00-4450-00-445029-	SELECT MISCELLANEOUS LICENSE	$	2.00
0001-161-1-0000-000-00-4320-00-432018-	TN CLERK HISTORIC SYSRICT FEE	$	240.00
0001-161-1-0000-000-00-4320-00-432019-	TN CLERK ZBA FILING FEES	$	12,950.00
0001-161-1-0000-000-00-4370-00-437010-	TN CLERK BUSINESS CERTIFICATE	$	15,815.00
0001-161-1-0000-000-00-4370-00-437020-	TN CLERK BIRTH CERTIFICATE	$	14,066.00
0001-161-1-0000-000-00-4370-00-437025-	TN CLERK DEATH CERTIFICATE	$	17,550.00
0001-161-1-0000-000-00-4370-00-437030-	TN CLERK GOING OUT OF BUS FILE	$	6.00
0001-161-1-0000-000-00-4370-00-437035-	TN CLERK MARRIAGE INTENTIONS	$	4,325.00
0001-161-1-0000-000-00-4450-00-445003-	TN CLERK MARRIAGE LICENSE	$	4,640.00
0001-161-1-0000-000-00-4450-00-445704-	TN CLERK BAZZAR PERMIT	$	375.00
0001-161-1-0000-000-00-4450-00-445705-	TN CLERK GASOLINE STORAGE PERM	$	862.50
0001-180-1-0000-000-00-4320-00-432023-	SEALER WEIGHTS MEASURER FEES	$	10,152.00
0001-180-1-0000-000-00-4370-00-437007-	BLDG DEPT ALTERATIONS	$	743,851.05
0001-180-1-0000-000-00-4370-00-437008-	BLDG DEPT NEW BUILDINGS	$	598,370.00
0001-180-1-0000-000-00-4370-00-437009-	BLDG DEPT CERT OF INSPECTION	$	6,049.00
0001-180-1-0000-000-00-4457-00-445701-	BLDG DEPT ELECRICAL PERMIT	$	192,387.90
0001-180-1-0000-000-00-4457-00-445702-	BLDG DEPT GAS PERMIT	$	29,861.00
0001-180-1-0000-000-00-4457-00-445703-	BLDG DEPT PLUMBING PERMIT	$	58,431.00
0001-180-1-0000-000-00-4457-00-445723-	BLDG DEPT CERT OF OCCUPANCY	$	2,970.00
0001-210-2-0000-000-00-4370-00-437056-	POLICE FIREARM ID'S	$	6,887.50
0001-210-2-0000-000-00-4370-00-437140-	POLICE KEEPER OF RECORDS	$	5,591.50
0001-210-2-0000-000-00-4450-00-445719-	POLICE WORK PERMITS	$	30.00
0001-210-2-0000-000-00-4450-00-445730-	POLICE SUNDAY/HOLIDAY PERMITS	$	10.00
0001-220-2-0000-000-00-4320-00-432020-	FIRE ALARM BOX ANNUAL FEE	$	67,200.00
0001-220-2-0000-000-00-4450-00-445706-	FIRE VARIOUS PERMITS	$	56,775.00
0001-420-4-0000-000-00-4450-00-445732-	PUB WKS HYDRANT USE PERMIT	$	2,600.00
0001-420-4-0000-000-00-4450-00-445733-	PUB WKS SEWER PERMITS	$	11,525.00
0001-420-4-0000-000-00-4450-00-445734-	PUB WKS STREET OPENING PERMIT	$	34,753.00
0001-420-4-0000-000-00-4450-00-445735-	PUB WKS WATER METER PERMIT	$	1,300.00
0001-420-4-0000-000-00-4450-00-445736-	PUB WKS WATER PERMITS	$	9,400.00
0001-512-5-0000-000-00-4370-00-437015-	BD HLTH UNDERGRND TNK REGISTRY	$	2,850.00

0001-512-5-0000-000-00-4370-00-437016-	BD HLTH UNDERGRND TANK CONSTRU	$	250.00
0001-512-5-0000-000-00-4370-00-437055-	BD HLTH UNDERGRND TANK REMOVAL	$	300.00
0001-512-5-0000-000-00-4370-00-437060-	BD HLTH HOUSEHLD HAZARDOUS WST	$	1,030.00
0001-512-5-0000-000-00-4370-00-437065-	BD HLTH PERC TEST/APPLICATION	$	2,200.00
0001-512-5-0000-000-00-4370-00-437075-	BD HLTH REINSPECTIONS	$	75.00
0001-512-5-0000-000-00-4370-00-437080-	BD HLTH PLAN REVIEW	$	-
0001-512-5-0000-000-00-4370-00-437090-	BD HLTH SWIMMING POOL INSTALER	$	650.00
0001-512-5-0000-000-00-4370-00-437130-	BD HEALTH RUBBISH CONTRACTORS	$	1,200.00
0001-512-5-0000-000-00-4450-00-445004-	BD HLTH DAY CAMP LICENSE	$	-
0001-512-5-0000-000-00-4450-00-445005-	BD HLTH FROZEN DESERT LICENSE	$	750.00
0001-512-5-0000-000-00-4450-00-445006-	BD HLTH FUNERAL DIRECTR LICENS	$	300.00
0001-512-5-0000-000-00-4450-00-445007-	BD HLTH MILK/CREAM LICENSE	$	1,430.00
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	$	1,200.00
0001-512-5-0000-000-00-4450-00-445707-	BD HLTH BAKERY PERMIT	$	1,955.00
0001-512-5-0000-000-00-4450-00-445708-	BD HLTH BEE PERMIT	$	290.00
0001-512-5-0000-000-00-4450-00-445710-	BD HLTH CAMP PERMIT	$	950.00
0001-512-5-0000-000-00-4450-00-445711-	BD HLTH CATERING PERMIT	$	2,100.00
0001-512-5-0000-000-00-4450-00-445712-	BD HLTH CHEMICAL TOILET PERMIT	$	25.00
0001-512-5-0000-000-00-4450-00-445713-	BD HLTH FOOD ESTABLISHMNT PERM	$	104,565.00
0001-512-5-0000-000-00-4450-00-445715-	BD HLTH FOOD SERVICE PLAN	$	1,875.00
0001-512-5-0000-000-00-4450-00-445716-	BD HLTH FOOD ESTABLISHMNT S/C	$	2,925.00
0001-512-5-0000-000-00-4450-00-445717-	BD HLTH HOT TUB PERMIT	$	325.00
0001-512-5-0000-000-00-4450-00-445719-	BD HLTH LIVE STOCK PERMIT	$	2,000.00
0001-512-5-0000-000-00-4450-00-445721-	BD HLTH METHYL ALCOHOL PERMIT	$	200.00
0001-512-5-0000-000-00-4450-00-445722-	BD HLTH MOBILE FOOD SERVER	$	1,180.00
0001-512-5-0000-000-00-4450-00-445723-	BD HLTH OCCUPANCY INSPECTION	$	33,545.00
0001-512-5-0000-000-00-4450-00-445724-	BD HLTH SEPTAGE HAULER PERMIT	$	7,150.00
0001-512-5-0000-000-00-4450-00-445725-	BD HLTH SEPTIC INSTALLER PERM	$	3,250.00
0001-512-5-0000-000-00-4450-00-445726-	BD HLTH SEPTIC SYSTEM PERMIT	$	3,675.00
0001-512-5-0000-000-00-4450-00-445727-	BD HLTH SWIMMING POOL PERMIT	$	9,275.00
0001-512-5-0000-000-00-4450-00-445728-	BD HLTH TOBACCO PERMIT	$	-
0001-512-5-0000-000-00-4450-00-445747-	BD HLTH WELL PERMIT	$	900.00
TOTAL LICENSES & PERMITS		**$**	**2,218,015.45**
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	$	23,008.00
0001-800-8-0000-000-00-4620-00-462001-	SCHOOL AID CHAPTER 70	$	8,816,665.00
0001-800-8-0000-000-00-4620-00-462007-	CHARTER SCHOOL TUITIONS	$	31,244.00
0001-800-8-0000-000-00-4660-00-466000-	UNRESTRICTED GENERAL GOVMT AID	$	3,512,863.00
0001-800-8-0000-000-00-4660-00-466015-	VETERANS BENEFITS	$	180,630.00
0001-800-8-0000-000-00-4370-00-466020-	MCKINNEY VINTO REIMB	$	85,632.00
0001-800-8-0000-000-00-4680-00-468010-	MUNICIPAL MEDICAD REIMBURSEMNT	$	100,000.00
TOTAL STATE AID		**$**	**12,838,065.00**
0001-146-1-0000-000-00-4170-00-417405-	C/S/S BETTERMENT COMM INTEREST	$	5,208.24
0001-146-1-0000-000-00-4190-00-419560-	APPORT CURB/ST/SWLK BETTERMNT	$	3,923.70
TOTAL SPECIAL ASSESSMENTS		**$**	**9,131.94**
0001-146-1-0000-000-00-4370-00-437141-	POLICE RESTITUTION	$	400.00
0001-146-1-0000-000-00-4770-00-477003-	DISTRICT COURT FINES	$	71,225.00
0001-146-1-0000-000-00-4770-00-477004-	PARKING FINES	$	153,279.66
0001-146-1-0000-000-00-4770-00-477005-	AUTO LEASE SURCHARGES	$	10,096.20
0001-210-2-0000-000-00-4320-00-432037-	POLICE FALSE ALARMS	$	100.00
TOTAL FINES & FORFEITS		**$**	**235,100.86**
0001-145-1-0000-000-00-4820-00-482200-	INTEREST EARNED MONEY MARKETS	$	272,428.11
TOTAL INVESTMENT INCOME		**$**	**272,428.11**

0001-146-1-0000-000-00-4320-00-432000-	PAYT FEES	$	866,219.66
0001-420-4-0000-000-00-4250-00-425100-	BULKY WASTE PICKUP	$	103,592.01
TOTAL TRASH FEES		**$**	**969,811.67**
0001-146-1-0000-000-00-4220-00-422000-	SUPP RE TX CH59 SEC 2D OCCPNCY	$	661,450.11
TOTAL MISCELLANEOUS RECURRING		**$**	**661,450.11**
0001-146-1-0000-000-00-4140-00-414200-	TAX TITLES	$	616,219.92
0001-146-1-0000-000-00-4800-00-480000-	MISCELLANEOUS NON-RECURRING	$	593,779.19
0001-146-1-0000-000-00-4930-00-493000-	PREMIUM - BOND ISSUE	$	178,219.34
TOTAL MISCELLANEOUS NON-RECURRING		**$**	**1,388,218.45**
0001-990-9-0000-000-00-4970-00-497000-	TRANSFERS FROM OTHER FUNDS	$	954,523.00
TOTAL TRANSFERS IN FROM OTHER FUNDS		**$**	**954,523.00**
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		**$**	**2,241,486.96**
	TOTAL GENERAL FUND REVENUES	**$**	**130,950,220.24**

SASSAMON TRACE GOLF COURSE

ACCOUNT	ACCOUNT DESCRIPTION		REVENUE
6000-632-6-0000-000-00-4320-00-432400-	CART RENTALS	$	84,312.48
6000-632-6-0000-000-00-4320-00-432405-	GREEN FEES	$	435,107.09
6000-632-6-0000-000-00-4320-00-432410-	BEVERAGES GOLF COURSE	$	11,291.64
6000-632-6-0000-000-00-4320-00-432415-	FOOD-GOLF COURSE	$	5,662.96
6000-632-6-0000-000-00-4320-00-432420-	PRO SHOP MERCHANDISE	$	19,319.81
6000-632-6-0000-000-00-4320-00-432425-	GOLF INSTRUCTION	$	7,610.00
6000-632-6-0000-000-00-4320-00-432430-	GIFT CERTIFICATES	$	2,633.44
6000-632-6-0000-000-00-4320-00-432435-	SEASON TICKET SALES	$	117,523.00
6000-632-6-0000-000-00-4320-00-432450-	GHIN GOLF SVS	$	4,170.00
6000-632-6-0000-000-00-4320-00-432465-	GOLF - CASH OVER/UNDER	$	3.25
6000-632-6-0000-000-00-4320-00-432475-	SHOP CREDITS	$	4,556.03
6000-632-6-0000-000-00-4320-00-432500-	MASS SALES TAX	$	6,259.42
TOTAL GOLF COURSE FEES		**$**	**698,449.12**
6000-632-6-0000-000-00-4820-00-484000-	MISCELLANEOUS REVENUE	$	193.17
6000-632-6-0000-000-00-4930-00-493000-	PREMIUM - BOND ISSUE	$	1,569.70
TOTAL MISCELLANEOUS REVENUE		**$**	**1,762.87**
6000-632-6-0000-000-00-4970-00-497000-	TRANSFERS IN	$	280,000.00
TOTAL SUBSIDY FROM GENERAL FUND		**$**	**280,000.00**
	TOTAL GOLF COURSE REVENUES	**$**	**980,211.99**

WATER/SEWER ENTERPRISE

ACCOUNT	ACCOUNT DESCRIPTION		REVENUE
6500-445-4-0000-000-00-0000-00-400400-	USER CHARGES SEWER	$	8,083,146.58
6500-446-4-0000-000-00-0000-00-424200-	WATER USER CHARGES	$	5,302,419.18
6500-446-4-0000-000-00-0000-00-424000-	REVENUE WATER FLAT CHARGES	$	241,414.43
TOTAL USER CHARGES		**$**	**13,626,980.19**
6500-445-4-0000-000-00-0000-00-478200-	SEWER ENTRANCE FEES	$	101,423.20
TOTAL CONNECTION FEES		**$**	**101,423.20**
6500-445-4-0000-000-00-0000-00-401013-	U/LIENS A/T 2013 SEWER	$	505.73
6500-445-4-0000-000-00-0000-00-401015-	U/LIENS A/T 2015	$	16,897.07
6500-445-4-0000-000-00-0000-00-401016-	U/LIENS A/T 2016	$	263,746.05
6500-445-4-0000-000-00-0000-00-417410-	INT ON SEWER BETTERMENTS	$	85,157.98
6500-445-4-0000-000-00-0000-00-417420-	UNAPPORT SEWER BETT COMM INT	$	1.62
6500-445-4-0000-000-00-0000-00-475100-	SWR BETTRMT COMM INTEREST	$	68,145.95
6500-445-4-0000-000-00-0000-00-475200-	UNAPP SEWER BETTERMENT	$	2,464.54
6500-445-4-0000-000-00-0000-00-475300-	APPORT SEWER BETTERMENT	$	129,380.13
6500-446-4-0000-000-00-0000-00-400403-	REVENUE INTEREST ADDED SEWER	$	52,461.63
6500-446-4-0000-000-00-0000-00-401013-	U/LIENS A/T 2013 WATER	$	258.40
6500-446-4-0000-000-00-0000-00-401014-	U/LIENS A/T 2014	$	74.60
6500-446-4-0000-000-00-0000-00-401015-	U/LIENS A/T 2015	$	7,262.81
6500-446-4-0000-000-00-0000-00-401016-	U/LIENS A/T 2016	$	144,619.15
6500-446-4-0000-000-00-0000-00-417700-	INTEREST ADDED WATER	$	33,528.64
TOTAL OTHER DEPARTMENTAL REVENUE		**$**	**804,504.30**
6500-440-4-0000-000-00-0000-00-482000-	INTEREST EARNED INVESTMENTS	$	29,235.00
TOTAL INVESTMENT INCOME		**$**	**29,235.00**
6500-440-4-0000-000-00-0000-40-482300-	INT/PREMIUM BORROWING	$	6,508.90
TOTAL MISCELLANEOUS NON-RECURRING INCOME		**$**	**6,508.90**
	TOTAL WATER/SEWER REVENUE	**$**	**14,568,651.59**
TOTAL REVENUES COLLECTED FY2016 ALL MAJOR OPERATING FUNDS		**$**	**146,499,083.82**

TOWN OF NATICK
FISCAL YEAR 2016 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	4,100	0	4,100	3,428.30	0.00	672	83.60
115 PRINTING TOWN REPORT	**4,100**	**0**	**4,100**	**3,428.30**	**0.00**	**672**	**83.60**
117 INSURANCE PROPERTY/LIABILITY							
02 EXPENSES	644,300	0	644,300	570,193.59	0.00	74,106	88.50
117 INSURANCE PROPERTY/LIABILITY	**644,300**	**0**	**644,300**	**570,193.59**	**0.00**	**74,106**	**88.50**
123 TOWN ADMINISTRATOR							
01 SALARIES	956,270	29,064	985,334	952,419.15	0.00	32,915	96.70
02 EXPENSES	723,450	138,249	861,699	316,932.86	111,834.99	432,932	49.80
123 TOWN ADMINISTRATOR	**1,679,720**	**167,313**	**1,847,033**	**1,269,352.01**	**111,834.99**	**465,846**	**74.80**
131 FINANCE COMMITTEE							
01 SALARIES	9,800	1,741	11,541	8,759.27	0.00	2,781	75.90
02 EXPENSES	11,000	0	11,000	9,289.80	0.00	1,710	84.50
131 FINANCE COMMITTEE	**20,800**	**1,741**	**22,541**	**18,049.07**	**0.00**	**4,492**	**80.10**
132 RESERVE FUND							
02 EXPENSES	250,000	0	250,000	0.00	0.00	250,000	0.00
132 RESERVE FUND	**250,000**	**0**	**250,000**	**0.00**	**0.00**	**250,000**	**0.00**
134 COMPTROLLER							
01 SALARIES	376,484	16,399	392,883	319,941.88	0.00	72,942	81.40
02 EXPENSES	27,450	1,269	28,719	14,285.98	566.47	13,867	51.70
134 COMPTROLLER	**403,934**	**17,669**	**421,603**	**334,227.86**	**566.47**	**86,809**	**79.40**
135 FINANCE DEPARTMENT							
01 SALARIES	61,973	2,975	64,948	62,491.15	0.00	2,457	96.20
02 EXPENSES	1,700	0	1,700	600.48	0.00	1,100	35.30
135 FINANCE DEPARTMENT	**63,673**	**2,975**	**66,648**	**63,091.63**	**0.00**	**3,557**	**94.70**
141 ASSESSORS							
01 SALARIES	352,852	4,244	357,096	352,443.66	0.00	4,652	98.70
02 EXPENSES	101,700	89,985	191,685	26,529.63	126,798.43	38,357	80.00
141 ASSESSORS	**454,552**	**94,229**	**548,781**	**378,973.29**	**126,798.43**	**43,009**	**92.20**
145 TREASURER							
01 SALARIES	102,427	650	103,077	91,473.69	0.00	11,603	88.70
02 EXPENSES	127,800	0	127,800	110,103.14	0.00	17,697	86.20
145 TREASURER	**230,227**	**650**	**230,877**	**201,576.83**	**0.00**	**29,300**	**87.30**
146 COLLECTOR OF REVENUE							
01 SALARIES	185,702	687	186,389	167,873.42	0.00	18,516	90.10
02 EXPENSES	172,750	9,401	182,151	148,387.59	26.66	33,737	81.50
146 COLLECTOR OF REVENUE	**358,452**	**10,088**	**368,540**	**316,261.01**	**26.66**	**52,252**	**85.80**
151 LEGAL SERVICES							
02 EXPENSES	288,400	286	288,686	223,063.55	4.44	65,618	77.30
151 LEGAL SERVICES	**288,400**	**286**	**288,686**	**223,063.55**	**4.44**	**65,618**	**77.30**
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	323,364	11,083	334,447	334,446.88	0.00	0	100.00
02 EXPENSES	559,100	72,800	631,900	565,507.22	54,841.16	11,552	98.20
03 CAPITAL	196,400	141,468	337,868	219,827.01	113,283.60	4,757	98.60
155 INFORMATION SYSTEMS	**1,078,864**	**225,351**	**1,304,215**	**1,119,781.11**	**168,124.76**	**16,309**	**98.70**
161 TOWN CLERK							
01 SALARIES	232,766	7,906	240,672	239,014.97	0.00	1,657	99.30
02 EXPENSES	22,050	7,009	29,059	15,354.57	8,843.20	4,861	83.30
161 TOWN CLERK	**254,816**	**14,915**	**269,731**	**254,369.54**	**8,843.20**	**6,518**	**97.60**
162 BOARD OF REGISTRARS							
01 SALARIES	37,306	0	37,306	34,542.32	0.00	2,764	92.60
02 EXPENSES	34,400	1,313	35,713	34,285.73	1,283.75	143	99.60
162 BOARD OF REGISTRARS	**71,706**	**1,313**	**73,019**	**68,828.05**	**1,283.75**	**2,907**	**96.00**
180 COMMUNITY DEVELOPMENT							
01 SALARIES	839,977	4,300	844,277	780,575.09	0.00	63,702	92.50
02 EXPENSES	26,800	5,324	32,124	30,600.88	57.76	1,465	95.40
180 COMMUNITY DEVELOPMENT	**866,777**	**9,623**	**876,400**	**811,175.97**	**57.76**	**65,167**	**92.60**
192 PUBLIC BLDGS PROP MAINT							
02 EXPENSES	1,427,107	10,636	1,437,743	1,156,904.70	47,318.43	233,520	83.80
192 PUBLIC BLDGS PROP MAINT	**1,427,107**	**10,636**	**1,437,743**	**1,156,904.70**	**47,318.43**	**233,520**	**83.80**
210 POLICE DEPARTMENT							
01 SALARIES	6,365,202	6,681	6,371,883	6,055,166.29	0.00	316,716	95.00
02 EXPENSES	259,013	39,276	298,289	219,634.99	74,145.89	4,508	98.50
210 POLICE DEPARTMENT	**6,624,215**	**45,956**	**6,670,171**	**6,274,801.28**	**74,145.89**	**321,224**	**95.20**

220 FIRE DEPARTMENT							
01 SALARIES	7,906,621	18,289	7,924,910	7,788,365.11	0.00	136,545	98.30
02 EXPENSES	173,000	9,792	182,792	152,980.73	29,208.12	603	99.70
220 FIRE DEPARTMENT	**8,079,621**	**28,081**	**8,107,702**	**7,941,345.84**	**29,208.12**	**137,148**	**98.30**
244 WEIGHTS/MEASURES							
02 EXPENSES	15,590	0	15,590	15,517.48	0.00	73	99.50
244 WEIGHTS/MEASURES	**15,590**	**0**	**15,590**	**15,517.48**	**0.00**	**73**	**99.50**
246 PARKING ENFORCEMENT							
01 SALARIES	52,844	0	52,844	46,563.29	0.00	6,281	88.10
02 EXPENSES	79,560	25,100	104,660	67,415.21	24,626.74	12,618	87.90
246 PARKING ENFORCEMENT	**132,404**	**25,100**	**157,504**	**113,978.50**	**24,626.74**	**18,899**	**88.00**
251 EMERGENCY MANAGEMENT							
01 SALARIES	3,000	0	3,000	1,994.99	0.00	1,005	66.50
02 EXPENSES	32,600	0	32,600	16,477.86	13,483.42	2,639	91.90
251 EMERGENCY MANAGEMENT	**35,600**	**0**	**35,600**	**18,472.85**	**13,483.42**	**3,644**	**89.80**
300 SCHOOL ADMINISTRATION							
01 SALARIES	5,863,469	18,212	5,881,681	5,935,773.89	29,947.77	-84,040	101.40
02 EXPENSES	1,606,364	125,509	1,731,873	1,707,483.79	135,735.43	-111,346	106.40
06 OPERATING EXPENSES	1,247,313	371,573	1,618,886	1,617,960.36	0.00	926	99.90
50 EXPENSES	0	0	0	38,727.33	0.00	-38,727	100.00
300 SCHOOL ADMINISTRATION	**8,717,146**	**515,294**	**9,232,440**	**9,299,945.37**	**165,683.20**	**-233,188**	**102.50**
310 REGULAR EDUCATION							
01 SALARIES	27,243,550	62,114	27,305,664	26,715,827.99	15,260.00	576,376	97.90
02 EXPENSES	1,743,528	142,454	1,885,982	1,809,368.00	81,570.06	-4,956	100.30
50 EXPENSES	0	22	22	7,100.87	0.00	-7,078	317.29
310 REGULAR EDUCATION	**28,987,078**	**204,591**	**29,191,669**	**28,532,296.86**	**96,830.06**	**562,542**	**98.10**
320 SPECIAL EDUCATION							
01 SALARIES	7,184,108	312,041	7,496,149	7,393,807.24	19,016.19	83,326	98.90
02 EXPENSES	5,989,383	6,717	5,996,100	5,784,624.88	19,827.23	191,648	96.80
50 EXPENSES	40,450	0	40,450	74,604.38	0.00	-34,154	184.40
320 SPECIAL EDUCATION	**13,213,941**	**318,758**	**13,532,699**	**13,253,036.50**	**38,843.42**	**240,819**	**98.20**
330 ENGLISH LANGUAGE LEARNERS							
01 SALARIES	408,833	0	408,833	372,029.28	0.00	36,804	91.00
02 EXPENSES	1,292	27	1,319	929.06	0.00	390	70.40
330 ENGLISH LANGUAGE LEARNERS	**410,125**	**27**	**410,152**	**372,958.34**	**0.00**	**37,194**	**90.90**
350 SCHOOL 504							
02 EXPENSES	167,784	5,833	173,617	42,493.36	0.00	131,124	24.50
350 SCHOOL 504	**167,784**	**5,833**	**173,617**	**42,493.36**	**0.00**	**131,124**	**24.50**
360 PRESCHOOL							
01 SALARIES	787,934	-282,893	505,041	581,210.90	0.00	-76,170	115.10
02 EXPENSES	12,548	70	12,618	9,051.21	281.11	3,285	74.00
360 PRESCHOOL	**800,482**	**-282,823**	**517,659**	**590,262.11**	**281.11**	**-72,885**	**114.10**
370 NORTHSTAR							
01 SALARIES	470,462	0	470,462	414,501.70	0.00	55,960	88.10
02 EXPENSES	5,850	289	6,139	3,318.91	2,124.49	695	88.70
370 NORTHSTAR	**476,312**	**289**	**476,601**	**417,820.61**	**2,124.49**	**56,656**	**88.10**
380 SCHOOL OTHER							
01 SALARIES	104,109	0	104,109	130,817.66	0.00	-26,709	125.70
02 EXPENSES	28,752	409	29,161	9,326.25	10,085.96	9,749	66.60
380 SCHOOL OTHER	**132,861**	**409**	**133,270**	**140,143.91**	**10,085.96**	**-16,960**	**112.70**
390 SCHOOL TECHNOLOGY							
01 SALARIES	1,583,314	1,746	1,585,060	1,562,656.72	19,522.20	2,881	99.80
02 EXPENSES	575,625	4,456	580,081	813,677.26	4,319.79	-237,916	141.00
50 EXPENSES	0	0	0	26,113.93	0.00	-26,114	100.00
390 SCHOOL TECHNOLOGY	**2,158,939**	**6,202**	**2,165,141**	**2,402,447.91**	**23,841.99**	**-261,149**	**112.10**
410 PUBLIC WORKS ENGINEERING							
01 SALARIES	432,393	0	432,393	413,369.71	0.00	19,023	95.60
02 EXPENSES	101,650	56,629	158,279	110,283.32	43,972.53	4,024	97.50
410 PUBLIC WORKS ENGINEERING	**534,043**	**56,629**	**590,672**	**523,653.03**	**43,972.53**	**23,047**	**96.10**
420 PUBLIC WORKS - ADMIN							
01 SALARIES	296,612	5,690	302,302	244,077.45	0.00	58,225	80.70
02 EXPENSES	54,180	5,950	60,130	60,986.72	1,029.68	-1,887	103.10
420 PUBLIC WORKS - ADMIN	**350,792**	**11,640**	**362,432**	**305,064.17**	**1,029.68**	**56,338**	**84.50**
426 PUBLIC WORKS EQUIP MAINT							
01 SALARIES	554,626	0	554,626	511,335.19	0.00	43,291	92.20
02 EXPENSES	317,527	568	318,095	364,684.35	4,912.19	-51,501	116.20
03 CAPITAL	5,000	0	5,000	1,750.88	0.00	3,249	35.00
426 PUBLIC WORKS EQUIP MAINT	**877,153**	**568**	**877,721**	**877,770.42**	**4,912.19**	**-4,961**	**100.60**
427 PUBLIC WORKS LFNR							
01 SALARIES	553,589	0	553,589	496,019.96	0.00	57,569	89.60
02 EXPENSES	265,432	2,541	267,973	269,302.04	239.98	-1,569	100.60
427 PUBLIC WORKS LFNR	**819,021**	**2,541**	**821,562**	**765,322.00**	**239.98**	**56,000**	**93.20**
429 PUB WKS HWY MAINT/SANT/REC							
01 SALARIES	1,626,695	1,611	1,628,306	1,632,831.12	0.00	-4,525	100.30
02 EXPENSES	1,264,762	562,185	1,826,947	1,728,263.33	65,424.76	33,259	98.20
429 PUB WKS HWY MAINT/SANT/REC	**2,891,457**	**563,796**	**3,455,253**	**3,361,094.45**	**65,424.76**	**28,734**	**99.20**

450 FACILITIES MANAGEMENT							
01 SALARIES	2,439,318	44,342	2,483,660	2,404,932.71	0.00	78,727	96.80
50 EXPENSES	492,400	81,303	573,703	471,613.54	47,830.29	54,259	90.50
450 FACILITIES MANAGEMENT	**2,931,718**	**125,645**	**3,057,363**	**2,876,546.25**	**47,830.29**	**132,986**	**95.70**
512 BOARD OF HEALTH							
01 SALARIES	433,994	9,367	443,361	435,308.77	0.00	8,052	98.20
02 EXPENSES	50,250	3,261	53,511	43,876.10	35.55	9,600	82.10
512 BOARD OF HEALTH	**484,244**	**12,628**	**496,872**	**479,184.87**	**35.55**	**17,652**	**96.40**
520 HUMAN SERVICES							
01 SALARIES	115,567	2,311	117,878	117,878.53	0.00	0	100.00
02 EXPENSES	6,000	0	6,000	2,107.38	0.00	3,893	35.10
520 HUMAN SERVICES	**121,567**	**2,311**	**123,878**	**119,985.91**	**0.00**	**3,892**	**96.90**
540 COMMUNITY SERVICES ADMIN							
01 SALARIES	205,821	3,824	209,645	215,871.69	0.00	-6,227	103.00
02 EXPENSES	46,700	0	46,700	33,636.79	0.00	13,063	72.00
540 COMMUNITY SERVICES ADMIN	**252,521**	**3,824**	**256,345**	**249,508.48**	**0.00**	**6,837**	**97.30**
541 COUNCIL ON AGING							
01 SALARIES	299,192	4,698	303,890	288,758.97	0.00	15,131	95.00
02 EXPENSES	43,993	6,179	50,172	46,111.94	125.64	3,935	92.20
541 COUNCIL ON AGING	**343,185**	**10,878**	**354,063**	**334,870.91**	**125.64**	**19,066**	**94.60**
543 VETERANS SERVICES							
01 SALARIES	120,780	2,002	122,782	122,781.79	0.00	0	100.00
02 EXPENSES	305,146	228	305,374	246,699.68	143.36	58,531	80.80
543 VETERANS SERVICES	**425,926**	**2,230**	**428,156**	**369,481.47**	**143.36**	**58,531**	**86.30**
545 COMM ORGANIC FARM							
01 SALARIES	164,212	3,412	167,624	174,001.35	0.00	-6,378	103.80
545 COMM ORGANIC FARM	**164,212**	**3,412**	**167,624**	**174,001.35**	**0.00**	**-6,378**	**103.80**
549 COMMISSION ON DISABILITY							
02 EXPENSES	750	0	750	505.93	0.00	244	67.50
549 COMMISSION ON DISABILITY	**750**	**0**	**750**	**505.93**	**0.00**	**244**	**67.50**
610 MORSE INSTITUTE LIBRARY							
01 SALARIES	1,761,463	4,445	1,765,908	1,765,907.88	0.00	0	100.00
02 EXPENSES	328,882	2,332	331,214	328,976.05	171.15	2,067	99.40
610 MORSE INSTITUTE LIBRARY	**2,090,345**	**6,777**	**2,097,122**	**2,094,883.93**	**171.15**	**2,067**	**99.90**
615 BACON FREE LIBRARY							
01 SALARIES	135,823	5,096	140,919	140,917.85	0.00	1	100.00
02 EXPENSES	18,145	0	18,145	18,034.72	0.00	110	99.40
615 BACON FREE LIBRARY	**153,968**	**5,096**	**159,064**	**158,952.57**	**0.00**	**111**	**99.90**
630 RECREATIONS AND PARKS							
01 SALARIES	340,395	7,417	347,812	347,806.40	0.00	5	100.00
02 EXPENSES	54,906	565	55,471	49,402.64	183.54	5,885	89.40
630 RECREATIONS AND PARKS	**395,301**	**7,982**	**403,283**	**397,209.04**	**183.54**	**5,890**	**98.50**
690 ARTS COUNCIL							
02 EXPENSES	700	0	700	541.12	0.00	159	77.30
690 ARTS COUNCIL	**700**	**0**	**700**	**541.12**	**0.00**	**159**	**77.30**
691 HISTORIC COMMISSION							
02 EXPENSES	750	0	750	0.00	0.00	750	0.00
691 HISTORIC COMMISSION	**750**	**0**	**750**	**0.00**	**0.00**	**750**	**0.00**
692 HISTORIC DISTRICT COMMISSION							
02 EXPENSES	550	24	574	346.85	0.00	228	60.40
692 HISTORIC DISTRICT COMMISSION	**550**	**24**	**574**	**346.85**	**0.00**	**228**	**60.40**
710 INTEREST AND MATURING DEBT							
02 EXPENSES	10,717,600	0	10,717,600	10,166,248.80	0.00	551,351	94.90
710 INTEREST AND MATURING DEBT	**10,717,600**	**0**	**10,717,600**	**10,166,248.80**	**0.00**	**551,351**	**94.90**
800 STATE AND COUNTY CHRGS							
02 CHARGES	0	1,352,418	1,352,418	1,390,031.00	0.00	-37,613	102.80
800 STATE AND COUNTY CHRGS	**0**	**1,352,418**	**1,352,418**	**1,390,031.00**	**0.00**	**-37,613**	**102.80**
910 OTHER EMPLOYEE BENEFITS							
01 EXPENSES	17,382,449	-93,161	17,289,288	15,660,808.44	13,148.00	1,615,331	90.70
910 OTHER EMPLOYEE BENEFITS	**17,382,449**	**-93,161**	**17,289,288**	**15,660,808.44**	**13,148.00**	**1,615,331**	**90.70**
911 RETIREMENT BOARD							
01 ASSESSMENT	7,646,153	0	7,646,153	7,646,153.00	0.00	0	100.00
911 RETIREMENT BOARD	**7,646,153**	**0**	**7,646,153**	**7,646,153.00**	**0.00**	**0**	**100.00**
912 NON-CONTRIBUTORY PENSIONS							
01 SALARIES	42,368	0	42,368	38,248.64	0.00	4,119	90.30
912 NON-CONTRIBUTORY PENSIONS	**42,368**	**0**	**42,368**	**38,248.64**	**0.00**	**4,119**	**90.30**
990 OTHER FINANCING USES							
00 EXPENSE TRANSFERS OUT	0	2,405,123	2,405,123	2,405,123.00	0.00	0	100.00
990 OTHER FINANCING USES	**0**	**2,405,123**	**2,405,123**	**2,405,123.00**	**0.00**	**0**	**100.00**
TOTAL GENERAL FUND FY16 EXPENSES	**126,677,299**	**5,904,869**	**132,582,168**	**126,600,333.06**	**1,121,229.96**	**4,860,605**	**96.30**

Town of Natick
Capital Projects Fund Balances
June 30, 2016

GENERAL GOVERNMENT

Fund #	*Fund Name*	*Ending Fund Balance*
3500	Ch. 90	(124,074.38)
5001	Cap Imprvmt '11	332,659.92
5002	Ben-Hem Sch	18,840.06
5004	Computer Eqpmt	9,019.77
5005	I/Net Eqpmt	8,316.22
5007	Curb Boden Lane	16,000.00
5008	Street Lights	588.46
5009	Water Trmnt Plant	337.75
5010	Wilson/Kennedy	15,359.00
5011	DPW Facility	1,367.19
5012	Closed Projects	30,488.43
5015	Land Acqusition	2,863.99
5016	Pegan/Cove Lake	13,196.51
5017	Brown School	47,441.31
5019	Swr E Central St	424.00
5020	Springvale Trtmnt	255.73
5022	Cap Improvement	410,634.87
5023	Swr Clbhse/Sdlbrk	32,506.76
5024	Swr Speen/Main/Park	316,621.52
5025	Phase V Relining	631,718.00
5026	KMS Bolier	50.00
5029	Cap Eqpmt '08	4,998.78
5031	HS Construction	220,593.19
5032	Senior Ctr Construction	1,484.43
5034	Fire Ground Repeater	15,386.10
5037	Landfill; GF & Golf	11,118.44
5038	Sewer I/I - Various	101,415.45
5039	Municipal Oil Tanks	1,034.56
5041	Water Line; Lakeshore	150,106.21
5042	FY12 Cap Eqpmt	74.49
5043	FY12 Cap Improvement	30,499.63
5045	FY12 Cap Eqpmt	220,000.00
5046	FY13 Cap Eqpmt	61,466.10
5047	FY13 Cap Improvement	16,825.00

5049	Recycling Packers	36,168.34
5051	Capital Improvements FY13	98,647.27
5053	FY14 Capital Equipment; Spg '13	(1,255.00)
5054	FY14 Capital Improvemnts; Spg '13	78,510.98
5055	FY14 Cap Equipmt-Fall 13	19,567.87
5056	FY14 Cole Boiler	445.00
5057	FY14 Cap Imprvmnt - Fall '13	(96,212.09)
5058	FY15 Capital Equipment-Spg '14	3,737.97
5059	FY15 Capital Improvement-Spg '14	36,179.69
5061	FY15 Capital Equipment-Fall'14	(393,065.25)
5062	FY15 Capital Improvement-Fall '14	264,317.84
5063	FY16 Capital Equipment-Spg '15	22,530.87
5064	FY16 Capital Improvement-Spg '15	198,815.73
5065	FY16 H-57 Front End Loader Fall '15	8,300.00
5066	Lilja Roof-Fall 2015 Art 10	510,416.55
5068	Charles River Bridge Art 10 Fall '15	(123,510.00)
5070	Acquire CSX; Art.3 STM 2016	2,500,000.00
	TOTAL GEN. GOVERNMENT	**5,763,213.26**
GOLF ENTERPRISE		
6010	Golf Carts	953.54
6015	FY16 Greens Aerator	1,790.30
	TOTAL GOLF ENTERPRISE	**2,743.84**
WATER/SEWER ENTERPRISE		
6531	Cap Improvement; GF	209,450.81
6535	Capital Articles FY10	42,088.69
6536	Capital Improvement FY13	1,604,661.85
6538	FY14 WS Cap Imp-Spg '13	263,203.83
6539	FY14 Sewer Main Relining	27,985.90
6540	FY14 MWRA Sewer Rehab	7,698.93
6542	FY14 Cap Improvement Art 19C	724.62
6543	FY15 Cap Impmt-Art 36C Spg 14	(348,420.92)
6545	FY 16 Cap Eqpmt - Art 21C Spg '15	(240,475.00)
6546	Sewer I&I; FY13 & FY14	300,000.00
6547	W-19 Vactor-Art.9C Fall '15	(393,216.00)
6548	Water Distribution; Art. 10 Fall '15	(60,072.43)
	TOTAL WATER/SEWER ENT	**1,413,630.28**
	TOTAL ALL CAPITAL PROJECTS	**7,179,587.38**

Town of Natick
Balance Sheet
As of June 30, 2016
General Fund 0001 and 0002
(These figures are unaudited)

Assets

Cash:		
Unrestricted Savings - Operating	38,076,168.31	
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		38,078,387
Accounts Receivable:		
Real Estate Taxes:		
Real Estate 2016	707,395.49	
Real Estate 2015	21,464.81	
Real Estate 2014	(46,525.82)	
Real Estate 2013	(19,981.65)	
Real Estate 2012	(61,506.23)	
Real Estate 2011	(9,848.03)	
Real Estate 2010	(46,760.14)	
Real Estate 2009	(27,745.17)	
Real Estate PY	(238,225.25)	278,268
Personal Property Taxes:		
Personal Property 2016	17,575.98	
Personal Property 2015	15,410.12	
Personal Property 2014	10,699.95	
Personal Property 2013	15,471.56	
Personal Property 2012	17,502.91	
Personal Property 2011	14,158.70	
Personal Property 2010	11,890.80	
Personal Property 2009	14,603.75	
Personal Property PY	68,261.20	185,575
Tax Liens & Deferrals:		
Tax Liens Receivable	2,130,744.21	
Tax Per Chapter 41A Receivable	402,092.95	2,532,837
Excise Taxes:		
MVE 2016	283,660.30	
MVE 2015	72,994.98	
MVE 2014	28,918.67	
MVE 2013	20,945.06	
MVE 2012	21,391.50	
MVE 2011	17,904.08	
MVE 2010	18,729.68	
MVE 2009	16,243.39	
MVE Prior Yrs	106,704.38	
Boat Excise 2010	291.00	
Boat Excise 2011	50.00	-
Boat Excise 2012	178.00	
Boat Excise 2013	293.03	
Boat Excise 2014	272.37	
Boat Excise 2015	286.01	
Boat Excise 2016	210.00	589,072
Trash Fees:		
PAYT Program (Pay as you Throw)	60,125.25	60,125
Department Receivables:		
Veterans	169,158.61	
Ambulance Services	243,668.69	412,827

Other Receivables:			
Parking Fines		121,612.40	
Betterments Added to Tax		-	
Un-Apportioned Assessments		18,391.24	
Supplemental Tax Receivable		50,319.37	190,323
Total Assets			42,327,415

Liabilities

Warrants Payable - Operating		3,104,044.93	
Accrued Payroll w/ ER FICA Share		6,999,139.94	
Other Liabilities	Pre Paid RE Tax	51,945.72	10,155,131
Deferred Revenue:			
Property Tax		(3,860,494.27)	
Ambulance		243,668.59	
Supplemental Tax		89,133.68	
Tax Liens/Foreclosures		2,130,744.21	
Tax Per Chapter 41A		402,092.95	
Motor Vehicle		587,492.04	
Boat Excise		1,580.41	
Betterments		18,391.24	
PAYT Program		60,125.25	
Parking Fines		121,612.40	
Departmental Revenue (Veterans)		169,158.61	(36,495)
Allowance for Abatement/Exemptions:			
Year 2016		663,855.94	
Year 2015		749,152.78	
Year 2014		1,010,367.63	
Year 2013		986,002.71	
Year 2012		678,190.48	
Year 2011		197,953.40	
Prior Years		-	4,285,523
Employee Withholdings & Other			
Other Liabilities:		-	
ER Share of Health		(675,188.31)	
Federal Withholdings		(196,338.17)	
Withholdings State		(65,985.12)	
MTRS		(342,853.61)	
Group Life/Dental		(35,977.37)	
Group Health; HMOs, Medex, Tufts, Pilgrim, Network Blue, F		992,277.85	
Deferred Comp Plans; OBRA,457 & Roth		(45,475.98)	
Garnishments		1,865.05	
Disability Insurance; Jefferson Pilot		6,257.69	
Union Dues		-	
Undistributed receipts		(800.00)	
Tailings Payroll		73,252.63	
Tailings Vendor (1)		182,955.95	
Tailings Vendor (4)		9,103.30	
Natick Metrowest CU (01-9035)		-	
United Way of Metrowest (01-9090)		-	(96,906)
Total Liabilities			14,307,253

Fund Balances

Fund Balances:			
Fund Balance (359000) Fund 0001		14,407,398.61	
Revenue (391000) Fund 0001		130,950,220.24	
Expenditures (393000) Fund 0001		(126,600,333.06)	
Res for Encumbrances (394000) Fund 0001		(1,121,229.96)	
	Undesignated F/B		17,636,056
Fund Balance Overlay Surplus (3220)		-	
F/B Res for Encumbrances (394000)	Fund 0001 and 00	1,485,417.53	
F/B Res for Expenditure (352000)	Fund 0001	4,012,904.88	
F/B Res for Cont. Approp. (329500)	Fund 0002	4,883,565.57	
Fund Balance Petty Cash (3250)	Fund 0001	2,219.00	
F/B Res for Approp Deficit (3452) (Snow and Ice Deficit)	Fund 0001	-	10,384,107
	Total All F/B		28,020,163
Total Liabilities and Fund Equity			42,327,415

TOWN OF NATICK, MASSACHUSETTS

Combining Balance Sheet
Special Revenue Funds
June 30, 2016
(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	$ 231,122	$ 2,899,244	$ 16,803	$ (58,461)	596,107	$ 2,336,011	$ 3,851,369	$ 28,583	$ 314,233	$ 10,215,013
Investments	-	-	-	-	-	-	-	-	-	-
Receivables:	-	-	-	-	-	-	71,143	-	-	71,143
Accounts Receivable	-	-	-	-	-	-	-	-	-	-
Due From Other Governments		-	-	-						-
Other assets	-	-	-	-	-	-	-	-	-	-
Total Assets	$ 231,122	$ 2,899,244	$ 16,803	$ (58,461)	$ 596,107	$ 2,336,011	$ 3,922,511	$ 28,583	$ 314,233	$ 10,286,155
LIABILITIES AND FUND EQUITY										
Liabilities:										
Warrants and accounts payable	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Deferred revenue	-	-	-	-	-	-	71,143	-	-	71,143
Accrued liabilities	-	-	-	-	-	-	-	-	-	-
Anticipation notes payable	-	-	-	-	-	-	-	-	-	-
Other liabilities	-	-	-	-	-	-	-	-	-	-
Total Liabilities	-	-	-	-	-	-	71,143	-	-	71,143
Fund Balances:										
Reserved for encumbrances	2,559	64,165	590	1,844	-	-	42,539	-	-	111,697
Unreserved/undesignated	228,564	2,835,079	16,213	(60,304)	596,107	2,336,011	3,808,830	28,583	314,233	10,103,316
Total Fund Equity	231,122	2,899,244	16,803	(58,461)	596,107	2,336,011	3,851,369	28,583	314,233	10,215,013
Total Liabilities and Fund Equity	$ 231,122	$ 2,899,244	$ 16,803	$ (58,461)	$ 596,107	$ 2,336,011	$ 3,922,511	$ 28,583	$ 314,233	$ 10,286,155

TOWN OF NATICK, MASSACHUSETTS

Combining Balance Sheet
Capital Projects
June 30, 2016

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	$ (124,074)	$ 8,215,855	$ 2,744	$ 4,634,069	$ 12,728,593
Investments	-	-		-	-
Receivables:					
Accounts receivable	-	-	-	-	-
Other assets	-	-	-	-	-
Total Assets	$ (124,074)	$ 8,215,855	$ 2,744	$ 4,634,069	$ 12,728,593
LIABILITIES AND FUND EQUITY					
Liabilities:					
Warrants and accounts payable	$ -	$ -	$ -	$ -	$ -
Deferred revenue	-	-	-	-	-
Accrued liabilities	-	-	-	-	-
Anticipation notes payable	-	1,525,000	-	1,495,000	3,020,000
Other liabilities	-	-	-	-	-
Total Liabilities	-	1,525,000	-	1,495,000	3,020,000
Fund Balances:					
Reserved for Expenditures	-	-	-	-	-
Reserved for Encumbrances	-	803,567	-	1,725,438	2,529,005
Reserve for Petty Cash	-	-	-	-	-
Unreserved/undesignated	(124,074)	5,887,288	2,744	1,413,630	7,179,587
Total Fund Equity	(124,074)	6,690,855	2,744	3,139,069	9,708,593
Total Liabilities and Fund Equity	$ (124,074)	$ 8,215,855	$ 2,744	$ 4,634,069	$ 12,728,593

TOWN OF NATICK, MASSACHUSETTS

Combining Balance Sheet
Enterprise Funds
June 30, 2016
(These figures are unaudited)

ASSETS	Golf Fund 6000	Water & Sewer Fund 6500/6502	Total
Cash and cash equivalents	$ 317,716	$ 3,665,840	$ 3,983,556
Investments	-	-	-
Receivables:	-	2,898,468	2,898,468
Accounts receivable	-		-
Other assets	-	-	-
Total Assets	$ 317,716	$ 6,564,307	$ 6,882,023
LIABILITIES AND FUND EQUITY			
Liabilities:			
Warrants and accounts payable	$ -	$ 676	$ 676
Deferred revenue	-	2,898,468	2,898,468
Accrued liabilities	-	-	-
Anticipation notes payable	-	-	-
Other liabilities	-	-	-
Total Liabilities	-	2,899,144	2,899,144
Fund Balances:			
Restricted for Debt Service	-	-	-
Reserved for encumbrances	1,734	391,134	392,868
Reserved for continuing appropriation		1,265,150	1,265,150
F/B Reserve for Exp - Retained Earnings	37,866	174,000	211,866
Reserve for Petty Cash	200	-	200
Unreserved/undesignated	277,916	1,834,879	2,112,795
Total Fund Equity	317,716	3,665,163	3,982,879
Total Liabilities and Fund Equity	$ 317,716	$ 6,564,307	$ 6,882,023

TOWN OF NATICK, MASSACHUSETTS

Combining Balance Sheet
Trust and Agency Funds
June 30, 2016
(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	$ 15,245,182	$ 485,639	$ 441,211	$ 720,807	$ 2,666,264	$ -	$ 363,033	$ 19,922,137
Investments	-	-	-	-	-	-	-	-
Receivables:								
Accounts receivable	-	-	-	-	-	-	-	-
Other assets	-	-	-	-	-	-	-	-
Total Assets	$ 15,245,182	$ 485,639	$ 441,211	$ 720,807	$ 2,666,264	$ -	$ 363,033	$ 19,922,137
LIABILITIES AND FUND EQUITY								
Liabilities:								
Warrants and accounts payable	$ -	$	$ -	$ -	$ -	$ -	$ 4,899	$ 4,899
Deferred revenue	-	-	-	-	-	-	-	-
Accrued liabilities	-	-	-	-	-	-	-	-
Anticipation notes payable	-	-	-	-	-	-	-	-
Other liabilities	-	-	-	-	-	-	-	-
Total Liabilities	-	-	-	-	-	-	4,899	4,899
Fund Balances:								
Reserved for encumbrances	-	-	-	-	-	-	7,622	7,622
Nonexpendable	-	-	-	-	-	-	-	-
Unreserved/undesignated	15,245,182	485,639	441,211	720,807	2,666,264	-	350,512	19,909,615
Total Fund Equity	15,245,182	485,639	441,211	720,807	2,666,264	-	358,134	19,917,238
Total Liabilities and Fund Equity	$ 15,245,182	$ 485,639	$ 441,211	$ 720,807	$ 2,666,264	$ -	$ 363,033	$ 19,922,137

TOWN OF NATICK
SPECIAL REVENUE FUNDS
JUNE 30, 2016

FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2015	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2016
	SCHOOL LUNCH						
0012	SCHOOL LUNCH EXPENSE	131,669.77	1,508,287.46	1,607,739.94	-	2,558.50	**228,563.75**
	TOTAL SCHOOL LUNCH	**131,669.77**	**1,508,287.46**	**1,607,739.94**	**-**	**2,558.50**	**228,563.75**
	REVOLVING FUNDS	**BEG. BALANCE 6/30/2015**	**ACTUAL EXPENDITURES**	**ACTUAL REVENUES**	**Transfer In/Out**	**ENCUMBRANCE**	**BALANCE 6/30/2016**
0101	EASEP PROGRAM ALL	12,258.42	15,429.04	21,375.00	-	-	**18,204.38**
0102	ATHLETIC FUND	29.56	402,775.75	403,784.54	-	-	**1,038.35**
0103	BUS TRANSPORTATION	262,333.08	312,601.11	310,556.80	-	-	**260,288.77**
0105	SUMMER SCHOOL	50,714.73	64,233.60	105,195.39	-	2,706.13	**88,970.39**
0106	TEXT BOOKS HIGH SCHOOL	17,509.45	50.00	397.51	-	-	**17,856.96**
0107	RENTAL FACILITIES	118,094.05	176,676.49	120,800.18	-	5,405.00	**56,812.74**
0108	SCHOOL VANDALISM	4,312.06	-	-	-	-	**4,312.06**
0109	FOREIGN STUDENT TUITION	5,694.33	125,804.70	185,067.00	-	-	**64,956.63**
0110	MEDICAID SCHOOL SHARE	83,509.03	229,092.01	255,871.59	-	-	**110,288.61**
0111	AFTER SCHOOL PROGRAM	558,377.77	2,215,464.67	1,995,013.28	-	39,064.37	**298,862.01**
0113	SUMMER REMEDIAL	19,905.16	11,500.90	11,103.00	-	-	**19,507.26**
0114	NHS TESTING	19,608.12	71,400.00	70,123.53	-	507.76	**17,823.89**
0115	CIRCUIT BREAKER	884,057.40	2,198,152.76	2,359,292.00	-	3,797.28	**1,041,399.36**
0116	GUIDANCE/TRANSCRIPT	5,247.48	5,243.75	6,893.00	-	-	**6,896.73**
0117	INSTRUCTIONAL	192.59	-	-	-	-	**192.59**
0118	EARLY CHILDHOOD EXTENDED	5,767.80	459.17	3,629.04	-	-	**8,937.67**
0119	PRESCHOOL TUITION	93,726.43	418,563.41	349,163.00	-	-	**24,326.02**
0120	NORTH STAR TUITION	27,419.55	51,321.02	59,333.56	-	-	**35,432.09**
0121	PHOTOCOPY RECEIPTS	376.95	-	-	-	-	**376.95**
0122	WALL OF ACHEIVEMENT	3,310.18	4,102.62	3,750.00	-	-	**2,957.56**
0123	INSTRUMENTAL MUSIC	40,621.67	193,494.60	208,348.76	-	-	**55,475.83**
0124	MINI UNIVERSITY	2,763.46	4,911.14	7,555.00	-	1,980.00	**3,427.32**
0125	TEXT BOOKS KENNEDY MIDDLE	627.29	627.28	-	-	-	**0.01**
0126	TEXT BOOKS WILSON MIDDLE	923.54	923.54	6.99	-	-	**6.99**
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	95,741.46	173,408.74	137,669.22	-	9,650.60	**50,351.34**
0135	PAC PARENT ADVISORY	4,382.27	3,350.00	3,515.00	-	-	**4,547.27**
0134	SCHOOL CHOICE REVOLVING	159,671.83	162,629.48	306,642.00	-	-	**303,684.35**
0139	NATICK BOKS	-	45,120.91	58,040.00	-	-	**12,919.09**
2001	WEIGHTS AND MEASURES	22,337.10	-	3,075.00	-	-	**25,412.10**

TOWN OF NATICK
SPECIAL REVENUE FUNDS
JUNE 30, 2016

FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2015	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2016
2002	CHPTR 44 53E SURPLUS EQUP	202,045.07	79,697.45	165,186.00	-	-	**287,533.62**
2003	CHPTR 44 53E COA TRANSPTN	10,800.77	-	-	-	-	**10,800.77**
2005	CHPTR 44 53E LIBRARY MTRL	2,438.98	42,853.60	39,983.34	-	-	**(431.28)**
2006	CH 44 53E MORSE EQUIP/MAIN	950.88	2,682.70	6,340.14	-	-	**4,608.32**
2007	COA RENTAL	69,756.73	50,204.83	67,390.50	-	-	**86,942.40**
2008	CHPTR 44 53E BOH IMMUNIZATION	45,748.59	27,060.20	29,315.10	-	-	**48,003.49**
2009	CHPTR 44 53E COMM SR CTR PROGRAM	29,896.77	67,327.70	106,003.69	-	-	**68,572.76**
2010	TOBACCO CONTROL REVOLVING	13,350.37	-	12,399.33	-	-	**25,749.70**
2012	TAX TITLE CHPTR 44 53E	-	-	29,978.93		-	**29,978.93**
2013	CURBSIDE COMPOST PROGRAM	-	3,463.32	12,400.00	-	-	**8,936.68**
2201	RECREATION PROGRAMS	872,115.98	1,140,638.43	1,214,669.38	-	799.64	**945,347.29**
2204	COMPOSTING PROGRAM	26,064.43	-	2,712.00	-	-	**28,776.43**
2206	CPR/AED FIRE DEPT	554.22	476.00	451.00	-	-	**529.22**
2207	MAIN ST SURVEY TM09	1,604.00	-	(25.00)	-	-	**1,579.00**
2203	INSURANCE CLAIMS < $20K	34,283.40	10,249.17	4,885.39	-	-	**28,919.62**
2205	COMMUNITY ORGANIC FARM	68.01	1,615.69	1,622.02	-	-	**74.34**
2424	COMMUNITY FARM	2,025.00	1,578.91	4,916.98	-	-	**5,363.07**
0137	TEAM FUNDED ATHLETIC EQUIPMENT	9,677.31	10,513.37	15,587.50	-	-	**14,751.44**
0136	TEXTILE RECYCLING	5,764.26	4,699.49	4,692.50	-	-	**5,757.27**
0138	HS LAPTOP PROGRAM	31,304.50	114,103.10	85,744.12	-	-	**2,945.52**
	TOTAL REVOLVING FUNDS	**3,858,333.26**	**8,444,520.65**	**8,790,453.31**	**-**	**63,910.78**	**4,140,355.14**

	FEDERAL GRANTS	BEG. BALANCE 6/30/2015	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2016
1501	SPED 94-142	151,239.57	1,171,543.48	988,531.00	-	-	**(31,772.91)**
1503	ARRA IDEA	94.77	94.77	-	-	-	**-**
1505	SPED E.C.	(2,996.46)	29,081.73	33,355.37	-	-	**1,277.18**
1506	ARRA TITLE I	0.01	0.01	-	-	-	**-**
1507	TITLE I	951.41	305,771.81	317,037.22	-	943.95	**11,272.87**
1511	TITLE I	0.03	0.03	-	-	-	**(0.00)**
1508	TEACHER QUALITY	2,014.57	76,333.22	75,814.00	-	-	**1,495.35**
1513	TOGETHER 2 SUBSTANCE ABUSE	(26,351.02)	139,049.12	125,119.21	-	-	**(40,280.93)**
1514	SPED PROGRAM IMPROVEMENT	17,936.07	48,640.21	29,308.00	-	900.00	**(2,296.14)**
1518	SPED PRESCHOOL	376.11	3,376.00	3,000.00	-	-	**0.11**
1801	BOKS BEST OF KIDS	17,505.15	17,505.15	-	-	-	**-**
3601	DELINQUENCY PREVENTION	5,285.95	-	-	-	-	**5,285.95**
3603	HEALTH INFO NEEDS	490.46	490.46	-	-	-	**-**
3613	FED DRUG FORFITURE FUNDS	37,758.63	30,536.72	301,650.04	-	-	**308,871.95**
3614	DEA DRUG TASK FORCE	(1,279.44)	20,768.05	20,122.43	-	-	**(1,925.06)**
3616	DPH DECONTAMINIATION	-	-	2,000.00	-	-	**2,000.00**
	TOTAL FEDERAL GRANTS	**203,025.81**	**1,843,190.76**	**1,895,937.27**	**-**	**1,843.95**	**253,928.37**

TOWN OF NATICK
SPECIAL REVENUE FUNDS
JUNE 30, 2016

FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2015	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2016
	STATE GRANTS	**BEG BALANCE 6/30/2015**	**ACTUAL EXPENDITURES**	**ACTUAL REVENUES**	**Transfer In/Out**	**ENCUMBRANCE**	**BALANCE 6/30/2016**
1003	ACADEMIC SUPPORT	506.29	3,983.04	6,000.00	-	-	**2,523.25**
1004	METCO	5,275.75	339,782.72	338,922.00	-	200.19	**4,214.84**
1005	KINDERGARTEN GRANT	317.73	153,576.42	153,760.00	-	-	**501.31**
1006	ESSENTIAL HEALTH	6,137.23	140,443.23	139,713.00	-	390.00	**5,017.00**
1011	HOMELESS STUDENT TRANSPORTATION	3,956.84	-	-	-	-	**3,956.84**
1012	SUMMER PROGRAM LEARNING SUPPORT	-	6,587.00	6,587.00	-	-	**-**
3000	MASS CULTURAL ARTS	8,677.83	9,825.85	7,100.00	-	-	**5,951.98**
3001	ELDER AFFAIRS	1,355.70	1,355.70	-	-	-	**-**
3002	MORSE LIBRARY	48,359.27	8,224.06	8,155.98	-	-	**48,291.19**
3003	BACON FREE LIBRARY	6,373.30	5,445.00	2,360.58	-	-	**3,288.88**
3004	JENNINGS POND	1,636.00	1,636.00	-	-	-	**-**
3005	STATE EXTENDED VOTE	-	3,000.08	5,276.00	-	-	**2,275.92**
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**
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	373.75	27,013.62	18,575.51	-	-	**(8,064.36)**
3022	MWPAT TITLE 5 SEPTIC	4,293.00	1,108.56	-	-	-	**3,184.44**
3023	SAFE NEIGHBOR HEROES	763.83	763.83	-	-	-	**-**
3024	MHOA PANDEMIC FLU	187.45	187.45	-	-	-	**-**
3025	GHSB CHLD PASS SFTY	1,420.98	-	-	-	-	**1,420.98**
3026	BACON FREE LIBRARY FUND RAISER	221.24	(20.00)	-	-	-	**241.24**
3032	GSHB TRAFFIC ENFORCEMEMT	5,586.32	5,586.32	-	-	-	**-**
3037	FORMULA GRANT ELDER	9,319.49	63,669.86	58,518.00	-	-	**4,167.63**
3043	MAPC DPH GRANT PJER III	852.25	807.57	-	-	-	**44.68**
3045	RENEWABLE ENERGY TRUST	1,094.55	1,094.55	-	-	-	**-**
3060	BULLET PROOF VESTS	(9,329.77)	4,335.00	16,367.77	-	-	**2,703.00**
3064	MDU FY12	5,618.82	-	-	-	-	**5,618.82**

TOWN OF NATICK
SPECIAL REVENUE FUNDS
JUNE 30, 2016

FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2015	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2016
3052	LITERACY PROGRAM	3,958.63	5,790.22	-	-	-	**(1,831.59)**
3054	DPH HSP BIO-TERRORIST	7,000.00	7,000.00	-	-	-	**-**
3075	MASSWORKS	77,794.67	822,342.67	744,548.00	-	-	**-**
3077	FY14 911 TRAINING GRANT	(3,434.90)	-	3,434.90	-	-	**0.00**
3084	COMMUNITY INNOVATION CHALLENGE	513.07	513.07	-	-	-	**-**
3086	911 SUPPORT/INCENTIVE FY15	(501.77)	-	501.77		-	**-**
3087	911 POLICE TRAINING FY15	(4,654.62)	2,854.42	7,509.04		-	**-**
3400	MWHF SAFE STEPS	1,731.80	-	-			**1,731.80**
3088	FY15 GREEN COMMUNITIES	(179,319.00)	-	179,319.00	-	-	**-**
3089	FY15 MCC MKTG & BRANDING CULTURAL DISTRICT	-	2,000.00	2,000.00	-	-	**-**
3091	DPH IMMUNIZATION DISPARITIES GRANT	-	179.87	-	-	-	**1,863.94**
3092	FY 15 JAG Equipment Grant	23,000.00	23,000.00	23,000.00	-	-	**-**
3093	FY 15 - FY 14 EMPG Grant	16,435.00	3,655.00	16,435.00	-	-	**-**
3098	MASS EVIP	-	15,161.77	15,161.77	-	-	**-**
3094	FY15 SAFE Grant	-	9,115.73	-	-	-	**-**
3095	FY15 TRAFFIC ENFORCEMENT	-	7,550.46	6,868.67	-	-	**(681.79)**
3096	PESTICIDE PREDUCTION-ORGANIC LAND	-	9,961.31	9,962.35	-	-	**1.04**
3097	FY16 POLICE 911 TRAINING GRANT	-	15,615.00	8,035.80	-	-	**(7,579.20)**
3099	DOER GREEN COMMUNITIES FY16	-	230,000.82	230,004.00	-	-	**3.18**
3100	FY16 POLICE 911 SUPPORT/INCENTIVE	-	79,475.88	20,801.03	-	-	**(58,674.85)**
3101	FY16 MASS CULTURAL ARTS GRANT	-	14,000.00	19,000.00	-	-	**5,000.00**
3102	FY16 MASS DEP RDP GRANT, (RECYCLING)	-	-	16,500.00	-	-	**16,500.00**
3103	FY 16 SENIOR SAFE	-	180.00	9,052.00	-	-	**8,872.00**
3104	FIRE GRANT TABLE TOP EXERCISE	-	1,252.76	1,252.76	-	-	**-**
3105	POLICE STATE GRANT FY2015 EMPG	-	8,340.03	-	-	-	**(8,340.03)**
3107	SOLAR OUTREACH & Ed FY16	-	2,553.34	2,500.00	-	-	**(53.34)**
3109	CART GRANT (MASS DEP CURBSIDE CARTS)	-	7,142.00	-	-	-	**(7,142.00)**
3110	MASS DOT COMPLETE STREETS	-	14,089.92	-	-	24,273.98	**(38,363.90)**
3111	MUNI ENERGY TECHNICAL ASSISTANCE	-	9,082.50	2,000.00	-	-	**(7,082.50)**
	TOTAL STATE GRANTS	**82,618.11**	**2,075,398.13**	**2,079,221.93**	**-**	**24,864.17**	**20,522.28**

TOWN OF NATICK
SPECIAL REVENUE FUNDS
JUNE 30, 2016

FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2015	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2016
	RECEIPTS RESERVED APPROPRIATION	**BEG BALANCE 6/30/2015**	**ACTUAL EXPENDITURES**	**ACTUAL REVENUES**	**Transfer In/Out**	**ENCUMBRANCE**	**BALANCE 6/30/2016**
2101	PARKING METER REVENUE	210,052.29	3,509.24	120,868.29	(80,000.00)	-	**247,411.34**
2105	SBAB CP 645 SCH BLDG	1,097,769.39	-	-	(123,167.00)	-	**974,602.39**
2106	INSURANCE CLAIMS > $20K	66,102.81	28,645.91	-	-	-	**37,456.90**
2208	INSURANCE CLAIMS > $20K	27,140.68	69,914.16	59,455.16	-	2,892.70	**13,788.98**
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**
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	32,250.96	23,065.78	11,224.50	-	-	**20,409.68**
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	146,486.87	-	6,217.67	-	-	**152,704.54**
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	169,091.05	-	24,400.00	-	-	**193,491.05**
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	0.18	15,000.00	30,000.00	-	-	**15,000.18**
2384	TJX TRAFFIC/TRANS	14,495.59	-	17,969.50	-	-	**32,465.09**
2385	CABLE FEES SECTION 7.2	261,339.35	-	-	-	-	**261,339.35**
2386	CABLE FEES SECTION 7.1	79,292.67	50,118.68	41,513.03	-	-	**70,687.02**
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**
2395	MUNICIPAL MEDICAID	354,354.00	-	-	-	-	**354,354.00**
2396	TITLE V SEPTIC TANKS	161,965.06	-	22,267.00	(7,684.00)	-	**176,548.06**
2403	BAA FUND RAISING	2,450.25	2,450.25	-	-	-	**-**
2404	CABLE PYMT	7,000.00	-	-	-	-	**7,000.00**
2407	COMCAST CABLE SECTION 6.5	15,750.00	38,624.57	38,624.57	-	-	**15,750.00**
2408	COMCAST CABLE 7.1	(0.00)	401,040.23	401,040.23	-	-	**(0.00)**
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	10,697.67	-	-	-	-	**10,697.67**
2413	CONS COMM TRAILS MAINTENANCE	50,065.00	8,122.23	-	-	-	**41,942.77**
2415	MATHWORKS MITIGATION APPLE HILL	272,923.24	-	-	-	-	**272,923.24**
2110	PREMIUM RESERVE	1,081,701.55	124,885.45	-	(106,758.00)	-	**850,058.10**
2428	FEDEX MARRIOTT SIDEWALK	82,500.00	-	-	-	-	**82,500.00**
	TOTAL RECEIPTS RESERVED	**4,859,852.02**	**765,376.50**	**773,579.95**	**(317,609.00)**	**2,892.70**	**4,547,553.77**

TOWN OF NATICK
SPECIAL REVENUE FUNDS
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FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2015	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2016
	GIFT AND DONATIONS	**BEG BALANCE 6/30/2015**	**ACTUAL EXPENDITURES**	**ACTUAL REVENUES**	**Transfer In/Out**	**ENCUMBRANCE**	**BALANCE 6/30/2016**
0601	PUBLIC SCHOOL TECHNOLOGY GIFT	1,661.54	1,661.54	-	-	-	**-**
0602	NATICK PUBLIC SCHOOLS	23,898.50	22,440.00	-	-	-	**1,458.50**
0603	BEN-HEM SCHOOL	18,758.45	1,316.69	3,059.67	-	-	**20,501.43**
0604	BROWN SCHOOL	4,792.10	6,119.94	5,095.69	-	575.28	**3,192.57**
0605	JOHNSON SCHOOL	4,979.66	1,567.93	3,511.03	-	-	**6,922.76**
0606	LILJA SCHOOL	11,207.59	4,048.00	4,858.73	-	-	**12,018.32**
0607	MEMORIAL SCHOOL	6,589.61	1,038.95	4,253.12	-	-	**9,803.78**
0608	KENNEDY MIDDLE SCHOOL	8,052.99	5,345.75	4,913.76	-	268.99	**7,352.01**
0609	WILSON MIDDLE SCHOOL	13,349.56	13,932.06	16,741.87	-	62.56	**16,096.81**
0610	HIGH SCHOOL	28,475.68	7,065.85	7,506.80	-	138.24	**28,778.39**
0611	BUSINESS PROFESSIONALS AMERICA	4,971.70	12,866.60	11,334.37	-	-	**3,439.47**
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	1,831.97	-	-	-	**2,885.34**
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**
0629	METROWEST HEALTH PEER	1,385.98	-	-	-	-	**1,385.98**
0631	DRKG PVNTN	2,311.72	2,723.34	3,188.25	-	-	**2,776.63**
0632	HEALTH & FITNESS	9,654.40	1,609.74	-	-	-	**8,044.66**
0634	MATHWORKS KMS MATH TEAM GRANT	748.98	500.00	-		-	**248.98**
0635	MWHCF TRANSITIONS	(1,088.00)	(1,088.00)	-	-	-	**-**
0636	MWHCF HEALTH SCREENINGS	43.81	43.81	-	-	-	**0.00**
0638	PRESCHOOL	483.76	483.76	534.04	-	-	**534.04**
0639	METRO WEST HEALTH DONATION	4,852.33	216.00	-	-	-	**4,636.33**
0640	NEF 13-14	1,819.35	-	(1,819.35)	-	-	**-**
0641	MWHF SKILLS FOR SUCCESS	6,132.71	42,857.71	36,725.00	-	-	**-**
0642	NEF AWARDS 14-15	15,605.29	13,257.10	-	-	-	**2,348.19**
0643	NE DAIRY COUNCIL FUEL UP & PLAY	3,275.51	3,275.51	-	-	-	**-**
0645	FRIENDS & FAMILY OF METCO	1,005.00	865.28	1,390.51	-	-	**1,530.23**
0646	NEF AWARDS FY16	-	21,646.58	42,160.17	-	8.56	**20,505.03**
0647	MWHF EARLY RISERS SUCCESS	-	32,036.10	35,000.00		-	**2,963.90**
2301	HENRY WILSON SHOP MAINT	5,239.50	-	230.82	-	-	**5,470.32**
2307	COUNCIL ON AGING	22,804.45	5,301.37	6,439.14	-	-	**23,942.22**
2308	AMBULANCE MEMORIAL	1,736.00	-	-	-	-	**1,736.00**

TOWN OF NATICK
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FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2015	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2016
2309	BAA MARATHON	45,296.64	53,089.77	61,500.00	-	-	**53,706.87**
2310	YOUTH COORD DESIGNATED	1,111.79	-	-	-	-	**1,111.79**
2311	COMMISSION ON DISABILITY	2,368.08	356.57	-	-	-	**2,011.51**
2313	MUNICIPAL BLDG INS TRUST	5,609.75	-	-	-	-	**5,609.75**
2316	LAW ENFORCEMENT TRUST	5,871.63	9,235.35	9,492.43	-	-	**6,128.71**
2317	POLICE BICYCLE PROGRAM	1,500.00	597.64	-	-	-	**902.36**
2319	SHAW PARK RESTORATIONS	304.68	-	-	-	-	**304.68**
2320	VETERAN'S ORAL HISTORY	1,902.84	1,902.84	-	-	-	**-**
2322	POLICE SHOP LIFTER TRNG	1,800.00	-	-	-	-	**1,800.00**
2323	SUMMER PAGE PROGRAM	(4,235.00)	5,451.50	12,121.68	-	-	**2,435.18**
2324	ELDERLY/DISABLED TAXATION	2,330.29	8,100.00	8,488.29	-	-	**2,718.58**
2325	MCHCF HEALTH GRANT (HUM SERV)	2,603.30	750.00	-	-	-	**1,853.30**
2326	PURCHASE STREET TREES	1,500.00	1,447.00	-	-	-	**53.00**
2327	HIGH SCHOOL ATHLETIC EQUIP	85.66	85.66	-	-	-	**-**
2328	NATICK CULTURAL COUNCIL	1,314.10	-	1,000.00	-	-	**2,314.10**
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	1,045.57	-	-	-	**12,599.08**
2334	WM GORDON TRUST -CMP ARWHD	15,000.00	-	-	-	-	**15,000.00**
2338	MORSE LIBRARY ARCHIVISTS	1,631.22	1,631.22	-	-	-	**-**
2339	ENVIRON TEST/STDY AS NEEDED	5,000.00	-	-	-	-	**5,000.00**
2341	FIRE DEPT CARBON MONOXIDE DET	937.26	-	-	-	-	**937.26**
2342	MAHB TOBACCO MINI GRANT	452.71	137.65	-	-	-	**315.06**
2345	WSHG WELLNESS PROGRAM	1,832.68	-	-	-	-	**1,832.68**
2346	NATICK HISTORICAL COMMISSION	37,517.45	-	1,652.66	-	-	**39,170.11**
2352	MW EMERGENCY PHYSCIANS	2,967.14	-	-	-	-	**2,967.14**
2354	COMM ON DISABILITY FINES ART 14	27,624.89	-	1,251.81	-	6,082.20	**22,794.50**
2355	MICHAEL FAMILY DONATION	250.00	166.09	-	-	-	**83.91**
2356	MUN AFFORDABLE HOUSING TR	320,139.99	96,140.25	-	-	22,764.76	**201,234.98**
2357	CITIZENS ENERGY	2,365.84	-	89.17	-	-	**2,455.01**
2360	REPAIRS COMM WAR MEMORIAL	478.00	-	-	-	-	**478.00**
2364	FB MWCHC WELLNESS EDUC FY11	1,750.37	1,072.33	-	-	-	**678.04**
2393	SENIOR CENTER GIFT ACCOUNT	2,886.91	-	-	-	-	**2,886.91**
2400	COA HOLIDAY DINNER	1,044.49	641.63	-	-	-	**402.86**
2399	POLICE GIFT FUND	300.00	300.00	10,000.00	-	-	**10,000.00**
2405	POLICE AUX TRAINING - MORSE	2,000.00	-	4,602.00	-	-	**6,602.00**
2406	R. PALMER PROFESSIONAL DEV	450.00	450.00	-	-	-	**-**
2409	MWHF EXERCISE EQUIPMENT GRANT	7,198.21	1,894.25	-	-	-	**5,303.96**
2416	ESTATE OF MARJORIE GRADY SR CTR	28,346.16	-	-	-	-	**28,346.16**
2418	FY14 NATICK HS CPR/AED GRANT	949.00	-	-	-	-	**949.00**
2419	STANTON K-9 UNIT	5,504.00	3,811.99	-	-	-	**1,692.01**
2420	NEXT STEP LIVING	11,500.00	-	-	-	-	**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	32,769.45	19,989.14	33,329.88	-	-	**46,110.19**
2425	FIRE FY15 NHS CPR/AED TRAINING	-	155.00	-	-	-	**4.00**

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FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2015	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2016
2427	MWRTA TRANSPORTATION	36,673.97	38,299.53	36,673.97	-	-	**(3,470.29)**
2429	FOOD WASTE COLLECTION DONATIONS	900.00	810.00	-	-	-	**90.00**
2430	DRUG BUYS	-	-	864.29	-	-	**864.29**
2431	NATICK GOES GREEN	-	637.00	650.00	-	-	**13.00**
2432	MAPC NATICK CENTER	-	-	10,000.00	-	-	**10,000.00**
2433	PRIMROSE	-	-	19,680.00	-	-	**19,680.00**
2434	MATHWORKS CHILD IDENTIFICATION	-	-	1,000.00	-	-	**1,000.00**
2435	NATICK DOG PARK DESIGN	-	-	25,000.00	-	-	**25,000.00**
	TOTAL GIFTS AND DONATIONS	**998,288.92**	**454,429.71**	**422,519.80**	**-**	**29,900.59**	**898,118.72**
	STABILIZATION FUNDS	**BEG BALANCE 6/30/2015**	**ACTUAL EXPENDITURES**	**ACTUAL REVENUES**	**Transfer In/Out**	**-**	**BALANCE 6/30/2016**
7000	CAPITAL STABILIZATION FUND	4,507,083.39	-	20,144.37	(689,376.00)	-	**3,837,851.76**
7001	STABILIZATION FUND	4,475,930.99	-	26,968.72	-	-	**4,502,899.71**
7003	OPERATING STABILIZATION FUND	2,384,404.61	-	96,918.00	-	-	**2,481,322.61**
7004	FAR STABILIZATION TRUST FUND	-	-	35,374.23	3,096,325.00	-	**3,131,699.23**
7005	I & I STABILIZATION FUND	1,130,270.92	-	49,788.57	6,586.00	-	**1,186,645.49**
7010	1:1 TECH STABILIZATION SCHOOL	100,343.12	-	4,420.11	-	-	**104,763.23**
	TOTAL STABILIZATION FUNDS	**12,598,033.03**	**-**	**233,614.00**	**2,413,535.00**	**-**	**15,245,182.03**
	CONSERVATION COMMISSION	**BEG BALANCE 6/30/2015**	**ACTUAL EXPENDITURES**	**ACTUAL REVENUES**	**Transfer In/Out**	**-**	**BALANCE 6/30/2016**
7222	CONSERVATION COMMISSION	5,330,003.74	54,445.52	22,956.25	(5,162,690.00)	-	**135,824.47**
	TOTAL CONSERSERVATION	**5,330,003.74**	**54,445.52**	**22,956.25**	**(5,162,690.00)**	**-**	**135,824.47**
	OTHER TRUST FUNDS	**BEG BALANCE 6/30/2015**	**ACTUAL EXPENDITURES**	**ACTUAL REVENUES**	**Transfer In/Out**	**-**	**BALANCE 6/30/2016**
7208	WALCOTT	64,640.06	-	3,271.65	-	-	**67,911.71**
7209	BIGELOW	101.96	0.47	4.49	-	-	**105.98**
7210	BECKMAN	643.63	2.86	28.22	-	-	**668.99**
7211	SMITH	81.98	0.36	3.62	-	-	**85.24**
7212	CROSBY	817.76	-	36.01	-	-	**853.77**
7213	COBB	101.96	0.47	4.49	-	-	**105.98**
7214	BIGELOW	107.87	0.50	4.73	-	-	**112.10**
7215	MORSE	9,236.36	41.19	405.06	-	-	**9,600.23**
7216	CPT STONE	2,749.07	-	121.12	-	-	**2,870.19**
7217	NAGLE/FOX	204.91	0.80	9.01	-	-	**213.12**
7218	WILSON	22,947.82	20.00	1,009.98	-	-	**23,937.80**
7219	KENNEDY	172,008.34	5,000.00	7,577.00	-	-	**174,585.34**
7223	GEORGE ROGERS TRUST FUND	378.36	-	14.59	-	-	**392.95**

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FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2015	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2016
7224	SALLY SPAULDING WELFARE	2,069.05	-	91.12	-	-	**2,160.17**
7225	MARIA HAYES TOWN HOUSE	61,324.26	-	2,701.36	-	-	**64,025.62**
7226	MARIA HAYES WELFARE	2,069.88	-	91.16	-	-	**2,161.04**
7601	GERALD ASH SCHLARSHIP	6,343.03	2,500.00	279.39	-	-	**4,122.42**
7602	MATH WORKS - SCHOLARSHIP FUND	54,241.74	21,000.00	22,393.03	-	-	**55,634.77**
7603	HGH SCHL MISC SCHLRSHPS	14,759.86	42,397.00	41,105.65	-	-	**13,468.51**
7604	ALLEN R. LOANE MEMORIAL	2,522.93	-	111.13	-	-	**2,634.06**
7605	ALFRED MURRAY MEM SCHOLARSHIP	31.54	-	1.39	-	-	**32.93**
7606	GENEVIEVE RICH MEM SCHLRSHP	27,591.32	2,000.00	2,807.45	-	-	**28,398.77**
7607	TARTIKOFF SCHOLARSHIP FUND	22,209.61	1,800.00	914.59	-	-	**21,324.20**
7608	EDITH NUTT SCHOLARSHIP FUND	109,343.64	6,000.00	4,816.44	-	-	**108,160.08**
7609	MCKENNA ALDERMAN SCHOLARSHIP	24,439.97	1,000.00	823.52	-	-	**24,263.49**
7610	BARKER MEMORIAL	17,477.18	400.00	769.87	-	-	**17,847.05**
7611	CHRISTOPHER LADD SCHOLARSHIP	7,541.16	6,000.00	331.12	-	-	**1,872.28**
7612	SILVANO MELCHIORI SCHOLARSHIP	1,273.56	500.00	572.48	-	-	**1,346.04**
7613	TEDDY SULLIVAN SCHOLARSHIP	7,048.38	2,000.00	1,266.22	-	-	**6,314.60**
7614	FREEDY GREEN SCHOLARSHIP	4,093.57	400.00	-	-	-	**3,693.57**
7615	KANE-PIERCE SCHOLARSHIP	5,993.13	600.00	200.00	-	-	**5,593.13**
7616	LEBOWITZ SCHOLARSHIP	950.00	600.00	450.00	-	-	**800.00**
7617	FRANCHESCI SCHOLARSHIP	757.10	-	-	-	-	**757.10**
7618	ANTHONY DAMPLO SCHOLARSHIP	7,379.74	1,800.00	2,000.00	-	-	**7,579.74**
7619	DOROTHY GREE SCHOLARSHIP	5,367.47	1,000.00	-	-	-	**4,367.47**
7620	KEVIN F. LYNCH SCHOLARSHIP	11,840.17	700.00	1,040.38	-	-	**12,180.55**
7621	MARGUERITE RAFFERTY SCHOLARSHIP	23,363.38	400.00	1,029.19	-	-	**23,992.57**
7622	L PALOTTA MEMORIAL SCHOLARSHIP	361.47	-	15.95	-	-	**377.42**
7623	GEORGE HANNA MEMORIAL SCHOLARSHIP	4,016.44	2,500.00	176.92	-	-	**1,693.36**
7624	LEONARD HANNA MEMORIAL SCHOLARSHIP	80,289.90	10,000.00	24,466.96	-	-	**94,756.86**
7230	K MCDANIEL EDUCATIONAL TRUST	100,000.00	150,000.00	24.59	50,000.00	-	**24.59**
7700	OPEB	702,932.00	-	17,875.43	-		**720,807.43**
	TOTAL OTHER TRUST FUNDS	**1,581,651.56**	**258,663.65**	**138,845.31**	**50,000.00**	**-**	**1,511,833.22**

	CAPITAL PROJECTS	BEG BALANCE 6/30/2015	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2016
3500	CHAPTER 90	(16,661.75)	1,300,936.18	1,193,523.55	-	12,500.92	**(136,575.30)**
5001	CAPITAL IMPROVEMENTS	337,558.97	4,199.05	-	-	700.00	**332,659.92**
5002	BEN-HEM SCHOOL	18,840.06	-	-	-	-	**18,840.06**
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	27,904.00	-	-	596.00	**(7.54)**
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**

TOWN OF NATICK
SPECIAL REVENUE FUNDS
JUNE 30, 2016

FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2015	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2016
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**
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**
5025	PHASE 5 RELINING	782,500.32	144,223.99	-	-	6,558.33	**631,718.00**
5026	6-2 KMS	50.00	-	-	-	-	**50.00**
5029	ATM08 ART 9 REPLACE SIDEWALK TRACTOR	4,998.78	-	-	-	-	**4,998.78**
5031	ART 6/7 NATICK HIGH SCHOOL CONSTRUCTION	2,451,993.19	-	-	(2,231,400.00)	-	**220,593.19**
5032	ART 1 SENIOR CENTER	201,484.43	-	-	(200,000.00)	-	**1,484.43**
5033	ART 9 SPG AMBULANCE	25.00	25.00	-	-	-	**-**
5034	ART 9 SPG FIRE GROUND REPEATER	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**
5041	C/P WATLINE LKSHRE GOB $1,040,000	150,106.21	-	-	-	-	**150,106.21**
5042	CAPITAL EQUIPMENT FY2012	120,985.43	910.94	-	(120,000.00)	-	**74.49**
5043	CAPITAL IMPROVEMENTS FY2012	30,499.63	-	-	-	-	**30,499.63**
5045	CAPITAL EQUIPMENT FY2012	220,000.00	-	-	-	-	**220,000.00**
5046	CAPITAL EQUIPMENT FY2013	65,709.90	4,243.80	-	-	-	**61,466.10**
5047	CAPITAL IMPROVEMENTS FY2013	16,825.00	-	-	-	-	**16,825.00**
5048	75 WEST ST RENOVATIONS	3,001.42	3,001.42	-	-	-	**-**
5049	RECYCLING PKRS-ART 5B FTM '12	54,440.14	18,271.80	-	-	-	**36,168.34**
5051	CAPITAL IMPROVEMENTS FY2013	377,999.86	238,678.20	-	-	40,674.39	**98,647.27**
5053	ART 13B-10 REPLACE H-51 (HOOKLIFT) FY14 ATM	5,032.11	6,287.11	-	-	-	**(1,255.00)**
5054	CAPITAL IMPROVEMENTS FY2014	273,046.60	156,810.42	-	-	37,725.20	**78,510.98**
5055	CAPITAL EQUIPMENT FY2014	30,461.52	10,893.65	-	-	-	**19,567.87**
5056	CAPITAL IMPROVEMENTS FY2014	445.00	-	-	-	-	**445.00**
5057	CAPITAL IMPROVEMENTS FY2014	(126,212.09)	-	30,000.00	-	26,500.23	**(122,712.32)**
5058	CAPITAL EQUIPMENT FY2015	211,342.42	207,604.45	-	-	-	**3,737.97**
5059	CAPITAL IMPROVEMENTS FY2015	583,638.21	1,394,458.52	847,000.00	-	54,293.56	**(18,113.87)**
5061	CAPITAL EQUIPMENT FY2015	(26,854.78)	503,821.85	50,000.00	120,000.00	32,388.62	**(393,065.25)**
5062	ROADS & SIDEWALKS ART 33B FALL 2014	350,000.00	362,728.00	100,000.00	200,000.00	22,954.16	**264,317.84**
5063	CAPITAL EQUIPMENT FY2016	-	674,469.13	697,000.00	-	460,519.00	**(437,988.13)**
5064	CAPITAL IMPROVEMENTS FY2016	-	1,482,819.93	541,000.00	1,681,400.00	540,764.34	**198,815.73**
5065	H-57 FRONT END LOADER; FALL 2015	-	236,700.00	245,000.00	-	-	**8,300.00**
5066	LILJA SCHOOL ROOF; ART 10C FALL 2015	-	39,583.45	-	550,000.00	-	**510,416.55**
5068	ENGINRG CHARLES RIVER BRIDGE; ART 10G FALL 2015	-	1,708.00	-	-	121,802.00	**(123,510.00)**
5069	193 PEGAN LANE	-	1,000,000.00	1,000,000.00	-	-	**-**
5070	ACQ CSX SX	-	-	-	2,500,000.00	-	**2,500,000.00**
6010	SASSAMON	953.54	-	-	-	-	**953.54**
6012	SASSAMON - PAVING OF CART PATHS	3,061.82	19,061.82	-	16,000.00	-	**-**

TOWN OF NATICK
SPECIAL REVENUE FUNDS
JUNE 30, 2016

FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2015	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2016
6015	GREENS AERATOR ART 22C SPG 15	-	26,209.70	28,000.00	-	-	**1,790.30**
6531	WATER/SEWER CAPITAL IMPROVEMENTS	213,930.81	4,480.00	-	-	-	**209,450.81**
6535	ART 13 FY10 SEWER MAIN RELINING	42,088.69	-	-	-	-	**42,088.69**
6536	WATER/SEWER CAPITAL IMPROVEMENTS FY2015	1,607,970.31	3,308.46	-	-	-	**1,604,661.85**
6537	SEWER SYSTEM REHAB 15E 4/12	5,574.52	5,574.52	-	-	-	**-**
6538	WATER/SEWER CAPITAL IMPROVEMENTS FY2015	506,493.92	75,290.54	-	-	167,999.55	**263,203.83**
6539	ART 14D SEWER MAIN RELINING FY14 STM	1,108,200.00	348,877.40	-	(300,000.00)	431,336.70	**27,985.90**
6540	ART 14E MWRA SEWER REHAB FY14 STM	859,768.71	294,545.85	-	-	557,523.93	**7,698.93**
6541	WATER/SEWER CAPITAL EQUIPMENT FY2014	17,996.88	17,996.88	-	-	-	**-**
6542	WATER/SEWER CAPITAL IMPROVEMENTS FY2014	(20,275.38)	-	21,000.00	-	1,794.87	**(1,070.25)**
6543	WATER/SEWER CAPITAL IMPROVEMENTS FY2015	(137,301.44)	103,119.48	101,000.00	125,000.00	334,000.00	**(348,420.92)**
6545	WATER/SEWER CAPITAL EQUIPMENT FY2016	-	41,186.23	-	-	199,288.77	**(240,475.00)**
6546	SEWER I & I	-	-	-	300,000.00	-	**300,000.00**
6547	W-19 VACTOR; ART 9C FALL 2015	-	393,216.00	-	-	-	**(393,216.00)**
6548	WATER DISTRIBUTION/UPGRADE ART 10H FALL 2015	-	24,782.99	-	-	35,289.44	**(60,072.43)**
	TOTAL CAPITAL PROJECTS	**11,395,910.47**	**9,181,841.21**	**4,853,523.55**	**2,641,000.00**	**3,085,210.01**	**6,623,382.80**

	AGENCY FUNDS	BEG BALANCE 6/30/2015	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	Encumbrance	BALANCE 6/30/2016
8101	FIREARMS	3,908.20	24,612.50	20,237.50	-	-	**(466.80)**
8102	COPY CENTER CHARGES	1,600.41	(976.52)	-	-	-	**2,576.93**
8103	MISC CASH CHARGES	1,062.37	157.15	-	-	-	**905.22**
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	(303,099.96)	908,749.62	886,461.97	-	-	**(325,387.61)**
8110	FIRE SPECIAL DUTY	(122,820.51)	127,870.66	128,107.26	-	-	**(122,583.91)**
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**
8143	PLAN/TJX	953.50	953.50	-	-	-	**-**
8144	PLAN/TJX APPRAISAL	775.00	775.00	-	-	-	**-**

TOWN OF NATICK
SPECIAL REVENUE FUNDS
JUNE 30, 2016

FUND NUMBER	DESCRIPTION	BEG. BALANCE 6/30/2015	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2016
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	1,987.96	49,041.09	47,246.00	-	-	**192.87**
8158	PLAN FEE/SUNOCO	375.00	-	-	-	-	**375.00**
8160	FAM NETWORK	72.76	-	-	-	-	**72.76**
8163	PLAN/WSHNG AV/RTE 135	773.76	-	-	-	-	**773.76**
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	1,000.00	24,207.00	-	-	**71,095.63**
8173	VERIZON PEG	220,851.66	374,361.50	419,282.21	-	-	**265,772.37**
8174	WATER TOWER HOOK UP	12,414.77	-	-	-	-	**12,414.77**
8175	BACON FREE RENOVATIONS	75.00	-	-	-	-	**75.00**
8176	75 ROCK	18,242.47	-	-	-	-	**18,242.47**
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	34,970.00	24,200.00	11,530.00	-	-	**22,300.00**
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	2,331,813.05	-	-	-	-	**2,331,813.05**
8196	186 EAST CENTRAL	5,000.00	-	-	-	-	**5,000.00**
8197	COFFEE FUND TOWN HALL	199.96	170.36	557.25	-	-	**586.85**
8199	TOWN HALL CAFÉ	1,797.20	4,445.38	2,720.28	-	-	**72.10**
8200	LIGHTOWER POLE EASEMENT	3,000.00	-	(3,000.00)	-	-	**-**
8201	CREDIT CARD DEPOSIT - COA/POLICE	15.95	-	-	-	-	**15.95**
8207	FEDEX LANDSCAPING BOND	25,400.00	-	-	-	-	**25,400.00**
8211	WEGMANS	-	-	11,203.82			**11,203.82**
8212	OXBOW PEER REVIEW - TECH CIRCLE	-	6,700.95	6,575.00			**(125.95)**
8214	PEER REVIEW-ELIOT ST	-	-	2,500.00			**2,500.00**
8900	BEN-HEM	281.82	16,947.58	12,593.13	-	-	**(4,072.63)**
8901	BROWN	(1,448.58)	(1,602.00)	8.16	-	-	**161.58**
8902	JOHNSON	210.88	-	0.53	-	-	**211.41**
8903	LILJA	202.98	-	28.64	-	-	**231.62**
8905	KENNEDY	73,397.84	105,675.45	102,167.50	-	-	**69,889.89**
8906	WILSON	46,321.07	64,078.49	68,461.41	-	2,930.28	**47,773.71**
8907	HIGH SCHOOL	199,668.77	281,141.04	322,062.56	-	4,651.87	**235,938.42**
8950	NATICK RETIREMENT BOARD	2,004.44	188,763.47	187,176.99	-	39.97	**377.99**
	TOTAL AGENCY FUNDS	**2,967,621.94**	**2,197,605.91**	**2,254,381.75**	**-**	**7,622.12**	**3,016,775.66**

EMPLOYEE ANNUAL EARNINGS
Calendar Year 2016

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
SELECTMAN						
WHITE	MARTHA	TOWN ADMINISTRATOR	173,488.49		2,342.29	175,830.78
CHENARD	WILLIAM	DEPUTY TOWN ADMINISTRATOR	138,224.70		5,084.63	143,309.33
CLARK	LINDA	BENEFIT MANAGER	66,491.58		1,526.04	68,017.62
COSME	JESSICA	CONCESSION MANAGER	2,695.00			2,695.00
DONOVAN	DONNA	SR EXECUTIVE ASSISTANT	60,749.85		2,074.30	62,824.15
FARRAR	SARAH	PERSONNEL COORDINATOR	52,290.42		1,619.90	53,910.32
FLEMING	MAUREEN	EXECUTIVE ASSISTANT			709.85	709.85
LEBLANC	BRYAN	PROCUREMENT OFFICER	40,615.34			40,615.34
O'NEIL	PATRICIA	EXECUTIVE ASSISTANT	55,126.83		653.68	55,780.51
ROCHE	PETER	PROCUREMENT OFFICER	16,877.54		3,673.77	20,551.31
SUGARMAN	CATHERINE	PREVENTION & OUTREACH PRO MAN	67,223.09		1,225.00	68,448.09
TOWNE	JEFFREY	DEPUTY TA / FIN DIRECTOR	91,635.24		17,799.36	109,434.60
TOWNSEND	JOHN	DEPUTY TA / FIN DIRECTOR	20,000.00			20,000.00
TRANFAGLIA	RICHARD	DIRECTOR PERSONNEL	120,276.83		3,426.18	123,703.01
WILSON MARTIN	JILLIAN	SUSTAINABILITY COORD	80,184.54		2,950.81	83,135.35
			985,879.45		**43,085.81**	**1,028,965.26**
COMPTROLLER						
CAHILL	VIRGINIA	COMPTROLLER	125,288.40		5,485.59	130,773.99
DURKEN	LISA	ASSISTANT COMPTROLLER	11,442.31			11,442.31
FROST	MELISSA	FINANCE COORDINATOR	20,307.72			20,307.72
HALSEY	DOROTHY	ADMINISTRATIVE SUPPORT	465.00			465.00
SKIPPER	JULIE	PAYROLL MANAGER	57,451.86		1,681.12	59,132.98
TOMASETTI	CYNTHIA	STAFF ACCOUNTANT	71,956.86		1,069.30	73,026.16
WHITTEN	ANNAMARIA	ASSISTANT COMPTROLLER	51,346.25			51,346.25
			338,258.40		**8,236.01**	**346,494.41**
FINANCE DEPARTMENT						
SHERMAN	DEBBIE JO	SPECIAL ASSISTANT TO FIN DIR	62,157.26		986.99	63,144.25
			62,157.26		**986.99**	**63,144.25**
TREASURER/COLLECTOR						
PRICE	STEPHEN	COLLECTOR TREASURER	104,999.97			104,999.97
JOHNSTON	KATHARINE	ASSISTANT COLLECTOR/TREASURER	38,201.99			38,201.99
KELLEY	ELIZABETH	ASSISTANT COLLECTOR/TREASURER	2,927.59		5,786.64	8,714.23
PILLA	JUSTINA	ADMINISTRATIVE ASSISTANT	49,378.39		853.79	50,232.18
REDDOCH	TERESA	ADMINISTRATIVE ASSISTANT	49,378.39	113.75	1,602.22	51,094.36
SPENCER	MARGARET	ADMINISTRATIVE SUPPORT	19,290.32			19,290.32
PHILLIPSON	CATHERINE	ADMINISTRATIVE ASSISTANT	47,427.55		804.89	48,232.44
WURTH	CAROL	EXECUTIVE ASSISTANT 1116 CLKS	52,708.32		2,064.94	54,773.26
			364,312.52	**113.75**	**11,112.48**	**375,538.75**
ASSESSOR						
DANGELO	JANICE	DIRECTOR OF ASSESSING	105,393.73		2,497.19	107,890.92
CONRAD	LORNA	EXECUTIVE ASSISTANT 1116 CLKS	52,624.56	404.08	911.97	53,940.61
HANSBERRY	ANN	ADMINISTRATIVE ASSISTANT	46,200.63		1,921.34	48,121.97
HENDERSON	ERIC	ASSISTANT ASSESSOR	37,683.77			37,683.77
MARSHALL	CARL	ASSISTANT ASSESSOR	29,461.81		6,030.37	35,492.18
NIEDBALA	CAROL	ASSISTANT ASSESSOR	48,054.21		7,258.31	55,312.52
RANKIN	DANA	ASSISTANT ASSESSOR	8,769.24			8,769.24
			328,187.95	**404.08**	**18,619.18**	**347,211.21**
TOWN CLERK						
PACKER	DIANE	TOWN CLERK	87,500.01		1,000.00	88,500.01
BLATZ	DEBRA	ADMINISTRATIVE ASSISTANT	49,378.37	3,052.22	912.66	53,343.25
GRAVELINE	KERRY	EXECUTIVE ASSISTANT 1116 CLKS	52,624.56	2,646.74	2,095.42	57,366.72
HANSEN	NANCY	ADMINISTRATIVE ASSISTANT	0.00		217.98	217.98
SHAW	LAURIE	ADMINISTRATIVE ASSISTANT	46,546.58	2,734.22	883.90	50,164.70
			236,049.52	**8,433.18**	**5,109.96**	**249,592.66**
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						
BOIS	ROBERT	CONSERVATION AGENT	17,114.70			17,114.70
CONNELLY	MICHAEL	LOCAL BUILDING INSPECTOR	74,500.44		586.55	75,086.99
COX	MAEGAN	ADULT CONTRACTOR	36,835.98	2,673.05	6,566.93	46,075.96
ERRICKSON	JAMES	DIRECTOR COMMUNITY DEVELPMENT	110,423.10		3,418.33	113,841.43
FIELDS	EDWIN	SENIOR PLANNER	24,615.36			24,615.36
GREEL	ANN	EXECUTIVE PLANNING ASSISTANT	57,129.03	12,414.20	3,713.63	73,256.86
GUSMINI	DAVID	BUILDING COMMISSIONER	94,699.42		745.63	95,445.05
LEWIS	GEOFFREY	SENIOR PLANNER	37,230.73		3,076.92	40,307.65
LIBBY	ERIC	LOCAL BUILDING INSPECTOR	67,216.26		529.06	67,745.32
MCCARTHY	STEFANY	ADMIN SUPPORT STAFF (GRANTS)	720.00			720.00
MCCLELLAN	SUSAN	ADMINISTRATIVE ASSISTANT	49,378.37	3,230.37	5,033.83	57,642.57
MERKEL	JOSEPH	PLANNER/CONSERVATION AGENT	5,453.54		1,091.92	6,545.46
PARSONS	VICTORIA	PLANNER/CONSERVATION AGENT	37,324.73			37,324.73
			612,641.66	**18,317.62**	**24,762.80**	**655,722.08**
INSPECTORS						
BOURET	KEVIN	PLUMBING AND WIRING INSPECTOR	13,021.05		188.48	13,209.53
CHAVIOUS	SCOTT	PLUMBING AND WIRING INSPECTOR	62,823.54			62,823.54
DEMPSEY	ROBERT	INSPECTOR OF PLUMBING	50,390.03			50,390.03
DUFFY	JOHN	INSPECTOR OF PLUMBING	252.00			252.00
SHERMAN	ALLAN	INSPECTOR OF PLUMBING	4,092.77			4,092.77
			130,579.39		**188.48**	**130,767.87**
FACILITY MANAGEMENT						
KANE	JAMES	FACILITIY SERVICES DIRECT-BW	108,083.15		427.82	108,510.97
AHEARN	ALEJANDRO	MAINENANCE TEMPORARY HELP	3,070.50			3,070.50
ANDERSEN	MICHAEL	FAC MAIN-SUPRVSR CUSTODIANS	29,307.67			29,307.67
ARTHUR	TODD	CUSTODIAN - JR II AFTERNOON	17,800.73	1,892.02	318.50	20,011.25
ASSENCOA	WALTER	CUSTODIAN - JR I NIGHT	44,236.00	8,059.10	1,705.17	54,000.27
BASTIEN	JEFFREY	CUSTODIAN - JR II AFTERNOON	44,811.94	9,604.30	1,618.36	56,034.60
BENATTI	DANIEL	CUSTODIAN - JR I AFTERNOON	31,288.25	3,393.06	402.00	35,083.31
BOTELHO	EMERSON	MAINENANCE TEMPORARY HELP	2,961.00			2,961.00
BRISKIN	ELI	MAINENANCE TEMPORARY HELP	4,232.00			4,232.00
CAIN	CAROLYN	SPECIAL ASST MAINT DIRECTOR	31,730.71			31,730.71
CALDERON	ISMAEL	CUSTODIAN - JR II NIGHT	45,331.94	8,371.24	1,744.93	55,448.11
CARTER	JEFFREY	CUSTODIAN SR II	52,313.12	11,104.82	3,235.90	66,653.84

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
CHAPSKI	LAWRENCE	CUSTODIAN - JR I AFTERNOON	43,716.00	3,283.41	1,604.41	48,603.82
COXALL	KEVIN	MAINTENANCE MANAGER	78,255.16		869.15	79,124.31
D'AGOSTINO	MARK	CUSTODIAN - SR I DAY	48,772.68	9,658.65	891.83	59,323.16
FAMANIA	CARLOS	CUSTODIAN - SR I DAY	48,772.68	19,208.63	2,016.29	69,997.60
FAMANIA	GILBERTO	CUSTODIAN ASSISTANT NIGHT	52,601.86	4,326.67	1,136.05	58,064.58
FAMANIA	CARLOS	CUSTODIAN - JR I AFTERNOON	13,689.18	1,402.79	652.74	15,744.71
FORAN	RICHARD	CUSTODIAN - JR I AFTERNOON	20,437.67	3,419.04	1,467.01	25,323.72
FOWLER	CHRIS	CUSTODIAN - JR I DAY	42,676.00	7,643.03	1,249.28	51,568.31
GALAN	LUIS	CUSTODIAN - JR II AFTERNOON	44,811.94	2,370.91	1,611.72	48,794.57
GILBERT	CHRIS	CUSTODIAN - SR I DAY	48,772.68	6,312.96	3,284.91	58,370.55
GILBERT	SHAWN	CUSTODIAN - SR I DAY	48,772.68	10,938.19	3,026.44	62,737.31
HALLORAN	DANIEL	CUSTODIAN - JR II AFTERNOON	38,008.74	2,035.95	679.68	40,724.37
HARRIS	ROBERT	CUSTODIAN - JR I AFTERNOON	43,716.00	6,313.29	1,667.90	51,697.19
HARVEY	EDWARD	CUSTODIAN - JR II AFTERNOON	44,811.94	5,069.37	3,051.41	52,932.72
HENDERSON	JAMES	MAINENANCE TEMPORARY HELP	2,622.00			2,622.00
HILL	JAMES	CUSTODIAN - SR I DAY	48,772.68	14,787.03	3,457.30	67,017.01
JENSEN	RYAN	MAINENANCE TEMPORARY HELP	2,080.00			2,080.00
JORDAN	CHRISTOPHER	CUSTODIAN - SR I DAY	48,758.27	7,678.11	823.81	57,260.19
KENNEY	PATRICK	CUSTODIAN - JR I NIGHT	27,470.16	3,309.91	796.43	31,576.50
KENNY	JOHNATHAN	MAINENANCE TEMPORARY HELP	2,800.00		80.00	2,880.00
KORPI	ERIKA	CUSTODIAN - JR I AFTERNOON	37,165.12	2,819.75	694.84	40,679.71
LAROSA	LEONARD	CUSTODIAN - SR I DAY	48,772.68	3,274.11	1,658.86	53,705.65
LEBLANC	CHRISTOPHER	MAINENANCE TEMPORARY HELP	1,230.50			1,230.50
LINDSEY	GERARD	CUSTODIAN - SR I DAY	44,811.94	5,129.17	1,329.03	51,270.14
LUZ	STEPHANIE	SPECIAL ASST MAINT DIRECTOR	22,924.81		4,572.00	27,496.81
MALEY	PETER	MAINENANCE TEMPORARY HELP	1,385.00			1,385.00
MELLISH	CAROLYN	MAINTENANCE III	51,786.36	4,317.99	2,104.89	58,209.24
MILLER	DEIRDRE	CUSTODIAN - JR I AFTERNOON	43,716.00	11,362.13	829.11	55,907.24
MOORES	DAVID	CUSTODIAN SR III	55,972.14	13,478.98	3,450.89	72,902.01
MOORES	DAVID	MAINTENANCE II	41,013.68	1,034.65	549.75	42,598.08
MORRISON	SCOTT	MAINENANCE TEMPORARY HELP	3,611.00		529.00	4,140.00
NOONAN	KENNETH	MAINT MECHANIC IV	44,199.43	794.78	830.52	45,824.73
OTERO	OSCAR	CUSTODIAN - SR I DAY	48,772.68	12,487.94	1,349.09	62,609.71
PINI	ROBBY	MAINENANCE TEMPORARY HELP	2,730.00			2,730.00
PLANT	MARK	CUSTODIAN - SR I DAY	48,772.68	6,564.37	1,289.23	56,626.28
PONS	CONNOR	CUSTODIAN - JR I NIGHT	18,804.34	483.11		19,287.45
PORTER	EDWARD	MAINTENANCE III	51,204.42	8,750.47	914.47	60,869.36
REPELLA	TIMOTHY	CUSTODIAN - SR I DAY	1,672.79		267.54	1,940.33
RICHARD	MAURICE	MAINT MECHANIC IV	66,919.17	6,899.27	980.69	74,799.13
RINES	DAVID	CUSTODIAN - SR I DAY	48,261.61	8,853.98	842.35	57,957.94
RODRIGUES	DAVID	CUSTODIAN SR II	51,033.12	12,802.86	1,487.10	65,323.08
ROONEY	JAMES	CUSTODIAN - JR I NIGHT	9,192.09	1,767.04		10,959.13
ROSARIO	JOSE	CUSTODIAN - JR I DAY	1,999.11	66.64		2,065.75
RUTKOWSKI	RONALD	MAINT MECHANIC IV	66,919.17	13,763.63	2,064.89	82,747.69
SAMAYOA	MELVIN	CUSTODIAN - JR I NIGHT	37,685.12	4,982.85	688.17	43,356.14
SUTHERLAND	JAMES	MAINENANCE TEMPORARY HELP	2,385.00			2,385.00
VALLE	ROBERT	CUSTODIAN SR II	55,972.14	11,976.61	3,415.63	71,364.38
WHITE	GREGORY	CUSTODIAN - JR I AFTERNOON	39,609.50	4,302.18	759.13	44,670.81
WHITE	RICHARD	MAINENANCE TEMPORARY HELP	2,357.50		370.88	2,728.38
WIGHT	JAMES	CUSTODIAN - JR II AFTERNOON	42,022.60	3,716.29	799.93	46,538.82
WRIGHT	DREW	CUSTODIAN - JR I NIGHT	37,685.12	11,319.94	839.84	49,844.90
ZICKO	JOHN	CUSTODIAN - JR I NIGHT	31,255.31	1,596.74	2,813.60	35,665.65
			2,227,327.46	**302,727.96**	**73,250.47**	**2,603,305.89**
WEIGHTS/MEASURES						
MULVEY	JOSEPH	LABORER III	14,682.07		122.76	14,804.83
			14,682.07		**122.76**	**14,804.83**
COMMUNITY SERVICES						
BRENNEMAN	JAMES	TRANSPORTATION COORDINATOR	10,350.00		380.00	10,730.00
BUDD	DEBRA	SOCIAL WORKER	48,974.20		1,727.76	50,701.96
CHECKET	HELEN	SOCIAL WORKER COORDINATOR	68,544.58		1,053.73	69,598.31
COFFEY	MARY LOU	EXECUTIVE ASSISTANT 1116 CLKS	55,493.99	885.44	3,172.94	59,552.37
COLLARI	PATRICIA	CLERICAL ASSISTANT	11,414.20			11,414.20
COLON	KENNETH	DEPARTMENT ASSISTANT	35,221.32		459.48	35,680.80
EBELING	ALLAN	BUILDING MONITOR II (REC)	898.17			898.17
EDWARDS	KAREN	OUTREACH COORDINATOR	48,013.84		379.32	48,393.16
FAGAN	ELIZABETH	SPECIAL ASSIST TO DIR COM SERV	57,590.86		455.67	58,046.53
FLEMING	LAWRENCE	BUILDING MONITOR II (REC)	77.28			77.28
GOLDMAN	ALLISON	ADMINISTRATIVE ASSISTANT	46,920.53		799.40	47,719.93
GOLDSTEIN	MINDY	PROGRAM ASSISTANT	8,500.00			8,500.00
HAYNES	PIERRE	BUILDING MONITOR II (REC)	5,539.87			5,539.87
HUGHES	AMANDA	DEPARTMENT ASSISTANT	180.67		234.30	414.97
KIRBY	SHARON	PROGRAM ASSISTANT	27,183.00			27,183.00
LAMBERT	JEMMA	DIRECTOR OF COMMUNITY SERVICES	105,262.06		2,040.55	107,302.61
LEINER	CRAIG	TRANSPORTATION COORDINATOR	7,752.00			7,752.00
LISENBY	LARRY	BUILDING MONITOR II (REC)	1,932.00			1,932.00
MCNALLY	LORRAINE	ASSIST DIRECTOR COUNCIL AGING	60,272.71		976.77	61,249.48
MENSAH	SAMUEL	VAN DRIVER PART TIME	12,061.50			12,061.50
QUINN	LAWRENCE	BUILDING MONITOR II (REC)	8,863.72			8,863.72
RAMSEY	SUSAN	DIRECTOR COA/HUMAN SERV	73,675.51		1,462.19	75,137.70
ROURKE	JOHN	TRANSPORTATION COORDINATOR	3,040.00			3,040.00
WHITE	DANA	BUILDING MONITOR II (REC)	6,968.08			6,968.08
			704,730.09	**885.44**	**13,142.11**	**718,757.64**
RECREATION						
MARSHALL	JONATHAN	DIRECTOR PARKS & REC SVS	59,489.40		5,509.17	64,998.57
WILBUR	BRIAN	SPECIALIST (REC)	204.00			204.00
ADELMANN	DERMOT	LIFE GUARD	3,790.50			3,790.50
ALFARO	ABIGAIL	LEADER/COUNSELOR (REC)	3,365.25			3,365.25
ALLEN	ROSS	ASSISTANT LEADER (REC)	1,310.00			1,310.00
BAPTISTE	BENJAMIN	LIFE GUARD	4,613.38			4,613.38
BARASA	BRIAN	LEADER/COUNSELOR (REC)	3,942.75			3,942.75
BICE	ALEXANDER	ATTENDANT (REC)	820.00			820.00
BOLAND	RYAN	LEADER/COUNSELOR (REC)	540.00			540.00
BONILLA	KATHERIN	SPECIALIST (REC)	4,673.25			4,673.25
BONILLA	RICARDO	LEADER/COUNSELOR (REC)	3,155.63			3,155.63
BOYD	JOHN	ATTENDANT (REC)	2,136.75			2,136.75
BRANDT	JASON	ADULT CONTRACTOR	713.23			713.23
BRIDGE	JEFFREY	CERTIFIED SPORTS OFFICIAL	611.52			611.52
BROADLEY	LUCAS	LIFE GUARD	3,348.00			3,348.00
BRYANT	HENRY	SPECIALIST (REC)	740.25			740.25
BURKE	MICHAEL	SPECIALIST (REC)	250.32			250.32
BURNES	MOLLY	ATTENDANT (REC)	845.00			845.00
CANNEY	CAROLINE	SPECIALIST (REC)	7,052.26			7,052.26
CARNEY	MEGAN	SR. COUNSELOR (CERTIFIED-REC)	3,976.88			3,976.88
CAROTA	JOSEPH	SPECIALIST (REC)	2,820.00			2,820.00
CARR	ANNE-MARIE	ASSISTANT DIRECTOR	7,548.50			7,548.50
CARTER	MELISSA	REC SPECIAL NEEDS COORDINATOR	45,355.81		414.84	45,770.65

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
CARTY	STEPHEN	CERTIFIED SPORTS OFFICIAL	726.18			726.18
CARTY	DEREK	CERTIFIED SPORTS OFFICIAL	687.96			687.96
CECCHI	JENNIFER	SPECIALIST (REC)	878.63			878.63
CHALFIN	ELIZABETH	LEADER/COUNSELOR (REC)	1,434.00			1,434.00
CHAMBERLAIN	LEE	PLAYGROUP STAFF - MANAGER	5,876.01			5,876.01
CHANDLER	KARISSA	LEADER/COUNSELOR (REC)	1,015.00			1,015.00
CHIZEK	CAROLINE	LEADER/COUNSELOR (REC)	3,800.50			3,800.50
CIGNA	LISA	ASSISTANT DIRECTOR	2,805.32			2,805.32
CLARK	JONATHAN	ASSISTANT DIRECTOR	3,815.00			3,815.00
COBURN	STEPHANIE	SPECIALIST (REC)	3,159.76			3,159.76
COCO	BRIAN	LEADER/COUNSELOR (REC)	890.00			890.00
COFFEY	CHRIS	ASSISTANT DIRECTOR	10,087.78			10,087.78
COFFEY	AMBER-RAE	SPECIALIST (REC)	3,369.75			3,369.75
COFFEY	CHRISTOPHER	SPECIALIST (REC)	4,293.75			4,293.75
COFFEY	ALINA	LEADER/COUNSELOR (REC)	3,575.00			3,575.00
COHEN	RICHARD	CERTIFIED SPORTS OFFICIAL	420.42			420.42
COLELLA	ANDREW	ASSISTANT DIRECTOR	1,989.00			1,989.00
CONAWAY	RHONDA	ASSISTANT DIRECTOR	10,660.00			10,660.00
CONAWAY	RICHARD	LEADER/COUNSELOR (REC)	4,566.00			4,566.00
CONAWAY	PATRICK	SR. COUNSELOR (CERTIFIED-REC)	4,306.50			4,306.50
CONDON	KIMBERLY	PLAYGROUP STAFF - MANAGER	7,327.02			7,327.02
COSMOS	PHILLIP	SPECIALIST (REC)	2,263.00			2,263.00
COTTER	JUSTIN	ASSISTANT DIRECTOR	1,168.50			1,168.50
COTTON	KENNETH	CERTIFIED SPORTS OFFICIAL	382.20			382.20
COTTON	JACOB	HEAD LIFEGUARD	4,403.00			4,403.00
COUPER	SUSAN	NURSE	15,081.00			15,081.00
CROWLEY	LISA	PLAYGROUP STAFF - MANAGER	3,338.79			3,338.79
CUGINI	SUSAN	ADULT CONTRACTOR	470.43			470.43
CUMMINS	VICTORIA	LEADER/COUNSELOR (REC)	2,961.00			2,961.00
DANIELSON	AMY	SPECIALIST (REC)	3,045.66			3,045.66
DAROS	CASSIO	LEADER/COUNSELOR (REC)	3,280.00			3,280.00
DAWSON	NICHOLLAS	SR. COUNSELOR (CERTIFIED-REC)	2,072.00			2,072.00
DESVEAUX	SANDRA	SPECIALIST (REC)	633.12			633.12
DIXON	JUDITH	PROGRAM SUPERVISOR (REC)	2,847.50			2,847.50
DIXON	NOAH	LIFE GUARD	4,072.00			4,072.00
DUBSKY	ANDREW	LEADER/COUNSELOR (REC)	3,543.75			3,543.75
EBELING	STEPHANIE	SPECIALIST (REC)	702.37			702.37
ECKLES	CARLY	BEACH MANAGER	4,657.50			4,657.50
EDWARDS	ALLYSON	SPECIALIST (REC)	4,970.54			4,970.54
FAIR	KEVIN	SPECIALIST (REC)	5,826.21			5,826.21
FARRELL	SARAH	SPECIALIST (REC)	4,010.50			4,010.50
FARRELL	MOLLY	LEADER/COUNSELOR (REC)	115.50			115.50
FEAK	DANIEL	SPECIALIST (REC)	4,380.75			4,380.75
FEDERICO-GROME	TAYLOR	SR. COUNSELOR (CERTIFIED-REC)	3,754.75			3,754.75
FINKELSTEIN	DEBORAH	SPECIALIST (REC)	2,601.30			2,601.30
FITZGIBBONS	MATTHEW	SPECIALIST (REC)	1,116.00			1,116.00
FLEMING	KATHLEEN	PROGRAM INSTRUCTOR	3,377.69			3,377.69
FOLEY	SHANNON	SPECIALIST (REC)	2,700.00			2,700.00
FREITAS	SEAN	TIMER/SCORER	89.73			89.73
FRIEDMAN	AARON	DIRECTOR REC PROGRAM / SP EVEN	65,880.69		5,521.18	71,401.87
GAGNE	ADRIENNE	LEADER/COUNSELOR (REC)	787.50			787.50
GALAID	MEREDITH	SPECIALIST (REC)	4,493.50			4,493.50
GALANTE	LOUIS	CERTIFIED SPORTS OFFICIAL	726.18			726.18
GARRITY	ELISE	LEADER/COUNSELOR (REC)	4,145.63			4,145.63
GENASKE	KATHLEEN	PLAYGROUP STAFF - MANAGER	5,681.64			5,681.64
GILES	BRUNO	CERTIFIED SPORTS OFFICIAL	993.72			993.72
GLICK	ADAM	SPECIALIST (REC)	175.70			175.70
GOLDBERG	DANIELLE	ASSISTANT LEADER (REC)	1,065.75			1,065.75
GOOSE	DANIEL	LEADER/COUNSELOR (REC)	3,282.00			3,282.00
GOOSE	RACHEL	LEADER/COUNSELOR (REC)	2,748.75			2,748.75
GORMAN	SHAUN	TIMER/SCORER	245.52			245.52
GREENSTEIN	ALIZA	LEADER/COUNSELOR (REC)	1,412.25			1,412.25
GRIESMER	LEE	TIMER/SCORER	301.32			301.32
GRIFFITH	JOHN	CERTIFIED SPORTS OFFICIAL	343.98			343.98
GRUNDBERG	KALLAN	TIMER/SCORER	5,195.43			5,195.43
HAMNETT	DONALD	SPECIALIST (REC)	1,793.50			1,793.50
HARDY	STEVEN	LEADER/COUNSELOR (REC)	427.50			427.50
HARWOOD	CATHERINE	PROGRAM SUPERVISOR (REC)	6,854.75			6,854.75
HEDRICK	STEVEN	CERTIFIED SPORTS OFFICIAL	191.10			191.10
HEUER	WILLIAM	CERTIFIED SPORTS OFFICIAL	668.85			668.85
HEYDE	MICHAEL	SPECIALIST (REC)	783.00			783.00
HILL	JAMIE	SPECIALIST (REC)	4,859.13			4,859.13
HLADICK	CAMERON	LEADER/COUNSELOR (REC)	935.00			935.00
HOLMAN	KATE	LEADER/COUNSELOR (REC)	2,415.00			2,415.00
HOURIHAN	THOMAS	PROGRAM SUPERVISOR (REC)	3,513.25			3,513.25
JENKINS	GEORGE	PROGRAM SUPERVISOR (REC)	4,320.25			4,320.25
JENNETT	ALLISON	HEAD LIFEGUARD	3,209.50			3,209.50
JUPPE	JUSTIN	TIMER/SCORER	468.72			468.72
KAMMER	BENJAMIN	LEADER/COUNSELOR (REC)	3,175.00			3,175.00
KEARNS	KRYSTAL	LEADER/COUNSELOR (REC)	3,661.88			3,661.88
KEEFE	KARLA	PROGRAM SUPERVISOR (REC)	16,277.00			16,277.00
KEEFE	DANIEL	ASSISTANT DIRECTOR PARKS/REC	77,967.67		2,716.76	80,684.43
KEEFE	BRENNA	HEAD LIFEGUARD	5,975.00			5,975.00
KEEFE	KYLAH	SPECIALIST (REC)	1,475.00			1,475.00
KELLEY	SUSAN	SPECIALIST (REC)	708.88			708.88
KENNEDY	VICTORIA	LEADER/COUNSELOR (REC)	543.50			543.50
KING	BRYAN	ADULT CONTRACTOR	432.50			432.50
KING	COLBY	LIFE GUARD	4,422.00			4,422.00
KINUGAWA	MIKI	LEADER/COUNSELOR (REC)	2,829.75			2,829.75
KOSKOVICH	PAMELA	SPECIALIST (REC)	702.00			702.00
KWOK	ADAM	LEADER/COUNSELOR (REC)	4,044.38			4,044.38
LARKIN	JOHN	PROGRAM SUPERVISOR (REC)	3,663.50			3,663.50
LASRI	TAMAR	SPECIALIST (REC)	3,555.50			3,555.50
LEAVEY	DANIEL	LEADER/COUNSELOR (REC)	3,163.50			3,163.50

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
LEE	ADAM	LEADER/COUNSELOR (REC)	3,323.25			3,323.25
LETIZIA	CHRISTOPHER	ASSISTANT DIRECTOR	3,399.05			3,399.05
LIU	STEVEN	SPECIALIST (REC)	4,433.00			4,433.00
LOMBARDO	LINDSAY	TIMER/SCORER	111.60			111.60
LONDON	JILL	PLAYGROUP STAFF - MANAGER	10,722.90			10,722.90
LONDON	EMILY	LEADER/COUNSELOR (REC)	1,142.50			1,142.50
LYDON	ANDREW	SPECIALIST (REC)	4,811.88			4,811.88
MACBLANE	KYLE	ATTENDANT (REC)	3,229.63			3,229.63
MACBLANE	ROBIN	CLERICAL ASSISTANT	15,107.00			15,107.00
MACOMBER	JACQUELINE	ASSISTANT DIRECTOR	7,973.50			7,973.50
MAGARIE	ALTORIA	PROGRAM SUPERVISOR (REC)	5,073.88			5,073.88
MAGARIE	KENNETH	SPECIALIST (REC)	2,921.75			2,921.75
MAGEE	LORRAINE	LEADER/COUNSELOR (REC)	2,625.00			2,625.00
MAPEL	ETHAN	ASSISTANT DIRECTOR	11,631.00			11,631.00
MAPEL	LISA	CLERICAL ASSISTANT	15,747.50			15,747.50
MARCHAND	GRIFFIN	LEADER/COUNSELOR (REC)	3,984.75			3,984.75
MARIANO	JULIA	LEADER/COUNSELOR (REC)	90.00			90.00
MARSTON	EMILY	LEADER/COUNSELOR (REC)	1,160.63			1,160.63
MCQUILLEN	JAMES	ATTENDANT (REC)	2,595.00			2,595.00
MILLER	LORA	SPECIALIST (REC)	826.50			826.50
MILLWARD	AMANDA	LEADER/COUNSELOR (REC)	3,155.25			3,155.25
MIZGERD	WILLIAM	ATTENDANT (REC)	2,478.00			2,478.00
MOLINA	NANCY	PROGRAM INSTRUCTOR	5,890.53			5,890.53
MORRISON	MIRIAM	PROGRAM SUPERVISOR (REC)	2,609.50			2,609.50
MOSER	RYAN	HEAD LIFEGUARD	4,088.00			4,088.00
MUCCIARONE	PRESTON	LABORER 1	5,505.00			5,505.00
MURPHY	JACK	LEADER/COUNSELOR (REC)	3,656.25			3,656.25
NASER	MATTHEW	PROGRAM SUPERVISOR (REC)	6,499.00			6,499.00
O'CONNELL	CHRIS	ASSISTANT DIRECTOR	7,061.50			7,061.50
OLSEN	ELEANOR	INSTRUCTOR II	3,577.00			3,577.00
O'REILLY	LINDA	SPECIALIST (REC)	198.27			198.27
O'REILLY	SUSAN	SPECIALIST (REC)	3,512.50			3,512.50
PARMENTER	MACKENZIE	INSTRUCTOR II	5,249.01			5,249.01
PATTERSON	BENJAMIN	SR. COUNSELOR (CERTIFIED-REC)	1,029.00			1,029.00
PATTERSON	NICOLAS	HEAD LIFEGUARD	448.00			448.00
PIERCE	JESSICA	LEADER/COUNSELOR (REC)	40.00			40.00
PINAULT	LINDA	ADMINISTRATIVE ASSISTANT	52,709.71	454.72	2,365.67	55,530.10
PINI	MEGHAN	LEADER/COUNSELOR (REC)	2,673.75			2,673.75
PLANCK	ISABEL	LEADER/COUNSELOR (REC)	500.00			500.00
PORTER	DENNIS	ADULT CONTRACTOR	417.48			417.48
PRICE	SARA	LEADER/COUNSELOR (REC)	1,291.50			1,291.50
PUTNAM	PETER	CERTIFIED SPORTS OFFICIAL	535.08			535.08
RAINONE	AMY	ASSISTANT DIRECTOR	5,337.25			5,337.25
RAITHEL	JANE	ASSISTANT DIRECTOR	2,156.63			2,156.63
RAJABI	ROXANNA	LEADER/COUNSELOR (REC)	2,949.25			2,949.25
RANIERI	MATTHEW	TIMER/SCORER	111.60			111.60
RANIERI	ALEXIS	TIMER/SCORER	66.96			66.96
RAYMOND	JILLIAN	SPECIALIST (REC)	3,776.50			3,776.50
ROBERTS	FRANCIS	SPECIALIST (REC)	2,782.50			2,782.50
RODIS	KEVIN	SPECIALIST (REC)	4,789.50			4,789.50
ROGERS	MATTHEW	ASSISTANT DIRECTOR	4,275.00			4,275.00
ROLLINS	ANDREW	PROGRAM SUPERVISOR (REC)	5,803.75			5,803.75
ROTBERG	SETH	CERTIFIED SPORTS OFFICIAL	363.09			363.09
ROVNER	MATTHEW	ADULT CONTRACTOR	773.93			773.93
SCAFIDI	MALLORY	PROGRAM SUPERVISOR (REC)	4,720.00			4,720.00
SCHNEIDER	MATTHEW	HEAD LIFEGUARD	1,992.00			1,992.00
SCHNEIDER	RYAN	LIFE GUARD	5,087.50			5,087.50
SCHNEIDER	DAVID	LEADER/COUNSELOR (REC)	3,015.00			3,015.00
SEARS	ERIC	LEADER/COUNSELOR (REC)	240.00			240.00
SEFTON	DONALD	CERTIFIED SPORTS OFFICIAL	764.40			764.40
SELLEW	GEORGE	SR. COUNSELOR (CERTIFIED-REC)	3,335.00			3,335.00
SEVERANCE	JONATHAN	ASSISTANT DIRECTOR	5,129.50			5,129.50
SLATTERY	RICHARD	CERTIFIED SPORTS OFFICIAL	1,165.71			1,165.71
SLAYTON	KATHARINE	SR. COUNSELOR (CERTIFIED-REC)	3,876.00			3,876.00
SLOTNICK	TATIANA	LEADER/COUNSELOR (REC)	1,280.00			1,280.00
SMERDON	CONNOR	ATTENDANT (REC)	2,630.00			2,630.00
SMITH FREEDMAN	ANDREW	HEAD LIFEGUARD	2,970.63			2,970.63
SMITH-FREEDMAN	CAMERON	LIFE GUARD	2,021.88			2,021.88
SPENCER	JESSICA	SPECIALIST (REC)	5,574.40			5,574.40
SPINAZOLA	RODNEY	ADULT CONTRACTOR	713.23			713.23
STEVENS	JULIA	SPECIALIST (REC)	5,627.00			5,627.00
STEVENS	JENNIFER	ADULT CONTRACTOR	161.00			161.00
STEVENS	BRIDGET	LEADER/COUNSELOR (REC)	682.50			682.50
SWANSON	JAKE	ATTENDANT (REC)	2,309.72			2,309.72
TAMAREN-LEDDY	BARRETT	SR. COUNSELOR (CERTIFIED-REC)	3,042.38			3,042.38
TAMAREN-LEDDY	COLIN	LEADER/COUNSELOR (REC)	2,771.50			2,771.50
TEICHMAN	EMILY	LEADER/COUNSELOR (REC)	3,272.50			3,272.50
TISHER	CLAUDIA	LEADER/COUNSELOR (REC)	3,368.75			3,368.75
TOMASSIAN	HEATHER	BEACH MANAGER	5,073.75			5,073.75
TRABUCCO	CARRIE	PROGRAM SUPERVISOR (REC)	3,389.25			3,389.25
TRABUCCO	KELSEY	LEADER/COUNSELOR (REC)	2,942.05			2,942.05
TRUDEAU	ASHLEY	SPECIALIST (REC)	1,069.50			1,069.50
ULUSKI	BRIAN	CERTIFIED SPORTS OFFICIAL	1,213.50			1,213.50
VANAUKEN	DANIEL	TIMER/SCORER	225.00			225.00
VERDELLI	GEMMA	SPECIALIST (REC)	7,159.50			7,159.50
VIANA	JULIA	LEADER/COUNSELOR (REC)	3,071.25			3,071.25
VITO	AMANDA	LEADER/COUNSELOR (REC)	3,569.50			3,569.50
VROTSOS	DYLAN	LEADER/COUNSELOR (REC)	3,522.75			3,522.75
VROTSOS	LUKE	LEADER/COUNSELOR (REC)	2,347.75			2,347.75
WALKER	BRAD	ASSISTANT DIRECTOR	4,908.75			4,908.75
WALKER	DINNEEN	PROGRAM SUPERVISOR (REC)	2,074.00			2,074.00
WALZ	OLIVIA	SPECIALIST (REC)	2,592.00			2,592.00
WHITE	JAMES	PROGRAM SUPERVISOR (REC)	3,792.23			3,792.23
WHITE	AMANDA	SPECIALIST (REC)	244.06			244.06
WHITNEY	JOHN	TIMER/SCORER	1,200.80			1,200.80
WHYTE	DUSTIN	HEAD LIFEGUARD	5,621.00			5,621.00
WHYTE	DILLAN	LIFE GUARD	2,808.00			2,808.00
WILLIAMS	PATRICIA	PROGRAM SUPERVISOR (REC)	5,666.75			5,666.75
WOODWARD	JONATHAN	PROGRAM SUPERVISOR	3,510.73			3,510.73
WRIGHT	CINDY	PROGRAM SUPERVISOR (REC)	15,564.15			15,564.15
ZERNICKE	ELIZABETH	SPECIALIST (REC)	5,735.25			5,735.25
			985,639.95	**454.72**	**16,527.62**	**1,002,622.29**

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
VETERANS SERVICES						
CAREW	PAUL	VETERANS SERVICES OFFICER	68,434.18		541.45	68,975.63
YOUNG	SHEILA	EXECUTIVE ASSISTANT 1116 CLKS	52,624.56		2,035.81	54,660.37
			121,058.74		**2,577.26**	**123,636.00**
COMMUNITY FARM						
SIMKINS	LYNDA	DIRECTOR COMMUNITY FARM	75,067.86		593.86	75,661.72
TOWNSEND	CASEY	ASSIST DIRECTOR FARM	52,651.13		624.34	53,275.47
UMBRELL	PATRICIA	FARM OFFICE ADMINISTRATOR	45,294.88		537.07	45,831.95
			173,013.87		**1,755.27**	**174,769.14**
INFORMATIONAL TECHNOLOGY						
LEFRANCOIS	ROBERT	DIR INFORMATION TECHNOLOGY	106,117.68		3,135.23	109,252.91
LENTINI	KATHLEEN	COMMUNICATIONS/ INFO OFFICER	66,402.00		525.30	66,927.30
VALENTIN	JOEL	I/S NETWORK ADMINISTRATOR	79,965.20		632.58	80,597.78
WHELAN	GERALD	I/S DATA BASE ADMIN	80,110.64		570.21	80,680.85
			332,595.52		**4,863.32**	**337,458.84**
DEPARTMENT OF PUBLIC WORKS						
Administration						
MARSETTE	JEREMY	DIRECTOR DEPT. PUBLIC WORKS	124,615.36		3,527.00	128,142.36
ARENA BLAIR	CHERYL	EXECUTIVE ASSISTANT 1116 CLKS	52,624.56	24,529.20	3,804.67	80,958.43
COTE	MELISSA	DEPARTMENT ASSISTANT	30,514.44	276.62	451.91	31,242.97
HEYDE	MICHELE	DPW DATA ANALYST	15,083.63		1,557.69	16,641.32
PROVENCAL-JONES	MICHELLE	DPW DATA ANALYST	2,884.62			2,884.62
WEBSTER	BETH	DEPARTMENT ASSISTANT			21.87	21.87
Engineering						
COVIELLO	MARK	TOWN ENGINEER	102,656.84		20,800.00	123,456.84
ALCOCK	BRIAN	CADD/GIS TECHNICIAN	65,244.58		6,000.00	71,244.58
BOBROV	SERGEY	INTERN COOP WORKER	21,019.00			21,019.00
DEROSA	WILLIAM	PART TIME CONSTRUCION INSPECTO	16,637.50			16,637.50
DIGIACOMO	JOHN	ASSISTANT TOWN ENGINEER	92,946.36		11,500.00	104,446.36
HANSEN	JEFFREY	RECORDS AND PERMITS ENGINEER	80,212.71		8,500.00	88,712.71
LARSEN	MATTHEW	INTERN COOP WORKER	10,802.00			10,802.00
Equipment Maintenance						
FISHER JR	KENNETH	INTERIM SUPV. EQUIP. MAINT.	62,539.62	16,879.20	7,124.74	86,543.56
CAKRIDAS	PETER	DIVISION SUPERVISOR	14,666.28			14,666.28
COLLINS	THOMAS	DIVISION SUPERVISOR	53,335.99		66,446.62	119,782.61
DAUKSZ	MATTHEW	LEAD MECHANIC	50,844.78	10,399.62	2,246.55	63,490.95
GUSMINI	CHRISTOPHER	MECHANIC WELDER	14,983.14	4,275.65	556.71	19,815.50
HAYNES II	WESLEY	WORKING FOREMAN	51,486.10	3,539.85	2,770.78	57,796.73
MURPHY	BENJAMIN	MECHANIC WELDER	49,624.87	7,681.84	2,232.50	59,539.21
RICE	JUSTIN	MECHANIC WELDER	35,744.43	4,729.20	1,189.85	41,663.48
ROCKWOOD	KEVIN	MECHANIC WELDER	42,365.96	8,206.92	1,881.64	52,454.52
RUDY	RYAN	MECHANIC WELDER	54,186.26	9,365.16	2,336.20	65,887.62
WILHELM	MITCHELL	MECHANIC WELDER			469.65	469.65
WILLS	JEFFREY	MECHANIC WELDER	12,714.01	2,960.10	442.03	16,116.14
Highway & Sanitation						
HLADICK	THOMAS	HIGHWAY DIVISION SUPERVISOR	101,563.81		7,791.99	109,355.80
BLANCHARD	HARRISON	LABORER1	5,086.25	34.13		5,120.38
CAISSIE	BRIAN	WORKING FOREMAN	55,907.31	20,083.22	3,277.77	79,268.30
CAISSIE	MICHAEL	SANITATION DRIVER	52,560.99	9,456.36	2,401.03	64,418.38
CARRIGG	THOMAS	SKILLED LABORER	51,572.68	16,214.28	3,462.07	71,249.03
CLOUGHER	GERALD	WORKING FOREMAN	55,907.31	21,921.06	4,695.64	82,524.01
CORNELIUS	MATTHEW	TRASH COLLECTOR	51,572.68	6,310.41	3,105.98	60,989.07
CURTIS	STEVEN	HEAVY EQUIPMENT OPERATOR	27,905.80	14,066.81	6,842.94	48,815.55
DANGELO	KEITH	SKILLED LABORER	43,896.37	5,560.84	2,564.14	52,021.35
FRANCIOSE	JOSEPH	SANITATION DRIVER	53,055.15	11,299.98	2,898.10	67,253.23
HARMON	KYLE	SKILLED LABORER	21,985.56	3,620.93	429.85	26,036.34
HOLMGREN	PAUL	SKILLED LABORER	44,591.25	14,982.13	2,436.05	62,009.43
HOPKINS	THOMAS	GENERAL FOREMAN	61,933.31	29,790.62	6,098.10	97,822.03
HOYT	MATTHEW	HEAVY EQUIPMENT OPERATOR	52,811.29	19,981.88	3,719.01	76,512.18
IVESON	JEFFREY	SANITATION DRIVER	53,055.15	8,673.45	2,832.35	64,560.95
LUTTRELL	MICHAEL	HEAVY EQUIPMENT OPERATOR	32,157.13	11,490.86	2,777.55	46,425.54
MCCALL	JUSTIN	LABORER1	1,446.25			1,446.25
OLSON	PATRICK	SKILLED LABORER	39,341.78	3,798.23	2,043.18	45,183.19
PALMER	JAYSON	SANITATION DRIVER	53,055.15	5,423.15	3,182.87	61,661.17
PONS	MICHAEL	HEAVY EQUIPMENT OPERATOR	52,811.29	30,660.85	4,710.92	88,183.06
PYNE	DANIEL	SKILLED LABORER	51,572.68	13,031.40	3,091.12	67,695.20
QUILTY	JOHN	GENERAL FOREMAN	61,485.34	18,422.09	5,704.60	85,612.03
QUILTY	THOMAS	SKILLED LABORER	51,691.41	19,596.47	4,416.42	75,704.30
SANTASKY	DEREK	HEAVY EQUIPMENT OPERATOR	39,078.87	11,425.64	2,120.51	52,625.02
SHAPINKO	YEVGENIY	SKILLED LABORER	38,591.39	7,528.25	1,931.30	48,050.94
SLAMIN	PETER	SANITATION DRIVER	53,055.15	8,918.27	3,186.74	65,160.16
SPURLING	ANDREW	SKILLED LABORER	38,843.43	8,545.37	2,049.00	49,437.80
THOMPSON	MARK	SANITATION DRIVER	42,941.54	15,040.90	2,341.34	60,323.78
VIDINHA	SHAUN	SKILLED LABORER	39,341.78	3,574.73	2,086.71	45,003.22
WALKER	GARY	WORKING FOREMAN	50,119.54	13,939.74	3,588.34	67,647.62
Water and Sewer						
PERODEAU	RICHARD	CHIEF PLANT OPERATOR	92,946.36		6,300.00	99,246.36
ARMISTEAD	CHASON	SKILLED LABORER	16,987.61	3,476.31	695.96	21,159.88
AMES	RICHARD	GIS/TECHNOLOGY COORDINATOR	95,005.57		12,000.00	107,005.57
BROWN	ROBERT	NIGHT OPERATOR TRMNT PLANT	56,779.32	344.06	2,883.92	60,007.30
BURKE	EDWARD	ASSISTANT SUPERVISOR	85,512.06		7,800.00	93,312.06
BURKE	KENNETH	STATION OPER LAB TECH	47,050.26	10,025.04	4,976.76	62,052.06
CIAPCIAK	CASEY	REGULATORY COMPLIANCE COORD	22,211.49			22,211.49
COMEAU	ANTHONY	WATER/SEWER DIVISION SUPERVSR	101,563.81		8,800.00	110,363.81
CORLESS	JAMES	CRAFTSMAN	38,282.67	7,143.69	2,663.28	48,089.64
COSME	RANDY	SKILLED LABORER	38,103.05	7,220.99	2,335.44	47,659.48
CRISAFULLI	SAMUEL	CRAFTSMAN	52,811.29	3,798.71	3,672.49	60,282.49
D'INNOCENZO	DANIEL	HEAVY EQUIPMENT OPERATOR	45,707.06	11,530.96	3,956.28	61,194.30
DOLLAWAY	JEFFREY	SKILLED LABORER	53,003.56	11,181.00	4,124.76	68,309.32
DREW	ALEX	WORKING FOREMAN	55,907.31	15,073.71	5,321.52	76,302.54
EFSTATHIOU	THEODORE	SKILLED LABORER	37,061.09	9,302.75	1,677.52	48,041.36
GRIFFITHS	BEN	INTERN COOP WORKER	13,552.00			13,552.00
HALFREY	ALAN	WORKING FOREMAN	38,819.61	4,926.95	14,040.40	57,786.96
HEFFLER	STEVEN	WORKING FOREMAN W/LICENSE	70,421.83	13,407.90	6,630.18	90,459.91
HENDRY	JAMIE	PUMPING STATION OPERATOR	48,682.24	12,507.03	6,340.66	67,529.93

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
IODICE	THOMAS	SKILLED LABORER	15,816.13	2,615.65	773.60	19,205.38
JONES	JUDITH	ADMINISTRATIVE ASSISTANT	49,378.37	2,262.27	2,118.53	53,759.17
LIENHARD	THOMAS	STATION OPERATOR W/LICENSE	63,896.30	18,722.76	6,994.43	89,613.49
MAGAZZU	PETER	HEAVY EQUIPMENT OPERATOR	52,811.29	6,427.51	5,618.74	64,857.54
MCGEEVER	MICHAEL	WORKING FOREMAN	53,414.42	12,489.59	4,128.73	70,032.74
MILLER	AARON	STATION OPER LAB TECH	53,635.42	17,117.80	6,058.21	76,811.43
RUDD	SHAWN	SKILLED LABORER	51,572.68	15,812.52	7,608.73	74,993.93
SMITH	MICHAEL	SKILLED LABORER			316.92	316.92
SMITH	MATTHEW	SKILLED LABORER	36,986.20	6,600.77	1,552.22	45,139.19
SPURLING	SCOTT	GENERAL FOREMAN	61,933.31	17,743.19	6,835.87	86,512.37
STOLLER	MAX	INTERN COOP WORKER	12,452.00			12,452.00
SULLIVAN	WAYNE	CRAFTSMAN	52,811.29	11,108.16	6,562.16	70,481.61
Land Facilities and Natural Resources						
GOODHIND	ARTHUR	DIVISION SUPERVISOR	98,284.69		7,800.00	106,084.69
ALLEN	RICHARD	GENERAL FOREMAN	52,242.75	3,873.71	15,865.96	71,982.42
BACCARI	SCOTT	GENERAL FOREMAN	56,850.19	38,032.35	11,444.06	106,326.60
COTOIA	NICHOLAS	LABORER1	3,575.00			3,575.00
COTTER	WILLIAM	SKILLED LABORER	51,572.68	19,140.48	7,578.00	78,291.16
CREEDEN	JOSEPH	TREE WORKER	34,699.44	15,492.31	6,555.17	56,746.92
HALPERN	NANCY	COMMUNITY GARDEN COORDINATOR	1,390.26			1,390.26
LEMONT	JOHN	WORKING FOREMAN	52,873.04	6,150.51	3,265.21	62,288.76
MAGEE	JANE	COMMUNITY GARDEN COORDINATOR	5,511.74			5,511.74
MAMAKOS	NICHOLAS	LABORER 1	18,164.00	300.00		18,464.00
MCCAW	COLLEEN	COMMUNITY GARDEN COORDINATOR	2,097.00			2,097.00
PERRY	TIMOTHY	SKILLED LABORER	10,883.81		1,799.80	12,683.61
SPINAZOLA	RODNEY	SKILLED LABORER	51,572.68	16,613.11	8,530.61	76,716.40
WHALEN	CURRY	SKILLED LABORER	16,828.62	4,520.55	3,122.88	24,472.05
	TOTAL ALL DPW AND WATER/SEWER		**771,197.75**	**448,395.03**	**5,627,924.96**	**0.00**
FIRE DEPARTMENT						
WHITE	RICHARD	FIRE CHIEF	158,104.78		2,981.41	161,086.19
ADAMS	RICHARD	FIREFIGHTER	59,317.18	9,441.75	10,602.05	79,360.98
ALBERGHINI	WILLIAM	FIREFIGHTER	59,317.18	16,282.21	17,997.05	93,596.44
ARENA	JAMES	FIRE LIEUTENANT 4YRS SVS	35,891.59	1,365.44	21,218.71	58,475.74
ARENA	STEPHEN	FIREFIGHTER	59,317.18	4,974.11	10,819.55	75,110.84
ARSENAULT	DIANNE	EXECUTIVE ASSISTANT FIRE	53,402.56		422.38	53,824.94
AUSTIN	JOHN	FIRE CAPTAIN	74,383.66	9,459.52	15,410.72	99,253.90
BIAGI	RONALD	FIREFIGHTER	59,317.18	12,775.53	16,595.89	88,688.60
BLACK	JAMES	FIREFIGHTER	59,317.18	10,434.17	10,070.11	79,821.46
BOUVIER	DOUGLAS	FIREFIGHTER/PARAMEDIC	55,001.46	8,140.43	16,849.78	79,991.67
BROGAN	KELLY	FIREFIGHTER/PARAMEDIC	54,868.39	32.08	16,153.27	71,053.74
CARNEY	PETER	FIRE DEPUTY CHIEF	86,449.74	15,540.69	25,413.64	127,404.07
CARUSO	ANTHONY	FIREFIGHTER/PARAMEDIC	37,871.74	5,036.57	30,224.45	73,132.76
CHAMBERLAIN	IAN	FIREFIGHTER	59,317.18	8,604.18	12,063.61	79,984.97
CHRISTIE	MATTHEW	FIREFIGHTER/PARAMEDIC	14,641.16	18.33	3,860.05	18,519.54
COHEN	JEFFREY	FIREFIGHTER/PARAMEDIC	39,514.58	2,378.53	8,860.76	50,753.87
COLLINS	CHRISTOPHER	FIREFIGHTER	49,735.17	12,644.14	29,925.18	92,304.49
CONDLIN	M PAMELA	ADMINISTRATIVE ASSISTANT	49,378.37		1,604.29	50,982.66
CONLON	MICHAEL	FIRE LIEUTENANT 4YRS SVS	67,621.84	8,153.64	13,200.09	88,975.57
CONNELLY	EDWARD	FIRE DEPUTY CHIEF	86,449.74	17,228.04	27,209.57	130,887.35
CONNELLY	MARK	FIRE CAPTAIN	74,383.66	20,151.32	19,794.83	114,329.81
CORBETT	ASHLEY	FIREFIGHTER/PARAMEDIC	54,032.95	2,001.46	14,190.79	70,225.20
CORLISS	BRETT	FIREFIGHTER	59,317.18	6,424.80	11,525.55	77,267.53
CREEDEN	ERIC	FIREFIGHTER/PARAMEDIC	49,320.04	5,920.65	12,790.20	68,030.89
CRISAFULLI	SAMUEL	FIRE LIEUTENANT 4YRS SVS	67,621.84	14,679.26	21,331.72	103,632.82
CURLEY	JOHN	FIREFIGHTER	59,317.18	6,755.19	12,790.88	78,863.25
DANGELO	KEVIN	FIRE LIEUTENANT 4YRS SVS	67,621.84	7,801.72	31,757.35	107,180.91
DICICCO	DAVID	FIREFIGHTER	59,317.18	3,615.32	10,611.31	73,543.81
D'INNOCENZO	MATTHEW	FIREFIGHTER/PARAMEDIC	59,317.18	8,031.39	29,095.59	96,444.16
DODGE	KENNETH	FIREFIGHTER/PARAMEDIC	54,032.95	9,709.72	16,596.29	80,338.96
DONOVAN	JOSHUA	FIREFIGHTER/PARAMEDIC	59,317.18	3,474.56	15,568.71	78,360.45
DOW	DANIEL	FIRE DEPUTY CHIEF	86,449.74	26,779.98	29,360.51	142,590.23
DOWNING	RONALD	FIRE CAPTAIN	70,897.55	11,195.74	40,528.28	122,621.57
DUPRE	DEREK	FIREFIGHTER/PARAMEDIC	55,242.40	9,164.75	17,006.34	81,413.49
FARQUHARSON	DOUGLAS	FIREFIGHTER	59,317.18	4,423.21	18,916.53	82,656.92
FERRARI	ADAM	FIREFIGHTER/PARAMEDIC	59,317.18	8,949.70	19,399.44	87,666.32
FORANCE	THOMAS	FIRE LIEUTENANT 4YRS SVS	67,621.84	16,854.43	23,093.98	107,570.25
FORREST	BARRY	FIREFIGHTER	40,381.31	15,167.84	37,942.95	93,492.10
FRANCIOSE	ROCCO	FIRE CAPTAIN	74,383.66	429.14	22,750.94	97,563.74
GENTILE	ALAN	FIREFIGHTER/PARAMEDIC	57,138.40	6,210.55	13,995.29	77,344.24
GEORGES	JOHN	FIREFIGHTER/PARAMEDIC	41,622.46	2,276.77	18,668.80	62,568.03
HAIGIS	MICHAEL	FIREFIGHTER	59,317.18	4,370.55	16,151.59	79,839.32
HARTWELL	DANIEL	FIREFIGHTER	59,317.18	413.05	15,706.03	75,436.26
HEADLEY	GRANTLEY	FIREFIGHTER	59,317.18	5,576.42	10,370.11	75,263.71
HERRING	JOHN	FIREFIGHTER	59,317.18	17,292.27	24,762.64	101,372.09
HIGGINS	MATTHEW	FIREFIGHTER/PARAMEDIC	39,877.64	1,097.30	18,450.12	59,425.06
HLADICK	MARTIN	FIREFIGHTER	59,317.18	16,008.69	16,874.13	92,200.00
HLADICK	ANDREW	FIRE LIEUTENANT 4YRS SVS	67,621.84	14,545.85	12,750.45	94,918.14
KELLEY	TIMOTHY	FIREFIGHTER	52,472.89	4,074.95	17,340.91	73,888.75
LAMME	DANIEL	FIREFIGHTER/PARAMEDIC	59,317.18	4,985.80	18,644.41	82,947.39
LATAWIEC	WOJCIECH	FIREFIGHTER/PARAMEDIC	59,317.18	10,888.19	16,212.27	86,417.64
LEE	GLYNNIS	FIREFIGHTER/PARAMEDIC	59,317.18	79.67	18,509.02	77,905.87
LENTINI	MICHAEL	FIRE DEPUTY CHIEF	86,449.74	19,213.06	24,327.07	129,989.87
LEVEY	KENNETH	FIRE CAPTAIN	74,383.66	7,295.32	20,661.83	102,340.81
LINTON	BRIAN	FIRE LIEUTENANT 4YRS SVS	63,107.16	7,652.77	12,947.15	83,707.08
LIPOMA	VICTOR	FIRE DEPUTY CHIEF	86,449.74	15,862.96	27,817.21	130,129.91
MABARDY	NICHOLAS	FIREFIGHTER	59,317.18	15,746.56	23,379.23	98,442.97
MAGLIOZZI	ROBERT	FIREFIGHTER/PARAMEDIC	59,317.18	6,773.58	18,294.74	84,385.50
MAHONEY	WALTER	FIRE LIEUTENANT 4YRS SVS	25,228.15	2,194.46	21,737.46	49,160.07
MARASHIO	JOSEPH	FIREFIGHTER/PARAMEDIC	55,242.40	5,455.22	14,310.84	75,008.46
MATHEWS	DANIEL	FIRE CAPTAIN	74,383.66	8,972.31	18,842.10	102,198.07
MELCHIORRI	ROCKY	FIREFIGHTER	59,317.18	6,186.97	10,820.11	76,324.26
MELLOR	JUSTIN	FIREFIGHTER/PARAMEDIC	57,600.42	1,641.95	14,259.86	73,502.23
MITCHELL	ROY	FIRE CAPTAIN	20,598.55	3,218.52	26,348.39	50,165.46
MITCHELL	KENNETH	SUPT OF COMMUNICATIONS	26,390.40	2,627.16	1,169.12	30,186.68
MIX	CHRISTOPHER	FIREFIGHTER/PARAMEDIC	59,317.18	1,232.10	17,042.52	77,591.80
MORTARELLI	JOSEPH	FIRE LIEUTENANT 4YRS SVS	67,621.84	9,100.20	12,555.59	89,277.63
MULLEN II	MATTHEW	FIREFIGHTER/PARAMEDIC	59,317.18	5,118.54	14,934.31	79,370.03
NORRIS	KERI	FIRE LIEUTENANT 4YRS SVS	59,559.24	2,395.98	35,480.37	97,435.59

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
PERRYMAN	MICHAEL	FIREFIGHTER	59,317.18	14,734.66	12,580.11	86,631.95
QUIGLEY-BOYLAN	TANYA	FIREFIGHTER/PARAMEDIC	59,317.18		20,234.97	79,552.15
QUILTY	MICHAEL	FIREFIGHTER	59,317.18	10,450.40	20,452.87	90,220.45
REYNOLDS	THOMAS	FIREFIGHTER	59,317.18	12,406.84	17,618.83	89,342.85
ROTHMAN	EUGENE	FIRE CAPTAIN	74,383.66	21,581.23	29,905.05	125,869.94
SALVUCCI	MICHAEL	FIREFIGHTER/PARAMEDIC	55,321.40	10,142.87	21,165.81	86,630.08
SANSOSSIO	CIRO	FIRE LIEUTENANT 4YRS SVS	65,231.47	12,190.70	26,952.70	104,374.87
SHEARLEY	RICHARD	FIRE LIEUTENANT 4YRS SVS	44,214.28	21,882.53	42,821.63	108,918.44
SMITH	JAMES	FIRE LIEUTENANT 4YRS SVS	67,621.84	11,529.70	14,971.15	94,122.69
SMITH	SCOTT	FIREFIGHTER	59,317.18	9,775.13	17,818.74	86,911.05
SPENCER	THOMAS	FIREFIGHTER	59,317.18	7,300.78	16,619.59	83,237.55
STEVENSON	ROBERT	FIREFIGHTER/PARAMEDIC	55,321.40	13,101.51	13,167.12	81,590.03
STICKA	WILLIAM	FIREFIGHTER	59,317.18	10,099.24	13,857.61	83,274.03
TOPHAM	THOMAS	FIRE LIEUTENANT 4YRS SVS	67,621.84	10,822.78	20,622.97	99,067.59
WARD	EDWARD	FIRE LIEUTENANT 4YRS SVS	67,621.84	14,491.22	13,305.69	95,418.75
WARREN	PATRICK	FIREFIGHTER/PARAMEDIC	57,138.40	10,284.25	16,221.99	83,644.64
WEDGEWORTH	JOHNNY	FIREFIGHTER	59,317.18		10,670.11	69,987.29
WEITSEN II	RICHARD	FIRE LIEUTENANT 4YRS SVS	65,231.47	5,691.58	18,526.46	89,449.51
WILLIAMSON	ERIC	FIRE LIEUTENANT 4YRS SVS	65,835.38	12,336.83	25,188.16	103,360.37
WOZNY	CHRIS	FIREFIGHTER/PARAMEDIC	59,317.18	8,161.11	23,223.76	90,702.05
			5,342,697.03	**749,530.62**	**1,625,823.74**	**7,718,051.39**
POLICE DEPARTMENT						
HICKS	JAMES	POLICE CHIEF	181,759.26		4,927.57	186,686.83
AHERN	SEAN	DISPATCHER PART TIME	20,925.36			20,925.36
ALLEY	EDWARD	METER ENFORCEMENT OPERATOR	9,664.51			9,664.51
ALVARADO	NICHOLAS	CIVILIAN DISPATCHER	4,482.62			4,482.62
ARENA	EDWARD	POLICE DETECTIVE	61,984.00	2,170.73	25,153.32	89,308.05
ARSENAULT	LINDSEY	METER ENFORCEMENT OPERATOR	659.86			659.86
BAUR	SUSAN	CIVILIAN DISPATCHER	54,256.84	2,999.76	5,019.02	62,275.62
BAZIGIAN	ERIC	POLICE PATROLMAN	61,984.00	7,062.15	37,039.68	106,085.83
BLACK	RYAN	DISPATCHER PART TIME	10,508.76			10,508.76
BLANCHARD	ELIZABETH	POLICE PATROLMAN	61,864.80	6,124.46	33,854.56	101,843.82
BOSSELMAN	BRIAN	POLICE PATROLMAN	65,703.04	13,200.58	22,673.92	101,577.54
BOUDREAU	KYLE	POLICE PATROLMAN	58,621.18	3,530.73	27,545.15	89,697.06
BROGAN	DANIEL	POLICE PATROLMAN	65,703.04	21,175.26	24,461.71	111,340.01
BUTLER	THOMAS	POLICE PATROLMAN	67,962.96	1,273.06	18,676.78	87,912.80
CARNEY	MARY	ADMINISTRATIVE ASSISTANT	49,389.24	322.28	1,616.43	51,327.95
CARTER	AARON	POLICE PATROLMAN	11,618.80			11,618.80
CAVICCHI	DAVID	METER ENFORCEMENT OPERATOR	7,388.85			7,388.85
CIOCCA	DANIEL	POLICE PATROLMAN	56,563.08	12,180.71	34,635.18	103,378.97
COLBY	AUBREY	CIVILIAN DISPATCHER	50,062.86	12,029.36	4,153.38	66,245.60
CONAWAY	BRETT	POLICE SERGEANT	95,299.10	11,333.85	26,039.25	132,672.20
CRISAFULLI	WILLIAM	POLICE PATROLMAN	11,618.80			11,618.80
DELEHANTY	KEVIN	POLICE PATROLMAN	65,703.04	27,560.55	24,782.70	118,046.29
DICLEMENTE	CHARLOTTE	DISPATCHER PART TIME	8,231.85		167.27	8,399.12
DIMODICA	CHRISTOPHER	POLICE PATROLMAN	67,962.96	3,984.85	11,152.78	83,100.59
DOHERTY	JOHN	POLICE SERGEANT	76,239.28	4,091.86	12,980.40	93,311.54
DONOVAN	RICHARD	DISPATCHER PART TIME	635.56			635.56
DUNLOP	ROBERT	SPECIAL POLICE OFFICERS		256.44	45,361.84	45,618.28
FITZGERALD	KENNETH	POLICE PATROLMAN		536.40		536.40
FITZPATRICK	LEO	POLICE LIEUTENANT	103,121.73	6,536.07	13,363.14	123,020.94
FORDE	VINCENT	POLICE SERGEANT	86,308.56	6,797.42	26,125.60	119,231.58
GOODWIN	CHARLES	CIVILIAN DISPATCHER	49,796.18	30,204.73	4,073.61	84,074.52
GRADY	PATRICK	POLICE PATROLMAN	40,844.36	4,924.89	30,946.26	76,715.51
GRAHAM	ALLAN	POLICE SERGEANT	89,904.88	8,065.50	24,775.56	122,745.94
GRASSEY	BRIAN	POLICE LIEUTENANT	107,418.48	22,483.17	27,783.11	157,684.76
GUNTER	TROY	CIVILIAN DISPATCHER	47,803.85	13,555.71	4,002.71	65,362.27
GUZMAN	MICHELLE	DISPATCHER PART TIME	4,813.04			4,813.04
HALL	RYAN	POLICE PATROLMAN	61,984.00		20,311.68	82,295.68
HALLORAN	RICHARD	POLICE SERGEANT	85,075.94	19,614.56	29,017.69	133,708.19
HANSS	BRANDON	POLICE PATROLMAN	45,381.60	2,081.01	12,883.40	60,346.01
HASWELL	JOHN	POLICE PATROLMAN	61,984.00	2,720.94	43,559.00	108,263.94
HEFFLER	ELIZABETH	POLICE PATROLMAN	61,984.00		23,777.99	85,761.99
HOFFMAN	ROBERT	POLICE SERGEANT	98,158.33	22,174.45	53,789.66	174,122.44
HOWARD	CHAD	POLICE SERGEANT	90,336.38	24,537.54	31,526.74	146,400.66
INGHAM	BRIAN	POLICE SERGEANT	86,308.56	17,477.51	31,242.41	135,028.48
JENNINGS	LEONARD	SPECIAL POLICE OFFICERS			27,708.00	27,708.00
KANE	DEREK	POLICE PATROLMAN	11,234.40			11,234.40
KELLEY	KEVEN	POLICE PATROLMAN	64,116.00	2,708.67	7,952.12	74,776.79
KEOHANE	JAMES	POLICE PATROLMAN	65,703.04	772.87	45,882.93	112,358.84
KILLEEN	RYAN	POLICE PATROLMAN	61,713.20	12,365.15	32,061.35	106,139.70
LACERRA	SCOTT	POLICE PATROLMAN	61,984.00	15,190.29	17,836.96	95,011.25
LAFORCE	DILLON	DISPATCHER PART TIME	4,605.90			4,605.90
LANOUE	GREGORY	POLICE PATROLMAN	65,703.04	10,967.00	31,645.06	108,315.10
LAUZON	BRIAN	POLICE LIEUTENANT	107,418.48	43,278.32	46,015.19	196,711.99
LEAVITT	DANIEL	DISPATCHER PART TIME	1,674.48			1,674.48
LINTON	JAMES	METER ENFORCEMENT OPERATOR	8,379.24			8,379.24
LOFTUS	ERIN	CIVILIAN DISPATCHER	31,093.70	3,480.92	1,347.39	35,922.01
LUCENTA	ALLISON	POLICE PATROLMAN	181.20			181.20
MABARDY	MICHAEL	POLICE PATROLMAN	65,703.04	32,741.13	25,676.90	124,121.07
MAROULIS	SCOTT	DISPATCHER PART TIME	12,772.28			12,772.28
MCGILL	RONALD	METER ENFORCEMENT OPERATOR	1,122.00			1,122.00
MCMEEKIN	JAMES	CIVILIAN DISPATCHER	42,780.53	6,614.40	4,431.26	53,826.19
MELNIK	SERGEY	POLICE PATROLMAN	61,713.20	11,497.07	38,390.26	111,600.53
MONTI	DAVID	DISPATCHER PART TIME	2,484.44	290.95	418.18	3,193.57
MORAN	TRAVIS	POLICE PATROLMAN	55,537.64	290.71	35,978.73	91,807.08
MORRILL	DIANE	SPECIAL POLICE OFFICERS			6,564.00	6,564.00
MORRISON	ELIZABETH	CIVILIAN DISPATCHER	31,363.68	5,251.91	1,128.27	37,743.86
MUNGER	SEAN	POLICE PATROLMAN	8,591.94	578.24	3,449.64	12,619.82
MURPHY	ROBERT	POLICE PATROLMAN	61,984.00	2,734.07	49,023.04	113,741.11
NGUYEN	TOAN	POLICE PATROLMAN	64,116.00		3,491.86	67,607.86
ORDWAY	JAMES	POLICE DETECTIVE	65,703.04	2,740.88	16,656.26	85,100.18
O'SHAUGHNESSY	JAMES	POLICE PATROLMAN	63,376.20	19,421.20	8,302.30	91,099.70
PAYNE	RYAN	POLICE PATROLMAN	61,984.00	1,788.24	13,240.98	77,013.22
PAYTON	KENNETH	POLICE PATROLMAN	58,494.62	12,233.04	28,668.65	99,396.31
PEDRO	EDWARD	CIVILIAN DISPATCHER	17,756.09	3,647.05	2,252.72	23,655.86
PUNCH	DYLAN	POLICE PATROLMAN	54,498.27	16,986.78	6,774.53	78,259.58
QUILTY	JAMES	POLICE SERGEANT	82,227.80	11,859.20	19,209.83	113,296.83
RADOCK	EDWARD	CLERICAL ASSISTANT	9,026.43			9,026.43
RICHARDSON	RONALD	POLICE PATROLMAN	54,005.40	1,176.27	30,670.44	85,852.11

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
RODRIGUEZ	CHRISTIAN	POLICE PATROLMAN	61,984.00	20,963.37	34,305.64	117,253.01
ROSE	JOYCE	DEPARTMENT ASSISTANT P/TIME	37,684.76		621.86	38,306.62
ROSSI CAFARELLI	CARA	POLICE LIEUTENANT	107,418.48	6,575.99	16,211.37	130,205.84
ROURKE	TRACY	CIVILIAN DISPATCHER	49,083.65		5,148.86	54,232.51
SALIS	S CHRISTOPHER	POLICE PATROLMAN	65,616.17	28,959.82	56,091.13	150,667.12
SCOTT	DONNA	CIVILIAN DISPATCHER	51,348.33		6,345.62	57,693.95
SHOWSTEAD	CHRISTOPHER	POLICE PATROLMAN	67,962.96	8,626.76	21,410.18	97,999.90
SPINAZOLA	ROBYN	DISPATCHER PART TIME	11,971.06			11,971.06
ST.HILAIRE	MARK	POLICE SERGEANT	92,602.13	2,735.33	26,512.06	121,849.52
STERLING	MARK	CIVILIAN DISPATCHER	54,256.84	1,320.37	6,138.25	61,715.46
STOLLER	JENNIFER	DISPATCHER PART TIME	9,685.22			9,685.22
SUTHERLAND	JASON	POLICE PATROLMAN	61,984.00	49,041.52	14,084.92	125,110.44
TAYLOR	SEAN	POLICE PATROLMAN	60,713.62	5,392.21	41,381.03	107,486.86
THOMPSON	PAUL	SPECIAL POLICE OFFICERS			24,000.00	24,000.00
TOSI	KEITH	ANIMAL CONTROL OFFICER	48,637.50	2,679.13	5,320.44	56,637.07
VAN KLEECK	CONNOR	METER ENFORCEMENT OPERATOR	3,375.18			3,375.18
VANTASSEL	GORDON	METER ENFORCEMENT OPERATOR	10,698.94	5,362.42	27,256.81	43,318.17
VIEIRA	RICHARD	POLICE SERGEANT	94,231.81	7,980.31	61,620.47	163,832.59
VITALE	THOMAS	POLICE PATROLMAN	61,984.00	2,129.51	25,174.28	89,287.79
WADE	SCOTT	POLICE PATROLMAN	67,962.96	3,296.27	22,642.18	93,901.41
WATKINS	MARYLEE	EXECUTIVE ASSISTANT POLICE	54,578.25		3,358.37	57,936.62
WHITE	ROBERT	SPECIAL POLICE OFFICERS			33,576.00	33,576.00
			4,780,844.68	**674,683.90**	**1,673,395.82**	**7,128,924.40**
CROSSING GUARDS						
BLINN	GLADYS	SCHOOL TRAFFIC SUPERVISOR	12,020.99			12,020.99
BOURET	CASSANDRA	SCHOOL TRAFFIC SUPERVISOR	11,787.99			11,787.99
BRODEUR	LISA	SCH CROSSING GUARD (1ST YR)	2,479.47			2,479.47
CASEY	MARY	SCHOOL TRAFFIC SUPERVISOR	7,486.26			7,486.26
CHAREST	ANTHONY	SCHOOL CROSSING GUARD II	11,698.36			11,698.36
HILLARD	KIMBERLY	SCHOOL TRAFFIC SUPERVISOR	8,253.50			8,253.50
LEMIEUX	SUSAN	SCHOOL TRAFFIC SUPERVISOR	7,354.80			7,354.80
MARTINO	JUDITH	SCHOOL CROSSING GUARD II	11,805.91			11,805.91
MCPARLAND	LINDA	SCHOOL TRAFFIC SUPERVISOR	0.00			0.00
MURPHY	EDWARD	SCHOOL CROSSING GUARD II	11,865.65			11,865.65
MURRAY	ROBIN	SCHOOL TRAFFIC SUPERVISOR	5,759.59			5,759.59
MURRAY	ROBERT	SCH CROSSING GUARD (1ST YR)	931.00			931.00
SHANNON	MAURA	SCHOOL TRAFFIC SUPERVISOR	4,994.81			4,994.81
TAHMILI	ANGELIA	SCH CROSSING GUARD (1ST YR)	7,480.28			7,480.28
			103,918.61			**103,918.61**
BOARD OF HEALTH						
WHITE	JAMES	DIRECTOR PUBLIC HEALTH	105,242.29		4,992.65	110,234.94
ANDERSON	JANE	ENVIR HEALTH AGENT	70,410.08		554.66	70,964.74
BOUDREAU	MICHAEL	ENVIR HEALTH AGENT	72,836.74		573.69	73,410.43
CLIFF	JESSICA	SANITARIAN	43,384.56			43,384.56
COTTER	JEAN	EXECUTIVE ASSISTANT 1116 CLKS	52,810.86		2,900.42	55,711.28
FOSBERG	INGRID	DEPARTMENT ASSISTANT	36,682.75		512.80	37,195.55
MERCER	LEILA	PUBLIC HEALTH NURSE	67,729.26		533.57	68,262.83
TOSI	KEITH	INSPECTOR OF ANIMALS	3,750.00			3,750.00
			452,846.54		**10,067.79**	**462,914.33**
MORSE LIBRARY						
STETSON	LINDA	DIRECTOR MORSE INSTITUTE	102,179.14		808.34	102,987.48
ARNOLD	KRISTEN	(H) LIBRARY ASSISTANT	27,908.58	1,132.48	1,225.91	30,266.97
ASTOLFI	SHANNON	(H) REFERENCE LIBRARIAN	12,498.43	531.45	383.04	13,412.92
BAILEY	ELIZABETH	(H) REFERENCE LIBRARIAN			13,694.49	13,694.49
BARNARD	KRISTINA	(H) LIBRARY ASSOCIATE	7,970.62	345.95	327.47	8,644.04
BARNICLE	SUSANMARIE	(S) CHILDREN'S LIBRARIAN	66,273.86	2,837.28	3,198.07	72,309.21
BARTLETT	KAROL	(S) REFERENCE LIBRARIAN	66,040.51		2,930.51	68,971.02
BARTOS	DAVID	(S) REFERENCE LIBRARIAN	58,132.79	330.62	2,128.83	60,592.24
BATES	PATRICIA	(H) LIBRARY ASSOCIATE	18,435.90	1,151.33	701.30	20,288.53
BEEKMAN	BARBARA	LIBRARY PAGE (MORSE)	3,966.94			3,966.94
BERNFELD	LINDA	(H) REFERENCE LIBRARIAN			97.34	97.34
BETTUELLI	VICTORIA	LIBRARY PAGE (MORSE)	3,010.00			3,010.00
BIAGETTI	CELIA	LIBRARY PAGE (MORSE)	3,562.74			3,562.74
BORGHI	MARY	(S) LIBRARY ASSISTANT	43,860.20	1,572.39	2,386.28	47,818.87
CAMPANA	TERESA	LIBRARY PAGE (MORSE)	4,449.00			4,449.00
CERIER	LAURA	(H) LIBRARY ASSOCIATE	9,222.07	130.26	252.80	9,605.13
CHAMPION	LINDA	(S) CHILDREN'S PROGRAMMER	65,534.09	1,298.55	3,154.44	69,987.08
CHING	CAROLYN	EXECUTIVE ASSISTANT LIBRARY	57,533.31		455.10	57,988.41
CHRISTIE	LAURIE	(H) LIBRARY ASSISTANT	39,497.41	1,738.87	1,993.37	43,229.65
CORT	PAUL	(H) LIBRARY ASSOCIATE	15,041.69	1,007.80	575.15	16,624.64
CULKIN	CONSTANCE	(H) LIBRARY ASSOCIATE	2,978.70	928.70	165.45	4,072.85
CUTLER	PATRICIA	(H) LIBRARY ASSOCIATE	15,305.33	649.46	1,290.76	17,245.55
CUTLER	SOPHIA	LIBRARY PAGE (MORSE)	2,824.00			2,824.00
D'AMORE-BONISH	RACHEL	(H) LIBRARY ASSOCIATE	7,292.12		228.49	7,520.61
DEFELICE	PAULA	(H) LIBRARY ASSOCIATE	1,042.08		50.83	1,092.91
DEUTSCH	MERYL	(H) REFERENCE LIBRARIAN	15,056.81	425.28	713.86	16,195.95
EDWARDS	DYLAN	(H) LIBRARY ASSOCIATE	10,655.92	341.77	376.03	11,373.72
FINLAY	JANE	ASSISTANT DIRECTOR LIBRARY	56,669.94		3,485.55	60,155.49
FLAHERTY	KATHLEEN	(H) LIBRARY ASSOCIATE	15,997.70	989.95	572.99	17,560.64
FOSDICK	ROBIN	(S) PROFESSIONAL LIBRARIAN	65,211.72	195.59	2,363.83	67,771.14
GILLIS	ABIGAIL	LIBRARY PAGE (MORSE)	2,089.00			2,089.00
HINCKLEY	CAROL	(H) LIBRARY ASSOCIATE	19,132.53	609.09	1,102.96	20,844.58
HINRICHS	CAROLINE	LIBRARY PAGE (MORSE)	2,761.00			2,761.00
HOLMES	CARY	(H) REFERENCE LIBRARIAN	25,713.57	6,009.42	1,804.46	33,527.45
HOMER	JASON	ASSISTANT DIRECTOR LIBRARY	8,653.86			8,653.86
HOTTLE	CAROLYN	(H) LIBRARY ASSOCIATE			55.17	55.17
HULING	ROSEMARY	(S) BOOKMOBILE LIBRARIAN	58,226.61	3,302.37	2,905.46	64,434.44
JONES	MARTHA	(S) SUPERVISOR TECHNICAL SVS	73,351.12		3,367.01	76,718.13
KAWACHI	EMILY	(H) LIBRARY ASSOCIATE	13,139.11	732.86	366.92	14,238.89
KORNBLUM	SUSAN	(H) LIBRARY CLERK	3,411.48		134.90	3,546.38
KRIGER	JEANNE	(H) LIBRARY ASSOCIATE			4.15	4.15
KYRIAKIS	DEMETRIOS	(S) SUPERVISOR REFERENCE SVS	72,601.12		2,617.01	75,218.13
LATHWOOD	PAMELA	(S) TECHNOLOGY ASSOCIATE	58,460.72	337.52	2,677.32	61,475.56
LITTEN	ANNA	ADMIN SUPPORT STAFF (GRANTS)	39,652.74		339.52	39,992.26
MAGARIE	BARBARA	(H) LIBRARY ASSOCIATE	18,164.72	1,303.13	715.87	20,183.72
MAGEE	JANE	(H) LIBRARY ASSISTANT	36,576.13	1,950.51	2,302.56	40,829.20
MCGILLIS	JENNIFER	(H) LIBRARY ASSISTANT	36,090.59	1,886.60	2,084.08	40,061.27
MCGILLIS	STEVEN	LIBRARY PAGE (MORSE)	2,795.00			2,795.00
PANDIL	PATRICIA	(H) LIBRARY ASSOCIATE			1,110.40	1,110.40
PERKINS	KAREN	(H) LIBRARY ASSISTANT	37,148.05	1,767.98	1,877.05	40,793.08

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
POZMANTER	CAROLE	(H) LIBRARY ASSOCIATE	9,509.89	804.51	285.33	10,599.73
QUINN	NORINE	(H) LIBRARY ASSOCIATE			93.19	93.19
REDINGTON	DELL	(H) LIBRARY ASSISTANT	29,787.57	2,002.66	2,024.75	33,814.98
RICHARD	JANET	(H) LIBRARY ASSISTANT	32,164.38	305.05	2,063.67	34,533.10
SANDOW	JOANNE	LIBRARY PAGE (MORSE)	4,455.50			4,455.50
SCHONTAG	DAWN	(H) REFERENCE LIBRARIAN	47,616.13	821.70	2,035.48	50,473.31
SILVETTI	JESSICA	(H) LIBRARY ASSOCIATE	18,853.12	1,487.27	954.17	21,294.56
SMITH	DALE	(S) SUPERVISOR CHILDREN'S SVS	72,033.14	3,349.72	4,196.89	79,579.75
STACEY	REBECCA	BOOKKEEPER	24,643.50			24,643.50
SULLIVAN	ELLEN	(S) CHILDREN'S ROOM ASSOCIATE	54,107.99	1,692.02	3,610.87	59,410.88
SULLIVAN	MAUREEN	PROG.COORD.VETS ORAL HISTORY	15,939.00		582.37	16,521.37
TURNER	KATHLEEN	(H) LIBRARY ASSOCIATE	5,330.88		261.12	5,592.00
WALLACE	JAMES	(H) LIBRARY ASSOCIATE	17,069.75	1,282.46	658.74	19,010.95
WALZER	ABIGAIL	(H) REFERENCE LIBRARIAN	23,082.61	1,041.66	630.64	24,754.91
WELCH	PAULA	(S) SUPERVISOR CIRCULATION SVS	72,174.29	4,400.09	3,511.05	80,085.43
			1,732,886.70	**50,694.35**	**87,933.34**	**1,871,514.39**
BACON LIBRARY						
JAIN	MEENA	DIRECTOR BACON FREE	59,943.18		482.93	60,426.11
BUSA	DIANE	LIBRARY SUBSTITUTE	693.75			693.75
CARUSO	FRANCES	ASSISTANT DIR BACON FREE HOURL	38,513.16		304.67	38,817.83
GUAGENTY	LAUREN	LIBRARY ASSISTANT (BACON)	8,038.96		13.77	8,052.73
KASSEL	KAREN	LIBRARY ASSISTANT (BACON)	90.00			90.00
LESELLIER	GRAZIELA	LIBRARY ASSISTANT (BACON)	16,648.36		27.71	16,676.07
ROSS	CALEIGH	LIBRARY ASSISTANT (BACON)	8,447.30			8,447.30
SIGL	PENELOPE	LIBRARY ASSISTANT (BACON)	112.50			112.50
STIRLING	CASEY	LIBRARY ASSISTANT (BACON)	8,719.90		13.77	8,733.67
			141,207.11		**842.85**	**142,049.96**
SASSAMON TRACE GOLF COURSE						
MCDOWELL	KURT	MANAGER SASSAMON TRACE GOLF CR	64,624.36		530.90	65,155.26
ARMANDO	KRISTOFFER	SUPERINTENDANT GOLF COURSE	63,848.00		505.11	64,353.11
BARDELLINI	FRANCIS	RANGER/STARTER (GOLF)	737.63			737.63
BOGLE	KERRY	CLUB HOUSE ATTENDANTS (GOLF)	2,691.00			2,691.00
BORGMAN	KURT	CART ATTENDANT (GOLF)	315.00			315.00
CARLSON	CHERYL	CLUB HOUSE ATTENDANTS (GOLF)	11,231.00		102.00	11,333.00
CARR	GAGE	CLUB HOUSE ATTENDANTS (GOLF)	8,785.00			8,785.00
COHEN	BRADLEY	RANGER/STARTER (GOLF)	2,749.75			2,749.75
COLLINS	VINCENT	GOLF COURSE MECHANIC	12,325.00			12,325.00
CURRY	ROBERT	CLUB HOUSE ATTENDANTS (GOLF)	2,875.00			2,875.00
DONNELLY	ROBERT	RANGER/STARTER (GOLF)	2,274.76			2,274.76
DUFFY	MARK	CLUB HOUSE ATTENDANTS (GOLF)	6,969.63			6,969.63
FAIR	BRENDAN	CART ATTENDANT (GOLF)	1,145.00			1,145.00
FILLEDES	TASSOS	RANGER/STARTER (GOLF)	367.50			367.50
FLEMING	BRIAN	CLUB HOUSE SUPERVISOR (GOLF)	3,648.41			3,648.41
FLYNN	LIAM	CART ATTENDANT (GOLF)	2,780.00			2,780.00
FOLEY	DONALD	LABORER 1	2,160.00			2,160.00
HANSCOM	RICHARD	RANGER/STARTER (GOLF)	603.75			603.75
HICKS	GREGORY	LABORER 1	4,819.50			4,819.50
KENIRY	JOHN	EQUIPMENT OPERATOR GOLF	8,957.00			8,957.00
MARKS	JAKE	CLUB HOUSE ATTENDANTS (GOLF)	1,120.00			1,120.00
MEAGHER	PETER	MANAGER SASSAMON TRACE GOLF CR	15,966.22		2,540.09	18,506.31
MUNDY	PETER	CLUB HOUSE ATTENDANTS (GOLF)	3,861.13			3,861.13
NEWMAN	JANET	ATTENDANT (REC)	1,265.00			1,265.00
O'CONNOR	JACK	EQUIPMENT OPERATOR GOLF	8,368.00			8,368.00
PAOLETTI	PAUL	CLUB HOUSE ATTENDANTS (GOLF)	3,946.23			3,946.23
RAE	WILLIAM	CLUB HOUSE SUPERVISOR (GOLF)	783.00			783.00
SEGAL	DAVID	CLUB HOUSE ATTENDANTS (GOLF)	9,480.28			9,480.28
SHEINFELD	ROBERT	RANGER/STARTER (GOLF)	3,664.50			3,664.50
SMITH	SUSAN	ADULT CONTRACTOR	1,120.00			1,120.00
SURFACE	PAUL	CLUB HOUSE ATTENDANTS (GOLF)	3,478.14			3,478.14
THORSEN	FREDERICK	EQUIPMENT OPERATOR GOLF	5,700.00			5,700.00
WHITE	ROBERT	EQUIPMENT OPERATOR GOLF	12,779.00			12,779.00
WORTHINGTON	CARTER	CLUB HOUSE ATTENDANTS (GOLF)	3,282.00			3,282.00
			278,720.79		**3,678.10**	**282,398.89**
RETIREMENT BOARD						
BACON	KATHLEEN	DIRECTOR RETIREMENT SYSTEM	103,199.07		1,343.97	104,543.04
MANCUSO	MARYJO	RETIRE BD EXECUTIVE ASS'T	70,156.25		1,065.72	71,221.97
SULLIVAN	ROSEMARY	RETIRE BD CLERICAL STAFF	8,000.00			8,000.00
			181,355.32		**2,409.69**	**183,765.01**
SCHOOL ADMINISTRATION -22						
ADAMS	ELIZABETH	CERTIFIED LICENSED ASSISTANT	18,733.44			18,733.44
AKMURADOV	ISMAIL	INSTRUMENTAL MUSIC INST PRIVAT	16,215.50			16,215.50
ALDRICH	FREDERICK	INSTRUMENTAL MUSIC INST PRIVAT	11,521.00			11,521.00
ANDERSON	MATTHEW	ACCOMPANIST			9,695.00	9,695.00
ARNO	JOSHUA	BOKS INSTRUCTOR			1,000.00	1,000.00
BARBATO	GAIL	SUBSTITUTE COORDINATOR	23,708.93			23,708.93
BERG	LYNDA	LEVEL IV RECEPTIONIST	27,366.67			27,366.67
BERNARD	KELLY	ABA TECHNICIAN	32,709.54			32,709.54
BLANKMAN	PAUL	BOKS INSTRUCTOR			1,666.00	1,666.00
BURGOYNE	LISA	BOKS INSTRUCTOR			2,000.00	2,000.00
CADAVIECO	EVAN	INSTRUMENTAL MUSIC INST PRIVAT	3,743.00			3,743.00
CATLIN	AMY	LEVEL IV RECEPTIONIST	29,471.43		459.28	29,930.71
CHASE	MATTHEW	BOKS INSTRUCTOR			3,800.00	3,800.00
CHO	BARBIE	BOKS INSTRUCTOR			1,400.00	1,400.00
CLARK	JAMISON	INSTRUMENTAL MUSIC INST PRIVAT	9,193.75			9,193.75
CLOUATRE	MADISON	ABA TECHNICIAN	7,003.81			7,003.81
COHEN	DONNA	LEVEL II SECRETARY SCHOOL YEAR	47,091.08		200.00	47,291.08
CONNELLY	LAUREN	CERTIFIED LICENSED ASSISTANT	24,612.52			24,612.52
COPPELLOTTI	DANIELLE	CLERICAL WORKER PART TIME	12,346.92			12,346.92
CROSBY	CHRISTINE	LEVEL II SECRETARY SCHOOL YEAR	46,681.00	287.06	200.00	47,168.06
CUSHING	KAREN	LEVEL IV RECEPTIONIST	23,780.30			23,780.30
DACEY	JOAN	ABA TECHNICIAN	35,503.63			35,503.63
DAVENPORT	APRIL	LEVEL II SECRETARY SCHOOL YEAR	43,824.17			43,824.17
DAVIDSON	PATRICIA	LEVEL III SECRETARY SCHOOL YR	40,106.55		1,149.25	41,255.80
DOHERTY	MARYLU	LEVEL III SECRETARY SCHOOL YR	40,877.34			40,877.34
DONAHUE	ELIZABETH	BOKS INSTRUCTOR			2,000.00	2,000.00
DYAN	KRISTA	ONLINE TRAINING FACILITATOR	32,115.27			32,115.27
ELINSON	ARIEL	ABA TECHNICIAN	21,301.96			21,301.96
EVANS	SEAN	BOKS INSTRUCTOR			334.00	334.00
FELDMAN	AMANDA	ABA TECHNICIAN	21,257.42			21,257.42
FLYNN	MAURA	LEVEL IV RECEPTIONIST	1,244.40			1,244.40

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
FOSTER	LILY	TUTOR/HOMEBOUND	39,501.80		2,768.07	42,269.87
GENASKE	KATHLEEN	BOKS INSTRUCTOR			2,000.00	2,000.00
GORDON	LAURIE	BOKS INSTRUCTOR			1,400.00	1,400.00
HALLORAN	BRITTANY	ABA TECHNICIAN	35,377.01	239.50		35,616.51
HARVEY	ROXANN	ABA TECHNICIAN	12,634.23			12,634.23
HASWELL	MARGARET	LEVEL IV RECEPTIONIST	25,224.77			25,224.77
HOUSTON	BRUCE	INSTRUMENTAL MUSIC INST PRIVAT	11,676.50		390.00	12,066.50
HURD	PAMELA	CERTIFIED LICENSED ASSISTANT	23,805.25			23,805.25
JENKINS	GEORGE	TUTOR/HOMEBOUND	11,986.29		4,095.56	16,081.85
JOHNSON	SUZANNE	DATA ENTRY CLERK	4,995.00			4,995.00
KAYE	RONALD	INSTRUMENTAL MUSIC INST PRIVAT	12,237.00			12,237.00
KAYSER	JANINE	BOKS INSTRUCTOR			1,000.00	1,000.00
KEITH	AMY	BOKS INSTRUCTOR			2,000.00	2,000.00
KELLEY	DONNA	LEVEL II SECRETARY SCHOOL YEAR	45,724.14		697.14	46,421.28
KIMLER	LISA	LEVEL IV RECEPTIONIST	10,322.24			10,322.24
KNUTRUD	ALEXANDER	INSTRUMENTAL MUSIC INST PRIVAT			300.00	300.00
LABOLLITA	JENNIFER	ABA TECHNICIAN	33,874.51			33,874.51
LARKIN	CATHERINE	LEVEL II SECRETARY SCHOOL YEAR	49,078.47	666.37	2,730.00	52,474.84
LEDERMAN	ELIZABETH	LEVEL II SECRETARY SCHOOL YEAR	43,591.80			43,591.80
LEVINSON	MARISSA	BOKS INSTRUCTOR			700.00	700.00
LIN	DARREN	INSTRUMENTAL MUSIC INST PRIVAT	994.50			994.50
MAAS	AMANDA	INSTRUMENTAL MUSIC INST PRIVAT	9,886.00			9,886.00
MABARDY	JEAN	NHS STUDENT SUPERVISOR	9,573.95			9,573.95
MACCONNELL-CHASE	HEATHER	BOKS INSTRUCTOR			1,000.00	1,000.00
MAGGS	JUDITH	LEVEL III SECRETARY SCHOOL YR	39,976.75			39,976.75
MAILLET	ELLEN	LEVEL II SECRETARY SCHOOL YEAR	43,004.01		200.00	43,204.01
MANZELLA	ALLISON	BOKS INSTRUCTOR			700.00	700.00
MATYCHAK	JENNIFER	BOKS INSTRUCTOR			700.00	700.00
MCDERMOTT	ROSE	LEVEL II SECRETARY SCHOOL YEAR	45,519.10		820.16	46,339.26
MCELANEY	ELIZABETH	BOKS INSTRUCTOR			1,400.00	1,400.00
MEEHAN	REBECCA	BOKS INSTRUCTOR			2,400.00	2,400.00
MILCH	DOUGLAS	VIRTUAL EDUCATION SUPERVISOR	43,438.31		5,759.67	49,197.98
MILLER	ZACHARY	INSTRUMENTAL MUSIC INST PRIVAT	10,601.00		445.00	11,046.00
MORIN	ELIZABETH	ABA TECHNICIAN	33,544.09			33,544.09
O'CONNOR	DANIEL	STUDENT COMMUNITY COACH	1,304.17			1,304.17
O'LEARY	JULIE	ABA TECHNICIAN	37,495.64			37,495.64
O'REILLY	ERIN	ABA TECHNICIAN	25,685.17			25,685.17
PEVERILL-CONTI	WENDY	LEVEL II SECRETARY SCHOOL YEAR	44,605.17		2,250.00	46,855.17
POWNELL	JANET	LEVEL IV RECEPTIONIST	1,071.10		2,677.80	3,748.90
POWSNER	SUSAN	ABA TECHNICIAN	32,642.34			32,642.34
REAM	DEBORAH	INSTRUMENTAL MUSIC INST PRIVAT	19,928.00			19,928.00
RONDEAU KEEDY	JEANNINE	ABA TECHNICIAN	35,034.87		684.40	35,719.27
ROONEY	VALERIE	LEVEL III SECRETARY SCHOOL YR	40,530.48		513.86	41,044.34
ROSENSTEIN	JAE	BOKS INSTRUCTOR			1,000.00	1,000.00
SANFACON	DEANNA	CERTIFIED LICENSED ASSISTANT	10,953.22			10,953.22
SILVERSTEIN	STEVEN	INSTRUMENTAL MUSIC INST PRIVAT	17,657.00			17,657.00
SLATTERY	ROBIN	LEVEL II SECRETARY SCHOOL YEAR	47,364.47		730.00	48,094.47
SPENCER	LISA	LEVEL II SECRETARY SCHOOL YEAR	46,749.35		250.00	46,999.35
SQUAIR	MARGARET	BOKS INSTRUCTOR			2,000.00	2,000.00
TARANTO	RAMON	INSTRUMENTAL MUSIC INST PRIVAT	21,803.50		534.00	22,337.50
THURSTON	SAMUEL	INSTRUMENTAL MUSIC INST PRIVAT	22,395.76			22,395.76
TOMASO	JOSEPH	WELLNCTRSUPERVISOR	39,753.72	4,696.93	7,138.88	51,589.53
TURNER	KELSIE	ABA TECHNICIAN	12,642.75	243.24	56.14	12,942.13
WU	LINDEN	INSTRUMENTAL MUSIC INST PRIVAT	14,399.50		534.00	14,933.50
ZEVOS	JENNIFER	INSTRUMENTAL MUSIC INST PRIVAT	11,051.50		534.00	11,585.50
AHERN	JOAN	LEVEL I SECRETARY	53,237.72		200.00	53,437.72
ASHWORTH	DESTINY	LEVEL I SECRETARY	50,467.82	3,290.01		53,757.83
ASSENCOA	ALLISON	LEVEL IV SECRETARY	2,393.16			2,393.16
ASSUNCAO	RENAN	LEVEL II SECRETARY	6,151.23			6,151.23
BACON	ELLEN	FINANCIAL ANALYST	77,676.97			77,676.97
			1,839,970.96	**9,423.11**	**74,512.21**	**1,923,906.28**
SCHOOL ADMINISTRATION-52						
SANCHIONI	PETER	SUPERINTENDENT SCHOOLS	198,902.44		12,834.58	211,737.02
BECERRA	STEPHANIE	NETWORK ENGINEER	71,317.44			71,317.44
BECKWITH	IRENE	SECRETARIES - RETIRED SUBS	935.75			935.75
BECKWITH	TODD	TECHNICIAN II	56,418.83			56,418.83
BOLAND	RYAN	TECHNICIAN II	44,747.84	18.44		44,766.28
COCO	CRAIG	TECHNOLOGY INTERN	1,428.64			1,428.64
CORSINI	THOMAS	TECHNICIAN II	52,735.21			52,735.21
CRANDALL	THERESE	LEVEL III SECRETARY	50,101.22		250.00	50,351.22
CRUZ	CHRISTOPHER	TECHNICIAN II	54,411.76			54,411.76
CULVER	SHERRY	DATA MGR OF CURRIC & ASSES SYS	79,532.54		400.00	79,932.54
DAVIS	MARIANNE	DIRECTOR HUMAN RESOURCES	128,481.33		500.00	128,981.33
DENENBERG	HELAINE	DATA ENTRY CLERK	8,120.25			8,120.25
DIAS	DOUGLAS	ASSISTANT DIRECTOR FINANCE	67,076.43		723.68	67,800.11
DIMITROVA-TOPALOFF	NATALIA	PROJECT COORDINATOR - FY	54,660.00			54,660.00
DIRIENZO	SUZANNE	LEVEL II SECRETARY	53,310.66		300.00	53,610.66
DRETLER	ASTRID	PROJECT COORDINATOR -SY	5,420.53			5,420.53
EMANUEL	CAROLINE	DATA MANAGER OF ADMIN SYSTEMS	58,341.45		2,000.00	60,341.45
FOSSETT	KAREN	SUB ADMIN ASSISTANT	610.44			610.44
GARRAN	BETH	BOARD CERT BEHAVIOR ANALYST	65,176.41			65,176.41
GOLDMAN	JAYME	BOARD CERT BEHAVIOR ANALYST	22,885.92			22,885.92
GOLLNICK	CHRISTOPHER	TECHNICIAN II	52,735.21			52,735.21
GRAY	PETER	DIRECTOR OF FINANCE	48,815.37			48,815.37
GRIMNER	SUSAN	PLANNING & BUDGET ANALYST	66,180.33		3,000.00	69,180.33
HEALY	CHRISTOPHER	TECHNOLOGY INTERN	2,316.65			2,316.65
HENDERSON	ADAM	LEVEL II SECRETARY	42,853.57		4,305.87	47,159.44
HOTCHKISS	HILLARY	BOARD CERT BEHAVIOR ANALYST	75,475.18			75,475.18
HURLEY	LIAM	DIRECTOR OF FINANCE	70,604.35		869.18	71,473.53
JASSAL	HARDEEP	BOARD CERT BEHAVIOR ANALYST	55,657.97		276.29	55,934.26
JEANLYS	ANTONIO	TECHNOLOGY INTERN	2,520.09			2,520.09
KHOURY	GABRIEL	TECHNOLOGY INTERN	1,226.39			1,226.39
LI	KA YU	TECHNOLOGY INTERN	2,708.83			2,708.83
LUFF	TIMOTHY	ASST SUPERINTENDENT STUDNT SVS	132,035.54		500.00	132,535.54
MA	JULIE	BOARD CERT BEHAVIOR ANALYST	55,942.41			55,942.41
MACGREGOR	JOYCE	LEVEL II SECRETARY	53,310.66		200.00	53,510.66
MAGLEY	GRACEANN	DIRECTOR OF DIGITAL LEARNING	94,189.85		500.00	94,689.85
MARASCIA	PAMELA	DATA BUDGET & CONTROL ANALYST	54,425.76			54,425.76
MARYLAND	CHRISTINA	GRANTS, RESEARCH, COMM SPECIAL	58,361.61			58,361.61
MATTIA	KATHLEEN	LEVEL I SECRETARY	55,879.45		200.00	56,079.45

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
MAURO	JANET	LEVEL III SECRETARY	50,216.84	192.70	300.00	50,709.54
MCAULEY	COLLEEN	SECRETARIES - RETIRED SUBS			1,265.00	1,265.00
MISTROT	MICHAEL	TECHNOLOGY INTERN	1,759.58			1,759.58
MOORE	KELLIE	NURSE ASSISTANT	70.00			70.00
MURPHY	KAREN	LEVEL I SECRETARY	4,943.18		8,032.64	12,975.82
NOLIN	ANNA	ASST SUPERINTENDENT CURRICULUM	148,447.40		10,000.00	158,447.40
REILLY	SHARON	SECRETARY TO SUPERINTENDENT	65,580.00		3,163.00	68,743.00
ROBIDOUX	PAMELA	LEVEL II SECRETARY	53,310.66	328.08	300.00	53,938.74
ROCHE	DENNIS	DIRECTOR TECHNOLOGY	125,590.88		500.00	126,090.88
SLATTERY	DONNA	LEVEL II SECRETARY	53,310.66	635.63	950.00	54,896.29
STEFANOWICZ	BENNETT	TECHNOLOGY INTERN	1,983.75			1,983.75
THISTLE	JASON	NETWORK MANAGER	86,510.13			86,510.13
TOKLU	JANET	HUMAN RESOURCES ASSISTANT	56,761.51			56,761.51
VENET	JACOB	TECHNOLOGY INTERN	2,948.84			2,948.84
WARD	TRACY	LEVEL II SECRETARY	53,310.66	1,271.26		54,581.92
WARREN	DANIEL	DEPLOYMENT SPECIALIST	61,935.95			61,935.95
WHITE	SANDRA	LEVEL III SECRETARY	50,101.22		200.00	50,301.22
WILSON	LAKISHA	HELP DESK MANAGER	71,882.82			71,882.82
YEE	KRISTINA	TECHNOLOGY INTERN	2,512.93			2,512.93
ZONGHI	JOSEPH	TECHNOLOGY INTERN	2,787.48			2,787.48
			2,893,818.80	**2,446.11**	**51,570.24**	**2,947,835.15**
STUDENT SUPPORT FACILITATORS						
ACKERLEY	JEANNE	PARA EDUCATORS - PRE & MIDDLE	30,314.46	650.79	245.80	31,211.05
ALGUS	KAREN	KINDERGARTEN TUTOR GRANDFATHER	15,766.75			15,766.75
ARNO	KIMBERLEE	CAFETERIA MONITOR	5,945.56			5,945.56
BALDERSON	JULIE	PARA EDUCATORS - PRE & MIDDLE	20,184.16		38.04	20,222.20
BASSETT	DENISE	PARA EDUCATORS - PRE & MIDDLE	12,459.74			12,459.74
BEAN	KATHLEEN	KINDER TUTOR AFTER 08/2015	5,419.80			5,419.80
BELL	CAROLE	PARA EDUCATORS - PRE & MIDDLE	3,724.32		105.70	3,830.02
BERELOWITZ	ELANA	PARA EDUCATORS - ELM	23,165.35		108.22	23,273.57
BERGIN	JAN	PARA EDUCATORS - ELM	24,728.26		115.96	24,844.22
BERLIN	JOAN	FEIP TUTORS	10,636.15			10,636.15
BICKNELL	KAREN	KINDER TUTOR AFTER 08/2015	5,025.20			5,025.20
BLANEY	BRENDAN	PARA EDUCATORS - PRE & MIDDLE	31,556.58	7,035.47	41.00	38,633.05
BLOCH	JESSIE	KINDERGARTEN TUTOR GRANDFATHER	7,931.50			7,931.50
BOUDREAU	ALEXANDRA	PARA EDUCATORS HIGH SCHOOL	11,513.53			11,513.53
BRADBURY	JOHN	PARA EDUCATORS HIGH SCHOOL	16,805.17		701.91	17,507.08
BRANSON	MARY	FEIP TUTORS	11,595.49			11,595.49
BROWN	LOIS	FEIP TUTORS	17,053.20		3,471.75	20,524.95
BROWNE	DARLENE	FEIP TUTORS	8,891.08			8,891.08
BROWNING	CHRISTINE	PARA EDUCATORS - ELM	23,030.52		2,505.96	25,536.48
BUTTS	KATHLEEN	KINDERGARTEN TUTOR GRANDFATHER	16,726.75			16,726.75
CAIN	KAREN	PARA EDUCATORS - PRE & MIDDLE	25,225.75		295.80	25,521.55
CALDERON	MARY	PARA EDUCATORS - ELM	24,728.26		115.96	24,844.22
CARRICK	IRENE	MEDIA PARA HIGH SCHOOL	30,859.22		913.82	31,773.04
CHRISTENSEN	JEANNETTE	PARA EDUCATORS - PRE & MIDDLE	10,542.51		4,267.64	14,810.15
COHEN	RICHARD	CAFETERIA MONITOR	1,038.51		2,000.00	3,038.51
CROCKETT	HEATHER	PARA EDUCATORS - ELM	21,833.64		103.66	21,937.30
CULKIN	CONSTANCE	MEDIA PARA PRE & MIDDLE	27,054.74		248.92	27,303.66
CUNNINGHAM	KAREN	KINDERGARTEN TUTOR GRANDFATHER	16,048.00			16,048.00
CURRAN	COLLEEN	CAFETERIA MONITOR	7,410.20		130.00	7,540.20
CZECH	JULIE	CAFETERIA MONITOR	1,681.53			1,681.53
D'ALESSANDRO	MICHAEL	PARA EDUCATORS - ELM	23,545.06		108.22	23,653.28
DALICANDRO	ROSARIA	PARA EDUCATORS HIGH SCHOOL	26,557.60		46.74	26,604.34
DALY	KATHLEEN	PARA EDUCATORS HIGH SCHOOL	26,557.60		296.74	26,854.34
DANIELSON	AMY	PARA EDUCATORS - PRE & MIDDLE	33,422.65	5,832.76	41.88	39,297.29
DENMARK	LAUREN	KINDER TUTOR AFTER 08/2015	4,413.75			4,413.75
DESANTIS	GRETCHEN	CAFETERIA MONITOR	5,765.44			5,765.44
DESIMONE	SARAH	PARA EDUCATORS - PRE & MIDDLE	3,467.20		1,285.12	4,752.32
DEVROUDE	LISL	PARA EDUCATORS - ELM	21,373.24		103.66	21,476.90
DIBARTOLA	APRIL	KINDERGARTEN TUTOR GRANDFATHER	21,828.75			21,828.75
DIGIANDOMENICO	MARISSA	CAFETERIA MONITOR	5,028.59			5,028.59
DIXON	JANET	PARA EDUCATORS - ELM	25,677.56		415.96	26,093.52
DIXON	JUDITH	PARA EDUCATORS - ELM	24,728.26		115.96	24,844.22
DOHERTY	SUSAN	PARA EDUCATORS - PRE & MIDDLE	7,895.58		1,178.70	9,074.28
DONOVAN	AMY	PARA EDUCATORS - PRE & MIDDLE	10,310.70		18.32	10,329.02
DORSEY	HILLARY	PARA EDUCATORS - PRE & MIDDLE	15,135.49		27.48	15,162.97
DOUCETTE	KELLY	CAFETERIA MONITOR	5,732.20			5,732.20
DOUGALL	SARAH	PARA EDUCATORS HIGH SCHOOL	32,222.55	3,252.49	43.70	35,518.74
DOYLE	JOANNA	FEIP TUTORS	4,202.49			4,202.49
DUNN	LAUREL	BUILDING PARA (HIRED AFTER 94)	21,691.70		33.15	21,724.85
FAIR	KEVIN	PARA EDUCATORS HIGH SCHOOL	25,071.87		3,209.57	28,281.44
FERNANDES	MICHELE	PARA EDUCATORS - PRE & MIDDLE	25,364.36		45.80	25,410.16
FITZGIBBONS	MATTHEW	PARA EDUCATORS - PRE & MIDDLE	7,652.70			7,652.70
FLAHERTY	JOANNE	PARA EDUCATORS - PRE & MIDDLE	33,332.19	4,472.89	295.80	38,100.88
FLEMING	JONATHAN	PARA EDUCATORS - ELM	9,694.34	544.73	89.64	10,328.71
FONTES	ELAINE	PARA EDUCATORS - PRE & MIDDLE	25,541.07		345.80	25,886.87
FORTINI	DOMINIQUE	PARA EDUCATORS - PRE & MIDDLE	31,316.14	2,977.70	41.88	34,335.72
FOSTER	JOANNE	FEIP TUTORS	21,270.76		1,098.82	22,369.58
FREDA	MARIA	KINDERGARTEN TUTOR GRANDFATHER	10,186.25			10,186.25
GATO	JEFFREY	PARA EDUCATORS - ELM	21,143.04		103.66	21,246.70
GERRY	KATHRYN	PARA EDUCATORS - ELM	25,463.07		115.96	25,579.03
GERSH	MADELINE	PARA EDUCATORS - ELM	24,001.56		109.88	24,111.44
GHODRAT	SEDI	PARA EDUCATORS HIGH SCHOOL	27,955.98	147.61	246.74	28,350.33
GIORGIO	SUSAN	KINDERGARTEN TUTOR GRANDFATHER	9,490.25			9,490.25
GLOYD	KAREN	PARA EDUCATORS - PRE & MIDDLE	7,853.49			7,853.49
GOSS	JUDY	PARA EDUCATORS - ELM	27,884.12		365.96	28,250.08
GRADY	MEGAN	PARA EDUCATORS - PRE & MIDDLE	9,311.04		45.80	9,356.84
GREGG	ELIZABETH	KINDER TUTOR AFTER 08/2015	5,047.44			5,047.44
GRIMNER	AMANDA	PARA EDUCATORS - ELM	4,039.72		60.46	4,100.18
GRUNES	ELISSA	PARA EDUCATORS HIGH SCHOOL	26,557.60		296.74	26,854.34
GUAGENTY	KELLY	PARA EDUCATORS - PRE & MIDDLE	21,530.56		74.66	21,605.22
HALL	MARNIE	PARA EDUCATORS - ELM	7,059.75		36.12	7,095.87
HEFFERNAN	LINDSEY	PARA EDUCATORS - PRE & MIDDLE	11,804.00			11,804.00
HENLEY	THOMAS	PARA EDUCATORS HIGH SCHOOL	28,295.26	3,730.89	798.70	32,824.85
HENNELLY	MELISSA	CAFETERIA MONITOR	4,162.22			4,162.22
HEYDE	MICHAEL	PARA EDUCATORS HIGH SCHOOL	30,694.31	5,680.48	5,015.70	41,390.49
HOLIHAN	JEANNE	MEDIA PARA PRE & MIDDLE	28,509.86	2,394.40	48.92	30,953.18
HOLLAND	KAREN	KINDERGARTEN TUTOR GRANDFATHER	10,440.00			10,440.00
IKEN	DEBORAH	CAFETERIA MONITOR	6,112.63			6,112.63

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
JANELLE	NICOLE	FEIP TUTORS	4,020.09			4,020.09
JENNINGS	STEPHANIE	PARA EDUCATORS - ELM	23,545.06		108.22	23,653.28
JOHNSON	LISA	KINDERGARTEN TUTOR GRANDFATHER	10,323.50			10,323.50
KAUFMAN	EMILY	PARA EDUCATORS - ELM	8,502.98		103.66	8,606.64
KELLEY	SHANNEN	PARA EDUCATORS - ELM	8,205.95			8,205.95
KILLGOAR	MAUREEN	FEIP TUTORS	11,859.29			11,859.29
KIM	CHRIS	KINDER TUTOR AFTER 08/2015	4,958.50			4,958.50
KLEPPER	ROBERT	PARA EDUCATORS - PRE & MIDDLE	34,660.16	6,018.55	45.80	40,724.51
KRAMER	REBECCA	PARA EDUCATORS - PRE & MIDDLE	4,482.66			4,482.66
LANGAN	LEIGH-ANN	MEDIA PARA ELEMENTARY	27,635.96		242.66	27,878.62
LEDBETTER	LINDA	CAFETERIA MONITOR	5,088.03			5,088.03
LEONE	NICOLE	PARA EDUCATORS - ELM	24,728.26		115.96	24,844.22
LEVINE	LOUISE	PARA EDUCATORS - PRE & MIDDLE	25,364.36		245.80	25,610.16
LOCKHART	VIRGINIA	PARA EDUCATORS - PRE & MIDDLE	24,657.47		245.80	24,903.27
LOCKWOOD	AMANDA	PARA EDUCATORS - PRE & MIDDLE	26,426.13		148.89	26,575.02
LUBARSKY	MARCY	PARA EDUCATORS - ELM	29,182.39	334.06	115.96	29,632.41
LYNCH	CLAIRE	PARA EDUCATORS - ELM	25,574.84		486.52	26,061.36
MABARDY	LISA	PARA EDUCATORS HIGH SCHOOL	26,557.60		46.74	26,604.34
MABARDY	ASHLEY	PARA EDUCATORS HIGH SCHOOL	26,557.60		46.74	26,604.34
MABARDY	ALYSSA	PARA EDUCATORS HIGH SCHOOL	23,913.72		6,557.62	30,471.34
MACK	PIA	KINDER TUTOR AFTER 08/2015	1,101.06			1,101.06
MAKRANSKY	BARBARA	MEDIA PARA ELEMENTARY	27,635.96		584.80	28,220.76
MALLOY	KELLEY	PARA EDUCATORS - ELM	8,037.83		24.90	8,062.73
MARK	MELISSA	KINDER TUTOR AFTER 08/2015	1,728.75			1,728.75
MCCALL	KATHLEEN	FEIP TUTORS	11,363.81			11,363.81
MCKENZIE	LYNN	CAFETERIA MONITOR	182.88			182.88
MCQUILLAN	VALERIE	PARA EDUCATORS - ELM	12,787.42		757.98	13,545.40
MCSHANE	JESSICA	KINDER TUTOR AFTER 08/2015	8,442.89			8,442.89
MCWHINNIE	MICHELLE	PARA EDUCATORS - PRE & MIDDLE	29,136.40	6,121.18	38.04	35,295.62
MITCHELL	LORI	FEIP TUTORS	7,182.88			7,182.88
MORIARTY	CAROLYN	KINDERGARTEN TUTOR GRANDFATHER	17,212.75			17,212.75
MOSS	REBECCA	MEDIA PARA ELEMENTARY	27,635.96		1,197.36	28,833.32
MUDARRI	SUSAN	PARA EDUCATORS - PRE & MIDDLE	34,084.63	2,371.49	295.80	36,751.92
NAVARRO	NANCY	PARA EDUCATORS HIGH SCHOOL	26,557.60		296.74	26,854.34
O'BRIEN	NANCY	PARA EDUCATORS - ELM	25,574.84		365.96	25,940.80
O'BRIEN	JOANNE	PARA EDUCATORS - PRE & MIDDLE	25,364.36		245.80	25,610.16
O'LEARY	DANIEL	PARA EDUCATORS HIGH SCHOOL	26,557.60		46.74	26,604.34
O'LEARY	ELIZABETH	FEIP TUTORS	11,616.01			11,616.01
O'LEARY	EDWARD	PARA EDUCATORS - PRE & MIDDLE	21,368.16		38.04	21,406.20
OLEN	KAREN	PARA EDUCATORS - PRE & MIDDLE	24,517.78		45.80	24,563.58
O'REILLY	SHEILA	PARA EDUCATORS - ELM	18,694.76		315.96	19,010.72
PANDIT	TRUPTI	CAFETERIA MONITOR	4,402.33			4,402.33
PENN	NICOLE	KINDER TUTOR AFTER 08/2015	7,662.18			7,662.18
PREBENSEN	DEBORAH	PARA EDUCATORS - PRE & MIDDLE	25,364.36		295.80	25,660.16
RABINOVITZ	RACHAEL	KINDER TUTOR AFTER 08/2015	4,719.21			4,719.21
RANGE	JUDITH	CAFETERIA MONITOR	4,264.24			4,264.24
RIDGE	BRIAN	PARA EDUCATORS - ELM	9,053.99		89.64	9,143.63
RIVERA	KATHERINE	PARA EDUCATORS HIGH SCHOOL	22,795.86		42.62	22,838.48
ROBINSON	DIANE	CAFETERIA MONITOR	6,935.53			6,935.53
ROGERS	MATTHEW	PARA EDUCATORS HIGH SCHOOL	33,549.76	3,387.04	46.74	36,983.54
ROLLINS	ANDREW	PARA EDUCATORS - PRE & MIDDLE	26,126.79		3,101.82	29,228.61
ROMANO	MARY	KINDERGARTEN TUTOR GRANDFATHER	16,815.25			16,815.25
ROSENBERG	DOLORES	PARA EDUCATORS - PRE & MIDDLE	17,761.18		268.32	18,029.50
ROURKE	CAROL	PARA EDUCATORS - ELM	25,574.84		415.96	25,990.80
RUSSELL	CAROLINE	PARA EDUCATORS - PRE & MIDDLE	11,227.95		41.00	11,268.95
SANTOS	JAEDA	CAFETERIA MONITOR	5,320.50			5,320.50
SAVILONIS	MARSHA	PARA EDUCATORS - ELM	25,574.84		415.96	25,990.80
SCHOFIELD	GRACE	PARA EDUCATORS - ELM	8,502.98		103.66	8,606.64
SCHOLL	STEPHANIE	CAFETERIA MONITOR	3,392.77			3,392.77
SEDMAN	SARAH	PARA EDUCATORS - PRE & MIDDLE	20,050.16	3,076.45		23,126.61
SEFTON	VIRGINIA	PARA EDUCATORS - PRE & MIDDLE	25,364.36		-203.90	25,160.46
SHAUGHNESSY	ELIZABETH	PARA EDUCATORS - ELM	22,631.60		105.96	22,737.56
SLAUTA	MARTHA	PARA EDUCATORS - ELM	25,574.84		365.96	25,940.80
SOMA	GAYLE	KINDERGARTEN TUTOR GRANDFATHER	17,154.75			17,154.75
SOPHIS	PATRICIA	PARA EDUCATORS - ELM	25,574.84		315.96	25,890.80
SOUZA	JEAN	PARA EDUCATORS - ELM	25,669.40		108.22	25,777.62
SPENCER	JESSICA	PARA EDUCATORS - ELM	22,955.74		5,845.66	28,801.40
SPINAZOLA	ROBYN	PARA EDUCATORS - PRE & MIDDLE	18,396.92		573.35	18,970.27
STAFFORD	TERRI	MEDIA PARA ELEMENTARY	22,204.62		336.26	22,540.88
STERLING	TOMEKIA	KINDER TUTOR AFTER 08/2015	12,458.69			12,458.69
SUDENFIELD	JULIE	PARA EDUCATORS - ELM	25,574.84		115.96	25,690.80
SUGRUE	DANA	PARA EDUCATORS - ELM	20,991.10		96.30	21,087.40
TAMBINI	DIANNE	PARA EDUCATORS - ELM	25,574.84		365.96	25,940.80
TERRY	ELIZABETH	PARA EDUCATORS - PRE & MIDDLE	23,802.12		43.40	23,845.52
THERIAULT	ANN MARIE	PARA EDUCATORS - PRE & MIDDLE	30,754.47		245.80	31,000.27
THOMPSON	JESSICA	PARA EDUCATORS HIGH SCHOOL	18,772.11	162.80	250.00	19,184.91
TOOMEY	MICHELE	PARA EDUCATORS - PRE & MIDDLE	25,364.36		45.80	25,410.16
TOTH	IBOLYA	PARA EDUCATORS - ELM	21,833.64		103.66	21,937.30
TRABUCCO	KELSEY	KINDER TUTOR AFTER 08/2015	4,374.31			4,374.31
TRAYERS	LISA	PARA EDUCATORS HIGH SCHOOL	33,985.25	2,131.93	881.74	36,998.92
WALKER	SUSAN	PARA EDUCATORS - ELM	25,574.84		365.96	25,940.80
WALLACE	TERRI	KINDERGARTEN TUTOR GRANDFATHER	16,541.75			16,541.75
WALLENSTEIN	ALEXANDRA	KINDERGARTEN TUTOR GRANDFATHER	16,713.75			16,713.75
WHITE	LESLIE	PARA EDUCATORS - PRE & MIDDLE	6,267.00		-309.62	5,957.38
WHITNEY	KATHLEEN	PARA EDUCATORS HIGH SCHOOL	34,847.76	3,159.26	1,090.01	39,097.03
WHITNEY	JEAN	PARA EDUCATORS - ELM	23,825.44		108.22	23,933.66
WILLIAMS	LINDA	FEIP TUTORS	7,542.57			7,542.57
WILLIAMS	PATRICIA	MEDIA PARA HIGH SCHOOL	30,859.22		255.82	31,115.04
WILLIAMS	TASHA-LEA	PARA EDUCATORS - ELM	14,135.23		142.00	14,277.23
WOOLARD	MICHELE	PARA EDUCATORS - PRE & MIDDLE	26,378.07	439.32	2,339.16	29,156.55
YANG	JIYOUNG	KINDER TUTOR AFTER 08/2015	1,682.43			1,682.43
YOUNG	MARIA	MEDIA PARA ELEMENTARY	29,272.09	2,023.77	634.80	31,930.66
ZAMBARANO	GINA-MARIE	PARA EDUCATORS - ELM	21,833.64		103.66	21,937.30
ZANCHI	MARY	PARA EDUCATORS - ELM	27,667.91		365.96	28,033.87
ZIRLEN	BARBARA	PARA EDUCATORS - PRE & MIDDLE	25,244.75		345.80	25,590.55
			3,094,760.77	**65,946.06**	**64,196.05**	**3,224,902.88**

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
SUMMER SCHOOL / SUMMER STAFF						
ADAMS	ELIZABETH	SUMMER SCHOOL REMEDIAL STAFF	2,011.50			2,011.50
BARBATO	MICHELLE	SUMMER SCHOOL REMEDIAL STAFF	2,375.00			2,375.00
BATES	GINA	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
BELL	CAROLE	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
BERNARD	KELLY	SUMMER SCHOOL REMEDIAL STAFF	2,470.00			2,470.00
BERNARD	REBECCA	SUMMER SCHOOL REMEDIAL STAFF	2,216.48			2,216.48
CACCAVELLI	ROBIN	NATICK SUMMER ACADEMICS	2,237.50			2,237.50
CAFUA	EDWARD	SUMMER SCHOOL REMEDIAL STAFF	2,068.75			2,068.75
CAULFIELD	MICHAEL	SUMMER SCHOOL REMEDIAL STAFF	1,425.00			1,425.00
CAULFIELD	MARIA	SUMMER SCHOOL REMEDIAL STAFF	1,979.00			1,979.00
CLASEN	PHOEBE	SUMMER SCHOOL REMEDIAL STAFF	3,500.00			3,500.00
CLEMENTS	DONALD	NATICK SUMMER ACADEMICS	1,860.00			1,860.00
COLLINS	ALEXANDRA	NATICK SUMMER ACADEMICS	1,848.00			1,848.00
CROSBY	CHRISTINE	SUMMER SCHOOL REMEDIAL STAFF	1,692.05			1,692.05
CULE	ALVANA	SUMMER SCHOOL REMEDIAL STAFF	2,150.00			2,150.00
CUNNINGHAM	BRENNA	TITLE 1 SUMMER SCHOOL	3,293.80			3,293.80
CURTIS	BREE	NATICK SUMMER ACADEMICS	643.75			643.75
DACEY	JOAN	SUMMER SCHOOL REMEDIAL STAFF	2,360.00			2,360.00
DALEY	KARI-ANN	NATICK SUMMER ACADEMICS	200.00			200.00
DANIELSON	AMY	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
DELUDE	KIMBERLY	SUMMER SCHOOL REMEDIAL STAFF	2,400.00			2,400.00
DIANTONIO	NICHOLAS	NATICK SUMMER ACADEMICS	3,150.00			3,150.00
DILLAWAY	SARAH	SUMMER SCHOOL REMEDIAL STAFF	3,300.00			3,300.00
DOHERTY	JENNIFER	SUMMER SCHOOL REMEDIAL STAFF	3,500.00			3,500.00
DOUGALL	SARAH	SUMMER SCHOOL REMEDIAL STAFF	1,602.99			1,602.99
DRAPEAU	DAVID	NATICK SUMMER ACADEMICS	780.00			780.00
DYAN	KRISTA	NATICK SUMMER ACADEMICS	1,800.00			1,800.00
ELINSON	ARIEL	SUMMER SCHOOL REMEDIAL STAFF	3,200.00			3,200.00
FELDMAN	AMANDA	SUMMER SCHOOL REMEDIAL STAFF	2,975.00			2,975.00
FITZGERALD	MORGAN	NATICK SUMMER ACADEMICS	2,912.50			2,912.50
FOLAN	MEGAN	SUMMER SCHOOL REMEDIAL STAFF	1,762.50			1,762.50
FORTINI	DOMINIQUE	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
FRIES	ERIC	NATICK SUMMER ACADEMICS	2,381.25			2,381.25
FRISWELL	SARAH	NATICK SUMMER ACADEMICS	1,525.00			1,525.00
GERSH	MADELINE	SUMMER SCHOOL REMEDIAL STAFF	1,662.37			1,662.37
GRAY	ADAM	NATICK SUMMER ACADEMICS	3,012.50			3,012.50
GRIMNER	AMANDA	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
GRUNES	ELISSA	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
HALLORAN	BRITTANY	SUMMER SCHOOL REMEDIAL STAFF	2,200.00			2,200.00
HARRIS	KATHRYN	SUMMER SCHOOL REMEDIAL STAFF	1,029.08			1,029.08
HAUSERMANN	DANIEL	NATICK SUMMER ACADEMICS			5,632.00	5,632.00
HAWKES	KELSI	SUMMER SCHOOL REMEDIAL STAFF	1,925.00			1,925.00
HEYDE	MICHAEL	SUMMER SCHOOL REMEDIAL STAFF	2,770.60		1,108.24	3,878.84
HILE	SALLY	SUMMER SCHOOL REMEDIAL STAFF	462.50			462.50
HIRSCH	JENNIFER	TITLE 1 SUMMER SCHOOL	2,131.08			2,131.08
KARIAN	SARAH	SUMMER SCHOOL REMEDIAL STAFF	2,700.00			2,700.00
KLEPPER	ROBERT	NATICK SUMMER ACADEMICS	3,087.50			3,087.50
KRUG	KIMBERLY	SUMMER SCHOOL REMEDIAL STAFF	1,692.05			1,692.05
LABOLLITA	JENNIFER	SUMMER SCHOOL REMEDIAL STAFF	2,600.00			2,600.00
LEONE	NICOLE	SUMMER SCHOOL REMEDIAL STAFF	1,513.95			1,513.95
LOCKWOOD	AMANDA	SUMMER SCHOOL REMEDIAL STAFF	1,880.05			1,880.05
MAGGS	JUDITH	NATICK SUMMER ACADEMICS	2,562.50			2,562.50
MAKI	BEJAMIN	SUMMER SCHOOL REMEDIAL STAFF	3,450.00			3,450.00
MATTISON	KAITLIN	NATICK SUMMER ACADEMICS	1,275.00			1,275.00
MCCARTHY	KAREN	TITLE 1 SUMMER SCHOOL	1,710.24			1,710.24
MCSHANE	JESSICA	SUMMER SCHOOL REMEDIAL STAFF	2,500.00			2,500.00
MCTAGUE	BARBARA	SUMMER SCHOOL REMEDIAL STAFF	1,692.05			1,692.05
MILCH	DOUGLAS	NATICK SUMMER ACADEMICS	3,862.50			3,862.50
MORIN	ELIZABETH	SUMMER SCHOOL REMEDIAL STAFF	2,600.00			2,600.00
MORRILL	SCOTT	NATICK SUMMER ACADEMICS	1,080.00			1,080.00
MORTARELLI	MARK	NATICK SUMMER ACADEMICS	1,015.00			1,015.00
MOSCHELLA	KATHLEEN	TITLE 1 SUMMER SCHOOL	2,660.38			2,660.38
MUDARRI	SUSAN	SUMMER SCHOOL REMEDIAL STAFF	2,572.70			2,572.70
NATARELLI	LINDSEY	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
NEMETH	AMANDA	SUMMER SCHOOL REMEDIAL STAFF	2,325.00			2,325.00
NICOLAZZO	ANTONIO	TITLE 1 SUMMER SCHOOL	3,573.59			3,573.59
O'BRIEN	CATHERINE	SUMMER SCHOOL REMEDIAL STAFF	2,000.00			2,000.00
O'LEARY	DANIEL	NATICK SUMMER ACADEMICS	4,140.00			4,140.00
O'LEARY	JULIE	SUMMER SCHOOL REMEDIAL STAFF	880.00			880.00
O'LEARY	EDWARD	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
O'REILLY	ERIN	SUMMER SCHOOL REMEDIAL STAFF	2,500.00			2,500.00
POWSNER	SUSAN	SUMMER SCHOOL REMEDIAL STAFF	3,500.00			3,500.00
ROSENBERG	DOLORES	SUMMER SCHOOL REMEDIAL STAFF	1,771.21			1,771.21
RUSSO	MICHAEL	NATICK SUMMER ACADEMICS	3,150.00			3,150.00
RYAN	MAGGIE	NATICK SUMMER ACADEMICS	2,950.00			2,950.00
SALLEE	THOMAS	NATICK SUMMER ACADEMICS			2,774.00	2,774.00
SALVIA	AMY	SUMMER SCHOOL REMEDIAL STAFF	2,520.00			2,520.00
SANTINO	PAULINE	SUMMER SCHOOL REMEDIAL STAFF			424.27	424.27
SEDMAN	SARAH	SUMMER SCHOOL REMEDIAL STAFF	1,583.20			1,583.20
SINEL	ALYSSA	NATICK SUMMER ACADEMICS	3,012.50			3,012.50
SLATTERY	ROBIN	NATICK SUMMER ACADEMICS	5,775.45			5,775.45
SOPHIS	PATRICIA	SUMMER SCHOOL REMEDIAL STAFF	2,513.33			2,513.33
SPENCER	JESSICA	SUMMER SCHOOL REMEDIAL STAFF	2,493.54			2,493.54
STUCCHI	DANIELLE	TITLE 1 SUMMER SCHOOL	1,920.15			1,920.15
SUGRUE	DANA	SUMMER SCHOOL REMEDIAL STAFF	1,692.05			1,692.05
SUGRUE	MATTHEW	SUMMER SCHOOL REMEDIAL STAFF	1,692.05			1,692.05
SUNDAY	JENIFER	NATICK SUMMER ACADEMICS	306.25			306.25
TAGLIAPIETRA	PAUL	SUMMER SCHOOL REMEDIAL STAFF	4,620.00			4,620.00
THERIAULT	ANNMARIE	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
THERIAULT	GABRIELLE	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
THOMAS	JANE	SUMMER SCHOOL REMEDIAL STAFF	1,500.00			1,500.00
TRAYERS	LISA	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
TWISS	DENISE	SUMMER SCHOOL REMEDIAL STAFF			415.95	415.95
WHITNEY	KATHLEEN	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
WILLIAMS	KASIE	SUMMER SCHOOL REMEDIAL STAFF	2,375.00			2,375.00
YEE	THERESA	TITLE 1 SUMMER SCHOOL	2,660.38			2,660.38
ZAMBARANO	MICHAEL	NATICK SUMMER ACADEMICS	3,150.00			3,150.00
ZITOLI	JILLIAN	SUMMER SCHOOL REMEDIAL STAFF	989.50			989.50
			208,233.52	**0.00**	**10,354.46**	**218,587.98**
SCHOOL RACIAL IMBALANCE						
CLAYTON	RASHEEDAH	DIRECTOR METCO-200 DAYS	80,355.48			80,355.48
MORRILL	ALEXANDRA	ACADEMIC LIAISON	20,686.04			20,686.04
			101,041.52			**101,041.52**

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
ASAP						
ACKERLEY	CARLY	ASAP LEAD INSTRUCTOR	14,070.48		35.20	14,105.68
ALESSANDRO	THERESA	ASAP INSTRUCTOR	14,126.35			14,126.35
AMARAL	MELANIE	ASAP INSTRUCTOR	3,276.85		878.53	4,155.38
BELFORTI	AMY	ASAP OPERATIONS MANAGER	29,551.53			29,551.53
BERG	SARA	ASAP TUTOR/MENTOR	2,283.85			2,283.85
BIANCO	JESSICA	ASAP SUBSTITUTE STAFF	12,393.21			12,393.21
BOLAND	KATELYN	ASAP TUTOR/MENTOR	3,678.82			3,678.82
BONAVIRE	KAILA	ASAP TUTOR/MENTOR	1,096.66			1,096.66
BRENDEMUEHL	KATHRYN	ASAP TUTOR/MENTOR	1,391.83			1,391.83
BUTT	MYRA	ASAP TUTOR/MENTOR	1,516.49			1,516.49
CACCAVELLI	ROBIN	ASAP COORDINATOR	23,569.69			23,569.69
CARR	JAMIE	ASAP ASSIST INSTRUCTOR	10,858.50			10,858.50
CHALFIN	ELIZABETH	ASAP SUBSTITUTE STAFF	577.96			577.96
CHERSONSKY	HELAINE	ASAP SUBSTITUTE STAFF	4,274.53			4,274.53
CHIN	HOLLY	ASAP SUBSTITUTE STAFF			442.00	442.00
CIVIDINO	MARK	ASAP SUBSTITUTE STAFF	9,384.70			9,384.70
COSTELLO	EMILY	ASAP TUTOR/MENTOR	1,536.86			1,536.86
CROWLEY	CAROLINE	ASAP TUTOR/MENTOR	2,200.96			2,200.96
D'AMELIO	GABRIELLE	ASAP TUTOR/MENTOR	1,274.78			1,274.78
DAWSON	NICHOLLAS	ASAP INSTRUCTOR	6,925.30		1,114.76	8,040.06
DELIZA	JOYCE	ASAP INSTRUCTOR	10,363.27			10,363.27
DERRY	DESTINY RAE	ASAP TUTOR/MENTOR	657.25			657.25
DIGIANDOMENICO	ELENA	ASAP INSTRUCTOR	12,603.37			12,603.37
FRIED	LINDSEY	ASAP TUTOR/MENTOR	2,290.02			2,290.02
GAGNER	JACK	ASAP TUTOR/MENTOR	2,766.55			2,766.55
GUERRERO	ABRAHAM	ASAP SUBSTITUTE STAFF	8,446.97			8,446.97
HASAN	KHWAJA	ASAP TUTOR/MENTOR	547.25			547.25
HAYWOOD	WILLIAM	ASAP ASSIST INSTRUCTOR	6,452.93			6,452.93
HOLLAND	JOHN	ASAP TUTOR/MENTOR	231.00			231.00
HOLMES	LINDA	ASAP INSTRUCTOR	11,547.73			11,547.73
HOPKINS	JULIA	ASAP TUTOR/MENTOR	969.14			969.14
HULISTON	ELIZABETH	ASAP TUTOR/MENTOR	544.50			544.50
IRVING	TOBIAS	ASAP SUBSTITUTE STAFF	10,662.50		388.44	11,050.94
JANUS	MARINA	ASAP INSTRUCTOR	7,699.70			7,699.70
JEAN	MARILYN	ASAP INSTRUCTOR	14,191.39			14,191.39
JOHNSON	ROBERT	ASAP INSTRUCTOR	15,066.99			15,066.99
KELLEY	JENNIFER	ASAP LEAD INSTRUCTOR	12,551.44			12,551.44
LANDON	ETHAN	ASAP TUTOR/MENTOR	1,078.86			1,078.86
LEE	ADAM	ASAP TUTOR/MENTOR	1,175.55		279.89	1,455.44
LEVIN	LAURA	ASAP INSTRUCTOR	11,785.74			11,785.74
LINDSEY	KATHLEEN	ASAP ASSIST INSTRUCTOR	12,868.50			12,868.50
LOFTUS	MELISSA	ASAP TUTOR/MENTOR	132.00			132.00
LOGUE	MICHAEL	ASAP SUBSTITUTE STAFF	2,620.51		852.21	3,472.72
LONDON	JILL	ASAP SUBSTITUTE STAFF	8,369.54			8,369.54
LONDON	EMILY	ASAP TUTOR/MENTOR	1,259.50			1,259.50
LYNCH	GILLIAN	ASAP TUTOR/MENTOR	1,498.67			1,498.67
MABIE	JUSTIN	ASAP TUTOR/MENTOR	198.00			198.00
MAGNUSON	BRANDON	ASAP ASST. SITE SUPERVISOR	21,525.91			21,525.91
MARCHAND	DESIREE	ASAP INSTRUCTOR	13,791.93			13,791.93
MARTELL	CLAIRE	ASAP TUTOR/MENTOR	316.25			316.25
MCDERMOTT	JAKE	ASAP SUBSTITUTE STAFF	442.59			442.59
MCLEOD	MATTHEW	ASAP ASSIST INSTRUCTOR	3,668.22			3,668.22
MCPHERSON	NICOLE	ASAP TUTOR/MENTOR	2,274.75			2,274.75
MELENDEZ	FELICIA	ASAP INSTRUCTOR	12,851.67			12,851.67
MONDOR	ANDREA	ASAP ASSIST INSTRUCTOR	1,129.74			1,129.74
MOSES	CHRISTINA	ASAP SUBSTITUTE STAFF	2,244.10			2,244.10
MUCCIARONE	PRESTON	ASAP INSTRUCTOR	12,804.15			12,804.15
MUCCIARONE	ASHLEY	ASAP SUBSTITUTE STAFF	10,344.85			10,344.85
MURPHY-DANIELS	COLLEEN	ASAP INSTRUCTOR	10,937.86			10,937.86
MUSSHORN	LAUREN	ASAP TUTOR/MENTOR	1,970.26			1,970.26
NATARELLI	LINDSEY	ASAP INSTRUCTOR	14,772.27			14,772.27
NATARELLI	EMILY	ASAP TUTOR/MENTOR	4,454.41			4,454.41
NEUEGARTEN	HAYLEY	ASAP TUTOR/MENTOR	1,111.94			1,111.94
OPELA	JACOB	ASAP TUTOR/MENTOR	453.75			453.75
ORTIZ	ANGEL	ASAP ASSIST INSTRUCTOR	1,353.85			1,353.85
O'SHEA	SHANNON	ASAP TUTOR/MENTOR	495.00			495.00
OUELLETTE	CAMERON	ASAP TUTOR/MENTOR	2,152.62			2,152.62
PALMGREN	SPENCER	ASAP LEAD INSTRUCTOR	5,826.56			5,826.56
PAUL	ROBERT	ASAP ASSIST INSTRUCTOR	3,966.06			3,966.06
POULOS	AURALEE	ASAP LEAD INSTRUCTOR	13,105.12			13,105.12
PRIM	JAMES	ASAP TUTOR/MENTOR	588.50			588.50
QUATTROCCHI	ALEXA	ASAP TUTOR/MENTOR	2,756.40			2,756.40
REYNOLDS	SCOTT	ASAP TUTOR/MENTOR	1,335.84			1,335.84
RICE	DEREK	ASAP ASSIST INSTRUCTOR	1,302.65			1,302.65
ROBERT	ARTHUR	ASAP TUTOR/MENTOR	1,251.87			1,251.87
ROBNETT	JAMES	ASAP SITE SUPERVISOR	28,414.14			28,414.14
ROSIN	LAUREN	ASAP TUTOR/MENTOR	2,002.52		129.77	2,132.29
SANCHEZ	ANGELICA	ASAP ASSIST INSTRUCTOR	419.01			419.01
SCRIBNER	MOIRA	ASAP TUTOR/MENTOR	2,871.17			2,871.17
SEETO	KRISTEN	ASAP SUBSTITUTE STAFF	4,125.39		183.44	4,308.83
SHAHVARI	JOANNE	ASAP INSTRUCTOR	13,841.55		369.94	14,211.49
SHOOSHANIAN	DANIEL	ASAP TUTOR/MENTOR	1,240.25			1,240.25
SIMONI	ELSBETH	ASAP ASSIST INSTRUCTOR	2,549.76		56.50	2,606.26
SMITH	ALAN	ASAP TUTOR/MENTOR	1,348.57			1,348.57
SNYDER	JANE	ASAP INSTRUCTOR	14,576.91		407.81	14,984.72
SOTO	NICKOLE	ASAP INSTRUCTOR	2,257.59			2,257.59
STECKBECK	THOMAS	ASAP ASSIST INSTRUCTOR	7,296.64		1,012.23	8,308.87
SULLIVAN	DEBRA	ASAP SUBSTITUTE STAFF	1,439.03		61.15	1,500.18
SULLIVAN	ALANA	ASAP ASSIST INSTRUCTOR	654.46		682.71	1,337.17
THERIAULT	GABRIELLE	ASAP SUBSTITUTE STAFF	9,087.65			9,087.65
TRONCOSO	ALBERTO	ASAP INSTRUCTOR	16,696.49			16,696.49
TWISS	AMELIA	ASAP TUTOR/MENTOR	2,455.40			2,455.40
VIDAL	DEJA	ASAP TUTOR/MENTOR	299.75			299.75
WEIDNER	RYAN	ASAP INSTRUCTOR	14,027.21			14,027.21
WOOLARD	EMMA	ASAP TUTOR/MENTOR	1,820.64		190.84	2,011.48
WRIGHT	COLE	ASAP TUTOR/MENTOR	704.00			704.00
WYNN	HALEY	ASAP TUTOR/MENTOR	2,007.32			2,007.32
YOUNG	ERIC	ASAP ASST. SITE SUPERVISOR	21,525.91			21,525.91
CAP-RENZI	MEGAN	ASAP DIRECTOR	74,723.41			74,723.41
CARVALHO	DINA	ASAP ASST. SITE SUPERVISOR	35,852.20			35,852.20
COFFEY	CHRISTOPHER	ASAP ASST. SITE SUPERVISOR	31,075.27			31,075.27
DELPRETE	GINA	ASAP SITE SUPERVISOR	42,820.45		2,519.41	45,339.86
FITZGERALD	MORGAN	ASAP SITE SUPERVISOR	42,820.45		1,241.48	44,061.93

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
GAGNER	MARYLOU	ASAP SITE SUPERVISOR	42,819.77		1,241.48	44,061.25
GENOVA	MAURA	ASAP ASST. SITE SUPERVISOR	35,852.20			35,852.20
GRAHAM	AARON	ASAP ASST. SITE SUPERVISOR	35,852.20			35,852.20
KLIMA	VICTORIA	ASAP COORDINATOR	12,395.73			12,395.73
LEONA	WILLIAM	ASAP SITE SUPERVISOR	15,008.58			15,008.58
MORAN	MARGARET	ASAP ASSISTANT DIRECTOR	55,362.28			55,362.28
MUCCIARONE	DEBBIE	ASAP COORDINATOR	27,668.63			27,668.63
NAUGHTON	PATRICIA	ASAP COORDINATOR	38,916.83			38,916.83
OLIVEIRA	CHERYL	ASAP SITE SUPERVISOR	42,633.18			42,633.18
PACHECO	MEGAN	ASAP COORDINATOR	25,167.07		-226.16	24,940.91
RAWLINGS	CATHERINE	ASAP COORDINATOR	36,891.34			36,891.34
ROBERTS	AMANDA	ASAP SITE SUPERVISOR	44,961.36		1,241.48	46,202.84
SCUOTEGUAZZA	NICOLE	ASAP ASST. SITE SUPERVISOR	13,647.81			13,647.81
SULLIVAN	ASHLEY	ASAP COORDINATOR	38,927.33			38,927.33
SULSER	DIANE	ASAP ASST. SITE SUPERVISOR	31,079.63			31,079.63
VERDELLI	GEMMA	ASAP ASST. SITE SUPERVISOR	34,826.93			34,826.93
WALSH	PATRICK	ASAP SITE SUPERVISOR	40,781.53		3,167.55	43,949.08
			1,403,542.88		**16,270.66**	**1,419,813.54**
SCHOOL LUNCH						
ANAYA	MARIA	SUBSTITUTE FOOD SERVICE WRKER	224.07			224.07
BAILEY	NICOLE	FOOD SERVICE MIDDLE SCHOOL MGR	32,234.78	155.81	130.00	32,520.59
BOUDREAU	DELPHINE	FOOD SERVICE WORKER PART TIME	9,903.06		595.20	10,498.26
CHIAVARINI	RAECHEL	FOOD SERVICE COOK BAKER	22,724.33	2,764.09	330.00	25,818.42
DE DOMING	TONI	FOOD SERVICE WORKER PART TIME	8,901.22		130.00	9,031.22
DESJARDIN	ARLENE	FOOD SERVICE WORKER PART TIME	10,268.16		230.00	10,498.16
DISNEY	KARIENE	FOOD SERVICE WORKER PART TIME	13,553.47	231.21	130.00	13,914.68
DUFFY	MARIE	FOOD SERVICE WORKER PART TIME	10,764.19	237.38	130.00	11,131.57
DUNN	PATRICIA	FOOD SERVICE WORKER PART TIME	13,196.41		130.00	13,326.41
FAIR	KRISTINE	FOOD SERVICE WORKER PART TIME	12,766.20	230.57	374.02	13,370.79
FEBUS	VIRGINIA	FOOD SERVICE WORKER FULL TIME	18,398.65	698.55	458.77	19,555.97
FORAN	ROSEANN	FOOD SERVICE COOK SUPERVISOR	30,805.56	770.41	430.00	32,005.97
GHILANI	MARTHA	FOOD SERVICE WORKER PART TIME	8,327.18		260.00	8,587.18
HARROW	CHARLENE	FOOD SERVICE WORKER PART TIME	12,254.93		564.33	12,819.26
HARTLEY	JUDE	SUBSTITUTE FOOD SERVICE WRKER	593.46			593.46
HILLARD	KIMBERLY	FOOD SERVICE WORKER PART TIME	9,949.18		130.00	10,079.18
HLADICK	LOIS	FOOD SERVICE WORKER PART TIME	9,590.90		130.00	9,720.90
INDRESANO	ANGELA	SUBSTITUTE FOOD SERVICE WRKER	11,252.75		421.72	11,674.47
INDRESANO	DEBORAH	FOOD SERVICE WORKER PART TIME	6,228.56			6,228.56
JENCUNAS	ANN	FOOD SERVICE MANAGER HIGH SCH	38,059.71	5,013.87	1,264.04	44,337.62
KIRBY	CHRISTINE	FOOD SERVICE WORKER PART TIME	7,678.72		130.00	7,808.72
LAROSA	BARBARA	FOOD SERVICE WORKER PART TIME	11,055.95	80.70	280.00	11,416.65
LAVIN	SUSAN	FOOD SERVICE WORKER PART TIME	11,248.46		130.00	11,378.46
LAWSON	JEANMARIE	FOOD SERVICE WORKER PART TIME	11,647.95		130.00	11,777.95
LEVERONE	DEBRA	FOOD SERVICE WORKER PART TIME	14,307.85	318.08	130.00	14,755.93
MARSO	KAREN	FOOD SERVICE COOK BAKER	23,076.20		469.60	23,545.80
MAXFIELD	MELISSA	SUBSTITUTE FOOD SERVICE WRKER	844.82			844.82
MCGOVERN	KERI	FOOD SERVICE WORKER PART TIME	10,656.31	172.93	130.00	10,959.24
MCGRATH	JANICE	FOOD SERVICE WORKER PART TIME	8,300.42		130.00	8,430.42
MONTAGNA	GINA	FOOD SERVICE WORKER PART TIME	8,852.69		260.00	9,112.69
MUNRO	JANICE	FOOD SERVICE WORKER PART TIME	2,955.34			2,955.34
MURPHY	EILEEN	FOOD SERVICE MIDDLE SCHOOL MGR	32,087.15	467.45	594.02	33,148.62
PARKHURST	MICHELLE	FOOD SERVICE COOK SUPERVISOR	30,334.77	537.68	260.00	31,132.45
PLOURDE	JEANNE	SUBSTITUTE FOOD SERVICE WRKER	3,103.72			3,103.72
SUTHERLAND	JOSEPHINE	FOOD SERVICE WORKER FULL TIME	21,055.78		1,069.54	22,125.32
TAHMILI	ANGELA	FOOD SERVICE WORKER PART TIME	5,762.73		130.00	5,892.73
TELLIER	MELISSA	FOOD SERVICE WORKER PART TIME	5,311.61		260.00	5,571.61
TODESCO	MARIANNE	FOOD SERVICE WORKER PART TIME	8,537.22		130.00	8,667.22
WEDDLE	KRISTINE	SUBSTITUTE FOOD SERVICE WRKER	1,694.74		1,400.00	3,094.74
WILLIAMSON	MARYANN	FOOD SERVICE WORKER PART TIME	7,761.62		130.00	7,891.62
WONG	BETTY	FOOD SERVICE WORKER PART TIME	10,957.83		130.00	11,087.83
YEE-KWOK	DORIS	SUBSTITUTE FOOD SERVICE WRKER	1,259.66			1,259.66
			518,488.31	**11,678.73**	**11,731.24**	**541,898.28**
SCHOOL SUPERVISION						
BALBONI	SUSAN	PRINCIPAL ELEMENTARY EDUCATION	130,592.41			130,592.41
BERTUCCI	ROSE	H.S. DEAN OF INSTRUCTION	127,259.99		1,875.00	129,134.99
CARNEY	TERESA	PRINCIPAL MIDDLE EDUCATION	133,926.00		500.00	134,426.00
DOWNING	KIRK	PRINCIPAL ELEMENTARY EDUCATION	127,764.00		7,500.00	135,264.00
GHILANI	KAREN	PRINCIPAL ELEMENTARY EDUCATION	129,264.07		500.00	129,764.07
HARRIGAN	BRIAN	PRINCIPAL SECONDARY EDUCATION	140,389.99		500.00	140,889.99
HOFFMAN	JORDAN	PRINCIPAL ELEMENTARY EDUCATION	116,959.60		3,713.21	120,672.81
IVES	LAURA	ASSIST DIR PUPIL SERV-SYEAR	96,838.95		325.99	97,164.94
JOSEPH	MATTHEW	PRINCIPAL ELEMENTARY EDUCATION	63,249.55		3,449.97	66,699.52
KELLY	IAN	PRINCIPAL ELEMENTARY EDUCATION	63,249.55		2,300.00	65,549.55
KINKEAD	MARYBETH	PRINCIPAL PRESCHOOL	113,000.94			113,000.94
MILLER	ERIN	ASSIST DIR PUPIL SERV-SYEAR	99,815.69		2,151.56	101,967.25
SMITH	HEATHER	PRINCIPAL ELEMENTARY EDUCATION	124,443.93		500.00	124,943.93
TAGLIAPIETRA	PAUL	ASSIST DIR PUPIL SERV-SYEAR	102,308.96		344.41	102,653.37
ZITOLI	ANDREW	PRINCIPAL MIDDLE EDUCATION	133,926.00		500.00	134,426.00
			1,702,989.63		**24,160.14**	**1,727,149.77**
SCHOOL VICE PRINCIPALS/DIRECTORS						
BOUDREAU	MARGARET	VICE PRINCIPAL SECONDARY	123,881.44			123,881.44
CARNEY	NIALL	VICE PRINCIPAL MID MASTERS+15	118,242.21		1,644.50	119,886.71
COLLINS	TIMOTHY	ATHLETIC DIRECTOR	105,273.41			105,273.41
GALVIN	ZACHARY	VICE PRINCIPAL SECONDARY	123,881.44			123,881.44
HATT	MEGAN	VICE PRINCIPAL MIDDLE	112,611.67		5,158.00	117,769.67
ANNIBALLI	ROBERT	DIRECTOR PHYSICAL EDUCATION	86,151.27		19,469.48	105,620.75
GATTO	BENJAMIN	ASSISTANT PRINCIPAL ELMEN	97,339.14			97,339.14
GRAF	SUSAN	VICE PRIN MIDDLE SCHL YR M15	78,446.44		6,884.09	85,330.53
MILLER	STEPHEN	DIR FINE ARTS M+30	86,151.27		22,038.78	108,190.05
			931,978.29		**55,194.85**	**987,173.14**
BENNET HEMENWAY SCHOOL						
BARBATO	MICHELLE	ELEMENTARY TEACHER MASTER+15	57,687.76		826.73	58,514.49
BRIONES	LISA	ELEMENTARY TEACHER MASTERS+60	87,661.83		29.21	87,691.04
CRAIG	ASHLEY	ELEMENTARY TEACHER MASTERS	60,389.88		4,223.83	64,613.71
DAHLHEIMER	SARAH	ELEMENTARY TEACHER MASTER+15	79,596.94		2,016.34	81,613.28
DEBIASE	LAURA	SPECIAL NEEDS TEACHER MASTR+45	88,305.14		29.21	88,334.35
DEWING	BENITA	ELEMENTARY TEACHER MASTERS	59,285.23			59,285.23
GOLDWAIT	MARYGRACE	ELEMENTARY TEACHER MASTER+15	72,702.18			72,702.18
HAYES	LISA	ELEMENTARY TEACHER MASTER +45	88,305.14		1,002.21	89,307.35
HOLT	JACQUELYN	ELEMENTARY TEACHER MASTERS+75	92,722.63		116.84	92,839.47
HUSE	ALISON	ELEMENTARY TEACHER MASTERS	74,319.96			74,319.96

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
KERN	LINDSAY	ELEMENTARY SPECIALISTS M+30	72,635.39		87.63	72,723.02
KILLORIN	JACQUELINE	ELEMENTARY TEACHER MASTERS+75	80,743.74		755.11	81,498.85
KRAKAUER	KATHRYN	ELEMENTARY TEACHER MASTER +45	80,860.04		189.35	81,049.39
KRUSZEWSKA	CAROLINA	ELEMENTARY TEACHER MASTERS	78,321.55		475.00	78,796.55
LAPLANTE	NINA	ELEMENTARY TEACHER MASTER+15	79,694.05		2,354.90	82,048.95
LETOVSKY	SHARON	ELEMENTARY SPECIALISTS M+30	75,464.86			75,464.86
MARZULLO	KIMBERLY	ELEMENTARY TEACHER MASTER+15	81,189.54		913.21	82,102.75
MAVRIKOS	CATHERINE	ELEMENTARY TEACHER MASTER +30	50,720.61		58.42	50,779.03
MCSHANE	VICTORIA	ELEMENTARY TEACHER MASTER+15	75,005.00			75,005.00
MCVICKER	JULIANNE	ELEMENTARY TEACHER MASTER+15	59,854.98		690.72	60,545.70
MITCHELL	AMBER	ELEMENTARY TEACHER MASTERS	57,004.24			57,004.24
NEMESKAL	CHRISTINE	ELEMENTARY TEACHER MASTERS	75,806.99			75,806.99
O'BRIEN	CATHERINE	ELEMENTARY TEACHER MASTER +30	86,151.27		91.42	86,242.69
SILVERBERG	LEE	ELEMENTARY TEACHER MASTERS+60	84,440.18		87.63	84,527.81
SLATER	DAVID	ELEMENTARY SPECIALISTS M+30	56,287.03		29.21	56,316.24
WRAIGHT	KATHERINE	ELEMENTARY TEACHER BACHELOR	68,911.82		1,201.00	70,112.82
ZAJDEL	KELLY	ELEMENTARY TEACHER MASTERS	53,686.01		928.56	54,614.57
			1,977,753.99		**16,106.53**	**1,993,860.52**
BROWN SCHOOL						
ALBERT	MICHAEL	ELEMENTARY TEACHER MASTER +45	88,305.14		2,532.12	90,837.26
BARNES	LESLIE	ELEMENTARY TEACHER MASTERS	73,465.80		941.99	74,407.79
BERNATH	NANCY	ELEMENTARY TEACHER BACHELOR	46,232.86		8,738.50	54,971.36
CAIN	MARIEL	ELEMENTARY TEACHER MASTERS	18,224.64			18,224.64
COLLERAN	DANIELLE	ELEMENTARY TEACHER MASTERS	47,923.68			47,923.68
COSTELLO	PAMELA	ELEMENTARY TEACHER MASTERS	75,806.99		1,151.42	76,958.41
CURTIN	MELISSA	ELEMENTARY TEACHER MASTERS	51,023.74		810.96	51,834.70
D'AGNELLI	LINDSAY	ELEMENTARY TEACHER MASTER +45	68,431.38		1,717.72	70,149.10
DMITRIEV	JULIA	ELEMENTARY TEACHER MASTER+15	64,891.23		1,614.83	66,506.06
GAGNE	ANGELINA	ELEMENTARY TEACHER MASTERS+75	90,635.41		2,548.16	93,183.57
GORMAN	ABIGAIL	ELEMENTARY TEACHER MASTERS	52,703.59		968.09	53,671.68
HAND	CAROLINE	ELEMENTARY TEACHER BACHELOR	46,070.78			46,070.78
HILL	CAITLIN	ELEMENTARY TEACHER MASTERS	18,954.00			18,954.00
HURLEY	KATHLEEN	ELEMENTARY TEACHER MASTER +30	86,151.27		29.21	86,180.48
KOHA	KELSEY	ELEMENTARY TEACHER BACHELOR	46,070.78			46,070.78
KRUG	KIMBERLY	ELEMENTARY TEACHER MASTERS	41,058.29		95.21	41,153.50
LUKE	PATRICIA	ELEMENTARY TEACHER MASTERS+75	92,722.63		723.72	93,446.35
MACINNES	MELISSA	ELEMENTARY TEACHER MASTERS	75,806.99		62.21	75,869.20
MANDONAS	KRISTINA	ELEMENTARY TEACHER MASTER +30	67,458.84		1,168.42	68,627.26
MARTIN	ANDREA	ELEMENTARY TEACHER BACHELOR	26,373.10		109.88	26,482.98
NEWELL	EILEEN	ELEMENTARY TEACHER MASTERS	12,149.76		2,807.21	14,956.97
QUIMBY	MELISSA	ELEMENTARY TEACHER BACHELOR	47,913.31		58.42	47,971.73
QUINTANA	LISA	ELEMENTARY TEACHER BACHELOR	21,802.86			21,802.86
RISI	JENNIFER	ELEMENTARY TEACHER MASTER +30	86,151.27		284.27	86,435.54
SHERMAN	SALLY	ELEMENTARY TEACHER MASTER +30	39,907.79		1,862.54	41,770.33
STEFANOWICZ	JARED	ELEMENTARY TEACHER MASTERS+60	88,640.82		2,308.81	90,949.63
STUCCHI	DANIELLE	ELEMENTARY TEACHER BACHELOR	47,913.31		156.35	48,069.66
ZELIGER	CHRISTINE	ELEMENTARY TEACHER BACHELOR	46,070.78		29.21	46,099.99
			1,568,861.04		**30,719.25**	**1,599,580.29**
SCHOOL HEALTH SERVICE						
ANDERSON	KAREN	SUBSTITUTE NURSE	932.00			932.00
ARNOLD	ALICIA	NURSE BACHELORS	64,582.81		605.00	65,187.81
BEATTY	SUSANNE	NURSE BACHELORS	46,043.80			46,043.80
DENNIS	JUDITH	SUBSTITUTE NURSE	1,706.00			1,706.00
FORCIER	PAULA	SUBSTITUTE NURSE	380.00			380.00
GARB-PALUMBO	JENNIFER	NURSE MASTERS	25,878.78			25,878.78
GEMMELL-STEINBERG	ELIZABETH	NURSE BACHELORS	71,198.50		2,035.00	73,233.50
GILBERT	KRISTIN	NURSE BACHELORS	71,198.50		110.00	71,308.50
GRAVES	LISA	SUBSTITUTE NURSE	9,279.00			9,279.00
KING	DANIELLE	NURSE BACHELORS	33,347.91		238.71	33,586.62
LAGAN	MARYANNE	NURSE BACHELORS	2,243.50		1,340.60	3,584.10
LEBLANC	MICHELLE	NURSE BACHELORS	31,895.77		1,535.17	33,430.94
MARCINKIEWICZ	NICOLE	NURSE MASTERS	78,321.55		360.00	78,681.55
MCNEILL	KELLY	NURSE MASTERS	63,786.74		5,280.00	69,066.74
MICELI	NICOLE	SUBSTITUTE NURSE	1,009.00			1,009.00
NASER	BARBARA	NURSE BACHELORS	68,911.82		4,635.00	73,546.82
PERISTERE	SUSAN	SUBSTITUTE NURSE	4,464.00			4,464.00
RAHN	JANICE	NURSE BACHELORS	71,198.50		55.00	71,253.50
RUFO	KAREN	NURSE LEADER	84,613.27		17,363.27	101,976.54
SANTINO	PAULINE	NURSE MASTERS + 15	79,694.05		4,410.95	84,105.00
SEMONIAN	SELENA	SUBSTITUTE NURSE	4,625.00		564.00	5,189.00
SINGER	BARBARA	NURSE MASTERS	50,858.05		1,480.00	52,338.05
SIVAK	ERIN	NURSE MASTERS	2,872.34		1,316.00	4,188.34
TWISS	DENISE	NURSE MASTERS	77,324.50		3,634.90	80,959.40
WELBURN	MARSHA	SUBSTITUTE NURSE	475.00			475.00
			946,840.39		**44,963.60**	**991,803.99**
JOHNSON SCHOOL						
ABRAMO	KRISTINA	ELEMENTARY TEACHER MASTER+15	21,707.69			21,707.69
BLAKE	KRISTEN	ELEMENTARY TEACHER MASTERS+75	92,722.63		58.42	92,781.05
BRUNS	AMY	ELEMENTARY TEACHER MASTERS+75	92,722.63		1,132.89	93,855.52
CAULFIELD	GINA	ELEMENTARY TEACHER MASTER +30	61,723.63		200.00	61,923.63
CUNNINGHAM	BRENNA	ELEMENTARY TEACHER MASTERS	66,688.33		3,051.90	69,740.23
GEORGE	LELANA	ELEMENTARY TEACHER MASTER+15	82,236.23		448.35	82,684.58
MAGEE	LORRAINE	ELEMENTARY TEACHER BACHELOR	46,070.78		316.84	46,387.62
ROSSI	MARY	ELEMENTARY TEACHER MASTERS	23,270.64			23,270.64
SUGRUE	MARIA	ELEMENTARY TEACHER MASTERS	78,321.55		1,947.03	80,268.58
SWEENEY	CHRISTINE	ELEMENTARY TEACHER MASTERS	64,122.57			64,122.57
TOURANGEAU	JUSTIN	ELEMENTARY TEACHER MASTERS	62,806.38		925.92	63,732.30
WOOD	JEFFERSON	ELEMENTARY TEACHER MASTER +30	86,151.27		2,257.24	88,408.51
			778,544.33		**10,338.59**	**788,882.92**
LILJA SCHOOL						
ALTCHEK	BETHANY	ELEMENTARY TEACHER MASTERS+75	92,722.63		1,710.84	94,433.47
BENNETT	ALISON	ELEMENTARY TEACHER MASTER+15	53,651.38		246.21	53,897.59
BRACEY	ALISON	ELEMENTARY TEACHER BACHELOR	9,086.41		1,053.96	10,140.37
BRAINERD	JESSICA	ELEMENTARY TEACHER MASTER +30	73,355.30		313.48	73,668.78
BUCKMIRE	JOVANNE	ELEMENTARY TEACHER BACHELOR	23,995.35			23,995.35
CHASE	KENDRA	ELEMENTARY TEACHER MASTER+15	78,697.00		1,660.82	80,357.82
CONNELLY	KELLI	ELEMENTARY TEACHER MASTER+15	78,931.55		791.71	79,723.26
CRONIN	LISA	ELEMENTARY TEACHER MASTERS	59,285.23		4,184.93	63,470.16
GALLAGHER	ASHLEY	ELEMENTARY TEACHER MASTER +30	60,342.30		213.21	60,555.51
HIRSCH	JENNIFER	ELEMENTARY TEACHER MASTER +30	58,371.04		2,956.23	61,327.27
KOZIN	HEATHER	ELEMENTARY TEACHER MASTER+15	58,029.52		2,330.66	60,360.18

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
KUZINEVICH	ALLISON	ELEMENTARY TEACHER MASTERS	50,676.28		62.21	50,738.49
MCENANEY	KRISTEN	ELEMENTARY TEACHER MASTERS+75	92,722.63		704.91	93,427.54
MCGRATH	HEIDI	BOKS DIRECTOR			1,000.00	1,000.00
NORRMAN	CHRISTINE	ELEMENTARY TEACHER BACHELOR	69,652.94		33.00	69,685.94
OLIVETTI	JENNIFER	ELEMENTARY TEACHER BACHELOR	26,536.08			26,536.08
PERSHOUSE	SARAH	ELEMENTARY TEACHER MASTERS	72,862.87		675.12	73,537.99
QUIMBY	SARAH	ELEMENTARY TEACHER MASTERS	57,004.24		813.26	57,817.50
REED	BROOKE	ELEMENTARY TEACHER MASTER+15	30,024.15		166.67	30,190.82
ROBERTS	LINDSAY	ELEMENTARY TEACHER MASTER+15	64,247.56		199.77	64,447.33
SNOW	TESSIE	ELEMENTARY TEACHER MASTERS	53,002.80			53,002.80
SPRAGUE	KELLY	ELEMENTARY TEACHER MASTERS	52,703.59		415.35	53,118.94
STARKEL	HEATHER	ELEMENTARY TEACHER MASTERS	61,656.75		1,319.47	62,976.22
WITMER	ALISON	ELEMENTARY TEACHER MASTER+15	72,861.87		170.56	73,032.43
			1,350,419.47		**21,022.37**	**1,371,441.84**
MEMORIAL SCHOOL						
ARAUJO	KIMBERLY	ELEMENTARY TEACHER MASTERS	57,004.24		1,450.29	58,454.53
BARTER	JOHN	SPECIAL NEEDS TEACHER MASTR+15	78,036.22			78,036.22
BOPP	KIMBERLEE	ELEMENTARY TEACHER MASTERS	49,077.74			49,077.74
DESAUTELS	LAUREN	ELEMENTARY SPECIALISTS M+30	68,481.37		1,407.02	69,888.39
ESPOSITO	KERI	ELEMENTARY TEACHER BACHELOR	41,560.21		442.00	42,002.21
FOLEY	SHANNON	ELEMENTARY TEACHER BACHELOR	11,849.32			11,849.32
GETZ	ELLEN	TUTOR/HOMEBOUND	245.02			245.02
HAWKES	KELSI	ELEMENTARY TEACHER MASTERS	59,285.23		2,720.82	62,006.05
HOOKWAY	CAROL	ELEMENTARY TEACHER BACHELOR	71,198.50		170.56	71,369.06
INGHAM	CHRISTINA	ELEMENTARY TEACHER MASTERS	44,193.04			44,193.04
JOHNSON	JESSICA	ELEMENTARY TEACHER MASTER +30	66,008.19		170.56	66,178.75
KENNEY	ELIZABETH	ELEMENTARY TEACHER MASTER +30	86,151.27			86,151.27
KENNY	MARY	ELEMENTARY TEACHER BACHELOR	71,198.50		156.35	71,354.85
LOER	ALEXANDRA	ELEMENTARY TEACHER MASTERS	74,581.40		1,570.57	76,151.97
LYDON	MARGARET	ELEMENTARY TEACHER MASTER +30	86,151.27		170.56	86,321.83
MACKENZIE	ELKE	ELEMENTARY TEACHER MASTER +45	80,622.80		1,954.96	82,577.76
REILLY	CATHERINE	ELEMENTARY TEACHER MASTERS	63,776.53		-280.00	63,496.53
SCOTT	SARAH	ELEMENTARY TEACHER MASTERS	50,676.28			50,676.28
SINEL	ALYSSA	ELEMENTARY TEACHER MASTERS	64,122.57		2,924.83	67,047.40
STANEK	ERIN	ELEMENTARY TEACHER MASTER +30	78,576.10		824.39	79,400.49
WASSIL	NICOLE	ELEMENTARY TEACHER MASTERS	61,656.75			61,656.75
WEILER	KENDRA	ELEMENTARY TEACHER MASTER +30	76,041.29		657.72	76,699.01
			1,340,493.84		**14,340.63**	**1,354,834.47**
KENNEDY MIDDLE SCHOOL						
ALAGAPPAN	NANDINI	TEACHER DEPT/HEAD MASTERS +30	73,355.30		4,528.19	77,883.49
ANDREOTES	COLLEEN	TEACHER MIDDLE MASTERS	69,287.43		60.00	69,347.43
BISHOP	HEATHER	TEACHER MIDDLE MASTERS +75	92,722.63		8,801.81	101,524.44
BOCZANOWSKI	AMANDA	TEACHER MIDDLE MASTERS	20,500.65			20,500.65
BRENNEMAN	ELLEN	TEACHER MIDDLE MASTERS +75	92,722.63		3,609.08	96,331.71
BRENNEMAN	JENNIFER	TEACHER MIDDLE MASTERS +45	83,880.87		3,253.49	87,134.36
BRIGGS	JENNIFER	TEACHER MIDDLE MASTERS	22,173.57			22,173.57
BUCK	AMANDA	TEACHER MIDDLE BACHELORS	58,293.87		2,302.22	60,596.09
CARTER	LAUREN	TEACHER MIDDLE MASTERS +15	52,495.05		2,120.00	54,615.05
CLOUTIER	KARIN	TEACHER MIDDLE MASTERS	79,640.93		2,715.13	82,356.06
COTTER	LORI	TEACHER MIDDLE MASTERS +30	88,106.77		508.91	88,615.68
COTTON	KENNETH	TEACHER MIDDLE MASTERS	48,882.14			48,882.14
D'ADDEO	LAUREN	TEACHER MIDDLE BACHELORS	15,931.08			15,931.08
DION	CHRISTINE	TEACHER MIDDLE MASTERS +30	86,151.27		842.78	86,994.05
DRAPEAU	DAVID	TEACHER MIDDLE MASTERS +30	68,481.37		2,144.56	70,625.93
DUMAS-ELLIOTT	NICOLE	TEACHER MIDDLE MASTERS	63,779.40			63,779.40
DWYER	MEGHAN	TEACHER MIDDLE MASTERS	69,441.43		3,723.01	73,164.44
FLEDDERJOHN	TIMOTHY	TEACHER MIDDLE MASTERS +45	23,843.55		195.45	24,039.00
FOREST	CHRISTOPHER	TEACHER MIDDLE MASTERS +75	92,722.63		7,030.52	99,753.15
FUJII	JARED	TEACHER MIDDLE MASTERS	32,451.64		658.00	33,109.64
GAUTHIER	STACY	TEACHER MIDDLE MASTERS +30	86,151.27		1,596.98	87,748.25
GOOSE	STEPHEN	TEACHER SECONDARY MASTERS	50,676.28		341.13	51,017.41
GRIFFIN	DONALD	TEACHER MIDDLE MASTERS	78,321.55		6,091.56	84,413.11
HACKET	MARA	TEACHER MIDDLE MASTERS +60	87,936.38		3,470.99	91,407.37
HAMM	MICHELLE	TEACHER MIDDLE MASTERS +30	86,151.27		2,088.81	88,240.08
HART	JENNIFER	TEACHER MIDDLE MASTERS +15	70,116.33		1,414.45	71,530.78
KASSAP	BETH	TEACHER MIDDLE MASTERS +45	86,906.55		1,316.00	88,222.55
KITTLER	NATHAN	TEACHER MIDDLE MASTERS +15	82,236.23		7,166.50	89,402.73
KORHN	MACKENZIE	TEACHER MIDDLE MASTERS +30	82,562.40		2,088.81	84,651.21
LANE	JOSEPH	TEACHER MIDDLE MASTERS	66,688.33		4,117.56	70,805.89
LEMOINE	NEKELLE	TEACHER MIDDLE BACHELORS	53,895.81		1,129.00	55,024.81
LEMON	SANDRA	TEACHER MIDDLE MASTERS +30	86,151.27		4,591.46	90,742.73
LYTH	DAVID	TEACHER MIDDLE MASTERS +60	77,023.75		2,639.78	79,663.53
MACDONALD	ALICIA	TEACHER MIDDLE MASTERS	52,703.59		587.85	53,291.44
MARSH	KELLY	TEACHER MIDDLE MASTERS	50,676.28			50,676.28
MARSHALL	BRITTANY	TEACHER MIDDLE MASTERS +15	69,393.06		2,811.28	72,204.34
MCCANN	MICHELLE	TEACHER MIDDLE MASTERS +15	78,036.22			78,036.22
MCMAHON	JEFFREY	TEACHER MIDDLE MASTERS +15	72,751.15		669.99	73,421.14
MEYERS	SARAH	TEACHER MIDDLE MASTERS +75	67,150.96		4,747.09	71,898.05
NORRIS	ADRIENNE	TEACHER/DEPT HEAD MASTERS +45	57,341.00		5,537.00	62,878.00
PEIRCE	DARYL	TEACHER MIDDLE MASTERS	33,749.59			33,749.59
PORTEN	HEIDI	TEACHER MIDDLE MASTERS +15	73,725.49		431.31	74,156.80
POWER	PAUL	TEACHER MIDDLE MASTERS +30	80,148.32		4,800.04	84,948.36
PRESSWOOD	KATHERINE	TEACHER MIDDLE MASTERS	78,321.55		284.27	78,605.82
RAIDER	JEFFREY	TEACHER MIDDLE BACHELORS	47,913.31		4,110.00	52,023.31
ROGERS	KATI	TEACHER SECONDARY MASTERS +45	71,527.04			71,527.04
ROTH	LAURA	TEACHER MIDDLE MASTERS +15	52,533.49		767.46	53,300.95
SCHNEEKLOTH	REBECCA	TEACHER MIDDLE MASTERS +15	75,199.92		1,535.25	76,735.17
STEFANINI	THOMAS	TEACHER MIDDLE MASTERS +30	86,151.27		1,645.00	87,796.27
UDAHL	ELISABETH	TEACHER MIDDLE BACHELORS	15,931.08			15,931.08
VIGUE	NOEL	TEACHER MIDDLE MASTERS +45	57,341.00		85.28	57,426.28
WOLF	JAMIE	TEACHER MIDDLE MASTERS +15	53,651.38		4,187.00	57,838.38
ZHU	YU LAN	TEACHER MIDDLE MASTERS	66,688.33		284.27	66,972.60
			3,470,615.66		**113,029.27**	**3,583,644.93**

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
WILSON MIDDLE SCHOOL						
ANDERSON	KATHLEEN	ELEMENTARY TEACHER MASTER +45	88,305.14		101.24	88,406.38
BALL	KRISTINA	TEACHER MIDDLE MASTERS	20,500.65			20,500.65
BARANOFF	MARK	TEACHER MIDDLE MASTERS	74,319.96		9,465.78	83,785.74
BOERGER	MARIE	TEACHER MIDDLE MASTERS +30	86,151.27		227.42	86,378.69
BRENNAN	DONALD	TEACHER MIDDLE MASTERS	74,319.96			74,319.96
CAFUA	EDWARD	TEACHER MIDDLE BACHELORS	47,913.31			47,913.31
CALDERON	CELINA	TEACHER MIDDLE MASTERS	69,287.43		2,318.99	71,606.42
CAMPAGNA	KRISTINE	TEACHER MIDDLE MASTERS +45	75,190.13		3,034.27	78,224.40
CARROLL	MARGARET	TEACHER MIDDLE MASTERS	47,726.78			47,726.78
CASEY	KEVIN	TEACHER MIDDLE MASTERS +30	68,502.00		3,098.79	71,600.79
COLEMAN	JUDITH	TEACHER MIDDLE MASTERS +75	92,722.63		9,577.58	102,300.21
CONNORS	LYNN	TEACHER MIDDLE MASTERS +30	86,151.27		1,586.06	87,737.33
CRAYNE	ALLISON	TEACHER MIDDLE BACHELORS	17,230.86		4,177.00	21,407.86
DE MARCO	ELISA	TEACHER MIDDLE MASTERS	59,285.23		1,400.96	60,686.19
DOYLE	KENNETH	TEACHER MIDDLE MASTERS +30	86,151.27			86,151.27
DOYLE	SARAH	TEACHER MIDDLE MASTERS	64,122.57		341.13	64,463.70
DUBBS	ANDREA	TEACHER MIDDLE MASTERS	77,471.47		1,504.56	78,976.03
DUMONT	RICHARD	TEACHER MIDDLE MASTERS +30	57,974.62			57,974.62
FOLAN	MEGAN	TEACHER MIDDLE BACHELORS	47,913.31			47,913.31
FRIES	ERIC	TEACHER MIDDLE MASTERS +15	70,530.78		942.27	71,473.05
FRISWELL	SARAH	TEACHER MIDDLE MASTERS	52,703.59		2,462.54	55,166.13
FULTON	CRAIG	TEACHER MIDDLE MASTERS +15	64,739.33		6,986.96	71,726.29
GIBBONS	WILLIAM	TEACHER MIDDLE BACHELORS	17,230.86		45.16	17,276.02
GREEN	ELIZABETH	TEACHER MIDDLE MASTERS +75	92,722.63		2,002.27	94,724.90
HANSEN	CHLOE	TEACHER MIDDLE MASTERS	18,224.64			18,224.64
HARRINGTON	KATE	TEACHER MIDDLE MASTERS +60	85,838.86		4,975.57	90,814.43
HAUSERMANN	DANIEL	TEACHER MIDDLE MASTERS	64,122.57		9,238.48	73,361.05
HAYWOOD	AMANDA	TEACHER MIDDLE MASTERS +45	87,181.10			87,181.10
HEIDEN	MICHAEL	TEACHER MIDDLE MASTERS	78,321.55		658.00	78,979.55
HEIDEN	ELIZABETH	TEACHER MIDDLE MASTERS +30	55,942.41		2,303.00	58,245.41
HWANG	SUSAN	TEACHER MIDDLE BACHELORS	47,913.31			47,913.31
INSALACO-SLEEPER	ANNE-MARIE	TEACHER MIDDLE MASTERS +45	88,305.14			88,305.14
KELLY	TINA	TEACHER MIDDLE MASTERS +60	31,097.79		400.00	31,497.79
LANGAN	LISA	TEACHER MIDDLE MASTERS +45	85,222.61		2,062.79	87,285.40
LONGLEY	CHAD	TEACHER MIDDLE MASTERS	78,321.55		969.21	79,290.76
LOVELY	KENNETH	TEACHER MIDDLE BACHELORS	71,198.50			71,198.50
MAGARIE	KENNETH	TEACHER MIDDLE BACHELORS	20,964.42		412.20	21,376.62
MALLOY	ANN-MARGARET	TEACHER MIDDLE MASTERS +15	82,236.23		60.00	82,296.23
MARCHIONE	JENNIFER	TEACHER MIDDLE MASTERS +15	59,854.98		2,169.51	62,024.49
MATTISON	KAITLIN	TEACHER MIDDLE MASTERS +15	59,995.75		838.53	60,834.28
MCDONOUGH	KIRSTEN	TEACHER MIDDLE MASTERS +30	85,206.61		2,088.55	87,295.16
MCGINTY	MARYANN	TEACHER MIDDLE MASTERS +45	87,430.11		1,918.25	89,348.36
MORETZ	HEATHER	TEACHER MIDDLE MASTERS +30	78,670.63		5,574.26	84,244.89
MORRILL	SCOTT	TEACHER MIDDLE MASTERS	61,656.75		3,061.42	64,718.17
MORRISON	MALLORI	TEACHER MIDDLE MASTERS +15	72,751.15		6,429.28	79,180.43
NEEL	JESSICA	TEACHER MIDDLE MASTERS +30	80,069.86			80,069.86
NEIMANN	JONATHAN	TEACHER MIDDLE BACHELORS	27,309.86		3,042.44	30,352.30
O'BRIEN	ILSE	TEACHER MIDDLE MASTERS +15	79,694.05		3,376.44	83,070.49
OLIVIERI	LISA	TEACHER MIDDLE MASTERS +30	66,705.47		1,543.42	68,248.89
POGARIAN	SHEILA	TEACHER MIDDLE MASTERS	78,321.55		3,032.00	81,353.55
RANDALL	MARY LOU	TEACHER MIDDLE MASTERS +60	58,739.59		11,362.35	70,101.94
ROBINSON	JESSICA	TEACHER MIDDLE BACHELORS	33,185.36			33,185.36
SALLEE	THOMAS	TEACHER MIDDLE MASTERS +45	54,033.14		1,176.03	55,209.17
SCHILL	RUTHANNE	TEACHER MIDDLE MASTERS +45	88,305.14			88,305.14
SENNETTE	WILBERT	TEACHER MIDDLE MASTERS +15	73,725.49		886.43	74,611.92
SHUSTER	WHITNEY	TEACHER MIDDLE MASTERS	72,862.87		113.71	72,976.58
SHUTE	ADAM	TEACHER MIDDLE MASTERS +30	77,368.41		8,346.86	85,715.27
SLETZINGER	JUDITH	TEACHER MIDDLE MASTERS +30	62,083.20		1,669.38	63,752.58
SOCKALOSKY	TRACY	TEACHER MIDDLE MASTERS	73,465.80		1,915.72	75,381.52
SOKOL	KIRSTIN	TEACHER MIDDLE MASTERS +75	91,252.81		1,515.68	92,768.49
SOUZA	PETER	TEACHER MIDDLE MASTERS +30	86,151.27		1,645.00	87,796.27
ST. GEORGE	SHIVONNE	TEACHER MIDDLE MASTERS	64,122.57			64,122.57
SULLIVAN	TRACY	TEACHER MIDDLE MASTERS	57,004.24			57,004.24
SULLIVAN	JOHN	TEACHER MIDDLE BACHELORS	24,965.64			24,965.64
WILLIAMS	KASIE	TEACHER MIDDLE BACHELORS	30,790.32	3,304.32	7,405.81	41,500.45
ZERDELIAN	MICHAEL	TEACHER MIDDLE BACHELORS	15,931.08			15,931.08
			4,235,711.43	**3,304.32**	**139,463.30**	**4,378,479.05**
HIGH SCHOOL						
ADAMS	LAUREN	TEACHER SECONDARY MASTERS +15	67,328.65		1,145.28	68,473.93
ALFEO	VALERIE	TEACHER SECONDARY MASTERS +60	54,266.55		3,947.00	58,213.55
AMARAVADI	RATNAKAR	TEACHER SECONDARY MASTERS +75	92,722.63		121.70	92,844.33
AMICO	KATELYN	TEACHER SECONDARY BACHELORS	49,829.08		11,890.20	61,719.28
ANDERSON	LINDA	TEACHER SECONDARY MASTERS +60	69,583.92		77.70	69,661.62
ARAUJO	JAMES	TEACHER SECONDARY MASTERS +45	80,541.14		2,222.11	82,763.25
ASTILL	KENNETH	TEACHER SECONDARY MASTERS +60	90,459.01		4,879.00	95,338.01
BRENNEMAN	MATTHEW	TEACHER SECONDARY BACHELORS	68,911.82		19,330.21	88,242.03
BREZINSKY	ELLEN	TEACHER SECONDARY MASTERS +15	72,702.18		38.85	72,741.03
BRYANT	EMMA	TEACHER SECONDARY BACHELORS	39,977.22		38.85	40,016.07
BUONO	MICHAEL	TEACHER SECONDARY MASTERS	58,784.42		17,297.04	76,081.46
BURNELL	ALYCE	TEACHER SECONDARY MASTERS	78,321.55		3,675.10	81,996.65
CAMIEL	SUSAN	TEACHER SECONDARY MASTERS +30	86,151.27		2,676.00	88,827.27
CARL	KATHLYN	TEACHER SECONDARY MASTERS	24,873.57			24,873.57
CAULFIELD	DENISE-IVRA	TEACHER DEPT/HEAD MASTERS +30	86,151.27		8,632.28	94,783.55
CESARINI	TIMOTHY	TEACHER SECONDARY MASTERS	43,376.04		1,171.95	44,547.99
CHAKRABORTY	NILANJANA	TEACHER SECONDARY DOCTORATE	74,773.46		784.89	75,558.35
CHAN	ALFRED	TEACHER SECONDARY MASTERS	59,520.81		295.07	59,815.88
CICE	JOHN	TEACHER SECONDARY MASTERS +30	86,151.27		4,934.00	91,085.27
CLEMENTS	DONALD	TEACHER SECONDARY MASTERS	72,862.87		3,156.85	76,019.72
CONROY	JILL	TEACHER SECONDARY MASTERS +45	83,795.42		1,058.62	84,854.04
CROHAN	CYNTHIA	TEACHER SECONDARY MASTERS +45	88,305.14		1,393.70	89,698.84
CULLEN	LORI	TEACHER SECONDARY MASTERS	52,360.29		797.98	53,158.27
CUOCO	ANTHONY	TEACHER SECONDARY MASTERS +30	58,210.13		4,064.17	62,274.30
CURRAN	SHEILA	TEACHER SECONDARY MASTERS +30	84,748.66			84,748.66
D'AGOSTINO	JOANNA	TEACHER SECONDARY MASTERS +30	86,151.27		95.70	86,246.97
DALEY	KARI-ANN	TEACHER SECONDARY MASTERS +75	89,746.12		1,060.00	90,806.12
DANGEL	BRIDGET	TEACHER SECONDARY MASTERS	24,872.27		270.06	25,142.33
DEROSA	ROBERT	TEACHER SECONDARY MASTERS +15	24,213.42			24,213.42
DIANTONIO	NICHOLAS	TEACHER SECONDARY MASTERS +30	56,287.03		5,012.90	61,299.93
DIFRANCESCA	NEIL	ELEMENTARY TEACHER MASTERS+60	87,661.83		881.60	88,543.43

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
DURYEA	CHRISTOPHER	TEACHER SECONDARY MASTERS	13,028.91			13,028.91
EGAN	AMANDA	TEACHER SECONDARY MASTERS	64,122.57		3,701.20	67,823.77
FINNEY	BRYAN	TEACHER SECONDARY BACHELORS	49,829.08		1,587.42	51,416.50
FORD	IVOR	TEACHER SECONDARY MASTERS +30	81,751.71		9,199.00	90,950.71
GARCIA-VALLES	MARIA ROSA	TEACHER SECONDARY MASTERS +15	82,236.23		1,974.00	84,210.23
GATES-WALLACE	HEATHER	TEACHER SECONDARY MASTERS	54,811.80		1,316.00	56,127.80
GECKLE	RICHARD	TEACHER SECONDARY DOCTORATE	94,983.21		3,948.00	98,931.21
GLAVIN	LUCAS	TEACHER SECONDARY MASTERS +60	78,804.26		4,021.00	82,825.26
GLIESMAN	TARA	TEACHER SECONDARY MASTERS +15	74,600.79		3,936.79	78,537.58
GODIN	JENNIFER	TEACHER SECONDARY MASTERS +30	77,302.59		2,840.98	80,143.57
GUARINO	DYLAN	TEACHER SECONDARY MASTERS +30	58,210.13		4,921.57	63,131.70
GUASTELLA	ROBERT	TEACHER SECONDARY MASTERS +15	57,459.92		821.66	58,281.58
GUIDICE	JOSEPH	TEACHER SECONDARY MASTERS +30	76,214.81		3,958.50	80,173.31
HALE	MARGARET	TEACHER SECONDARY MASTERS	42,566.06		4,493.67	47,059.73
HAVARD	JENNIFER	TEACHER SECONDARY DOCTORATE	63,745.37		657.06	64,402.43
HAVERSTICK	SUSAN	TEACHER SECONDARY MASTERS +30	86,151.27		405.97	86,557.24
HAWES	ELIZABETH	TEACHER SECONDARY MASTERS	40,012.93		38.85	40,051.78
HINNENKAMP	DANIEL	TEACHER SECONDARY MASTERS +45	88,305.14		12,275.72	100,580.86
HISTEN	SAVANNAH	TEACHER MIDDLE MASTERS +30	36,216.13		702.00	36,918.13
HOLLINS	ANDREW	TEACHER DEPT/HEAD DOCTORATE	83,970.43		4,403.10	88,373.53
HOYE	JASON	TEACHER SECONDARY BACHELORS	62,988.18		13,696.00	76,684.18
HUNNEWELL	LEAH	TEACHER SECONDARY MASTERS	35,218.08			35,218.08
JONES	LAURA	TEACHER SECONDARY MASTERS	21,321.00			21,321.00
KARETSKY	ALEXANDER	TEACHER SECONDARY MASTERS +60	90,459.01			90,459.01
KERXHALLI	VALERIE	TEACHER SECONDARY BACHELORS	38,465.64			38,465.64
LAVEZZO	LISA	TEACHER SECONDARY MASTERS	51,621.07		38.85	51,659.92
MA	LILY	TEACHER SECONDARY MASTERS +30	63,134.85		1,656.30	64,791.15
MACZIK	ADAM	TEACHER SECONDARY BACHELORS	47,400.45		547.33	47,947.78
MAGNUSON	SUZANNA	TEACHER SECONDARY MASTERS +15	76,506.03		385.13	76,891.16
MARINO	KELLY	TEACHER MIDDLE MASTERS +30	86,151.27		3,753.41	89,904.68
MCFARLAND	JOSEPH	TEACHER SECONDARY MASTERS	50,858.05		77.70	50,935.75
MILLER	MATTHEW	TEACHER SECONDARY MASTERS +30	85,054.77		25,215.59	110,270.36
MOLONEY	BRIAN	TEACHER SECONDARY BACHELORS	66,237.82		14,102.67	80,340.49
MORTARA	MICHAEL	TEACHER SECONDARY MASTERS +30	70,471.12		38.85	70,509.97
MUSANTE	MARNIE	TEACHER SECONDARY MASTERS +60	90,459.01		233.10	90,692.11
NAPIER BERNSTEIN	CAMILLE	TEACHER SECONDARY MASTERS +60	90,459.01		1,050.04	91,509.05
NORTON	ALEXANDER	TEACHER SECONDARY BACHELORS	15,931.08			15,931.08
OUELLET	MARYANNE	TEACHER DEPT/HEAD MASTERS +60	84,155.91		8,021.28	92,177.19
OUELLETTE	ERIC	TEACHER SECONDARY MASTERS	55,834.23			55,834.23
PANDOLFO	REBECCA	TEACHER SECONDARY MASTERS	18,954.00			18,954.00
PEARSON	HEATHER	TEACHER SECONDARY BACHELORS	51,822.65		82.85	51,905.50
PERCHESKI	JOANNE	TEACHER SECONDARY MASTERS +75	92,722.63			92,722.63
PERKINS	KERRYN	TEACHER SECONDARY MASTERS +15	42,373.96		-319.79	42,054.17
PLACHY	LINDA	TEACHER SECONDARY MASTERS	50,858.05		2,670.85	53,528.90
RICH	MIRANDA	TEACHER SECONDARY MASTERS	44,186.02		1,471.40	45,657.42
ROBERSON	MARJORIE	TEACHER SECONDARY MASTERS +30	86,151.27		3,275.10	89,426.37
ROBIN	DIANE	TEACHER SECONDARY MASTERS +45	54,033.14		77.70	54,110.84
ROGERS	ANDREA	TEACHER SECONDARY BACHELORS	66,237.82		886.28	67,124.10
ROSS	BRIDGET	TEACHER SECONDARY MASTERS +45	65,255.71		234.30	65,490.01
RUFO	ANTHONY	TEACHER SECONDARY BACHELORS	51,822.65		1,360.00	53,182.65
RUGGABER	ALESE	TEACHER SECONDARY MASTERS +30	86,151.27		1,429.71	87,580.98
RUSSO	MICHAEL	TEACHER SECONDARY BACHELORS	49,829.08		652.96	50,482.04
SANDERSON	MARIA MONICA	TEACHER SECONDARY MASTERS +15	70,116.33		414.45	70,530.78
SANFORD	WILLIAM	TEACHER SECONDARY MASTERS +45	76,671.05		2,308.09	78,979.14
SHADDOCK	CAITLYN	TEACHER SECONDARY MASTERS	57,004.24		6,135.62	63,139.86
SHAPIRO	DAVID	TEACHER SECONDARY MASTERS +30	73,355.30		1,568.48	74,923.78
SMITH	VICTORIA	TEACHER SECONDARY MASTERS	21,321.00		184.93	21,505.93
STEFANINI	JESSICA	TEACHER SECONDARY MASTERS +30	80,148.32			80,148.32
SVENSSON	JACOB NICLAS	TEACHER SECONDARY MASTERS +15	21,525.93		44.00	21,569.93
TAVARES	KELLY	TEACHER SECONDARY MASTERS +15	76,704.23		1,366.62	78,070.85
TIRUMALAI ANANDANPILL	JAYASHREE	TEACHER SECONDARY MASTERS +75	20,024.28		1,002.50	21,026.78
TOBIN	EMILY	TEACHER SECONDARY BACHELORS	49,829.08		1,165.23	50,994.31
TRAMONTOZZI	REBECCA	TEACHER SECONDARY MASTERS +60	87,557.34		830.55	88,387.89
TULLY	SUSAN	TEACHER SECONDARY MASTERS +30	83,387.25		9,671.83	93,059.08
TURNER	CHARLES	TEACHER SECONDARY MASTERS +15	48,603.92		1,206.05	49,809.97
VASQUEZ	MELIDENISE	TEACHER SECONDARY MASTERS +15	73,725.49		470.16	74,195.65
VOLDMAN	JUSTIN	TEACHER SECONDARY MASTERS +45	82,152.55		8,109.96	90,262.51
WALL	BRIAN	TEACHER SECONDARY MASTERS +15	70,021.90		38.85	70,060.75
WEBER	LINDA	TEACHER DEPT/HEAD MASTERS +30	86,151.27		8,105.55	94,256.82
WILLEY	DANIEL	TEACHER SECONDARY MASTERS	35,099.73		1,151.50	36,251.23
WILSON	DAVID	TEACHER SECONDARY MASTERS +30	58,371.04		8,092.87	66,463.91
WONG	ANGELA	TEACHER SECONDARY MASTERS	57,004.24		1,974.00	58,978.24
YAKOVAC	ERIN	TEACHER SECONDARY MASTERS +15	63,738.17		666.67	64,404.84
ZAMBARANO	MICHAEL	TEACHER SECONDARY MASTERS	30,799.78		14,157.15	44,956.93
ZHAO	LEI	TEACHER SECONDARY MASTERS +30	27,145.46			27,145.46
			6,691,546.38		**315,453.97**	**7,007,000.35**
ELEMENTARY SPECIALISTS						
BROTHERS	ELIZABETH	ELEMENTARY SPECIALISTS MAS+15	79,694.05		852.82	80,546.87
CAPPABIANCA	ANTHONY	ELEMENTARY TEACHER MASTERS+75	92,722.63			92,722.63
CURTIS	BREE	ELEMENTARY SPECIALISTS MAS+75	82,026.56		4,540.28	86,566.84
DEMAYO	GARY	ELEMENTARY SPECIALISTS M+30	86,151.27		58.42	86,209.69
DOMBROSKAS	ROBERT	ELEMENTARY SPECIALISTS BACHELR	60,625.59		4,540.32	65,165.91
FERRANTI	DOROTHY	ELEMENTARY SPECIALISTS MAS+15	81,789.94		852.82	82,642.76
GOLESTANI	SEPIDEH	ELEMENTARY SPECIALISTS MASTERS	35,283.63		170.56	35,454.19
HARTFORD	AMY	ELEMENTARY SPECIALISTS MASTERS	34,136.98		2,416.15	36,553.13
JODICE	MARK	ELEMENTARY SPECIALISTS BACHELR	71,198.50			71,198.50
KENNEDY	SUSAN	ELEMENTARY SPECIALIST M+60	89,307.60		2,317.47	91,625.07
MACDONALD	JASON	ELEMENTARY SPECIALISTS MASTERS	27,463.50			27,463.50
MCKEAN	HOLLY	ELEMENTARY SPECIALISTS BACHELR	44,324.70		2,118.28	46,442.98
PARVEN	MICHELLE	ELEMENTARY SPECIALISTS BACHELR	39,236.05		170.56	39,406.61
PASCARELLI	JENNEY	ELEMENTARY SPECIALISTS MASTERS	66,152.98		4,069.21	70,222.19
PESTANA	LAURA	ELEMENTARY SPECIALISTS BACHELR	71,198.50			71,198.50
RETELAS	KALLI	ELEMENTARY SPECIALISTS MASTERS	38,013.07			38,013.07
RICE	THOMAS	ELEMENTARY SPECIALISTS MASTERS	78,321.55		588.42	78,909.97
ROPER	TIMOTHY	ELEMENTARY SPECIALISTS BACHELR	51,395.51		1,256.25	52,651.76
SUNDAY	JENIFER	ELEMENTARY SPECIALISTS MASTERS	41,990.88		884.00	42,874.88
THOMPSON	CAITLYN	ELEMENTARY SPECIALISTS MASTERS	17,524.08			17,524.08
WEAVER	JANE	ELEMENTARY SPECIALISTS MAS+75	88,335.12		1,099.72	89,434.84
ZIDES	KRISTIN	ELEMENTARY SPECIALISTS MASTERS	69,893.70		852.82	70,746.52
			1,346,786.39		**26,788.10**	**1,373,574.49**

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
PUPIL SERVICES						
ABRAMOVICH	BRENDA	SPECIAL NEEDS TEACHER MASTR+30	67,821.81			67,821.81
ADAMS	JULIANNE	ASST TECH/ AUG COMM SPECIALIST	23,452.65		400.00	23,852.65
ANDERSON	STACEY	SPECIAL NEEDS TEACHER MASTR+15	70,530.78			70,530.78
ARNOLD	CHRISTY	TEACHER ELL MASTERS +15	74,156.80		3,120.33	77,277.13
BANGERT	CANDICE	OCCUP THERAPIST MASTERS	78,321.55		0.00	78,321.55
BARRY	ALLISON	SPECIAL NEEDS TEACHER MASTR+30	51,796.36			51,796.36
BELL	CAROLYN	SPECIAL NEEDS TEACHER MASTR+30	73,355.30			73,355.30
BRANDE	LAURA	SPECIAL NEEDS TEACHER MASTR+15	72,279.30		422.88	72,702.18
BRITTON	MARYANN	SPECIAL NEEDS TEACHER MASTR+75	92,722.63		1,116.23	93,838.86
BRODSKY	RACHAEL	TEACHER ELL MASTERS +30	41,693.58			41,693.58
BROWN	SARAH	SPEECH THERAPIST MASTERS +30	47,838.10			47,838.10
BROWN	KATHERYN	TEACHER SECONDARY MASTERS +30	73,580.35		585.16	74,165.51
BRUHL	MARY	EVALUATION TEAM LEADER MSTR+75	61,860.01		9,420.30	71,280.31
BURDETT	JILL	SPECIAL NEEDS TEACHER MASTR+15	55,503.96		516.39	56,020.35
CALLAHAN	ELIZABETH	SPEECH THERAPIST MASTERS	62,657.24			62,657.24
CARR	HEATHER	SPECIAL NEEDS TEACHER MASTR+15	67,887.04		33.00	67,920.04
CARTER	KRISTEN	SCHOOL PSYCHOLOGIST MASTERS+30	70,533.78		444.17	70,977.95
CAULFIELD	MICHAEL	SPECIAL NEEDS TEACHER MASTERS	59,285.23		7,116.56	66,401.79
CHAKIRIS	JULIA	SCHOOL PSYCHOLOGIST MASTERS+30	59,831.36		887.57	60,718.93
CLARK	MARIMARTHA	TEACHER ELL MASTERS +45	88,305.14		3,021.70	91,326.84
COHEN	ALICIA	SPECIAL NEEDS TEACHER MASTR+60	71,248.39			71,248.39
COLEMAN	NICHOLAS	SPECIAL NEEDS TEACHER BACHELOR	47,913.31		504.11	48,417.42
COLLINS	JULIE	SPECIAL NEEDS TEACHER MASTR+30	52,162.75			52,162.75
COTE	MICHELLE	SPECIAL NEEDS TEACHER MASTERS	50,676.28		470.62	51,146.90
COURVILLE	TONILEE	SPECIAL NEEDS TEACHER MASTR+60	78,804.26		469.05	79,273.31
CROSS	HANNAH	EVALUATION TEAM LEADER MASTERS	78,321.55		8,651.47	86,973.02
CURLEY	AMANDA	SPECIAL NEEDS TEACHER MASTERS	66,688.33		2,510.00	69,198.33
D'ANGELO	MARK	SPECIAL NEEDS TEACHER MASTR+30	81,225.10		535.00	81,760.10
DAVIS	JACQUELINE	SOCIAL WORKER MASTERS +15	80,752.00		227.42	80,979.42
DELDUCHETTO	ANN MARIE	SPECIAL NEEDS TEACHER MASTR+30	77,350.22			77,350.22
DELUDE	KIMBERLY	SPEECH THERAPIST MASTERS +30	55,744.95			55,744.95
DERMODY	JENNIFER	SPECIAL NEEDS TEACHER MASTR+30	62,426.90		2,025.87	64,452.77
D'HEMECOURT	ELIZABETH	SCHOOL PSYCHOLOGIST MASTERS+30	60,294.34		2,683.72	62,978.06
D'INNOCENZO	CARA	SPECIAL NEEDS TEACHER MASTR+30	65,213.83		4,252.50	69,466.33
DOHERTY	JENNIFER	SPECIAL NEEDS TEACHER MASTR+30	78,576.10		1,548.74	80,124.84
EARNER	SUSAN	SPECIAL NEEDS TEACHER BACHELOR	38,134.13		574.36	38,708.49
FELDMAN	LEAH	SPEECH PATHOLOGIST MASTERS +15	62,249.74		243.17	62,492.91
FERRARA	JUSTINE	SPECIAL NEEDS TEACHER BACHELOR	53,895.81		412.20	54,308.01
FERRARI	MEGAN	TEACHER ELL MASTERS	4,577.87			4,577.87
FOUTZ	LAUREN	SPECIAL NEEDS TEACHER MASTR+30	77,729.20			77,729.20
FRANCIOSE	JAMES	SPECIAL NEEDS TEACHER MASTERS	78,321.55			78,321.55
FRISWELL	SHEILA	SPECIAL NEEDS TEACHER MASTR+30	86,151.27			86,151.27
GANNON	MICHELE	SPEECH PATHOLOGIST MASTERS +15	21,525.93			21,525.93
GARCIA	KATHRYN	SPECIAL NEEDS TEACHER MASTR+30	85,054.77		14,382.79	99,437.56
GELLER	ANDREA	SOCIAL WORKER MASTERS +30	81,066.91		477.42	81,544.33
GENTILE	MICHAEL	SPECIAL NEEDS TEACHER MASTR+30	56,783.16			56,783.16
GILGORE	CHELSEA	SPECIAL NEEDS TEACHER MASTERS	35,099.73		442.00	35,541.73
GREELEY	MARK	SPECIAL NEEDS TEACHER MASTERS	17,524.08			17,524.08
GUILLEMETTE	CHRISTINA	SPECIAL NEEDS TEACHER MASTR+15	64,392.85		259.01	64,651.86
HAWKINS	MARY	SPECIAL NEEDS TEACHER MASTERS	54,811.80		284.27	55,096.07
HENDERSON	SYLWIA	SPECIAL NEEDS TEACHER MASTR+15	22,386.78			22,386.78
HENRY	ANDREA	SPECIAL NEEDS TEACHER MASTERS	32,451.64			32,451.64
HILE	SALLY	SPECIAL NEEDS TEACHER MASTERS	54,811.80			54,811.80
HILL	MICHAEL	SPECIAL NEEDS TEACHER MASTERS	74,319.96		412.20	74,732.16
HOLDASH	PEGGY	SPECIAL NEEDS TEACHER MASTR+45	88,305.14		4,555.92	92,861.06
HOLMES	DIANE	EVALUATION TEAM LEADER BCHLR	71,198.50		13,373.05	84,571.55
KANAVAS-DEROCHER	DEANNA	SCHOOL PSYCHOLOGIST MAS +45	85,472.72		3,893.35	89,366.07
KAPETANAKOS	BROOKE	SPEECH THERAPIST MASTERS +30	83,387.25			83,387.25
KARIAN	SARAH	SPEECH THERAPIST MASTERS	59,285.23		170.56	59,455.79
KENNEDY	MEGHAN	SPECIAL NEEDS TEACHER MASTERS	50,676.28			50,676.28
KIEBISH	CHRISTINA	SPECIAL NEEDS TEACHER MASTERS	77,324.50		2,336.99	79,661.49
KIRBY	CAITLIN	SPECIAL NEEDS TEACHER MASTERS	52,703.59		1,063.00	53,766.59
KRAUSS	MEGHAN	TEACHER ELL MASTERS	19,712.07			19,712.07
KRIKORIAN	RENEE	OCCUP THERAPIST MASTERS	46,992.93		0.00	46,992.93
LARKIN	JOHN	SPECIAL NEEDS TEACHER BACHELOR	35,813.82	1,473.17	1,110.06	38,397.05
LENGAUER	THERESA	SPECIAL NEEDS TEACHER MASTERS	57,004.24		2,117.24	59,121.48
LICHODOLIK	JESSICA	SPECIAL NEEDS TEACHER MASTERS	75,806.99			75,806.99
LIPTAK	KAREN	SPECIAL NEEDS TEACHER MASTR+60	90,459.01		852.76	91,311.77
LIUZZO	JULIE	SPECIAL NEEDS TEACHER MASTERS	34,806.39		1,088.95	35,895.34
MACISAAC	KATHLEEN	SPECIAL NEEDS TEACHER MASTR+30	86,151.27			86,151.27
MAHONEY	MEREDITH	SPECIAL NEEDS TEACHER MASTERS	20,017.97			20,017.97
MAKI	BENJAMIN	SPECIAL NEEDS TEACHER MASTR+15	57,552.89		5,916.13	63,469.02
MANFRA	JAMIE	SCHOOL PSYCHOLOGIST MASTERS+30	67,821.81		698.72	68,520.53
MARQUIS	CATHERINE	SPECIAL NEEDS TEACHER MASTR+30	86,151.27			86,151.27
MARSCHER	SHELBY	SCHOOL PSYCHOLOGIST MAS+75	54,797.67		500.00	55,297.67
MARTINKUS	DANIELLE	SPECIAL NEEDS TEACHER MASTERS	49,636.45			49,636.45
MCCARTHY	JANE	SPECIAL NEEDS TEACHER MASTERS	78,321.55		227.42	78,548.97
MELIONES	MARINA	SPECIAL NEEDS TEACHER MASTR+45	44,516.54		777.00	45,293.54
MICHELSON	CHRISTINE	SPECIAL NEEDS TEACHER MASTR+15	53,651.38		5,338.50	58,989.88
MIKAELIAN	NEVART	EVALUATION TEAM LEADER MSTR+30	86,151.27		7,821.28	93,972.55
MILLER	MARK	SPECIAL NEEDS TEACHER MASTERS	78,321.55			78,321.55
MITCHELL	ALISON	TEACHER ELL BACHELORS	49,829.08		200.18	50,029.26
MOLINARI-BATES	BARBARA	EVALUATION TEAM LEADER MSTR+45	86,906.55		10,736.73	97,643.28
MOORE	LATANYA	SCHOOL PSYCHOLOGIST MAS+60	82,505.50			82,505.50
MORRISON	KRISTINA	SCHOOL PSYCHOLOGIST MASTERS+30	80,148.32			80,148.32
MORRISSEY	MAUREEN	SPECIAL NEEDS TEACHER MASTR+30	86,151.27			86,151.27
MORTARELLI	MARK	NORTH STAR PROGRAM COORDINATOR	78,321.55		19,667.99	97,989.54
MOSCHELLA	KATHLEEN	SPECIAL NEEDS TEACHER MASTR+45	88,305.14		857.55	89,162.69
MULCAHY	MICHELLE	SPECIAL NEEDS TEACHER MASTERS	65,647.24		429.00	66,076.24
MURPHY	MEGHAN	SPECIAL NEEDS TEACHER BACHELOR	12,061.62			12,061.62
NEMETH	AMANDA	SPEECH THERAPIST MASTERS +30	86,151.27			86,151.27
NEUGARTEN	MARTI	SPECIAL NEEDS TEACHER MASTERS	20,500.65		29.21	20,529.86
O'BRIEN	ANDREA	PHYSICAL THERAPIST MASTERS	63,626.72		-313.85	63,312.87
O'NEILL	KATHRYN	SPECIAL NEEDS TEACHER MASTR+15	55,338.97		798.68	56,137.65
PARIKH	SHEETAL	SPECIAL NEEDS TEACHER MASTERS	24,873.57			24,873.57
PARKER	JENNIFER	SPEECH THERAPIST MASTERS +30	86,151.27		1,889.82	88,041.09
PECK	STEVEN	SPECIAL NEEDS TEACHER MASTR+15	82,236.23			82,236.23
PORTER	ALLON	SPECIAL NEEDS TEACHER MASTERS	51,857.41		383.77	52,241.18
POST	MICHELLE	SPEECH THERAPIST MASTERS +30	26,381.07			26,381.07
PRICE	CLAUDIA	SPECIAL NEEDS TEACHER MASTR+60	79,723.15		1,227.42	80,950.57
REARDON	MARIA	EVALUATION TEAM LEADER MSTR+75	53,902.03		7,451.94	61,353.97

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
RICHARD	KAREN	SPECIAL NEEDS TEACHER MASTERS	2,664.85		494.78	3,159.63
RIGDON	JENNIFER	TEACHER SECONDARY MASTERS +45	86,654.79		917.78	87,572.57
ROSENBERG	MARILYN	SCHOOL PSYCHOLOGIST DOCTORATE	80,110.18			80,110.18
ROSENHAND	ZIVA	OCCUP THERAPIST BACHELOR'S	45,154.46		1,087.82	46,242.28
RUSSELL	KRISTINA	SPECIAL NEEDS TEACHER MASTR+15	22,386.78			22,386.78
SALVIA	AMY	PHYSICAL THERAPIST MASTERS	7,150.18		3,661.80	10,811.98
SCHAEFFER	JANET	SCHOOL PSYCHOLOGIST MAS +45	48,739.85		8,146.80	56,886.65
SEYFARTH	KATHRYN	SPECIAL NEEDS TEACHER MASTERS	52,724.99		682.55	53,407.54
TAYLOR	ABIGAIL	SPECIAL NEEDS TEACHER MASTERS	50,742.28			50,742.28
THOMAS	JANE	SPECIAL NEEDS TEACHER MASTR+30	60,294.34		11,211.59	71,505.93
WAGER	WILLIAM	TEACHER MIDDLE MASTERS +15	57,347.95		540.75	57,888.70
WALLS	BRYANT	SOCIAL WORKER MASTERS +30	81,066.91		2,529.00	83,595.91
WALTON	MARY	SPECIAL NEEDS TEACHER MASTR+30	55,942.41		292.10	56,234.51
WEEKS	KAYCEE	SPEECH THERAPIST MASTERS +30	46,974.23		2,000.00	48,974.23
WESTFIELD	BRANDON	PHYSICAL THERAPIST MASTERS	75,806.99		657.72	76,464.71
WHITTAKER	DIANE	SCHOOL PSYCHOLOGIST MASTERS+30	26,381.07			26,381.07
WILLIAMS	LAUREN	SPECIAL NEEDS TEACHER MASTR+45	80,541.14		426.41	80,967.55
YURRITA	JENNIFER	TEACHER MIDDLE MASTERS +15	67,520.47		868.62	68,389.09
ZAPPI	KAYLA	SPECIAL NEEDS TEACHER MASTR+15	18,832.26		303.81	19,136.07
ZIEGLER	ANNETTE	SOCIAL WORKER MASTERS +45	88,305.14		3,767.01	92,072.15
ZINDARS	KATHERINE	SPECIAL NEEDS TEACHER MASTR+15	21,263.07		262.86	21,525.93
			7,331,363.49	**1,473.17**	**201,500.98**	**7,534,337.64**
GUIDANCE						
BISSONNETTE	SVEA	SCHOOL PSYCHOLOGIST MASTERS+30	76,214.81		113.71	76,328.52
BRUCE	JANE	GUIDANCE COUNSELOR MASTERS +15	62,765.46		2,798.98	65,564.44
CAIRNEY	AIMEE	GUIDANCE COUNSELOR MASTERS	51,968.16		3,525.05	55,493.21
CONESA	ISABEL	GUIDANCE COUNSELOR MASTERS +30	82,104.78		2,517.42	84,622.20
CRAWFORD	MELISSA	GUIDANCE COUNSELOR MASTERS	61,656.75			61,656.75
DALTON-THOMAS	KAREN	GUIDANCE COUNSELOR MASTERS	78,521.55		9,428.64	87,950.19
D'ANTONIO	JENNIFER	GUIDANCE COUNSELOR MASTERS	45,335.99		1,670.98	47,006.97
FINOCCHI	ELIZABETH	GUIDANCE COUNSELOR MASTERS+45	79,041.34		2,587.40	81,628.74
GARRY	RANDALL	GUIDANCE COUNSELOR MASTERS +30	81,751.71		2,449.93	84,201.64
GILROY	ALISON	GUIDANCE COUNSELOR MASTERS	54,726.39		3,095.70	57,822.09
GRAY	ADAM	GUIDANCE COUNSELOR MASTERS	64,122.57		6,554.01	70,676.58
GREENHOLT	SHARON	GUIDANCE COUNSELOR MASTERS +15	64,739.33		4,508.85	69,248.18
HANNA	BRITTANY	GUIDANCE COUNSELOR MASTERS	8,762.04			8,762.04
HELLER	RAYMOND	GUIDANCE COUNSELOR MASTERS +15	20,697.57		170.56	20,868.13
KIRITSY	TARA	SCHOOL PSYCHOLOGIST MAS+75	92,722.63			92,722.63
LOFTUS	LAURA	GUIDANCE COUNSELOR MASTERS +30	52,230.47		878.59	53,109.06
MACDONALD	MELISA	GUIDANCE COUNSELOR MASTERS +15	70,021.90		3,428.67	73,450.57
MEISNER	MARIA	GUIDANCE COUNSELOR MASTERS	52,892.61		1,683.73	54,576.34
MOLLOY	ELISE	GUIDANCE COUNSELOR MASTERS +30	51,690.76		2,938.01	54,628.77
MORIN	KELLY	GUIDANCE COUNSELOR MASTERS +30	69,085.75		2,375.28	71,461.03
PAPASSO	NICOLE	GUIDANCE COUNSELOR MASTERS +30	76,214.81		6,113.31	82,328.12
STROTHER	MATTHEW	GUIDANCE COUNSELOR MASTERS +30	86,151.27		21,970.06	108,121.33
			1,383,418.65		**78,808.88**	**1,462,227.53**
SCHOOL LIBRARIES						
BLOOM	AMY	TEACHER MIDDLE MASTERS	66,688.33		2,315.86	69,004.19
MCDONALD	TARA	MEDIA SPECIALISTS MASTERS +30	86,151.27		4,535.55	90,686.82
ROTKIEWICZ	KATHERINE	TEACHER MIDDLE MASTERS	67,561.76		800.14	68,361.90
			220,401.36		**7,651.55**	**228,052.91**
TITLE 1						
BURCHARD	CATHERINE	TITLE 1 TEACHER	6,010.49			6,010.49
CAPALDI	ELENA	TITLE 1 TEACHER	15,337.38			15,337.38
DALY	EMILY	SUBSTITUTE LONG TERM TITLE I	16,280.22		210.98	16,491.20
DANNIN	JENNIFER	TITLE 1 TEACHER	27,073.19		276.03	27,349.22
DEAN	TRACY	TITLE 1 TEACHER	11,609.61		147.35	11,756.96
DUCHARME	JANET	TITLE 1 TEACHER	4,402.30		203.69	4,605.99
FALVEY	ELIZABETH	TITLE 1 TEACHER	6,353.46			6,353.46
JAFFE	LAURIE	SUBSTITUTE LONG TERM TITLE I	5,650.17			5,650.17
JOHNSON	MARY	TITLE 1 TEACHER	6,412.77		125.44	6,538.21
KISER	DANIEL	TITLE 1 TEACHER	2,000.12		22.36	2,022.48
LAGAN	JENNIFER	TITLE 1 TEACHER	2,327.81			2,327.81
LIPOMA	JENNIFER	TITLE 1 TEACHER	25,210.56		260.82	25,471.38
MARTINO	ERIN	TITLE 1 TEACHER	2,470.34			2,470.34
MCCARTHY	KAREN	TITLE 1 TEACHER	11,901.49		116.44	12,017.93
MURPHY	JILL	TITLE 1 TEACHER	16,539.29		164.99	16,704.28
NICOLAZZO	ANTONIO	TITLE 1 TEACHER	960.08			960.08
YEE	THERESA	TITLE 1 TEACHER	38,046.17	389.25	245.61	38,681.03
			198,585.45	**389.25**	**1,773.71**	**200,748.41**

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
SUBSTITUTES-LONG TERM						
BELL	SARAH	SUB STDNT S/FACILITATOR LNG/TM	3,840.82			3,840.82
BROOKS	VERED	SUB TEACHER & NURSE LONG TERM	2,655.00			2,655.00
BUTT	REEMA	SUB STDNT S/FACILITATOR LNG/TM	14,530.77		54.00	14,584.77
COOPER	LINDA	PERMANENT SUBSTITUTE TEACHER	20,658.00			20,658.00
DECHRISTOFORO	JOHN	PERMANENT SUBSTITUTE TEACHER	21,470.98		388.68	21,859.66
DEVITA	WILLIAM	SUB TEACHER & NURSE LONG TERM	6,180.00			6,180.00
FENG	XI	SUB TEACHER & NURSE LONG TERM	22,860.25			22,860.25
FOLEY	MELISSA	SUB TEACHER & NURSE LONG TERM	354.00			354.00
GAINER	JUSTIN	SUB STDNT S/FACILITATOR LNG/TM	6,234.38			6,234.38
HART	EILEEN	SUB TEACHER & NURSE LONG TERM	11,968.00			11,968.00
HILL	JAMIE	SUB TEACHER & NURSE LONG TERM	15,014.56		5,972.56	20,987.12
KIMLER	HANNAH	SUB STDNT S/FACILITATOR LNG/TM	12,346.12		442.00	12,788.12
KNOWLTON	KIMBERLY	PERMANENT SUBSTITUTE TEACHER	21,616.83			21,616.83
KRUSKAL	MEIRA	SUB TEACHER & NURSE LONG TERM	6,443.40		75.16	6,518.56
MCGEEHAN	KRISTEN	SUB TEACHER & NURSE LONG TERM	19,850.44			19,850.44
MUNDY	PETER	PERMANENT SUBSTITUTE TEACHER	20,542.00		1,610.57	22,152.57
PREBENSEN	MEGAN	PERMANENT SUBSTITUTE TEACHER	20,307.00		70.35	20,377.35
RASMUSSEN	MARIE	SUB TEACHER & NURSE LONG TERM	17,947.90			17,947.90
REAGAN	AMANDA	SUB TEACHER & NURSE LONG TERM	10,614.00			10,614.00
ROY	JULIE	SUB STDNT S/FACILITATOR LNG/TM	1,774.39			1,774.39
SHEYS	MARY	SUB TEACHER & NURSE LONG TERM	13,389.00			13,389.00
SHOOSHANIAN	JULIE	SUB TEACHER & NURSE LONG TERM	15,535.24			15,535.24
SWEETSER	KATHLEEN	PERMANENT SUBSTITUTE TEACHER	21,053.50		522.00	21,575.50
TOSI	MICHELLE	SUB STDNT S/FACILITATOR LNG/TM	4,248.00			4,248.00
TRZASKOS	EMILY	PERMANENT SUBSTITUTE TEACHER	11,078.00			11,078.00
WARREN	ALLISON	SUB TEACHER & PARA + 15 DAYS	220.00			220.00
WATJEN	MAGARET	SUB STDNT S/FACILITATOR LNG/TM	3,146.00			3,146.00
			325,878.58		**9,135.32**	**335,013.90**
SUBSTITUTES						
AHRONIAN	BRIAN	SUBSTITUTE TEACHER & PARA 1-15	8,088.00		1,481.67	9,569.67
ALBANY	ELIZABETH	SUBSTITUTE TEACHER & PARA 1-15	50.00			50.00
ALHADI	SABA	SUB TEACHER & PARA + 15 DAYS	8,480.85			8,480.85
ALTERIO	MADELEINE	SUB TEACHER & PARA + 15 DAYS	2,212.00			2,212.00
BARBO	ANN	SUB TEACHER & PARA + 15 DAYS	3,745.82			3,745.82
BARR	SANDRA	SUB TEACHER & PARA + 15 DAYS	1,101.19			1,101.19
BEIGEL	AMY	SUBSTITUTE TEACHER & PARA 1-15	98.00			98.00
BIAGI	JANE	SUB TEACHER & PARA + 15 DAYS	5,712.96			5,712.96
BISHOP	BONITA	SUB TEACHER & PARA + 15 DAYS	8,194.00			8,194.00
BLACKWELL	JAMES	COACHING STAFF			8,505.60	8,505.60
BLAIR	CAROLINE	TUTOR/HOMEBOUND	1,154.61			1,154.61
BRESS	JOCELYN	SUB TEACHER & PARA + 15 DAYS	4,679.92			4,679.92
BROOKS	MARVA	SUBSTITUTE TEACHER & PARA 1-15	490.00			490.00
BRUNS	ELIZABETH	SUB TEACHER & PARA + 15 DAYS	3,828.41			3,828.41
BURNES	ANNMARIE	COACHING STAFF			7,309.50	7,309.50
BUSCHENFELDT	KIRK	COACHING STAFF			4,440.34	4,440.34
CACIA	CHRISTINA	COACHING STAFF			8,433.36	8,433.36
CAO	SIHAO	SUB TEACHER & PARA + 15 DAYS	6,971.07			6,971.07
CARADONNA	MARIE	SUB TEACHER & PARA + 15 DAYS	550.00		848.72	1,398.72
CAVANAUGH	THOMAS	SUBSTITUTE TEACHER & PARA 1-15	784.00			784.00
CHUE	KARIN	COACHING STAFF			3,805.50	3,805.50
COBURN	MAURA	SUBSTITUTE TEACHER & PARA 1-15	1,450.00			1,450.00
COHEN	PAULA	SUB TEACHER & PARA + 15 DAYS	9,927.00			9,927.00
COLMAN	LISA	COACHING STAFF			3,162.00	3,162.00
CONNORS	ANNE	TUTOR/HOMEBOUND	9,722.74			9,722.74
CULE	ALVANA	SUB TEACHER & PARA + 15 DAYS	9,775.65			9,775.65
CURNS	SHERRY	SUB TEACHER & PARA + 15 DAYS	220.00			220.00
CURNS	DONALD	SUB TEACHER & PARA + 15 DAYS	550.00			550.00
DA COSTA	VICTORIA	SUBSTITUTE TEACHER & PARA 1-15	294.00			294.00
DARLING	ELGHAR	TUTOR/HOMEBOUND	672.59			672.59
DASILVA	DEBRA	PARA - NO DEGREE	8,097.76			8,097.76
DELL	MARJORIE	SUB TEACHER & PARA + 15 DAYS	5,458.08			5,458.08
DENISOVA	TATIANA	SUBSTITUTE TEACHER & PARA 1-15	100.00			100.00
DONER	SAM	COACHING STAFF			6,515.00	6,515.00
DONNELLY	SARAH	SPECIALTY ADVISOR			6,579.00	6,579.00
DOWNING	RONALD	COACHING STAFF			2,660.35	2,660.35
DREISBACH	DAWN	SUB TEACHER & PARA + 15 DAYS	5,613.00			5,613.00
EHLE	CAMERON	COACHING STAFF			3,162.00	3,162.00
EISENBERG	RACHEL	SUBSTITUTE TEACHER & PARA 1-15	1,150.00			1,150.00
EVANS	NANCY	SUB TEACHER & PARA + 15 DAYS	6,993.61			6,993.61
FERNANDES	VERONICA	SUBSTITUTE TEACHER & PARA 1-15	700.00			700.00
FRUTKOFF	CAROL	SUB TEACHER & PARA + 15 DAYS	3,159.00			3,159.00
GANONG	JOANN	SUB TEACHER & PARA + 15 DAYS	12,420.55			12,420.55
GASSETT	WILLIAM	COACHING STAFF			3,162.00	3,162.00
GAVELIS	ANTHONY	SUB TEACHER & PARA + 15 DAYS	6,623.92			6,623.92
GELFAND	CHERYL	SUB TEACHER & PARA + 15 DAYS	13,032.44		48.00	13,080.44
GILLIS	JULIE	SUBSTITUTE TEACHER & PARA 1-15	294.00			294.00
GOLD	ESTA	SUB TEACHER & PARA + 15 DAYS	8,636.00			8,636.00
GORODETSKY	AMY	TUTOR/HOMEBOUND	392.02			392.02
GUARENTE	THOMAS	COACHING STAFF			2,418.50	2,418.50
HAILER	KARLA	SUBSTITUTE TEACHER & PARA 1-15	400.00			400.00
HALSEY	DOROTHY	SUB TEACHER & PARA + 15 DAYS	4,484.74		285.89	4,770.63
HANSON	CARROLL	SUB TEACHER & PARA + 15 DAYS	2,398.00			2,398.00
HARDING	LINDA	SUB TEACHER & PARA + 15 DAYS	2,730.00			2,730.00
HEALY	PAUL	SUB TEACHER & PARA + 15 DAYS	3,450.00			3,450.00
HIMA-BULI	ETLEVA	SUBSTITUTE TEACHER & PARA 1-15	882.00			882.00
HOROWITZ	KAREN	SUB TEACHER & PARA + 15 DAYS	8,204.00			8,204.00
HUG	SHARON	SUB TEACHER & PARA + 15 DAYS	5,318.00			5,318.00
HYMES	JENNIFER	SUB TEACHER & PARA + 15 DAYS	6,021.61			6,021.61
IHLOFF	ROBERT	COACHING STAFF			7,818.00	7,818.00
JAHO	ELIO	COACHING STAFF			10,644.78	10,644.78

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
JANDA	SAMANTHA	COACHING STAFF	12,644.00		3,197.00	15,841.00
JOHNSON	KAREN	SUBSTITUTE TEACHER & PARA 1-15	1,850.00			1,850.00
KANE	NATASHA	SUB TEACHER & PARA + 15 DAYS	110.00			110.00
KAPLAN	ERIC	COACHING STAFF			7,818.00	7,818.00
KAPLAN	MAUREEN	SUBSTITUTE TEACHER & PARA 1-15	479.61			479.61
KELLEHER	TERRENCE	TUTOR/HOMEBOUND	795.43			795.43
KHAEMBA	JANET	COACHING STAFF			4,823.28	4,823.28
KING	MOLLY	SUB TEACHER & PARA + 15 DAYS	12,213.00			12,213.00
KNAPP	MARK	COACHING STAFF			1,897.20	1,897.20
KOSAN	KELSEY	SUBSTITUTE TEACHER & PARA 1-15	900.00			900.00
KUHLMAN-HUSSEY	DEBORAH	SUB TEACHER & PARA + 15 DAYS	5,702.93			5,702.93
LEARY	JOAN	SUB TEACHER & PARA + 15 DAYS	5,865.14			5,865.14
LEWIS	JENNIFER	SUB TEACHER & PARA + 15 DAYS	1,456.00			1,456.00
LIEBERMAN	MELANIE	SUBSTITUTE TEACHER & PARA 1-15	49.00			49.00
LINARES	SERGIO	COACHING STAFF			4,555.00	4,555.00
LODI	MATTHEW	COACHING STAFF			6,940.20	6,940.20
MACBLANE	ROBIN	SUBSTITUTE TEACHER & PARA 1-15			3,400.00	3,400.00
MACDONNELL	ANGELA	SUB TEACHER & PARA + 15 DAYS	2,145.00			2,145.00
MANNA	M. PETER	SUB TEACHER & PARA + 15 DAYS	2,428.00			2,428.00
MARDEN	CHRISTINA	SUB TEACHER & PARA + 15 DAYS	1,430.00			1,430.00
MAURER	JOANNE	SUB TEACHER & PARA + 15 DAYS	6,243.00		1,538.31	7,781.31
MCCARTHY	BRETT	COACHING STAFF			4,466.00	4,466.00
MCDONALD	STACIE	SUBSTITUTE TEACHER & PARA 1-15	1,796.00			1,796.00
MCDOWELL	KURT	COACHING STAFF			5,283.80	5,283.80
MCGINTY	ABIGAIL	SUBSTITUTE TEACHER & PARA 1-15	1,251.07			1,251.07
MCGUIRE	PAUL	SUB TEACHER & PARA + 15 DAYS	5,640.00			5,640.00
MCTAGUE	BARBARA	SUB TEACHER & PARA + 15 DAYS	14,788.70		42.00	14,830.70
MELCHIORRI	BEVERLY	SUB TEACHER & PARA + 15 DAYS	1,611.00			1,611.00
MILLAN	KURTIS	COACHING STAFF			7,442.40	7,442.40
MORENO	MICHELE	SUBSTITUTE TEACHER & PARA 1-15	800.00			800.00
MOREY	TOWNSEND	COACHING STAFF			2,418.50	2,418.50
MUDD	JAMES	SUBSTITUTE TEACHER & PARA 1-15	200.00			200.00
PAUL	MARYBETH	COACHING STAFF			7,825.64	7,825.64
PENROD	JEANNE	SUB TEACHER & PARA + 15 DAYS	8,034.00			8,034.00
PRENDERGAST	PATRICK	COACHING STAFF			1,897.20	1,897.20
PRIM	SHEILA	SUB TEACHER & PARA + 15 DAYS	4,314.00			4,314.00
PROVOOST	JENNIFER	SUB TEACHER & PARA + 15 DAYS	4,467.92			4,467.92
REED	REBECCA	COACHING STAFF			7,166.50	7,166.50
ROBERTS	PAMELA	SUB TEACHER & PARA + 15 DAYS	1,980.00			1,980.00
ROBICHAUD	ANNE	COACHING STAFF			6,344.00	6,344.00
RODRIGUEZ	MICHELLE	SUB PERM HS - HOURLY	1,803.83			1,803.83
ROGERS	GREGORY	COACHING STAFF			4,466.00	4,466.00
RUFO	KATHRYN	COACHING STAFF			4,466.00	4,466.00
RYDING	LAURI	COACHING STAFF			3,162.00	3,162.00
SHADDOCK	STEPHEN	COACHING STAFF			3,731.16	3,731.16
SHAGORY	EDWARD	SUB TEACHER & PARA + 15 DAYS	9,956.92		110.00	10,066.92
SHAVER	KRISTINA	SUB TEACHER & PARA + 15 DAYS	2,090.00			2,090.00
SHEPARD	DOUGLAS	SUB TEACHER & PARA + 15 DAYS	6,421.00			6,421.00
SINCLAIR	CHAD	COACHING STAFF			0.00	0.00
SLATTERY	RICHARD	COACHING STAFF			3,323.00	3,323.00
SLOAN	ASHLEY	COACHING STAFF	7,354.00		15,202.04	22,556.04
SMITH	BRIAN	SUB TEACHER & PARA + 15 DAYS	660.00			660.00
SPIEGEL	GAYLE	SUBSTITUTE TEACHER & PARA 1-15	196.00			196.00
STANLEY	MICHAEL	COACHING STAFF			3,731.16	3,731.16
STEIN	MARTHA	SUB TEACHER & PARA + 15 DAYS	2,324.00			2,324.00
STEINMETZ	AMY	SUB TEACHER & PARA + 15 DAYS	220.00			220.00
STEWART	KIRSTEN	COACHING STAFF			3,794.40	3,794.40
SUXHO	PETRAQ	COACHING STAFF			15,528.80	15,528.80
TAGER-DOLAT	LAURIE	SUB TEACHER & PARA + 15 DAYS	1,274.00			1,274.00
TAMAREN-LEDDY	BARRETT	SUBSTITUTE TEACHER & PARA 1-15	392.00			392.00
THOMAS	KEVIN	COACHING STAFF			6,073.76	6,073.76
TRIPPI	KERRY	SUBSTITUTE TEACHER & PARA 1-15	49.00			49.00
TUMANG	MARIA	SUB TEACHER & PARA + 15 DAYS	8,467.69			8,467.69
VERTULLO	ILANA	SUB TEACHER & PARA + 15 DAYS	4,715.00			4,715.00
WALDRON	MAUREEN	SUB TEACHER & PARA + 15 DAYS	5,507.04			5,507.04
WALKER	DAVID	SUB TEACHER & PARA + 15 DAYS	8,806.02		1,644.50	10,450.52
WEBB	JOSEPH	SUB TEACHER & PARA + 15 DAYS	2,900.00			2,900.00
WINN	SHARON	SUBSTITUTE TEACHER & PARA 1-15	4,290.15			4,290.15
WRIGHT	JEFFREY	COACHING STAFF			3,162.00	3,162.00
WYNN	MELANEE	SUB TEACHER & PARA + 15 DAYS	12,427.38			12,427.38
YAO	LOK-TIN	SUBSTITUTE TEACHER & PARA 1-15	200.00			200.00
			374,559.37		**226,730.06**	**601,289.43**

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 Street	508-647-6520
Police Department (Non-emergency)	20 East Central Street	508-647-9500
Recycling Center	Corner of Route 27 & West Street	
Sassamon Trace Golf Course	233 South Main Street	508-655-1330
School Department – Main Office	13 East Central Street	508-647-6500
Bennett-Hemingway Elementary	22 East Evergreen Road	508-647-6580
Brown Elementary	1 Jean Burke Drive	508-647-6660
Johnson Elementary	99 South Main Street	508-647-6680
Lilja Elementary	41 Bacon Street	508-647-6570
Memorial Elementary	107 Eliot Street	508-647-6590
Kennedy Middle	165 Mill Street	508-647-6650
Wilson Middle	22 Rutledge Road	508-647-6670
Natick High School	West Street	508-647-6600

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