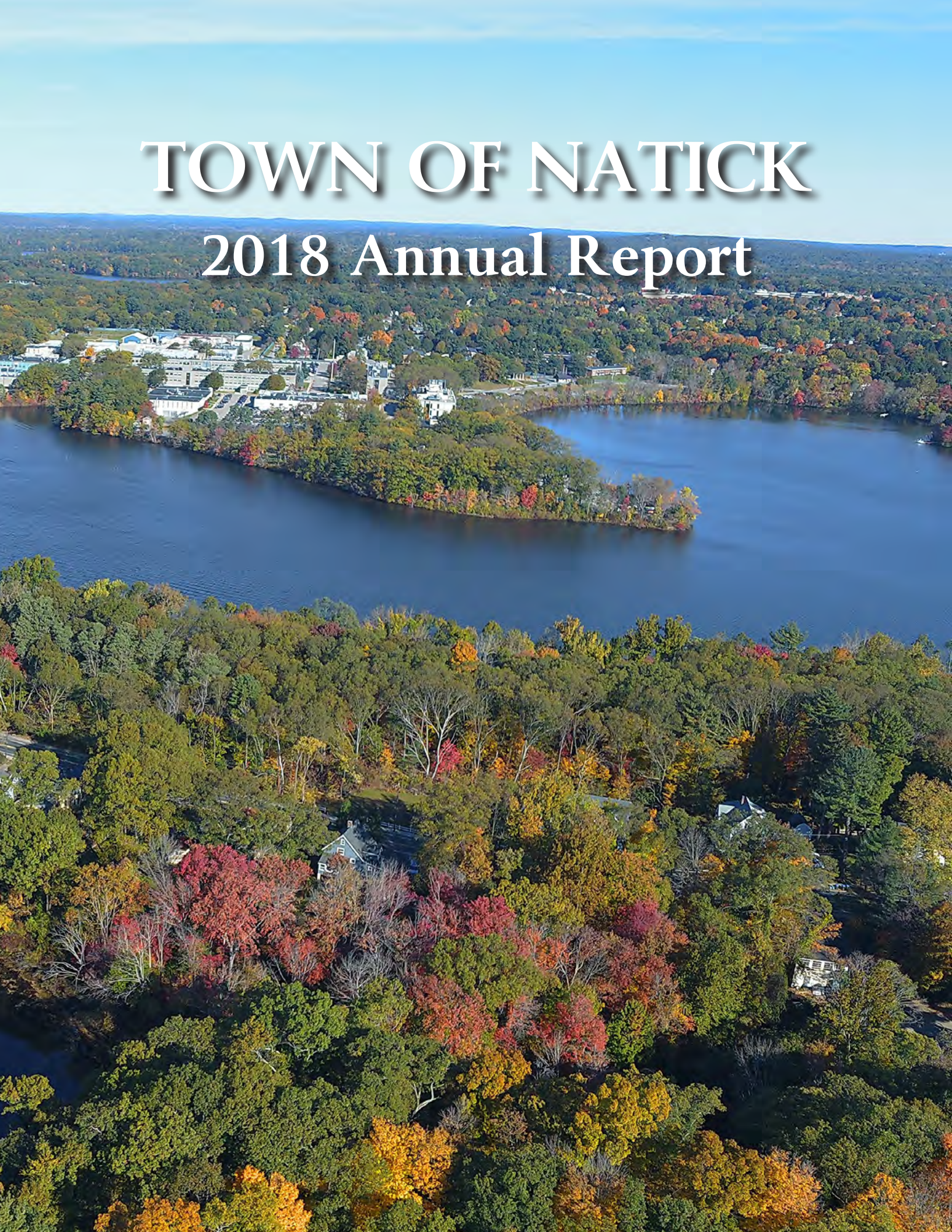
TOWN OF NATICK

2018 Annual Report



General Statistics

Natick was incorporated as a Town on February 19, 1781

Location:	18 miles west of Boston
Area:	15.99 sq. Miles
Population:	29,812

Registered Voters: (as of December 31, 2018)

Democratic	7,388
Republican	2,324
Unenrolled	12,988
Libertarian	66
All Other	147
Total:	**22,913**

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. Any eligible voter may also register on-line at https://www.sec.state.ma.us/OVR/Welcome.aspx as long as you have a Massachusetts driver's license or State ID.

Where to Vote (Precinct Numbers):

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

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

Front and back cover photographs courtesy of Rich Ames, GIS Coordinator

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Erica and Jay Ball

The 2018 Natick Town Report is dedicated to Erica "Ricky" and Jay Ball for their decades of leadership, citizenship, and fellowship in their beloved community of Natick, where they have made enduring contributions to our civic and cultural life.

Ricky came to the United States as a refugee from Austria, from which her family escaped persecution during the Holocaust. She has never taken for granted our freedoms and responsibilities.

Jay is a native of New York City, having moved to the area to study at MIT, where he received both a Bachelor's and Master's in Electrical Engineering, and had a long career in the field. Ricky earned a BA at Brandeis, where her studies in sociology prepared her for her pioneering work. They married in 1958, and settled in Natick in 1959 during a time of community growth and upheaval. The Town's postwar increase in population, development of new residential neighborhoods, and growth in school population and services was often contentious.

Ricky was President of the Natick League of Women Voters from 1967-1971, when the League was instrumental in proposing zoning changes, bringing METCO to Natick, and starting the Lake Cochituate Watershed Association.

In 1975, she was the first woman elected to the Board of Selectmen, serving three terms in office. During her tenure, Natick adopted a Town Charter, hired its first Town Administrator, established a process for hiring Town Counsel, and conveyed land that would become the Community Farm. Through her initiative, many institutions were established that are part of the community's fabric, such as public Board interviews and appointments, the Neighborhood Bus (now part of MWRTA), and Natick Extended Day (now part of the Public Schools).

She was appointed by Governor Dukakis to the state's Housing Appeals Committee, and more recently has served multiple terms on the Natick Housing Authority Board. She has served in Town Meeting for over 35 years, and is a founding Board Member of the Center for Arts in Natick. Professionally, she was known as the "Luggage Lady" at Filene's and Macy's.

Jay has been a dedicated public servant, with 25 years on Town Meeting and three terms on the Board of Selectmen from 1997 to 2006. On the Recycling Committee, he helped lead the way to Pay As You Throw. He was on the team that established Natick Days as a cherished community event. His work on the Cancer Study was invaluable, and his nine years on the Grants Panel for the MetroWest Health Foundation speaks to his interest in public health.

Jay has served on the Affordable Housing Trust Board, the Advisory Boards of the Community Farm and the Historical Society, at Temple Israel on their Board and as a member of the Ark Builders, and in countless other ways has made Natick a welcoming place to live.

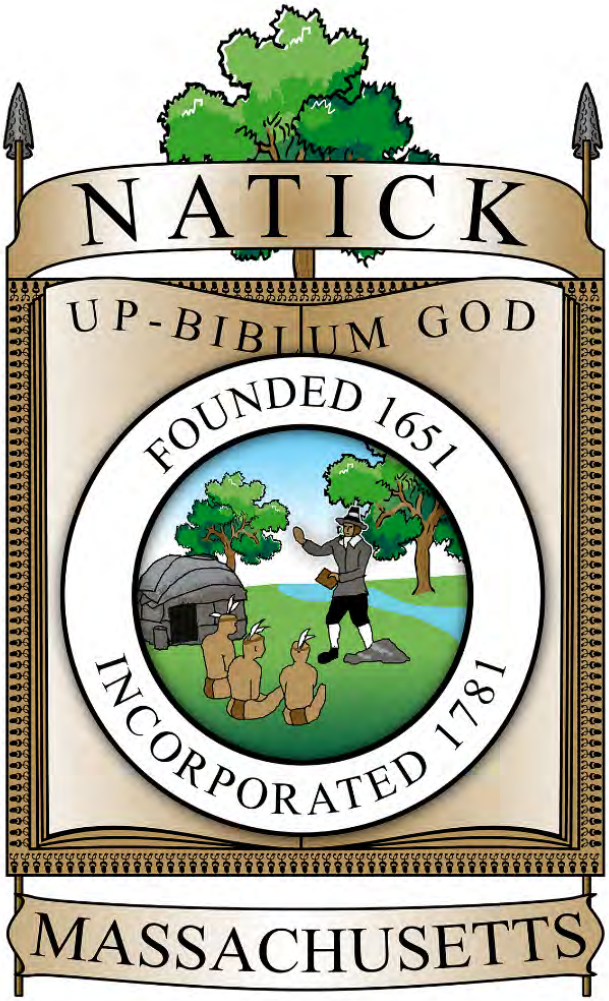
The Balls have generously donated to many community causes, both monetarily and through labors of love. From TCAN, to the Morse Library, to Cedar Gardens, to the Community Farm and beyond, Jay and Ricky have helped to shape and nurture this town.

Jay and Ricky raised three children in their Wethersfield home: Alan, a professional actor; Lt. Col. David Ball (USAF Ret.); and Jonathan, killed tragically in a school bus accident in 1967.

Jay and Ricky Ball have set a high standard for public service, and have always encouraged other residents to become engaged in local government and in other endeavors. In dedicating the 2018 Annual Report to Ricky and Jay Ball, the Town honors their love of community.

Photo courtesy of Marie Craig

239th Annual Report of the Town of Natick Massachusetts



YEAR ENDING DECEMBER 2018

TABLE OF CONTENTS

TOWN ADMINISTRATION
Elected and Appointed Town Officials 6
Board of Selectmen and Town Administrator 11
Information Technology 12
Procurement Officer 13
Registrars, Board of 14
Sustainability Advisory Committee 15
Sustainability Coordinator 16
Town Clerk 18
Town Counsel 18

COMMUNITY & ECONOMIC DEVELOPMENT
Affordable Housing Trust Fund and Community Development Advisory Committee 20
Building Department 20
Community and Economic Development 21
Conservation Commission 22
Economic Development Committee 24
Master Plan Advisory Committee 25
Open Space Advisory Committee 26
Planning Board 27
Zoning Board of Appeals 28

EDUCATION AND LEARNING
Superintendent of Schools and School Committee 30
Joseph P. Keefe Vocational School 32
Bacon Free Library 36
Morse Institute Library 36

FINANCES
Audit Advisory Committee 38
Board of Assessors 38
Comptroller 39
Financial Planning Committee 40
Treasurer/Collector 41

HEALTH AND COMMUNITY SERVICES
Board of Health 42
Medical Reserve Corp 44
Community Services 44
Community Services Advisory Committee 45
Council on Aging 46
Human Services 47
Natick Community Organic Farm 47
Opioid Task Force 48
Recreation and Parks 50
Sassamon Trace Golf Course 51
Veterans Services 52

PUBLIC SAFETY
Fire Department 54
Police Department 56

PUBLIC WORKS
Administration 59
Engineering 59
Equipment/Maintenance 60
Highway/Sanitation/Recycling 60
Land Facilities and Natural Resources 61
Water and Sewer 62
GIS Division (Water and Sewer) 63

OTHER BOARDS AND COMMITTEES
Cable Advisory Board 64
Cochituate Rail Trail Advisory Committee 64
Cultural Council 66
Design Review Board 67
Historic District Commission 67
Historical Commission 68
Housing Authority 68
Information Systems Advisory Board 69
MathWorks Scholarship Committee 70
Natick Center Associates 70
Retirement, Board of 71
Sawin House Sub-Committee 72
Transportation Advisory Committee 73

ELECTIONS
Annual Town Election – March 27, 2018 75
State Primary Election – September 4, 2018 80
State Election – November 6, 2018 86

TOWN MEETINGS
Town Meeting Attendance 92
Special Town Meeting #1 – February 27, 2018 95
Spring Annual Town Meeting – April 10, 2018 102
Special Town Meeting #2 – October 2, 2018 162
Fall Annual Town Meeting – October 16, 2018 185

NATICK HIGH SCHOOL CLASS OF 2018 . 242

RETIREES CALENDAR YEAR 2018 245

FINANCIAL REPORTS
Tax Rate Recapitulation 246
Enterprise Funds 254
Revolving Funds 327
Free Cash Certification and Appropriation 256
Other Available Funds 257
Tax Base Levy Growth 260
Classification Tax Allocation 261
Treasurer's Year End Cash Report 262
Statement of Indebtedness 264
Statement of Free Cash 284
Balance Sheet General Fund 285
Combining Balance Sheet, Special Revenue Fund 289
Combining Balance Sheet, Trusts & Agency Fund 292
Special Revenue Funds 293
Capital Projects Fund Balance 301
General Funds Year-to-Date Budget Report 302
Revenue Report 304
Employees Annual Earnings 305

ELECTED AND APPOINTED TOWN OFFICIALS
ELECTED TOWN OFFICIALS

Board of Selectmen	Term Expires
Jennett, Jr., Richard, P.	2019
Salamoff, Susan G., Vice Chairman	2019
Hickey, Jr., Michael J., Clerk	2020
Mistrot, Amy K., Chairman	2020
Freedman, Jonathan H.	2021

Board of Assessors

Dangelo, Janice	2019
Hanson, Stephen	2020
Reed, Molly	2021

Board of Health

Breda, Donald, Chairman	2019
Wong, Ian L., Vice Chairman	2020
Delli Colli, Peter A., DMD, Clerk	2021
Meisheid, Paige, MD, Physician to the Board	

Constables

Cigna, Ross	2019
Flynn, Kevin	2019
Gorman, Paul	2019
Natola, Joseph	2019
Roche, Stephen	2019
Gillenwater, Todd	2021

Housing Authority

Kiely-Close, Margaret, Governor's Appt	
Ball, Erica	2018
Vinick, Ann Rachel	2019
Grogan, William	2020
Parish, David, Chairman	2021

Moderator

Foss, Frank	2019

Morse Institute Library Board of Trustees

Keefe, Joseph, President	2023
Donovan, Kathleen, Vice President	2023
Mazor, Gerald, Treasurer	2023
McCoubrey, Sally, Secretary	2023
Goodman, Eliot	2023

Planning Board

Nottonson, Peter, Vice Chairman	2019
Wadswoth, John (Associate Member)	2019
Glater, Glen, Chairman	2020
Meyer, Andrew	2021
Munnich, Julian	2022
Evans, Terri	2023

Recreation and Park Commission

Ordway, David W.	2019
Ordway, Jessica	2019
Fair, Michael	2020
Sanchez, Barbara Fahey	2020
McPherson, Kelly	2021

School Committee

Laurent, Paul	2019
Mangan, David W., Vice-Chairman	2019
McDonough, Julie, Clerk	2019
McKenzie, Donna M.	2020
Sonneborn, Hayley, I.	2020
Brand, Matt	2021
Tabenkin, Lisa, Chairman	2021

Town Clerk

Packer, Diane	2019

COMMITTEES APPOINTED BY THE SELECTMEN

Affordable Housing Trust Fund

Duncan, Laura	2018
Johnson, Randy	2018
Salamoff, Susan	2019
Kramer, Glenn	2019
Love Scalise West, Carolyn	2019
Ramachandran, Ganesh	2019
Ball, Jay	2020
Johnson, Helen	2020
Sciarra, Patricia	2020
Springer, Alyssa	2020

Audit Advisory Committee

Collins, Cathleen	2019
Freedman, Jonathan	2019
Reed, Firkins	2020
Shusterman, Gerald	2020
Berelowitz, Saul	2021

Bacon Free Library Maintenance Committee

Collins, Michael	2019
Kyriakis, Demetrios	2019
Fox, Ruth	2020
Donovan, John, Chairman	2021
Foley, Bob	2021

Cable Advisory Board

Miri, Aaron	2019
Drolet, Lawrence	2019
Segel, Alan	2019
Steinberg, Matt	2019
Hannon, James	2020
Gorman, Paul	2021
Szretter, Hank	2021
Gillenwater, Todd	2021

Charter and By-Law Review Committee
Coughlin, Cathy
Gloff, Carol
Grady, Alan
Merkowitz, Harriet
Rosenman, Alan
Schellenberg, Catherine
Sidney, Richard

Cochituate Rail Trail Advisory Committee

Errickson, Jamie	2019
Henry, Peter	2019
Mueller, Robert C.	2019
Ostroff, Joshua, Chairman	2019
Schoenig, William	2019
Sanchez, Barbara Fahey	2020
Henderson, Janice	2020
Coco, Barb J.	2021
Camacho, David, Vice Chairman	2021

Community Development Advisory Committee

Salamoff, Susan	2018
Ramachandran, Ganesh	2018
Duncan, Laura	2019
Springer, Alyssa	2019

Community Services Advisory Committee

Hewitt, Sandra	2019
Panchuck, Paula, Chairman	2019
Byrum, Michael	2020
Shah, Sonia	2020
Kelsey Hamton	2020
Brenneman, James F.	2021
Manning, Rachele	2021

Conservation Commission

Gardner, Matthew, Chairman	2019
Greenblatt, Jessica	2019
Shepard, Douglas, Vice Chairman	2019
Downey, Michael	2020
Rehl, Kathy	2020
Bain, George	2021
Richards, Jeffrey	2021

Contributory Retirement Board

Drew, Robert	2020
Melchiorri, Michael	2020
Reardon, B. Michael	2021

Council on Aging

Grome, William F. Jr.	2019
Merkowitz, Harriet	2019
Ostroff, Elaine B.	2019
Ciarfella, Roberta	2020
Eschtruch, Andrew D.	2020
Keefe, Judith M.	2020
Pandolfo, Salvatore	2020
Peters, Susan	2021
Pitt, Connie	2021

Oakley, Karen, Associate Member

Cultural Council

Dave, Swati, Chairman	2019
Hodder, Cydney	2019
Levy, Leah	2019
Pagliuca, Teresa	2019
Torchia, Raffaella	2020
Quaz-Dahodwaia, Shahreen	2020
Idzal, Joe	2020
Klau, Beverly	2020

Economic Development Committee

Doherty, Edward J.	2019
Shamoian, David	2019
Alfano, William	2020
Errickson, Jamie	2020
Jennett, Richard, Jr.	2020
Laughlin, E. Scott, Chairman	2020
Attia, Joseph	2021
Landry, Douglas	2021
Pratt, David	2021

Elderly and Disabled Taxation Fund

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

Dangelo, Janice, Board of Assessors' Representative
Price, Stephen, Treasurer

Historic District Commission

Labrie, Matthew	2018
Fernandes, Susan	2019
Furrer, Jeannine	2019
Nottonson, Nancy	2019
Collins, Michael, Chairman	2020
Sullivan, Melissa	2020
Milford, Christopher	2021
Shenker, Barbara	2021

Historical Commission

Sheidley, Nathaniel J.	2019
Lyster, Virginia	2019
Vittoria, Vincent	2019
Sullivan, Maureen	2020
Evers, Steve, Chairman	2021
Alessi, Salvatore	2021

Information Systems Advisory Board

Drolet, Lawrence	2019

Gorman, Paul	2019
Miri, Aaron	2019
Steinberg, Matt	2019
Hannon, James	2020
Gillenwater, Todd	2021
Szretter, Hank, Chairman	2021

Lookout Farm Advisory Committee

Soderholm, Ken	2019
Crehan, April M.	2020
Doherty, Ed	2020
Shoemaker, Sarah	2021
Yannes, James	2021

Hickey, Jr., Michael J., 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)

Alderson, Jeffrey A.
Duvall, Emily
Evans, Terri
Ford, Rachel Crocker
Jennings, Scott
McDonough, Julie
Parish, David
Ramachandran, Ganesh
Richards, Jeff
Salamoff, Susan
Uyar, Florina

Mathworks Scholarship Committee

Freitas, Lenore, Chairman	2020
Cohen, Greg	2021
Fay, Brian	2021
Burr, Sarah	2021

Open Space Advisory Committee

Ordway, David	2018
Shepard, Douglas	2018
Drenik, Doug	2019
Lodding, David	2019
Evans, Terri	2020
Stuart, Mary	2020
Kessel, Martin	2021

Recreation and Parks Commission

Brandt, Jason	2019
Levine, Seth	2019
Waters, Margaret	2020
Szretter, Wayne	2021

Registrars of Voters

LeFleur, Sandra	2019
Packer, Diane	2019
Northgraves, Nancy	2020
Awkward, Robert	2021

Sustainability Committee

Barnacle, Robert, Associate Member	2019
Boyd, Amy	2019
Mogolov, David, Associate Member	2019
Schindall, Kate	2019
Long-Lytle, Devon	2020
Ryan, Leo	2020
Buttfield, Carey	2021
Vargas, Alfredo	2021

Town Administrator Screening Committee

Collins, Cathleen
Dooling, Tim
Evans, Terri
Levinsky, Steve
Ostroff, Joshua
Panchuck, Paula
Rourke, Mike
Sullivan, Dan
VanAmsterdam, Kristine

Transportation Advisory Committee

Kelley, Timothy	2019
Scott, Betty	2019
Gutierrez, David	2020
Ostroff, Joshua	2020
Freas, James	2021
Thillainathan, Bala	2021

West Natick Fire Station Building Committee

Austin, John, Fire Captain
Chenard, William, Deputy Town Administrator
Ciccariello, John, Finance Committee Rep
Dow, Daniel, Deputy Fire Chief
Hartwell, Daniel, Firefighter
Hayes, Patrick, Member-at-Large
Hickey, Michael J. Jr., Selectman Representative
Lentini, Michael, Fire Chief
London, Andrew, Member-at-Large
Schoenig, William, Member-at-Large
White, Rick, Retired Fire Chief

Zoning Board of Appeals

Jackowitz, David	2019
Landgren, Scott, Chairman	2019
Steckbeck, Robert	2019
Durrane, Katherine	2020
Lewis, Geoffrey	2020
Makofsky, Jason	2021
Lynch, Michael – Associate Member	2021
Schafer, Richard – Associate Member	2021

COMMITTEES APPOINTED BY THE TOWN ADMINISTRATOR

Commission on Disability

Jose, Leslie	2018
Peters, Susan	2019
Shaffer, Marci	2019
Breda, Ann	2020
Ostroff, Elaine B.	2020
Zalt, Lori, Chairman	2021
Gagnebien, Eric	2021

Golf Course Oversight Committee

Chandley, Kevin	2019
DiMasi, Nicholas	2019
Fair, Arthur B.	2019
Healey, Robert	2021
Richards, George	2021

Personnel Board

Levinsky, Steve	2018
Turcot, Kathleen	2019
Dorant, David	2019
Rosenman, Alan	2020
Shea, Sue	2020

Safety Committee

Grady, Alan, Gray, Peter, Gusmini, David, Hicks, James, Hladick, Tom, Lentini, Michael, Ward, Robert, Weisse, Joe

COMMITTEES APPOINTED BY THE MODERATOR

Finance Committee

Evans, Bruce	2019
Collins, Cathleen	2019
Gallo, David	2019
Sullivan, Daniel	2019
Wollschlager, Linda	2019
Coburn, Dick	2020
Coffey, David	2020
McCauley, Robert	2020
Rooney, Philip	2020
VanAmsterdam, Kristine	2020
Deluca, Jeff	2021
Hayes, Patrick	2021
Linihan, Michael	2021
Scurlock, Jim	2021
Tinney, Lynn	2021

Sawin House Advisory Committee

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

MISCELLANEOUS BOARDS AND COMMITTEES

Design Review Board

Keller, Sarallyn	2020
Traficonte, John	2020
Shimshoni, Avigail	2021
Vittoria, Vincent	2021

Trails Maintenance Committee

Conaway, Pat Hanna, Sara Watjen, Robert

Town Forest Committee

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

OFFICIALS APPOINTED BY THE BOARD OF SELECTMEN

Comptroller	Arti Mehta
Director of Veteran Services	Paul Carew
Emergency Management Director	Chief James Hicks
Fire Chief	Chief Michael Lentini
Labor Relations Consultants	Murphy, Hesse, Toomey & Lehane, LLP
Liaison to State Ethics Commission	Richard Tranfaglia
Lock-Up-Keeper	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	Chief James Hicks

Regional Transportation Advisory Council	Martha White
South Middlesex Opportunity Council	Dorothy Kennedy
South Middlesex Regional Vocational School	Stephen Kane, Tassos Filledes
Town Administrator	Melissa Malone
Town Administrator, Acting	William Chenard (Through June, 2018)
Town Counsel	John Flynn, Karis North of Murphy, Hesse, Toomey & Lehane
Veterans Burial Officer	Paul Carew

OFFICIALS APPOINTED BY THE TOWN ADMINISTRATOR

Animal Control Officer	Keith Tosi
Building Commissioner	David Gusmini
Communication & Information Officer	Kathy Lentini
Community & Economic Development Director	James Errickson
Deputy Town Administrator/Finance Director	John Townsend
Deputy Town Administrator for Operations	William Chenard
Director of Community Services	Jemma Lambert
Director of Council on Aging	Susan Ramsey
Director of Department of Public Work	Jeremy Marsette
Director of Facilities Management	James Kane
Director of Recreation and Parks	Karen Partanen
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

Anyone interested in volunteering for a Board or Committee please visit http://natickma.gov/487/Board-Committee-Volunteer-Information for a listing of vacancies and application instructions.

BOARD OF SELECTMEN AND TOWN ADMINISTRATOR

L.-R. Rick Jennett, Amy Mistrot, Jon Freedman, Sue Salamoff, Mike Hickey

The Board of Selectmen serves as the chief policy-makers of the Town. Their guidance reflects a consensus of members visions for Natick. The Town Administrator is responsible for managing and coordinating the activities and operations of the Town departments pursuant to the Selectmen's policy determinations.

The Board of Selectmen and Town Administration addressed many important issues during 2018. The Board of Selectmen appointed a new Town Administrator and Fire Chief. Construction of the East and Navy Yard parks began, financing for West Natick Fire Station and Kennedy Middle School was completed, and the Cochituate Rail Trail bid was awarded. The Selectmen and Administration also adopted the adult use marijuana zoning by-laws, water and sewer rates, and reviewed various license and permit fees.

Fiscal Condition

The fiscal condition of the Town remains very strong. The Town of Natick received double AAA bond ratings from Standard & Poor's Ratings Services and Fitch Ratings. This was the first time the Town sought and received the two ratings. The Town completed its largest bond issuance of approximately 87 million dollars. The AAA bond rating was based on Natick's strong economy, sound management, solid financial practices and expectations of fiscal prudence.

Fitch Ratings states "the AAA bond Rating reflects Fitch Rating's expectation for Natick to maintain healthy financial flexibility throughout economic cycles, consistent with its history of strong operating performances and sound reserves. The Town's strong financial profile wealthy property tax base, manageable expenditure and a solid level of expenditure flexibility if needed during future economic downturns."

Standard & Poor rating factors were based in part on the following:

- Extremely strong property tax base that continues to grow
- Manageable debt profile
- Very strong economy
- Very strong management, with strong financial policies and practices

- Strong budgetary performance
- Very strong budgetary flexibility
- Very strong liquidity
- Adequate debt-and-contingent-liability position
- Strong institutional framework score"

More in depth information of the Town's finances and capital projects and improvements is detailed in the Town Administrator's Fiscal Year 2020 preliminary budget which may be obtained from the office of the Town Administrator or on the Town's website at https://www.natickma.gov/DocumentCenter/View/7604/FY2020-Town-Administrators-Budget

Change in Leadership

Deputy Town Administrator of Operations, William Chenard was appointed Acting Town Administrator in December, 2017 and assumed that role until June, 2018. The Selectmen express their gratitude to Bill for accepting this position and appreciate his commitment and outstanding contribution to Natick. After a search and screening process conducted in accordance with the provisions of Article 20 of the Town's By-Laws, the Selectmen appointed Melissa A. Malone as Town Administrator effective June, 2018. The Selectmen enthusiastically welcome Ms. Malone to lead the Town of Natick.

Fire Chief Richard White retired in January, 2018. Chief White was appointed Fire Chief in January, 2015 and served 32 years rising through the ranks. We wish Chief White a long, happy and healthy retirement. In accordance with Section 15 of the Town of Natick By-laws, including an assessment center evaluation, the Selectmen appointed Natick Deputy Chief Michael Lentini as the new Fire Chief. Chief Lentini has been a respected member of the Natick Fire Department for 28 years with a strong background in all aspects of fire science, emergency management, fire prevention, and emergency medical services.

We would like to acknowledge the retirement of the Director of Assessing, Jan Dangelo, and thank her for her more than 20 years of dedicated public service.

In closing, The Board of Selectmen and Town Administrator would like to thank all of the citizens who volunteer on various boards and committees and all of our employees who work diligently to make the Town of Natick a wonderful place to live and work.

INFORMATION TECHNOLOGY DEPARTMENT

Overview

Calendar year 2018 was a busy year for the Information Technology Department with a majority of the projects consisting of equipment, system and software upgrades and the completion of a system and document analysis report.

Major projects undertaken by the IT Department in 2018 are

- Installation of a new hyper-converged VMWare system to replace an aging modular system
- Upgrades to the Town's dispatch system and Town Active Directory software along with the migration of servers to newer versions of the Windows server operating system
- Completion of a town wide Document Management and Enterprise Resource Planning (ERP) System Software Analysis by consultant Plante Moran. This substantial project involved onsite meetings with all town departments to complete a town wide inventory of software systems and provide recommendations on how to best move forward with future software purchases. This report will also assist the Town in putting together a five year capital plan for software system purchases.

On top of these projects are the day to day operations where we continue to provide broad based computer and Voice-Over-IP (VOIP) telephone services to municipal employees as well as services provided to the community via the Town web site and social media sites. 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.

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.

On The Horizon
In 2019, the IT Department will continue segmenting and re-addressing the Town's data network to improve throughput and security. Work on the software capital plan and identify systems that need to be upgraded or replaced, with an eye on system integration and perform another system security assessment which is an external firewall penetration test and internal system security scans and assessment followed by mitigation work if required. Additional services for the citizens of the Town of Natick and general public will be added to the Town web site and social media sites 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

In the Commonwealth of Massachusetts, the Chief Procurement Officer of a municipality functionally oversees compliance with all laws, rules, and regulations governing the procurement of goods, services, and designer services, as well as the procurement of public building and public works construction services. It is imperative, at all times, that goods and services purchased by the Town of Natick are procured in an efficient, ethical, and impartial manner.

In my third year in this position, I have continued the mission of operating a centralized purchasing office. Whether meeting with department heads to discuss projects, assisting in the development of specifications and scope of work statements, finalizing procurement documents, advertising projects, or receiving bids, proposals, responses, and quotes, this Department aims to ensure that projects are, from a procurement perspective, allowed to begin on time, on budget, and with as few points of challenge as possible.

This year, contracts have been signed and executed for reconstruction of the Camp Arrowhead Building following a devastating fire several years ago, for reconstruction of East Park, for reconstruction of Navy Yard Park, for replacement of transfer switches and the generator at the Springvale Water Treatment Plant, as well as for general roadway improvements throughout the Town.

Other procurements have also moved forward through completion of the procurement process. Specifically, contracts have been signed and executed for extended engineering services for the Cochituate Rail Trail and for South Main Street improvements, to purchase asphalt and guardrail for the Highway Division of Natick DPW, to replace toilets and restroom partitions at several schools throughout Natick, to purchase security equipment to secure a successor motorcycle lease for the Natick Police Department, to purchase new vehicles for the Department of

Public Works, to repair/recondition Evergreen Well No. 3, to procure new fire hydrants and other equipment for the Natick Water and Sewer Division of DPW, to procure construction services for the future affordable housing units being constructed by the Natick Affordable Housing Trust at 299-301 Bacon Street, to procure a successor custodial cleaning contract for Natick's municipal buildings, and to rehabilitate/repair existing bleacher stands at Natick Memorial Field. 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.

With the close of 2018, I am happy to report that the inventorying and scanning of all existing contract and procurement documents is now complete. Finalization of this project has already facilitated access to public records and will prove invaluable in responding to public records requests in the coming year. New storage systems have also been purchased and installed through the Operational Services Division contract, allowing for more efficient and organized storage and archiving of paper files, which this Office is required, by law, to retain.

This year has brought no major changes in public procurement law (other than raising the thresholds for the applicability of the Designer Selection Law for public buildings from $10,000 to $30,000 for design, and from $100,000 to $300,000 for construction). In the meantime I have continued to advise departments Town-wide in Natick as to various existing procedures governing procurement. I continue to strive toward increasing competition and to achieve the widest possible audiences for procurement, as such efforts will lead to better pricing and cost savings for the Town.

In short, as the New Year 2019 begins, this office will continue to be guided by the two cardinal principles of public procurement, as articulated by the Commonwealth of Massachusetts Supreme Judicial Court 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.

Id.

My many thanks to the Natick Board of Selectmen, the Administration (Ms. Malone, Mr. Chenard, and Mr. Townsend), all Departments, and all Natick residents for continued success in 2018. I look forward to serving the Town in 2019.

BOARD OF REGISTRARS

The Board of Registrars, working with the Town Clerk's office, conducted three elections in 2018. The Annual Town Election which was held on March 27, 2018, the State Primary on September 4, 2018 and the State election on November 6, 2018. In addition, the Registrar's and the Clerk's office conducted eleven (11) days of early voting for the November election. The official results for all of the elections are included in this Annual Report and are also posted on the Town's website at http://www.natickma.gov/478/Voting-Election-Information.

2018 was an extremely busy year with unprecedented turnout for the November 2018 election. For the second time since the law was passed there was early voting and 20.4% of Natick voters cast ballots during the early voting period which began on October 22, 2018. Participation in the November 2018 midterm elections was extremely high with over 75% voter turnout. This past year the Town of Natick overwhelmingly passed two debt exclusions; the first one in March which was to build a new Kennedy Middle School and the second one in November which was to rebuild and expand the West Natick Fire Station.

Every year the voter lists are updated based on the data and information received from the Annual Town Census which is mailed late December/early January. In April after the census process is complete, the Board of Registrars mails confirmation cards to any voter who did not respond to the census. Confirmation cards are another tool for maintaining the accuracy of the voter list.

During 2018 over 2,283 people registered to vote or changed their voter registration. This represents an increase of 63.1% over the previous year. That increase is indicative of the numbers of changes that historically occur during a year in which there are State and Federal elections. The on-line voter registration system and pre-registration opportunities continue to facilitate voter registration. In addition, this past year the legislature passed an automatic

voter registration law which will go into effect January 2020. The State is working on regulations for the implementation of this law.

In addition, there are a variety of changes to the Early Voting law which are likely to be implemented prior to the March 2020 presidential primary. It is likely that there will be an increase in the number of elections for which early voting will be available.

The Board of Registrars would like to thank all of the election workers (wardens, clerks, inspectors and students) for their continued dedication and hard work. A special thanks to all of the staff who helped during early voting. The election preparation and management was a success because of all of the people who helped our staff. 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 ADVISORY COMMITTEE

The Natick Sustainability Committee (NSC) was formed in 2016, sponsored by the Board of Selectmen. The Sustainability Committee, consisting of 7 members and 2 associate members, provides the Town of Natick and the Natick community at large with active leadership and practical solutions in reducing costs, mitigating environmental impacts and preparing for future environmental challenges.

The Committee works collaboratively across Town government to advise on sustainability issues and to develop and implement Committee goals.

In 2018, the Committee has been active in three principal areas:

- Supporting town departments on sustainability initiatives
- Directed, measurable sustainability programs
- Education and community outreach

Supporting Town Departments on Sustainability Initiatives
The Committee and its members are available to advise Town decision-making bodies and provide research assistance, bringing sustainability expertise and best practices into Department and Committee decision-making. Examples from 2018 include:

- Advising across several town bodies on the feasibility of microgrid development for both resiliency planning and economic development
- Engaging with the Department of Public Works to begin investigating the engineering and budget requirements for improved roadway permeability and storm water management
- Feedback and consultation on the development of sustainability grant proposals being submitted by the Town
- Engagement with other Committees and development processes (e.g., Cochituate Rail Trail, Community Organic Farm, new Kennedy Middle School LEED certification)
- Providing research and preparation assistance in the development of the Natick Resiliency Building Report growing out of the 2017 Municipal Vulnerability Preparedness (MVP) workshops

Directed, Measurable Sustainability Programs
Building on two years of learning from the public and engaging with Town and community organizations, the Committee is now focused on developing and facilitating programs that measurably advance sustainability priorities. The top 5 sustainability priorities of the Natick community have been identified as preserving open space, protecting local water bodies, transitioning to clean energy, protecting ecosystems, and improving energy efficiency. The

programs the Committee has begun work towards in 2018 will directly address 3 of these 5 issues. The Committee's initiatives include:

- Direct involvement with Renewable Natick to help shape a resolution to establish a net zero greenhouse gas emissions goal, and support to bring that resolution to passage at Fall Town Meeting. This resolution of Town Meeting directs that the Town will establish a baseline estimate of community-wide emissions and develop a Net Zero Action Plan. The Sustainability Committee will be actively involved in this work.
- Collaborating with the Council on Aging and Renewable Natick to begin development of a program to provide seniors advisory and financial assistance to improve their home energy efficiency
- Addition of a new Associate Member position focused on updating the Town's procurement processes to make sustainability a factor in purchasing decisions

Education and Community Outreach:
A key ongoing role of the Committee is to play a two-way role in the community, actively hearing the community on sustainability issues, and serving as a resource for education and advice to community members and organizations. In 2018, the Committee played an active role in community events and activities in 2018, including:

- Active engagement in the recruiting and education of community members in the curbside composting pilot program
- Ongoing participation in Natick 2030+ community consultation events and surveys, making sure that the sustainability perspective was at the table
- Working with individuals and committees to raise awareness of sustainability topics and resources in Natick at multiple public events, including Natick Earth Day, Natick Days, and Clean Your Attic Day
- Engagement with the public at these events to assess public sustainability priorities

Addition of a new Associate Member position focused on outreach to further community engagement with the Committee in 2019

SUSTAINABILITY COORDINATOR

Natick's Office of Sustainability seeks to reduce the cost and environmental impact of municipal operations, while educating and empowering residents and businesses to do the same. Initiatives target municipal operations and the broader community, and are led by Jillian Wilson Martin, the Town's sustainability coordinator, with support from department heads and their staff. Further oversight and guidance is provided by the Natick Sustainability Committee, which was formed in 2016.

The majority of sustainability projects are funded via competitive grants and utility incentives, which totaled more than $400,000 in 2018. Many projects have the added benefit of reducing energy costs or supporting new revenue streams, such as income from the Town's curbside textile recycling program.

Municipal Energy Efficiency
As a participant in the Massachusetts Department of Energy Resources (DOER) Green Communities Program, Natick has the opportunity to apply for grants to support energy efficiency. In 2018, the Town received a grant of $245,000 for this purpose, which was used to convert interior lighting to LED at the DPW, install variable frequency drives on rooftop units at Police/Fire Headquarters, and replace an aging temperature and humidity control system serving the archive room at the Morse Institute Library, among other projects. In total, these measures are expected to reduce municipal emissions by 185 metric tons of carbon dioxide equivalent each year (this is comparable to the energy used by 21 homes).

The Town was also awarded with two Municipal Energy Technical Assistance grants from DOER to complete a retro-commissioning study of Wilson Middle School and a micro-grid feasibility assessment of the Natick Center municipal complex.

Jillian Wilson Martin, Natick Sustainability Coordinator, and Rachel Strout, Natick Sustainability Intern, pose for a photo with Eversource's Small Business Energy Efficiency team in front of Town Hall.

Community-wide Energy Efficiency

In 2018, the Town partnered with Eversource, Natick's public gas and electric utility, to provide small businesses with turnkey services to assess and reduce energy costs. In total, nearly 100 Natick businesses participated in the program, and, combined, these companies received more than $700,000 in utility incentives. The result was a reduction of more than 1.4 million annual kilowatt-hours of electricity by Natick small business customers. In 2019, the Town plans to shift gears and work with Eversource to promote its residential home energy efficiency programs to seniors and provide grants to help seniors fund home weatherization projects.

Net Zero and Renewable Energy

In 2018, Town Meeting supported a non-binding resolution to support a goal of eliminating or offsetting by 2050 all greenhouse gas emissions in Natick that originate from heating and cooling, electricity, and Natick-based transportation sectors, and from gas leaks. In response, the Town will be working with MAPC, the City of Melrose and the Town of Arlington to develop a Net Zero Emissions Action Plan as part of a planning grant provided by the Massachusetts Executive Office of Energy and the Environment (EEA).

After many years of development, the Town also signed an agreement to develop solar canopies on several parking lots. Finally, as a next step following the adoption of solar zoning regulations at the Fall 2017 Town Meeting, in 2018 Natick's SolSmart status was upgraded from Bronze to Gold. SolSmart is a national designation from the U.S. Department of Energy for communities that make going solar simple, accessible and affordable.

Waste Reduction

Natick continues to lead the state in its recycling and solid waste reduction strategies, and received more than $20,000 in grants for implementing recycling best practices in 2018. These include partnering with more than six area communities to host reciprocal household hazardous waste collection days, providing a variety of opportunities to recycle difficult items, sustaining a Pay-As-You-Throw program for approximately 15 years and more.

One significant waste-related program change that occurred in 2018 was the shift in Natick's curbside composting pilot from in-house collection to outside haulers. This new model has allowed the number of households participating in curbside composting to expand from 500 to 600 - and growing. The Town, with support from the Massachusetts Department of Environmental Protection (MassDEP) now provides new households interested in curbside composting with a free starter kit, including a curbside bin and kitchen countertop container.

Climate Change and Resiliency

Climate change has resulted in a new era of unpredictable and severe weather, and, in 2018, the Town issued a full report on building community resiliency and was recognized by the EEA as a Municipal Vulnerability Preparedness (MVP) Certified Community. It was also awarded MVP Action Grants to:

- Develop a tree planting plan to mitigate heat islands and reduce stormwater runoff
- Conduct a water conservation educational campaign in conjunction with the launch of the Town's new WaterSmart technology platform
- Develop Low Impact Development (LID) zoning regulations

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, Doing Businesss As (DBA) certificates and maintains zoning and planning decisions. In addition, the Town Clerk is the Clerk of Town Meeting and also the Town's Records Access Officer. 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 other daily tasks.

In 2018 the Office of the Town Clerk registered 391 births, an increase of 2.4% over the previous year; 385 deaths, an increase of 11%; and 163 marriages, an increase of 5.8%. In addition to registering new records, the office also issues certified copies of all vital records. The office issued 260 DBA certificates and licensed over 3,200 dogs during the year. Total revenue recorded in 2018 was $134,303 a 15.4% increase over the previous year. In addition, in 2018 the Town of Natick had a large increase in the volume of public records requests. Although the Town Clerk's Office is not the custodian of many of these records, the office is responsible for assuring the Town's compliance with the Massachusetts Public Records Law.

With Town Meeting's continued support the Town Clerk's Office continues to restore permanent Town records in an on-going multi-year project. Town Meeting supported the lease and use of electronic voting devices at Town Meeting which have been in use for the past several years. Voting records for Town Meeting members are available on the website at http://www.natickma.gov.

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 2018. The Annual Spring Town Meeting convened on April 10, 2018 and concluded its business in six (6) sessions dissolving on May 3, 2018. The Annual Fall Town Meeting convened on October 16, 2018 and concluded its business in six (6) sessions dissolving on November 1, 2018. Special Town Meeting #1 convened on February 27, 2018 and completed its business over the course of two (2) sessions and dissolved on March 1, 2018. Special Town Meeting #2 convened on October 2, 2018 and completed its business in two (2) evenings, dissolving on October 4, 2018. Meeting minutes are included in this Annual 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. I would also like to thank Adele Rosenthal and Chris Day, volunteers in our office. Special thanks to Deb Blatz, Kerry Graveline, and Laurie Shaw for their continued hard work and dedication serving the Town of Natick.

TOWN COUNSEL

2018 was a vibrant year for legal issues, most frequently involving meetings and telephone conferences with and advice to Town personnel, and also involving the Board of Selectmen, the Town Administrator, DPW, land use (building, conservation, planning, subdivision and zoning), licensing, litigation, procurement and contracts, real estate, and Town Meeting. 2018 also saw an increase in the number of public records requests filed which required input from Town Counsel, and in the filing of Open Meeting Law complaints.

Town Meeting amended the Natick Home Rule Charter by increasing the requirement from ten registered votes to one hundred registered voters, to petition the Board of Selectmen for any warrant article for a Special Town Meeting.

Town Meeting amended the General Bylaws in order to provide for additional time for the Screening Committees to submit candidates to the Board of Selectmen for Fire Chief and Police Chief; continued the work of the Charter and Bylaw Review Committee in updating the General Bylaws; and created a licensing scheme for non-medical marijuana establishments.

Town Meeting amended the Zoning By-Laws to provide for a non-medical marijuana district and related regulations; to create an Assisted Living Overlay Option Plan (ALOOP); and to create Inclusionary Affordable Housing requirements.

Town Meeting voted to authorize borrowing for the construction of the Kennedy School Building project; authorized the acceptance of rights of way for the Cochituate Rail Trail and the North Main Street projects; accepted the provisions of a statute to establish an excise tax on the sales of non-medical marijuana; and authorized a land taking to facilitate the West Natick Fire Station Project.

Several litigation matters were resolved in 2018, including a case involving the Historic District Commission. Cases pending against the Town at the end of 2018 include two matters concerning applications for special permits for dog kennel facilities.

Melissa Malone began her service as Town Administrator in 2018. We look forward to working with Melissa and Team Natick in the coming year.

Murphy, Hesse, Toomey & Lehane, LLP, is a law firm of thirty (30) lawyers. During 2018, attorneys John Flynn, David DeLuca, Kathryn Murphy, Brian Fox, Cynthia Amara, Clifford Rhodes, Kevin Freytag, Elizabeth Sherwood and Peter Mello, and Paralegals Bryanne Tartamella and Paula Wright all worked on Town Counsel matters. We thank the Board of Selectmen for appointing our firm, and we thank Melissa Malone, William Chenard, John Townsend, Donna Donovan, Patricia O'Neil and all Boards, Commissions and employees for the prompt, gracious assistance which you always give to us. We appreciate very much the opportunity to represent the Town of Natick.

AFFORDABLE HOUSING TRUST FUND (NAHT) & COMMUNITY DEVELOPMENT ADVISORY COMMITTEE (CDAC)

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.

NAHT meetings are held each month in conjunction with the Natick Community Development Advisory Committee (CDAC). Each entity maintains separate meeting minutes. The two entities considered reorganizing into a single body, but it was determined not to be feasible.

Since 2013, the NAHT has 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 for limited periods of time. The NAHT has reactivated this program for the 2018-19 winter.

Collaboration with the Natick Housing Authority continued in 2018. Representatives from the NHA, including the new director, Randy Waters, and Authority member, Erica Ball, were frequently in attendance at Trust /CDAC Meetings, and provided updates on NHA activities. The conversion of the vacant NHA 18-unit congregate single room occupancy units at the Coolidge Hayes House (located at 72 South Main Street) into ten 1-bedroom units for a special needs population has been completed. The NHA leveraged the NAHT's financial support into funding from the Massachusetts Department of Housing and Community Development (DHCD) to finance the project.

The NAHT has also committed to funding a study for the NHA Cedar Gardens development. The CDAC, working with the town procurement office, has selected a consultant to produce an updated Housing Production Plan for Natick that may help meet statutory obligations under M.G.L. Chapter 40B. One other program initiated by the Trust is a "rental assistance" program, using funding from the West Metro HOME Consortium.

Construction continues at the NAHT two-family project at 299-301 Bacon Street. Completion is scheduled for Spring 2019.

In 2018, the Trust requested and received funding as a line item in the overall town budget. The goal is to continue in this manner. Additionally, passage of Town Meeting inclusionary zoning provisions has the potential for generating more funds for the use of the Trust in support of the mission. The Trust also evaluated the proposed inclusionary zoning provisions and advocated for their passage.

The composition of the Trust, in addition to citizens-at-large, includes representatives from the Board of Selectman, the Planning Board, and the legal, planning, architectural, banking, real estate and construction professions. 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 notable achievement in 2018 was conversion of all Trust financial records into "QuickBooks" software. This was largely due to the efforts of member Patti Sciarra, with support from town administration.

The Kibbey Prize, created by the Trust to recognize "exemplary contribution to the expansion of housing opportunities for the citizens of Natick, Massachusetts" has not yet been awarded.

BUILDING DEPARTMENT (Inspectional Services)

The Building Department (aka Inspectional Services) is one of the primary functions of Department of Community & Economic Development. The principal responsibility of the Building Department is to provide plan review, site inspections, and guidance for development projects in Town to ensure compliance with state building codes and

regulations, local zoning and (applicable) general bylaws, as well as performing the required inspections for Weights and Measures.

Located on the second floor of Town Hall, 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 **Joseph Mulvey**, Inspector of Weights and Measures.

2018 Building Department by the numbers (approximate):

- Total permit fee revenue: **$2,152,000**
- Total number of permits processed: **5,720**
- Estimated private investment: **$70+ million**

The following major projects are under construction:

- MathWorks Lakeside Campus – 98% complete
- Exponent East Coast Headquarters (Rt. 9) – 30% complete
- 31 South Main (Old Town Paint site) – 100% complete
- Marriot Residents Inn (former Sam's Club) – 30% complete
- Avenue Active Adult Living (former Sam's Club) – 45% complete
- Greystone Subdivision (former Wayside Farm) – 5% complete
- ABI LABS 2 (Sherwood Plaza) – 5% complete

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

In the coming years, the Building Department – as well as the entire Department of Community & Economic Development – look to go paperless, migrating the permit application, submission, review, and approval process online.

COMMUNITY AND ECONOMIC DEVELOPMENT

Overview:
The Department of Community and Economic Development (CED) is committed to advancing the strategic and sustainable development interests of the Natick community and to delivering the highest quality services to Natick residents and those seeking guidance/information on development within the Town. 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 over-arching, inter-related divisions:

- Inspectional Services (i.e. Building Department)
- Community Development (including housing)
- Economic Development
- Long-Range Transportation
- 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) includes Director **Jamie Errickson**, Senior Planner **Ted Fields**, General Planner/Conservation Agent **Victoria Parsons**, and Project Manager **Mark Coviello** (part-time)**.**

CED is supported by the highly dedicated and skilled administrative team led by **Annie Greel**, Executive Planning Assistant, and Administrative Assistant **Sue Calhoun**. This experienced team provides overall support for the department (including Building) as well as administrative support to the three land use boards/committees (PB, ZBA, and ConCom). A new hire for the open Administrative Assistant post is due to start on January 22 to join the team.

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.

2018 Year in Review
Major milestones and continued work of 2018 include:

- Coordinating the review and local adoption of **Adult Use Marijuana Establishment** regulations, including the drafting and adoption of zoning and general bylaw amendments by Town Meeting designed to reasonably regulate the adult use of cannabis. Work continues in 2019 to create the formal review/approval processes for such uses in Natick by the BOS and PB.
- **Permitting, review, and field inspections** of multiple private developments including the redevelopment of the former Sam's Club site, wrapping up the **MathWorks Lakeside** Campus, and the start of the new 65,000 SF East Coast headquarters of **Exponent** on Route 9, and a 65,000 SF new bio-tech/life-science incubator, **ABI LABS 2**, building at Sherwood Plaza, among many others;
- Drafting and working through the zoning amendment process for the **Inclusionary Zoning** bylaw amendment, promoting the creation of affordable housing in Natick;
- Continued project management of multiple long-range **transportation projects**, including:
    - **Route 27 Corridor**: $16+m reconstruction of Route 27/North Main Street. Federal/state funding anticipated Federal FY 2019;
    - **Cochituate Rail Trail**: Completion of Right of Way and bid in 2018 for this $12+m construction project (federal/state) to be under construction in Spring 2019;
- Advancement of **Short/Long Range Planning** initiatives:
    - **Natick 2030+ Comprehensive Master Plan** (PB endorsement anticipated in early 2019)
    - **Exit 13/Speen/Route 30 ("Golden Triangle")** study;
- 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;

2018 proved to be yet another busy, exciting and productive year for CED.

CONSERVATION COMMISSION

Conservation Commission Oversight and Protection of Wetland Resources

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

addition, the Commission advises the other Boards on matters that relate to the Aquifer Protection District, the Agricultural Preservation Act and on various wildlife issues.

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

Accomplishments this year (2018) include:

1. **Lake Cochituate Mapping:** The Natick Conservation Commission through a Partnership Grant with the Department of Conservation and Recreation embarked on a a subwatershed mapping project to aid in future stormwater best management practice planning. This is a multi-phase project where the first phase was completed in the summer of 2017. To date Natick has completed its sub-watershed mapping and investigation for Lake Cochituate, identified feasible opportunities for stormwater improvements on Town owned land, and has a complete Lake Cochituate Watershed Base Plan enabling eligibility for federal watershed implementation grant funds under Section 319 of the Clean Water Act.

2. **Pickerel Pond Bridge**: The Natick Conservation Commission along with services from a contractor, Eagle Scout participant, and Natick Scout Troop 1775 installed a footbridge, measuring 5 feet wide by 28 feet long which links a portion of the trail that was previously cut off by a brook flowing through Pickerel Pond Conservation Area. This now links the Huron Drive entrance into the Wethersfield neighborhood and improves overall connectivity between neighborhoods.

3. **The oversight of the Conservation Commission Website:** The Commission is continuing to maintain the Conservation Website, which includes the General Wetlands Protection Rules, Regulations, Fee Schedule, and answers to Frequently Ask Questions (FAQ) regarding wetlands. In addition, the website includes the Wetland Bylaw, a procedures Memo, Agendas, and a member list. Other associated information, such as the Aquifer Protection District map, the Open Space map, various Trail Maps and the Stormwater Bylaw and Regulations can be found on the Natick website at the Conservation Commission link at www.natickma.gov.

4. Over the past year, the Commission held 24 meetings to review projects subject to their jurisdiction including the Massachusetts Wetlands Protection Act, the Natick Wetland Bylaw in which it issued 22 Orders of Conditions, 22 Determinations of Applicability, 15 Certificates of Compliance, 3 Amendments to Orders of Conditions or Plan Changes and 3 Enforcement Orders or Violation Notifications. This is a slight overall increase in permitting and regulatory activity compared to past years.

And finally, the Commission continues to encourage potential applicants with marginal/potential wetland issues to come and talk to the Commission to determine if any type of filing is necessary. This gives the person a better understanding of the Commission's concerns they will need to address in the filing. This informal discussion, which occurs during the first half hour of the Commission's semimonthly meetings, has reduced the number of negative determinations and improve the overall quality of the filings of applicants who are not familiar with the filing process. The net effect of this effort has been fewer filings and less time spent in deliberations.

Stormwater Requirements

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

Under the Stormwater requirements any new construction, development or home improvement project that disturbs an area of land over 40,000 square feet may require the filing of a Land Disturbance Permit application with the Natick Conservation Commission. The application should detail a plan to control erosion of land during construction and a plan to manage and maintain stromwater systems on-site over the long term. Lesser land areas of disturbance are covered by the Stormwater Requirements as well, but only require techniques to control land erosion during construction. Over the past year, the Commission has reviewed and approved 4 Land Disturbance Permits.

ECONOMIC DEVELOPMENT COMMITTEE

The Economic Development Committee (EDC) is an advisory board, created by the Natick Board of Selectmen.

The charge of the EDC is to:

- Attract business development to Natick that will maximize tax revenue and generate employment opportunities.
- Promote utilization of existing infrastructure and facilities to the fullest extent possible.
- Recognize neighborhood and community issues, concerns, and character.
- Identify and plan for changing trends and opportunities.
- Market Natick for economic development and strategic partnerships.

The Economic Development Committee Members for 2018 were:

E. Scott Laughlin, Chair
William Alfano, Vice-Chair
Jamie Errickson, Director of Community & Economic Development
Richard P. Jennett, Jr., Board of Selectmen Representative
Edward J. Doherty (Member)
David V. Shamoian (Member)
David C. Pratt (Member)
Douglas Landry (Member)
Joseph Attia (Member)

The EDC set the following goals for 2018:

- Host a Business Breakfast
- Develop and Implement a Communications Plan
- Coordinate with Natick 2030+
- Begin Policy Reform Discussions (zoning, licensing & permitting process)

The EDC met 10 times and hosted 2 business breakfasts in 2018. The Committee sought business and property owner engagement through canvassing, data collection, events, and made recommendations to the Board of Selectmen regarding Town Meeting Articles.

Year in Review

In January, the EDC hosted a breakfast at the Crowne Plaza for building owners and businesses (tenants and operators) located in the Natick Business Park (Mercer Road and Strathmore Road). The meeting focused on highest and best use of the park, and announced the construction of ABI-Labs II, a new 65000sf biotech incubator and Metroworks, a 17000sf coworking space. The meeting organically spawned a consortium of biotech companies from the area, resulting in a Metrowest life sciences bus tour for international investors during the 2018 Bio Conference in Boston.

In April, the EDC sent a Letter of Recommendation to the Board of Selectmen regarding Spring Town Meeting - Article 35 & 36. The Committee's Letter of Recommendation advocated a more comprehensive approach to recreational uses in the East Industrial Park.

In late May, the EDC held a second breakfast hosted at DACON, a design build firm, located in the East Natick Industrial Park Breakfast. Guest speaker Travis McCready, President and CEO of the Massachusetts Life Sciences Center, provided insight on life sciences and opportunities for regional real estate development. McCready articulated what valuable assets the Town had to leverage in attracting new business, and stressed the importance of delivering foundational STEM education prior to high school.

EDC Members attended the groundbreaking for the new Exponent building, at the former Toolmex site on June 6, 2018.

On August 8, an "Innovation Night" held at TCAN, featuring entrepreneurs and growing businesses, attracted close to 200 people. The event was sponsored by Middlesex Savings Bank, endorsed by the EDC, and organized in large part by Ted Fields in Community & Economic Development.

DACON was awarded the construction of the ABI-Labs II project on Strathmore Road, and EDC Members also attended that groundbreaking on November 4, 2018.

In late fall, the Board of Selectmen granted Natick Center Associates a seat on EDC. The Board of Selectmen approved the nomination of Athena Pandolf, Executive Director, Natick Center Cultural District, to fill that seat.

MASTER PLAN ADVISORY COMMITTEE

The Master Plan Advisory Committee was appointed by the Planning Board in October 2015 with the charge to:

- Advise the Planning Board on the scope, development, and implementation strategy of an updated comprehensive Master Plan, in accordance with the Town Charter and MGL Ch 41 S81D;
- Support the Planning Board's effort to ensure broad public and Town participation in the process;
- Provide the Planning Board and staff with any materials and lessons from the Strategic Plan Review Committee (SPRC) and Master Planning Steering Committee (MPSC) that may inform the process; and
- Undertake other work related to the Master Plan as requested by the Planning Board.

The Natick 2030+ process comprises four phases:

- Existing Conditions Report
- Community Vision and Goals Statement
- Recommendations and Options Analysis
- Final Plan Development

In 2018, the Master Plan Advisory Committee worked with the consulting team and Community & Economic Development staff to develop and refine the plan, vetting the draft document with the Planning Board, which held two dedicated meetings to review the plan in the spring prior to its release as a draft document to the public. As part of the extensive public outreach that has been central to the process, the Committee and consultants circulated materials and links through the dedicated Natick 2030+ website (www.natick2030.com) and the Natick 2030+ Facebook page. The draft plan was posted on the Natick 2030+ website in early June and the public was encouraged to read and download the document and submit comments online. The MPAC staffed a table at the Natick Farmers' Market for two Saturdays in June to publicize the availability of the draft plan and the planned open house. The team hosted a community-wide open house on June 20 at the Community Senior Center to share the draft recommendations and seek feedback. The recommendations were presented in the Center's large multipurpose room at a series of staffed "stations" for each of the core subject areas: economic development, facilities, history and culture, housing, open space, and transportation. Participants had the opportunity to post comments at the event and were invited to submit comments through a post-event online survey sent to all attendees and open for a month following the open house.

Committee members, Town staff, and the consulting team reviewed those comments and discussed their potential incorporation into the plan. The draft plan was provided to the Planning Board to begin the review of the document prior to the Board's approval and issuance of the report. The MPAC joined the Planning Board for dedicated joint

meetings in August and November to review the final draft document. The Planning Board is now completing its review of the document prior to its issuance in early 2019.

The Planning Board and the Community & Economic Development Director provided updates on the plan's progress to Town Meeting members at the 2018 Spring and Fall Annual Town Meetings.

Committee composition
Members serve on an at-large basis. When the committee was established, it was agreed that its composition and charge might change over time. In 2017, to support the outreach phase of the process, the committee was expanded to nine full members and two alternates. In 2018, the members of the Master Plan Advisory Committee were

- Jeff Alderson, clerk
- Terri Evans, chair
- Scott Jennings
- Jeff Richards
- David Parish, vice chair
- Ganesh Ramachandran
- Sue Salamoff
- Florina Uyar
- Rachel Crocker Ford, associate member
- Julie McDonough, associate member

The Committee would like to acknowledge the substantial professional guidance and support it has received from the staff of the Community & Economic Development Department, particularly director Jamie Errickson, and senior planner Ted Fields.

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."

One of those open space goals involves trails. In 2018 the Trails Maintenance Committee found itself with a diminished membership, and our committee stepped in to fill the void, at least temporarily.

On May 20, we organized a memorial walk honoring Bob Eisenmenger along the trail that bears his name. Mr. Eisenmenger served on the Planning Board for 35 years and on our committee for our first seven years. The walk marked the first anniversary of Mr. Eisenmenger's passing, as well as the 10th anniversary of the Eisenmenger Trail's dedication. In preparation, we caught up on some much-needed trail maintenance, including building bog bridges through a wetlands area.

Improvements were also made to the Cochituate Aqueduct Trail. Over the summer, the Conservation Commission coordinated an Eagle Scout project to build a bridge in the scenic Pickerel Pond area, connecting East Natick and Wethersfield for the first time. In addition, Pat Conaway organized two different school projects to improve the trail surface with wood chips and install additional bog bridges. The Aqueduct trail now connects Natick, Wellesley, and Newton for a total distance of 11 miles. The trail is an important part of the Metropolitan Area Planning Council's regional Landline Trail and Greenway Plan.

During the year we installed arrow markers on the Eisenmenger Trail and Cochituate Aqueduct Trail, as well as Timothy Coolidge Woods. Blue arrows indicate the main trails, and red arrows show alternate routes. The Town Forest Committee previously installed similar arrows throughout Hunnewell Town Forest.

On October 20, we coordinated the 9th annual Natick Trails Day, taking over from Pat Conaway, who organized the event all prior years. This year's activities took place at Tony Anniballi Park at Pegan Cove and drew a record 50 to 60 participants. Volunteers smoothed trails with wood chips, removed invasive vines, installed two bog bridges, and cut back saplings that threatened to take over the meadows.

A second open space goal is protecting additional key land parcels in Natick. In prior years, Town Meeting asked the Selectmen to negotiate for the purchase of 22 Pleasant Street as a public park, to add to the existing Hunnewell Baseball Fields. These negotiations have had difficulties, and last year we joined with neighbors to obtain public updates on the process and to urge speedy resolution.

Additional open space protection was achieved with two new conservation restrictions (CRs), both involving members of the Hunnewell family. In April, the Selectmen approved a new CR from the late Morgan Palmer, which protects 35 acres in addition to 30 acres already protected under two prior CRs. In December the Selectmen approved an amendment to Arnold Hunnewell's CR, adding 5 acres to the 55 acres that were already protected.

Finally, a third open space goal is to make the public more aware of Natick's open spaces. We continue to share information at Natick Days, Natick Earth Day, and the Oldtown Photo Competition, and through our e-mail list and Facebook group, Natick Open Space.

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 Commercial II (CII), Downtown Mixed Use (DM), Industrial I & II, 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, enacting local subdivision controls laws, rules and regulations, and providing Zoning By-Law and land-use recommendations for Town Meeting action.

The Planning Board is also charged to:

- Prepare, adopt, amend and implement a Master Plan (Natick 2030+) 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.
- Review and issue Special Permits for signage in the Highway Overlay Districts along Rte. 9
- Serve as the Smart Growth Plan Approval Authority (PAA)
- Act as Special Permit Granting Authority for all Adult Use Marijuana Establishments

In 2018, the Planning Board held bi-monthly regular meetings, site visits and numerous working group meetings for the various projects and land use/zoning bylaw policy decisions in Town.

Among these were site plan review and special permits on the following applications:Kennedy Middle School redevelopment

- West Natick Fire Station reconstruction
- Greystone subdivision (8 Wayside & 133 Cottage)
- 72, 74, & 76 South Ave (HOOP)
- Natick Mall re-tenanting (Dave & Buster's)

Prior decisions which were subject to review for minor modifications included numerous signage applications as well as minor adjustments to site plans.

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

- Reviewed twelve (12) plans of lot boundary changes seeking Approval Not Required endorsement.
- Review and approval of two (2) subdivision proposals (1 cluster and 1 conventional)

The Board submitted seven (7) warrant articles that were review/approved by Town Meeting, including:

- Spring Annual Town Meeting Warrant Article 31: Amend Zoning By-Laws: Signage (Residential Zoning Districts)
- Spring Annual Town Meeting Warrant Article 32: Amend Zoning By-Laws: Signage (Street Addresses)
- Fall Annual Town Meeting Warrant Article 32: Creation of Inclusionary Affordable Housing Requirements
- Fall Annual Town Meeting Warrant Article 36: Modifying Section V-I (Outdoor Lighting) and Section 200 (Definitions)
- Fall Annual Town Meeting Warrant Article 37: Modifying Section V-H (Signs and Advertising Devices) and Section 200 (Definitions)

The Board also provided report and recommendations on over twenty-seven (27) other Town Meeting warrant articles at the Spring Annual, Fall Annual, Special #1, and Special #2 Town Meetings in 2018.

The Planning Board makes appointments to the following boards and committees:

- Affordable Housing Trust & Community Development Advisory Committee
- Design Review Board (three (3) appointments)
- Master Plan Advisory Committee (MPAC)
- MetroWest Regional Collaborative (MAPC)

The Planning Board continues 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, to accomplish this mission.

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

ZONING BOARD OF APPEALS

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

The Town of Natick *Zoning By-Laws* sets forth, among other things, the use and dimensional requirements which have been established for the various zoning districts of the Town, as well as procedures and standards which

prescribe methods by which to seek relief from those requirements. The Board has the power to hear and decide the following petitions:

- Requests for variances from the regulations of the *Zoning By-Laws* – for example, a variance to allow the construction of an addition to a dwelling that does not meet the current setback requirements.
- Requests for relief (appeals) from persons aggrieved by reason of their inability to obtain a permit from certain administrative officials under the provisions of Chapter 40A of the Massachusetts General Laws.
- Requests for Special Permits as allowed within the *Zoning By-Laws* – for example, the Board, when designated to act as the Special Permit Granting Authority, can grant permission for specific uses in specific zones.

The majority of the applications received by the Board concern residential properties such as tear downs on pre-existing non-conforming lots (home lots created/ established before the Town's Zoning by-law was established) and additions to pre-existing non-conforming structures. The Board also hears cases under the Massachusetts State Statue *Chapter 40B*; which enables local Zoning Boards to approve affordable housing developments under more flexible rules if at least 25% of the units have long term affordability. The Statue is designed to bring a city or towns' overall affordable housing stock to 10%.
The Board receives the opinions of other Town Boards and Commissions and incorporates relevant features of those opinions into their decisions. The Board meets regularly on Monday nights once a month. In 2018, the Board received **sixty-two (62)** new petitions, with filing fees totaling **$22,247.05**. These fees cover the cost of legal advertisements and abutter notifications, as required by law. Of these applications, **fifty-eight (58)** were granted conditionally, **none** were denied, **four (4)** were withdrawn and **none** are ongoing.

The Board also wishes to thank the staff of the Town's Community Development Office for its invaluable support and guidance throughout the year. The volunteer members of the Zoning Board of Appeals will continue to work together to provide the town and townspeople of Natick a valuable service.

SUPERINTENDENT AND SCHOOL COMMITTEE

NATICK PUBLIC SCHOOLS
www.natickps.org

District Accomplishments

As a district, we have had a number of accomplishments in 2018. These accomplishments include the following:

- The Natick School Committee unanimously voted to name Dr. Anna Nolin as the next Superintendent of Schools
- Natick Recognized as a Model Professional Learning Community at Work™ by Solution Tree
- Natick Received A+ Ranking as Best School Districts in Massachusetts
- Boston Magazine Ranks Natick #50 in Best Public Schools in Boston in their exclusive ranking of 125 school districts in the Greater Boston area
- Natick Public Schools was placed on the 9th Annual AP Honor Roll for Expanding Opportunity and Improving Performance of AP Students
- Natick High School ranked #45 among the top 50 in Massachusetts and #841 in the top 1,000 high schools in the nation (out of 20,000) on U.S. News' "Best High Schools".

Strategic Plan and District Goals

Research funded by the Wallace Foundation (2013) has given a comprehensive picture of what strong school district leadership should look like when managed effectively. This research found that successful transformation of districts rest on leadership focused on teaching and learning with targets centered on three areas of change:

- Creating strong learning-focused partnerships with principals and helping them to grow in instructional leadership.
- Providing schools with high-quality, coordinated and relevant services that directly support improved instruction and intervention.
- Leading the change process by teaching and learning together with staff families and students throughout the system, explaining the new work and what is to be gained by its impact for all stakeholders.

Our theory of action invites the system to think about how to engage, learn from, and communicate with community members throughout the system, in a spirit of teaching and learning and to be clear about when, why and how the system needs to change. Natick Public Schools is a strong learning organization and, to that end, we seek to grow and get stronger every day. Our plan hopes to align our community around four key thematic goal areas:

- **Goal Area 1 Teaching and Learning & Assessment, Accountability/Assessment and Evaluation**
  Excel in academic achievement, and Profile of a Natick Graduate (POG) competencies for all groups and sub groups of students.
- **Goal Area 2: Teaching and Learning While Nurturing Connections**
  Develop a systematic, developmentally appropriate social-emotional learning (SEL) and healthy living framework for student learning and parent engagement and partnership.
- **Goal Area 3: Assessment, Accountability & Evaluation**
  Excel in strategic planning and financial management.
- **Goal Area 4: Nurturing Connections**
  Establish communication procedures and philosophy that build trust, transparency and engagement with our community.

Natick's Theory of Action and these four goal areas are the foundation for the action steps and measurement of goal achievement for the strategic plan. The goals for the Natick Public Schools are meant to be large, visionary, and bold statements about the work we hope to do with our students, staff, families, and community partners. For the past ten years, the district has had a series of goals designed to be achieved in a single year. Moving forward, to work on goals in a deeper manner, the school committee and school leadership sought to create a 3-5 year strategic plan for moving the district to greater achievement, focus, strategic and financial planning. Below we've outlined district statistics & student population.

Breakdown of Student Population by Grade

- Preschool: 130
- Kindergarten: 426
- 1st-grade: 443
- 2nd-grade: 429
- 3rd-grade: 435
- 4th-grade: 458
- 5th-grade: 423
- 6th-grade: 405
- 7th-grade: 380
- 8th-grade: 378
- 9th-grade: 396
- 10th-grade: 433
- 11th-grade: 374
- 12th-grade: 397

Natick by the Numbers: Statistics About the Natick School District

Student Enrollment: 5,507

District Overview
Our district is comprised of nine schools:

- One Preschool
- Five Elementary Schools
- Two Middle Schools
- One High School

Student Demographics

- African American: 2.5%
- Asian: 9.6%
- Hispanic: 5.8%
- Native American: 0.1%
- White: 76.7%
- Native Hawaiian/Pacific Islander: 0.1%
- Multi-race, Non-Hispanic: 5.2%

Special Populations

- Special Education: 14.2%
- Economically Disadvantaged: 9.4%
- Limited English Proficiency: 3.1%

Where Do Our Graduates Go?

- Post-secondary Study: 96%
- Military Service: 1.5%
- Joined Workforce: 2%

Highlights

- 1:1 Program for grades 7-12
- 50-year Partnership with METCO, Inc.
- 21st-Century Classrooms and Learning
- Personalizing Learning (Giving Students Voice & Choice)
- Robust Professional Development and Leadership Pathways
- Strong Parent and Community Partnerships

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 City of Framingham and Towns of Ashland, Holliston, Hopkinton and Natick.

This report reviews from the perspective of the Committee the principle 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 18, 2018 with officers elected unanimously to the following positions:

Chair: Edward Burman (Ashland)
Vice-Chair: Sarah Commerford (Holliston)
Secretary: A.J. Mulvey (Framingham)
Assistant Treasurer: Barry Sims (Holliston)

Staff members working on behalf of the District and School Committee are Karen Ward, **Recording Secretary** and Jack Keating, **Treasurer**.

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

Community Engagement

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

Carpentry
Natick House Project – Duplex for Natick Affordable Housing Trust

Cosmetology
Framingham Housing Authority – Manicures for senior citizens
Callahan Senior Center – Manicures for senior citizens

Early Childhood Education
Tir Na Nog – Assisted with their Halloween parade and chaperoned the students on a field trip to Franklin Park Zoo

Electrical
Framingham Parks & Rec – Installed outside lighting at the Maintenance and installed time clocks at Bowditch Field
Natick House Project – Layout, rough wiring and 200 amp service

Graphics
Ashland Council on Aging – Banner
Town of Ashland – Business cards, Street directory booklets, 2 Part forms
Accept Education Collaborative – Annual Report
Barbieri Middle School – Play Bill

Cameron Middle School – Guidance forms
Holliston Police – Fingerprint cards, Banners and Flyers
Family Promise MetroWest – Banners, Flyers, Posters, Booklets and Newsletter, Fourth of July Banner
Framingham High – Game sets and laminating
Fuller Middle School – Student recognition cards
Potter Road Elementary – Matrix posters

Health
United Way of Tri-County – Assisted with the Framingham Health Fair
Jewels of Framingham – Organizing, preparing, serving and clearing at the annual luncheon

Horticulture
Natick Organic Farm – Planting, tending and harvesting crops; composting, turning and improving garden soils; and preparing for maple sugaring season
Massachusetts Horticultural Society – Planting trees, tending gardens, leaf removal and tilling gardens
Family Promise Metrowest – Floral designs for annual fundraiser

Plumbing
Habitat for Humanity – Final inspection of drainage, water piping, heat and gas work for house in Holliston
Natick House Project – Rough inspection of drainage and potable water and rough heat installation

In May 2018, Keefe Regional Technical School hosted a breakfast for the Community Based Justice Program (CBJ) that included Middlesex County District Attorney Marian Ryan, Probation Officers, School Officials and area Police Department Representatives.

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

Administration

In 2018, Jonathan Evans completed his fifth year in the role of Superintendent Director, with 22 years of service to the district.

The School Committee adopted goals for the Superintendent's performance evaluation period from July 1, 2018 through June 30, 2019. The goals adopted related to the following: School Reviews – Preparation, Review & Response, Human Resource – Revision of Job Descriptions & Staffing Review, Preparation for New Accountability System, and revision of school website.

In June 2018 the School Committee voted to revise district policies, following a thorough review, with the help of the Massachusetts Association of School Committees.

The School 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 for Standards I Instructional Leadership, Standard II Management & Operations and Standard IV Shared Vision Development and as Exemplary on Standard III Family and Community Engagement with an Overall Rating of Proficient. 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 2018-2019 school year includes the following objectives:
1) Build and develop strategic ways to celebrate student achievement, success, positive decision-making, and unity, 2) Academic departments will develop and implement common assessments, 3) CTE instructors will improve English writing assignments in their content area with the goal of having 100% of all students will demonstrate proficiency in identifying the main idea of a CTE-related written text, 4) the Special Education Department will present a six-part series to faculty with areas of focus including special education law and compliance, team process (participation and responsibilities), assessment and evaluation, assistive technology, supporting behavior, connecting disability to impact on performance and inclusion, with

the goal of having special educators, general education instructors and assistants coordinate and implement practices that are inclusive.

In addition to preparing for the October, 2018 Center for District and School Accountability (CDSA) visit, the Professional Development Program included a series of workshops hosted by Keefe Tech Special Education staff, including a Special Education Overview, Inclusive Practices, Assessments, Social, Emotional and Behavioral Needs, Demystifying the IEP and Assistive Technology. The opening of school for teachers featured a motivational presentation by Norm Bossio. Norm brought a wealth of experience, having served as an educator and administrator for more than 30 years. During the school year, teachers will continue to attend a variety of professional development offerings, both in their content area and piloting new software platforms to use with students as Keefe prepares for the online version of the Next Generation Assessments (from Legacy MCAS).

Handbook

With review by the School Council updates to the Handbook were made. Attendance rules were adjusted to hold students more accountable for their attendance. Beginning with the Class of 2019, students must earn a cumulative grade of 50 or higher in order to be eligible to attend summer school and not have to repeat the school year. In addition, changes were made to the weight of Advanced Placement (AP) classes, and relevant information from the "Equal Pay Law" was added.

The Budget Process

The Budget Sub-Committee members Ed Burman, Larry Cooper, A.J. Mulvey, Jaime Shepard, Tassos Filledes and Barry Sims are beginning the FY20 budget development process.

In 2018, 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 $19,115,750 as submitted to the member municipalities for FY19 was approved by all.

Auditor's Report

The annual audit by the independent accounting firm of McCarthy & Hargrave is in the process of preparing the financial statements for committee review. It is expected that the audit report that calculates our energy project will meet the stipulated guarantee benchmarks for the 2018-2019 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 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 2018, 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 prospective students and their families.

The enrollment on October 1, 2018 was 752 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 2018 include replacement of the auditorium lighting control system, construction of an ADA compliant ramp and handicap accessible entryway, reconfiguration/upgrade of wireless network infrastructure, upgrades/expansion of the existing surveillance system, repair and painting of interior surfaces, upgrades/repairs to main boilers/heating system, Horticulture Department design and construction projects to enhance site landscape, replacement of

furniture and equipment in several classrooms and CTE programs, plumbing and electrical upgrades, painting of building exterior, mechanical and control upgrades to the HVAC system, repairs to swimming pool complex, technology upgrades in classrooms and CTE programs, and the addition of vehicle parking spaces to the east parking lot.

Facility projects identified for future consideration include replacing all classroom and shop entrance door knobs with ADA compliant door levers, adding Braille signage to classroom and shop entryways, construction of an ADA compliant walkway from the student cafeteria rear exit doors, replacing auditorium audience seats, replacing auditorium carpeting, replacing carpeting in Culinary program restaurant, implementing recommended NEASC Visiting Team facility upgrades, replacing the emergency generator, expanding the surveillance system, repairing pool deck floor drains, and replacing essential vehicles.

Student Achievement

The District received their annual report from DESE, piloting the new Accountability System formula for 2018. Keefe has maintained a solid status, now labeled, "partially meeting targets" which is akin to a level 2 status from years prior. Keefe continues to focus on closing achievement gaps and helping students reach their true potential. MCAS results were extremely favorable, showing a continued increase in student growth. An average of 71% of students scored either Advanced/Proficient in English, Math and Science. This year Keefe added two more AP courses, AP Psychology and AP Calculus to provide additional learning opportunities for those students seeking a more rigorous course load. Students who took the College Board AP exams last May performed at a commendable rate. More than 38% of students testing earned a score of "3" or higher.

Keefe Regional Technical School students won a total of 35 medals during the District SkillsUSA Conference, which was also hosted by Keefe Regional Technical School on Wednesday, February 28, 2018.

A total of 760 students from 11 district schools participated in skills and leadership competitions in their career technical areas at the District Conference. Keefe Tech students competed in categories including Computer Programming, Early Childhood Education, Graphic Communications, and First Aid, bringing home 12 Gold Medals, 10 Silver Medals and 13 Bronze Medals. All Gold and Silver medalists moved on to the SkillsUSA State Leadership and Skills Conference, held April 26 – 28, 2018 at Blackstone Valley Regional Vocational Technical High School in Upton, MA.

In the state competition, 29 students represented Keefe where they won 3 Gold Medals, 2 Silver Medals and 5 Bronze Medals. The Gold medalists moved on to the SkillsUSA National Championships held in Louisville, KY on Jun 22, 2018. Our students represented Keefe with 2 fourth place finishes.

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 - Chairman
William N. Gaine, Jr.

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

HOPKINTON
Jame Shepard
Ruth Knowles

HOLLISTON
Sarah Commerford
Barry Sims

NATICK
Tassos Filledes
Dr. Stephen Kane

BACON FREE LIBRARY

The mission of the Bacon Free Library is to provide popular materials and learning resources for the enjoyment and use of the public, with a special emphasis on supporting the educational needs of our children. In accordance with the wishes of the library's benefactor Oliver Bacon, materials are selected to satisfy a broad range of interests and topics. Originally established in 1880, the Bacon Free Library continues to provide the community with library services and programs today. The BFL provides its users with a charming blend of today's best-sellers, old fashioned friendliness, and modern technology in an historic neighborhood setting.

While 2018 was a year of great change and transition for the Bacon Free Library, the library nevertheless continued to excel when it came to connecting with the Natick community. Despite being without a director for 5 months, the Bacon Free Library provided excellent service as highlighted by the following performance indicators:

- Number of uses of collection: 40,969
- Number of visits (in-person and online): 27,575
- Number of programs for kids & teens: 429
- Number of attendees of programs for kids & teens: 6,305
- Number of programs for adults: 193
- Numbers of attendees of programs for adults: 2,476

2017 brought much-needed renovations to the historic Bacon Free Library building, including the replacement of the roof, gutters and exterior lighting. 2019 will likely bring more necessary work to maintain the character of the historic building as well as make energy- and cost-efficiency improvements. Through these changes of the past, present and future, the Trustees and staff of the Bacon Free Library have and will continue to work diligently to bring fun and innovative programs and collections to the greater Natick community.

None of this would be possible without the dedicated support of the Friends of the Bacon Free Library, who tirelessly fundraise in order to provide programs for all ages, speed read copies of high demand books, magazine subscriptions, museum passes and so much more. Thank you to the Friends of the Bacon Free Library and all others who support both the Bacon Free Library and the Morse Institute Library as your community libraries in Natick.

MORSE INSTITUTE LIBRARY

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

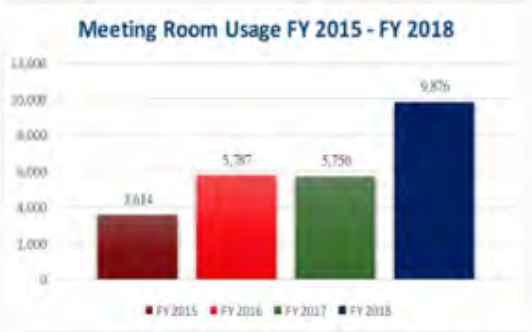
In 2018, Library usage grew.

- **543,614 uses of the Library's collection**
- **481,113 visits to the Library, both physical & online**
- **123,448 wireless and internet workstation sessions**
- **13,923 people attended 912 library programs**

Our Strategic Goals:

Support Enrichment and Lifelong Learning	In 2019, the library will open at 9am. In the past 2 years the library has added **431** hours to better meet the needs of our community. In 2018 there were **4,320** attendees in our **396** programs for English Language Learners.
Foster Community Engagement and Connections	**1,728** pounds of food were donated to Natick Service Council in our Food for Fines program. Partnered with Walnut Hill to host student performances available to Natick residents.
Build Partnerships and Collaborations	In 2019 we will partner with the Sustainability Department to create a sharing economy collection. We participated in Natick Center Cultural District programs throughout the year.
Expand Outreach and Communication	The Bookmobile spent over **519** hours open serving **4,220** library patrons. We redesigned our newsletter and event brochures to better meet the needs of our bustling community.
Promote Innovation and Creativity	In 2018 we created an Adult Craft Night program and a tween "MakerLAB Lite" to complement our extensive creation-based programming.

Usage Increases from FY 2015 – FY 2018



AUDIT ADVISORY COMMITTEE

The Audit Advisory Committee, as authorized under Article 23A of the Town of Natick By-Laws, serves as advisor to the Board of Selectmen with respect to the town's internal auditing, financial systems and independent annual audit. The committee is comprised of one representative each from the Board of Selectmen, the School Committee, the Finance Committee, and two at-large members appointed by the Board of Selectmen.

There are two vacancies on the Committee, and the current members of the committee are: Jonathan Freedman (Board of Selectmen representative), Philip Rooney (Finance Committee representative), and Saul Berelowitz (at-large member).

During the year, the committee focused on the following activities:

- Review and discussion with Town management of the Town's annual audit, including financial statements, management reports, and management letter.
- Review of the Town's implementation of a risk assessment and monitoring system, and providing input to Town officials regarding opportunities to strengthen internal controls.
- Review and discussion of upcoming activities relating to the Town's Other Post-Employment Benefits ("OPEB") liability.

BOARD OF ASSESSORS

Natick property values continue to appreciate and as a result of that the fiscal year 2019 tax rate has been set at a single rate of $12.71; a decrease of $0.34 from fiscal year 2018. The strong market has also promoted new growth. New growth was certified at $118,404,995 in assessed value translating to $1,545,185 in tax dollars.

The assessors staff has been busy as an upgraded assessment software was implemented this year concurrently with the completion of a full certification audit by the Division of Local Services of the Massachusetts Department of Revenue. Moving forward, the staff will continue to inspect building permits, abatement requests and mandated cyclical visits to assure fair and equitable assessments.

The Board of Assessors granted 296 personal exemptions to qualified property owners in fiscal year 2018, with a total amount of tax relief granted of $361,345.97. This included 39 participants in the senior/veteran work program for a total of $52,415.

CLAUSE	EXEMPTION	COUNT	TOTAL
17d	Elderly, Surviving Spouse	31	$ 8,273.28
22(a-d)	Veteran 10% disabled	103	$ 62,830.00
22C	Veteran 100% disabled-spec hsg	1	$ 2,287.50
22D	Surviving Spouse	2	$ 11,078.15
22E	Veteran 100% disabled	25	$ 38,125.00
18	Hardship	3	$ 3,660.00
37A	Blind	33	$ 25,162.50
41C	Elderly	39	$ 59,475.00
Senior/Veteran	Work Program	39	$ 52,415.00
41A	Tax Deferrals	18	$ 83,092.86
42	Officer/Firefighter-killed in duty	2	$ 14,946.68
TOTAL		296	$361,345.97

The Water Discount/Trash Bag program for qualified seniors continues. There are currently 76 qualified residents in the program.

The Elderly and Disabled Tax Committee have been able to assist seven applicants with a total award of $10,000. The Committee wishes to thank all of the residents who have generously contributed to the fund.

In fiscal year 2018 the Assessor's office committed the following for collection:

Real Property:	$ 105,380,484.55 (13,514 Bills)
Personal Property:	$ 2,008,026.28 (1,774 Bills)
Supplemental Tax (C59§2D):	$ 381,848.82 (91 Bills)
Excise Tax:	$ 5,940,882.73 (36,347 Bills)
Other (Pro Forma/Rollback etal):	$ 8,295.80 (1 Bill)

The Assessor's Office received 52 abatement applications for real estate, supplemental and personal property for fiscal year 2018. The staff reviewed the applications received and inspected the properties. The Assessors issued 13 abatements for real estate and supplemental bills totaling $22,962.21. There were 5 Personal Property abatements granted totaling $53,838.43.

At year end there are a total of 28 pending Appellate Tax Board cases covering fiscal years 2008 through 2019. Telecommunication companies represent 25 of the cases and the other 3 cases are for commercial real estate. Telecommunication cases continue to make up the largest number of open cases and 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.

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 Assessor's office staff will continue to provide residents with accurate assessment data. The office is open daily to assist residents and is 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 website and information board outside our office for quarterly updates.

COMPTROLLER

It is with great pleasure I submit this annual Town report for the fiscal period July 1, 2017 to June 30, 2018 in accordance to Massachusetts General Laws Chapter 41, section 61.

The Department is charged to comply with Massachusetts General Laws for municipal finance and maintain the official financial records of the Town. The department is responsible for processing the payments and payrolls, revenue recording and tracking, maintaining the Town's general ledger, financial reporting for various state and federal agencies, and certifying the free cash.

All invoices and payrolls presented by Town Departments were examined for their accuracy and compliance with state law prior to payment. We have processed 27,200 invoices and biweekly payrolls for 1990 full and part time employees.

The yearend reports were file with the State agencies for the certification of free Cash. For the Fiscal Year ending June 30, 2018, the free cash has been certified at $6,576,906.

Attached are the financial documents of Tax Rate set up, yearend balance sheet, yearend expenditure and revenue reports, special revenue funds, capital projects, enterprise funds, trusts and agency funds. Also attached is the list of Town's Debt and cash reports.

The yearend 2018 financials have been audited by CliftonLarsonAllen PC. Additional notes to the general purpose financial statements may be viewed in the office of the Comptroller.

During the upcoming year, a focus of the department will to streamline departmental process, as well as to update and integrate financial software to achieve better controls.

FINANCIAL PLANNING COMMITTEE

The Financial Planning Committee was formed by the Board of Selectmen to promote collaboration, information sharing, and the development of short- and long-term recommendations relating to the Town's financial condition. The committee's overarching objective is to develop short and long range forecasts for revenues and expenditures, and to develop strategies for meeting any projected budget shortfalls. Ideally, through a collaborative and cooperative process, members will achieve unanimous agreement on forecasts and strategies and will advocate for agreement with their respective board or committee.

The committee is comprised of two representatives each from the Board of Selectmen, the School Committee, the Finance Committee, as well as the Town Administrator and the Superintendent of Schools.

At the beginning of 2018, the committee members were:

Board of Selectmen representatives: Jonathan Freedman (Vice-chair), Amy Mistrot (Chair)
School Committee representatives: Paul Laurent, Lisa Tabenkin
Finance Committee representatives: Cathi Collins, Patrick Hayes
Acting Town Administrator: Bill Chenard
Interim School Superintendent: Anna Nolin

As a result of the 2018 town elections, Julie McDonough took the place of Paul Laurent on the committee. As of June 1, 2018 when Melissa Malone, new Town Administrator joined Natick officially, she assumed the administrative representation for the municipal operations.

The committee met eleven times during the year focusing on the following matters:

1. Discussion of a more proactive planning process with date-specific deliverables.

2. A plan by the Town Administrator to proactively share budget targets – prior to municipal department or Natick Public School budget development - that realistic revenues could support.

3. Review and discussion of revenue and expense projections for the FY 2020 operational and capital budgets, and recommendations for addressing the budget request shortfalls

4. Possible consequences, particularly to the Town's AAA bond rating, from using stabilization funds to address budget request shortfalls.

5. Timeline and other variables relating to FY 2020 healthcare expense for Town employees

6. Impact of pension, healthcare, and Other Post Employment Benefits (OPEB) expense on operational budgets.

TREASURER/COLLECTOR

The Collector/Treasurer's Office worked diligently to serve the citizens of Natick throughout fiscal year 2018. This year, our staff demonstrated a true testament to 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 2018.

The following represents the percentage of the net tax levy collected through the 2018 fiscal year:

Total Tax Levy: $ **106,139,268.00**
Overlay Reserve for Abatements: $ **1,256,449.00**
Net Tax Levy: $ **104,882,819.00**
Overlay Percentage of Net Tax **Levy 1.11 %**
Amount Collected thru 06/30/2018 $ **103,981,569.00**
Percent of Net Tax Levy Collected **99** %

The following represents the Town of Natick's Borrowing in Fiscal 2018 for various capital projects and equipment.

In fiscal 2018 The Town of Natick issued a General Obligation Bond in the amount of $ 8,600,000, as well as two Bond Anticipation Notes in the amount of $2,960,000, and $4,487,000., five competitive bids were received, J.P. Morgan Securities LLC was the awarded bidder of the Town's Fiscal 2018 year debt, at a tax interest cost of 2.37%, including a premium of $841,039.35. Of the 4 competitive bids, for the $4,487,000.00 Bond Anticipation Note, Eastern bank was the awarded bidder offering a net interest cost of 1.6680%, including a premium of $21,307.77.

For the $2,960,000, note, of the five Competitive bids received for the Bond Anticipation Note, Eastern Bank was awarded the bidder at a net interest cost of 1.1980 %, including a premium of $9,165.97.
Once again in 2018, 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.
Senior Environmental Health Specialist – Michael K. Boudreau
Environmental Health Agent – Jane M. Anderson
Sanitarian – Jessica R. Cliff
Public Health Nurse – Leila J. Mercer
Substance Prevention & Outreach Program Manager – Catherine Sugarman
Executive Assistant – Jean M. Cotter
Administrative Assistant – Ingrid C. Fosberg

The Natick Health Department continues to be a resource for the community by meeting the diverse health needs of the Town. This includes communicable disease, environmental contamination, substance use disorder, prevention strategies and state mandated responsibilities.
Communicable and reportable diseases reported in 2018:

Babesiosis	5	Legionella	2
Borrelia Miyomotoi	1	Lyme Disease	115
Campylobacteriosis	9	Mumps	1
Cryptosporiodosis	2	Norovirus	4
Ehrlichiosis (HGE)	1	Pertusis	2
Giardiasis	2	Rocky Mtn Spotted Fever	1
Group A Strep Invasive	1	Salmonellosis	6
Group B Strep Invasive	0	Shigellosis	1
S. pneumonia	2	Varicella (Chicken Pox)	5
Hepatitis A	2	Vibrio	2
Hepatitis B	10	**Influenza (Lab Confirmed)**	
Hepatitis C	26	Type A	105
Haemophilus Influenzae	2	Type B	42
Human Granulocytic Annaplasmosis	2	**TOTAL**	**288**

During the annual fall flu clinic season, the Public Health Nurse, volunteers and School Nurses administered 1,560 doses of flu vaccine. This included school based clinics held at Natick High School, Wilson Middle School and Kennedy Middle School and a family based clinic at the High School on October 30. The immunization program also included various additional 57 pediatric and 217 adult vaccinations; noted was the sharp increase in doses of the Shingles vaccine from 17 in 2017 to 180 administered to adults age 50 and older in 2018.

The Public Health Nurse reported a total of 553 office visits for services, evaluations and blood pressure checks, conducted 94 home and field visits for contagion or community health assessments; resulting in 75 referrals to private physicians and/or state agencies.

The Environmental staff conducted 1,190 inspections on 419 food establishments and 3,779 other inspections, investigations, plan reviews and consultations relevant to environmental sanitation for a total of 4969. This shows a relatively high volume of output by the staff and for the second consecutive year this department has met the state mandate for food service inspections.

The State Legislature adopted significant revisions recommended by the Department of Public Health to the Camp and Food Codes in 2018. In an effort to assist and advise the camps and food establishments with these changes, this department initiated two Food Code training sessions in November and will be offering additional sessions early in 2019 for the food establishments and drafted new policies and procedures to accommodate the camp revisions.

The department reviewed 1101 reports for asbestos removal, pre-demolition pest control inspections, Title 5 inspections, water sub-metering, building applications, grease trap and septic system pump outs. In addition the staff approved and issued 1,385 various permits.

Annual receipts to the department totaled $244,684.23. From that total, $205,693 was deposited into the Town's General Fund; the remaining $38,991.23 was deposited into the following designated Board of Health Revolving or Gift Accounts: Immunization Revolving $22,991.23, Tobacco Revolving $5,000, Prevention & Outreach Gift Fund $1,000 and Health & Wellness Gift Fund: $10,000.

The Health Department is involved in many phases of construction projects and the pace hasn't shown any signs of slowing. Residential additions and teardown/build ups are still very active. There are several large projects that have either begun or in the process of seeking approval. Large projects currently in construction are Exponent on Route 9, The Avenu in Natick and Marriott Residence Inn at Speen Street/ Route 9 and McHugh Farm Subdivision on Wayside Road. The Kennedy Middle School and West Natick Fire Station are planning to begin construction in 2019. Developments in the planning process are Windy Lo Subdivision, 212 West Central Street Townhouse Project and the Residence at Natick Assisted Living Community on East Central Street. These projects alone will keep this department busy for some time.

There recently has been a documented increase in the rodent population throughout the MetroWest Area and beyond. We have provided an abundance of information on our website in an effort to assist residents in controlling this problem. We will continue to provide assistance and research the best practices available to help alleviate this issue.

The Substance Prevention & Outreach Program has been moved within the Health Department under the Board of Health as of July 1, 2018, placing additional responsibilities on the department. In August the Drug Free Community branch of SAMSA informed the Town that we were successful in our application for a community grant. The duration of the grant is for five year totaling $625,000. The plan is to utilize the funding to hire additional staff to assist and expand the Program while increasing resources within the community. There will be an effort to coordinate all current resources and further expand collaboration within town departments, schools, town officials, community organizations and community members. A complete report can be found under the Opioid Task Force annual report.

The four communities within MOAPC (Natick, Framingham, Ashland and Hudson) became the first public health departments in the state to offer free Narcan (Naloxone) training and dispensing; the program officially began on March 1, 2018. The Narcan was purchased through a grant from the MetroWest Health Foundation. Members of the staff attended a "train the trainer" program provided by JRI of Framingham in order to offer the training and dispensing to the public. To date, the Natick Health Department staff has trained and supplied Narcan kits to 60 individuals and provided 9 group trainings totaling 112 attendees to various town departments, businesses and organizations where an additional 22 Narcan kits were provided for each group's base locations.

As mentioned in previous reports, the kiosks utilized for disposing of used sharps/syringes and unwanted pharmaceuticals continue to increase at a rapid pace. The good news is the Town has received an earmark grant from Senator Karen Spilka and a portion of that grant will be used to offset the cost of disposing the contents of those kiosks. In 2018, a total of 1152 one quart sharp containers were purchased for utilization through the program. . The pharmaceutical kiosk, located in the police station lobby, is a joint venture between the Police Department and Board of Health. Twenty-four (24) boxes totaling 840 lbs. were filled of unwanted medications and properly disposed of by way of the kiosk this past year.

The Board of Health is in the process of crafting a local regulation for Adult Use Recreational Marijuana since the Town has decided to move forward to zone, permit and regulate the industry. The regulation will provide the town with oversight of any marijuana establishment or operation that may locate within the community. The goal is to

have the regulation approved and in place by the end of February. The Board of Health did adopt Medical Marijuana regulations in June of 2014; currently still in effect.

MEDICAL RESERVES CORPS

The Natick Medical Reserve Corps (MRC) was established in 2006 and operates under the direction of the Natick Board of Health (BOH). As of December, there were approximately 150 volunteers including 13 high school students who comprise the Junior MRC. The Natick Executive Committee (EC) consists of eight members who meet approximately monthly at various locations in Natick.

MRC Highlights of 2018 included the following

- Annual sheltering drill with annual meeting of general membership took place in April at the Natick Community Center.
- Numerous local training opportunities, including CPR-AED through the Fire Department and a seminar by the Massachusetts Medical Society were offered.
- Partnered with the Framingham MRC in May to provide a first aid tent at the annual American Cancer Society's Relay for Life in Framingham. The MRC has supported this event for the past five years.
- Provided recruitment and general information at the MRC table at Natick Days in September.
- Participated in an Emergency Dispensing Site (EDS) exercise during a public flu clinic. Volunteers also assisted at two other public flu clinics with some medical personnel providing vaccinations and other personnel providing crowd control and assisting residents filling out the vaccination form.
- The MRC was deployed seven times this year with three of those deployments within Natick.
    - March-Shelter for seniors without power that was canceled just before opening as power came back on
    - April- stand by for Boston Marathon
    - April-warming centers for Boston Marathon
    - HHAN Alerts- four deployments outside Natick
- The Junior MRC has grown over the past eight years under the mentorship of EC member Kathy Sasanoff. The students participated in a stop the bleed training run by Anne Fitzgerald, another EC member. The students also participated in additional trainings and

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.

Increasing Demand for Services

The Department continues to experience increasing demand for services across all age cohorts. 2018 saw a rising demand for accessible transportation, provision of services to residents in need, and teen and special needs programming.

Collaboration

Collaboration amongst all departmental staff, other municipal Departments and our local area service providers is central to the Department's success. We would like to acknowledge and thank Natick Public Schools, the Department of Public Works, Natick Police and Fire Departments, the Health Department and our numerous community partners who, together, help to ensure Natick residents receive the highest quality programming possible.

2018 Stats-At-A Glance
Community Services Department - All Divisions

Services to at-risk populations (Individuals)	Education/ Recreation Service Units	Financial Assistance	Transportation	Volunteers	Non GF Funds (Grants/Donations, User Fees)
3,066	41,067	$2,060,581	2,025 Riders 4,408 Rides	1,399 Volunteers 18.24 FTEs $1,094,570 Value	$318,390 Grants/donations $1,594.677 User Fees

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 150+ Natick residents who have distinguished themselves as citizen leaders and are, in increasing numbers, serving in leadership roles on Natick's boards, committees and commissions.

Trusteeship of Natick's open spaces
The Department is charged with overseeing the development and care of Natick's numerous open spaces including; preservation of historic monuments, programming our Town Common, scheduling the use of our many athletic fields and both prioritizing and overseeing improvements to our parks and open spaces. This year the Department spearheaded the construction phase both the East School and Navy Yard Parks; two major projects that will are scheduled for completion in mid- 2019.

Volunteerism
The Community Services Department relies heavily on community volunteers to assist us in meeting our collective missions. This year our remarkable 1,399 volunteers provided service hours equivalent to 18.24 full time staff people. Their contribution of $1.094 million in donated staff time improved the lives of Natick residents immeasurably.

Planning for the Future
The Department completed a gaps analysis and strategic plan in 2018 positioning the Community Services team to effectively focus its efforts on identified priorities going forward.

COMMUNITY SERVICES ADVISORY COMMITTEE

Established by the Board of Selectmen in August 2016, the Community Services Advisory Committee (CSAC) completed its second year 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. The committee focused on the identification of service gaps and the development of a three-year Strategic Plan as priorities for 2018. In addition, CSAC welcomed the formation of the Friends of Natick Community Services, Inc., a non-profit all-volunteer organization that supports the mission of the Community Services Department.

In order to create an effective Strategic Plan, CSAC identified priorities by conducting several focus groups that reflected the needs of the Natick community, including Town department and division heads, elected/appointed officials and groups of citizens. Focus group sessions included both an educational part to review the various

components of Community Services and a brainstorming session designed to explore participants' impressions of both current services and gaps that need to be addressed.

After an analysis of focus group input and identification of knowledge and data gaps, CSAC developed a six-question Gaps Analysis 2018 survey for Natick residents, utilizing the Survey Monkey online tool for survey and data analysis. The survey questioned how residents received information about Town events and activities, how they interacted with or participated in Community Services programs or facilities and what they perceived to be the need for additional services for youth and adults. Gaps Analysis 2018 was widely distributed throughout the community in early summer. Over 800 participants responded, a 15% survey return rate distributed across age range categories of age 25 34 to age 65+ years.

Interpretation of Gaps Survey and focus group data was one of the key aspects of strategic planning in October. CSAC members joined Friends of the Community Services and Community Services staff for initial strategic planning meeting. Led by a management consultant from The Active Learning Group, the sessions resulted in the construction of a strategic framework, operational implications and timeline. Working with Community Services staff and Friends of Natick Community Services, CSAC members joined sub-committees to address two strategic objectives: the identification and response to citizen needs and interests and the establishment of a brand and marketing communication plan,

COUNCIL ON AGING

The Council on Aging continues to offer services and programs which improve the quality of life for those aging in our community through education, support and advocacy. During 2018 the COA expanded programs and introduced new services in response to the interests and needs of Natick's senior residents. Of particular note this year was the extraordinary effort of our 528 volunteers who provided nearly 13,000 hours of service. Our volunteers work resulted in senior residents enjoying greater independence, social connections and the opportunity to remain in their own homes.

2018 marked a record number of senior homeowners benefitting from the Property Tax Work-Off Program. Eligible seniors volunteer in a town department in exchange for a reduction on their property tax bill. This program our volunteer transportation service and new hygienist service contributed to providing seniors affordable and convenient access to needed services.

Notable accomplishments from 2018:

- Awarded a grant from Metrowest Community Health Foundation to launch The Natick Conversation Project - a project dedicated to helping people talk about their wishes for end of life care.
- Created the Intergenerational Leadership Team, a collaboration of non-profit and municipal departments who host intergenerational community activities. The Team's first event matched veterans and active duty military personnel with kindergarten and first grade classes at Lilja, Brown, Ben-Hem, Memorial,and Johnson Elementary Schools. Stories about Veteran's Day were shared and student's questions about the military answered.
- Partnered with the Massachusetts Association for the Blind and Visually Impaired to open and host the Ellenbogan Assistive Technology Center at the Community-Senior Center. The program helps seniors with vision loss find new ways to access technology in order to keep active and independent.
- Improved access to dental care by arranging for a public health hygienist to offer cleaning and oral health care screenings monthly.
- At the suggestion of the Council on Aging's Program Committee and recommendations from guests we now offer Ukelele lessons, archery, water exercise, LGBT regional programming, meditation, and cooking lessons in addition to our regular full complement of programs, special events, day trips, wellness and exercise programs.

As we conclude the year we thank our many partners and contributors - individuals, corporate and non-profit - whose support and dedication to our work ensured 2018 was a successful and beneficial year for Natick's senior residents and their families.
On behalf of the Council on Aging staff and volunteers best wishes for a happy, healthy and prosperous New Year.

HUMAN SERVICES

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.

Our social work team provided Information and Referral and case management services to 542 Natick residents in 2018 accessing $70,475 to support resident's critical needs, assisting residents with navigating the complex array of benefit programs, advocating on behalf of those in need to ensure uninterrupted access to safe housing, healthful nutrition, medications, transportation, utilities, etc.

Through this office numerous facilitated peer groups were offered to the community including: a Hoarding Support Group, Bereavement Support, and Veterans' Support all of which were well attended and received.

Notable Initiatives
The Inter-Disciplinary Team/Natick Community Team Task Force identified homelessness as a team issue and developed two sub-committees to address local issues. Transportation and nutrition needs of homeless adults and families were identified as having gaps and we have engaged municipal and non profit groups to address these gaps.

Natick Human Services played an active role in securing summer lunches for Natick youth in need and have collaborated with Recreation and Parks staff and local services providers to better understand and respond to the needs of our youth.

In collaboration with Natick's Department of Public Works the Division coordinated the second annual bulky waste pick-up day at no cost for low income seniors. Efforts in the area have positively impacted the safety and accessibility of many elders' households.

We continue to enroll elders and disabled adults/those in need in our emergency Care and Prepare Program and activated calls and outreach three times last winter in addition to working with the BOH and MRC to prepare our center as a shelter during a power outage at Cedar Gardens. We continue to distribute LED lanterns to program participants and have received several comments reporting how helpful these were during power outages.

NATICK COMMUNITY ORGANIC FARM

A New Year thaw brought on an extremely early sap run. We produced 151 gallons of maple syrup by relying on a wonderful crew of staff and volunteers, including 30 horticultural students from Keefe Tech Vocational High School, who then came every two weeks through the school year to help out. Hundreds of people came to experience maple magic on our sugaring tours.

Spring animal births went well, with few losses and no babies requiring bottle feeding. Our sows had three litters of piglets; we kept two as feeder pigs and one to breed. We pastured 100 broiler chickens in portable chicken tractors, and sold all of our 165 Thanksgiving turkeys. We partnered with the Natick Conservation Commission and Boston Honey Company to place 8 hives in our brook pasture, supporting local bees, crop pollination, and honey production.

Our farmers once again maxed out our greenhouse benches rearing 40,000 certified-organic seedlings, many of which ended up in Natick home gardens and community gardens. Summer brought record-breaking heat, which our vegetables loved and our staff and summer youth workers endured aided by freeze pops. We marketed over 60 different varieties of certified-organic vegetables and specialty cut flowers through our CSA (45 shares), vased flower arrangement shares, and our stands at the Natick Farmers' market, the side of our barn, and the youth-run, weekday location on Route 16.

Education & Volunteering

Some 20,000 visitors came to the farm at no charge during daylight hours, including 1,145 Natick Public school children. Second graders from Lilja were the first kids to take part in a new curriculum focused on bees and pollination.

As an organization, NCOF provided the town with 14,962 hours of educational programming. The Farm's Forest Gnome program (Waldkindergarten) engaged two dozen pre-school-aged children in outdoor woodland play, while the after school in the woods provided wonderful outdoor time for 49 youth in grades K-5.Over 600 youth aged 3.5 to 17 took part in NCOF's summer work programs. NCOF hired 24 Teens through its Teen Work Crew and Mentoring Teens through Agriculture program, paying them $39,600 in wages. Teens provided 2.21 FTE.

In 2018, volunteers contributed 7600 hours of work -- 4.18 FTE--helping the farm provide our community with productive open space, farm products, and hands-on education to people of all ages, year-round. Eagle Scout Tim Stecko built us two beautiful new information kiosks. We welcomed hardworking work Groups from Wegmans, MathWorks, and sweetgreen.

NCOF was awarded Best Float in the 2018 Natick Fourth of July Parade and a Boston Parents Paper Top Five Award in the Category of Fun and Attractions, Farms for Family Tours.

Lynda Simkins, NCOF's Executive Director of 38 years, retired in June. Over 200 people came to her retirement party, which we held in the pasture. Casey Townsend has stepped into her role. Aided by a capable staff, he continues her good work.

Goals for 2019

1. Renovate our sugar shack and kindergarten sugaring curriculum.
2. Purchase equipment to accept WIC/EBT/HIPP and credit cards.
3. Pilot an afternoon forest-based summer program for older youth.
4. Hire more teens from Keefe Tech.
5. Pilot a before school program 1 morning a week for Memorial School students

OPIOID TASK FORCE

The Natick Board of Selectmen convened the Opioid Task Force in September 2016 to bring together municipal departments and local organizations that share the same goal of preventing and reducing opioid use disorders. Per its charter, the Task Force's mission is to: build a sustainable, coordinated, multi-disciplinary system of support, education and treatment for those affected by this public health crisis; ensure for the effective coordination and enhancement of local resources; and make recommendations on programs and/or service expansion based upon

current knowledge. The Task Force's leadership team is comprised of several sectors of the community, including: Natick Board of Selectmen, Natick Board of Health, Natick Community Services Department, Natick Fire Department, Natick Health Department, Natick Police Department, Natick Public Schools, SOAR Natick (Supporting Outreach for Addiction Recovery), and MetroWest Medical Center/Leonard Morse Hospital. Additionally, the Task Force maintains two work groups comprised of members of the Leadership Team, concerned residents, and community representatives from community organizations such as: Natick Together for Youth; Natick Recreation & Parks; the Natick Interfaith Clergy Association; the Natick and Charles River chapters of Rotary International; SPARK Kindness; South Middlesex Opportunity Council (SMOC); Justice Resource Institute (JRI); Advocates, Inc.; and the Morse Institute Library. In 2018, these groups built upon previous efforts and successes, making significant progress in the following areas:

Post-overdose outreach team: The Task Force further evaluated and enhanced post-overdose follow-up protocols requiring the Natick Police Department to contact an overdose victim within 48 hours of an overdose to offer access to supports, including SMOC recovery coaches and JRI Health outreach workers.

Additionally, members of Natick's post-overdose follow-up team helped plan and participate in a MetroWest-focused version of the Massachusetts Trial Court's Community Justice Project. Outcomes from this process included a new partnership between the Natick Police Department and Advocates, Inc., resulting in grant funding that will embed a mental health clinician within the Natick Police Department in 2019 to assist law enforcement in responding to the behavioral health needs of the Natick community. The MetroWest Community Justice Project also fostered regional conversations focused on restarting a drug court in Framingham District Court, which is expected to launch in early 2019.

Collaboration with Leonard Morse Hospital: MetroWest Medical Center has continued to participate regularly in Opioid Task Force meetings and has developed a consent form that allows patients treated for overdose the opportunity to release their contact information to Natick's post-overdose response team. This helps to inform individuals who are treated for overdose that there are local supports available to them, and it also ensures that individuals who are treated for overdose after private transport (i.e., were not transported by Natick first responders) have the option to be contacted by the post-overdose response team. This consent form is expected to go live in early 2019. Additionally, the hospital has donated in-kind space to local and regional opioid prevention efforts, hosting the two-day Community Justice Project workshop at Framingham Union Hospital in January 2018 and the Natick Opioid Task Force's full-day strategic planning session at Leonard Morse Hospital in May 2018. Furthermore, the hospital displayed the Opioid Project exhibit October 2018 through December 2018. This art display was created by parent members of SOAR Natick and Natick's bereavement group The Journey and shares themes inspired by each artist's personal experience of the opioid crisis.

Resource center for community members who are seeking assistance to address substance use related issues: The Task Force continued a monthly resource center September-June, providing workshops on topics related to addiction and recovery as well as access to important services such as treatment navigation, naloxone (Narcan) training, and recovery coaching. Additionally, The Journey bereavement group, a support group for individuals who are grieving the loss of a loved one due to substance use that the Opioid Task Force helped launch in 2017, continues to meet monthly.

Development and dissemination of resource information regarding treatment programs and services: The Task Force updated and further disseminated resource cards that provide information to members of the public who are seeking services for themselves or a loved one. In 2018, nearly 2,000 cards were posted in public spaces, distributed at community events, and continue to be distributed through first responders at the scenes of overdoses. The Opioid Task Force also launched www.NatickActs.com, which contains resources and information for Natick residents about the opioid crisis and how to access treatment and support services.

Initiatives to increase knowledge of municipal employees and community members: Building upon previous trainings about opioid use disorder 2017, the Natick Health Department conducted presentations in 2018 on how to recognize and respond to an opioid overdose. These trainings were made possible by a regional collaboration with the Health Departments of Framingham, Ashland and Hudson and through funding from the MetroWest Health

Foundation. Group trainings were delivered to 112 members of Natick municipal departments, community organizations, and local businesses, and 22 Narcan kits were distributed to these organizations. This initiative also trained to 60 individuals to carry Narcan.

Public awareness campaigns and educational events: In collaboration with several other community organizations, the Opioid Task Force supported or co-sponsored six community education events focused on preventing substance misuse among young people, including presentations by: former Celtics player and person in recovery Chris Herren; Family Physician and Addiction Medicine Physician Dr. Ruth Potee; and Dr. Marisa Silveri, Director of Neurodevelopmental Laboratory on Addictions and Mental Health at McLean Hospital. Other events included a workshop for middle school students and their parents/guardians using the *Drugs: True Stories* curriculum, the "Hidden in Plain Sight" display about signs of substance use at Natick Days 2018, a community forum about the opioid crisis, and the annual Community Vigil Remembering Those Who Lost Their Lives to Substance Use Disorder. Additionally, SOAR Natick and The Journey, with support from the Opioid Task Force, displayed more than 1,800 purple flags in front of the Frist Congregational Church of Natick to remember the lives lost to opioid overdose in Massachusetts in 2017. These flags were later moved to the lawn in front of Natick High School as part of a presentation by a young person in recovery to the entire high school student body.

Develop sustainability plan: In FY2018, Natick Health Department, which coordinates the Opioid Task Force, was awarded the Drug Free Communities (DFC) grant on behalf of the Natick community. This federal grant provides funded communities $125,000 a year for five years and has two primary goals: 1) to build community collaboration; and 2) to reduce youth substance use. Efforts under this funding will further develop the work that was started by the Natick Together for Youth coalition under previous DFC funding and complement the Opioid Task Force's mission to reduce opioid use disorder in Natick. The Opioid Task Force also received funding in the Commonwealth's FY 2019 budget and several generous donations from local businesses and community organizations.

In 2018, the Opioid Task Force contracted with Health Resources in Action to complete a rapid strategic planning process to guide the Opioid Task Force's future efforts. This process identified four priority areas for the Task Force's work: awareness and education (with a focus on prevention and support); access to services (with a focus on treatment and recovery); funding and sustainability; and Task Force governance and organization. These priorities have been integrated into those of the Drug Free Communities grant in order to ensure that the Natick Health Department's Prevention & Outreach Program addresses substance use prevention, treatment and recovery.

RECREATION & PARKS

The Natick Recreation & Parks Division had another successful year with programs, capital projects and an expanded youth initiative utilizing the full time teen coordinator.

We continue to offer a variety of programs for all ages, increasing our offerings by 87 programs in 2018. We have partnered with a number of community organizations and groups who are instrumental to the special events and public offerings to the residents of Natick.

Program Offerings	**FY 15**	**FY 16**	**FY 17**	**FY 18**
Adult	51	54	40	42
Preschool	81	78	72	67
Special Needs	82	94	113	128
Youth	157	178	171	177
Teens	N/A	N/A	N/A	63
Total	**371**	**404**	**396**	**477**

We're fortunate to benefit from the substantial contributions of our dedicated volunteers who serve as coaches, special events and program helpers, park clean ups, and who serve on associated boards, committees and

commissions. While the number of volunteers is decreasing, the amount of hours each donates is increasing. 415 volunteers provided 23,881 hours of service equal to 12 full time staff.

The division's major undertaking for a second year in a row was the successful summer operation of Camp Arrowhead. The camp was moved offsite using temporary trailers this past year, presenting some major challenges, not the least of which was the weather. Staff, volunteers and campers worked together to offer a wonderful camp experience despite many obstacles. Particular thanks is due to the Department of Public Works, the Natick School Department, the Health Department and Facilities without whom camp simply would not have been possible.

Another success story was the major enhancement to the Arrowhead Residential Program. Due to the community support, support of past employees and the support of town administration, the department was able to offer one of the safest overnight camps in Natick in its 60 years of operation.

The division continues to work closely with local organizations to help reduce costs to our residents. Due to the diligent efforts of the Natick Service Council, the Recreation & Parks Department provided $58, 282 in camp and activity scholarships to nearly 150 Natick residents in need.

We also worked with Natick Center Associates, Friends of July 4th and local businesses to provide numerous public events such as Natick Days, Concerts on the Common, movie nights, Fun with the Bunny, Holiday Lighting, July 4th Parade & Lights on After School.

Through the efforts of our friends groups, we received over $68,652 in financial assistance to support our programs plus an additional $75,000 from the State of Massachusetts specifically earmarked for the Camp Arrowhead program. Due to the kindness of all our contributors we continue to see attendance rise during our free summer concert series on the Town Common and the cost of our offerings remain reasonable. We have also been able to add in a popular option of a concert at Dug Pond.

The division has worked on a number of capital projects in 2018. The long awaited renovation of the Camp Arrowhead building was substantially completed. We started the construction for the East (School) Park and Navy Yard Park renovations, completed the new playground at the Cole Recreation Center and the additional playground structures at Dug Pond.

We want to thank our Recreation and Parks Commission as well as 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 who all allow us to provide the level of service, in the Recreation and Parks area, to the residents of Natick.

SASSAMON TRACE GOLF COURSE OVERSIGHT COMMITTEE

The 2018 golf season was heavily influenced by snow due to a late spring and early winter snow fall. This impacted rounds, season pass purchases, and revenue. The mid-season months were as expected but were unable to make-up for a really late start and really early finish.

In 2018, 26,451 rounds were played. While rounds played decreased slightly compared to 2017, season pass sales as well as green fees increased. There were 176 Season Ticket holders in 2018. Natick residents account for 90% of all season ticket holders. Season Ticket holders account for 24% of all rounds played. The average ticket holder plays 37 rounds per year. There were 55 adult, 22 junior, and 99 senior Season Ticket holders in 2018.

Sassamon Trace offers five recreational golf leagues. The Tuesday Evening Men's League has over 90 players every week. The Wednesday Men's League has over 50 players every week. The Tuesday Morning Junior League has 65 juniors each week. There are also two women's leagues, one on Wednesday mornings and the other on Thursday evenings and combined they have over 110 members. The major event each year is the Club Championship. The Club Championship this year was won by Dave Chiaffone of Natick. Ted Thorsen of Natick won the Senior Division. Sassamon Trace is also the home course to the Natick High School and Dover-Sherborn Varsity Golf Teams.

The golf course was able to undergo several major additions thanks to town meeting authorizations. The first was the purchase of several new pieces of equipment for maintenance. This will ensure continued routine maintenance without interruptions. The second was the replacement of the pump heads which will ensure the irrigation system will work properly in years to come.

The Sassamon Trace Supporters Association is a 501c3 organization that began in 2006. This year the STSA contributed over $3,500 in support for expenses such as scorecards and new drainage.

The Golf Course Oversight Committee is composed of five Town appointed residents that meet on the third Thursday of the month at Sassamon Trace and the public is invited. Posting of time and date are found on the Town's online public meeting calendar and the entry lobby bulletin board at Town Hall. The Golf Committee works with Golf Course Management to review policies and procedures develop new revenue opportunities and identify cost saving measures.

VETERANS' 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%.

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: 2016 and 2017 Actuals and 2018 Appropriated: This year we are ahead in our budgets. This is due to a number of reasons, death being the number one factor. The second is securing VA benefits which brings the client either over income or less cash to be dispersed.

Year	Medical	Cash	Lifetime VA Claims
2016	$145,685.00	$129,591.00	$1,425,000.00
2017	$173,989.00	$139,311.00	$1,844,327.00
2018	$174,360.25	$139,311.00	2,045,000.00

There were 135 new claims and 66 awards in 2018.

Additional Services

Our Veterans Services Office provides a range of additional services to Veterans and dependents including: Medical Referrals, educational benefits, job search/unemployment benefits, emergency funds, counseling and assistance with applications. In addition, this office attends to the following: help with the burial of indigent veterans and their

dependents, ensure that all graves of veterans are properly decorated with a flag and geranium over the Memorial Day period, and the coordination of parades and ceremonies. This year we honored the 100th Anniversary of the end of WWI

In 2018 Natick's Veterans Office continued to bring education and awareness panels to the 22 veteran suicides a day.

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 and the Natick Solider Systems Command

We have had a banner year for donations to our programs accepting a total of $,930 in support of needy Veterans and their dependents.

New Collaboration
Veterans Services collaborated with the Community Services team members. the Natick School Department and the Natick Solider Systems Command to offer an intergenerational reading program in the Natick Schools. It was a great team effort.

The Division continues to collaborate with the Veterans Treatment Court in an effort to address mental health and substance abuse issues in the Veteran community.

We thank all those in Town Government and Residents for their continued support.

FIRE DEPARTMENT

I am pleased to report the developments of the Natick Fire Department for the year 2018. This year the Natick Fire Department in conjunction with the Natick Police Department have trained and put into service a Rescue Task Force (RTF). The RTF model focuses on the needs and care of the victims of a mass shooting. RTF providers work with the first-arriving patrol officers to deliver immediate medical intervention for readily treatable injuries, like severe bleeding and airway compromise, which stabilizes victims for evacuation to definitive care. RTF providers do not wait for police to secure the scene while victims await treatment inside the perimeter. They respond with police into the warm zone to find victims, while other officers search for and neutralize the suspect(s). I think it goes without saying that we hope this team never sees an activation!

The residents of Natick voted to support funding for a new West Natick Fire Station this past November. The plans for the new station are almost complete and the hope is to break ground on the project in the spring of 2019. I am very excited about this project both for the department and the residents of Natick. This new station will allow for better response times, more apparatus and equipment storage and a new training facility to improve training to the entire department. A special Thanks to all the residents for supporting this worthwhile project!

We put into service a new Engine 3 which serves our East Natick neighborhoods. The old Engine 3 is 13 years old and has been designated as Engine 6 which will now serve as a spare engine to use while any of our frontline engines need service. The Metrowest Regional Transit Authority was kind enough to donate one of their retired busses to the Natick Fire Department to be used as our Dive team response vehicle. A special thanks to them for their generous donation!

Fire Chief Richard White, Deputy Chief Edward Connelly, Captain Rocco Franciose, and Firefighter Robert Magliozzi retired this year. Their contributions to this Fire Department are immense and they will all be greatly missed!

This year we welcome aboard Firefighters Michael Abbruzzese, Ryan Mooney, Ryan Clover, and Brett Farrell to the ranks of the Natick Fire Department. They are currently training in house with our training staff and will be attending the Fire Academy in early March 2019.

The NFD CPR Team continues to train the Natick High School students in CPR, Cardiac Defibrillation & Basic First Aid. By training the freshmen and junior classes each year, we keep the entire high school student body (98-99%) CPR certified. The CPR Team has also trained many teachers, town employees, school nurses, High School coaches, youth coaches and residents in open classes. I want to thank CPR Team Leader Capt. Ron Downing and his entire CPR Team.

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 along with final inspections were conducted. The Mathworks Lakeside Campus and Wegmans were both completed. The two downtown Natick projects, the American Legion building and the Town Paint building were also both completed this past year.

Once again, we would like to thank Fire Protection Engineer Maurice Pilette. His expertise and guidance is invaluable to the Natick Fire Department.

Captain Joseph Mortarelli has taken over as the Fire Prevention Captain. The Fire Prevention Division is involved with many town committees and teams. Inspector Quigley-Boylan works closely with many town departments including the Council on Aging, Board of Health, Natick Police Department and Natick Housing Authority. We work closely with residents on issues of hoarding, fall prevention, smoke detector installation and home fire safety.

Firefighter Michael Haigis again applied for and received 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 in the senior community

Permits Issued

Open Burning 148	Fire Alarm 66	Oil Burner 204
UST Removal 2	Fixed Fire Suppression 9	Smoke Detector Inspection 633
Sprinkler Installation 61	Propane Storage 105	Unvented Heater 2
Flammable Storage 27	Cutting & Welding 34	Blasting 2

Ambulance Fees

January	$146,886.82	May	$116,018.91	September	$124,128.21
February	$ 107,515.43	June	$112,273.91	October	$107,350.32
March	$106,253.83	July	$ 132,213.08	November	$103,474.99
April	$132,283.08	August	$134,026.81	December	$124,416.38

3 Year Total

2016	2017	2018
$1,502,818.05	$1,568,190.72	$1,446,842.01

Service Fees

January	$44,800.00	May	$6,450.00	September	$4,600.00
February	$18,750.00	June	$6,100.00	October	$6,950.00
March	$9,900.00	July	$5,300.00	November	$4,950.00
April	$5,100.00	August	$4,800.00	December	$3,950.00

3 Year Total

2016	2017	2018
$121,771.00	$120,025.00	$121,650.00

Record of Fire Calls

Incident/Type Category	2018	2019	2020
Fire/Explosion	74		
Overpressure/Rupture	0		
Rescue / EMS Calls	3328		
Hazardous Condition and Public Service Calls	1105		
Good Intent / False Alarm	805		
Carbon Monoxide Incidents	96		
Severe Weather/Natural Disaster	0		
Special Type / Citizen Complaint	6		
All Other Calls	307		
Total of All Calls	5721		

Mutual Aid Rendered (Fire/Amb.)	102
Mutual Aid Received (Fire/Amb.)	59

POLICE DEPARTMENT

In 2018 the Natick Police Department continued to focus efforts on our core mission "To enhance the quality of life for all citizens, we will cooperate with other agencies and groups to resolve community concerns."

We continued to build partnerships to assist in resolving issues in the community that have an effect on quality of life. Traffic concerns still remain an area that produce the most response when conducting informal surveys. Due to staffing levels within the department, as well as the numerous issues that are reported, we have struggled to fulfill all of the concerns but continue to develop strategy, utilizing technology, to assist in these efforts.

Substance Abuse Disorder continues to be a major concern in our community. Therefore the Natick Police Department continues to make this a priority in our efforts and partnership building. With 33 overdose responses (27 Opioid related) in 2018 and 3 overdose deaths (2 Opioid related) in 2018 we still have work to do and the Natick Police are committed to be an active partner in these efforts.

The Natick Police Department is also focusing on communicating better the future needs of the organization as we see growth within the community. We will see increased need for police services and want to make sure we are proactive in educating the need to staff the department effectively and support the officers with the equipment, technology and wages needed as we move forward.

In 2019 the Natick Police Department is looking forward to continuing two programs that have been successful in engaging the youth of the community and building the partnership with police officers. The Natick Police Youth Academy for middle school students and the Red Hawk Festival for High School students have proven to be a great catalyst for officer interaction with these youth.

Personnel Updates

The Natick Police Department saw the addition of two (2) new officers who joined the ranks of the Natick Police Department. Andrew Watkins completed his self-sponsored training and began patrol duties in 2018. Katelyn Pfeifer began her training in September 2018 and will complete it in early 2019. We also saw the retirement of Officer Robert Murphy after more than 32 years of service to the Natick Police Department. Christian Rodriguez and Christopher DiModica left to pursue other careers and options.

Patrick Grady was named the Natick Police Department Officer of the Year for the year 2018.

In 2015, Patrick graduated from the Boston Police Academy and was hired upon graduation by the Town of Sherborn Police Department. His goal was always to work in his beloved hometown and in 2016 he was able to realize his goal when he became a Natick Police Officer.

Officer Grady has consistently gone above and beyond. Officer Grady is a highly dedicated and well-rounded officer who is recognized for his work ethic, professionalism, leadership ability, and attention to detail. Currently assigned to the midnight to eight am shift, where he is viewed by his peers and supervisors as a quiet leader who is thorough and tenacious in his pursuit of justice. These characteristics were on display during several incidents where he took control of the situation and while working with his fellow officers brought these incidents to successful conclusions.

Court Activity

During 2018, 864 complaints were forwarded to the Natick District Court for prosecution. In addition the Records staff processed 1,537 Offense Reports, 881 motor vehicle crash reports, and 2,631 traffic citations.

The following illustrates traffic enforcement and crash data for FY2018 as compared to CY2016 and CY2017 data:

Violation Breakdown	CY2016	CY2017	FY2018
Civil Motor Vehicle Infractions	537	478	491
Written Warnings	2,531	2,323`	2100
Arrests	156	116	108
Criminal Complaints	400	369	355
OUI	55	51	42

Crash Particulars			
Total Crashes	850	904	848
Fatal Injury	4	0	1
Non-Fatal Injury (incapacitating)	21	29	13
Non-Fatal Injury (non-incapacitating)	52	76	68
Possible Injury	65	92	72

Animal Control

The Animal Control Division would like to remind residents that coyotes and bobcats exist within the community. It is up to you to protect your pets and make sure they are not left unattended. Also, never leave or feed pets outside. These wildlife are not going away but we can limit our interaction with them if all follow these simple steps.

The following is a list of Animal Control activity during 2018:

Domestic		Wildlife	
Unrestrained Dog Complaints	30	Sick /Injured Raccoons	23
Barking Dog Complaints	46	Sick/Injured Skunks	8
Dogs Struck By Motor Vehicles	7	Sick/Injured Possums	2
Stray Dogs Reported	94	Sick/Injured Woodchucks	2
Dog Bites Reported	16	Sick/Injured Squirrels	6
Lost Dogs Reported	38	Coyote/Fox Sightings	64
Lost Cats Reported	28	Sick/Injured Fox	19
Stray Cats Reported	16	Sick/Injured Birds Of Prey &	23
Cats Struck By Motor Vehicles	12	Sick/Injured Rabbits	6
Cat Bites Reported	0	Sick/Injured Bats	4
Lost Exotic Birds	9	Deer Struck By Motor Vehicles	28
Lost Ferrets	0	Deceased Animals Removed (Roadways)	64

Informational Statistics	
Animal Cruelty Cases Investigated	79
Wild Animals Removed From Dwellings	15
Citations Issued	6
Written Warnings Issued	41
Mutual Aid To Other Communities	2
Assistance Calls For Service	153
Informational Calls	47

Livestock Complaints	23
Farms/Barns Inspected	0
Kennels Inspected	3

Internal Affair Complaints 2018:

Types:	Excessive Force -	1
	Violation Policy -	9
	Violation Rules -	5
	Conduct Unbecoming -	1
	Abusive Language -	3
Disposition:	Unfounded -	3
	Sustained -	4
	Under Investigation -	3
	Not Sustained -	4
	Other -	3
	Exonerated -	2

DEPARTMENT OF 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.

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, water and sewer service tie cards, 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, hydrologic calculations 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 2018:

1. Issued 444 Trench/Street Opening Permits and provided the necessary inspections.
2. Provided follow up inspections on 61 Occupancy Certificates.
3. Issued 121 water connection permits and provided the necessary inspections.
4. Issued 77 sewer connection permits and provided the necessary inspections.
5. Provided 335 field utility mark-outs for ongoing Town wide construction activity.
6. Reviewed 368 Applications as part of Building Permit Application process.
7. Provided Planning Board & ZBA Board Reviews on 83 different projects.
8. Provided Town Project Coordination for the MassDOT Marion Street Bridge replacement construction contract.
9. 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.
10. Continued work as required on the Town's Storm Water Master Plan and NPDES General Permit. New Phase II permit Application filed with E.P.A. and Mass. D.E.P.

11. Continued to coordinate the utility and roadway mitigation projects required by site plans approved through the Planning Board and Zoning Board of Appeals.
12. Provided Town project coordination for the Massachusetts Highway Department's North Main Street Reconstruction design and Route 9/27 Intersection Improvements design.
13. Managed the yearly Chapter 90 - Roadway Improvement at Various Locations Contract. Resurfaced approximately 3.5 miles of neighborhood roadways (20 streets).
14. Provided technical assistance and in-kind services for Mass DOT Route 27 (North Main Street Reconstruction.
15. Managed conceptual selection and preliminary design of South Main Street and Washington Ave for reconstruction projects.
16. Completed the resubmission and filing of Town's General Notice of Intent (GNOI) for DPW Municipal Operations.

EQUIPMENT MAINTENANCE DIVISION

The Equipment Maintenance Division (EMD) of Public Works oversees the maintenance of all owned equipment which includes vehicles, small engine equipment, and emergency generators in the following departments: Police, Fire, Highway, Sanitation, Recycling, Water/Sewer, LFNR, Recreation, Administration, School, Library, Farm, and Town Hall. This division also maintains the Town's Fuel Depot. EMD fills a very important role as a support division to all town departments at any given time, including all emergencies.

In 2018, 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 twenty-four 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.

Knowing the importance of educating the employees, the Equipment Maintenance Division hosted many education seminars including an air brake class where surrounding towns also participated. Those who attended received applicable certifications.

The Equipment Maintenance Division continued to save money this year by focusing on fabricating versus buying new. This increased the life expectancy of the vehicle to the town whereby saving additional capital funds.

In 2018, 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. 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 2018 The Highway/Sanitation/Recycling Division performed regular daily work assignments as well other projects. The division paved 865 feet of pathways this summer which consisted of Emerson Path (Emerson Street to Centre Street), Oakridge Path (Bacon Street to Oakridge Ave), Arbor Path (Arbor Circle to Pauline Drive) and the Oliver Path (High Street to Pitts Street) these areas were cleaned and widened where needed and repaved. The division repaired and replaced approximately 4,270 feet of asphalt curbing and 100 feet of granite curb that had been damaged from winter operations. These areas had broken material removed and replaced with new curb and then loamed and seeded.

As part of the annual roadway improvement program the following streets were reconstructed: Gibbs Street, Centre Street, Paul Street, Walnut Park Road, Manor Ave, Oxford Street, Whittier Road, Overbrook Terrace, Byron Road, Walnut Ave, Jameson Street, and Oxbow Road. A number of these roads received full depth reclamation as well as new curbing, sidewalks, and all wheel chair ramps were reconstructed to A.D.A standards. All the above areas were

loamed and hydro-seeded. The final surface treatment will be a chip sealing process that will take place in the spring of 2019.

Street sweeping was completed at the end of May due to the late spring snow. The main road sidewalks, municipal lots and the school lots were done by the middle of April and the balance of roads were completed by the end of May. We collected approximately 1,000 tons of material that was stockpiled, tested by an independent lab, and then hauled to a MassDEP approved disposal site.

The Division painted 304 cross walks, all stop bars and stop stencils, 305 miles of double yellow center line, and all white edge lines. We made 112 new traffic signs and repaired or replaced 305 damaged signs. All the graphics for every new town vehicle were printed and applied by the Division.

In 2018, Natick received 67.75 inches of snow which consisted of twenty-four (24) sand/salt events, eight (8) plowing events, and snow was removed the downtown and South Natick area once. Snow operations are under the direction of the Highway Supervisor and the Highway Division and are assisted by all divisions of Public Works (Water, Sewer, Land Facilities, Equipment Maintenance and Public Facilities) as well as private contractors to remove snow as efficiently as possible. We also deploy 25 sand barrels to assist motorist on hill areas. Residents can fill five-gallon buckets of sand /salt mix at the Oak Street maintenance yard. Last year we dispensed 5,060 tons of rock salt, 87 tons of sand and 10,200 gallons of liquid deicer.

In 2018 the Division repaired 60 catch basins and 7 manholes. As part of our storm water permitting process we had a contractor come in to clean every catch basin in town. This year 4,000 basins were cleaned and 3,800 tons of debris removed, which will be tested and disposed of at a MassDEP approved disposal facility.

The Division worked with other Departments throughout the town on numerous issues. (School Department for solid waste and recycling removal as well as all snow issues, Police and Fire Departments for all planned events and all emergencies, and the Community services Department for various projects).

On the Sanitation/Recycle side of the Division we collected all curbside solid waste, recycling, spring and fall yard waste, trash and cardboard dumpsters and recycle totes at all schools and municipal buildings. We concluded a two food waste pilot that now is being done by a private hauler. The Division collected 6,136 tons of solid waste and 4,352 tons of recycling at the curbside. From the 130 trash and recycle containers we have positioned throughout the downtown and at all the parks and playgrounds we collected 33.5 tons of material. We collected 141 tons of solid waste from the Housing Authority complexes (Cedar Gardens and Coolidge Gardens) and also collected all recycling at these locations.

The Division is also responsible for managing the Town's recycling center, this past year we collected the following 82.7 tons of paper, 228 tons of cardboard, 32 tons of single stream, 34.2 tons of ridged plastic, 10.2 tons of Styrofoam, 23.9 tons of electronics, 19,700 feet of fluorescent bulbs, 29,500 assorted bulbs, 2,050 gallons of waste oil, 250 propane tanks, 289 tons of metal, thirty 55-gallon drums of latex paint, 3 boxes of oil base paint and, 4.49 tons of textiles

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 Loker 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.

In the spring of 2018 the Town of Natick was awarded the Tree City USA Award from the Arbor Day Foundation for the eleventh year. This award is presented by the Arbor Day Foundation annually and acknowledges municipalities that make significant efforts to preserve the urban canopy. For the 2018 application, the Town of Natick continues to exceed the minimum requirements for the award supported by initiatives such as Strategic Tree Planting and Tree Inventory efforts.

In 2018 the Town of Natick Public Tree Inventory was made available to the public via a web-link on the Town's web page. Under the Land Facilities and Natural Resources tab a link can be found to the Public Tree Inventory. Instructions are available for how to use the information and residents can learn about the species and value of the trees in the inventory. The data can be used within i-Tree, a web-based system powered by the United States Forestry Service that calculates the benefits trees provide to the environment such as storm water run-off interception and carbon sequestration. Look for more valuable data on this web page throughout 2019.

For tree care the Division removed fifty-five trees, pruned thirty-five trees, and removed thirty-four stumps. The Division also responded to thirty-three emergency tree calls, eight of which were public tree related and four events occurred on roadways that are not town accepted. The Division planted thirty-two trees and continued with year three of the Tree Inventory Initiative, tagging public trees with numbered bronze tags and measuring attributes such as risk level and monetary value.

Special projects included installation of new trash receptacles on the Town Common, installation of a new sign at Loker Park and a renovation and re-grade of the Sargent Field clay infield. Again this year the Division partnered with the Natick Center Associates to continue to upgrade the holiday lighting on the common, Main Street, South Main Street and Washington Street. For the 2018/2019 season the Division in collaboration with Natick Center Associates added additional lighting to South Main Street, Main Street and Moran Square. Look for even more improvements for the 2019/2020 season.

Calendar year 2019 looks again to be a challenge for pests that threaten Natick's tree canopy with concerns regarding Gypsy Moth and Emerald Ash Borer. The Tree Warden is also on the lookout for two new additional pests, the Spotted Lantern Fly and Oak Wilt Disease. Although these pests have not been discovered in the Natick area, changes in environmental conditions and human behavior are likely to aid in pest migration.

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 1,209 million gallons of potable water during 2018. During FY2018 the Division replaced 197 water services, repaired 46 water service/main leaks, and repaired/replaced 8 water main gate valves. The Division also replaced and repaired 30 fire hydrants. Division personnel maintain 13,000 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.

During 2018, the Division completed the capital improvement projects: South Main Street water main lining, West Central water main upgrade, Water/Sewer storage building at Oak Street, and Springvale Water Treatment Facility Second Re-use Tank. Capital improvements currently under construction or in design include the Springvale Well #4 and pump house installation, high lift VFD replacement at the Springvale Water Treatment Facility, water main loop to Route 30 installation, Rt 9 & Rt 27 intersection water infrastructure improvements, Elm Bank chlorine gas scrubber

installation, East Central water main abandonment, WaterSmart startup, Foxhill water main replacement, and SCADA upgrades.

With regards to sewer, the Division operates and maintains over 150 miles of sewer collection mains and manages 34 sewer pump stations throughout Town. The Division pumped an average of 3 million gallons of sewerage per day in CY2016 through CY2018. 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 2018, the Division completed several capital improvement projects including: Bradford Road sewer pump station rehabilitation and generator installation, Eliot Hill sewer pump station replacement. Capital improvements currently under design/construction include the Travis Road Sewer Pump Station Building Rehabilitation/generator installation, 4M sewer pump station generator replacement, Rt 9 and Rt 27 intersection sewer infrastructure rehabilitation, and Health Center sewer pump station generator replacement.

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. The Division's small unmanned aerial system (sUAS), commonly known as a drone, continues to visually record inspections of the water reservoirs each month. In addition, nearly 30 incident free flying hours were logged capturing numerous civic events and well over 200 acres of ultra-high resolution mapping.

"Public Works - The Silent Arm of Public Safety"

Like our Facebook Page @NatickPublicWorks

Follow us on Twitter @NatickDPW

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. In 2018 the Board of Selectmen appointed the members of the Information Systems Advisory Board were appointed to the Cable Advisory Board.

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

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

COCHITUATE RAIL TRAIL ADVISORY COMMITTEE

In 2018, the Cochituate Rail Trail project moved from design to the verge of construction. MassDOT advertised the project in September 2018 and a contractor was selected early in 2019.

Design

The 75% design was submitted to MassDOT for review in late 2017 and approved in February 2018. Shortly after, the 100% design was submitted in preparation for the project bid process.

As part of the design process, significant attention was given to key components of the trail, such as grade crossings, bridges, and access points. For example, the path connecting the CRT to Bacon Street and the eastbound Route 9 sidewalk was modified to avoid private property, while also maintaining DPW access to the Springdale Water Treatment plant. In addition, through engagement with abutters, the design incorporated fencing, screening, and plantings at various locations.

The CRT Advisory Committee worked with DPW’s Land Facilities and Natural Resources division, MassDOT and BETA to inform the landscape design for the project.

The design also received approval from the Natick’s Conservation Commission, a requirement because of its proximity to wetlands and other protected areas, such as Lake Cochituate.

In Spring 2018, Town Meeting approved the final appropriation for design funding. Since 2006, the Town has funded $1,095,000 for design and related services. $875,000 of these funds were from mitigation or similar funds earmarked for the project through various agreements, and $220,000 from Free Cash.

Construction

In May 2018, the Boston Metropolitan Planning Organization (MPO) approved an increase in the project budget to just over $12 million, reflecting the cost estimates in the final design. Construction funding for this project is provided by 80% federal/20% state sources specifically identified for rail trails.

The project was advertised for construction in September 2018, with the bid opening occurring in December. MassDOT awarded a contract to MAS Building and Bridge in early January 2019.

In 2017, Town Meeting authorized, and our legislative delegation filed a bill to allow the Town to recoup some or all of the $6 million borrowed or transferred for the acquisition of the former CSX Saxonville Branch through the sale of bridge naming rights. Unfortunately, the legislation was opposed by MassDOT in 2018 for legal and regulatory reasons, and did not advance in the last legislative session.

Interim Use

Responding to significant demand and for enjoyment by the public, and in accordance with Town bylaws governing land acquired for park purposes, the trail was opened for interim use in 2017. DPW has provided occasional maintenance since that time, such as removing fallen tree limbs or clearing brush, while some abutters made efforts to remove debris as well. Unfortunately, the right-of-way is also used by some abutters to dump yard waste, which is a violation of Massachusetts General Law and Town Bylaws.

The Friends of Natick Trails organized a trail cleanup during 2018.

Land Acquisition and CRT Access

To support the entire construction project, the Town also needed to secure a handful of permanent and temporary easements from abutters along the trail. This process also occurred in the Spring of 2018. Some abutters donated these easements, while for others the Town used slightly over $100,000 of funds appropriated at Town Meeting to cover costs of acquiring the right of way. The Town also executed a Construction Access Permit with the State Department of Conservation and Recreation to support trail construction at no cost.

During 2018, the CRT Committee also recommended additional actions the Town could consider taking to improve public access to the Trail. This includes securing/improving access over LaGrange Street, which would have less conflict than passing through the soon-to-be-reconstructed Navy Yard Field, and securing access of Mechanic Street. Further, the Committee recommended, and the Town subsequently sent a letter requesting that MassDOT explore a paved connection over State-owned land from the end of Hartford Street, alongside Route 9, to provide safe and convenient access to the CRT for West Natick residents and visitors.

Among the many planned connections, The MathWorks in 2018 constructed a paved, 1/10-mile path from its Lakeside campus to the CRT. In addition, The Committee Chair and Town Staff advised the manager at Natick Avalon that its accessible ramp would need to be extended to meet the CRT.

The Town also engaged MassDOT and the MBTA on establishing a connection from the CRT's current terminus at Willow Street to the new MBTA station in Natick Center, which is approaching final design. The Town has an agreement with the MBTA to allow for access on the ROW from Mechanic Street to the rail station for maintenance and construction activity.

Vehicle Parking remains a concern of abutters and some trail users. The Committee has requested that parking be regulated on various Town roads alongside the CRT where safety concerns have been expressed.

Trail Operations and Maintenance

The Committee discussed the future operations and maintenance of the CRT. As of the end of 2018, it is anticipated that this planning – which will include all aspects of the CRT, including public safety, public works, operations and access – will be under the direction of Town staff. The Committee also recommended to the Town that an abandoned, Town-owned structure at 294 Bacon Street be demolished, primarily for safety reasons.

Public Events and Outreach

The CRT Committee was represented at the Natick and Framingham Earth Day festivals, and at Natick Days, providing an opportunity for members of the public to learn more about this project. At these events, the Committee was joined by members of the Friends of Natick Trails.

Natick residents attended various meetings of the Advisory Committee, and asked questions or sought resolution on abutter concerns, generally related to the design of the CRT. Some abutters expressed concerns about coyote habitat that is encouraged by abutter dumping of yard waste.

Looking ahead

In 2019, MassDOT will issue a formal Notice to Proceed to its contractor, after which the Town, our Construction Oversight Manager (BETA), MassDOT, the contractor, and the City of Framingham will work in regular communication on construction activities. The Committee anticipates communication with abutters and Town agencies, including a project timetable and planning for construction impacts.

The Town will continue to work with the MBTA and MassDOT on a planned connection to the Natick Center MBTA Station and to Main Street.

As construction proceeds, a formal agreement with the City of Framingham may be drafted with respect to the future ownership and maintenance of the new bridge across Route 30 at the municipal boundary. This is under the authority of the Selectmen.

Planning for future access may include a resolution of Mechanic Street, LaGrange Street, and many privately-owned connections.

The Planning Board, through Site Plan Review, may inform work to be done outside the MassDOT project.

Recommendations for the future maintenance and operations of the CRT will be developed by Town staff.

The Friends of Natick Trails and/or the Advisory Committee is expected to develop recommendations for future amenities, such as benches and other sponsorship programs.

The Committee may make an advisory recommendation to the Board of Selectmen, our appointing authority, with respect to the services that may be of most value in the years to come, with the CRT now transitioning to construction and future management.

The CRT Advisory Committee gratefully acknowledges the support of the Board of Selectmen, Town Staff, Town Counsel, Town Meeting and other Town agencies, as well as MassDOT staff, the Boston MPO, BETA Group, our legislative delegation, local volunteers, and all who have helped advance this exciting project.

Information and reports on the CRT project are available at NatickMA.gov/crt.

CULTURAL COUNCIL

The Natick Cultural Council (NCC) is the local extension of the Massachusetts Cultural Council under the Local Cultural Council Program. The NCC is awarded funds annually for granting to projects that demonstrate a direct public benefit to the Natick community in the arts, humanities and sciences disciplines.

During the 2018 Grant Cycle, the NCC awarded a total of $8,100 to support 14 projects:

Smitha Radhakrishnan	Trishul: Dancing Trident
Gregory Maichack	Monet's Magic: Pastel Paint Monet's Wondrous Water
John Root	Organic Gardening for Everyone
Davis Bates	A Celtic Celebration: Performance for Seniors
Common Street Spiritual Center	Youth open mic
Howie Newman	Music for Seniors
Prometheus Dance	Project I.I.I.
Natick Cultural Arts Committee	Stuart Little - Wheelock Family Theater
Amazing Things Arts Center Inc.	Community Arts Shows 2018
Taunton City Band Inc.	Summer Neighborhood Band Concerts
Kirk Whipple	Duo Pianists, Composers & Educators Whipple & Mora
Opera del West	Second Nature
Natick Historical Society	Hands-on History for Natick's Kids!
Maitreyee Chakraborty	Songs of East India Influenced by the Mystic Minst

The NCC hosted an Annual Awards Ceremony on May 16, 2018 at **The Center for the Arts** in Natick with many of the grantees, members of the community, and NCC members in attendance. Ariane Sage of Walnut Hill School of arts was awarded the cash prize of $250 for winning the NCC logo contest.

More detail on the 2018 Grant Cycle and grantees can be found here: https://www.mass-culture.org/Natick

DESIGN REVIEW BOARD

The Design Review Board is an advisory board to the Planning Board, Zoning Board of Appeals, Building Department, and the Town as a whole in matters of design. There is no budget assigned to the Design Review Board and the members are unpaid.

The Natick Design Review Board was appointed to review projects in the Downtown Mixed Use District with the charge to prevent blight and enhance the natural and aesthetic qualities of the downtown as referenced in the Natick Zoning Bylaws Downtown Mixed Use Section III.E.4. Additionally, the Board performs reviews of projects located within the Housing Option Overlay Plan (HOOP) Districts, and per the request of the Planning Board.

The Board is charged to use the Natick Center Design Master Plan of June 1998 as the foundation of our review and consists of 5 members.

Board Position	Member
Planning Board appointed Architect:	Jonathan Traficonte, AIA
Planning Board appointed Landscape Architect:	Sarallyn Keller, RLA
Planning Board designee:	Steven Gerrard, AIA
Natick Selectmen Historic Commission appointee:	Vincent Vittoria
Natick Selectmen Downtown Business appointee:	Avigail Shimshoni, RA

The Design Review Board meets on a monthly basis and more frequently as required for specific projects. The Board meetings are advertised in compliance with the Open Meeting Law requirements of Massachusetts.

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 2018, 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 2018, fifteen applications for Certification were received and thirteen new Certificates of Appropriateness were awarded for projects judged to be appropriate to the districts in question and two Certificates of Non-applicability were issued.
The Commission has completed a draft of a revised set of design guidelines which includes guidelines for the installation of solar panels on structures located in the district.
The Natick Selectmen appointed Barbara Shenker to board for 2019

The Commission held elections and appointed D. Michael Collins: Chair, Jeannine Keith Furrer; Vice chairman & Clerk and Chris Milford: Secretary

HISTORICAL COMMISSION

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

- Article 76 of our by-laws, governing the alterations and demolition of historic properties, was brought into compliance with Mass General Laws with the advice of Mass Historical Commission adding hundreds of inventoried properties to be reviewed for compliance.

- Unfortunately, due to poor maintenance and serious disrepair, the 1740's Timothy Bacon House @ 207 Bacon Street will be demolished. The proposed new home will replicate the original as it appears on the street, at least preserving the neighborhood character.

- The Commission voted unanimously to seek preservation of "The Gables – 1917" @ 50 Pleasant Street under the new Historic Preservation By-law. It will be jointly reviewed as advisory to the Zoning Board by the Design Review Board and our Commission.

- Inventories have been prepared for the Jeremiah Bacon House @ 185 Eliot Street and the Natick Community Organic Farm as updates for potential consideration of an expanded Eliot Historic District.

- We once again reviewed telecommunications equipment on the roof of the Odd Fellows Building and upon our approval will expect the existing equipment housed in false chimneys to be removed.

- We await the final transfer of Ownership of the oldest English house in Natick, the Sawin House from Mass Audubon to the Town of Natick. When town owned, we wish to list it on the National Register of Historic Places so that it may be a candidate for preservation funding through the Mass Historical Commission.

- A walk through the Henry Wilson Trail, recently provided by a grant, was performed to reach an agreement on the need and creation of historical plaques.

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 the Department of Housing & Community Development (DHCD) and the Natick Affordable Housing Trust to rehabilitate two structures, which have been vacant for several years.

6 Plain Street was renovated and occupied on February 1, 2017 and is now managed as a two-family dwelling by the NHA.

72 South Main Street received a Certificate of Occupancy on June 6, 2018. The NHA has entered into a lease agreement with the Department of Housing & Community Development (DHCD), Department of Mental Health (DMH) and Advocates social service agency for the independent housing of 10 DMH clients.

The NHA with Reserves & Formula Funding from DHCD has plans to perform many site and building related improvements in the upcoming years. These improvements will include upgrades to the bathrooms, new roofing,

and building weatherization by improving heating, insulation, and ventilation systems. Initiatives will also include additional landscaping, improved roads and walkways.

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 will continue to adapt to DHCD regulatory changes in areas such as: board and resident training: more extensive financial and management reviews: and increased efficiency through regional cooperation.

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.

INFORMATION SYSTEM ADVISORY BOARD

The Natick Information Systems Advisory Board (NISAB) met monthly during most of 2018. 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. In 2018 the Board of Selectmen appointed the members of the NISAB to the Cable Advisory Board.

During 2018 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.

Issues reviewed and discussed:

a) Annual budgets reviewed - town and schools
b) Network redesign and extension
c) Phone systems upgrades - town, schools, library
d) Munis update and access extended to school personnel
e) Municipal security review by outside consultant
f) Municipal IT Department strategic plan and report
g) Kennedy Middle School replacement
h) MCAS testing platform(s)
i) New document archiving and management project
j) Review alternative and fall-back network options - microwave, etc.
k) Summer projects for schools - laptop refreshes, virtual storage upgrades
l) Public Safety Dispatch upgrades
m) Domain controllers upgrade
n) DPW and Community/Senior Center upgrades
o) VWWare upgrades
p) School data privacy and security policies and standards

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

MATHWORKS SCHOLARSHIP COMMITTEE

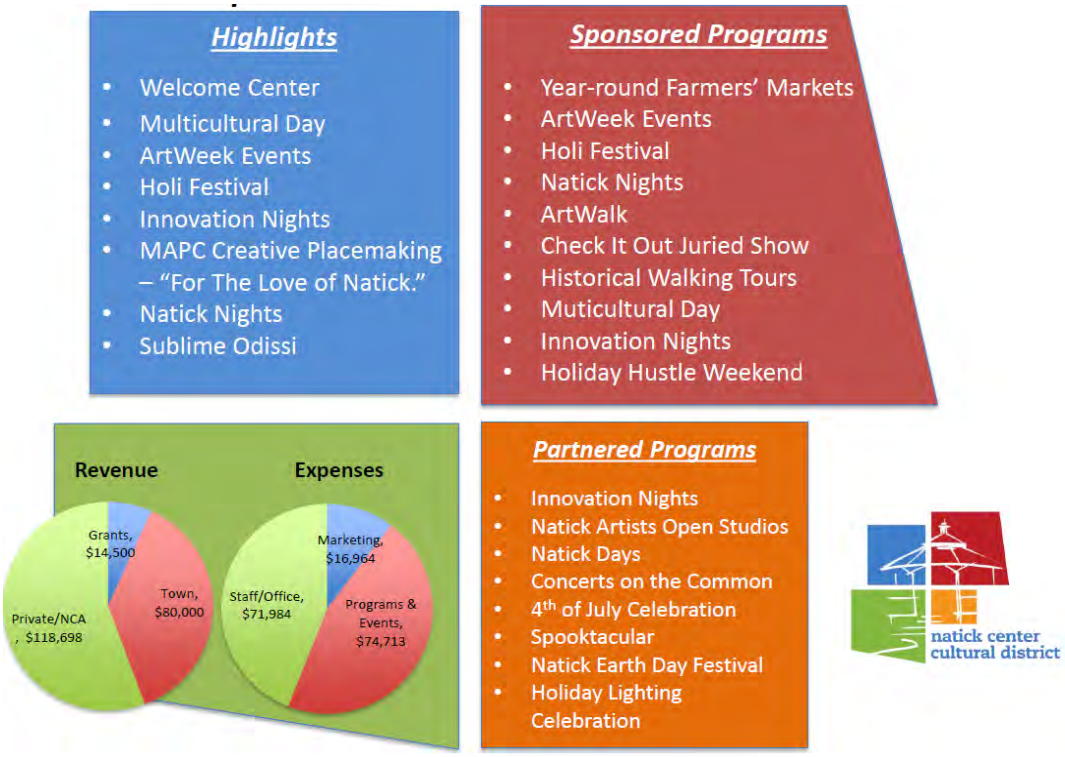
In 2018, The MathWorks Scholarship Committee was responsible for the administration of two $10,000 Scholarships offered by the MathWorks, to two high school seniors who reside in Natick, and who are committed to pursuing a career in a mathematics or science related field. The members of the committee, Gregg Cohen, Brian Fay, Lenore Freitas, and Sarah Burr, represent a variety of experience in both education and commercial careers.

The Committee met twice during Spring 2018 to review the applications, and interview qualified candidates. After review of 23 applications from public and private school students, the Committee interviewed the top candidates. Meeting the candidates was a pleasure, as these students are remarkable academically and socially, and will represent the Town of Natick in a most positive manner.

The Committee identified two students whom it felt were most deserving of the MathWorks awards and recommended those nominees to the Board of Selectmen: Makiah Bennett and Mathew Walak are both students of Natick High School. The students were awarded the scholarship in May, 2018.

The MathWorks scholarship award is paid out over four years of college, which means that the performance of the previous winners must be continually reviewed to ensure 1.) the intention to study science and/or math remains true, and 2.) the 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.
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.

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

2018 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

natick center cultural district

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 ember 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, 2018 there were 670 active members, 435 retired members or their beneficiaries and 148 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 with a market value of$ 137,005,639 as of December 3, 2018.
Due to the volatile stock market in the 4[1]h quarter, for calendar year 2018 the System realized a -3.9% rate of return. However the three year (6.4%), five year (5.3%)
and ten year (9.0%) averages for realized returns remained positive to assumptions as needed to be fully funded by 2030.

SAWIN HOUSE SUB-COMMITTEE

Basic Strategy
The basic strategy pursued by the Sawin House Committee was to enable Natick to acquire the Sawin House and execute a facilities management agreement with a new 501c3 which would raise funds and manage the preservation and restoration of the Sawin House. An overarching goal was to avoid creating a financial exposure for the town yet achieve an equitable arrangement with Mass Audubon.

Meetings
The Sawin House Sub-Committee held face to face meetings with Mass Audubon's personnel on February 8, May 17, and July 27. The lengthy intervals between meetings were a result of Mass Audubon's inability to find time on their busy schedules. The committee was concerned that progress would be problematic based upon Broadmoor's repeated statements indicating their preference for destroying the house. At the July 27 meeting represented by Moire Dobransky Balsam (Natick) and Henry Haugland (Natick) and Elissa Landry, Andrea Lukens and Gail Yeo from Mass Audubon, it appeared that we had achieved agreement on all key deal points. We reviewed the deal points three times prior to the conclusion of the meeting.

Basic Strategy
The basic strategy pursued by the Sawin House Committee was to enable Natick to acquire the Sawin House and execute a facilities management agreement with a new 501c3 which would raise funds and manage the preservation and restoration of the Sawin House. An overarching goal was to avoid creating a financial exposure for the town yet achieve an equitable arrangement with Broadmoor.

Deal Points
Broadmoor to transfer the Sawin House to Natick at no charge. This would include only the land the house occupies.
Access to the House, parking, the well, and septic would be provided by easements.
Natick to pay for disconnecting current Sawin house/Sewage lines
Natick to install new pump, control system, and water line from the well to the maintenance facility. (Cost approx. $7500).
Natick to provide for separating the electric lines for the Sawin House and Broadmoor's maintenance facility. Approx. $2,000).
Broadmoor to provide parking for 6 vehicles either behind the house, as it exists now or on the east side of South Street.
The Sawin Committee proposed that the house would be open 2 days per month June-November, other times by appointment. We agreed to restrictions on noise, lighting, et al.
Natick retained the right to return the house to Broadmoor at any time and cancel the easements.

The Sub-Committee prepared a draft contractual agreement as agreed and submitted to Broadmoor on August 15 that was designed to capture the previously agreed to deal points. Broadmoor responded that the Sub-Committee had "changed" the agreed to issues. We attempted to illustrate that this simply was not true but to no avail. In late August the Town Administrator took over the discussions and a contract proposal was received form Mass Audubon on Nov 16, 2018 that walked back every previously agreed to deal point. The document they presented to the Town Administrator set the Town up for failure and contained unacceptable demands that would have prevented the successful preservation and restoration of the Sawin House.

The Sub-Committee recommended outright rejection of Mass Audubon's draft agreement. The Sub-Committee requested that the Board of Selectmen and Town Administrator attempt to convene a meeting with Mass Audubon that includes members of the Sawin Sub-Committee. At this point no progress has been made.

TRANSPORTATION ADVISORY COMMITTEE

The Transportation Advisory Committee advises the Board of Selectmen on projects and policies to improve transportation in Natick. During 2018, two members joined the committee, James Freas and Bala Thillainathan, and there were two vacancies with the resignations of Joe Weisse, David Guiterrez and Victoria Grafflin. The committees work is supported by staff from the Public Works and Community and Economic Development Departments.

The committee's work in 2018 included:

A. A joint meeting with the Sustainability Advisory Committee identified areas of mutual interest. Both committees reviewed the DPW's Pedestrian Access study to assess and improve walking conditions in Natick.

B. The Chair and Town staff continued participation in a working group for the Natick Center MBTA Station redesign.

C. A Complete Streets grant application was reviewed by the Committee, approved by the Board of Selectmen and submitted to MassDOT. The resulting projects will improve bicycle and pedestrian safety on West Street, Campus Drive and Newfield Drive, the latter including new lighting.

D. A project previously considered by the Committee was submitted by the Town to MassDOT, and the state will explore a multi-use path connecting Hartford Street to the Cochituate Rail Trail and Bacon Street.

E. The Committee followed up on a previous recommendation to the Board that the Town accept State legislation for a lower (25 mph) default speed limit on Town roads that are not otherwise regulated. The Police Chief and Lt. Lauzon met with the committee to consider future action on this matter.

F. The Committee recommended to the Board of Selectmen, and the Board subsequently requested to MassDOT that future pedestrian and bicycle access be provided at the site of the Spring Street Bridge.

G. The Committee recommended that the Town explore a bike share program in Natick, potentially in coordination with a Framingham program.

H. Committee members expressed a willingness to participate in a review of Town parking policies, as this is closely related to transportation.

I. Committee members participated in Selectmen's meetings on the South Main Street redesign; a potential redesign of Main Street in Natick Center; the solar canopy project at the West Natick MBTA Station; the benefits of Town participation in the MetroWest Transportation Management Association; placemaking opportunities; and the potential for follow up work once the Master Plan is approved and implementation is considered.

ANNUAL ELECTIONS AND TOWN MEETINGS

WARRANT FOR
TOWN OF NATICK
ANNUAL TOWN ELECTION
MARCH 27, 2018

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 SEVENTH DAY OF MARCH 2018** from 7:00 A.M. to 8:00 P.M. for the following purpose:

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

Board of Selectmen for Three Years - Vote for not more than one
School Committee for Three Years - Vote for not more than two
Planning Board for Five Years - Vote for not more than one
Board of Assessors for Three Years - Vote for not more than one
Board of Health for Three Years - Vote for not more than one
Recreation & Parks Commissioner for Three Years - Vote for not more than one
Morse Institute Library Trustees for Five Years – Vote for not more than 5
Constable for One Year – Vote for not more than one

In addition – **SEVENTY-THREE TOWN MEETING MEMBERS**

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

Question No. 1

Shall the Town of Natick be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay for the bond issued in order to design, develop, construct, furnish and equip a new John F. Kennedy Middle School located at 165 Mill Street, Natick, Massachusetts and related facilities, buildings, appurtenant structures, and grounds?

Yes ____ No ____

Question No. 2

Shall the Town approve the Charter Amendment proposed by vote of the 2017 Natick Fall Annual Town Meeting under Article 32, summarized below?

Yes ____ No ____

Article 2, Section 2-3 of the Natick Home Rule Charter requires the Board of Selectmen to divide the Town into convenient voting precincts, in accordance with Sections 6, 7 and 8 of Chapter 54 of the General Laws. The proposed amendment would replace "Sections 6, 7 and 8 of Chapter 54 of the General Laws" with "Section 6 of Chapter 54 of the General Laws".

Article 2, Section 2-11(c) requires the Board of Selectmen to publish in a local newspaper notice of its intention to call a special town meeting. The proposed amendment would allow the Board of Selectmen to give that notice by such other notice as is reasonably determined to reach and inform the citizens of the Town as an alternative to publication in a local newspaper.

Article 2, Section 2-11(d) of the Natick Home Rule Charter involves publication and posting of the warrant for Town Meeting. The proposed amendment would make three changes.

- Posting of the warrant on the Town bulletin board would no longer be required within five days following the date on which a warrant closes.
- Copies of the warrant would be allowed to be provided by means other than mailing to the Town Clerk, the Town Moderator, the Chairman of the Finance Committee, and such other persons as designated by by-law.
- The time limit after attesting of the warrant for the Board of Selectmen to post copies of the attested warrant on the Town bulletin board would be increased from five days to ten days.

Article 2, Section 13(c) of the Natick Home Rule Charter involves filing a petition to submit to the voters for final determination a question voted by Town Meeting. The proposed amendment would change the date of the special election called by the Board of Selectmen from not less than thirty nor more than sixty days after the petition was filed to not less than thirty-five days nor more than sixty days after the date the petition was filed.

Question 3

Shall the Town approve the Charter Amendment proposed by vote of the 2017 Natick Fall Annual Town Meeting under Article 33, summarized below?

Yes ____ No ____

Article 2, Section 3-2(c) of the Natick Home Rule Charter includes among the personnel appointed by the board of selectmen a police chief and a fire chief in accordance with civil service laws and rules. The proposed amendment would remove the words "in accordance with civil service laws and rules".

Article 3, Section 12(b) of the Natick Home Rule Charter provides that the recreation and parks commission shall serve as a screening committee for filling a vacancy in the position of superintendent of the recreation and parks department. The proposed amendment would replace "superintendent of the recreation and parks department" with "director of recreation and parks".

Question No. 4

Shall the Town approve the Charter Amendment proposed by vote of the 2017 Natick Fall Annual Town Meeting under Article 34, summarized below?

Yes ____ No ____

Article 4, Section 4-2 of the Natick Home Rule Charter involves the powers and duties of the Town Administrator. Section 4-2 (4) involves administration of the personnel system. The proposed amendment would delete the words "and all collective bargaining agreements entered into on behalf of the Town" from the administration of the Town personnel system that the Town Administrator carries out in conjunction with the Personnel Board. The proposed amendment would also delete "in conjunction with the Personnel Board" from the requirement that the Town Administrator prepare, maintain and keep current a plan establishing the personnel staffing requirements of each Town agency except those under the jurisdiction of the School Committee.
Article 4, Section 4-2 (14) of the Natick Home Rule Charter provides that the Town Administrator "shall be responsible for the negotiation of all contracts with Town employees over wages, hours and other terms and conditions of employment, except those under the jurisdictions of the School Committee"." The proposed amendment would insert "and collective bargaining agreements" after "contracts".

Question No. 5

Shall the Town approve the Charter Amendment proposed by vote of the 2017 Natick Fall Annual Town Meeting under Article 35, summarized below?

Yes ____ No ____

The proposed amendment would replace Article 7, Section 7-9 of the Natick Home Rule Charter which involves procedures for multiple member bodies.

The proposed amendment would replace the requirement in Section 7-9(a) that meetings be held in public buildings within the Town of Natick with a requirement that meetings be held in a building that allows the public to enter and meets all Federal, state and local accessibility requirements, unless it is a site visit.

The proposed amendment would replace "journals" in Sections 7-9(b) and 7-9(c) with "minutes".

The proposed amendment would express in clearer terms, but not change, the provisions in Section 7-9(d) that a quorum is required for a meeting to be held, and that if a quorum is not present, adjournment is the only action that may be taken.

Article 7, Section 7-9(e) provides that if an appointing authority has not appointed a person to fill a vacancy on an appointed a multiple member committee within thirty days following delivery of notice of such vacancy to the appointing authority, the remaining members of the multiple member body shall fill such vacancy for the remainder of the unexpected term by a majority vote of the remaining members. The proposed amendment would replace "thirty days" with "ninety days".

Article 7, Section 7-10 of the Natick Home Rule Charter requires the Board of Selectmen or other appointing authority to post on the Town bulletin board for not less than ten days public notice of a vacancy or impending vacancy in any town agency or in town employment. The proposed amendment would delete "on the Town bulletin board".

Article 7, Section 7-11 of the Natick Home Rule Charter provides procedures for suspension or removal of appointed officers and employees of the town. The proposed amendment would clarify that Section 7-11 applies whether the appointment is for a fixed or indefinite term, but that Section 7-11 does not apply to those officers or employees for whom general law or the terms of a collective bargaining agreement supersede the provisions of Section 7-11, and that Section 7-11 does not apply to employees on probationary status.

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 12th day of February 2018.

s/ Jonathan H. Freedman	s/ Susan G. Salamoff	s/ Richard P. Jennett, Jr.
Jonathan H. Freedman	Susan G. Salamoff	Richard P. Jennett Jr.
Chairman	Vice Chair	Clerk
s/ Amy K. Mistrot		s/ Michael J. Hickey, Jr.
Amy K. Mistrot		Michael J. Hickey Jr.

Natick Annual Town Election Results
March 27, 2018
Official Results

Precinct	1	2	3	4	5	6	7	8	9	10	Total	
Registered voters	1,586	2,489	2,332	2,165	2,292	2,190	2,312	2,426	2,253	2,635	22,680	
Ballots Cast	138	653	745	484	524	518	584	654	617	768	5,685	
% Turnout	8.7%	26.2%	31.9%	22.4%	22.9%	23.7%	25.3%	27.0%	27.4%	29.1%	25.1%	
Board of Selectmen (Three Years)												
Vote for not more than 1	1	2	3	4	5	6	7	8	9	10	Total	%
Jonathan H. Freedman	112	448	518	350	374	346	422	476	441	535	4,022	70.7%
Write-ins	1	4	4	0	5	2	1	0	6	3	26	
Blanks	25	201	223	134	145	170	161	178	170	230	1,637	
Total	138	653	745	484	524	518	584	654	617	768	5,685	
School Committee (Three Years)												
Vote for not more than 2	1	2	3	4	5	6	7	8	9	10	Total	%
Lisa S. Tabenkin	80	339	363	285	282	22	370	332	338	402	2,813	49.5%
Matthew Brand	72	342	395	290	293	270	333	373	378	509	3,255	57.3%
James P. Hannon	50	194	265	142	151	178	161	220	184	174	1,719	30.2%
Write-ins	1	0	3	0	1	1	1	5	0	2	14	
Blanks	73	431	464	251	321	565	303	378	334	449	3,569	
Total	276	1,306	1,490	968	1,048	1,036	1,168	1,308	1,234	1,536	11,370	
Planning Board (Five Years)												
Vote for not more than 1	1	2	3	4	5	6	7	8	9	10	Total	%
Teresa M. Evans	102	429	494	329	358	323	411	465	420	512	3,843	67.6%
Write-ins	1	0	1	0	0	1	1	0	5	2	11	
Blanks	35	224	250	155	166	194	172	189	192	254	1,831	
Total	138	653	745	484	524	518	584	654	617	768	5,685	
Board of Assessors (Three Years)												
Vote for not more than 1	1	2	3	4	5	6	7	8	9	10	Total	%
Molly K. Reed	101	428	496	309	340	315	399	461	411	508	3,768	66.3%
Write-ins	1	0	0	0	0	0	0	0	1	1	3	
Blanks	36	225	249	175	184	203	185	193	205	259	1,914	
Total	138	653	745	484	524	518	584	654	617	768	5,685	
Board of Health (Three Years)												
Vote for not more than 1	1	2	3	4	5	6	7	8	9	10	Total	%
Peter A. Delli Colli	99	448	517	329	361	329	404	479	416	529	3,911	68.8%
Write-ins	1	0	1	0	0	0	0	0	1	0	3	
Blanks	38	205	227	155	163	189	180	175	200	239	1,771	
Total	138	653	745	484	524	518	584	654	617	768	5,685	
Recreation and Parks (Three Years)												
Vote for not more than 2	1	2	3	4	5	6	7	8	9	10	Total	%
Kelly L. McPherson	108	445	505	327	372	351	396	460	423	514	3,901	68.6%
Write-ins	0	1	2	0	0	0	0	0	3	1	7	
Blanks	30	207	238	157	152	167	188	194	191	253	1,777	
Total	138	653	745	484	524	518	584	654	617	768	5,685	
Morse Institute Trustees (Five Years)												
Vote for not more than 5	1	2	3	4	5	6	7	8	9	10	Total	%
Kathleen Donovan	79	334	404	271	276	288	338	343	335	429	3,097	54.5%
Elliot M. Goodman	74	306	360	248	267	271	322	334	318	416	2,916	51.3%
Joesph A. Keefe	85	344	382	296	321	307	377	376	335	451	3,274	57.6%
Gerald Mazor	65	275	328	219	251	256	280	283	268	314	2,539	44.7%
Sally L. McCoubrey	71	301	353	264	254	254	324	343	313	401	2,878	50.6%
Saul S. Beaumont	35	157	175	113	123	119	143	157	162	270	1,454	25.6%
Write-ins	1	1	4	0	0	0	0	0	4	3	13	
Blanks	280	1,547	1,719	1,009	1,128	1,095	1,136	1,434	1,350	1,556	12,254	

Constable(One Year)												
Vote for not more than 1	1	2	3	4	5	6	7	8	9	10	Total	%
Todd M. Gillenwater	49	198	257	209	229	198	252	245	224	286	2,147	37.8%
Jere Munro	52	164	166	84	96	86	93	130	122	149	1,142	20.1%
Write-ins	1	0	1	0	0	0	0	0	6	1	9	
Blanks	36	291	321	191	199	234	239	279	265	332	2,387	
Total	138	653	745	484	524	518	584	654	617	768	5,685	
Question 1 (KMS Bldg)	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**Total**	**%**
Yes	121	559	648	410	436	407	501	567	503	678	4,830	85.0%
No	15	88	92	68	83	104	79	81	112	89	811	14.3%
Blanks	2	6	5	6	5	7	4	6	2	1	44	
Question 2 (Charter)	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**Total**	
Yes	94	446	481	311	331	333	405	429	429	544	3,803	66.9%
No	19	70	99	71	84	92	59	79	75	75	723	12.7%
Blanks	25	137	165	102	109	93	120	146	113	149	1,159	
Question 3 (Charter)	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**Total**	
Yes	93	435	458	308	333	360	381	426	388	501	3,683	64.8%
No	26	72	121	71	83	69	77	83	100	103	805	14.2%
Blanks	19	146	166	105	108	89	126	145	129	164	1,197	
Question 4 (Charter)	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**Total**	
Yes	86	380	421	282	298	319	356	388	363	465	3,358	59.1%
No	25	95	122	78	90	81	86	95	106	113	891	15.7%
Blanks	27	178	202	124	136	118	142	171	148	190	1,436	
Question 5 (Charter)	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**Total**	
Yes	92	403	434	288	305	318	359	409	363	496	3,467	61.0%
No	23	88	131	87	95	103	103	94	114	109	947	16.7%
Blanks	23	162	180	109	124	97	122	151	140	163	1,271	

Town Meeting, Precinct 1		
Six for 3 years, three for 2 years, two for 1 year		
	Votes	
Andrea T. Adams	95	68.8%
Michael D. Blaha	91	65.9%
Richard A. Glaser	89	64.5%

Town Meeting, Precinct 2		
Six for 3 years		
	Votes	%
Paul L. Dellarocca	363	55.6%
Stephen M. Kane	348	53.3%
Stephen M. Strout	344	52.7%
Lynne K. Montross	325	49.8%
Alfred R. Doig Jr.	316	48.4%
John Culkin	3	0.5%

Town Meeting, Precinct 3		
Six for three years, one for 2 years		
	Votes	%
Donna Volpe Casey	424	56.9%
David H. Fishman	412	55.3%
Bruce D. Whitney	405	54.4%
Judith A. Kuhn	400	53.7%
Andrew J. Meyer	397	53.3%
Brian J. Greenberg	393	52.8%
Brendan Blair	73	9.8%

Town Meeting, Precinct 4		
Six for 3 years		
	Votes	%
Jeanette R. Szretter	239	49.4%
Elise A. Gorseth	236	48.8%
Jonathan H. Freedman	219	45.2%
Dirk Coburn Jr.	211	43.6%
Catherine Schellenberg	208	43.0%
Moire V. Balsam	194	40.1%
Lynn Tinney	184	38.0%
Daniel C. Sohl	145	30.0%

Town Meeting, Precinct 5		
Six for 3 years		
	Votes	%
Erica E. Ball	323	61.6%
Charlotte Swartz	303	57.8%
Julian J. Munnich	285	54.4%
Harriet S. Merkowitz	279	53.2%
Andrew D. Eschtruth	273	52.1%
Kelly McPherson	39	7.4%

Town Meeting, Precinct 6		
Six for 3 years, one for 2 years		
	Votes	%
William F. Gath	303	46.3%
Joshua Ostroff	301	46.0%
Karen A. Foster	297	45.4%
Jeanne Williamson Ostroff	290	44.3%
Ellen M. Cheeseman-Meyer	273	41.7%
Mary (Staci) Mitchell	36	5.5%
David Kahn	31	4.7%

Town Meeting, Precinct 7		
Six for 3 years, one for 2 years and two for 1 year		
	Votes	%
Richard Jennett Jr.	339	58.0%
Teresa M. Evans	325	55.7%
Carol A. Gloff	325	55.7%
Linda Wollschlager	322	55.1%
Henry W. Haugland II	318	54.5%
Bruce T. Evans	315	53.9%
Craig A. Bystrynski	308	52.7%
Edward Close	288	49.3%
Patricia Sciarra	285	48.8%

Town Meeting, Precinct 8		
Six for 3 years		
	Votes	%
Sara R. Hanna	341	52.1%
Glen B. Glater	293	44.8%
Glynn E. Hawley	292	44.6%
Thomas E. Hubbard	285	43.6%
Tass Filledes	268	41.0%
Richard Sidney	262	40.1%
James P. Hannon	223	34.1%
Peter G. Hodge	177	27.1%

Town Meeting, Precinct 9		
Six for 3 years, one for 1 year		
	Votes	%
Cathleen M. Collins	353	57.2%
Donald P. Friswell	330	53.5%
Kevin C. Keith	324	52.5%
James C. Duffy	320	51.9%
James M. Williamson	304	49.3%
Robert V. DeLanders	294	47.6%
Marc Erickson	15	2.4%

Town Meeting, Precinct 10		
Six for 3 years, two for 1 year		
	Votes	%
Kathleen Bacon	459	59.8%
Susan A. Shea	449	58.5%
Martin Kessel	434	56.5%
Edward J. Doherty	412	53.6%
Reginald S. Leese	411	53.5%
Dina Lutin	32	4.2%
John Mangino	13	1.7%
Anne Mahaney	9	1.2%

STATE PRIMARY ELECTION

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 Memorial School

on **TUESDAY, THE FOURTH DAY OF SEPTEMBER 2018** 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:

SENATOR IN CONGRESS . . . . . FOR THE COMMONWEALTH
GOVERNOR . . . . . FOR THE COMMONWEALTH
LIEUTENANT GOVERNOR. . . . . FOR THE COMMONWEALTH
ATTORNEY GENERAL. . . . . .FOR THE COMMONWEALTH
SECRETARY OF STATE . . . . . FOR THE COMMONWEALTH
TREASURER AND RECEIVER GENERAL . . . . . FOR THE COMMONWEALTH
AUDITOR . . . . . FOR THE COMMONWEALTH
REPRESENTATIVE IN CONGRESS. . . . . FOR THE FIFTH DISTRICT
COUNCILLOR. . . . . FOR THE SECOND DISTRICT
SENATOR IN GENERAL COURT. . .FOR THE NORFOLK, BRISTOL & MIDDLESEX DISTRICT
SENATOR IN GENERAL COURT. . . .FOR THE SECOND MIDDLESEX & NORFOLK DISTRICT
REPRESENTATIVE IN GENERAL COURT. . . . . FOR THE FIFTH MIDDLESEX DISTRICT
DISTRICT ATTORNEY . . . . . FOR THE NOTHERN DISTRICT
CLERK OF COURTS. . . . . FOR MIDDLESEX COUNTY
REGISTER OF DEEDS . . . . . .FOR THE MIDDLESEX SOUTHERN 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 the two Post Offices 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: Lola's, 9 No. Main St.; 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 4, 2018.

Given under our hands this 23rd day of July 2018.

s/ Amy K. Mistrot___
Amy K. Mistrot
Chairman

s/ Susan G. Salamoff__
Susan G. Salamoff
Vice Chair

s/ Michael J. Hickey, Jr.____
Michael J. Hickey Jr.
Clerk

s/ Richard P. Jennett, Jr.
Richard P. Jennett Jr.
Member

s/ Jonathan Freedman__
Jonathan Freedman
Member

TOWN OF NATICK
STATE PRIMARY ELECTION, SEPTEMBER 4, 2018
TOTAL BALLOT COUNT
OFFICIAL RESULTS

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
Democratic ballots	203	427	389	412	386	393	502	472	433	533	4,150
Republican ballots	62	167	127	139	164	167	142	177	138	196	1,479
Libertarian	0	2	1	1	0	2	0	1	1	2	10
Total	265	596	517	552	550	562	644	650	572	731	5,639
Total Registered Voters	1,564	2,469	2,328	2,202	2,290	2,182	2,316	2,466	2,277	2,637	22,731
% voted	16.9%	24.1%	22.2%	25.1%	24.0%	25.8%	27.8%	26.4%	25.1%	27.7%	24.8%

Democratic Primary Official Results

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total	
Party Turnout	**203**	**427**	**389**	**412**	**386**	**393**	**502**	**472**	**433**	**533**	**4,150**	**%**
Senator in Congress												
Elizabeth A. Warren	188	390	341	390	342	357	458	427	396	481	3,770	90.8%
Geoff Diehl	1	0	0	0	0	0	1	1	1	1	5	
write-ins	0	2	4	1	2	0	4	4	0	2	19	
blanks	14	35	44	21	42	36	39	40	36	49	356	
Total	203	427	389	412	386	393	502	472	433	533	4,150	
Governor												
Jay M. Gonzalez	110	249	230	244	234	228	326	272	261	313	2,467	59.4%
Bob Massie	59	105	92	124	96	98	94	126	93	110	997	24.0%
Charles Baker	0	8	3	3	5	5	14	17	2	4	61	
write-ins	0	1	0	0	0	0	0	0	0	0	1	
blanks	34	64	64	41	51	62	68	57	77	106	624	
Total	203	427	389	412	386	393	502	472	433	533	4,150	
Lieutenant Governor												
Quentin Palfrey	123	216	210	228	218	196	246	248	208	276	2,169	52.3%
Jimmy Tingle	52	130	120	127	109	113	165	144	140	140	1,240	29.9%
Karyn E. Polito	0	1	1	1	0	0	3	4	0	1	11	
write-ins	0	0	2	0	1	1	0	0	0	1	5	
blanks	28	80	56	56	58	83	88	76	85	115	725	
Total	203	427	389	412	386	393	502	472	433	533	4,150	
Attorney General												
Maura Healey	185	287	341	388	353	356	498	427	376	485	3,696	89.1%
write-ins	0	0	2	0	0	0	0	0	0	0	2	
blanks	18	140	46	24	33	37	4	45	57	48	452	
Total	203	427	389	412	386	393	502	472	433	533	4,150	
Secretary of State												
William Francis Galvin	137	265	279	245	260	242	353	291	275	340	2,687	64.7%
Josh Zakim	55	153	104	158	111	130	134	161	136	171	1,313	31.6%
write-ins	0	0	0	1	0	0	0	0	0	0	1	
blanks	11	9	6	8	15	21	15	20	22	22	149	
Total	203	427	389	412	386	393	502	472	433	533	4,150	
Treasurer												
Deborah B. Goldberg	177	364	318	350	320	323	419	383	357	435	3,446	83.0%
write-ins	0	1	0	1	0	0	0	0	0	0	2	
blanks	26	62	71	61	66	70	83	89	76	98	702	
Total	203	427	389	412	386	393	502	472	433	533	4,150	
Auditor												
Suzanne M. Bump	177	347	312	340	318	310	410	373	346	421	3,354	80.8%
write-ins	0	0	0	1	0	0	1	0	1	0	3	
blanks	26	80	77	71	68	83	91	99	86	112	793	
Total	203	427	389	412	386	393	502	472	433	533	4,150	

7	**Representative in Congress**											
8	Katherine M. Clark	179	372	329	367	324	331	440	398	364	447	3,551	85.6%
9	write-ins	1	2	1	1	0	0	0	0	1	0	6	
0	blanks	23	53	59	44	62	62	62	74	68	86	593	
1	Total	203	427	389	412	386	393	502	472	433	533	4,150	
2	**Councillor**												
3	Robert L. Jubinville	166	329	297	322	287	283	379	348	325	379	3,115	75.1%
4	write-ins	0	0	0	1	0	0	0	0	1	0	2	
5	blanks	37	98	92	89	99	110	123	124	107	154	1,033	
6	Total	203	427	389	412	386	393	502	472	433	533	4,150	
7	**Senator in General Court**												
8	Karen E. Spilka (pcts 1-5, 8)	184	374	339	367	339			406			2,009	87.8%
9	Kristopher K. Aleksov (P 6-7, 9-10)						41	62		41	34	178	9.6%
0	Jacqueline S. Katz (P 6-7, 9-10)						63	90		101	98	352	18.9%
1	Rebecca L. Rausch (P 6-7, 9-10)						230	282		224	322	1,058	56.9%
2	write-ins	0	0	1	0	0	0	0	0	1	0	2	
3	blanks	19	53	49	45	47	59	68	66	66	79	551	
4	Total	203	427	389	412	386	393	502	472	433	533	4,150	
5	**Representative in General Court**												
6	David Paul Linsky	176	374	340	357	339	344	436	403	372	454	3,595	86.6%
7	Write-ins	0	0	0	1	2	0	0	1	0	0	4	
8	Blanks	27	53	49	54	45	49	66	68	61	79	551	
9	Total	203	427	389	412	386	393	502	472	433	533	4,150	
0	**District Attorney**												
1	Maian T. Ryan	109	193	207	207	203	189	246	246	221	258	2,079	50.1%
2	Donna Patalano	71	179	138	179	137	137	197	157	154	191	1,540	37.1%
3	Write-ins	0	0	0	1	0	0	0	0	0	0	1	
4	Blanks	23	55	44	25	46	67	59	69	58	84	530	
5	Total	203	427	389	412	386	393	502	472	433	533	4,150	

Clerk of Courts											
Michael A. Sullivan	174	334	308	340	306	287	394	357	333	358	3,191	76.9%
Write-ins	0	0	0	1	0	0	0	0	0	0	1	
Blanks	29	93	81	71	80	106	108	115	100	175	958	
Total	203	427	389	412	386	393	502	472	433	533	4,150	
Register of Deeds												
Maria C. Curtatone	174	337	306	335	300	290	403	356	332	395	3,228	77.8%
Write-ins	0	0	0	1	0	0	2	0	0	0	3	
Blanks	29	90	83	76	86	103	97	116	101	138	919	
Total	203	427	389	412	386	393	502	472	433	533	4,150	

STATE PRIMARY ELECTION, SEPTEMBER 4, 2018

Republican Primary Official Results

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total	
Party Turnout	**62**	**167**	**127**	**139**	**164**	**167**	**142**	**177**	**138**	**196**	**1,479**	**%**
Keiko M. Orrall	38	112	71	81	96	98	92	118	87	119	912	61.7%
Write-ins	0	0	0	0	0	0	1	1	1	0	3	
Blanks	24	55	56	58	68	69	49	58	50	77	564	
Total	62	167	127	139	164	167	142	177	138	196	1,479	
Auditor												
Helen Brady	38	102	76	78	94	98	95	113	85	118	897	60.6%
Write-ins	0	0	0	0	0	0	0	0	0	0	0	
Blanks	24	65	51	61	70	69	47	64	53	78	582	
Total	62	167	127	139	164	167	142	177	138	196	1,479	
Representative in Congress												
John Hugo	23	67	41	36	60	65	44	61	49	53	499	33.7%
Louis Kuchnir	24	64	54	63	64	57	61	59	50	80	576	38.9%
Write-ins	1	0	0	0	0	0	0	0	0	0	1	
Blanks	14	36	32	40	40	45	37	57	39	63	403	
Total	62	167	127	139	164	167	142	177	138	196	1,479	
Councillor												
Write-ins	0	0	3	0	1	4	2	1	1	0	12	
Blanks	62	167	124	139	163	163	140	176	137	196	1,467	
Total	62	167	127	139	164	167	142	177	138	196	1,479	
Senator in General Court												
Richard J. Ross						110	103		92	129	434	67.5%
Write-ins	0	0	0	0	0	1	0	1	0	0	2	
Blanks	62	167	127	139	164	56	39	176	46	67	1,043	
Total	62	167	127	139	164	167	142	177	138	196	1,479	
Representative in General Court												
Write-ins	0	0	1	0	1	3	1	1	1	0	8	
Blanks	62	167	126	139	163	164	141	176	137	196	1,471	
Total	62	167	127	139	164	167	142	177	138	196	1,479	
District Attorney												
Write-ins	1	1	0	0	0	0	1	3	1	1	8	
Blanks	61	166	127	139	164	167	141	174	137	195	1,471	
Total	62	167	127	139	164	167	142	177	138	196	1,479	
Clerk of Courts												
Write-ins	0	1	1	1	0	2	1	1	1	2	10	
Blanks	62	166	126	138	164	165	141	176	137	194	1,469	
Total	62	167	127	139	164	167	142	177	138	196	1,479	
Register of Deeds												
Write-ins	0	0	0	1	0	1	2	2	1	3	10	
Blanks	62	167	127	138	164	166	140	175	137	193	1,469	
Total	62	167	127	139	164	167	142	177	138	196	1,479	

STATE PRIMARY ELECTION, SEPTEMBER 4, 2018

Libertarian Primary Official Results

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
Party Turnout	**0**	**2**	**1**	**1**	**0**	**2**	**0**	**1**	**1**	**2**	**10**
Senator in Congress											
Write-ins	0	0	0	0	0	0	0	0	0	0	0
Blanks	0	2	1	1	0	2	0	1	1	2	10
Total	0	2	1	1	0	2	0	1	1	2	10
Governor											
Write-ins	0	0	0	0	0	0	0	0	0	0	0
Blanks	0	2	1	1	0	2	0	1	1	2	10
Total	0	2	1	1	0	2	0	1	1	2	10
Lieutenant Governor											
Write-ins	0	0	0	0	0	0	0	0	0	0	0
Blanks	0	2	1	1	0	2	0	1	1	2	10
Total	0	2	1	1	0	2	0	1	1	2	10
Attorney General											
Write-ins	0	0	0	0	0	0	0	0	0	0	0
Blanks	0	2	1	1	0	2	0	1	1	2	10
Total	0	2	1	1	0	2	0	1	1	2	10
Secretary of State											
Write-ins	0	0	0	0	0	0	0	0	0	0	0
Blanks	0	2	1	1	0	2	0	1	1	2	10
Total	0	2	1	1	0	2	0	1	1	2	10
Treasurer											
Write-ins	0	0	0	0	0	0	0	0	0	0	0
Blanks	0	2	1	1	0	2	0	1	1	2	10
Total	0	2	1	1	0	2	0	1	1	2	10
Auditor											
Daniel Fishman	0	1	1	1	0	2	0	1	0	2	8
Write-ins	0	0	0	0	0	0	0	0	0	0	0
Blanks	0	1	0	0	0	0	0	0	1	0	2
Total	0	2	1	1	0	2	0	1	1	2	10
Representative in Congress											
Write-ins	0	0	0	0	0	0	0	0	0	0	0
Blanks	0	2	1	1	0	2	0	1	1	2	10
Total	0	2	1	1	0	2	0	1	1	2	10
Councillor											
Write-ins	0	0	0	0	0	0	0	0	0	0	0
Blanks	0	2	1	1	0	2	0	1	1	2	10
Total	0	2	1	1	0	2	0	1	1	2	10
Senator in General Court											
Write-ins	0	0	0	0	0	0	0	0	0	0	0
Blanks	0	2	1	1	0	2	0	1	1	2	10
Total	0	2	1	1	0	2	0	1	1	2	10
Representative in General Court											
Write-ins	0	0	0	0	0	0	0	0	0	0	0
Blanks	0	2	1	1	0	2	0	1	1	2	10
Total	0	2	1	1	0	2	0	1	1	2	10
District Attorney											
Write-ins	0	0	0	0	0	0	0	0	0	0	0
Blanks	0	2	1	1	0	2	0	1	1	2	10
Total	0	2	1	1	0	2	0	1	1	2	10
Clerk of Courts											
Write-ins	0	0	0	0	0	0	0	0	0	0	0
Blanks	0	2	1	1	0	2	0	1	1	2	10
Total	0	2	1	1	0	2	0	1	1	2	10
Register of Deeds											
Write-ins	0	0	0	0	0	0	0	0	0	0	0
Blanks	0	2	1	1	0	2	0	1	1	2	10
Total	0	2	1	1	0	2	0	1	1	2	10

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

on **TUESDAY, THE SIXTH DAY OF NOVEMBER 2018** from 7:00 A.M. to 8:00 P.M. for the following purpose:

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

Senator in Congress	For this Commonwealth
Governor and Lieutenant Governor	For this Commonwealth
Attorney General	For this Commonwealth
Secretary of State	For this Commonwealth
Treasurer	For this Commonwealth
Auditor	For this Commonwealth
Representative in Congress	For the Fifth District
Councillor	For the Second District
Senator in General Court	For the Norfolk, Bristol & Middlesex District
Senator in General Court	For the Second Middlesex & Norfolk District
Representative in General Court	For the Fifth Middlesex District
District Attorney	For the Northern District
Clerk of Courts	For Middlesex County
Register of Deeds	For the Middlesex Southern District

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 2, 2018?

SUMMARY

This proposed law would limit how many patients could be assigned to each registered nurse in Massachusetts hospitals and certain other health care facilities. The maximum number of patients per registered nurse would vary by type of unit and level of care, as follows:

A. In units with step-down/intermediate care patients: 3 patients per nurse;
B. In units with post-anesthesia care or operating room patients: 1 patient under anesthesia per nurse; 2 patients post-anesthesia per nurse;
C. In the emergency services department: 1 critical or intensive care patient per nurse (or 2 if the nurse has assessed each patient's condition as stable); 2 urgent non-stable patients per nurse; 3 urgent stable patients per nurse; or 5 non-urgent stable patients per nurse;
D. In units with maternity patients: (a) active labor patients: 1 patient per nurse; (b) during birth and for up to two hours immediately postpartum: 1 mother per nurse and 1 baby per nurse; (c) when the condition of the mother and baby are determined to be stable: 1 mother and her baby or babies per nurse; (d) postpartum: 6 patients per nurse; (e) intermediate care or continuing care babies: 2 babies per nurse; (f) well-babies: 6 babies per nurse;
E. In units with pediatric, medical, surgical, telemetry, or observational/outpatient treatment patients, or any other unit: 4 patients per nurse; and
F. In units with psychiatric or rehabilitation patients: 5 patients per nurse.

The proposed law would require a covered facility to comply with the patient assignment limits without reducing its level of nursing, service, maintenance, clerical, professional, and other staff.

The proposed law would also require every covered facility to develop a written patient acuity tool for each unit to evaluate the condition of each patient. This tool would be used by nurses in deciding whether patient limits should be lower than the limits of the proposed law at any given time.

The proposed law would not override any contract in effect on January 1, 2019 that set higher patient limits. The proposed law's limits would take effect after any such contract expired.

The state Health Policy Commission would be required to promulgate regulations to implement the proposed law. The Commission could conduct inspections to ensure compliance with the law. Any facility receiving written notice from the Commission of a complaint or a violation would be required to submit a written compliance plan to the Commission. The Commission could report violations to the state Attorney General, who could file suit to obtain a civil penalty of up to $25,000 per violation as well as up to $25,000 for each day a violation continued after the Commission notified the covered facility of the violation. The Health Policy Commission would be required to establish a toll-free telephone number for complaints and a website where complaints, compliance plans, and violations would appear.

The proposed law would prohibit discipline or retaliation against any employee for complying with the patient assignment limits of the law. The proposed law would require every covered facility to post within each unit, patient room, and waiting area a notice explaining the patient limits and how to report violations. Each day of a facility's non-compliance with the posting requirement would be punishable by a civil penalty between $250 and $2,500.

The proposed law's requirements would be suspended during a state or nationally declared public health emergency.

The proposed law states that, if any of its parts were declared invalid, the other parts would stay in effect. The proposed law would take effect on January 1, 2019.

A YES VOTE would limit the number of patients that could be assigned to one registered nurse in hospitals and certain other health care facilities.

A NO VOTE would make no change in current laws relative to patient-to-nurse limits.

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 2, 2018?

SUMMARY

This proposed law would create a citizens' commission to consider and recommend potential amendments to the United States Constitution to establish that corporations do not have the same Constitutional rights as human beings and that campaign contributions and expenditures may be regulated.

Any resident of Massachusetts who is a United States citizen would be able to apply for appointment to the 15-member commission, and members would serve without compensation. The Governor, the Secretary of the Commonwealth, the state Attorney General, the Speaker of the state House of Representatives, and the President of the state Senate would each appoint three members of the commission and, in making these appointments, would seek to ensure that the commission reflects a range of geographic, political, and demographic backgrounds.

The commission would be required to research and take testimony, and then issue a report regarding (1) the impact of political spending in Massachusetts; (2) any limitations on the state's ability to regulate corporations and other entities in light of Supreme Court decisions that allow corporations to assert certain constitutional rights; (3) recommendations for constitutional amendments; (4) an analysis of constitutional amendments introduced to Congress; and (5) recommendations for advancing proposed amendments to the United States Constitution.

The commission would be subject to the state Open Meeting Law and Public Records Law. The commission's first report would be due December 31, 2019, and the Secretary of the Commonwealth would be required to deliver the commission's report to the state Legislature, the United States Congress, and the President of the United States.

The proposed law states that, if any of its parts were declared invalid, the other parts would stay in effect. The proposed law would take effect on January 1, 2019.

A YES VOTE would create a citizens' commission to advance an amendment to the United States Constitution to limit the influence of money in elections and establish that corporations do not have the same rights as human beings.

A NO VOTE would not create this commission.

QUESTION 3: REFERENDUM ON AN EXISTING LAW

Do you approve of a law summarized below, which was approved by the House of Representatives and the Senate on July 7, 2016?

SUMMARY

This law adds gender identity to the list of prohibited grounds for discrimination in places of public accommodation, resort, or amusement. Such grounds also include race, color, religious creed, national origin, sex, disability, and ancestry. A "place of public accommodation, resort or amusement" is defined in existing law as any place that is open to and accepts or solicits the patronage of the general public, such as hotels, stores, restaurants, theaters, sports facilities, and hospitals. "Gender identity" is defined as a person's sincerely held gender-related identity, appearance, or behavior, whether or not it is different from that traditionally associated with the person's physiology or assigned sex at birth.

This law prohibits discrimination based on gender identity in a person's admission to or treatment in any place of public accommodation. The law requires any such place that has separate areas for males and females (such as restrooms) to allow access to and full use of those areas consistent with a person's gender identity. The law also prohibits the owner or manager of a place of public accommodation from using advertising or signage that discriminates on the basis of gender identity.

This law directs the state Commission Against Discrimination to adopt rules or policies and make recommendations to carry out this law. The law also directs the state Attorney General to issue regulations or guidance on referring for legal action any person who asserts gender identity for an improper purpose.

The provisions of this law governing access to places of public accommodation are effective as of October 1, 2016. The remaining provisions are effective as of July 8, 2016.

A YES VOTE would keep in place the current law, which prohibits discrimination on the basis of gender identity in places of public accommodation.

A NO VOTE would repeal this provision of the public accommodation law.

QUESTION 4:

Shall the Town of Natick be allowed to exempt from the provisions of Proposition Two and one-half, so-called, the amounts required to pay for the bond issued in order to design, develop, construct, furnish, and equip a new West Natick Fire Station (Fire Station #4) and related facilities, buildings, appurtenant structures, site improvements, and grounds?

Yes_____ No_____

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 the 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: Lola's, 9 No. Main St.; 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 6, 2018.

Given under our hands this 1st day of October 2018.

s/ Amy K. Mistrot__
Amy K. Mistrot
Chairman

_s/ Susan G. Salamoff__
Susan G. Salamoff
Vice Chair

__s/ Michael J. Hickey, Jr._____
Michael J. Hickey Jr.
Clerk

s/ Richard P. Jennett, Jr.___
Richard P. Jennett Jr.
Member

__s/Jonathan Freedman_____
Jonathan Freedman
Member

Board of Selectmen for the Town of Natick

STATE ELECTION NOVEMBER 6, 2018
OFFICIAL RESULTS

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total	
TOTAL TURNOUT	**1,064**	**1,841**	**1,806**	**1,632**	**1,763**	**1,687**	**1,825**	**1,824**	**1,755**	**2,152**	**17,349**	
# OF REGISTERED VOTERS	**1,626**	**2,510**	**2,394**	**2,250**	**2,337**	**2,234**	**2,360**	**2,526**	**2,344**	**2,703**	**23,284**	
TURNOUT	**65.4%**	**73.3%**	**75.4%**	**72.5%**	**75.4%**	**75.5%**	**77.3%**	**72.2%**	**74.9%**	**79.6%**	**74.5%**	
Senator in Congress												
Elizabeth A. Warren	780	1,210	1,153	1,112	1,109	1,090	1,280	1,207	1,200	1,397	11,538	66.5%
Geoff Diehl	242	552	554	454	568	510	469	532	468	655	5,004	28.8%
Shiva Ayyadurai	29	44	60	47	54	62	56	54	62	60	528	3.0%
Write-ins	0	1	5	1	0	0	1	4	1	0	13	
Blanks	13	34	34	18	32	25	19	27	24	40	266	
TOTAL	1,064	1,841	1,806	1,632	1,763	1,687	1,825	1,824	1,755	2,152	17,349	
Governor/Lieutenant Governor												
Baker and Polito	627	1,233	1,261	1,005	1,155	1,132	1,184	1,179	1,112	1,494	11,382	65.6%
Gonzalez and Palfrey	424	575	498	581	552	522	602	591	593	618	5,556	32.0%
Write-ins	0	0	3	6	2	0	3	3	5	0	22	
Blanks	13	33	44	40	54	33	36	51	45	40	389	
TOTAL	1,064	1,841	1,806	1,632	1,763	1,687	1,825	1,824	1,755	2,152	17,349	
Attorney General												
Maura Healey	850	1,390	1,335	1,253	1,274	1,257	1,421	1,357	1,337	1,614	13,088	75.4%
James R. McMahon III	196	424	422	361	441	396	373	428	379	499	3,919	22.6%
Write-ins	0	0	0	0	1	1	0	0	0	0	2	
Blanks	18	27	49	18	47	33	31	39	39	39	340	
TOTAL	1,064	1,841	1,806	1,632	1,763	1,687	1,825	1,824	1,755	2,152	17,349	
Secretary of State												
William Francis Galvin	824	1,377	1,354	1,216	1,287	1,238	1,389	1,323	1,305	1,552	12,865	74.2%
Anthony M. Amore	177	371	338	308	352	350	292	369	318	431	3,306	19.1%
Juan G. Sanchez, Jr.	33	42	43	60	60	38	60	53	55	57	501	2.9%
Write-ins	0	0	0	0	0	0	0	0	0	0	0	
Blanks	30	51	71	48	64	61	84	79	77	112	677	
TOTAL	1,064	1,841	1,806	1,632	1,763	1,687	1,825	1,824	1,755	2,152	17,349	
Treasurer												
Deborah B. Goldberg	793	1,309	1,243	1,165	1,173	1,173	1,338	1,249	1,236	1,466	12,145	70.0%
Keiko M. Orrall	196	400	407	349	418	380	348	411	373	484	3,766	21.7%
Jamie M. Guerin	31	49	47	52	63	36	42	58	48	58	484	2.8%
Write-ins	0	0	0	0	0	0	1	0	2	1	4	
Blanks	44	83	109	66	109	98	96	106	96	143	950	
TOTAL	1,064	1,841	1,806	1,632	1,763	1,687	1,825	1,824	1,755	2,152	17,349	
Auditor												
Suzanne M. Bump	748	1,157	1,127	1,062	1,053	1,073	1,208	1,137	1,139	1,297	11,001	63.4%
Helen Brady	199	458	443	369	481	420	390	437	381	541	4,119	23.7%
Daniel Fishman	47	85	70	71	61	60	63	76	64	101	698	4.0%
Edward J. Stamas	19	40	27	45	46	29	35	36	42	43	362	2.1%
Write-ins	0	0	0	1	0	0	0	0	1	0	2	
Blanks	51	101	139	84	122	105	129	138	128	170	1,167	
TOTAL	1,064	1,841	1,806	1,632	1,763	1,687	1,825	1,824	1,755	2,152	17,349	
Representative in Congress												
Katherine M. Clark	814	1,300	1,269	1,190	1,191	1,199	1,359	1,305	1,300	1,497	12,424	71.6%
John Hugo	217	465	451	385	485	432	407	441	369	548	4,200	24.2%
Write-ins	0	0	0	1	0	0	1	0	0	1	3	
Blanks	33	76	86	56	87	56	58	78	86	106	722	
TOTAL	1,064	1,841	1,806	1,632	1,763	1,687	1,825	1,824	1,755	2,152	17,349	
Councillor												
Robert L. Jubinville	863	1,363	1,324	1,242	1,263	1,240	1,382	1,357	1,300	1,531	12,865	74.2%
Write-ins	0	6	11	5	4	5	9	8	3	5	56	
Blanks	201	472	471	385	496	442	434	459	452	616	4,428	
TOTAL	1,064	1,841	1,806	1,632	1,763	1,687	1,825	1,824	1,755	2,152	17,349	

Senator in General Court												
Karen E. Spilka	887	1,424	1,387	1,286	1,335			1,393			7,712	77.7%
Richard J. Ross						581	514		544	730	2,369	31.9%
Rebecca L. Rausch						1,016	1,211		1,111	1,284	4,622	62.3%
Write-ins	0	0	7	5	0	0	1	3	2	0		
Blanks	177	417	412	341	428	90	99	428	98	138		
TOTAL	1,064	1,841	1,806	1,632	1,763	1,687	1,825	1,824	1,755	2,152	17,349	
Representative in General Court												
David Paul Linsky	880	1,427	1,395	1,281	1,351	1,298	1,476	1,414	1,391	1,657	13,570	78.2%
Write-ins	0	0	9	5	0	4	13	6	7	9	53	
Blanks	184	414	402	346	412	385	336	404	357	486	3,726	
TOTAL	1,064	1,841	1,806	1,632	1,763	1,687	1,825	1,824	1,755	2,152	17,349	
District Attorney												
Marian T. Ryan	872	1,387	1,331	1,258	1,286	1,259	1,431	1,369	1,336	1,587	13,116	75.6%
Write-ins	0	0	6	5	0	4	7	7	6	4	39	
Blanks	192	454	469	369	477	424	387	448	413	561	4,194	
TOTAL	1,064	1,841	1,806	1,632	1,763	1,687	1,825	1,824	1,755	2,152	17,349	
Clerk of Courts												
Michael A. Sullivan	870	1,380	1,347	1,254	1,274	1,257	1,402	1,356	1,324	1,574	13,038	75.2%
Write-ins	0	0	5	5	0	2	5	5	5	5	32	
Blanks	194	461	454	373	489	428	418	463	426	573	4,279	
TOTAL	1,064	1,841	1,806	1,632	1,763	1,687	1,825	1,824	1,755	2,152	17,349	
Register of Deeds												
Maria C. Curtatone	865	1,372	1,340	1,254	1,270	1,255	1,392	1,354	1,317	1,568	12,987	74.9%
Write-ins	0	0	5	5	0	4	5	5	5	8	37	
Blanks	199	469	461	373	493	428	428	465	433	576	4,325	
TOTAL	1,064	1,841	1,806	1,632	1,763	1,687	1,825	1,824	1,755	2,152	17,349	
Question # 1												
Yes	304	500	396	463	456	403	465	440	410	464	4,301	24.8%
No	706	1,269	1,353	1,114	1,256	1,227	1,307	1,307	1,288	1,618	12,445	71.7%
Blanks	54	72	57	55	51	57	53	77	57	70	603	3.5%
TOTAL	1,064	1,841	1,806	1,632	1,763	1,687	1,825	1,824	1,755	2,152	17,349	
Question #2												
Yes	802	1,330	1,286	1,226	1,273	1,237	1,379	1,380	1,313	1,560	12,786	73.7%
No	221	440	448	350	410	397	387	371	384	528	3,936	22.7%
Blanks	41	71	72	56	80	53	59	73	58	64	627	3.6%
TOTAL	1,064	1,841	1,806	1,632	1,763	1,687	1,825	1,824	1,755	2,152	17,349	
Question #3												
Yes	809	1,348	1,345	1,250	1,264	1,236	1,428	1,368	1,384	1,656	13,088	75.4%
No	225	439	421	348	445	417	355	367	346	458	3,821	22.0%
Blanks	30	54	40	34	54	34	42	89	25	38	440	2.5%
TOTAL	1,064	1,841	1,806	1,632	1,763	1,687	1,825	1,824	1,755	2,152	17,349	
Question #4 (Firestation #4)												
Yes	788	1,346	1,342	1,246	1,176	1,168	1,311	1,308	1,237	1,472	12,394	71.4%
No	202	441	414	346	483	438	439	436	431	602	4,232	24.4%
Blanks	74	54	50	40	104	81	75	80	87	78	723	4.2%
TOTAL	1,064	1,841	1,806	1,632	1,763	1,687	1,825	1,824	1,755	2,152	17,349	

TOWN MEETING ATTENDANCE

Prec	Last	First	2/27/2018	3/1/2018	4/10/2018	4/12/2018	4/24/2018	4/26/2018	5/1/2018	5/3/2018	10/2/2018	10/4/2018	10/16/2018	10/18/2018	10/23/2018	10/25/2018	10/30/2018	11/1/2018
			STM #1	STM #1							STM #2	STM #2						
1	Adams	Andrea	Y	Y	Y	y	Y	-	y	-	Y	Y	-	-	-	-	-	-
1	Blaha	Michael D.	Y	-	Y	y	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	Chase	Nicole	-	-	-	y	-	-	-	-	-	-	-	-	-	-	-	-
1	Glaser	Richard A.	-	-	-	y	-	y	y	Y	*moved*	-	-	-	-	-	-	-
1	Goff	Katherine	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1	Gols	Lorie K.	-	-	-	-	Y	-	-	-	-	-	-	-	-	-	-	-
1	Kane	Jonathan D.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1	Morrison	Angus	-	-	Y	y	-	y	y	-	-	-	-	-	-	-	-	-
1	Parikh	Stacey L.	Y	Y	-	-	Y	y	y	-	Y	-	Y	-	Y	Y	Y	-
1	Pike*	Jane	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1	Roberts	Allison	-	-	Y	y	-	-	-	-	-	-	Y	Y	-	-	-	-
1	Senatore	Marianne	-	-	Y	y	Y	-	-	-	-	-	Y	Y	-	Y	-	-
1	Zimmerman	Stuart	-	-	Y	y	-	y	-	-	-	-	-	-	-	-	-	-
2	Berelowitz	Saul	-	Y	-	-	-	-	Y	Y	-	-	Y	Y	Y	Y	Y	-
2	Bessonova	Leona	-	-	Y	y	Y	y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
2	Coffey	David J.	Y	-	Y	y	Y	y	y	Y	-	-	Y		Y	Y	Y	Y
2	Conaway	B. Patrick	Y	Y	Y	y	Y	y	y	-	-	-	Y	Y	Y	Y	Y	Y
2	Culkin	John	-	-	Y	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	Y	Y
2	Doig Jr.	Alfred R.	Y	Y	-	-	Y	y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
2	Frattaruolo	Rebecca Sheehan	Y	Y	Y	-	Y	y	y	Y	Y	Y	-	-	Y	Y	Y	Y
2	Gallo	David J.	Y	-	-	-	-	-	y	-	Y	-	Y	Y	Y	-	Y	Y
2	Kane	Stephen M.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2	McArdle	Sophanny K.	Y	Y	y	-	-	-	-	Y	-	Y	Y	Y	-	Y	-	Y
2	Montross	Lynne	Y	-	Y	y	-	y	y	-	Y	-	Y	-	Y	Y	-	-
2	Montross	Richard T.	Y	Y	Y	y	Y	y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
2	Robb	Stephen Edwin	-	-	-	-	-	-	-	-	-	-	-	-	-	Y	-	-
2	Spiegel	Scott	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2	Strout	Stephen M.	Y	Y	Y	-	Y	-	-	-	Y	-	Y	Y	Y	Y	Y	-
2	Therrien	Christine M.	Y	-	Y	y	Y	y	-	Y	Y	Y	Y	Y	Y	-	Y	Y
2	Wirkala	Jennifer Davis	Y	Y	Y	y	Y	y	y	-	Y	Y	-	-	Y	Y	Y	Y
3	Blair	Brendan B.	-	-	Y	y	Y	y	y	Y	Y	-	Y	-	-	-	-	-
3	Casey	Donna Volpe	Y	Y	Y	-	Y	y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Delehanty	Carol A.	Y	-	-	y	Y	-	y	-	-	-	-	Y	Y	Y	Y	Y
3	Egnaczyk	Jeffrey B.	Y	Y	-	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	-	Y
3	Falzone	Leah P.	Y	Y	Y	Y	Y	-	y	-	-	-	Y	Y	Y	-	Y	Y
3	Fishman	David H.	Y	-	-	y	Y	-	y	-	Y	-	Y	-	-	-	Y	Y
3	Grady	Charles A.	Y	Y	-	-	Y	y	y	Y	Y	Y	Y	Y	Y	-	-	Y
3	Greenberg	Brian J.	-	-	Y	-	Y	-	-	-	Y	-	Y	Y	-	-	Y	-
3	Healey	Robert M.	Y	-	-	y	-	y	y	-	-	-	-	-	-	-	-	Y
3	Jones III	Edward L.	-	-	-	-	-	-	-	-	-	-	-	-	Y	-	-	-
3	Kuhn	Judith A.	-	-	-	Y	-	y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Kuhn	Leonard P.	-	-	-	Y	-	y	y	Y	Y	-	-	Y	Y	Y	-	Y
3	McDonough	Julie M.	Y	-	Y	-	-	y		Y	Y	Y	-	Y	-	Y	-	-
3	McKenzie	Donna M.	-	-	Y	-	-	y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Meyer	Andrew J.	Y	Y	Y	y	Y	y	y	Y	Y	-	-	Y	Y	Y	Y	-
3	Rodino*	Ross	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	Rowe	Robert	-	-	-	-	-	-	-	-	-	-	-	Y	-	-	-	-
3	Schoenig	William	Y	Y	Y	y	-	-	Y	Y	Y	Y	-	Y	Y	Y	-	Y
3	Whitney	Bruce D.	-	-	Y	-	Y	-	y	-	-	-	Y	-	-	-	-	-
4	Alessi	Salvatore A.	Y	Y	Y	-	-	y	y	-	Y	-	Y	-	-	-	Y	-
4	Balsam	Moire V.	Y	Y	Y	y	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	Y	-	Y	-
4	Donovan III	John A.	Y	-	Y	y	Y	-	-	-	Y	-	-	-	-	-	-	-
4	Floyd	Diane	Y	-	-	-	Y	-	y	-	-	-	Y	-	-	-	Y	-
4	Foley	Richard A.	Y	Y	Y	y	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	Y	Y	Y	Y
4	Garvin-Conaway	Rhonda J.	-	-	Y	y	Y	y	y	-	Y	Y	Y	Y	Y	Y	Y	Y
4	Gorseth	Elise	-	-	Y	y	-	y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Heyde	Brianna M.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	Kruczynski	Christina E.	Y	Y	-	-	-	-	-	-	Y	-	-	-	-	-	-	-
4	Landry	Douglas L.	Y	Y	Y	y	-	-	-	-	Y	Y	-	-	-	Y	Y	Y
4	Nottonson	Nancy B.	Y	Y	Y	y	-	y	y	-	Y	Y	Y	-	-	Y	Y	-
4	Nottonson	Peter A.	-	-	Y	y	-	y	y	-	Y	-	Y	-	Y	Y	Y	Y

Prec	Last	First	2/27/2018	3/1/2018	4/10/2018	4/12/2018	4/24/2018	4/26/2018	5/1/2018	5/3/2018	10/2/2018	10/4/2018	10/16/2018	10/18/2018	10/23/2018	10/25/2018	10/30/2018	11/1/2018
			STM #1	STM #1							STM #2	STM #2						
4	Sanchez	Barbara Fahey	Y	Y	Y	y	Y	y	y	Y	-	Y	Y	Y	Y	Y	Y	Y
4	Sanchez	Frank H.	Y	Y	Y	y	Y	y	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	Y	Y	Y
4	Sohl*	Daniel	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	Szretter	Jeanette	Y	Y	-	y	-	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	Y	Y	Y	Y	Y
5	Chapman	George	-	-	Y	y	Y	-	y	-	Y	Y	-	Y	-	Y	Y	-
5	Devereaux	Nancy	Y	-	Y	-	Y	y	y	Y	Y	Y	Y	-	Y	Y	Y	Y
5	Dorant	David	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5	Drolet	Lawrence L.	Y	Y	Y	y	Y	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	Y	Y	Y	Y
5	Everett*	James	Y	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5	Flynn	Amy K.	Y	Y	Y	y	Y	y	-	-	Y	-	Y	-	-	Y	Y	Y
5	Gillenwater	Todd M.	Y	Y	Y	y	-	y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
5	Joyce	Kathleen C.	Y	Y	Y	y	-	-	y	-	Y	-	Y	Y	Y	Y	-	Y
5	Luke	Andrew W.	Y	Y	-	y	Y	y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
5	Massey	Deana Jean	Y	Y	Y	-	Y	y	y	Y	Y	Y	Y	-	Y	Y	-	Y
5	McPherson	Kelly	-	-	Y	-	Y	-	-	Y	-	Y	-	Y		Y	-	Y
5	Merkowitz	Harriet S.	Y	-	Y	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	Y	Y	Y	Y
5	Sugrue	Michael J.	Y	Y	Y	y	-	y	y	-	Y	-	Y	Y	Y	-	Y	-
5	Swartz	Charlotte	-	-	Y	y	-	y	y	-	-	-	Y	-	-	Y	Y	Y
5	Vabulas	Diane V.	Y	Y	-	y	Y	-	-	-	Y	Y	Y	Y	Y	Y	Y	Y
5	Yang	Kenneth E.	Y	-	Y	y	Y	y	y	Y	Y	Y	Y	Y	Y	Y	-	Y
6	Broekel	Peggy R.	-	-	Y	y	-	-	-	-	Y	-	Y	Y	Y	Y	Y	Y
6	Cheeseman-Meyer	Ellen	Y	Y	Y	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	Y	Y	Y	Y
6	Couglin	Catherine M.	*resigned*	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	DiMasi	Nicholas S.	-	-	-	-	Y	y	y	-	Y	-	Y	-	Y	-	-	-
6	Foss	Charlene B.	Y	Y	Y	y	Y	y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
6	Foster	Karen A.	Y	Y	Y	y	-	y	y	Y	-	-	Y	Y	Y	Y	Y	Y
6	Gath	William F.	Y	-	Y	-	-	y	y	-	Y	-	Y	-	Y	Y	-	-
6	Kahn	David	-	-	Y	y	Y	y	y	Y	Y	Y	Y	Y	Y	-	Y	Y
6	Kipling	Jeremy						*appt 5/1/18*	y	-	Y	-	Y	-	Y	Y	Y	Y
6	Linehan	Michael F.	Y	Y	Y	y	Y	y	y	Y	Y	Y	Y	Y	Y	-	-	Y
6	Lista	Tony	-	-	Y	y	Y	y	y	Y	Y	Y	-	Y	Y	Y	Y	Y
6	Mirante Jr.	Dominic	-	-	-	-	-	-	-	-	Y	Y	Y	-	Y	-	-	Y
6	Mitchell	Mary (Staci)	-	-	Y	y	Y	y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
6	Northgraves	Nancy A.	Y	Y	Y	y	Y	-	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
6	Ostroff	Jeanne Williamson	Y	-	Y	Y	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	Y	Y	Y	Y
6	Stephen	Richard	Y	Y	Y	y	Y	y	y	Y	Y	Y	-	-	Y	Y	Y	Y
6	Uyar*	Florina R.	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	Young	Patrick A.	-	Y	-	y	-	y	y	-	-	-	Y	Y	-	-	-	-
7	Bystrynski	Craig A.	Y	Y	Y	y	Y	y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
7	Checket	Helen Terry	Y	-	Y	y	Y	y	y	-	Y	Y	Y	Y	Y	Y	Y	Y
7	Close	Edward	-	-	Y	y	Y	-	y	Y	-	-	-	-	Y	-	Y	-
7	Evans	Bruce T.	Y	Y	Y	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	Y	Y	Y	Y
7	Fay	Brian P.	Y	Y	Y	y	Y	y	-	Y	Y	Y	Y	Y	Y	Y	-	-
7	Galvao	Ricard A.	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	Gasser	David Allen	Y	Y	Y	y	Y	y	y	Y	Y	-	Y	Y	Y	Y	Y	Y
7	Gloff	Carol A.	Y	Y	Y	y	Y	-	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
7	Greismer	Paul B.	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	Y	Y	Y	Y
7	Jackson	Evelyn	Y	-	Y	y	Y	y	y	Y	Y	-	Y	Y	Y	Y	Y	Y
7	Jennett Jr.	Richard	-	Y	-	y	-	y	y	Y	Y	Y	Y	Y	Y	Y	Y	-
7	Keefe*	Joseph A.	Y	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7	Larson	Heidi J.	Y	Y	Y	y	Y	y	y	Y	Y	Y	Y	Y	-	-	Y	-
7	Ostroff	Elaine B.	Y	-	Y	y	Y	y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
7	Sciarra	Patricia	-	-	Y	y	Y	y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
7	Stygles	Edward J.	Y	Y	Y	y	Y	y	y	Y	Y	Y	Y	Y	-	Y	Y	Y
7	Wollschlager	Linda	Y	Y	Y	y	Y	y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
7	Zeltner	Tara Hopper	Y	Y	Y	-	Y	y	y	-	Y	Y	Y	Y	-	-	-	Y
8	Alfano	William P.	Y	-	Y	-	Y	y	y	Y	Y	-	Y	Y	Y	Y	Y	Y
8	Boardman	Adam I.	Y	-	Y	y	-	y	y	Y	-	Y	Y	Y	-	Y	Y	Y
8	Delaney	Lawrence	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8	Filledes	Tass	Y	Y	Y	y	Y	y	y	Y	-	-	-	Y	-	-	-	-
8	Glater	Glen B.	Y	Y	Y	y	y	y	y	Y	Y	Y	Y	Y	-	Y	Y	-
8	Gove	Marjorie	Y	Y	Y	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	Y
8	Hawley	Glynn E.	Y	Y	Y	-	Y	y	-	Y	Y	-	-	-	-	Y	Y	-

Prec	Last	First	2/27/2018	3/1/2018	4/10/2018	4/12/2018	4/24/2018	4/26/2018	5/1/2018	5/3/2018	10/2/2018	10/4/2018	10/16/2018	10/18/2018	10/23/2018	10/25/2018	10/30/2018	11/1/2018
			STM #1	STM #1							STM #2	STM #2						
8	Hodge	Peter								*appt. 9/20*	Y	Y	Y	Y	Y	Y	-	Y
8	Hubbard	Thomas E.	Y	Y	Y	y	Y	y	Y	-	Y	Y	-	Y	Y	-	-	Y
8	Lawrence-Archer	James	Y	-	Y	-	Y	y	y	Y	-	-	Y	Y	Y	Y	Y	Y
8	Moore	Bradford A.	Y	Y	-	y	-	y	-	Y	Y	-	-	-	Y	-	-	Y
8	Philben	Richard	Y	-	-	-	-	-	-	-	Y	Y	-	Y	-	Y	Y	-
8	Salamoff	Susan G.	Y	Y	Y	y	Y	y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
8	Sidney	Richard	Y	Y	Y	y	Y	y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
8	Sullivan	Daniel M.	Y	Y	Y	y	Y	y	Y	Y	Y	Y	-	-	Y	Y	Y	-
8	Vitarelli	Gregory R.	Y	-	Y	-	Y	y	y	-	-	-	-	-	Y	-	-	-
8	Weisse	Joseph	Y	-	Y	y	-	-	y	Y	Y	Y	Y	Y	Y	Y	Y	-
9	Collins	Cathleen M.	Y	Y	Y	y	Y	y	y	-	Y	Y	Y	Y	Y	-	-	-
9	DeLanders	Robert V.	-	-	Y	y	Y	y	y	Y	Y	-	Y	Y	-	-	Y	Y
9	Duffy	James C.	-	-	Y	y	Y	y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
9	Erickson	Marc D.	-	-	Y	y	Y	y	y	Y	Y	Y	Y	Y	Y	Y	-	Y
9	Ferretti	Michelle L.	Y	Y	Y	Y	Y	y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
9	Friswell	Donald P.	Y	Y	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	y	Y	y	y	Y	-	-	-	-	-	-	-	-
9	Joseph	Paul R.	-	-	-	-	-	-	-	-	-	-	-	Y	-	-	-	-
9	Joseph	Scott A.	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	Y	Y	-
9	Mangan	David W.	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9	McCauley*	Robert H.	Y	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9	Miller	Theresa M.	-	-	Y	y	Y	-	y	Y	Y	-	Y	Y	Y	Y	Y	Y
9	Parsons*	Janice L.	Y	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9	Pilat	Heather M.	Y	Y	Y	y	Y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
9	Potter	Jennifer S.	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-
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	Y	Y	Y	Y	Y
9	Williamson	James M.	Y	-	Y	y	Y	y	y	Y	Y	-	Y	-	-	Y	Y	Y
10	Ackerman	Christine	Y	Y	Y	-	Y	y	y	Y	Y	-	Y	Y	-	Y	Y	Y
10	Awkward	Robert J.	Y	Y	Y	Y	Y	-	y	Y	Y	-	Y	Y	Y	-	Y	-
10	Bacon	Kathleen	Y	Y	Y	-	Y	-	-	-	-	-	Y	Y	Y	-	-	Y
10	Beaumont	Saul S.	-	-	Y	y	-	-	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
10	Berkowitz	Adam M.	Y	Y	-	y	-	-	-	-	Y	Y	-	-	-	Y	Y	-
10	Cotter	John J.	-	-	Y	-	Y	-	y	Y	Y	-	Y	-	Y	-	-	-
10	Doherty	Edward J.	Y	Y	Y	-	Y	y	Y	Y	Y	Y	Y	Y	-	Y	Y	Y
10	Frail*	Christopher	Y	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10	Hayes	Andrew Patrick	Y	Y	Y	-	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	Y	Y	Y	Y
10	Krentzman	David A.	Y	Y	Y	y	Y	y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
10	Leese	Reginald S.	-	-	Y	y	Y	y	y	Y	Y	-	Y	Y	Y	Y	Y	Y
10	Lutin	Dina L.	-	-	Y	y	-	-	-	-	-	-	Y	Y	-	-	Y	Y
10	Mahaney	Anne K.	-	-	Y	Y	-	y	-	Y	Y	Y	Y	Y	Y	-	-	-
10	Mangino	John M.	-	-	Y	y	Y	y	y	Y	Y	Y	Y	Y	Y	-	Y	Y
10	Pierce	Jerry L.	Y	Y	Y	-	Y	y	-	Y	-	-	-	-	-	-	-	-
10	Rich	Beverly G.	-	Y	Y	y	Y	y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
10	Rosenman	Alan L.	Y	-	Y	y	Y	y	y	Y	Y	Y	Y	Y	Y	Y	Y	Y
10	Shea	Susan A.	-	-	-	-	-	-	-	-	-	-	-	Y	-	-	-	-
			124	91	132	118	114	121	129	110	126	95	126	116	114	115	116	110

** term expired after Special Town Meeting #1*

WARRANT
2018 SPECIAL TOWN MEETING #1
February 27, 2018

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 Wilson Middle School, Natick on **Tuesday Evening February 27, 2018 at 7:30 PM**, then and there to act on the following Articles:

Article 1 Appropriate, borrow or transfer from available funds, an amount of money to be expended under the direction of the School Building Committee to design, construct, equip and furnish the new John F. Kennedy Middle School

Article 2 Amendments to the Town of Natick Zoning By-Law and Zoning Map

Article 3 Amend Registered Marijuana Dispensaries Bylaw 323.8

Article 4 Amend Zoning By-Law to allow Indoor Amusement or Recreational Uses (Use # 12 of Use Regulation Schedule) in Industrial Zoning Districts by Special Permit

The above articles are to be acted upon and determined exclusively by Town Meeting Members in accordance with Chapter 2 of the Acts of 1938 and Amendments thereto and the Town Charter and subject to the referendum provided thereby.

You are directed to serve this Warrant by causing an attested copy of said Warrant to be posted in the Post Office in said Natick, and at the following public places 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, 165 Mill St.; Precinct 4, Lola's, 9 Main Street Precinct 5, Wilson Middle School, 22 Rutledge Road; Precinct 6, East Natick Fire Station, 2 Rhode Island Avenue; Precinct 7, Lilja Elementary School, 41 Bacon Street; Precinct 8, Natick High School, 15 West Street; Precinct 9: Community-Senior Center, 117 East Central Street 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 Natick U.S. Post Office, Town Hall, Bacon Free Library and Morse Institute Library seven days at least before February 27, 2018; also by causing the titles of the articles on the Warrant for the 2018 Special Town Meeting #1 to be published once in the Newspaper called "The Metrowest Daily News," with notice of availability of an attested copy of said Warrant, said Newspaper published in the Town of Natick and said publication to be January 24, 2018.

Hereof fail not and make due return of this Warrant with your doings thereon to the Town Clerk at or before the time appointed for holding said meeting.

Given under our hands this 18th day of January, 2018.

Board of Selectmen for the Town of Natick

s/ Jonathan Freedman _
Chair

s/ Susan G. Salamoff
Vice Chair

s/ Richard P. Jennett,, Jr
Clerk

s/ Amy K. Mistrot
Member

s/Michael J. Hickey, Jr.
Member

2018 Special Town Meeting #1
Marshall Lebowitz Town Meeting Hall

Wilson Middle School
February 27, 2018
First Session

The First Session of the 2018 Special Town Meeting #1 was called to order at 7:35 PM by 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 2018 Special Town Meeting #1 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 any recently elected or appointed members of Town Meeting stand to take the oath of office. There were no 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; Patrick Hayes, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; John Flynn, Town Counsel; Cindy Amara, Town Counsel; Bill Chenard, Acting Town Administrator and Jonathan Freedman, Chair, Board of Selectmen; John Townsend, Deputy Town Administrator and Tim Lathwood, 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 2018 Special Town Meeting #1.

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 2018 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.***

ARTICLE 1: Appropriate, borrow or transfer from available funds, an amount of money to be expended under the direction of the School Building Committee to design, construct, equip and furnish the new John F. Kennedy Middle School (School Superintendent)

To see if the Town will vote to appropriate, borrow or transfer from available funds, an amount of money to be expended under the direction of the School Building Committee to design, construct, equip and furnish the new John F. Kennedy Middle School, 165 Mill Street, Natick, Massachusetts, 01760, including all necessary site improvements which school facility shall have an anticipated useful life as an educational facility for the instruction of school children of at least 50 years, for which the Town may be eligible for a school construction grant from the Massachusetts School Building Authority ("MSBA"). The Town acknowledges that the MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any project costs the Town incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town. Any grant that the Town may receive from the MSBA for the Project shall not exceed the lesser of (1) the percent of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA.

FINANCE COMMITTEE RECOMMENDATION:

The Finance Committee recommended favorable action by a vote of 10-0-0 on February 27, 2018 on the motion detailed below.

MOTION (requires two-thirds vote):

Moved by Mr. Evans, seconded by Hayes that the Town of Natick vote to appropriate the sum of $105,835,000 which, in addition to the previously appropriated sum not to exceed $3,725,000 for the feasibility, schematic design and design development work under Article 9 of the warrant for the 2013 Fall Annual Town Meeting and Article 17 of the warrant for the 2017 Fall Annual Town Meeting, brings the total appropriation to the sum of One Hundred Nine Million, Five Hundred and Sixty Thousand Dollars ($109,560,000) for the purpose of paying costs to design, construct, equip and furnish the new John F. Kennedy Middle School, 165 Mill Street, Natick, Massachusetts, 01760, including all necessary site improvements which school facility shall have an anticipated useful life as an educational facility for the instruction of school children for at least 50 years, said sum to be expended under the direction of the School Building Committee, and to meet said appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow said sum under M.G.L. Chapter 44, or any other enabling authority; that the Town of Natick acknowledges that the Massachusetts School Building Authority's ("MSBA") grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any project costs the Town of Natick incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town of Natick; provided further that any grant that Town of Natick may receive from the MSBA for the Project shall not exceed the lesser of (l) 48.21percent (%) of eligible, approved project costs, as determined by the MSBA or (2) the total maximum grant amount determined by the MSBA; provided that any appropriation hereunder shall be subject to and contingent upon an affirmative vote of the Town to exempt the amounts required for the payment of interest and principal on said borrowing from the limitations on taxes imposed by M.G.L. 59, Section 21C (Proposition 2 1/2); and that the amount of borrowing authorized pursuant to this vote shall be reduced by any grant amount set forth in the Project Funding Agreement that may be executed between the Town of Natick and the MSBA. Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Mr. Meyler, Chair of the John F. Kennedy Middle School Building Committee gave a presentation regarding this project. Mr. Meyler's presentation was followed by a presentation by Dr. Nolin, Assistant Superintendent for Natick Public Schools. Dr. Nolin made a presentation including the history and need for this project as well as the

educational programming components of the project. After Dr. Nolin spoke, Mr. Chenard, Acting Town Administrator made a presentation on the financial aspects of the program including the financial costs to the Town if it were to not build a new school through the MSBA. Mr. Chenard introduced Mr. Bonafatti, of Compass Management, Owner's Project Manager (OPM) who spoke next. Town Meeting voted to allow him to speak as he is not a Natick resident. Mr. Bonafatti addressed the timeline for the project from the beginning (in 2017) through to completion. He also spoke to the MSBA reimbursement. Mr. Jordan, a partner at Ai3 the architects for the project. Town Meeting voted to allow him to speak although he is not a Natick resident. Mr. Jordan addressed the design of the building. Ms. Lisa Tabenkin, Chair of the School Committee spoke on behalf of the School Committee and urged support for this project. Representative David Linsky spoke on behalf of this project urging Town Meeting's support.

After these presentations there was some discussion on the motion. ***The main motion under Article 1 passed by a two-thirds vote (123-1-0).***

The next order of business is Article 2. The Moderator announced that Town Meeting would not be able to take action on Articles 2-4 as the Planning Board has not held the required public hearing and rendered a recommendation on the articles as required under Massachusetts General Law. The Planning Board is holding a hearing on the articles tomorrow evening, February 28, 2018. Mr. Hayes moved, seconded by Mr. Evans to postpone consideration of Article 2, 3 and 4 until Thursday, March 1, 2018. Moved by Mr. Linehan, seconded by Mr. Yang to amend the postponement of these articles until Tuesday, March 6th. ***The amendment failed (vote taken by hand count). The motion to postpone consideration of Articles 2-4 until Thursday, March 1st passed by majority vote (by hand count).***

Mr. Sidney moved, seconded by Mr. Coffey to adjourn. ***The motion to adjourn passed by majority vote. The meeting adjourned at 9:10 PM until Thursday, March 1, 2018 at 7:30 PM.***

A record of the First Session of
2018 Special Town Meeting #1
February 27, 2018

_____
Diane Packer, Town Clerk

2018 Special Town Meeting #1
Marshall Lebowitz Town Meeting Hall

Wilson Middle School
March 1, 2018
Second Session

The Second Session of the 2018 Special Town Meeting #1 was called to order at 8:30 PM by 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 2018 Special Town Meeting #1. 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 Chair; Bruce Evans, Finance Committee Secretary; John Flynn, Town Counsel; Cindy Amara, Town Counsel; Bill Chenard, Acting Town Administrator and Jonathan Freedman, Chair, Board of Selectmen; John Townsend, Deputy Town Administrator and Tim Lathwood, 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. 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.

ARTICLE 2: Amendments to the Town of Natick Zoning By-Law and Zoning Map (Town Administrator)
To see if the Town will vote to amend the Town of Natick Zoning Map, as referenced in the Town of Natick Zoning By-Law under Section II-B Location of Districts (Zones) subsection 1, by extending, adding, and/or amending the HOOP II Overlay District and/or other zoning district as appropriate to the following properties:
Town of Natick Assessors' Map 35, Lots 105, 105A, 106, 107, 108, and 109;

or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:
The Finance Committee recommended favorable action by a vote of 10-0-0 on February 8, 2018
MOTION (requires two-thirds vote):

Moved by Mr. Evans, seconded by Mr. Hayes to amend the Town of Natick Zoning Map, as referenced in the Town of Natick Zoning By-Laws under Section II-B Location of Districts (Zones) subsection 1 by extending, adding, and amending the HOOP II Overlay District to include the following properties; Town of Natick Assessors' Map 35, Lots 105, 105A, 106, 107, 108, and 109;

Mr. Chenard, Acting Town Administrator spoke to this article. ***The main motion under Article 2 passed by a two-thirds vote (85-2-5).***

ARTICLE 3: Amend Registered Marijuana Dispensaries Bylaw 323.8 (Tara Hopper Zeltner et al)
To see if the Town will vote to:

Move that we add the following language to Section 323.8.4.1 after the words "RC District" and before the words "by special permit": Or on a parcel of land located at 2-6 Worcester Street, Assessors Map 21, Lot 1" and to amend the following language in section 323.8.4.8: "a Town of Natick boundary line" to "a Town of Natick boundary line, exempting the boundary line of the Town of Natick and Town of Wellesley." And to add the following language to Section 323.8.4.8. after the words "or a residential zoning district boundary line": "or if not located at such a distance, it is determined by the Planning Board to be sufficiently buffered from such facilities such that current residents will not be adversely impacted by the operation of the Registered Marijuana Dispensary.

FINANCE COMMITTEE RECOMMENDATION:
The Finance Committee heard this article on February 8, 2018 and does not have any recommendation.

MOTION (requires two-thirds vote for positive action only):

Mr. Meyer moved, seconded by Mr. Jennett to refer the subject matter of Article 3 to the sponsor. Mr. Linehan moved, seconded by Mr. Sullivan to indefinitely postpone the subject matter of
Article 3.

The Moderator announced that Town Meeting would debate both motions at the same time. Discussion ensued on both motion. Mr. Flynn, explained what the implications were for each motion. ***The motion for referral passed by majority vote (76-15-2).***

The Moderator announced that he had to recuse himself from presiding over Article 4 because his family owns property abutting this land. The Town Clerk will preside and Mr. Flynn will serve as Town Clerk for this article.

ARTICLE 4: Amend Zoning By-Law to allow Indoor Amusement or Recreational Uses (Use # 12 of Use Regulation Schedule) in Industrial Zoning Districts by Special Permit (George Richards et al)
To see what action(s) the town will take to amend the Zoning By Law to allow Indoor Amusement or Recreational Uses (Use # 12 in Section III-A.2 of the Zoning By-Law) by special permit in some or all of the existing Industrial zoning districts, including but not limited to the following:

1) Whether to limit Use #12 by special permit to Industrial I and II zoning districts or only allow the use by special permit in Industrial I zoning districts and/or
2) Whether to limit Use #12 by special permit to only one specific Industrial I zoned area, namely on the east side of Oak Street in the so-called "East Natick Industrial Park", specifically including the following parcels as identified on the Town's Assessors Maps: Map 8, Lots 41A, 41B, 41C, 41E, 41G, 41H, 41FA, 41FB, 41FBB, 42, 42A, 42B, 42C, 42D, 42E, 42F and 43; Map 9, Lots 2A, 2B, 2C, 2D, 2E, 2EA, 2F, 2G, 2J, 2K, 2L, 2M, 2N, 28, 28A and 28B; Map 14, Lots 76, 76A, 77A and 77B; and Map 15, Lots 105A, 105B and 105C, whether by way of an overlay district, by footnote in the Use Regulation Schedule or elsewhere in the Zoning By-Law
or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:
The Finance Committee recommended favorable action by a vote of 10-0-0 on February 13, 2018

MOTION (requires two-thirds vote for positive action only):
Mr. Evans moved, seconded by Mr. Hayes to Amend Recreational Use 12 in Section III – A.2 – USE REGULATIONS SCHEDULE of the Natick Zoning By-Laws by adding an asterisk after the "O" in the Industrial One (INI) Column.

So then the applicable chart Section III – A.2 – USE REGULATIONS SCHEDULE, Recreational Use 12 now reads:

"

RECREATIONAL USES	RG	RM	RS	PCD	SH	AP	DM	CII	INI	INII	H
12. Indoor amusement or recreation place or place of assembly provided that the building is so insulated and maintained as to confine noise to the premises and is located not less than one hundred feet from a residential district.	O	O	O	O	A	O	(*)	A	O**	O	O

"

And to add the following language at the end of Section III – A.2 – USE REGULATIONS SCHEDULE, RECREATIONAL USES after Use 17:

"**Note: Use # 12 above shall be allowed by special permit in the East Natick Industrial Park on the east side of Oak Street and being an area including ONLY the following lots (but including any further subdivision of these parcels) as shown on the Town's Assessors Maps: Map 8, Lots 41A, 41B, 41C, 41E, 41G, 41H, 41FA, 41FB, 41FBB, 42, 42A, 42B, 42C, 42D, 42E, 42F and 43; Map 9, Lots 2A, 2B, 2C, 2D, 2E, 2EA, 2F, 2G, 2J, 2K, 2L, 2M, 2N, 28, 28A and 28B; Map 14, Lots 76, 76A, 77A and 77B; and Map 15, Lots 105A, 105B and 105C."

Mr. Hayes moved, seconded by Mr. Meyer to refer the subject matter of Article 4 to the Planning Board and the Sponsor.

Mr. George Richards, the sponsor of the article spoke to this article. He provided some background and requested that the article be referred. ***The referral motion passed by majority vote (87-4-2).***

Mr. Foss thanked all that helped make this meeting happen. Mr. Sidney moved, seconded by Mr. Glater to dissolve 2018 Special Town Meeting #1. ***The motion to dissolve passed unanimously. 2018 Special Town Meeting #1 dissolved at 9:20 PM.***

A record of the Second Session of
2018 Special Town Meeting #1
March 1, 2018

_____
Diane Packer, Town Clerk

WARRANT
SPRING ANNUAL TOWN MEETING
APRIL 10, 2018

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 10, 2018 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	Elected Officials Salary
Article 4	Personnel Board Classification and Pay Plan
Article 5	Collective Bargaining
Article 6	Fiscal 2018 Omnibus Budget
Article 7	Fiscal 2019 Omnibus Budget
Article 8	Fiscal 2019 Morse Institute Library Budget
Article 9	Fiscal 2019 Bacon Free Library Budget
Article 10	School Bus Transportation Subsidy
Article 11	One-to-One Technology Stabilization Funds
Article 12	Revolving Funds
Article 13	Capital Equipment
Article 14	Capital Improvement
Article 15	Capital Stabilization Fund
Article 16	Operational/Rainy Day Stabilization Fund
Article 17	Increase Personal Exemption Amounts
Article 18	Amend By-Law Article 24 Regarding Procedure for Appointment of Police Chief
Article 19	Amend By-Law Article 24 Regarding Procedure for Appointment of Fire Chief
Article 20	Amend By-law Article 51: Alarm Systems
Article 21	Amend By-law Article 72: Building Regulations
Article 22	Amend By-law Article 76: Regulations regarding Historically Significant Buildings, etc.
Article 23	Amend By-law Regulating Use of Motion for the Previous Question
Article 24	Acquisition of Mechanic Street
Article 25	North Main Street Right of Way Acquisition
Article 26	Cochituate Rail Trail Right of Way Acquisition
Article 27	Snow Clearing on Public Ways
Article 28	4 Temple Street/Middlesex Path Easement
Article 29	Amend Natick Zoning By-Laws: Inclusionary Affordable Housing Requirements
Article 30	Amendments to the Town of Natick Zoning By-Law and Zoning Map
Article 31	Amend Zoning By-Laws: Signage (Residential Zoning Districts)
Article 32	Amend Zoning By-Laws: Signage (Street Addresses)
Article 33	Amend Zoning By-Laws: Clarify Site Plan Review Process
Article 34	Amend Zoning Bylaws: Assisted Living Overlay Option Plan
Article 35	Amend Zoning By-Law to allow Indoor Amusement or Recreational Uses in Industrial Zoning Districts by Special Permit
Article 36	Amend Natick Zoning Bylaws: Uses Allowed by Special Permit Only and Dimensional and Density Requirements in the Downtown Mixed Use (DM) District
Article 37	Amend Registered Marijuana Dispensaries Bylaw 323.8
Article 38	Limit Automatic 2.5% Increase in FY2019 Property Tax

You are directed to serve this Warrant by causing an attested copy of said Warrant to be posted in the Post Office in said Natick, and at the following public places 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, 165 Mill St.; Precinct 4, Lola's, 9 Main Street Precinct 5, Wilson Middle School, 22 Rutledge Road; Precinct 6, East Natick Fire Station, 2 Rhode Island Avenue; Precinct 7, Lilja Elementary School, 41 Bacon Street; Precinct 8, Natick High School, 15 West Street; Precinct 9: Community-Senior Center, 117 East Central Street 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 Natick U.S. Post Office, Town Hall, Bacon Free Library and Morse Institute Library seven days at least before April 10, 2018; also by causing the titles of the articles on the Warrant for the 2018 Spring Annual Town Meeting to be published once in the Newspaper called "The Metrowest Daily News," with notice of availability of an attested copy of said Warrant, said Newspaper published in the Town of Natick and said publication to be February 16, 2018.

Hereof fail not and make due return of this Warrant with your doings thereon to the Town Clerk at or before the time appointed for holding said meeting.

Given under our hands this 12th day of February, 2018.

Board of Selectmen for the Town of Natick

s/ Jonathan Freedman	s/ Susan G. Salamoff	s/ Richard P. Jennett, Jr.
Jonathan Freedman	Susan G. Salamoff	Richard P. Jennett, Jr
Chair	Vice Chair	Clerk

s/ Amy K. Mistrot	s/ Michael J. Hickey, Jr.
Amy K. Mistrot	Michael J. Hickey, Jr.
Member	Member

THE ARTICLES WERE HEARD OIN THE FOLLOWING SESSIONS:

ARTICLE 1 – SESSION 1
ARTICLE 2- SESSION 3
ARTICLE 3 – SESSION 1
ARTICLE 4, 5, 6 – SESSION 1
ARTICLE 7 – SESSIONS 1, 2, 4, 6
ARTICLE 8, 9, 10, 11, 12 – SESSION 2
ARTICLE 13, 14 – SESSION 3
ARTICLE 15, 16, 17, 18 – SESSION 2
ARTICLE 19 – SESSION 3
ARTICLE 20, 21, 22 – SESSION 5
ARTICL 23 – SESSION 4
ARTICLE 24 – SESSION 5
ARTICLE 25 – SESSION 4
ARTICLE 26 – SESSION 5
ARTICLE 27, 28, 29, 30, 31, 32, 33 – SESSION 4
ARTICLE 34, 35 – SESSION 6
ARTICLE 36, 37 – SESSION 4
ARTICLE 38, 38, 40, 41, 42 – SESSION 6

2018 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
April 10, 2018
First Session

The First Session of the 2018 Spring Annual Town Meeting was called to order at 7:50 PM by 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 2018 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; Patrick Hayes, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; John Flynn, Town Counsel; Bill Chenard, Acting Town Administrator; and Amy Mistrot, Chair, Board of Selectmen; Sean O'Brien, Finance Department and Tim Lathwood, 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 question 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 2018 Spring Annual Town Meeting.

The rules were entered into the record without objection. 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 2018 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.***

Mr. Hayes moved, seconded by Ms. Collins to postpone consideration of Articles 13 and 14 until Tuesday, April 24th and that Article 14 be taken before Article 13. ***The motion passed unanimously.***
Ms. Evans moved, seconded by Ms. Gloff to postpone consideration of Article 2 until April 24th. ***The motion passed by a two-thirds vote.***

Ms. Mistrot, Chair of the Board of Selectmen introduced the new Town Administrator, Ms. Melissa Malone who will be starting in early June.

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 2019, 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 2019 to abandon or relocate easements acquired for any of the foregoing purposes; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
The Finance Committee recommends the following action:

ARTICLE #1	DATE VOTED	MOTION	QUANTUM OF VOTE
	February 13, 2018	Favorable Action	10-0-0

MOTION (Requires a two-thirds vote)
Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to authorize the Board of Selectmen, during Fiscal Year 2019, 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 2019 to abandon or relocate easements acquired for any of the foregoing purposes.

Mr. Chenard, Acting Town Administrator spoke to this article. ***The main motion under Article 1 passed unanimously (131-0-1).***

ARTICLE 3: 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 2019 (July 1, 2018 through June 30, 2019) as provided by Section 108 of Chapter 41 of the General Laws, as amended; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
The Finance Committee recommends the following action:

ARTICLE #3	DATE VOTED	MOTION	QUANTUM OF VOTE
	February 15, 2018	Favorable Action	10-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to fix the salary and compensation of the following elected officer of the Town for the Fiscal Year July 1, 2018 through June 30, 2019 as provided by section 108 of Chapter 41 of the Massachusetts General Laws: Town Clerk: $94,100.

Mr. Chenard, Acting Town Administrator spoke to this article. ***The main motion passed by majority vote (123-1-8).***

ARTICLE 4: 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
The Finance Committee recommends the following action:

ARTICLE #4	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 14, 2018	No Action	11-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes that no action be taken on the subject matter of Article 4.

The motion to take no action passed by majority vote (by hand count).

ARTICLE 5: 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) Deputy Fire Chiefs' Association, Local 1707 – Deputy Fire Chiefs
b) International Association of Firefighters, AFL-CIO, Local 1707 - Firefighters
c) New England Benevolent Association, AFL-CIO, Local 82 – Superior Officers
d) Natick Patrol Officers Association - Patrol
e) New England Police Benevolent Association, Inc. Local 182 - Dispatchers
f) Massachusetts Laborer's Council Local 1116 Supervisors' & Administrators' Association - DPW Sup. & Admin.
g) Massachusetts Laborer's Council Local 1116 - DPW Laborers
h) Maintenance and Custodians Local 1116 of the Laborers International Union, AFL-CIO – Facilities Maintenance
i) Public Employees Local Union 1116 of the Laborers' International Union of North America -Clerical
j) Public Employees Local Union 1116 of the Laborers International Union of North America, AFL-CIO – Library

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
The Finance Committee recommends the following action:

ARTICLE #5	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 14, 2018	No Action	11-0-0

MOTION: (Requires a majority vote)
Mr. Connolly moved, seconded by Mr. Lista that the subject matter of Article 5 be referred to the Town Administrator.

Mr. Connolly spoke to this motion. Mr. Chenard, Acting Town Administrator spoke to the referral motion.

Mr. Ostroff moved, seconded by Ms. Collins to take no action on the subject matter of Article 5. The Moderator announced that Town Meeting would vote on the referral motion.

The referral motion failed (28-96-7). The motion to take no action passed by majority vote (125-1-5).

ARTICLE 6: Fiscal 2018 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 2018 (July 1, 2017 through June 30, 2018) and to provide for a reserve fund for Fiscal Year 2018, and to see what budgets for Fiscal 2018 will be reduced to offset said additional appropriations; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
The Finance Committee recommends the following action:

ARTICLE #6	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 2, 2018	No Action	10-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes to take no action on the subject matter of Article 6.

Mr. Chenard, Acting Town Administrator spoke to this article***. The main motion passed by majority vote (127-1-2).***
ARTICLE 7: Fiscal 2019 Omnibus Budget (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 2019 (July 1, 2018 to June 30, 2019), and to provide for a reserve fund for Fiscal Year 2019; or to otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATIONS
Motion A: School Budgets
The Finance Committee recommends the following action:

ARTICLE #7 Motion A1	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 22, 2018	Favorable Action	10-0-0

Motion A1 was moved by Mr. Evans and seconded by Mr. Hayes.

Motion A1: (Requires majority vote) **Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the**	
Natick Public Schools	
Salaries & Expenses	
Salaries & Expenses	**$64,952,439**
Total Natick Public Schools	**$64,952,439**
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2019	**$64,952,439**

Mr. Chenard, Acting Town Administrator gave a presentation on the overall budget and financial position for the Town. Mr. Townsend, Deputy Town Administrator of Finance gave a presentation on the operating budgets for each department. Ms. Stetson, Director of Morse Institute Library made a presentation on the library budget and Mr.

Donovan, Bacon Free Library Trustee made a presentation on the Bacon Free Library budget. Dr. Nolin, Acting School Superintendent made a presentation on the Natick Public Schools. Mr. Evans, Superintendent of the South Middlesex Regional Vocational Technical School District gave a presentation on the budget for Keefe Regional Technical School.

There was discussion regarding the Motion A1. ***Motion A1 under Article 7 passed by majority vote (123-2-2).***

The Finance Committee recommends the following action:

ARTICLE #7 Motion A2	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 22, 2018	Favorable Action	10-0-0

Motion A2 was moved by Mr. Evans and seconded by Mr. Hayes.

Motion A2: (Requires majority vote) Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the	
South Middlesex Regional Vocational Technical School (Joseph P. Keefe Technical School)	
Expenses (Assessment)	**$1,594,984**
Total South Middlesex Regional Vocational Technical School (Joseph P. Keefe Technical School)	**$1,594,984**
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2019	**$1,594,984**

The main motion A2 under Article 7 passed unanimously (123-0-0).

Motion B: Public Safety

The Finance Committee recommends the following action:

ARTICLE #7 Motion B1	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 22, 2018	Favorable Action	10-0-0

Motion B1 moved by Mr. Evans, seconded by Mr. Hayes:

Motion B1: (Requires Majority Vote) **Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the**	
Emergency Management	
Expenses	$ 39,100
Total Emergency Management	**$ 39,100**
Parking Enforcement	
Salaries	$ 50,638
Expenses	$ 86,934
Total Parking Enforcement	**$ 137,572**
Police	
Salaries	$ 6,741,458
Expenses	$ 267,263
Other Chgs. & Expenses	$ 7,500
Total Police	**$ 7,016,221**
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2019	$ 7,112,893
Parking Meter Revenues	$ 80,000
	$ 7,192,893

Motion B1 under Article 7 passed by majority vote (125-1-0).

The Finance Committee recommends the following action:

ARTICLE #7	DATE VOTED	MOTION	QUANTUM OF VOTE
Motion B2	March 22, 2018	Favorable Action	10-0-0

Motion B2 was moved by Mr. Evans and seconded by Mr. Hayes.

Motion B2: (Requires majority vote)		
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the		
Fire		
Salaries	$	8,467,273
Expenses	$	249,000
Total Fire	**$**	**8,716,273**
And that the above Total Budget Amount be raised from the following sources:		
Tax Levy of Fiscal Year 2019	**$**	**8,716,273**

Motion B2 under Article 7 passed unanimously (126-0-0).

Motion C: Department of Public Works

The Finance Committee recommends the following action on Motion C:

ARTICLE #7	DATE VOTED	MOTION	QUANTUM OF VOTE
Motion C	March 22, 2018	Favorable Action	10-0-0

Motion C was moved by Mr. Evans, seconded by Mr. Hayes:

Motion C (Requires majority vote):		
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments		
Department of Public Works		
Salaries	$	3,833,225
Expenses	$	2,268,705
Municipal Energy	$	1,517,450
Snow & Ice	$	550,000
Total Department of Public Works	**$**	**8,169,380**
DPW Administration		
Salaries	$	324,689
Expenses	$	59,195
Total DPW Administration	**$**	**383,884**
DPW Building Maintenance		
Salaries	$	-
Expenses	$	-
Total DPW Build. Maint.	**$**	**-**
DPW Energy		
Purchase of Services	$	1,515,450
Other Charges	$	2,000
Total DPW Energy	**$**	**1,517,450**
DPW Engineering		
Salaries	$	548,626

Expenses	$	59,700
Total DPW Engineering	**$**	**608,326**
DPW Equipment Maintenance		
Salaries	$	584,625
Expenses	$	400,650
Other - Capital Outlay	$	5,000
Total DPW Equip. Maint.	**$**	**990,275**
DPW Highway & Sanitation		
Salaries	$	1,756,840
Expenses	$	607,650
Other - Charges & Expenditures	$	1,260,100
Total DPW Highway & San.	**$**	**3,624,590**
DPW Land, Facilities & Nat. Resources		
Salaries	$	618,445
Expenses	$	426,410
Total DPW LF & NR	**$**	**1,044,855**
Motion Total	**$**	**8,169,380**
And that the above Total Budget Amount be raised from the following sources:		
Tax Levy of Fiscal Year 2019	$	8,169,380
	$	**8,169,380**

Motion C under Article 7 passed unanimously (125-0-1).

Moved by Mr. Sidney, seconded by Mr. Munnich to adjourn. ***The motion failed (by hand count).***

Motion D: Community Services and Board of Health

The Finance Committee recommends the following action on Motion D:

ARTICLE #7 Motion D	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 22, 2018	Favorable Action	10-0-0

Motion D was moved by Mr. Evans, seconded by Mr. Hayes:

Motion (Requires majority vote):		
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments		
Community Services		
Salaries	$	1,378,814
Expenses	$	514,064
Total Community Services	**$**	**1,892,878**
Board of Health		
Salaries	$	563,823
Expenses	$	37,850
Other Changes & Expenditures	$	49,150
Total Board of Health	**$**	**650,823**
Motion Total	**$**	**2,543,701**
And that the above Total Budget Amount be raised from the following sources:		
Tax Levy of Fiscal Year 2019	$	2,543,701
	$	**2,543,701**

Motion D under Article 7 passed by majority vote (119-1-5).

Motion E: Administrative Services

The Finance Committee recommends the following action on Motion E:

ARTICLE #7 Motion E	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 22, 2018	Favorable Action	10-0-0

Motion E moved by Mr. Evans, seconded by Mr. Hayes:

Motion E (Requires majority Vote) **Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments**	
Board of Selectmen	
Salaries	$ 1,006,197
Expenses	$ 279,550
Other Charges & Expenditures	$ 93,000
Contract Settlements	$ 1,383,000
Recruitment	$ 15,000
Total Board of Selectmen	**$ 2,776,747**
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	$ 334,600
Other Charges & Expenditures	$ 7,500
Total Legal Services	**$ 342,100**
Finance	
Salaries	$ 1,126,811
Expenses	$ 358,480
Other Charges & Expenditures	$ 75,000
Total Finance	**$ 1,560,291**
Information Technology	
Salaries	$ 347,899
Expenses	$ 619,000
Other Chgs. & Expenditures	$ 354,000
Total Information Technology	**$ 1,320,899**
Town Clerk	
Salaries	$ 262,222
Expenses	$ 49,350
Total Town Clerk	**$ 311,572**
Elections	
Salaries (Registrars)	$ 62,840
Expenses (Registrars)	$ 52,350
Total Elections	**$ 115,190**
Sealer of Weights & Measures	
Salaries	$ 30,400
Expenses	$ 890
Total Sealer Weights/Meas.	**$ 31,290**
Community Development	
Salaries	$ 860,005
Expenses	$ 64,350
Total Community Development	**$ 924,355**

Motion Total	**$ 7,387,544**
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2019	$ 7,387,544
	$ 7,387,544

Motion E under Article 7 passed by majority vote (113-1-1).

Motion F: Committees and Commissions

The Finance Committee recommends the following action on Motion F:

ARTICLE #7 Motion F	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 22, 2018	Favorable Action	10-0-0

Motion F was moved by Mr. Evans, seconded by Mr. Hayes

Motion F (Requires majority vote):	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments	
Finance Committee	
Expenses	$ 37,800
Total Finance Committee	**$ 37,800**
Commission on Disability	
Expenses	$ 750
Total Commission on Disability	**$ 750**
Natick Cultural Council	
Expenses	$ 700
Total Natick Cultural Council	**$ 700**
Historical Commission	
Expenses	$ 750
Total Historical Commission	**$ 750**
Historic District Commission	
Expenses	$ 550
Total Historic District Commission	**$ 550**
Affordable Housing Trust	
Expenses	$ 50,000
Total Affordable Housing Trust	**$ 50,000**
Motion Total	**$ 90,550**
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2019	$ 40,550
Free Cash	50,000
	$ 90,550

:

Motion F under Article 7 passed unanimously (107-0-0).

Ms. McDonough moved seconded by Mr. Ostroff to adjourn. ***The motion to adjourn passed by majority vote. The meeting adjourned at 10:35 PM until Thursday, April 12, 2018 at 7:30 PM.***

A record of the First Session of 2018 Spring Annual Town Meeting
April 10, 2018

_____
Diane Packer, Town Clerk

2018 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
April 12, 2018,
Second Session

The Second Session of the 2018 Spring Annual Town Meeting was called to order at 7:40 PM by 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 2018 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; Cathi Collins, Vice Chair Finance Committee; Bruce Evans, Finance Committee Secretary; John Flynn, Town Counsel; Bill Chenard, Acting Town Administrator; and Amy Mistrot, Chair, Board of Selectmen; Sean O'Brien, Finance Department and Tim Lathwood, 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 a 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 question 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.

ARTICLE 7: Fiscal 2019 Omnibus Budget (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 2019 (July 1, 2018 to June 30, 2019), and to provide for a reserve fund for Fiscal Year 2019; or to otherwise act thereon.

Ms. Collins moved, seconded by Mr. Sidney to reconsider the actions taken under Article 4 (Personnel Board Classification and Pay Plan) and Motion D of Article 7 (Community Services and Board of Health budgets as part of the 2019 Omnibus Budget) based on information and a question of compliance with the Natick Home Rule Charter and the Town of Natick By-laws. The Moderator announced that he would take this motion under consideration. He requested that Ms. Collins file any additional information regarding this request with the Town Clerk's Office by the end of business on April 13th (12:30 PM). He also announced that he would make a ruling on this when Town Meeting reconvenes on April 24th.

Motion G: Shared Expenses
The Finance Committee recommends the following action on Motion G:

ARTICLE #7 Motion G	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 22, 2018	Favorable Action	10-0-0

MOTION G: (Requires a majority vote)

Motion G under Article 7 was moved by Mr. Evans and seconded by Ms. Collins

INSURANCES & BENEFITS		
Employee Fringe		
Other Personnel Services	$	15,676,586
Other Personnel Services - Merit / Performance	$	150,000
Total Employee Fringe	$	15,826,586
Property & Liability Insurance		
Purchased Services	$	756,237
Total Prop. & Liab. Insurance	$	756,237
RETIREMENT		
Contributory Retirement		
Pension Assessment	$	9,393,294
Total Contributory Retirement	$	9,393,294
Non-Contributory Retirement		
Pensions	$	23,122
Total Non-Contributory Retirement	$	23,122
DEBT SERVICE		
Debt Service		
Leased Equipment	$	147,203
Leased Land	$	6,400
Principal	$	8,552,071
Interest	$	3,679,347
Total Debt Service	$	12,385,021
RESERVE FUND - FINANCE COMMITTEE		
Reserve Fund		
Other Charges	$	250,000
Total Reserve Fund	$	250,000
FACILITIES MANAGEMENT		
Facilities Management		
Salaries	$	2,685,405
Expenses	$	623,300
Total Facilities Management	$	3,308,705
Motion Total	**$**	**41,942,965**

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

Tax Levy of Fiscal Year 2019	$	6,998,287
State Aid	$	12,605,030
Local Receipts	$	16,199,234
Free Cash	$	3,150,000
Overlay Surplus	$	500,000
Title V Septic	$	7,684
Water-Sewer User Fees	$	2,218,150
Golf User Fees	$	43,871
Premiums	$	97,542
School Building Assistance	$	123,167
	$	41,942,965

Motion G under Article 7 passed by majority vote (113-1-1)

Motions H1 and 2: Water & Sewer Operations

The Finance Committee recommends the following action on Motion H1:

ARTICLE #7	DATE VOTED	MOTION	QUANTUM OF VOTE
Motion H1	March 22, 2018	Favorable Action	10-0-0

Motion H1 was moved by Mr. Evans and seconded by Ms. Collins

Motion H1 (Requires majority vote):

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

Water & Sanitary Sewer Operations		
Salaries	$	2,048,018
Expenses	$	7,899,579
Other - Chgs. & Expenditures	$	4,788,550
Total Sanitary Sewer	**$**	**9,947,597**
Utility Billing		
Salaries	$	115,755
Expenses	$	89,000
Total Utility Billing	**$**	**204,755**
Fringe Benefits		
Other Personnel Services	$	547,384
Other - Chgs. & Expenditures	$	315,114
Total Benefits	**$**	**862,498**
Water & Sewer Debt Service		
Principal	$	2,335,173
Interest	$	698,215
New Debt Service	$	-
Total Debt Service	**$**	**3,033,388**
Water & Sewer Reserve Fund		
Expenses	$	200,000
Total W & S Reserve Fund	**$**	**200,000**
Motion Total	**$**	**14,248,238**

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

Tax Levy of Fiscal Year 2010	$	-
Free Cash	$	-
Stabilization	$	-
Overlay Surplus	$	-
Title V Septic		
Water-Sewer User Fees	$	14,248,238
	$	**14,248,238**

There was some confusion regarding the totals in this motion. Ms. Northgraves, seconded by Ms. Adelman Foster to postpone consideration of Motion H1 until Tuesday, April 24th and to provide printed copies. ***The motion to postpone consideration of Motion H1 passed by two-thirds vote (102-11-4).***

The Finance Committee recommends the following action on Motion H2:

ARTICLE #7 Motion H2	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 22, 2018	Favorable Action	10-0-0

Motion H2 moved by Mr. Evans, seconded by Ms. Collins

Motion H2 (Requires majority vote): Water/Sewer Indirect Cost Allocations	
Move that the Town vote to approve the following indirect cost allocations raised in the General Fund:	
COMPLETE ALLOCATIONS	TOTAL
WATER SERVICE	$ 2,508,783
SEWER SERVICE	1,088,814
MWRA SERVICE	6,350,000
UTILITY BILLING COLLECTOR	204,755
RETIREMENT COSTS	389,546
HEALTH, MEDICARE, LIFE, INS.	472,952
DEBT	3,033,388
RESERVE	200,000
SUBTOTAL - DIRECT	10,793,178
PERCENTAGE ALLOCATIONS	**TOTAL**
DPW Administration	$ 128,906
Engineering Services	295,884
Equipment Maintenance	377,607
Highway Sanitation Recycling	274,906
Facility Maintenance	63,986
Public Safety	115,953
Finance - Administration	72,688
Finance - Assessing	8,926
Finance - Collector/Treasurer	87,062
Finance - Comptroller	65,884
Town Administrator	134,324
Community Development	89,435
Information Technology	115,857
Procurement	30,440
Human Resources	51,037
Legal Services	55,764
Property & Liability Insurance	273,899
Utilities	52,002
Vehicle Fuel	100,562
Sub Total - General Fund	**$ 2,395,124**
Water Sewer Staff Performing General Fund Functions	**Total**
GIS Services	(39,874)
W/S Admin. Asst. - DPW	(38,528)
W/S Admin. Asst. - Collector	(64,941)
Snow and Ice Removal	(33,631)
Subtotal - Water Sewer	**(176,974)**
SUBTOTAL - GENERAL FUND	**$ 2,218,150**
TOTAL OPERATING COSTS	**13,011,328**
And that the Sum of $2,218,150 appropriated in the General Fund be raised from the following source:	

Water-Sewer User Fees	$ 2,218,150
(See Motion for Section G, Article 7: Shared Expenses (Unclassified))	**$ 2,218,150**

Motion H2 under Article 7 passed unanimously (115-0-2).

Motions I1 and I2: Sassamon Trace Enterprise Fund

The Finance Committee recommends the following action on Motion I1:

ARTICLE #7 Motion I1	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 22, 2018	Favorable Action	10-0-0

Motion I1 was moved by Mr. Evans and seconded by Ms. Collins

Motion 1 for Sassamon Trace Enterprise Fund - Section I under Article 7:		
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the		
Sassamon Trace Operations		
Salaries	$	300,236
Expenses	$	301,548
Total GC Operations	**$**	**601,784**
Sassamon Trace Fringe Benefits		
Other Personal Services	$	55,866
Other - Chgs. & Expenditures	$	11,812
Total GC Fringe Benefits	**$**	**67,678**
Sassamon Trace Debt Service		
Principal	$	212,230
Interest	$	32,656
Total GC Debt Service	**$**	**244,886**
Motion Total	**$**	**914,348**
And that the above Total Budget Amount be raised from the following sources:		
Tax Levy of Fiscal Year 2019	$	270,000
Golf User Fees	$	644,348
Golf Retained Earnings	$	-
	$	**914,348**

Motion I1 under Article 7 passed by majority vote (108-1-4).

The Finance Committee recommends the following action on Motion I2:

ARTICLE #7 Motion I2	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 22, 2018	Favorable Action	10-0-0

Motion I2 was by Mr. Evans and seconded by Ms. Collins.

Motion I2 (Requires majority vote): **Sassamon Trace Enterprise Fund**	
Move that the Town vote to APPROVE the following indirect cost allocations raised in the General Fund:	
PERCENTAGE ALLOCATIONS	**TOTAL**
DPW ADMINISTRATION	
Community Services -Recreation and Parks	
DPW LFNR	
Equipment Maintenance	

Highway Sanitation Recycling	
Finance	
Town Administrator	
Procurement	$ 121
Human Resources	$ 121
Property & Liability Insurance	
Vehicle Fuel	
LF & NR	$ 9,227
EQUIP. MAINTENANCE	$ 5,065
RECREATION	$ 8,209
TOWN ADMINISTRATOR	$ 6,636
FINANCE	$ 7,835
PROPERTY INSURANCE	$ 3,902
GASOLINE/DIESEL	$ 2,755
SUBTOTAL - GENERAL FUND	43,871
And that the Sum of $43,871 appropriated in the General Fund be raised from the following source:	
Golf User Fees	$ 43,871
(See Motion for Section G, Article 7: Shared Expenses (Unclassified))	**$ 43,871**

Motion I2 under Article 7 passed by majority vote (114-1-2).

ARTICLE 8: Fiscal 2019 Morse Institute Library 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 2019 (July 1, 2018 through June 30, 2019); or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:
The Finance Committee recommends the following action:

ARTICLE #8	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 14, 2018	Favorable Action	11-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Ms. Collins that the Town vote to appropriate the sum of $2,244,799 as shown below to be expended under the direction of the Morse Institute Library Board of Trustees for the operation of the Morse Institute Library, for the Fiscal Year July 1, 2018 through June 30, 2019.

Morse Institute Library	
Salaries & Expenses	$ 2,244,799
Total Morse Institute Library	**$ 2,244,799**
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2019	$ 2,244,799
	$ 2,244,799

The main motion under Article 8 passed by majority vote (116-1-3).

ARTICLE 9: Fiscal 2019 Bacon Free Library 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 2019 (July 1, 2018 through June 30, 2019); or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:
The Finance Committee recommends the following action:

ARTICLE #9	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 14, 2018	Favorable Action	11-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Ms. Collins that the Town vote to appropriate the sum of $184,503 as shown 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, 2018 through June 30, 2019.

Bacon Free Library	
Salaries & Expenses	$ 184,503
Total Bacon Free Library	**$ 184,503**
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy of Fiscal Year 2019	$ 184,503
	$ 184,503

The main motion under Article 9 passed by majority vote (115-1-2).

ARTICLE 10: 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 2019 (July 1, 2018 through June 30, 2019); or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:
The Finance Committee recommends the following action:

ARTICLE #10	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 20	Favorable Action	10-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Ms. Collins that the Town vote to appropriate the sum of $402,095 from Tax Levy for the purpose of operation and administration of the school bus transportation system for FY 2019, 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.

Dr. Nolin, Acting Superintendent of Natick Public Schools spoke to this article. ***The main motion under Article 10 passed by majority vote (109-5-0).***

ARTICLE 11: One-to-One Technology Stabilization Funds (Superintendent of Schools)
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 for the purpose of funding the One-to-One Technology Program in the Natick Public School System, established under Article 31 of the warrant for 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:
The Finance Committee recommends the following action:

ARTICLE #11	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 20	No Action	10-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Ms. Collins to take no action regarding the subject matter of Article 11.

The motion to take no action on the subject matter of Article 11 passed by majority vote (110-1-2).

ARTICLE 12: Revolving Funds (Town Administrator)
To see if the Town will vote on the limit on the total amount that may be expended from each revolving fund established pursuant to Chapter 44 section 53E ½ of the General Laws and Town by-law; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
The Finance Committee recommends the following action on Motion A:

ARTICLE #12	DATE VOTED	MOTION	QUANTUM OF VOTE
MOTION A	February 13, 2018	Favorable Action	10-0-0

The following chart pertains to all of the revolving funds:

Revolving Funds

Fund #	Motion	Revolving Fund	Spending Authorization FY 2018	Starting Balance 7/1/2017	Revenues	Expenditures	Balance 1/1/2018
2002	A	DPW Surplus Vehicle/Purchase Acct.	$200,000	$428,264	$46,562	($15,000)	$459,826
2005	B	Morse Institute Library Materials	$85,000	$3,014	$12,565	($505)	$15,074
2006	C	Morse Institute Library Equipment & Maintenance	$25,000	$6,792	$2,775	($60)	$9,507
2007	D	Community - Senior Center Equipment & Maintenance	$75,000	$83,625	$29,746	($41,446)	$71,925
2008	E	Board of Health Immunization	$40,000	$57,664	$10,745	($22,587)	$45,822
2009	F	Community - Senior Center Programs	$95,000	$88,357	$60,059	($58,700)	$89,716
2010	G	BOH Regional Coalition Tobacco Control	$25,000	$33,520	$300		$33,820
2011	H	Pay for Performance - Energy Rewards	$25,000	$0	$2,568		$2,568
2012	I	Tax Title Collection	$100,000	$76,175	$20,927	($10,462)	$86,640
2013	J	Curbside Compost collection	$20,000	$3,842	$2,305		$6,147

Motion A: (Requires Majority Vote)
Moved by Mr. Evans, seconded by Ms. Collins 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, 2018 from the revolving fund entitled DPW Vehicles and Equipment, established by Town of Natick By-Laws Article 41A section 4.

Moved by Mr. Linehan, seconded by Mr. Evans to amend the main motion to delete "$100,000" and insert in its place "$200,000". ***The amendment passed by majority vote (107-3-4). The amended main motion A under Article 12 passed by majority vote (106-1-2).***

The Finance Committee recommends the following action on Motion B:

ARTICLE #12 MOTION B	DATE VOTED	MOTION	QUANTUM OF VOTE
	February 13, 2018	Favorable Action	10-0-0

Motion B: (Requires Majority Vote)
Moved by Mr. Evans, seconded by Ms. Collins 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, 2018 from the revolving fund entitled Morse Institute Library Purchase of New Books and Related Materials, established by Town of Natick By-Laws Article 41A section 5.

Motion B under Article 12 passed by majority vote (108-2-2).

The Finance Committee recommends the following action on Motion C:

ARTICLE #12 MOTION C	DATE VOTED	MOTION	QUANTUM OF VOTE
	February 13, 2018	Favorable Action	10-0-0

Motion C: (Requires Majority Vote)
Moved by Mr. Evans, seconded by Ms. Collins 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, 2018, from the revolving fund entitled Morse Institute Library Maintenance and Repair of Library Facilities and Equipment, established by Town of Natick By-Laws Article 41A section 6.

Motion C under Article 12 passed by majority vote (105-1-1).

The Finance Committee recommends the following action on Motion D:

ARTICLE #12 MOTION D	DATE VOTED	MOTION	QUANTUM OF VOTE
	February 13, 2018	Favorable Action	10-0-0

Motion D: (Requires Majority Vote)
Moved by Mr. Evans, seconded by Ms. Collins 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, 2018, from the revolving fund entitled Community-Senior Center Rental, Maintenance and Improvement Projects, established by Town of Natick By-Laws Article 41A section 7.

Motion D under Article 12 passed unanimously (108-0-1).

The Finance Committee recommends the following action on Motion E:

ARTICLE #12 MOTION E	DATE VOTED	MOTION	QUANTUM OF VOTE
	February 13, 2018	Favorable Action	10-0-0

Motion E: (Requires Majority Vote)
Moved by Mr. Evans, seconded by Ms. Collins 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, 2018, from the revolving fund entitled Flu Clinics, Immunization Programs, Pandemic and Emergency Preparedness, established by Town of Natick By-Laws Article 41A section 8.

Motion E under Article 12 passed unanimously (108-0-1).

The Finance Committee recommends the following action on Motion F:

ARTICLE #12 MOTION F	DATE VOTED	MOTION	QUANTUM OF VOTE
	February 13, 2018	Favorable Action	10-0-0

Motion F: (Requires Majority Vote)
Moved by Mr. Evans seconded by Ms. Collins 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, 2018, from the revolving fund entitled Community-Senior Center Programs and Activities, established by Town of Natick By-Laws Article 41A section 9.

Motion F under Article 12 passed unanimously (107-0-3).

The Finance Committee recommends the following action on Motion G:

ARTICLE #12 MOTION G	DATE VOTED	MOTION	QUANTUM OF VOTE
	February 13, 2018	Favorable Action	10-0-0

Motion G: (Requires Majority Vote)
Moved by Mr. Evans, seconded by Ms. Collins 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, 2018, from the revolving fund entitled Tobacco Control Programs and Enforcement, established by Town of Natick By-Laws Article 41A section 10.

Motion G under Article 12 passed unanimously (107-0-2).

The Finance Committee recommends the following action on Motion H:

ARTICLE #12 MOTION H	DATE VOTED	MOTION	QUANTUM OF VOTE
	February 13, 2018	Favorable Action	10-0-0

Motion H: (Requires Majority Vote)
Moved by Mr. Evans, seconded by Ms. Collins 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, 2018, from the revolving fund entitled Energy Conservation and Renewable Energy Projects, established by Town of Natick By-Laws Article 41A section 11.

Motion H under Article 12 passed by majority vote (103-1-2).

The Finance Committee recommends the following action on Motion I:

ARTICLE #12 MOTION I	DATE VOTED	MOTION	QUANTUM OF VOTE
	February 13, 2018	Favorable Action	10-0-0

Motion I: (Requires Majority Vote)
Moved by Mr. Evans, seconded by Ms. Collins 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, 2018, from the revolving fund entitled Tax Title Takings or Tax Title Foreclosures, established by Town of Natick By-Laws Article 41A section 12.

Motion I under Article 12 passed unanimously (107-0-3).

The Finance Committee recommends the following action on Motion J:

ARTICLE #12 MOTION J	DATE VOTED	MOTION	QUANTUM OF VOTE
	February 13, 2018	Favorable Action	10-0-0

Motion J: (Requires Majority Vote)
Moved by Mr. Evans, seconded by Ms. Collins 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 $20,000 during the fiscal year beginning July 1, 2018 from the revolving fund entitled Curbside Compost Collection Program, established by Town of Natick By-Laws Article 41A section 13.

Motion J under Article 12 passed unanimously (105-0-2).

ARTICLE 15: 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
The Finance Committee recommends the following action:

ARTICLE #15	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 6, 2018	Favorable Action	9-0-1

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Ms. Collins that the Town vote to appropriate $500,000 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.

The main motion under Article 15 passed by majority vote (92-12-2).

ARTICLE 16: 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
The Finance Committee recommends the following action:

ARTICLE #16	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 6, 2018	Favorable Action	9-0-1

MOTION: (Requires a majority vote)

Moved by Mr. Evans, seconded by Ms. Collins that the Town vote to appropriate $500,000 from free cash 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.

The main motion under Article 16 passed by majority vote (95-6-1).

ARTICLE 17: Increase Personal Exemption Amounts (Board of Assessors)
To see if the Town will vote to increase the Personal Exemption Amounts by 55.0% 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
The Finance Committee recommends the following action:

ARTICLE #17	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 6, 2018	Favorable Action	10-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Ms. Collins that the Town vote to increase the Personal Exemption Amounts by 55.0% 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).

The main motion under Article 17 passed unanimously (99-0-2).

ARTICLE 18: Amend By-Law Article 24 Regarding Procedure for Appointment of Police Chief (Board of Selectmen)
To see if the Town will vote to amend the By-Laws, specifically Article 24, Section 14.2 therein to allow the Board of Selectmen to extend the time frame within which the Police Chief Screening Committee must submit candidates to the Board of Selectmen, and/or extend the time frame within which the Board of Selectmen must appoint a Police Chief; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
The Finance Committee recommends the following action:

ARTICLE #18	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 14, 2018	Favorable Action	11-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Ms. Collins that in the 8th paragraph of By-Law Article 24, Section 14.2, insert after the first sentence the following new sentence: "Note, that said one hundred and eighty day period may be extended by the Board of Selectmen by not more than thirty days upon request of the screening committee".

Moved by Mr. Sidney, seconded by Mr. Evans to amend the main motion by deleting in the first line the words "in the 8th paragraph of By-law Article 24, Section 14.2" and inserting in its place the words "in Article 24, Section 14.2 h.

The amendment to the main motion passed by majority vote (89-2-1). The amended main motion under Article 18 passed unanimously (80-0-0).

Ms. Merkowitz moved, seconded by Mr. Coffey to adjourn. ***The motion to adjourn passed by majority vote. The meeting adjourned at 10:20 PM until Tuesday, April 24, 2018 at 7:30 PM.***

A record of the Second Session of
2018 Spring Annual Town Meeting
April 12, 2018

_____
Diane Packer, Town Clerk

2018 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
April 24, 2018
Third Session

The Third Session of the 2018 Spring Annual Town Meeting was called to order at 7:45 PM by 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 2018 Spring Annual Town Meeting. The Moderator asked that all recently 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 Chair; Bruce Evans, Finance Committee Secretary; John Flynn, Town Counsel; Bill Chenard, Acting Town Administrator; and Amy Mistrot, Chair, Board of Selectmen; Sean O'Brien, Finance Department and Tim Lathwood, 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 question 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.

Moved by Mr. Freedman, seconded by Mr. Ostroff to postpone consideration of Articles 24 and 26 until the first order of business on May 1, 2018. ***The motion passed by two-thirds vote (by hand count).***

Moved by Mr. Sidney, seconded by Ms. Schellenberg to postpone consideration of Articles 20, 21 and 22 until the second order of business on May 1st. ***The motion passed by two-thirds vote (by hand count).***

At the last session of Town Meeting, there was a motion put forward to reconsider Article 4 and Motion D of Article 7. The Moderator ruled that he would accept this motion to reconsider those articles. Ms. Collins moved, seconded by Mr. Sidney to reconsider Article 4 and Motion D of Article 7**.** ***The motion passed by two-thirds vote (90-12-8).*** Ms. Collins moved, seconded by Mr. Sidney to further postpone consideration of Article 4 and Motion D of Article 7 until Tuesday,
May 1st. ***The motion passed by a two-thirds vote (by hand count).***

The Moderator announced that the order of business for this evening is Articles 14, 13, 2, Motion H1 of Article 7 and Article 19.

ARTICLE 14: Capital Improvements (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 add new physical

infrastructure, or to improve community assets; and, further, to determine whether this appropriation shall be raised by borrowing or otherwise; or to otherwise act thereon.

Motion A was moved by Mr. Evans and seconded by Mr. Hayes.

MOTION A: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of $495,000 to be expended under the direction of the Facilities Management Department for the purpose of installing AC in the conference room at Memorial School, replacing toilets at Bennett Hemenway School, painting classroom walls and ceilings at Johnson School, refurbishing the kitchen at Fire Station 1, replacing bathroom partitions at Bennett Hemenway School, replaing exterior doors at Johnson School, replacing the front entrance sidewalk at Memorial School, replacing the second floor classroom tile at Johnson School, renovate offices at Town Hall, and installing an ADA ramp at Wilson School, individually shown as items 1 through 10 in the Table A below, and that to meet this appropriation the sum of $495,000 be raised from the Capital Stabilization Fund.

TABLE A, MOTION A: Article 14 - Capital Improvement - 2018 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Facilities Management	Memorial School - Install AC Conference Room	Capital Stabilization Fund	$ 10,000
2	Facilities Management	Bennett Hemenway School - Replace Toilets	Capital Stabilization Fund	$ 30,000
3	Facilities Management	Johnson School - Paint Classroom Walls And Ceilings	Capital Stabilization Fund	$ 40,000
4	Facilities Management	Fire Station 1 - Refurbish The Kitchen	Capital Stabilization Fund	$ 40,000
5	Facilities Management	Bennett Hemenway School Replace Bathroom Partitions	Capital Stabilization Fund	$ 40,000
6	Facilities Management	Johnson School - Replace Exterior Doors	Capital Stabilization Fund	$ 50,000
7	Facilities Management	Memorial School- Replace Front Entrance Sidewalk	Capital Stabilization Fund	$ 65,000
8	Facilities Management	Johnson School - Replace Second Floor Classroom Tile	Capital Stabilization Fund	$ 70,000
9	Facilities Management	Town Hall - Renovate Town Hall Offices	Capital Stabilization Fund	$ 25,000
10	Facilities Management	Wilson School - Install ADA Ramp	Capital Stabilization Fund	$ 125,000
Appropriation under Article 14: MOTION A				**$ 495,000**

Mr. Chenard gave a presentation on all of the capital items included in Article 14 except for the one under Motion C. Mr. Ciccariello, Chair of the West Natick Fire Station Building Committee spoke to Motion C and requested that Town Meeting allow Mr. Jeffrey McElravy, the architect with Tecton Architects to make a presentation on the Motion C. Town Meeting permitted him to speak.

Motion A under Article 14 passed by a two-thirds vote (108-4-1).

Motion B was moved by Mr. Evans and seconded by Mr. Hayes

MOTION B: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of $4,175,000 to be expended under the direction of the Department of Public Works for the purpose of Engineering & Repairs To The Charles River Dam, Roadway & Sidewalks Improvement Supplement, and Roadway Improvements Washington Avenue, individually shown as items 1 through 3 in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $4,175,000 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 $4,175,000 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, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

TABLE B, MOTION B: Article 14 - Capital Improvement - 2018 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	DPW Engineering	Engineering & Repairs To The Charles River Dam	Tax Levy Borrowing	$ 675,000
2	DPW Engineering	Roadway & Sidewalks Supplement	Tax Levy Borrowing	$ 1,000,000
3	DPW Engineering	Roadway Improvements Washington Avenue	Tax Levy Borrowing	$ 2,500,000
Appropriation under Article 14: MOTION B				**$ 4,175,000**

Motion B under Article 14 passed by a two-thirds vote (110-2-2).

Moved by Mr. Evans, seconded by Mr. Hayes to refer the subject matter of Article 14, Motion C West Natick Fire Station Capital Improvement project to the Board of Selectmen, Town Administrator, and the West Natick Fire Station Building Committee for further study, with the intent to provide a report back to the 2018 Fall Annual Town Meeting, including but not limited to requests for further borrowing authorization from any source allowed under Chapter 44, Sections 7 and 8 or other applicable law.

MOTION C: (two-thirds vote required)

Move that the Town vote to appropriate the sum of $12,500,000 to be expended under the direction of the Board of Selectmen to design, construct, equip, and furnish Fire Station 4, including all necessary site improvements, individually shown as item 1 in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $12,500,000 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 $12,500,000 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, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

TABLE C, MOTION C: Article 14 - Capital Improvement- 2018 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Fire Department	Replace Fire Station 4 (West Natick)	Tax Levy Borrowing	$ -
Appropriation under Article 14: MOTION C				**$ -**

The motion to refer Motion C under Article 14 passed by majority vote (107-3-1).

Motion D was moved by Mr. Evans and seconded by Mr. Hayes

MOTION D: (two-thirds vote required)

Move that the Town vote to appropriate the sum of $2,017,000 to be expended under the direction of the Department of Public Works for the purpose of Fox Hill Drive Water Main Replacement, Replace Ground Water Wells, East Central Water Main Abandonment, individually shown as items 1, 2, and 3, in Table D below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $2,017,000 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 $2,017,000 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, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the

TABLE D, MOTION D: Article 14 - Capital Improvement - 2018 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Water and Sewer Enterprise	Fox Hill Drive Water Main Replacement	Water Sewer Borrowing	$ 667,000
2	Water and Sewer Enterprise	Replace Ground Water Wells	Water Sewer Borrowing	$ 500,000
3	Water and Sewer Enterprise	East Central Water Main Abandonment	Water Sewer Borrowing	$ 850,000
Appropriation under Article 14: MOTION D				**$ 2,017,000**

Motion D under Article 14 passed by a two-thirds vote (108-2-1).

Motion E was moved by Mr. Evans and seconded by Mr. Hayes.

MOTION E: (majority vote required)

Move that the Town vote to appropriate the sum of $969,000 to be expended under the direction of the Department of Public Works for the purpose of completing sewer main rehabilitation, individually shown as item 1 in Table E below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $969,000 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 $969,000 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, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount, and that the Board of Selectmen is authorized to accept one or more grants or gifts from the Massachusetts Water Resource Authority or any other public or private funding source for the purposes of this article.

TABLE E, MOTION E: Article 14 - Capital Improvements - 2018 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Water and Sewer Enterprise	Sewer Main Rehabilitation (MWRA I&I Removal Grant Program)	Water Sewer Borrowing	$ 969,000
Appropriation under Article 12: MOTION E				**$ 969,000**

Motion E under Article 14 passed by a two-thirds vote (114-1-0).

Motion F was moved by Mr. Evans and seconded by Mr. Hayes

MOTION F: (Two-thirds vote required)

Move that the Town vote to appropriate the sum of $255,000 to be expended under the direction of the Town Administrator for the purpose of repairing, equiping, and furnishing Camp Arrowhead ,individually shown as item 1 in the Table F below, and that to meet this appropriation the sum of $255,000 be raised from the Capital Stabilization Fund.

TABLE F, MOTION F: Article 14 - Capital Improvement - 2018 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Town Administration	Camp Arrowhead - Repairs	Capital Stabilization Fund	$ 255,000
Appropriation under Article 14: MOTION F				**$ 255,000**

Motion F under Article 14 passed unanimously (113-0-1).

ARTICLE 13: 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.

Motion A was moved by Mr. Evans and seconded by Mr. Hayes

MOTION A: (two-thirds vote required)

Move that the Town vote to appropriate the sum of $560,800 to be expended under the direction of the Fire Department for the purpose of purchasing dive team equipment, purchasing auto pulse/automated CPR equipment, replacing an air compressor, replacing a backup power generator at station 2, under the direction of the Natick Public Schools for the purpose of purchasing textbook package upgrade, under the direction of the Police Department for the purpose of replacing police cruisers, under the direction of the Town Clerk for the purpose of purchasing Poll Pads For Voter Checkin And Checkout Processing, individually shown as items 1 through 7 in Table A below, and that to meet this appropriation the sum of $560,800 be raised from the Capital Stabilization Fund.

TABLE A - MOTION A: Article 13 - Capital Equipment - 2018 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Fire Department	Dive Team Equipment	Capital Stabilization Fund	$ 8,800
2	Fire Department	Purchase Auto Pulse/ Automated CPR Equipment	Capital Stabilization Fund	$ 13,000
3	Fire Department	Air Compressor Replacement	Capital Stabilization Fund	$ 55,000
4	Fire Department	Replace Backup Power Generator Station 2	Capital Stabilization Fund	$ 65,000
5	Natick Public Schools	TextBook Package Upgrade	Capital Stabilization Fund	$ 251,000
6	Police Department	Cruiser Replacement	Capital Stabilization Fund	$ 138,000
7	Town Clerk	Poll Pads For Voter Checkin And Checkout Processing	Capital Stabilization Fund	$ 30,000
Appropriation under Article 13: MOTION A				**$ 560,800**

Mr. Chenard gave a presentation on all of the motions under Article 13. ***Motion A under Article 13 passed by a two-thirds vote (109-4-1).***

Motion B was moved by Mr. Evans and seconded by Mr. Hayes.

MOTION B: (two-thirds vote required)

Move that the Town vote to appropriate the sum of $200,000 to be expended under the direction of the Fire Department for the purpose of replacing S-5 Fire Alarm and Signal Bucket Truck, individually shown as item 1 in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $200,000 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 $200,000 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, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

TABLE B, MOTION B: Article 13 - Capital Equipment - 2018 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Fire Department	Replace S-5 Fire Alarm and Signal Bucket Truck	Tax Levy Borrowing	$ 200,000
Appropriation under Article 13: MOTION B				**$ 200,000**

Motion B under Article 13 passed by a two-thirds vote (109-2-0).

Motion C was moved by Mr. Evans and seconded by Mr. Hayes

MOTION C: (two-thirds vote required)

Move that the Town vote to appropriate the sum of $220,000 to be expended under the direction of the Public Works Department for purpose of replacing W-26 Dump Truck, individually shown as item 1, in Table C below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $220,000 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 $220,000 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, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

TABLE C, MOTION C: Article 13 - Capital Equipment - 2018 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Water and Sewer Enterprise	Replace W-26 Dump Truck	Water Sewer Borrowing	$ 220,000
Appropriation under Article 13: MOTION C				**$ 220,000**

Motion C under Article 13 passed by a two-thirds vote (105-5-2).

Motion D was moved by Mr. Evans and seconded by Mr. Hayes

MOTION D: (majority vote required)

Move that the Town vote to appropriate the sum of $35,000 to be expended under the direction of the Public Works Department for the purpose of Water Smart Software Implementation, individually shown as item 1 in Table D below, and that to meet this appropriation the sum of $35,000 be raised from the Water Sewer Retained Earnings.

TABLE D - MOTION D: Article 13 - Capital Equipment - 2018 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Water and Sewer Enterprise	Water Smart Software Implementation	Water Sewer Retained Earnings	$ 35,000
Appropriation under Article 13: MOTION D				**$ 35,000**

Motion D under Article 13 passed by majority vote (110-3-0).

Motion E was moved by Mr. Evans and seconded by Mr. Hayes

MOTION E: (two-thirds vote required)

Move that the Town vote to appropriate the sum of $100,000 to be expended under the direction of the Natick Public Schools for the purpose of one to one technology initiatives, individually shown as item 1 in Table E below, and that to meet this appropriation the sum of $100,000 be raised from the 1 to 1 Stabilization Fund.

TABLE E - MOTION E: Article 13 - Capital Equipment - 2018 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Natick Public Schools	One to One Technology Initiatives	1 to 1 Stabilization Fund	$ 100,000
Appropriation under Article 13: MOTION E				**$ 100,000**

Motion E under Article 13 passed by two-thirds vote (103-5-2).

Motion F was moved by Mr. Evans and seconded by Mr. Hayes

MOTION F: (majority vote required)

Move that the Town vote to appropriate the sum of $41,000 to be expended under the direction of the Community Services Department for the purpose of replacing a Tee Mower, and Fairway Mower Reels, individually shown as items 1 and 2 in Table F below, and that to meet this appropriation the sum of $41,000 be raised from the Golf Course Retained Earnings.

TABLE F - MOTION F: Article 13 - Capital Equipment - 2018 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Sassamon Trace Golf Enterprise	Tee Mower	Golf Course Retained Earnings	**$ 26,000**
2	Sassamon Trace Golf Enterprise	Fairway Mower Reels	Golf Course Retained Earnings	**$ 15,000**
Appropriation under Article 13: MOTION F				**$ 41,000**

Motion F under Article 13 passed by majority vote (105-9-0).

Motion G was moved by Mr. Evans and seconded by Mr. Hayes

MOTION G: (two-thirds vote required)

Move that the Town vote to appropriate the sum of $108,000 to be expended under the direction of the Community Services Department for purpose of replacing a greens mower, a trim mower, and main pump heads, individually shown as items 1 ,2 and 3, in Table G below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $108,000 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 $108,000 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, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

TABLE G, MOTION G: Article 13 - Capital Equipment - 2018 Spring Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Sassamon Trace Golf Enterprise	Greens Mower	Golf Course Borrowing	**$ 38,000**
2	Sassamon Trace Golf Enterprise	Trim Mower	Golf Course Borrowing	**$ 35,000**
3	Sassamon Trace Golf Enterprise	Main Pump Heads	Golf Course Borrowing	**$ 35,000**
Appropriation under Article 13: MOTION G				**$ 108,000**

Motion G under Article 13 passed by a two-thirds vote (98-11-2).

ARTICLE 2: Committee Article (Board of Selectmen)

To see if the Town will vote to hear and discuss the reports of town officers, boards, and committees; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee recommends the following action:

ARTICLE #2	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 20, 2018	No Action	10-0-0

MOTION: (Requires a majority vote)
Moved by Ms. Evans seconded by Mr. Ostroff to hear a report from the Planning Board regarding the Master Plan.

The main motion to hear a report by the Planning Board passed by majority vote (96-9-3). Mr. Errickson, Director of Community and Economic Development gave the report on behalf of the Planning Board.

ARTICLE 7: Fiscal 2019 Omnibus Budget (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 2019 (July 1, 2018 to June 30, 2019), and to provide for a reserve fund for Fiscal Year 2019; or to otherwise act thereon.

At this time Mr. Evans moved, seconded by Mr. Hayes favorable action on the subject matter of Article 7, Motion H1 as displayed on the screen. The motion was not available in hard copy for the members and therefore the Moderator postponed consideration of this motion until Thursday, April 26th.

ARTICLE 19: Amend By-Law Article 24 Regarding Procedure for Appointment of Fire Chief
To see if the Town will vote to amend the By-Laws, specifically Article 24, Section 152 therein to allow the Board of Selectmen to extend the time frame within which the Fire Chief Screening Committee must submit candidates to the Board of Selectmen, and/or extend the time frame within which the Board of Selectmen must appoint a Fire Chief; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
The Finance Committee recommends the following action:

ARTICLE #19	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 14, 2018	Favorable Action	11-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes that in the 8th paragraph of By-Law Article 15, insert after the first sentence the following new sentence: "Note, that said one hundred and eighty day period may be extended by the Board of Selectmen by not more than thirty days upon request of the screening committee."

Moved by Mr. Hayes seconded by Mr. Evans to amend the main motion by deleting the words "the 8th paragraph of By-Law Article 15" and inserting in its place the words "Article 24, Section 15.2 h of the Town of Natick By-Laws". ***The amendment passed unanimously (by hand count). The amended main motion passed unanimously (88-0-0).***

Mr. Sidney moved, seconded by Ms. Merkowitz to adjourn. ***The motion to adjourn passed by majority vote. The meeting adjourned at 10:10 PM until Thursday, April 26, 2018 at 7:30 PM.***

A record of the Third Session of
2018 Spring Annual Town Meeting
April 24, 2018

_____
Diane Packer, Town Clerk

2018 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
April 26, 2018
Fourth Session

The Fourth Session of the 2018 Spring Annual Town Meeting was called to order at 7:40 PM by 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 2018 Spring Annual Town Meeting. The Moderator asked that all recently 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 Chair; Bruce Evans, Finance Committee Secretary; John Flynn, Town Counsel; Cynthia Amara, Town Counsel Bill Chenard, Acting Town Administrator; and Amy Mistrot, Chair, Board of Selectmen; Sean O'Brien, Finance Department and Tim Lathwood, 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 question 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 announced that the meeting would begin with Article 7, Motion H1 and continue with Articles 23, 35, 27 etc.

ARTICLE 7: Fiscal 2019 Omnibus Budget (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 2019 (July 1, 2018 to June 30, 2019), and to provide for a reserve fund for Fiscal Year 2019; or to otherwise act thereon.

ARTICLE 7 – Motion H1 (Two-thirds vote required)

Moved by Mr. Evans, seconded by Mr. Hayes

Motion H1 for Water/Sewer Enterprise Fund - Section H under Article 7: (Two-thirds vote required)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:

Water & Sanitary Sewer Operations		
Salaries	$	2,048,018
Expenses	$	7,899,579
Total Water & Sewer Operations	**$**	**9,947,597**
Utility Billing		
Salaries	$	115,755
Expenses	$	89,000
Total Utility Billing	**$**	**204,755**
Fringe Benefits		
Other Personal Services	$	547,384
Other - Chgs. & Expenditures	$	315,114
Total Benefits	**$**	**862,498**
Water & Sewer Debt Service		
Principal	$	2,335,173
Interest	$	698,215
New Debt Service	$	-
Total Debt Service	**$**	**3,033,388**
Water & Sewer Reserve Fund		
Expenses	$	200,000
Total W & S Reserve Fund	**$**	**200,000**
Motion Total	**$**	**14,248,238**
And that the above Total Budget Amount be raised from the following sources:		
Water-Sewer User Fees	$	14,248,238
	$	**14,248,238**

Motion H1 under Article 7 passed unanimously (104-0-0).

ARTICLE 23: Amend By-law Regulating Use of Motion for the Previous Question
(Paul Connolly et al)

To see if the Town will vote to amend the rule related to use of the motion for the previous question at Town Meeting which supposedly is intended to insure sufficient discussion before voting but too often is being used by a few to unreasonably extend repetitious discussion when most at Town Meeting wish to proceed with the vote; and, specifically, to amend the Town of Natick By-Laws, Article 3, Section 11 Motion for the Previous Question as follows:

Delete the existing paragraph:

The motion for the previous question shall not be entertained by the Moderator if three or more persons are seeking recognition who have not previously spoken to the question.
Insert the following two paragraphs:

The motion for the previous question is a subsidiary motion used to request the Moderator to stop debate on the immediately pending motion and proceed with the vote on that motion.

The motion for the previous question is not in order when there has been insufficient opportunity, as determined by

the Moderator, for persons to ask questions and obtain information pertaining to the immediately pending motion; or when use of the motion could effectively result in never even considering amendments or other subsidiary motions that the Moderator expects to be introduced.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee recommends the following action:

ARTICLE #23	DATE VOTED	MOTION	QUANTUM OF VOTE
	February 15, 2018	Indefinite Postponement	9-2-0

MOTION: (Requires a majority vote)

Moved by Mr. Connolly, seconded by Mr. Lista that the Town amend the Town of Natick By-Laws, Article 3, Section 11 as printed in the text of the warrant article. Mr. Ostroff moved, seconded by Mr. Lista that no action be taken on the subject matter of Article 23. Moved by Mr. Sidney, seconded by Mr. Blaha to refer the subject matter to the Town Moderator.

Discussion ensued. The motion for referral was voted first. ***The motion to refer the subject matter of Article 23 to the Town Moderator passed by majority vote (70-42-4).***

ARTICLE 25: North Main Street Right of Way Acquisition (Town Administrator)

To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, taking by eminent domain, or otherwise, to accept a deed or deeds to the Town of fee simple, easements or other interests in any land, and to dedicate all or portions of Town owned parcels of land, necessary for the construction of the North Main Street roadway improvements project located on North Main Street (Route 27) from the Town Center to the Wayland town line, as shown and identified on a set of plans entitled " Massachusetts Department of Transportation Highway Division, Roadway Improvements Project, North Main Street (Route 27), In The Town of Natick In Middlesex County, Preliminary Right of Way Plans" dated March 20, 2017, prepared by BETA Group, Inc., as revised or amended. Further, to see what sum of money the Town will vote to raise and appropriate, borrow or transfer from available funds, to fund said purchase or takings along with all legal and appraisal costs associated with the obtaining any interests in land necessary for the construction of the North Main Street roadway improvements project;

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee recommends the following action:

ARTICLE #25	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 14, 2018	Favorable Action	10-0-1

MOTION: (Requires a two-thirds vote)

Moved by Mr. Evans, seconded by Mr. Hayes that the Town authorize the Board of Selectmen to acquire by gift, purchase, taking by eminent domain, or otherwise, to accept a deed or deeds to the Town of fee simple, easements or other interests in any land, and to dedicate all or portions of Town owned parcels of land, necessary for the construction of the North Main Street Roadway Improvements Project located on North Main Street (Route 27) from the Town Center to the Wayland town line, as shown and identified on a set of plans entitled " Massachusetts Department of Transportation Highway Division, Roadway Improvements Project, North Main Street (Route 27), In The Town of Natick In Middlesex County, Preliminary Right of Way Plans" dated March 20, 2017, prepared by BETA, Inc., as revised or amended. Further, move that $285,000 be appropriated from free cash under the direction of the Board of Selectmen to fund all legal and appraisal costs associated with obtaining any interests in land necessary for the construction of the North Main Street (Route 27) Roadway Improvements Project.

Mr. Errickson, Director of Community and Economic Development spoke to this article. ***The main motion under Article 25 passed by a two-thirds vote (100-14-5).***

ARTICLE 27: Snow Clearing on Public Ways (Board of Selectmen)
To see if the Town will vote to amend the Town of Natick By Laws by changing the fine in Article 50, Section 18, subsection a, and by changing Article 50, Section 18, subsection b by removing the text "after it has been plowed." and inserting the text ", nor deposit snow so as to impede snow removal operations, without the authority of the Town Administrator or his designee.", or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
The Finance Committee recommends the following action:

ARTICLE #27	DATE VOTED	MOTION	QUANTUM OF VOTE
	February 13, 2018	Favorable Action	10-0-0

MOTION: (Requires a majority vote)

Moved by Mr. Evans, seconded by Mr. Hayes to amend Article 50, Section 18, subsection b of the Town of Natick By-Laws by removing the text "after it has been plowed." and inserting in its place the text ", nor deposit snow so as to impede snow removal operations, without the authority of the Town Administrator or his designee".

Mr. Hickey, Member of the Board of Selectmen spoke to this article. Mr. Griesmer moved, seconded by Ms. Collins to refer the subject matter of Article 27to the Board of Selectmen.
Town Meeting voted the referral motion first. ***The motion to refer the subject matter of Article 27 to the Board of Selectmen passed by majority vote (67-49-1).***

ARTICLE 28: 4 Temple Street/Middlesex Path Easement (Anthony Tavilla et al)
To see if the Town will vote to grant an easement to the property owners at Four Temple Street, Natick for the purpose of connecting into sewer located on Middlesex Path which abuts Four Temple Street lot or any other action relative thereto..

FINANCE COMMITTEE RECOMMENDATION
The Finance Committee recommends the following action:

ARTICLE # 28	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 14, 2018	Favorable Action	11-0-0

MOTION: (Requires a two-thirds vote)
Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to authorize the Board of Selectmen to grant to the owner(s) of the property at 4 Temple Street, shown on Town of Natick Assessors Map 43 as Lot 324, which property abuts the Middlesex Path property, an easement over a portion of said Middlesex Path Property located at 111 West Central Street, Natick, MA., shown on Town of Natick Assessors Map 42 as Lot 37. Said easement shall be for the purpose of installing a sewer line to connect said property to the Town of Natick Sewer System.

Mr. Tavilla, a current Natick resident spoke to this article. Mr. Chenard spoke and said that the Town is not opposed to this article and that this is a unique situation. ***The main motion under Article 28 passed unanimously (117-0-1).***

ARTICLE 29: Amend Natick Zoning By-Laws: Inclusionary Affordable Housing Requirements (Planning Board)
To see if the Town will vote to amend the Natick Zoning Bylaws with regard to promoting Affordability in the town's housing stock and enabling and permitting the construction or development of Affordable Housing, as provided for in MGL c. 40B and defined in 760 CMR 56, by:

(a) Amend, modify, or add to Section 200 – Definitions, including without limitation defining any aspect of the provision(s) of affordable housing, affordable housing requirements, and/or provisions for housing that meets the Commonwealth's standards for inclusion on the Town's Subsidized Housing Inventory (SHI) (as defined in 760 CMR 56); and

(b) Replace, eliminate, or modify the following sections (including without limitations subsections, footnotes,) within the Natick Zoning Bylaw that relate to minimum affordable housing requirements, affordability requirements, affordable housing provisions, and/or other affordable provisions/requirements (whether local or related to the Commonwealth's requirements for inclusion in the Subsidized Housing Inventory):

- ‡ Section III-A.2 - Use Regulations Schedule
- ‡ Section III-A.6.A - Inclusionary Housing Option Program (IHOP)
- ‡ Section III-A.6.B – Housing Overlay Option Plan (HOOP)
- ‡ Section III-D – Use Regulations for LC Districts
- ‡ Section III.E – Downtown Mixed Use District
- ‡ Section III-F – Cluster Development Allowed in Certain Districts:
  - i. 1.F – Town House Cluster Development
  - ii. 2.F – Single-Family Town House Cluster Development
  - iii. 3.F – Single-family Town House Cluster Development (RSC District)
  - iv. 4.F – Cluster Development – AP and PCD Districts
  - v. 5.F – Comprehensive Cluster Development Option
- ‡ Section III-I.1 – Assisted Living Residences
- ‡ Section III-I.2 – Independent Senior Living Overlay Option Plan (ISLOOP)
- ‡ Section III-J – Historic Preservation
- ‡ Section 320 – Highway Overlay Districts

with a new Section V-J – Inclusionary Affordable Housing Requirements, or as otherwise designated, which address the following topics:

- Purpose and Intent to encourage the development of affordable housing
- Applicability of mandatory provisions of affordable units
- Affordable housing unit requirements (on site and off site)
- Special permit requirements
- Provision of buildable land and/or fees-in-lieu of affordable unit requirements
- Maximum income and sale price provisions
- Preservation of affordability and restrictions on resale of units;

or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee recommends the following action:

Article #29	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 22, 2018	Referral to the Planning Board	10-0-0

MOTION: (Requires a majority vote)

Moved by Ms. Evans, seconded by Mr. Evans to refer the subject matter of Article 29 to the Planning Board. Ms. Evans, member of the Planning Board, spoke to this article. ***The referral motion under Article 29 passed by majority vote (114-1-1).***

ARTICLE 30: Amendments to the Town of Natick Zoning By-Law and Zoning Map (Planning Board)

To see if the Town will vote to:

Amend the Town of Natick Zoning Map, as referenced in the Town of Natick Zoning By-Law under Section II-B Location of Districts (Zones) subsection 1, as follows:

- Extend, add, and/or amend the Downtown Mixed Use (DM) district to include the entirety of the following properties: Town of Natick Assessors' Map 43, Lots 412, 415, 416, and 417; and/or,

- Extend, add, and/or amend the HOOP II Overlay District to the following properties: Town of Natick Assessors' Map 43, Lots 412, 415, 416, and 417; and/or,

- Extend, add, and/or amend the HOOP II Overlay District to the following properties: Town of Natick Assessors' Map 35, Lots 105, 105A, 106, 107, 108, and 109;

or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee recommends the following action on Motion A:

ARTICLE #30A	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 22, 2018	Favorable Action	10-0-0

MOTION A: (Requires a two-thirds majority vote)

Moved by Mr. Evans, seconded by Mr. Hayes to amend the Town of Natick Zoning Map, as referenced in the Town of Natick Zoning By-Law under Section II-B Location of Districts (Zones) subsection 1, as follows: "Extend, add, and/or amend the Downtown Mixed Use (DM) district to include the entirety of the following properties: Town of Natick Assessors' Map 43, Lots 412, 415, 416, and 417.

Mr. Errickson, Director of Community and Economic Development spoke to both motions in this article at this time.
Motion A under Article 30 passed by a two-thirds vote (115-2-0).

The Finance Committee recommends the following action on Motion B:

ARTICLE #30B	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 22, 2018	Favorable Action	10-0-0

MOTION B: (Requires a two-thirds majority vote)

Moved by Mr. Evans, seconded by Mr. Hayes to amend the Town of Natick Zoning Map, as referenced in the Town of Natick Zoning By-Law under Section II-B Location of Districts (Zones) subsection 1, as follows: "Extend, add, and/or amend the HOOP II Overlay District to the following properties: Town of Natick Assessors' Map 43, Lots 412, 415, 416, and 417.

Motion B under Article 30 passed by a two-thirds vote (112-2-1).

ARTICLE 31: Amend Zoning By-Laws: Signage (Residential Zoning Districts)
(Planning Board)

To see if the Town will vote to amend the Town of Natick Zoning Bylaws by modifying Section V-H (Signs and Advertising Devices) and Section 200 (Definitions) to provide regulation of signage in Residential Zoning Districts for uses that are permitted as of right, by special permit, or exempted in MGL Chapter 40A, Section 3 from certain zoning restrictions.
Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee recommends the following action:

ARTICLE #31	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 15, 2018	Favorable Action	10-2-0

MOTION: (Requires a two-thirds vote)

Moved by Mr. Evans, seconded by Mr. Hayes to amend the Town of Natick Zoning By-Laws to provide regulation of signage in Residential Zoning Districts for uses that are permitted as of right, by special permit, or exempted in MGL Chapter 40A, Section 3 from certain zoning restrictions by modifying Section V-H, Section D.1(a) *(Signs and Advertising Devices: Regulations and Restrictions Applicable to Use Districts – Residential (RS, RM, RG, and PCD), Accessory Signs*) as follows:

To Section V-H.D.1(a)1,

Add the subtitle "Residential Uses and Home Occupations" at the start of the section; and

Add the word "accessory" between the words "permitted" and "use" in the first sentence of the section; and

Capitalize the phrase "Zoning By-Law": and

Replace the phrase "Permitted Use Occupation" with the phrase "Customary Home Occupation"; and

To Section V-H.D.1(a)2-4

Add new Section V-H.D.1(a) 2 that reads:

"2. Other Allowed Uses: For those uses that are permitted as of right, by Special Permit, or exempted in MGL Chapter 40A, Section 3 from certain zoning restrictions, there may be one such sign for each lot. This may include a standing sign.

a. Dimensions: Such sign may not exceed fifteen (15) square feet in area and may be no more than ten (10) feet in height.

b. Illumination: In addition to complying with Illumination regulations in Section V-H.C.1, such sign may not be internally lit."; and

Renumber existing section V-H.D.1(a)2 as V-H.d.1(a)3; and

Renumber existing section V-H.D.1(a)3 as V-H.d.1(a)4 and add phrase "attached to a building" between the phrases "No sign" and "shall be located"; and

Renumber existing section V-H.D.1(a)4 as V-H.d.1(a)5"

So that Section V-H.D.1 shall read as follows:

"V-H. SIGNS AND ADVERTISING DEVICES

D. REGULATIONS AND RESTRICTIONS APPLICABLE TO USE DISTRICTS

1. Residential (RS, RM, RG, and PCD)

(a) Accessory Signs

1. Residential Use and Home Occupations: There may be one such sign for each lot, indicating only the name of the owner or occupant, the street number, and a permitted accessory use or occupation in this particular area under this Zoning By-Law. Such a sign may be a standing sign but shall not exceed one (1) square foot, or where a Customary Home Occupation is set out, two (2) square feet in total area.

2. Other Allowed Uses : For those uses that are permitted as of right, by Special Permit, or exempted in MGL Chapter 40A, Section 3 from certain zoning restrictions, there may be one such sign for each lot. This may include a standing sign.

a. Dimensions: Such sign may not exceed fifteen (15) square feet in area and may be no more than ten (10) feet in height.

b. Illumination: In addition to complying with Illumination regulations in Section V-H.C.1, such sign may not be internally lit.

3. There may be one temporary unlighted sign on each lot advertising the sale, rental, or construction of the premises provided that such sign does not exceed six (6) square feet in area and shall be removed promptly after such sale, rental, or construction has been effected.

4. No sign attached to a building shall be located nearer to a property line than it is lawful to maintain a building, or project more than six (6) inches in front of any established front line for buildings.
5. No other accessory sign shall be erected or maintained in a residential district.

Ms. Evans, member of the Planning Board spoke to this article. ***The main motion under Article 31 passed by a two-thirds vote (107-4-5).***

ARTICLE 32: Amend Zoning By-Laws: Signage (Street Addresses) (Planning Board)
To see if the Town will vote to amend the Town of Natick Zoning Bylaws by modifying Section V-H (Signs and Advertising Devices) as follows:

In Section V-H, Section C (Regulations Applicable to All Areas)

Add a new subsection 7, to read

"7. Street Address
Unless specifically waived by the SPGA, any standing sign shall include at the top of the sign the street number or address in letters not less than six (6) inches high. Such area shall not count against the maximum sign size as defined elsewhere in this Bylaw."

Renumber the current subsection 7 as subsection 8, to read

"8. Term
Special permits issued under Section V-H shall have a term of not more than seven years."

or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
The Finance Committee recommends the following action:

ARTICLE #32	DATE VOTED	MOTION	QUANTUM OF VOTE
	February 13, 2918	Favorable Action	10-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes that the Town amend the Town of Natick Zoning By-Laws by modifying Section V-H (Signs and Advertising Devices) as follows:
In Section V-H, Section C (Regulations Applicable to All Areas)
Add a new subsection 7, to read
"7. Street Address
Unless specifically waived by the SPGA, any standing sign shall include at the top of the sign the street number or street address in letters not less than six (6) inches high. Such area shall not count against the maximum sign size as defined elsewhere in this By-Law."; and
Renumber the current subsection 7 as subsection 8, to read
"8. Term
Special permits issued under Section V-H shall have a term of not more than seven years."

Ms. Evans, Planning Board member spoke to this article. ***The main motion under Article 32 passed unanimously (114-0-0).***

ARTICLE 33: Amend Zoning By-Laws: Clarify Site Plan Review Process (Planning Board)
To see if the Town will vote to amend the Town of Natick Zoning Bylaws Site Plan Review provisions for parks, trails, roads, driveways, and parking areas, by modifying Section VI-DD Section 2.B (Site Plan Review Applicability and SPGA Designation) subsection (e) as follows:

Delete the phrase "referred to in this Section VI-DD – 2" and

Update the citation of the section so that Section 2.B (e) reads

"e) Where Site Plan Review is not otherwise required by the provisions of Section VI DD, in all zoning districts the construction of parks, trails, roads, driveways and parking areas shall be subject to the Site Plan Review procedure described herein to be administered by the Planning Board as the SPGA. This section VI-DD-2.B(e) shall not remove the exclusions created by Section VI-DD 2.B(c)."

or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
The Finance Committee recommends the following action:

ARTICLE #33	DATE VOTED	MOTION	QUANTUM OF VOTE
	February 13, 2918	Favorable Action	10-0-0

MOTION: (Requires a two-thirds vote)
Moved by Mr. Evans, seconded by Mr. Hayes to amend the Town of Natick Zoning By-Laws, Site Plan Review provisions for parks, trails, roads, driveways, and parking areas, by modifying Section VI-DD Section 2.B (Site Plan Review Applicability and SPGA Designation) subsection (e) as follows:

Delete the phrase "referred to in this Section VI-DD – 2"; and

Update the citation of the same section so that Section 2.B (e) reads

"e) Where Site Plan Review is not otherwise required by the provisions of Section VI DD, in all zoning districts the construction of parks, trails, roads, driveways and parking areas shall be subject to the Site Plan Review procedure described herein to be administered by the Planning Board as the SPGA. This section VI-DD-2.b(e) shall not remove the exclusions created by Section VI-DD 2.b(c)."

Ms. Evans, member of the Planning Board, spoke to this article. ***The main motion under Article 33 passed by a two-thirds vote (111-1-0.)***

Mr. Williamson moved, seconded by Mr. Coffey to postpone consideration of Article 34 until Tuesday, May 1, 2018. ***The motion to postpone consideration of Article 34 passed by a 2/3 vote (by hand count).***

Mr. Williamson moved, seconded by Mr. Coffey to postpone consideration of Article 35 until Tuesday, May 1, 2018. ***The motion to postpone consideration of Article 35 passed by a 2/3 vote (by hand count).***

ARTICLE 36: Amend Article 52 Natick Zoning By-Law, Special Permit Uses in the Downtown Mixed Use (DM) District (Charles R. Young et al)
To see if the Town will vote to amend the Natick Zoning By-law, Section III.E DOWNTOWN MIXED USE DISTRICT as follows:

(a) Amend Section III.E.2.b.1 USES ALLOWED BY SPECIAL PERMIT ONLY, by deleting subparagraph (iii) and the paragraph immediately thereafter beginning with the words, "The portion of…" and ending with the words, "…residential units".

(b) Amend Section III.E.3 DIMENSIONAL AND DENSITY REQUIREMENTS by adding at the end thereof the following new paragraph (g):

"(g) MINIMUM LOT AREA PER UNIT: Multi-family dwellings allowed by special permit shall have at least (600) hundred square feet of lot area per dwelling unit.

Or take any other action relative thereto.

FINANCE COMMITTEE RECOMMENDATION
The Finance Committee recommends the following action:

ARTICLE #36	DATE VOTED	MOTION	QUANTUM OF VOTE
	NA	NA	NA

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes that no action be taken on the subject matter of Article 36. Mr. Sidney moved, seconded by Mr. Griesmer to refer the subject matter to the Sponsor.

The referral motion was taken first. ***The motion to refer the subject matter of Article 36 to the Sponsor passed by majority vote (98-11-5).***

ARTICLE 37: Amend Registered Marijuana Dispensaries Bylaw 323.8 (Tara Hopper Zeltner et al)
Move to amend the Town of Natick Zoning By Laws as follows:

by inserting the following language in Section 323.8.4.1 after the words "may be allowed in the RC District": "or on a parcel of land located at 2-6 Worcester Street, Assessors Map 21, Lot 1"

So that the new Section 323.8.4.1 reads as follows:

"323.8.4.1 Registered Marijuana Dispensaries, other than agricultural operations meeting the requirements for an exemption under Chapter 40A, Section 3 of the Massachusetts General Laws, may be allowed in the RC District or on a parcel of land located at 2-6 Worcester Street, Assessors Map 21, Lot 1 by special permit issued by the Planning Board provided that the Registered Marijuana Dispensary meets the requirements of this Section 323.8."

And by inserting the following language in Section 323.8.4.8 after the words "Town of Natick boundary line,": "exempting the boundary line of the Town of Natick and Town of Wellesley,"

And by inserting the following language in the same Section 323.8.4.8 after the words "or a residential zoning district boundary line": "or if not located at such a distance, it is determined by the Planning Board to be sufficiently buffered from such facilities such that the residences will not be adversely impacted by the operation of the Registered Marijuana Dispensary."

So that the new Section 323.8.4.8 reads as follows:

"323.8.4.8 No Registered Marijuana Dispensary shall be located on a lot which is located within three hundred (300) feet of a Town of Natick boundary line, exempting the boundary line of the Town of Natick and Town of Wellesley, or a residential zoning district boundary line or if not located at such a distance, it is determined by the Planning Board to be sufficiently buffered from such facilities such that the residences will not be adversely impacted by the operation of the Registered Marijuana Dispensary."

FINANCE COMMITTEE RECOMMENDATION
The Finance Committee recommends the following action:

ARTICLE #37	DATE VOTED	MOTION	QUANTUM OF VOTE
	NA	NA	NA

MOTION: (Requires a majority vote)
Moved by Mr. Glater, seconded by Mr. Sidney to refer the subject matter of Article 37 to the Sponsor and the Planning Board.

There was significant discussion on this article. ***The motion to refer Article 37 to the Sponsor and the Planning Board passed by majority vote (104-7-0).***

Mr. Sidney moved, seconded by Mr. Gath to adjourn. ***The motion to adjourn passed by majority vote. The meeting adjourned at 10:25 PM until Thursday, May 1, 2018 at 7:30 PM.***

A record of the Fourth Session of
2018 Spring Annual Town Meeting
April 26, 2018

_____
Diane Packer, Town Clerk

2018 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
May 1, 2018
Fifth Session

The Fifth Session of the 2018 Spring Annual Town Meeting was called to order at 7:40 PM by 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 2018 Spring Annual Town Meeting. The Moderator asked that all recently 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 Chair; Bruce Evans, Finance Committee Secretary; John Flynn, Town Counsel; Karis North, Town Counsel; Bill Chenard, Acting Town Administrator; and Amy Mistrot, Chair, Board of Selectmen; Sean O'Brien, Finance Department and Tim Lathwood, 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 question 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 announced that the meeting would begin with Articles 24, 26, 20, 21, 22, Article 4, and Article 7, Motion D.

ARTICLE 24: Acquisition of Mechanic 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 transportation purposes, permanent easement in that portion of Mechanic Street which is located within the parcel as shown on Town of Natick Assessors' Map 35 Parcel 43, including up to 33.04 feet of an existing utility easement on the northern boundary of said parcel; said property is shown on a plan on file in the Community and Economic Development Office, 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
The Finance Committee recommends the following action:

ARTICLE #24	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 22, 2018	No Action	10-0-0

MOTION: (Requires a two-thirds vote)
Moved by Ms. Salamoff, seconded by Mr. Jennett that the Town authorize the Board of Selectmen to acquire by gift, purchase, taking by eminent domain or otherwise, for transportation purposes, a permanent easement in that portion of Mechanic Street which is located within the parcel as shown on Town of Natick Assessors' Map 35 Parcel 43, including up to 33.04 feet of an existing utility easement on the northern boundary of said parcel; said property is shown on a plan entitled Plan of Land in Natick Mass., owned by Marie T. Mitchell, Trustee of Nickinello Realty Trust at Willow Street, surveyed by Sullivan Surveying Company, 209 West Central Street, Natick, MA, dated August 30, 2011, on file in the Community and Economic Development Office, and to appropriate the sum of $185,000 from the Capital Stabilization Fund 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.

Mr. Errickson, Director of Community and Economic Development spoke to this article. Ms. Collins moved, seconded by Ms. Foss to refer the subject matter of Article 24 to the Board of Selectmen. Considerable discussion ensued on this article. Mr. Rochwerger moved, seconded by Mr. Alfano to amend the main motion by deleting the text after the words "Community and Economic Development Office" and add a "." at the end of the motion. ***The amendment to the main motion failed (22-105-2). The referral motion failed (58-71-0). The main motion did not garner a two-thirds vote (82-43-4).***

ARTICLE 26: Cochituate Rail Trail Right of Way Acquisition (Town Administrator)
To see if the Town will vote to authorize the Board of Selectmen to acquire by gift, purchase, taking by eminent domain, or otherwise, to accept a deed or deeds to the Town of fee simple, easements or other interests in any land, and to dedicate all or portions of Town owned parcels of land, necessary for the construction of the Cochituate Rail Trail project and located on Commonwealth Road (Route 30), Superior Drive, Speen Street and Worcester Street (Route 9) as shown and identified on a set of plans entitled " Massachusetts Department of Transportation Highway Division, Cochituate Rail Trail, In The City/Town of Natick and Framingham, Middlesex County, Preliminary Right Of Way" dated November 27, 2017, prepared by BETA Group, Inc., as revised or amended. Further, to see what sum of money the Town will vote to raise and appropriate, borrow or transfer from available funds, to fund said purchase or takings along with all legal and appraisal costs associated with obtaining any interests in land necessary for the construction of the Cochituate Rail Trail project;

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
The Finance Committee recommends the following action:

ARTICLE #26	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 14, 2018	No Action	10-0-0

MOTION: (Requires a two-thirds vote)
Moved by Ms. Salamoff, seconded by Mr. Linehan that the Town authorize the Board of Selectmen to acquire by gift, purchase, taking by eminent domain, or otherwise, fee simple, easements, or other interests in privately owned land; and to dedicate all or portions of Town owned parcels of land, necessary for the construction of the Cochituate Rail Trail, all as shown and identified on a set of plans entitled "Massachusetts Department of Transportation Highway Division, Plan and Profile of Cochituate Rail Trail, In The City/Town of Natick and Framingham, Middlesex County, Preliminary Right of Way Plan" revision #4, dated November 27, 2017, revision #7, dated April 9, 2018, as revised or amended; and that the sum of $200,000 be raised and appropriated from the Capital Stabilization Fund, under the direction of the Board of Selectmen, to fund the acquisition and legal, appraisal, and other related costs associated with obtaining these interests in land necessary for the construction of the Cochituate Rail Trail.

Mr. Errickson, Director of Community and Economic Development spoke to this article. Mr. Griesmer moved, seconded by Ms. Collins to amend the main motion by inserting the words "to be expended" after the words "Capital Stabilization Fund". ***The amendment passed by majority vote (by hand count). The amended main motion passed by a two-thirds vote (121-5-1).***

ARTICLE 20: Amend By-Law Article 51: Alarm Systems
(Charter & By-law Review Committee)

To see whether the Town will vote to amend Article 51 of the Town of Natick By-laws as follows:

1. In Section 1, paragraph b:
   a. Add the words "or vehicle" after the words "whose premises" in the first sentence; and
   b. Delete the words "except for alarm systems on motor vehicles" at the end of the first sentence; and
   c. Add the words "or vehicle" after the words "the premises" in the second sentence; and
   d. Add the words "or vehicle" after the words "the premises" in the third sentence";
   so that Section 1, paragraph b shall read:

   "The term "Alarm User" or "User" means any person on whose premises or vehicle an alarm system is maintained within the town. Excluded from this definition and from the coverage of this by-law are central station personnel and persons who use alarm systems to alert or signal persons within the premises or vehicle in which the alarm system is located of an attempted unauthorized intrusion or holdup attempt. If such a system, however, employs an audible signal emitting sounds or a flashing light or beacon designed to signal persons outside the premises or vehicle, such system shall be within the definition of "alarm system," as that term is used by this by-law, and shall be subject to this by-law."; and

2. Replace Section 1, paragraph g with the word "deleted"; and

3. In Section 6, paragraph a:
   a. Add the words ", with the exception of motor vehicle alarm users," after the first words "Every alarm user" in the first sentence; and
   b. Add the word ", addresses," after the word "names" and before the words "telephone numbers" in the first sentence;
   so that Section 6, paragraph a shall read:
   "Every alarm user, with the exception of motor vehicle alarm users, shall submit to the Police Chief and the alarm company who maintains the system at the police communications console the names, addresses, and telephone numbers of at least two other persons who can be reached at any time, day or night, and who are authorized to respond to an emergency signal transmitted by an alarm system, and who can open the premises wherein the alarm system is installed. The names, addresses and telephone numbers of the responders must be kept current at all times by the alarm user and the alarm company."; and

4. Replace Section 6, paragraph b with the word "deleted"; and

5. In Section 7, delete the first and last sentences, so that Section 7 shall read:
   "Permission is not required to test or demonstrate alarm devices not transmitting emergency messages directly to the police department.";
   or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee recommends the following action:

ARTICLE #20	DATE VOTED	MOTION	QUANTUM OF VOTE
	February 15, 2018	Favorable Action	10-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes to amend Article 51 of the Town of Natick By-laws as follows:

6. In Section 1, paragraph b:
    a. Add the words "or vehicle" after the words "whose premises" in the first sentence; and
    b. Delete the words "except for alarm systems on motor vehicles" at the end of the first sentence; and
    c. Add the words "or vehicle" after the words "the premises" in the second sentence; and
    d. Add the words "or vehicle" after the words "the premises" in the third sentence"; and
7. Replace Section 1, paragraph g with the word "deleted"; and
8. In Section 6, paragraph a:
    a. Add the words ", with the exception of motor vehicle alarm users," after the first words "Every alarm user" in the first sentence; and
    b. Add the word ", addresses," after the word "names" and before the words "telephone numbers" in the first sentence; and
9. Replace Section 6, paragraph b with the word "deleted"; and
10. In Section 7, delete the first and last sentences.

Ms. Gloff, Chair of the Charter and By-law Review Committee spoke to this article. ***The main motion under Article 51 passed by majority vote (118-1-0).***

ARTICLE 21: Amend By-law Article 72: Building Regulations
(Charter & By-law Review Committee)
To see whether the Town will vote to amend Article 72 of the Town of Natick By-laws as follows:

1. Change the title of Section 5 to "Height Requirements at Intersections, including Driveways"; and

2. In the first paragraph of Section 5, replace the word "streets" with the words "public ways"; and

3. Add the sentence "No fence, shrubbery or other object located within fifteen (15) feet of the intersection of a public way and a driveway shall be maintained more than three (3) feet above the street grade measured at said intersection." as the second paragraph of Section 5;

so that Section 5 shall read:
"Section 5 Height Requirements at Intersections, including Driveways

In any lot which abuts an intersection of two or more public ways, no fence, shrubbery or other object which is located within fifteen (15) feet of such an intersection, shall be maintained more than three (3) feet above the street grade measured at said intersection.

No fence, shrubbery or other object located within fifteen (15) feet of the intersection of a public way and a driveway shall be maintained more than three (3) feet above the street grade measured at said intersection.";

or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:
The Finance Committee recommends the following action:

ARTICLE #21	DATE VOTED	MOTION	QUANTUM OF VOTE
	February 15 & March 6, 2018	No Recommendation	---

MOTION: (Requires a majority vote)

Moved by Mr. Sidney, seconded by Mr. Grady that the subject matter of Article 21 be referred to the Safety Committee.

The motion to refer the subject matter of Article 21 to the Safety Committee passed by majority vote (113-3-1).

ARTICLE 22: Amend By-law Article 76: Regulations regarding Historically Significant Buildings, etc. (Charter & By-law Review Committee)
To see whether the Town will vote to amend Article 76 of the Town of Natick By-laws as follows:

1. In Section 2, sub-section F:
   a. After the words "which is" in the first sentence, delete the word "(1)" and insert the words "in whole or in part fifty (50) years old or older and which has been determined by the Commission or its designee to be significant based on any of the following: (1) it is"; and

   b. Add the word "it" after the word "(2) in the first sentence;
   so that Section 2, sub-section F shall read:

   "Historically Significant Building or Structure: Any regulated building or structure which is in whole or in part fifty (50) years old or older and which has been determined by the Commission or its designee to be significant based on any of the following: (1) it is associated with one or more historic persons or events or with the architectural, cultural, economic, political or social history of the Town of Natick, the Commonwealth of Massachusetts, and/or the United States of America; or (2) it is historically or architecturally important by reason of type, period, style and method of building construction, or represents the work of a particular architect or builder, either by itself or in the context of a group of buildings or structures."; and

2. Add a new sub-section H to Section 2:
   "Preferably Preserved: Any Historically Significant Building or Structure which the Commission determines, following a public hearing, that it is in the public interest to be preserved rather than demolished, altered or relocated. A Preferably Preserved Building or Structure is subject to the six-month demolition delay period of this by-law."; and

3. In Section 3, sub-section B, delete the sentence "Further nominations to said inventory shall occur only after notice to the assessed owner of the building or structure and a public hearing on said proposed nomination."; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
The Finance Committee recommends the following action:

ARTICLE #22	DATE VOTED	MOTION	QUANTUM OF VOTE
	February 15, 2018	Favorable Action	8-1-1

Ms. Gloff, Chair of the Charter and By-law Review Committee spoke to this article. ***The main motion under Article 22 passed by majority vote (113-1-0).***

Mr. Sidney moved, seconded by Mr. Griesmer to adjourn. ***The motion to adjourn passed by majority vote. The meeting adjourned at 10:10 PM until Thursday, May 3, 2018 at 7:30 PM.***

A record of the Fifth Session of
2018 Spring Annual Town Meeting
May 1, 2018

_____
Diane Packer, Town Clerk

2018 Spring Annual Town Meeting
Fine and Performing Arts Center
Natick High School
May 3, 2018
Sixth Session

The Sixth Session of the 2018 Spring Annual Town Meeting was called to order at 7:45 PM by 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 2018 Spring Annual Town Meeting. The Moderator asked that all recently 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 Chair; Bruce Evans, Finance Committee Secretary; John Flynn, Town Counsel; Karis North, Town Counsel; Bill Chenard, Acting Town Administrator; and Susan Salamoff, Vice Chair, Board of Selectmen; Sean O'Brien, Finance Department and Tim Lathwood, 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 question 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 announced that the meeting would begin with reconsideration of Articles 4, 7, Motion D, and then continue to Articles 34, 35 and 38.

ARTICLE 4: 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.

MOTION: (Requires a majority vote)
Moved by Ms. Salamoff, seconded by Mr. Sidney 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 in Article 24, Section 3 Paragraph 3.10. The new Classification and Pay Plan is as follows:

Town of Natick
Classification and Pay Plan
Effective July 1, 2018

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
Project 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
Finance Coordinator
Golf Professional
Outreach Coordinator
Student Officer
Teen Center Coordinator

Town of Natick
Part-Time Classification and Pay Plan
Effective July 1, 2018

Hourly Wage Scale

Grade	Minimum	Point 1	Point 2	Maximum
1	$ 11.00	$ 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

The main motion under Article 4 passed by majority vote (90-12-4).

The next item on the agenda was reconsideration of Article 7, Motion D.

ARTICLE 7: Fiscal 2019 Omnibus Budget (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 2019 (July 1, 2018 to June 30, 2019), and to provide for a reserve fund for Fiscal Year 2019; or to otherwise act thereon.

Motion (Requires majority vote):	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments	
Community Services	
Salaries	$ 1,378,814

Expenses	$	514,064
Total Community Services	**$**	**1,892,878**
Board of Health		
Salaries	$	563,823
Expenses	$	37,850
Other Changes & Expenditures	$	49,150
Total Board of Health	**$**	**650,823**
Motion Total	**$**	**2,543,701**
And that the above Total Budget Amount be raised from the following sources:		
Tax Levy of Fiscal Year 2019	$	2,543,701
	$	**2,543,701**

Motion D under Article 7 passed by majority vote (104-3-3).

ARTICLE 34: Amend Zoning Bylaws: Assisted Living Overlay Option Plan
(James M. Williamson et al)
Motion A: (Requires two thirds vote)
Moved To amend the Town of Natick Zoning by:

Inserting in **SECTION II – USE DISTRICTS, II-A TYPES OF USE DISTRICTS**, a new overlay district as follows:

"Assisted Living Overlay Option Plan" "ALOOP"

And; following SECTION III-I.2: Independent Senior Living Overlay Option Plan, inserting a new section, **Section III-I.3: Assisted Living Overlay Option Plan**, as follows:

2.1. Purpose The purpose of the ALOOP is to provide for the creation of Assisted Living Residences (ALRs) as defined in and in compliance with the rules, regulations and requirements of MGL c. 19D and 651 CMR 12.00. Accordingly, ALRs in Natick's ALOOP districts shall comply with the Executive Office of Elder Affairs (EOEA) guidance: that ALRs are an important part of the spectrum of living alternatives for the elderly in the Commonwealth; that they should be operated and regulated as residential environments with supportive services and not as medical or nursing facilities; and that they should support the goal of aging in place through services, available either directly or through contract or agreement, to compensate for the physical or cognitive impairment of the individual while maximizing his or her dignity and independence. ALOOP Overlay Zoning will enhance the Town of Natick's ability to improve the quality of life for its growing senior population in an ALR environment that fosters interdependence, community access, and resident empowerment. As such, ALOOP districts should have access to public transportation, the Community-Senior Center, emergency services, public parks and walking trails, cultural, educational, and recreational opportunities, and other community service and involvement opportunities.

2.2. Applicability and Eligibility

The provisions of this Section III-I.3 may be utilized on any land located within the ALOOP districts, subject to the requirements and standards set forth in this section.

All regulations of the underlying zoning districts shall apply within the ALOOP districts, except to the extent that they are specifically modified or supplemented by regulations set forth in this Section III-I.3. Where the requirements and standards within the ALOOP district, as set forth in this Section, differ from or conflict with applicable requirements and standards set forth elsewhere in this By-Law, the requirements and standards established for the ALOOP district shall control.

ALRs shall be allowed by Special Permit in the ALOOP.

2.3 Net Usable Land Area

Net Usable Land Area as used herein shall mean the area within the parcel to be used for the ALR Development in accordance with this Section remaining after subtracting the areas of any bodies of water, wetland, or land lying within the 100 year flood elevation from the gross area of the parcel to be used for ALRs. The flood plain and wetlands maps and aerial surveys adopted as official maps by the Planning Board from time to time shall be used to determine areas of water, 100-year flood plain elevations, and wetland boundaries. Notwithstanding the foregoing, the Net Usable Land Area shall not exceed 80% of the overall parcel size inclusive of the areas of any bodies of water, wetlands, or land lying within the 100-year flood elevation. For the purposes of calculating Net Usable Land Area and notwithstanding any provision of law to the contrary, wetlands shall not include any area that was created or converted into a wetland by human activity including without limitation Federal, State, or Municipal improvements.

2.4 Waivers & Modifications

The SPGA is authorized to grant modifications and/or waivers from strict compliance with the provisions of this ALOOP in connection with Site Plan Review and/or Special Permits subject to the permissions, criteria, limitations, restrictions, and prohibitions of Section V-E of the Zoning Bylaw.

2.5 Intensity Regulations for the ALOOP Districts

Maximum Unit Density:	The number of units allowed in an ALOOP shall be equal to the Net Useable Land Area divided by 1,600 rounded to the nearest whole number.
Minimum lot area	100,000 square feet
Minimum frontage	two times the frontage required in the underlying zoning district
Maximum front yard setback	40 feet
Minimum side-yard setback	two times the setback required in the underlying zoning district
Minimum rear-yard setback	two times the setback required in the underlying zoning district
Minimum lot depth	two times the depth required in the underlying zoning district
Maximum building height	3 stories or 35 feet
Minimum Open Space	35% of land area exclusive of any permanent body of water but inclusive of wetlands.

2.6 Standards The SPGA may grant a Special Permit and approval under Site Plan Review under the procedures and criteria established in MGL 40A, Section VI-EE Planning Board as Special Permit Granting Authority and Section VI-DD Site Plan Review sections of this Bylaw, and the following standards and requirements.

1. The ALR shall provide residences (living units) of no more than two bedrooms each exclusively to meet the needs of seniors and the elderly who reside therein.

2. Such facility may include common areas and community dining facilities. Such facility may also provide accessory personal care services, assistance with activities of daily living, and other related programs and services. These accessory uses shall be for residents, their guests and staff only and may include, but are not strictly limited to, meal care services, beauty salon, sundry shop, and banking and recreational facilities. Space designated for accessory uses may not exceed ten (10) percent of total floor area.

3. The SPGA, in order to approve the special permit application, 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. In addition, the SPGA, in order to approve the site plan review application, must find that: i) all noise, smoke, dust, odor, vibration and similar objectionable features are confined to the premises, ii) mechanical equipment (including equipment and containers such as, but not limited to, waste disposal, recycling and energy generation) is screened, if necessary, in a manner to shield visual impacts; iii) lighting is shielded in a manner consistent with Section V-I of this By-Law to reduce light trespass onto abutting properties or waterways; iv) paint colors and tones of materials be muted and not create visual distraction; v) design standards be consistent with a) the general neighborhood, b) prevalent streetscape, c) nearby historic districts, if any, within 300 feet of the property, and sighting shall reduce disruption of the topography of the neighborhood and d) barrier free design criteria; vi) buffers of native evergreen trees and other plants shall be planted, maintained and replaced when necessary to screen the facility from adjacent residential buildings; vii) parking, access and buffers are placed in a manner to separate or to screen parking areas from abutting properties to prevent imposition on or use of parking on abutting properties; viii) all utilities, wire, and cable service are placed underground.

2.7 **Affordability Requirements**: Unless a determination has been made satisfactory to the SPGA that the living units of the ALR do not affect the Town's Subsidized Housing Inventory (SHI) as maintained by the Commonwealth of Massachusetts Department of Housing and Community Development (DHCD), the Applicant shall make provisions for affordable housing by providing that ten (10) percent of all dwelling units, rounded to the next highest whole unit number, within an ALOOP shall be Affordable Housing units.

2.8 Procedures. In addition to the process set forth in Sections VI-DD and VI-EE, the following procedures are to be followed in obtaining approval for an ALR:

1. Pre-application: The Applicant is encouraged to meet with the Director of Community and Economic Development and the SPGA prior to the preparation of a formal application, for general discussion of the project to be proposed.

2. Formal application: The Applicant shall submit a plan for the overall development, including a final site plan showing the final completed development in all phases as contemplated on the site at the time of application, regardless of the number of phases in which it may be constructed. Said application shall include, at a minimum, a completely designed first phase of development. The application shall be filed in the name of the Applicant. The Applicant must either own or submit authorization in writing to act for all of the owners of the ALOOP parcel prior to submitting a formal application. The application for a special permit shall be filed by the Applicant with the Town Clerk and a copy of said application, including the date and time of filing certified by the Town Clerk, shall be filed by the applicant with the SPGA.

3. Further procedures: Once a special permit is issued, no changes to the final site plan, exclusive of minor modifications as determined by the SPGA, shall be made without applying for a modification of such special permit.

Motion B: **(Requires two-thirds vote)**

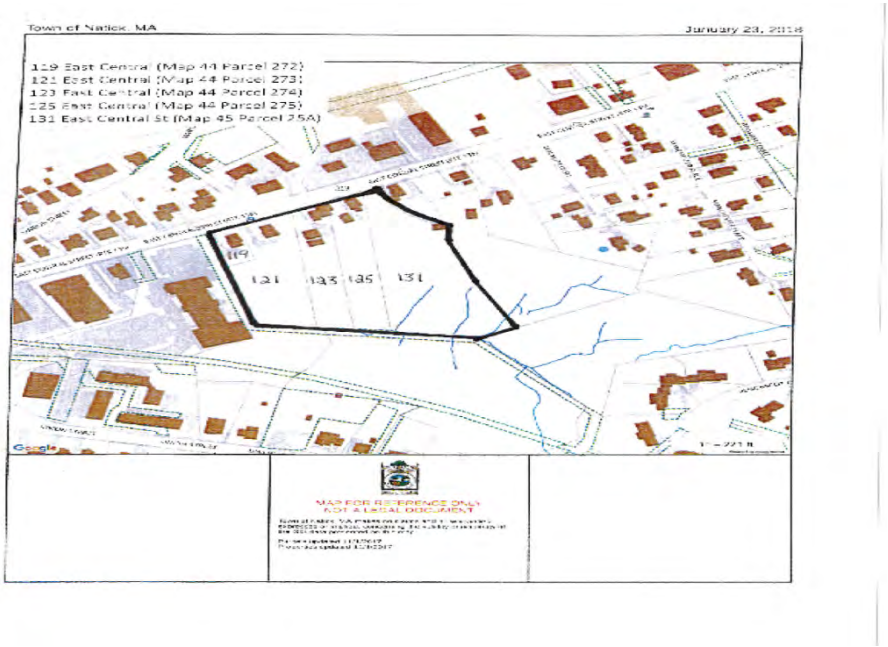
Moved: To amend the Town of Natick Zoning By laws as follows:

by inserting in the list in **Section VI-DD 2.A Special Permits** a) after the words "Independent Senior Living Overlay Option Plan ISLOOP" the following words: **"Assisted Living Overlay Option Plan ALOOP"**

and further by inserting in the list in **Section VI-DD-2B. Site Plan Review Applicability and SPGA Designation** a) after the words "Independent Senior Living Overlay Option Plan ISLOOP" the following words: **"Assisted Living Overlay Option Plan ALOOP"**

Motion C: (Requires two-thirds vote)

Moved: To amend the Town of Natick Zoning Map as follows:
By including an "Assisted Living Overlay Option Plan" overlay district on the land known as 119, 121, 123, 125, and 131 East Central Street; also known as assessors parcels Map 44 Parcels 272, 273, 274, and 275 and Map 45 Parcel 25A.



FINANCE COMMITTEE RECOMMENDATION

The Finance Committee recommends the following action:

ARTICLE #34	DATE VOTED	MOTION	QUANTUM OF VOTE
		Favorable Action	

MOTION A: (Requires a two-thirds vote)

Moved by Mr. Evans, seconded by Mr. Hayes to amend the Town of Natick Zoning By-Law by
Inserting in **SECTION II – USE DISTRICTS, II-A TYPES OF USE DISTRICTS**, a new overlay district as follows:

"Assisted Living Overlay Option Plan" "ALOOP"

And; following SECTION III-I.2: Independent Senior Living Overlay Option Plan, inserting a new section, **Section III-I.3: Assisted Living Overlay Option Plan**, as follows:

2.1. Purpose The purpose of the ALOOP is to provide for the creation of Assisted Living Residences (ALRs) as defined in and in compliance with the rules, regulations and requirements of MGL c. 19D and 651 CMR 12.00. Accordingly, ALRs in Natick's ALOOP districts shall comply with the Executive Office of Elder Affairs (EOEA) guidance: that ALRs are an important part of the spectrum of living alternatives for the elderly in the Commonwealth; that they should be operated and regulated as residential environments with supportive services and not as medical or nursing facilities; and that they should support the goal of aging in place through services, available either directly or through contract or agreement, to compensate for the physical or cognitive impairment of the individual while maximizing his or her dignity and independence. ALOOP Overlay Zoning will enhance the Town of Natick's ability to improve the quality of life for its growing senior population in an ALR environment that fosters interdependence, community access, and resident empowerment. As such, ALOOP districts should have

access to public transportation, the Community-Senior Center, emergency services, public parks and walking trails, cultural, educational, and recreational opportunities, and other community service and involvement opportunities.

2.2. Applicability and Eligibility

The provisions of this Section III-I.3 may be utilized on any land located within the ALOOP districts, subject to the requirements and standards set forth in this section.

All regulations of the underlying zoning districts shall apply within the ALOOP districts, except to the extent that they are specifically modified or supplemented by regulations set forth in this Section III-I.3. Where the requirements and standards within the ALOOP district, as set forth in this Section, differ from or conflict with applicable requirements and standards set forth elsewhere in this By-Law, the requirements and standards established for the ALOOP district shall control.

ALRs shall be allowed by Special Permit in the ALOOP.

2.3 Net Usable Land Area

Net Usable Land Area as used herein shall mean the area within the parcel to be used for the ALR Development in accordance with this Section remaining after subtracting the areas of any bodies of water, wetland, or land lying within the 100 year flood elevation from the gross area of the parcel to be used for ALRs. The flood plain and wetlands maps and aerial surveys adopted as official maps by the Planning Board from time to time shall be used to determine areas of water, 100-year flood plain elevations, and wetland boundaries. Notwithstanding the foregoing, the Net Usable Land Area shall not exceed 80% of the overall parcel size inclusive of the areas of any bodies of water, wetlands, or land lying within the 100-year flood elevation. For the purposes of calculating Net Usable Land Area and notwithstanding any provision of law to the contrary, wetlands shall not include any area that was created or converted into a wetland by human activity including without limitation Federal, State, or Municipal improvements.

2.4 Waivers & Modifications

The SPGA is authorized to grant modifications and/or waivers from strict compliance with the provisions of this ALOOP in connection with Site Plan Review and/or Special Permits subject to the permissions, criteria, limitations, restrictions, and prohibitions of Section V-E of the Zoning Bylaw.

2.5 Intensity Regulations for the ALOOP Districts

Maximum Unit Density:	The number of living units allowed in an ALOOP shall be equal to the living Net Useable Land Area divided by 1,600 rounded to the nearest whole number.
Minimum lot area	100,000 square feet
Minimum frontage	two times the frontage required in the underlying zoning district
Maximum front yard setback	40 feet
Minimum side-yard setback	two times the setback required in the underlying zoning district
Minimum rear-yard setback	two times the setback required in the underlying zoning district
Minimum lot depth	two times the depth required in the underlying zoning district
Maximum building height	3 stories or 35 feet
Minimum Open Space	35% of land area exclusive of any permanent body of water but inclusive of wetlands.

1. The SPGA may waive the maximum front yard setback only if the SPGA specifically finds that owing to circumstances relating to the soil conditions, shape, or topography of such land or structures and especially affecting such land or structures but not affecting generally the zoning district in which it is located, a literal enforcement of this provision would involve substantial hardship, financial or otherwise, to the petitioner or appellant, and that desirable relief may be granted without substantial detriment to the public good and without nullifying or substantially derogating from the intent or purpose of such provision.

2.6 Standards

The SPGA may grant a Special Permit and approval under Site Plan Review under the procedures and criteria established in MGL 40A, Section VI-EE Planning Board as Special Permit Granting Authority and Section VI-DD Site Plan Review sections of this Bylaw, and the following standards and requirements.

1. The ALR shall provide residences (living units) of no more than two bedrooms each exclusively to meet the needs of seniors and the elderly who reside therein.

2. Such facility may include common areas and community dining facilities. Such facility may also provide accessory personal care services, assistance with activities of daily living, and other related programs and services. These accessory uses shall be for residents, their guests, and staff only and may include, but are not strictly limited to, meal care services, beauty salon, sundry shop, banking and recreational facilities. Space designated for accessory uses may not exceed ten (10) percent of total floor area.

3. The SPGA, in order to approve the special permit application, 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. In addition, the SPGA, in order to approve the site plan review application, must find that: i) all noise, smoke, dust, odor, vibration and similar objectionable features are confined to the premises, ii) mechanical equipment (including equipment and containers such as, but not limited to, waste disposal, recycling and energy generation) is screened, if necessary, in a manner to shield visual impacts; iii) lighting is shielded in a manner consistent with Section V-I of this By-Law to reduce light trespass onto abutting properties or waterways; iv) paint colors and tones of materials be muted and not create visual distraction; v) design standards be consistent with a) the general neighborhood, b) prevalent streetscape, c) nearby historic districts, if any, within 300 feet of the property, and sighting shall reduce disruption of the topography of the neighborhood and d) barrier free design criteria; vi) buffers of native evergreen trees and other plants shall be planted, maintained and replaced when necessary to screen the facility from adjacent residential buildings; vii) parking, access and buffers are placed in a manner to separate or to screen parking areas from abutting properties to prevent imposition on or use of parking on abutting properties; viii) all utilities, wire, and cable service are placed underground.

2.7 Affordability Requirements:

Unless a determination has been made satisfactory to the SPGA that the living units of the ALR do not affect the Town's Subsidized Housing Inventory (SHI) as maintained by the Commonwealth of Massachusetts Department of Housing and Community Development (DHCD), the Applicant shall make provisions for affordable housing by providing that ten (10) percent of all dwelling units, rounded to the next highest whole unit number, within an ALOOP shall be Affordable Housing units.

2.8 Procedures.

In addition to the process set forth in Sections VI-DD and VI-EE, the following procedures are to be followed in obtaining approval for an ALR:

1. Pre-application: The Applicant is encouraged to meet with the Director of Community and Economic Development and the SPGA prior to the preparation of a formal application, for general discussion of the project to be proposed.

2. Formal application: The Applicant shall submit a plan for the overall development, including a final site plan showing the final completed development in all phases as contemplated on the site at the time of application, regardless of the number of phases in which it may be constructed. Said application shall include, at a minimum, a completely designed first phase of development. The application shall be filed in the name of the Applicant. The Applicant must either own or submit authorization in writing to act for all of the owners of the ALOOP parcel prior to submitting a formal application. The application for a special permit shall be filed by the Applicant with the Town Clerk and a copy of said application, including the date and time of filing certified by the Town Clerk, shall be filed by the applicant with the SPGA.

3. Further procedures: Once a special permit is issued, no changes to the final site plan, exclusive of minor modifications as determined by the SPGA, shall be made without applying for a modification of such special permit.

Mr. Richards, an attorney in Natick spoke to this article.
Moved by Mr. Williamson, seconded by Mr. Friswell to amend Motion A as follows:

1. In the last sentence of Section 2.1 to delete the words "the Community Senior Center," so that the last sentence now reads:

   "As such, ALOOP districts should have access to public transportation, emergency services, public parks and walking trails, cultural, educational, and recreational opportunities, and other community service and involvement opportunities."

2. In the fourth listed Intensity Regulation of Section 2.5 to delete the word "Maximum" and replace it with the word "Minimum" so that Intensity Regulation now reads:

   "Minimum front yard setback 40 feet"

3. In Section 2.5 to delete the entire paragraph numbered "1".

4. In the first sentence of Section 2.6. to delete the following "EE Planning Board as" and replace with "DD 2A", to add an "s" at the end of the word "Permit", to delete the words "Granting Authority" and to add "2B" after the words "Section VI-DD" so that the first sentence now reads:

   "The SPGA may grant a Special Permit and approval under Site Plan Review under the procedures and criteria established in MGL 40A, Section VI-DD 2A Special Permits and Section VI-DD 2B Site Plan Review sections of this Bylaw, and the following standards and requirements."

5. In Section 2.6 (3) (ii) to add the words" roof top and ground mounted HVAC units," after the words "waste disposal," so that subsection now reads"

   "ii) mechanical equipment (including equipment and containers such as, but not limited to, waste disposal, roof top and ground mounted HVAC units, recycling and energy generation) is screened, if necessary, in a manner to shield visual impacts;"

6. In the first sentence of Section 2.7 to delete the words "Subsidized Housing Inventory (SHI)" and to replace with the words "Statutory Minima or the Town's Computation of Statutory Minima as defined and/or set forth in 760 CMR 56 and" so that the first sentence now reads:

   "Unless a determination has been made satisfactory to the SPGA that the living units of the ALR do not affect the Town's Statutory Minima or the Town's Computation of Statutory Minima as defined and/or set forth in 760 CMR 56 and as maintained by the Commonwealth of Massachusetts Department of Housing and Community Development (DHCD), the Applicant shall make provisions for affordable housing by providing that ten (10) percent of all dwelling units, rounded to the next highest whole unit number, within an ALOOP shall be Affordable Housing units."

7. In the first sentence of Section 2.8 to add "2A" after the words "Sections VI-DD" and to delete "EE" after the words "and VI-" and replace with "DD 2B" so that the first sentence now reads:

"In addition to the process set forth in Sections VI-DD 2A and VI-DD 2B, the following procedures are to be followed in obtaining approval for an ALR:"

Moved by Mr. Sidney, seconded by Mr. Griesmer to waive the reading of the motion. ***The motion to waive the reading of the amendment passed by majority vote (by hand count). The amendment to Motion A passed by majority vote (96-5-6).***

Discussion continued on the Motion A as amended. Ms. Revers, President of the 110 East Central Condominium Complex spoke to the motion. Moved by Mr. Coburn, seconded by Mr. Linehan to further amend the motion by inserting in Section 2.5 before the words "3 stories or 35 feet" the words "the lesser of". ***This amendment passed by majority vote (81-27-3).*** Mr. Ostroff moved, seconded by Mr. Glater to refer the subject matter (all three motions) of Article 34 to the Sponsor and the Planning Board. Extensive discussion continued on amended Motion A. Mr. Yang moved, seconded by Mr. Glaser to table the motion to refer the article. ***The motion to table the referral motion failed because it did not garner a two-thirds quantum of vote (60-43-2).*** Discussion continued on Motion A and the referral motion. Ms. Foss moved seconded by Mr. Sidney to move the question and close debate on Motion A and the referral motion. ***The motion to close debate passed by a two-thirds vote (by hand count).***

The Moderator announced that Town Meeting would vote the referral motion first. ***The motion to refer failed (16-85-3). Motion A as amended, under Article 34 passed by a two-thirds vote (95-6-1).***

MOTION B: (Requires a two-thirds vote)
Moved by Mr. Evans seconded by Mr. Hayes to amend the Town of Natick Zoning By laws as follows:
by inserting in the list in **Section VI-DD 2.A Special Permits** a) after the words "Independent Senior Living Overlay Option Plan ISLOOP" the following words: **"Assisted Living Overlay Option Plan ALOOP"**
and further by inserting in the list in **Section VI-DD-2B. Site Plan Review Applicability and SPGA Designation** a) after the words "Independent Senior Living Overlay Option Plan ISLOOP" the following words: **"Assisted Living Overlay Option Plan ALOOP"**

Motion B under Article 34 passed by a two-thirds vote (99-3-1).

MOTION C: (Requires a two-thirds vote)
Moved by Mr. Evans, seconded by Mr. Hayes to amend the Town of Natick Zoning Map as follows:
By including an "Assisted Living Overlay Option Plan" overlay district on the land known as 119, 121, 123, 125, and 131 East Central Street; also known as assessors parcels Map 44 Parcels 272, 273, 274, and 275 and Map 45 Parcel 25A.

Motion C under Article 34 passed by a two-thirds vote (97-4-1).

The Moderator recused himself from Article 35 as he is an abutter to the property that is the subject matter of Article 35. Ms. Packer, Town Clerk served as the Moderator and Mr. Flynn, Town Counsel served as the Clerk.

ARTICLE 35: Amend Zoning By-Law to allow Indoor Amusement or Recreational Uses in Industrial Zoning Districts by Special Permit (George Richards et al)
To see what action(s) the town will take to amend the Zoning By Law to allow Indoor Amusement or Recreational Uses (Use # 12 in Section III-A.2 of the Zoning By-Law) by special permit in some or all of the existing Industrial zoning districts, including but not limited to the following:

1) Whether to limit Use #12 by special permit to Industrial I and II zoning districts or only allow the use by special permit only in Industrial I zoning districts and/or

2) Whether to limit Use #12 by special permit to only one specific Industrial I zoned area, namely in the so-called "East Natick Industrial Park" on the east side of Oak Street , specifically including the following parcels (and including any further subdivision of these parcels) as identified on the Town's Assessors Maps: Map 8, Lots 41A, 41B, 41C, 41E, 41G, 41H, 41FA, 41FB, 41FBB, 42, 42A, 42B, 42C, 42D, 42E, 42F and 43; Map 9, Lots 2A, 2B, 2C, 2D, 2E, 2EA, 2F, 2G, 2J, 2K, 2L, 2M, 2N, 28, 28A and 28B; Map 14, Lots 76, 76A, 77A and 77B; and Map 15, Lots 105A, 105B and 105C, whether by way of an overlay district, by footnote in the Use Regulation Schedule or elsewhere in the Zoning By-Law

or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

The Finance Committee recommends the following action:

ARTICLE #35	DATE VOTED	MOTION	QUANTUM OF VOTE
	February 13, 2018	Favorable Action	9-1-0

MOTION: (Requires a two-thirds majority vote)

Moved by Mr. Evans, seconded by Mr. Hayes to amend Recreational Use 12 in Section III – A.2 – USE REGULATIONS SCHEDULE of the Natick Zoning By-Laws by adding a double asterisk after the "O" in the Industrial One (INI) Column. So that the applicable chart Section III – A.2 – USE REGULATIONS SCHEDULE, Recreational Use 12 now reads:

"

RECREATIONAL USES	RG	RM	RS	PCD	SH	AP	DM	CII	INI	INII	H
12. Indoor amusement or recreation place or place of assembly provided that the building is so insulated and maintained as to confine noise to the premises and is located not less than one hundred feet from a residential district.	O	O	O	O	A	O	(*)	A	O**	O	O

"

And to add the following language at the end of Section III – A.2 – USE REGULATIONS SCHEDULE, RECREATIONAL USES after Use 17:

**Note: Use # 12 above shall be allowed by special permit in the East Natick Industrial Park on the east side of Oak Street and being an area including ONLY the following lots (but including any further subdivision of these parcels) as shown on the Town's Assessors Maps: Map 8, Lots 41A, 41B, 41C, 41E, 41G, 41H, 41FA, 41FB, 41FBB, 42, 42A, 42B, 42C, 42D, 42E, 42F and 43; Map 9, Lots 2A, 2B, 2C, 2D, 2E, 2EA, 2F, 2G, 2J, 2K, 2L, 2M, 2N, 28, 28A and 28B; Map 14, Lots 76, 76A, 77A and 77B; and Map 15, Lots 105A, 105B and 105C.

Mr. Richards, a sponsor of the article and attorney for the applicant. Mr. Munnich moved, seconded by Ms. Evans to refer the subject matter of Article 35 to the Planning Board. ***The referral motion for Article 35 passed by majority vote (61-27-4).***

The Moderator thanked everyone who helps to make sure that Town Meeting runs smoothly including the pages, the custodial staff, Mr. Brewer and Pegasus and the Town Clerk's staff.

ARTICLE 38: Limit Automatic 2.5% Increase in FY2019 Property Tax
(Paul E. Connolly et al)
To see if the Town will transfer a sum of money, not to exceed $2,500,000, from Free Cash to be used by the Board of Assessors to reduce the tax levy for Fiscal Year 2019 (July 1, 2018 through June 30, 2019), or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
The Finance Committee recommends the following action:

ARTICLE #38	DATE VOTED	MOTION	QUANTUM OF VOTE
	March 22, 2018	Indefinite Postponement	

MOTION: (Requires a majority vote)
Moved by Mr. Connolly, seconded by Mr. Sidney to refer to the Board of Selectmen the subject of what circumstances are relevant for the Board of Selectmen or Town Administrator to consider the use of Free Cash to reduce the tax levy as an alternative to maximizing the amount raised from the tax levy in the fiscal year.

The motion for referral of Article 38 passed by majority vote (48-30-7).

Mr. Sidney moved, seconded by Mr. Griesmer to dissolve 2018 Spring Annual Town Meeting. ***The motion to dissolved passed by majority vote. 2018 Spring Annual Town Meeting dissolved at 11:20 PM.***

A record of the Sixth Session of
2018 Spring Annual Town Meeting
May 3, 2018

_____
Diane Packer, Town Clerk

WARRANT
2018 SPECIAL TOWN MEETING #2
October 2, 2018

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 Wilson Middle School, 22 Rutledge Road, Natick on **Tuesday Evening October 2, 2018 at 7:30 PM**, then and there to act on the following Articles:

Article 1	Excise Tax on Retail Sales of Marijuana for Adult Use
Article 2	Marijuana Establishments Zoning Bylaw Amendment
Article 3	Amend Zoning By-Law to create, extend, and/or modify the existing Temporary Moratorium Regarding Recreational Marijuana Establishments currently located in Section III-K: Marijuana Establishments of the Natick Zoning Bylaws
Article 4	Amend Town of Natick By-law Article 10: Board of Selectmen

The above articles are to be acted upon and determined exclusively by Town Meeting Members in accordance with Chapter 2 of the Acts of 1938 and Amendments thereto and the Town Charter and subject to the referendum provided thereby.

You are directed to serve this Warrant by causing an attested copy of said Warrant to be posted in the Post Office in said Natick, and at the following public places 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, 165 Mill St.; Precinct 4, Lola's, 9 Main Street Precinct 5, Wilson Middle School, 22 Rutledge Road; Precinct 6, East Natick Fire Station, 2 Rhode Island Avenue; Precinct 7, Lilja Elementary School, 41 Bacon Street; Precinct 8, Natick High School, 15 West Street; Precinct 9: Community-Senior Center, 117 East Central Street 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 Natick U.S. Post Office, Town Hall, Bacon Free Library and Morse Institute Library seven days at least before October 2, 2018; also by causing the titles of the articles on the Warrant for the 2018 Special Town Meeting #2 to be published once in the Newspaper called "The Metrowest Daily News," with notice of availability of an attested copy of said Warrant, said Newspaper published in the Town of Natick and said publication to be August 31, 2018.

Hereof fail not and make due return of this Warrant with your doings thereon to the Town Clerk at or before the time appointed for holding said meeting.

Given under our hands this 27th day of August, 2018.

Board of Selectmen for the Town of Natick

s/ Jonathan Freedman _	s/ Susan G. Salamoff	s/ Richard P. Jennett,, Jr
Chair	Vice Chair	Clerk
s/ Amy K. Mistrot	s/Michael J. Hickey, Jr.	
Member	Member	

Marshall Lebowitz Town Meeting Hall

Wilson Middle School
October 2, 2018
First Session

The First Session of the 2018 Special Town Meeting #2 was called to order at 7:50 PM by 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 2018 Special Town Meeting #2. 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 any recently elected or appointed members of Town Meeting stand to take the oath of office. There were no 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; Patrick Hayes, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel; Katherine Laughman, Special Counsel; Melissa Malone, Town Administrator and Amy Mistrot, Chair, Board of Selectmen; Tim Lathwood, a representative from Option Technologies who will be operating the electronic voting system; and Sean O'Brien who will be operating the slides.

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. There was an objection to these rules and therefore Town Meeting voted to accept the rules. ***The vote to accept the rules passed by majority vote (112-2-6).***

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 2018 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 any Recommendations of the Natick Finance Committee publications. ***The motion passed by majority vote (117-1-2).***

Ms. Collins moved, seconded by Mr. Coburn to take up the Articles of the 2018 Special Town Meeting in the following order:

Article 1 - Excise Tax on Retail Sales of Marijuana for Adult Use
Article 4 - Amend Town of Natick By-law Article 10: Board of Selectmen
Article 3 - Extend the Temporary Moratorium
Article 2 - Marijuana Establishments Zoning Bylaw Amendment

The procedural motion passed by a two-thirds vote (by hand count).

ARTICLE 1: Excise Tax on Retail Sales of Marijuana for Adult Use (Town Administrator)
To see if the Town of Natick will vote to accept Massachusetts General Laws Chapter 64N, Section 3 to impose local sales tax upon sale or transfer of marijuana or marijuana products by a marijuana retailer operating within the Town of Natick, to anyone other than a marijuana establishment, at a rate not greater than 3 per cent of the total sales price received by the marijuana retailer, or to otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:
The Finance Committee recommends the following action:

	DATE VOTED	MOTION	QUANTUM OF VOTE
ARTICLE 1	September 20, 2018	Favorable Action	13-0-0

MOTION (requires a majority vote):

Moved by Mr. Evans, seconded by Mr. Hayes that the Town accept Massachusetts General Law Chapter 64N, Section 3 to impose an excise on the retail sales of marijuana for adult use at the rate of three percent (3%).

Ms. Katherine Laughman, Special Counsel from KP Law gave a brief overview of the law regarding recreational marijuana. Jamie Errickson, Director of Community and Economic Development also gave a presentation relating to this article and the process for regulating adult use marijuana.

The main motion under Article 1 passed by majority vote (121-3-2).

ARTICLE 4: Amend Town of Natick By-law Article 10: Board of Selectmen (Town Administrator)
To see whether the Town will vote to amend the Town of Natick By-Laws, Article 10, Board of Selectmen by adding a new Section 5: Marijuana Licensing, the purpose of which shall be to create a local licensing process for Marijuana Establishments pursuant to G.L. c.94G Section 3 and 935 CMR 500, under the authority of the Board of Selectmen, to include provisions for regulations, hearings, applications, enforcement, limitation on licenses, and/or other requirements that may be adopted by the Board of Selectmen under such licensing authority; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:
The Finance Committee recommends the following action:

	DATE VOTED	MOTION	QUANTUM OF VOTE
ARTICLE 4	September 20, 2018	Favorable Action	12-1-0

MOTION (requires a majority vote):
Move that the Town amend Article 10: Board of Selectmen of the Town of Natick By-laws by adding a new Section 5: Marijuana Licensing, as follows:

Section 5 MARIJUANA LICENSING
5.1 Marijuana License Required. No person shall carry on the business operating an Adult Use Marijuana Establishment as defined in G.L. c.94G and 935 CMR 500, including the cultivation, processing, packaging, delivering, manufacturing, branding, selling or otherwise transferring or testing marijuana or marijuana products within the Town unless first duly licensed thereof by the Board of Selectmen, which license shall be renewed by said Marijuana Establishment annually.

5.2 Host Community Agreement Required. Any Marijuana Establishment operating within the Town shall at all times have a valid Host Community Agreement and operate in accordance with the terms and provisions thereof.

5.3 Regulations. The Board of Selectmen may adopt rules and regulations related to the issuance of such licenses, including the fees to be paid therefore and the conditions to be satisfied by any applicant for such a license.

5.4 Applications. Applicants for a license shall file an application on a form provided by the Board of Selectmen, signed under the penalties of perjury by the applicant, containing such information as the Board of Selectmen may reasonably require from time to time. Each applicant shall pay an application fee as may be reasonably determined from time to time by the Board of Selectmen.

5.5 Limitation on Licenses: The number licenses issued for Adult Use Marijuana Retailers, as defined in G.L. c.94G, §1 and 935 CMR 500.00, shall be limited to twenty percent (20%) of the number of licenses issued within the Town for the retail sale of alcoholic beverages not to be drunk on the premises where sold pursuant to G.L. c.138 §15. In the event that 20% of said licenses is not a whole number, the limit shall be rounded up to the nearest whole number.

5.6 Hearing. The Board of Selectmen shall hold a public hearing within 60 days of receipt of a completed application, with due written notice provided to the applicant of the time, date and location where such application will be heard.

5.7 Enforcement. The Board of Selectmen may issue orders as appropriate to aid in the enforcement of this regulation and may enforce these provisions in equity, including the request for injunctive relief, in a court of competent jurisdiction. Any failure to comply with any order issued hereunder shall result in the issuance of a formal warning. Any failure to comply with such a warning shall result in a fine of $100.00. Any failure to comply after the issuance of said fine may be punishable by a subsequent fine of $300.00. Each day of a continued non-compliance shall constitute a separate violation. Further, the Board of Selectmen may hold a hearing, with notice to the licensee, to determine if such license should be modified, suspended or revoked.

Mr. Errickson, Director of Community and Economic Development spoke to this article. He explained that this article would serve to appoint the Board of Selectmen as the licensing authority. Mr. Montross moved to insert the word "of" in section 5.5 after the word "number" and before the word "licenses". ***The amendment passed by majority vote (118-4-2).***

Moved by Ms. Collins, seconded by Mr. Coburn to amend the main motion in Section 5.3 Regulations by replacing the word "may" with the word "shall" as it appears after the word "Selectmen" and before the word "adopt" so that the first sentence of the Section 5.3 Regulations will read "The Board of Selectmen shall adopt rule and regulations related to the issuance of such licenses,…"

The amendment to the main motion passed by majority vote (83-39-4). The amended main motion passed by majority vote (122-2-1).

ARTICLE 3: Amend Zoning By-Law to create, extend, and/or modify the existing Temporary Moratorium Regarding Recreational Marijuana Establishments currently located in Section III-K: Marijuana Establishments of the Natick Zoning Bylaws (Town Administrator)

To see if the Town will vote to amend the Natick Zoning By-Law pursuant to Chapter 334 of the Acts of 2016, subsequently amended, in part, by Chapter 351 of the Acts of 2016, entitled "An Act Further Regulating the Cultivation of Marijuana and Marihuana," and by Chapter 55 of the Acts of 2017, entitled "An Act to Ensure Safe Access to Marijuana" (collectively, the "Acts") by creating, extending and/or modifying an existing temporary moratorium regarding recreational marijuana establishments and related uses currently located in Section III-K: Marijuana Establishments of the Natick Zoning Bylaws. The existing moratorium is in effect through December 31, 2018 or six (6) months from the date of adoption of regulations to implement the Acts by the Cannabis Control Commission, whichever is later. The proposed extension and/or modification of the existing moratorium shall be in effect for a period up to, but not exceeding, an additional six (6) months from December 31, 2018, unless said moratorium is extended, modified or rescinded by a subsequent action of Town Meeting; the purpose of said moratorium extension is to allow the Town of Natick adequate time to consider whether and/or how to allow, prohibit and/or regulate marijuana establishments and related uses as outlined in the Acts, in accordance with applicable state laws and regulations, and to undertake an appropriate planning process; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:

The Finance Committee recommends the following action:

ARTICLE 3	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 20, 2018	Favorable Action	13-0-0

MOTION: (Requires a two-thirds majority vote)

Moved by Mr. Evans seconded by Mr. Hayes to amend the Natick Zoning By-Law Section III-K: Marijuana Establishments to amend the expiration date of the moratorium to June 30, 2019, as follows:

To amend Section III-K(C) by replacing

"…in effect through December 31, 2018 or six (6) months from the adoption of regulation to implement the Acts by the Cannibis Control Commission, whichever is later, …"

with

"in effect through June 30, 2019,…"

So that Section III-K(C) shall read as follows:

C. Expiration

For the reasons set forth above and notwithstanding any other provision of the Natick Zoning Bylaws to the contrary, the temporary moratorium set forth in Section B above shall be in effect through June 30, 2019, unless extended, modified or rescinded by a subsequent action of Town Meeting.

Moved by Ms. Collins, seconded by Mr. Munnich to amend the motion under Article 3 of the 2018 Special Town Meeting #2 by replacing it in its entirety with the following:

Move that the town vote to amend the Natick Zoning By-Law Section III-K Marijuana Establishments by:

Replacing the words "in effect through December 31, 2018 or six (6) months from the adoption of regulations to implement the Acts of the Cannibis Control Commission, whichever is later," with the words "in effect through June 30, 2019"; and

Adding the words "and to ensure Natick has a comprehensive Zoning By-Law on Adult Use Marijuana in place" after the words "set forth above" and before the words "and notwithstanding"

So that Section III-K(C) shall read:

"C. Expiration

For the reasons set forth above and to ensure Natick has a comprehensive Zoning By-Law on Adult Use Marijuana in place and notwithstanding any other provision of the Natick Zoning Bylaws to the contrary, the temporary moratorium set forth in Section B above shall be in effect through June 30, 2019, unless extended, modified or rescinded by a subsequent action of Town Meeting."

The Moderator called for a short recess to assure that this amendment is correct. Ms. Laughman, Special Counsel reviewed this amendment and said that the language is not in violation of the law.

The amendment to the main motion under Article 3 passed by a majority vote (72-40-3).

Ms. Evans moved, seconded by Mr. Yang to table Article 3. ***The motion passed by a two-thirds vote (81-32-2).***

ARTICLE 2: Marijuana Establishments Zoning Bylaw Amendment (Planning Board)
To see if the Town will vote to amend the Town of Natick Zoning By-Laws and Map with regards to establishing reasonable regulations regarding the time, place and/or manner of adult use marijuana establishments per G.L. c. 94G, including but not limited to the following:

- Replace and/or modify the existing "Section III-K: Marijuana Establishments" with a new "Section III-K: Adult Use Marijuana Establishments" which address the following topics:
  - Specify the purpose, scope, and/or objective;
  - Specify the applicability of the provisions;
  - Specify the relationship with underlying districts and regulations;
  - Create, amend, and/or add definitions;
  - Specify the place, time and/or manner;
  - Create and/or specify the regulation of the use(s), including but not limited to any special provisions and/or limitation of the use(s) such as creating a use regulation table, establishing buffer zones, relationship to existing uses, location to other similar establishments, and/or other special provision regarding where such uses can be located or operated;
  - Create and/or specify the special Permit and/or site plan requirements and/or process;
  - Create and/or specify provisions, if any, for licensing requirements, community outreach, community host agreement, energy use, parking and traffic impacts, waiver provisions, enforcement, inspections, screening and/or other visual impacts, signage, and/or other neighborhood and abutter protections; and/or

- Amend and/or modify the Town of Natick Zoning Bylaw to create one or more Adult Use Marijuana Establishment overlay zoning district(s) in Section II – Use Districts, II-A Types of Districts; and/or

- Amend the Town of Natick zoning map, as referenced under Section II-B Location of Districts (Zones) subsection 1 to locate one or more Adult Use Marijuana Establishment overlay zoning district(s) on parcels with current underlying zoning allowing commercial, retail, and/or industrial uses either by right or by special permit;

- And/or extend and/or modify an existing temporary moratorium regarding recreational marijuana establishments and related uses currently located in Section III-K: Marijuana Establishments of the Town of Natick Zoning Bylaws. The existing moratorium is in effect through December 31, 2018 or six (6) months from the date of adoption of regulations to implement the Acts by the Cannabis Control Commission, whichever is later. The proposed extension and/or modification of the existing moratorium shall be in effect for a period up to, but not exceeding, an additional six (6) months from December 31, 2018, unless said moratorium is extended, modified or rescinded by a subsequent action of Town Meeting;

or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:
The Finance Committee recommends the following action:

ARTICLE 2 Motion A	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 20, 2018	Favorable Action	11-2-0

MOTION A: (Requires a two-thirds majority vote)
Moves by Mr. Evans, seconded by Mr. Hayes that the Town Replace the existing "Section III-K: Marijuana Establishments" with a new "Section III-K: Adult Use Marijuana Establishments", that reads:
Section III-K: Adult Use Marijuana Establishments
1. Purpose.
The purpose of this Section is to regulate the time, place and manner of Adult Use Marijuana Establishments. The zoning will serve to preserve the character of the community and create a place for the public to have access to legal marijuana while mitigating community impact. This Bylaw should serve as a guide that will support the public's right to access legal marijuana, protect the public health, safety, and well-being and expand new growth for the tax base.

2. Relationship to underlying districts and regulations

2.1 The Adult Use Marijuana Overlay Districts shall overlay all underlying districts so that any parcel of land lying in an Adult Use Marijuana Overlay District shall also lie in one or more of the other zoning districts in which it was previously classified, as provided for in this Zoning Bylaw.

2.2 All regulations of the underlying zoning districts shall apply within the Adult Use Marijuana Overlay Districts, except to the extent that they are specifically modified or supplemented by other provisions of the applicable Adult Use Marijuana Overlay District.

3. Scope.
This Section III.K relates only to Marijuana Establishments authorized by General Laws, Chapter 94G, and not to Registered Marijuana Dispensaries authorized by General Laws, Chapter 94I; the location and operation of which is governed by Section III.323.8 of these Bylaws, nor to marijuana-related businesses not required to be licensed by Chapter 94G, except as otherwise provided for herein.

4. Definitions.
The terms used herein shall be interpreted as defined in the regulations governing Adult Use of Marijuana (935 CMR 500.00) and otherwise by their plain language.
Commission: The Cannabis Control Commission established by M.G.L. c.10, s.76 with authority to implement the state marijuana laws, including, M.G.L. c.94I, and M.G.L. c.94G, and all related regulations, including 935 CMR 500.00, 935 CMR 501.00 and 935 CMR 502.00 .

Craft Marijuana Cooperative: A Marijuana Cultivator comprised of residents of the Commonwealth and organized as a limited liability company, limited liability partnership, or cooperative corporation under the laws of the Commonwealth. A cooperative is licensed to cultivate, obtain, manufacture, process, package and brand marijuana or marijuana products and to transport marijuana to Marijuana Establishments, but not to consumers.

Hemp: The plant of the genus Cannabis or any part of the plant, whether growing or not, with a delta-9-tetrahydrocannabinol concentration that does not exceed 0.3% on a dry weight basis of any part of the plant of the genus Cannabis, or per volume or weight of cannabis or marijuana product, or the combined percent of delta-9-tetrahydrocannabinol and tetrahydrocannabinolic acid in any part of the plant of the genus Cannabis regardless of moisture content.

Host Community Agreement: An agreement, pursuant to M.G.L. c.94G, s.3(d), between a Marijuana Establishment and a municipality setting forth additional conditions for the operation of a Marijuana Establishment, including stipulations of responsibility between the parties.
Independent Testing Laboratory: A laboratory that is licensed by the Commission in accordance with 935 CMR 500.00

Manufacture: To compound, blend, extract, infuse or otherwise make or prepare a marijuana product.

Marijuana Cultivation: The use of land and/or buildings for planting, tending, improving, harvesting, processing and packaging, preparing and maintaining soil and other media and promoting the growth of marijuana by a marijuana cultivator, micro-business, research facility, craft marijuana cultivator cooperative, registered marijuana dispensary or other entity licensed by the Commission for marijuana cultivation. Such use is not agriculturally exempt from zoning.

Marijuana Cultivator: An entity licensed by the Commission to cultivate, process and package marijuana, to transfer marijuana to other Marijuana Establishments, but not directly to consumers. A Craft Marijuana Cooperative is a type of Marijuana Cultivator.

Marijuana Establishment: A Marijuana Cultivator, Craft Marijuana Cooperative, Marijuana Product Manufacturer, Marijuana Retailer, Independent Testing Laboratory, Marijuana Research Facility, Marijuana Transporter, or any other type of licensed marijuana-related business, except a Medical Marijuana Treatment Center (Registered Marijuana Dispensary).

Marijuana Microbusiness: A Marijuana Establishment that can be either a Marijuana Cultivator or Product Manufacturer or both, licensed in accordance with the requirements of 935 CMR 500.00.

Marijuana Products: Marijuana and its products unless otherwise indicated. These include products that have been manufactured and contain marijuana or an extract from marijuana, including concentrated forms of marijuana and products composed of marijuana and other ingredients that are intended for use or consumption, including edible products, beverages, topical products, ointments, oils and tinctures.

Marijuana Product Manufacturer: An entity licensed to obtain, manufacture, process and package marijuana or marijuana products and to transfer these products to other Marijuana Establishments, but not directly to consumers.

Marijuana Retailer: An entity licensed to purchase and transfer marijuana or marijuana product from Marijuana Establishments and to sell or otherwise transfer this product to Marijuana Establishments and to consumers. Retailers are prohibited from delivering marijuana or marijuana products to consumers and from offering marijuana or marijuana products for the purposes of onsite social consumption on the premises of a Marijuana Establishment.

Third Party Marijuana Transporter: An entity, that is licensed to purchase, obtain, and possess marijuana or marijuana product solely for the purpose of transporting, temporary storage, sale and distribution to Marijuana Establishments, but not directly to consumers.

Process or Processing: To harvest, dry, cure, trim and separate parts of the marijuana or marijuana plant by manual or mechanical means, except it shall not include manufacturing of marijuana products as defined in 935 CMR 500.002.

Marijuana Research Facility: An entity licensed to engage in marijuana research projects by the Commission.

5. Place.

5.1 A Marijuana Establishment is permitted by Special Permit issued by the Planning Board as the Special Permit Granting Authority (SPGA) in the Industrial Marijuana Overlay (IMo) and the Retail Marijuana Overlay (RMo) zoning districts as specified in the Marijuana Establishment Use Regulation Schedule below. Craft Marijuana Cooperatives, Marijuana Cultivators, Microbusinesses, Marijuana Product Manufacturers, Independent Testing Laboratories, Marijuana Research Facilities and Marijuana Transporters are allowed to locate in the Industrial Marijuana Overlay (IMo) district. Marijuana Retailers are allowed in the Retail Marijuana Overlay (RMo) district.

III-K.5 Marijuana Establishment Use Regulation Schedule

Marijuana Establishment Uses	IMo	RMo	RG	RM	RS	PCD	SH	AP	DM	HM	HPU	LC	CII	INI	INII	H
Craft Marijuana Cooperatives	SP	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Marijuana Cultivators	SP	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Marijuana Microbusinesses	SP	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Marijuana Product Manufacturers	SP	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Marijuana Research Facilities	SP	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Third Party Marijuana Transporters	SP	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Independent Testing Laboratories	SP	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Marijuana Retailers	N	SP	N	N	N	N	N	N	N	N	N	N	N	N	N	N

Y = Permitted By-Right SP = Allowed by Special Permit N = Not allowed or permitted

5.2 Intentionally left blank

5.3 No Marijuana Establishment shall be located within a building containing residential units, including transient housing and group housing.

5.4 No Marijuana Retailer shall be located within 500 feet of another Marijuana Retailer. Distance shall be measured by a straight line from the nearest point of the building in question to the nearest point of the building where the Marijuana Establishment is or will be located.

5.5 With the exception of a licensed Marijuana Transporter, no Marijuana Establishment shall be permitted to operate from a moveable, mobile or transitory location.

5.6 Home Occupation: Marijuana Establishments are not permitted as a Home Occupation, as defined within the Zoning Bylaw.

5.7 Use Variances: Not withstanding any other provision of this Bylaw, no use variances shall be allowed for any Marijuana Establishment in the Town of Natick.

6. Time and Manner.

6.1 Odor: No Marijuana Establishment shall allow the escape of odors or gases from the cultivation, processing or manufacturing of marijuana or marijuana products and shall incorporate odor control technology to ensure that emissions do not violate M.G.L c. 111, s. 31 C.

6.2 Signage: All signage shall comply with the requirements of 935 CMR 500, and Section V of this Zoning Bylaw.

6.3 Hours: Marijuana Retailers shall be open and/or operating to the public only between the hours of 8:00 AM and 8:00 PM, unless otherwise modified by licensing regulations enacted and enforced by the Board of Selectmen.

6.4 Visual Impact: Marijuana plants, products, and paraphernalia shall not be visible from outside the building in which the Marijuana Establishment is located and Marijuana Establishments shall comply with the requirements of 935 CMR 500 with respect to visibility of marijuana and marijuana products. Any artificial screening device erected to eliminate the view from the public way shall also be subject to a vegetative screen and the SPGA shall consider the surrounding landscape and viewshed to determine if an artificial screen would be out of character with the neighborhood.

6.5 Nuisance: Marijuana Establishment operations shall not create nuisance conditions in parking areas, sidewalks, streets and areas surrounding the premises and adjacent properties. “Nuisance” includes, but is not limited to, disturbances of the peace, excessive pedestrian or vehicular traffic, excessive littering, excessive loitering, illegal parking, excessive loud noises, excessive citation for violations of State or local traffic laws and regulations, queuing of patrons (vehicular or pedestrian) in or other obstructions of the public or private way (sidewalks and streets).

6.6 Security: The applicant shall submit a security plan to the Police Department to demonstrate that there is limited undue burden on the Town public safety officials as a result of the proposed Marijuana Establishment. The security plan shall include all security measures for the site and transportation of marijuana and marijuana products to and from off-site premises to ensure the safety of employees and the public and to protect the premises from theft or other criminal activity. A letter from the Natick Police Department to the Planning Board acknowledging receipt and approval of such a security plan shall be submitted as part of the Special Permit application.

Safety plans should mitigate any potential harm to the employees and the public including ensuring all customers are at least 21 years of age.

7. Adult On-Site Social Consumption

7.1 On-site consumption of marijuana and marijuana products, as either a primary or accessory use, shall be prohibited at all Marijuana Establishments unless permitted by a local ballot initiative process, as allowed by M.G.L. c.94G s.3(b). The prohibition of on-site social consumption shall include private social clubs or any other establishment which allows for social consumption of marijuana or marijuana products on the premises, regardless of whether the product is sold to consumers on site.

8. Other.

8.1 Host Community Agreement: No Special Permit shall be granted without first having an executed Host Community Agreement with the Town of Natick.

8.2 Community Outreach Meeting: No Special Permit application shall be deemed complete until a Community Outreach Meeting in accordance with 935 CMR 500 has occurred.

8.3 State Law: Marijuana Establishment operations shall conform at all times to M.G.L., c.94G, and regulations issued thereunder.

8.4 License requirements:

8.4.1 The applicant shall submit proof that the application to the Commission has been deemed complete pursuant to 935 CMR 500.102. Copies of the complete application, to the extent legally allowed, shall be provided as part of the application to the SPGA, and no Special Permit application shall be deemed complete until this information is provided.

8.4.2 No Special Permit shall be granted by the SPGA without the Marijuana Establishment first having been issued a Provisional License from the Commission pursuant to 935 CMR 500.

8.4.3 No person shall operate a Marijuana Establishment without having a license in good standing from the Commission.

8.5 Energy Use: All Marijuana Cultivators shall submit an energy use plan to the SPGA to demonstrate best practices for energy conservation. The plan shall include an electrical system overview, proposed energy demand, ventilation system and air quality, proposed water system and utility demand.

8.6 Line Queue Plan: The applicant shall submit a line queue plan to ensure that the movement of pedestrian and/or vehicular traffic along the public right of ways will not be unreasonably obstructed.

8.7 Traffic Impact Statement: Any Marijuana Establishment open to the general public shall submit a detailed Traffic Impact Statement.

8.8 Parking: Parking shall be in accordance with Section V-D Off-Street Parking and Loading Requirements

8.9 Permitting: The Planning Board shall be the Special Permit Granting Authority (SPGA). The application requirements and procedures shall be conducted pursuant to Section VI, Special Permits of the Zoning Bylaw. A special permit granted under this Section shall have a term limited to the duration of the applicant's ownership and use of the premises as a Marijuana Establishment. A special permit may be transferred only with the approval of the Planning Board in the form of an amendment to the special permit.

8.10 Hemp: For the purposes of this Bylaw, the cultivation of hemp shall require a Site Plan Approval from the Planning Board in accordance with Section III-A.7 "Regulation of Land or Structures for Purposes Otherwise Exempted from Permitting" and comply with all applicable sections herein.
Use of land or buildings for hemp processing and/or product manufacture shall be subject to such zoning controls as apply to other (non-marijuana) processing and product manufacture operations.

8.11 Notice of Enforcement Order: A Marijuana Establishment shall file notice with the Town Administrator, Director of the Health Department, Police Chief, and the Building Commissioner within 24 hours of receipt of any summary cease and desist order, cease and desist order, quarantine order, suspension order, revocation order, order limiting sales, deficiency statement, plan of correction, notice of a hearing, notice of any other administrative process or legal action, denial of a license, denial of a renewal of a license, or final action issued by a state agency

(including, but not limited to, the Commission and Massachusetts Department of Public Health) regarding the Marijuana Establishment or the Marijuana Establishment's Cannabis Control Commission license.

8.12 Annual Inspection: Any operating Marijuana Establishment within the Town shall be inspected annually by the Building Inspector, the Fire Chief, the Police Department, or their designee(s), to ensure compliance with this Section and with any conditions imposed by the SPGA as a condition of the Special Permit approval.

9. Severability.
If any provision of this Section III.K is found to be invalid by a court of competent jurisdiction, the remainder of Section III.K shall not be affected but shall remain in full force.
The invalidity of any provision of this Section III.K shall not affect the validity of the remainder of this Zoning Bylaw.

Jamie Errickson, Director of Community and Economic Development spoke to this motion. Ms. Collins moved to refer the subject matter of Article 2 to the Sponsors. There was no second to the motion.

Mr. Munnich moved, seconded by Mr. Sidney postponement of continued consideration of Article 2 until Tuesday, October 9, 2018. Ms. McKenzie moved, second by Mr. Ostroff to amend the postponement until Thursday, October 4, 2018. ***The amendment passed by majority vote (by hand count). The amended motion to postpone continued consideration of Article 2 until October 4, 2018 passed by majority vote (by hand count).***

Moved by Mr. Sidney, seconded by Mr. Gath to put Article 3 back on the table. ***The motion passed by majority vote (by hand count).*** Moved by Mr. Sidney, seconded by Mr. Gath to postpone consideration of Article 3 until the second order of business on October 4th. ***This motion passed by majority vote.***

Mr. Sidney moved, seconded by Mr. Gath to adjourn. ***The motion to adjourn passed by majority vote. The meeting adjourned at 10:50 PM until Thursday, October 4, 2018.***

A record of the First Session of
2018 Special Town Meeting #2
October 2, 2018

_____
Diane Packer, Town Clerk

2018 Special Town Meeting #2
Marshall Lebowitz Town Meeting Hall

Wilson Middle School
October 4, 2018
Second Session

The Second Session of the 2018 Special Town Meeting #2 was called to order at 8:00 PM by 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 2018 Special Town Meeting #2. The Moderator asked that any recently elected or appointed members of Town Meeting stand to take the oath of office. There were no 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; Patrick Hayes, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel; Katie Laughman, Special Counsel; Melissa Malone, Town Administrator and Amy Mistrot, Chair, Board of Selectmen; Tim Lathwood, a representative from Option Technologies who will be operating the electronic voting system; and Sean O'Brien who will be operating the slides..

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 question 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 reminded Town Meeting that a motion to waive the reading of articles and 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 is still in effect.

The Moderator announced that the meeting will begin with Article 2. Ms. Malone, Town Administrator gave an update regarding this article.

ARTICLE 2: Marijuana Establishments Zoning Bylaw Amendment (Planning Board)
To see if the Town will vote to amend the Town of Natick Zoning By-Laws and Map with regards to establishing reasonable regulations regarding the time, place and/or manner of adult use marijuana establishments per G.L. c. 94G, including but not limited to the following:

- Replace and/or modify the existing "Section III-K: Marijuana Establishments" with a new "Section III-K: Adult Use Marijuana Establishments" which address the following topics:
  - Specify the purpose, scope, and/or objective;
  - Specify the applicability of the provisions;
  - Specify the relationship with underlying districts and regulations;

- Create, amend, and/or add definitions;
- Specify the place, time and/or manner;
- Create and/or specify the regulation of the use(s), including but not limited to any special provisions and/or limitation of the use(s) such as creating a use regulation table, establishing buffer zones, relationship to existing uses, location to other similar establishments, and/or other special provision regarding where such uses can be located or operated;
- Create and/or specify the special Permit and/or site plan requirements and/or process;
- Create and/or specify provisions, if any, for licensing requirements, community outreach, community host agreement, energy use, parking and traffic impacts, waiver provisions, enforcement, inspections, screening and/or other visual impacts, signage, and/or other neighborhood and abutter protections; and/or

- Amend and/or modify the Town of Natick Zoning Bylaw to create one or more Adult Use Marijuana Establishment overlay zoning district(s) in Section II – Use Districts, II-A Types of Districts; and/or

- Amend the Town of Natick zoning map, as referenced under Section II-B Location of Districts (Zones) subsection 1 to locate one or more Adult Use Marijuana Establishment overlay zoning district(s) on parcels with current underlying zoning allowing commercial, retail, and/or industrial uses either by right or by special permit;

- And/or extend and/or modify an existing temporary moratorium regarding recreational marijuana establishments and related uses currently located in Section III-K: Marijuana Establishments of the Town of Natick Zoning Bylaws. The existing moratorium is in effect through December 31, 2018 or six (6) months from the date of adoption of regulations to implement the Acts by the Cannabis Control Commission, whichever is later. The proposed extension and/or modification of the existing moratorium shall be in effect for a period up to, but not exceeding, an additional six (6) months from December 31, 2018, unless said moratorium is extended, modified or rescinded by a subsequent action of Town Meeting;

or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:

The Finance Committee recommends the following action:

ARTICLE 2 Motion A	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 20, 2018	Favorable Action	11-2-0

MOTION A: (Requires a two-thirds majority vote)
Moved by Mr. Freedman, seconded by Mr. Sidney to amend Article 2, Motion A by replacing it with the following motion: Move to add a new "Section III-K.2: Adult Use Marijuana Establishments" after existing section "Section III-K: Marijuana Establishments", that reads:
Section III-K.2: Adult Use Marijuana Establishments

1. Purpose.
In addition to Section 100, the purpose of this Section is to regulate the time, place and manner of Adult Use Marijuana Establishments. The zoning will serve to preserve the character of the community and create a place for the public to have access to legal marijuana while mitigating community impact. This Bylaw shall provide regulations and criteria that will support the public's right to access legal marijuana, protect the public health, safety, and well-being and expand new growth for the tax base.

2. Relationship to underlying districts and regulations

2.1 The Adult Use Marijuana Overlay Districts shall overlay all underlying districts so that any parcel of land lying in an Adult Use Marijuana Overlay District shall also lie in one or more of the other zoning districts in which it was previously classified, as provided for in this Zoning Bylaw.

2.2 All regulations of the underlying zoning districts shall apply within the Adult Use Marijuana Overlay Districts, except to the extent that they are specifically modified or supplemented by other provisions of the applicable Adult Use Marijuana Overlay District.

3. Scope.

This Section III.K relates only to Marijuana Establishments authorized by General Laws, Chapter 94G, and not to Registered Marijuana Dispensaries authorized by General Laws, Chapter 94I; the location and operation of which is governed by Section III.323.8 of these Bylaws, nor to marijuana-related businesses not required to be licensed by Chapter 94G, except as otherwise provided for herein.

4. Definitions.

The terms used herein shall be interpreted as defined in the regulations governing Adult Use of Marijuana (935 CMR 500.00) and otherwise by their plain language, and shall apply only to this Section III-K.2

Commission: The Cannabis Control Commission established by M.G.L. c.10, s.76 with authority to implement the state marijuana laws, including, M.G.L. c.94I, and M.G.L. c.94G, and all related regulations, including 935 CMR 500.00, 935 CMR 501.00 and 935 CMR 502.00 .

Craft Marijuana Cooperative: A Marijuana Cultivator comprised of residents of the Commonwealth and organized as a limited liability company, limited liability partnership, or cooperative corporation under the laws of the Commonwealth. A cooperative is licensed to cultivate, obtain, manufacture, process, package and brand marijuana or marijuana products and to transport marijuana to Marijuana Establishments, but not to consumers.

Hemp: The plant of the genus Cannabis or any part of the plant, whether growing or not, with a delta-9-tetrahydrocannabinol concentration that does not exceed 0.3% on a dry weight basis of any part of the plant of the genus Cannabis, or per volume or weight of cannabis or marijuana product, or the combined percent of delta-9-tetrahydrocannabinol and tetrahydrocannabinolic acid in any part of the plant of the genus Cannabis regardless of moisture content.

Host Community Agreement: An agreement, pursuant to M.G.L. c.94G, s.3(d), between a Marijuana Establishment and a municipality setting forth additional conditions for the operation of a Marijuana Establishment, including stipulations of responsibility between the parties.

Independent Testing Laboratory: A laboratory that is licensed by the Commission in accordance with 935 CMR 500.00

Manufacture: To compound, blend, extract, infuse or otherwise make or prepare a marijuana product.

Marijuana Cultivation: The use of land and/or buildings for planting, tending, improving, harvesting, processing and packaging, preparing and maintaining soil and other media and promoting the growth of marijuana by a marijuana cultivator, micro-business, research facility, craft marijuana cultivator cooperative, registered marijuana dispensary or other entity licensed by the Commission for marijuana cultivation. Such use is not agriculturally exempt from zoning.

Marijuana Cultivator: An entity licensed by the Commission to cultivate, process and package marijuana, to transfer marijuana to other Marijuana Establishments, but not directly to consumers. A Craft Marijuana Cooperative is a type of Marijuana Cultivator.

Marijuana Establishment: A Marijuana Cultivator, Craft Marijuana Cooperative, Marijuana Product Manufacturer, Marijuana Retailer, Independent Testing Laboratory, Marijuana Research Facility, Marijuana Transporter, or any other type of licensed marijuana-related business, except a Medical Marijuana Treatment Center (Registered Marijuana Dispensary).

Marijuana Microbusiness: A Marijuana Establishment that can be either a Marijuana Cultivator or Product Manufacturer or both, licensed in accordance with the requirements of 935 CMR 500.00.

Marijuana Products: Marijuana and its products unless otherwise indicated. These include products that have been manufactured and contain marijuana or an extract from marijuana, including concentrated forms of marijuana and products composed of marijuana and other ingredients that are intended for use or consumption, including edible products, beverages, topical products, ointments, oils and tinctures.

Marijuana Product Manufacturer: An entity licensed to obtain, manufacture, process and package marijuana or marijuana products and to transfer these products to other Marijuana Establishments, but not directly to consumers.

Marijuana Retailer: An entity licensed to purchase and transport marijuana or marijuana product from Marijuana Establishments and to sell or otherwise transfer this product to Marijuana Establishments and to consumers. Retailers are prohibited from delivering marijuana or marijuana products to consumers and from offering marijuana or marijuana products for the purposes of onsite social consumption on the Premises of a Marijuana Establishment.

Third Party Marijuana Transporter: An entity, that is licensed to purchase, obtain, and possess marijuana or marijuana product solely for the purpose of transporting, temporary storage, sale and distribution to Marijuana Establishments, but not directly to consumers.

Premises: Any indoor or outdoor location over which a Marijuana Establishment or its agents may lawfully exert substantial supervision or control over entry or access to the property or the conduct of persons.

Process or Processing: To harvest, dry, cure, trim and separate parts of the marijuana or marijuana plant by manual or mechanical means, except it shall not include manufacturing of marijuana products as defined in 935 CMR 500.002.
Marijuana Research Facility: An entity licensed to engage in marijuana research projects by the Commission.

5. Place.
5.1 A Marijuana Establishment is only permitted by Special Permit issued by the Planning Board as the Special Permit Granting Authority (SPGA) only in the Industrial Marijuana Overlay (IMo) and the Retail Marijuana Overlay (RMo) zoning districts as specified in the Marijuana Establishment Use Regulation Schedule below, and as follows: Craft Marijuana Cooperatives, Marijuana Cultivators, Marijuana Microbusinesses, Marijuana Product Manufacturers, Independent Testing Laboratories, Marijuana Research Facilities and Third Party Marijuana Transporters are allowed to locate in the Industrial Marijuana Overlay (IMo) district. Marijuana Retailers are allowed in the Retail Marijuana Overlay (RMo) district.

III-K.5.2 Marijuana Establishment Use Regulation Schedule

Marijuana Establishment Uses	**IMo**	**RMo**	RG	RM	RS	PCD	SH	AP	DM	HM	HPU	LC	CII	INI	INII	H
Craft Marijuana Cooperatives	**SP**	**N**	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Marijuana Cultivators	**SP**	**N**	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Marijuana Microbusinesses	**SP**	**N**	N	N	N	N	N	N	N	N	N	N	N	N	N	N

Marijuana Product Manufacturers	**SP**	**N**	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Marijuana Research Facilities	**SP**	**N**	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Third Party Marijuana Transporters	**SP**	**N**	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Independent Testing Laboratories	**SP**	**N**	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Marijuana Retailers	**N**	**SP**	N	N	N	N	N	N	N	N	N	N	N	N	N	N

Y = Permitted By-Right SP = Allowed by Special Permit N = Not allowed or permitted

5.2 Intentionally left blank

5.3 No Marijuana Establishment shall be located within a building containing residential units, including transient housing and group housing.

5.4 No Marijuana Retailer shall be located within 500 feet of another Marijuana Retailer. Distance shall be measured by a straight line from the nearest point of the building in question to the nearest point of the building where the Marijuana Establishment is or will be located.

5.5 With the exception of a licensed Marijuana Transporter, no Marijuana Establishment shall be permitted to operate from a moveable, mobile or transitory location.

5.6 Home Occupation: Marijuana Establishments are not permitted as a Home Occupation, as defined within the Zoning Bylaw.

5.7 Use Variances: Not withstanding any other provision of this Bylaw, no use variances shall be allowed for any Marijuana Establishment in the Town of Natick.

6. Time and Manner.

6.1 Odor: No Marijuana Establishment shall allow the escape of odors or gases from the cultivation, processing, storage, or manufacturing of marijuana or marijuana products. Every Marijuana Establishment shall incorporate odor control technology, to the extent necessary, to ensure that emissions do not violate M.G.L c. 111, s. 31 C.

6.2 Signage: All signage shall comply with the requirements of 935 CMR 500, and Section V of this Zoning Bylaw.

6.3 Intentionally left blank.

6.4 Visual Impact: Marijuana plants, products, and paraphernalia shall not be visible from outside the building in which the Marijuana Establishment is located and Marijuana Establishments shall comply with the requirements of 935 CMR 500 with respect to visibility of marijuana and marijuana products. Any artificial screening device erected to eliminate the view from the public way shall also be subject to a vegetative screen and the SPGA shall consider the surrounding landscape and viewshed to determine if an artificial screen would be out of character with the neighborhood.

6.5 Nuisance: Marijuana Establishment operations shall not create nuisance conditions in parking areas, sidewalks, streets and areas surrounding the Premises and adjacent properties. “Nuisance” includes, but is not limited to, disturbances of the peace, excessive pedestrian or vehicular traffic, littering, loitering, illegal parking, loud noises, excessive citation for violations of State or local traffic laws and regulations, queuing of patrons (vehicular or pedestrian) in or other obstructions of the public or private way (sidewalks and streets).

6.6 Security: The applicant shall submit a security plan to the Police Department to demonstrate that there is limited undue burden on the Town public safety officials as a result of the proposed Marijuana Establishment. The security plan shall include all security measures for the site and transportation of marijuana and marijuana products to and from off-site locations to ensure the safety of employees and the public and to protect the Premises from theft or other criminal activity. A letter from the Natick Police Department to the Planning Board acknowledging receipt and approval of such a security plan shall be submitted as part of the Special Permit application.
Safety plans should mitigate any potential harm to the employees and the public including ensuring all customers are at least 21 years of age.

7. Adult On-Site Social Consumption.
7.1 On-site consumption of marijuana and marijuana products, as either a primary or accessory use, shall be prohibited at all Marijuana Establishments unless permitted by a local ballot initiative process, as allowed by M.G.L. c.94G s.3(b). The prohibition of on-site social consumption shall include private social clubs or any other establishment which allows for social consumption of marijuana or marijuana products on the Premises, regardless of whether the product is sold to consumers on site.

8. Criteria for Issuance of Special Permit.
8.1 Host Community Agreement: No Special Permit shall be granted without first having an executed Host Community Agreement with the Town of Natick.

8.2 Community Outreach Meeting: No Special Permit application shall be deemed complete until a Community Outreach Meeting in accordance with 935 CMR 500 has occurred.

8.3 State Law: Marijuana Establishment operations shall conform at all times to M.G.L., c.94G, and regulations issued thereunder.

8.4 License requirements:

8.4.1 The applicant shall submit proof that the application to the Commission has been deemed complete pursuant to 935 CMR 500.102. Copies of the complete application, to the extent legally allowed, shall be provided as part of the application to the SPGA, and no Special Permit application shall be deemed complete until this information is provided.

8.4.2 No Special Permit shall be granted by the SPGA without the Marijuana Establishment first having been issued a Provisional License from the Commission pursuant to 935 CMR 500.

8.4.3 No person shall operate a Marijuana Establishment without having a license in good standing from the Commission.

8.5 Energy Use: All Marijuana Cultivators shall submit an energy use plan to the SPGA to demonstrate best practices for energy conservation. The plan shall include an electrical system overview, proposed energy demand, ventilation system and air quality, proposed water system and utility demand.

8.6 Line Queue Plan: The applicant shall submit to the SPGA a line queue plan to ensure that the movement of pedestrian and/or vehicular traffic along the public right of ways will not be obstructed.

8.7 Traffic Impact Statement: Any Marijuana Establishment open to the general public shall submit a detailed Traffic Impact Statement to the SPGA.

8.8 Parking: The Site Plan shall be in accordance with Section V-D Off-Street Parking and Loading Requirements

8.9 Permitting: The Planning Board shall be the Special Permit Granting Authority (SPGA). In addition to this section, the Special Permit shall also be governed by the requirements of Section VI-DD, Special Permit Procedures and Site Plan Review of the Zoning Bylaw. A special permit granted under this Section shall have a term limited to the duration of the applicant's control and/or use of the Premises as a Marijuana Establishment. A special permit may be transferred only with the approval of the Planning Board in the form of an amendment to the special permit.

8.10 Hemp: For the purposes of this Bylaw, the cultivation of hemp shall require a Site Plan Approval from the Planning Board in accordance with Section III-A.7 "Regulation of Land or Structures for Purposes Otherwise Exempted from Permitting" and comply with all applicable sections herein.

Use of land or buildings for hemp processing and/or product manufacture shall be subject to such zoning controls as apply to other (non-marijuana) processing and product manufacture operations.

8.11 Notice of Enforcement Order: A Marijuana Establishment shall file notice with the Town Administrator, Director of the Health Department, Police Chief, and the Building Commissioner within 24 hours of receipt of any summary cease and desist order, cease and desist order, quarantine order, suspension order, revocation order, order limiting sales, deficiency statement, plan of correction, notice of a hearing, notice of any other administrative process or legal action, denial of a license, denial of a renewal of a license, or final action issued by a state agency (including, but not limited to, the Commission and Massachusetts Department of Public Health) regarding the Marijuana Establishment or the Marijuana Establishment's Cannabis Control Commission license.

8.12 Annual Inspection: Any operating Marijuana Establishment within the Town shall be inspected annually by the Building Inspector, the Fire Chief, the Police Department, or their designee(s), to ensure compliance with this Section and with any conditions imposed by the SPGA as a condition of the Special Permit approval.

9. Severability.

If any provision of this Section III.K is found to be invalid by a court of competent jurisdiction, the remainder of Section III.K shall not be affected but shall remain in full force. The invalidity of any provision of this Section III.K shall not affect the validity of the remainder of this Zoning Bylaw.

Mr. Sidney moved, seconded by Mr. Freedman to waive the reading of the motion. ***The motion to waive the reading passed unanimously (by hand count).***

There was discussion on the amendment. ***The amendment to Motion A under Article 2 passed unanimously (93-0-0).***

Discussion continued on the amended main motion. Mr. Connolly suggested changing III.K to III-K in four places: the first was in Section 3 Scope and the other three instances are in Section 9 Severability. The Moderator deemed these administrative changes and requested that they be adopted without objection.

Moved by Mr. Connolly, seconded by Mr. Sidney to replace section 3. Scope with the following:
"This Section III-K relates only to Marijuana Establishments authorized by General Laws, Chapter 94G, and not to Registered Marijuana Dispensaries, nor to marijuana-related businesses not required to be licensed by Chapter 94G, except as otherwise provided for herein. (For Registered Marijuana Dispensaries authorized by General Laws, Chapter 94I, see Section III – Section 323.8 of the Zoning Bylaws.)".

Moved by Mr. Sidney, seconded by Mr. Freedman to waive the reading of the motion. ***The motion to waive the reading of the motion passed by majority vote (by hand count). The amendment passed by majority vote (80-12-1).***

Moved by Mr. Connolly moved by Mr. Sidney to change the words "this Zoning Bylaw" to "the Zoning Bylaws" in sections 2.1, 5.6, 6.2 and 8.9. ***The amendment failed (8-83-3).***

Moved by Mr. Connolly to amend motion A in Section 5.1 to change the names of the Overlay districts or zones as follows: "Industrial Marijuana Overlay" becomes "Marijuana Industrial Overlay"
"Retail Marijuana Overlay" becomes "Marijuana Retail Overlay" and "IMo" becomes "MI" and "RMo" becomes "MR" and also to change the following in the table: IMo" becomes "MI" and RMo" becomes "MR" There was no second to this motion.

The amended main motion passed by a two-thirds vote (90-6-0).

FINANCE COMMITTEE RECOMMENDATION:
The Finance Committee recommends the following action:

ARTICLE 2 Motion B	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 20, 2018	Favorable Action	11-2-0

MOTION B: (Requires a two-thirds majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes to amend the Town of Natick Zoning Bylaw to create the Industrial Marijuana Overlay (IMo) and the Retail Marijuana Overlay (RMo) zoning districts in Section II – Use Districts, II-A Types of Districts, by inserting in the list in Section II-A Types of Use Districts after the words "Independent Senior Living Overlay Option Plan" "ISLOOP" the words:

"Industrial Marijuana Overlay (IMo)"
"Retail Marijuana Overlay (RMo)"

Mr. Errickson, Director of Community and Economic Development spoke to this motion and explained to Town Meeting that this motion seeks to create the overlay zoning districts and the following motions seek to place parcels into the districts.

Motion B under Article 2 passed by a two-thirds vote (93-2-0).

Moved by Mr. Sidney, seconded by Mr. Jennett to waive the reading of any motion for which there is printed copy.
The motion passed unanimously (by hand count).

FINANCE COMMITTEE RECOMMENDATION:
The Finance Committee recommends the following action:

ARTICLE 2 Motion C	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 20, 2018	Favorable Action	11-2-0

MOTION C: (Requires a two-thirds majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes to amend the Town of Natick zoning map, as referenced under Section II-B Location of Districts (Zones) subsection 1, by placing the Industrial Marijuana Overlay District (IMo) over the following properties as shown on Town Assessors' maps:

- Map 8 Lots 1C, 1D, 1E, 1F, 1K, 1M, 1P, 1Q, 1R, 1SA, 1SB, 1T, 1U, 2B, 2C, 2D, 2E, 41A, 41B, 41C, 41E, 41Fa, 41Fb, 41Fbb, 41G, 41H, 42, 42A, 42B, 42C, 42D, 42E, 42F, and 43; and
- Map 9 Lots 2A, 2B, 2C, 2D, 2E, 2F, 2G, 2J, 2K, 2L, 2M, 2N, 28, 28A, and 28B; and
- Map 14 Lots 75E, 75G, 75I, 76, 76A, 77A, and 77B; and
- Map 15 Lots 105A, 105B, and 105C.

Mr. Errickson, Director of Community and Economic Development gave an overview of the maps which are in the Finance Committee Recommendation book. He also spoke to Motions C-F as each motion was discussed.

Motion C under Article 2 passed by a two-thirds vote (90-6-0).

FINANCE COMMITTEE RECOMMENDATION:
The Finance Committee recommends the following action

ARTICLE 2 Motion D	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 20, 2018	Favorable Action	11-2-0

MOTION D: (Requires a two-thirds majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes to amend the Town of Natick zoning map, as referenced under Section II-B Location of Districts (Zones) subsection 1, by placing the Retail Marijuana Overlay District (RMo) over the following properties as shown on Town Assessors' maps:

Map 21 Lots 1, 8 (portion with CII underlying zoning), 114, 115, 116, 117A, 117B, 118, 119, 309, 332, 333, 334, 335 (portion with CII underlying zoning), 357, 358, 359, 360, 376, 377A, and 377B.

The Moderator requested that without objection that Town Meeting permit Mr. O'Grady, an attorney, who is not a Natick resident but is representing Ms. Minevich a resident at 6 Grove Rd. in Natick, to address the meeting. He spoke in opposition to this motion on behalf of his client.

Motion D under Article 2 passed by a two-thirds vote (75-17-3).

The Finance Committee recommends the following action on:

ARTICLE 2 Motion E	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 20, 2018	Favorable Action	**11-2-0**

MOTION E: (Requires a two-thirds majority vote)
Move to amend the Town of Natick zoning map, as referenced under Section II-B Location of Districts (Zones) subsection 1, by placing the Retail Marijuana Overlay District (RMo) over the following properties as shown on Town Assessors' maps:

Map 20 Lots 1A (for a depth not to exceed 400 feet from the right of way of Route 9), 1B (for a depth not to exceed 400 feet from the right of way of Route 9), 97D, 98, 99, 99A, 100, 101A, 102C (portion with CII underlying zoning), 103, and 104.

Motion E under Article 2 passed by a two-thirds vote (88-5-1).

The Finance Committee recommends the following action on:

ARTICLE 2 Motion F	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 20, 2018	No Recommendation	----

Note: Two motions were presented and seconded. Favorable Action (4-9-1) and Indefinite Postponement (5-7-1). Neither motion received the necessary eight vote quantum of the majority of appointed members of the full committee.

MOTION F: (Requires a two-thirds majority vote)
Moved by Ms. Evans, seconded by Mr. Sidney to amend the Town of Natick zoning map, as referenced under Section II-B Location of Districts (Zones) subsection 1, by placing the Retail Marijuana Overlay District (RMo) over the following properties as shown on Town Assessors' maps:

- Map 10 Lots 4, 5, and 6;
- Map 16 Lots 2, 2B, 2C, 3, 4B, 4D, 4Ab, and 4Abb;
- Map 17 Lots 1, 3B, 4A, 4B, 4C, 5A, 5C, 5D, 5F, 5FA, 5FB, 5FC, 6, 9A, 9D, 9E, and 20;
- Map 23 Lots 1A, 1E, 73, and 74;
- Map 24 Lots **91 (portion with CII underlying zoning),** 94, 100, 101, 88A, 89A, 89CA, 89CD, 89CE, 89DA, 89 E, 89F, 89G, 89H, 89I, 92A, 92C, 92D, 94A, and 94AA;
- Map 25 Lots 276, 277, and 251A.

Moved by Mr. Sidney, seconded by Ms. Collins to waive the reading of the motion. ***The motion passed unanimously (by hand count).***

Motion F under Article 2 passed by a two-thirds vote (85-10-0).

The Moderator explained that Article 3 had been postponed until the second order of business tonight, but it had already been amended.

ARTICLE 3: Amend Zoning By-Law to create, extend, and/or modify the existing Temporary Moratorium Regarding Recreational Marijuana Establishments currently located in Section III-K: Marijuana Establishments of the Natick Zoning Bylaws (Town Administrator)
To see if the Town will vote to amend the Natick Zoning By-Law pursuant to Chapter 334 of the Acts of 2016, subsequently amended, in part, by Chapter 351 of the Acts of 2016, entitled "An Act Further Regulating the Cultivation of Marijuana and Marihuana," and by Chapter 55 of the Acts of 2017, entitled "An Act to Ensure Safe Access to Marijuana" (collectively, the "Acts") by creating, extending and/or modifying an existing temporary moratorium regarding recreational marijuana establishments and related uses currently located in Section III-K: Marijuana Establishments of the Natick Zoning Bylaws. The existing moratorium is in effect through December 31, 2018 or six (6) months from the date of adoption of regulations to implement the Acts by the Cannabis Control Commission, whichever is later. The proposed extension and/or modification of the existing moratorium shall be in effect for a period up to, but not exceeding, an additional six (6) months from December 31, 2018, unless said moratorium is extended, modified or rescinded by a subsequent action of Town Meeting; the purpose of said moratorium extension is to allow the Town of Natick adequate time to consider whether and/or how to allow, prohibit and/or regulate marijuana establishments and related uses as outlined in the Acts, in accordance with applicable state laws and regulations, and to undertake an appropriate planning process; or otherwise act thereon.

The current motion before Town Meeting is moved that the town vote to amend the Natick Zoning By-Law Section III-K Marijuana Establishments by:

Replacing the words "in effect through December 31, 2018 or six (6) months from the adoption of regulations to implement the Acts of the Cannibis Control Commission, whichever is later," with the words "in effect through June 30, 2019"; and

Adding the words "and to ensure Natick has a comprehensive Zoning By-Law on Adult Use Marijuana in place" after the words "set forth above" and before the words "and notwithstanding"

So that Section III-K(C) shall read:

"C. Expiration

For the reasons set forth above and to ensure Natick has a comprehensive Zoning By-Law on Adult Use Marijuana in place and notwithstanding any other provision of the Natick Zoning Bylaws to the contrary, the temporary moratorium set forth in Section B above shall be in effect through June 30, 2019, unless extended, modified or rescinded by a subsequent action of Town Meeting."

The amended main motion under Article 3 passed by a two-thirds vote (66-24-1).

The Moderator thanked everyone who help make this meeting possible including the custodial staff, the pages, Pegasus and the staff in the Town Clerk's office.

Mr. Sidney moved, seconded by Ms. Collins to dissolve Special Town Meeting #2. ***The motion to dissolve passed unanimously.*** The Meeting dissolved at 10:00 PM.

A record of the Second Session of
2018 Special Town Meeting #2
October 4, 2018

_____
Diane Packer, Town Clerk

WARRANT
FALL ANNUAL TOWN MEETING
OCTOBER 16, 2018

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 16, 2018 at 7:30 PM**, then and there to act on the following Articles:

Article 1	Fiscal 2019 Omnibus Budget
Article 2	Stabilization Fund
Article 3	Operational/Rainy Day Stabilization Fund
Article 4	Capital Stabilization Fund
Article 5	Other Post-Employment Benefits (OPEB) Appropriation or Transfer of Funds
Article 6	Appropriate Funds for the Family of Michael McDaniel Jr.
Article 7	Transfer of Unexpended Bond Proceeds
Article 8	Collective Bargaining
Article 9	Personnel Board Classification and Pay Plan
Article 10	Committee Article
Article 11	Rescind Authorized, Unissued Debt
Article 12	Unpaid Bills
Article 13	Capital Equipment
Article 14	Capital Improvement
Article 15	West Natick Fire Station Appropriation of Funding
Article 16	West Natick Fire Station Land Acquisition
Article 17	Change Authority for Acquisition of 22 Pleasant Street Among Other Items
Article 18	Appropriate Funds for the Design and Development of Route 27 North Main Street
Article 19	Capital Equipment
Article 20	Legal Settlement
Article 21	Excise Tax on Retail Sales of Marijuana for Adult Use
Article 22	Marijuana Establishments Zoning Bylaw Amendment
Article 23	Amend Zoning By-Law to create, extend, and/or modify the existing Temporary Moratorium Regarding Recreational Marijuana Establishments currently located in Section III-K: Marijuana Establishments of the Natick Zoning Bylaws
Article 24	Amend Town of Natick By-law Article 10: Board of Selectmen
Article 25	Amend Agreement with the South Middlesex Regional Vocational School District
Article 26	Supplement Prior Town Meeting Vote Authorizing Acquisition and Preservation of the Sawin House and Adjacent Property at 79 South Street, Assessors Map 77 Lot 7
Article 27	Prohibit Dog Kennels in Single Family Residential Zones RS and/or RG
Article 28	Amend Zoning By-Law to Allow Indoor Amusement or Recreational Uses in Industrial Zoning Districts by Special Permit
Article 29	Amend Article 2 of the Town of Natick Home Rule Charter
Article 30	Amend Town of Natick Zoning Map: Assisted Living Overlay Option Plan
Article 31	Actions Pertaining to Acquisition and Preservation of the Town's easements on Mechanic Street
Article 32	Amend Natick Zoning By-Laws: Inclusionary Affordable Housing Requirements
Article 33	Establish Study Committee: 1.5% Test of Land Use
Article 34	Amend Historic Preservation Zoning By-Law
Article 35	Voting Requires Being Legal Resident of Massachusetts and this Municipality
Article 36	Amend Zoning By-Laws: Outdoor Lighting

Article 37	Amend Zoning By-Laws: Signage (Residential Zoning Districts)
Article 38	Amend Natick Town Charter; Natick Town By-Laws; Natick Zoning By-Laws: Constitution of zoning board of appeals, division and distribution of powers regarding MGL c. 40B sections 20-23
Article 39	Amend Natick Town Charter: Natick By-laws, Natick Zoning By-laws: Appointment and constitution of zoning board of appeals, division and distribution of powers, and assignment of counsel.
Article 40	Amend the Town of Natick By-Laws: Create New Committee
Article 41	Snow Removal ByLaw
Article 42	Technical Changes to Charter and By-Laws

The above articles are to be acted upon and determined exclusively by Town Meeting Members in accordance with Chapter 2 of the Acts of 1938 and Amendments thereto and the Town Charter and subject to the referendum provided thereby.
And you are directed to serve this Warrant by causing an attested copy of said Warrant to be posted in the Post Office in said Natick; and at the following public places 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, 165 Mill St.; Precinct 4, Lola's, 9 Main Street; Precinct 5, Wilson Middle School, 22 Rutledge Road; Precinct 6, East Natick Fire Station, 2 Rhode Island Avenue; Precinct 7, Lilja Elementary School, 41 Bacon Street; Precinct 8, Natick High School, 15 West Street; Precinct 9, Community Senior Center, 117 East Central Street 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 Natick U.S. Post Office, Town Hall, Bacon Free Library and Morse Institute Library seven days at least before October 16, 2018; also by causing the titles of the articles on the Warrant for the 2018 Fall Annual Town Meeting to be published once in the Newspaper called "The MetroWest Daily News," with notice of availability of an attested copy of said Warrant, said Newspaper published in the Town of Natick and said publication to be August 24, 2018.

Hereof fail not and make due return of this Warrant with your doings thereon to the Town Clerk at or before the time appointed for holding said meeting.

Given under our hands this, 20th Day of August, 2018.

s/ Amy K. Mistrot	s/ Susan G. Salamoff	s/ Michael J. Hickey, Jr.
AMY K. MISTROT	SUSAN G. SALAMOFF	MICHAEL J. HICKEY, JR
Chair	Vice Chair	Clerk

s/ Jonathan H. Freedman	s/ Richard P. Jennett, Jr.
JONATHAN H. FREEDMAN	RICHARD P. JENNETT, JR
Member	Member

Board of Selectmen for the Town of Natick

ARTICLES WERE HEARD ON THE FOLLOWING SESSIONS

ARTICLE 1 – SESSION 2 & 3
ARTICLE 2,3,4 - SESSION 1
ARTICL 5 – SESSION 2
ARTICLE 6, 7, 8, 9 – SESSION 3
ARTICLE 10 – SESSION 3 & 5
ARTICLE 11, 12 - SESSION 3
ARTICLE 13, 14 – SESSION 4
ARTICLE 15, 16 – SESSSION 3
ARTICLE 17 – SESSION 5
ARTICLE 18, 19, 20, 21, 22, 23, 24, 25, 26–SESSION 4
ARTICLE 27, 28, 29, 30 – SESSION 5
ARTICLE 31 – SESSION 6
ARTICLE 32 – SESSION 4
ARTICLE 33 – SESSION 6
ARTICLE 34 - SESSION 5
ARTICLE 35, 36, 37, 38, 39, 40, 41, 42 – SESSION 6

2018 Fall Annual Town Meeting
Fine and Performing Arts Center
Marshall Lebowitz Town Meeting Room
Natick High School
October 16, 2018
First Session

The First Session of the 2018 Fall Annual Town Meeting was called to order at 7:45 PM by 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 2018 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 Town's official record. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office; 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; Patrick Hayes, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Karis North and Cynthia Amara, Town Counsel, Melissa Malone, Town Administrator; and Amy Mistrot, Chair, Board of Selectmen; Sean O'Brien, Finance Department will be operating the slides and Tim Lathwood, 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 2018 Fall Annual Town Meeting.

The rules were entered into the record without objection. 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 2018 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 (by hand count).***

The Moderator requested that all motions in response to articles be presented to the Moderator and the Town Clerk forty-eight (48) hours prior to the meeting. In addition, the Moderator requested that motions be presented in writing so that they can be seen on the screen in the meeting room. The Moderator announced that there are revised motions regarding Article 1 which were not received within the 48 hours and that Article 1 would not be heard this evening.

Mr. Ostroff moved, seconded by Mr. Gath presented that the following resolution which, after approval, shall be entered into the Town Meeting records and provided to the Lebowitz family.

Whereas, a previous Annual Town Meeting resolved that wherever Town Meeting convenes, that room shall be known as the Marshall Lebowitz Hall in honor of the late, long serving and treasured leader in the Town of Natick, and

Whereas, Charlotte Lebowitz, a beloved member of our community, passed away in late 2017, and

Whereas, Marshall and Charlotte Lebowitz established an enduring legacy of volunteerism that is reflected in the aspirations and values of the Town,

Now therefore be it resolved that when Town Meeting adjourns on October 16, 2018, we do so in honor of Marshall and Charlotte Lebowitz, and in recognition of the good will and affection with which they are remembered by the community, and further, that a copy of this resolution be provided to the Lebowitz family.

The motion to waive the reading of Charlotte Lebowitz Resolution passed unanimously (by hand count). The Charlotte Lebowitz Resolution passed by a majority vote (114-2-1).

Ms. Salamoff, seconded Mr. Krentzman that the Town vote in favor of a resolution to honor Lynda Simkins for her 38 years of service to the Town of Natick as the Director and Executive Director of the Natick Community Organic Farm adopted by the Board of Selectmen October 1, 2018 be read into the records of the 2018 Fall Annual Town Meeting. ***The motion to enter the resolution in the record of Town Meeting passed by a majority vote (hand count).***

WHEREAS Lynda Simkins began working for the Town of Natick as Farm Director in March 1980, thirty-eight years ago, and brought a unique level of leadership: dedication, passion, vision, and mentoring skills, and

WHEREAS Lynda became Executive Director on July 1, 2007, and

WHEREAS the 27-acre farm that was comprised of an unheated barn and a chicken coop, with no running water or toilet, and open fields has been transformed into a 365-day multi-operational certified-organic farm and educational facility for children and adults of all ages, and

WHEREAS under Lynda's leadership the farm changed because of people and people changed because of the farm, and

WHEREAS Lynda's driving focus was the mission: stewarding public productive open land, providing certified–organic vegetables, flowers and seedlings, fresh, local sustainably-raised meats, eggs, wool, honey and fresh maple syrup, and countless opportunities for hands-on education of the community's children and adults, and

WHEREAS while Lynda provided fiscal stability through responsible budget planning, she developed good relationships and resources in the community and championed innovative programs to enhance the operation of the farm, including the use of alternative energy sources such as solar, and

WHEREAS hundreds of Natick school children in grades 1-4 are provided free educational programming that includes subjects such as where food comes from, nutrition, maple sugaring, the water cycle, and help to care for farm animals (2 cows, 6 goats, 6 sheep, 150 chickens, 4 pigs, 165 Thanksgiving turkeys and lots of rabbits), and

WHEREAS preschool-aged children attend the Waldkindergarten program called Forest Gnomes and engage in outdoor woodland play all year long in all types of weather conditions, and

WHEREAS through homeschooling, afterschool programming, and vacation and summer school programming, the Natick Community Organic Farm offers more than 4,200 hours of programming for local youth and the farm benefits from more than 6,700 hours of volunteer help from all ages of Natick citizens, and

WHEREAS Natick teens learn to serve as a capable and dependable work force, learn to market and manage the sale of farm products, and learn maple sugaring and the care of animals as well as life skills, and
WHEREAS Lynda Simkins has turned the Natick Community Farm into a thriving, sustainable, certified-organic farm that is the last working farm in Natick and serves as a model in Massachusetts and in the nation, and

WHEREAS Executive Director Lynda Simkins led the creation of very special educational programs in Natick with the development of the Natick Community Organic Farm for all ages, but most significantly the youngest of our children through young adult, to learn about farm land, its produce, its animals and the life skills for its upkeep, including personal responsibility, sense of accomplishment and contribution to community,

NOW THEREFORE, the Natick Board of Selectmen, hereby honors Lynda Simkins for her outstanding service to the Town of Natick.

ARTICLE 2: Stabilization Fund (Town Administrator)
To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide 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
The Finance Committee recommends the following action:

ARTICLE 2	DATE VOTED	MOTION	QUANTUM OF VOTE
	August 30, 2018	Favorable Action	12-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to appropriate $250,000 from Free Cash 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.

Ms. Malone, Town Administrator gave a presentation on the Town's financial matters. ***The motion under Article 2 passed by a majority vote (118-5-0).***

ARTICLE 3: Operational/Rainy Day Stabilization Fund
To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide 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
The Finance Committee recommends the following action:

ARTICLE 3	DATE VOTED	MOTION	QUANTUM OF VOTE
	August 30, 2018	Favorable Action	12-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to appropriate $250,000 from Free Cash for the purpose of supplementing the Stabilization Fund established under Article 4 of the warrant for 2011 Spring Annual Town Meeting, as authorized by Chapter 40, Section 5B of the General Laws, as amended.

Ms. Malone, Town Administrator spoke to Article 3 regarding changing the amount from $250,000 to $500,000.

Moved by Mr. Hayes, seconded by Mr. Evans to amend the main motion by deleting the amount of $250,000 and replacing it with the amount of $500,000.

The amendment to the main motion passed by majority vote (98-24-2). The amended main motion under Article 3 passed by a majority vote (110-11-3).

ARTICLE 4: Capital Stabilization Fund (Town Administrator)
To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide 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
The Finance Committee recommends the following action:

ARTICLE 4	DATE VOTED	MOTION	QUANTUM OF VOTE
	August 30, 2018	Favorable Action	12-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to appropriate $2,400,000 from Free Cash for the purpose of supplementing the Capital Stabilization Fund established by the vote of Article 2 of the 2010 Fall Annual Town Meeting, as authorized by chapter 40, Section 5B of the General Laws, as amended.

Motion under Article 4 passed by a Majority vote (81-26-16).

ARTICLE 5: Other Post-Employment Benefits (OPEB) Appropriation or Transfer of Funds (Town Administrator)
To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for, the Other Post-Employment Benefits Liability Trust Fund established pursuant to the provisions of Chapter 32B, Section 20 of the General Laws as amended by section 15 of Chapter 218 of the Acts of 2016; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
The Finance Committee recommends the following action:

ARTICLE 5	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 13, 2018	Favorable Action	9-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to appropriate $441,723 from Free Cash for the purpose of funding the Other Post-Employment Benefits Liability Trust Fund authorized by a vote of the 2017 Spring Annual Town Meeting under Article 15, as authorized by Chapter 32B, Section 20 of the General Laws as amended by Section 15 of Chapter 218 of the Acts of 2016.

Moved by Mr. Munnich, seconded by Ms. Adelman-Foster to postpone consideration of Article 5 until the second order of business on Thursday, October 18th. ***The motion to postpone further consideration of Article 5 failed (26-89-2).***

Moved by Mr. Coburn, seconded by Mr. Munnich, to postpone consideration of Articles 1, 5, 6, 7, 13, 14, 15, 16, 18, 20 and 33 until after Town Meeting has heard a presentation. The presentation shall include:

- A summary of the capital plan
- A snapshot of OPEB liabilities and planning
- A version of the Fee Cash sheet presented tonight showing via a "red line" version the difference between what was available to and voted by the Finance Committee and what is now proposed

Moved by Mr. Sydney seconded by Mr. Gath, to waive the reading of the motion. ***The motion to waive the reading of the motion passed by majority vote (hand count). The motion (as printed above) to postpone consideration of Articles 1, 5, 6, 7, 13, 14, 15, 16, 18, 20 and 33 until October 18th passed by a majority vote (58-45-0).***

Mr. Sidney moved seconded by Mr. Jennett to adjourn. ***The motion to adjourn passed by majority vote. The meeting adjourned at 10:30 PM until Thursday, October 18, 2018 at 7:30 PM.***

A record of the First Session of
2018 Fall Annual Town Meeting
October 16, 2018

_____
Diane Packer, Town Clerk

2018 Fall Annual Town Meeting
Fine and Performing Arts Center
Marshall Lebowitz Town Meeting Room
Natick High School
October 18, 2018
Second Session

The Second Session of the 2018 Fall Annual Town Meeting was called to order at 7:45 PM by 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 2018 Fall Annual Town Meeting. The Moderator called up Mr. Hughes, Former Selectmen and Town Meeting member to recognize Lucy McKinley, the wife of former Selectman, Paul McKinley. The Moderator asked that all recently elected or appointed members of Town Meeting stand to take the oath of office; 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; Patrick Hayes, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel, Melissa Malone, Town Administrator; and Amy Mistrot, Chair, Board of Selectmen; Sean O'Brien, Finance Department will be operating the slides and Tim Lathwood, 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 a 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 question 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.

Mr. Joseph, moved, seconded by Mr. Krentzman the following Resolution to Adopt a Greenhouse Gas Emissions Reduction Goal.

WHEREAS: The transition to a net-zero greenhouse gas economy brings many potential benefits, including improved health, reduced pollution, the creation of tens of thousands of clean energy and energy efficiency jobs, and the ability to retain more of our energy dollars in the local economy; and

WHEREAS: Massachusetts communities are already feeling the impacts of a changing climate, with rising temperatures, increased flooding and more intense and frequent storms, and the state's centralized energy system and transit infrastructure is becoming more vulnerable to climate-related risks; and

WHEREAS: Massachusetts can generate 100% of its energy from renewable sources by harnessing the region's abundant solar, wind, water, and geothermal resources; and, by leveraging innovations in energy efficiency and storage, green transportation, and other technologies, which will enhance its resilience and energy security; and

WHEREAS: Massachusetts was one of the first states to adopt a carbon emissions reduction goal, as defined in the 2008 Global Warming Solutions Act, and the Baker-Polito Administration has demonstrated leadership to mitigate

and adapt to climate change, by reducing greenhouse gas emissions and building a more resilient Commonwealth that safeguards residents, municipalities, and businesses (as outlined in Executive Order 569); and

WHEREAS: Local climate leadership is essential, such that 210 cities and towns across the Commonwealth have committed to reducing municipal energy use and more than 30 communities, including, but not limited to, Acton, Arlington, Ashland, Bedford, Boston, Brookline, Cambridge, Concord, Falmouth, Framingham, Lexington, Melrose, Medford, Newton, Quincy, Wayland, and Wellesley, have adopted, or are in the process of adopting, greenhouse gas emissions reduction goals and comprehensive, cost-effective plans to achieve these goals; and

WHEREAS: The Town of Natick has been taking action to reduce its carbon emissions, promote clean energy, and increase resiliency by participating in the Massachusetts Green Communities and Municipal Vulnerability Preparedness programs, installing solar arrays on municipal buildings, earning designation as a SolSmart Gold Community by the U.S. Department of Energy, supporting private and public renewable energy installations, installing electric vehicle charging stations, greening its electricity aggregation, promoting residential and commercial energy efficiency programs, and converting to LED streetlights, among other efforts; and

WHEREAS: The Natick community, including residents, businesses and nonprofits, have demonstrated their support for renewable energy and energy efficiency, as evidenced by the participation of 130 businesses in the Eversource Small Business Energy Efficiency program, by the Town's 2016 record-breaking performance in Solarize Mass, and by the installation of 686 solar arrays with a combined capacity of more than 12 megawatts, thereby exceeding the average solar per capita in the United States; now therefore be it

RESOLVED: That Natick Town Meeting supports a goal of eliminating or offsetting by 2050 all greenhouse gas emissions in Natick that originate from heating and cooling, electricity consumption, Natick-based transportation sectors, industrial processes and gas leaks. This effort will include households, businesses, the municipality, and utilities, and will involve efficiency measures, demand management, investment in energy storage and low carbon transportation infrastructure, and the replacement of fossil fuels with renewable energy sources; and be it further

RESOLVED: That the Town of Natick will work to establish a baseline estimate of community-wide emissions and develop a Net Zero Action Plan that outlines specific strategies and sets measurable, attainable and realistic interim targets for achieving the 2050 net zero goal, and will provide an annual progress report to Natick Town Meeting; and be it further

RESOLVED: That in developing and implementing the Net Zero Action Plan, the voices and interests of low, fixed income and/or vulnerable members of the Natick community are considered, to ensure the benefits and related costs of a transition to a clean energy economy are shared equitably by the entire community; and be it further

RESOLVED: That Natick Town Meeting urges the Natick Legislative Delegation in the General Court and in the United States Congress to assist Natick and other cities and towns in achieving their greenhouse gas emissions reduction goals and to promote further local, state, and federal action to mitigate and adapt to climate change.
Mr. Sydney moved, seconded by Mr. Jennett to waive the reading the motion. The motion to ***waive the reading of resolution passed by majority vote (hand count). The Resolution to Adopt a Greenhouse Gas Emissions Reduction Goal passed by majority vote (88-12-3).***

Mr. Schoenig moved, seconded by Mr. Hayes to postpone consideration of Articles 15 and 16 to the first and second order of business on Tuesday, October 23, 2018. ***The motion passed by majority vote (107-2-0).***

Terry Evans moved, seconded by Ms. Foss to postpone consideration of Article 32 until the first order of business Thursday, October 25, 2018. ***The motion passed by majority vote (104-1-0).***

The Town Administrator gave a presentation to fulfill the previous session postponement request that a presentation be provided covering Articles 1, 5, 6, 7, 13, 14, 15, 16, 18, 20 and 33; and that said presentation shall include:

- A summary of the capital plan
- A snapshot of OPEB liabilities and planning
- A version of the Fee Cash sheet presented tonight showing via a "red line" version the difference between what was available to and voted by the Finance Committee and what is now proposed.

Without objection the Town Administration was given additional time over 10 minutes.

The Moderator ruled that Article 5 and the respective motion detailed below remains under consideration and is already on the floor of Town Meeting.

ARTICLE 5: Other Post-Employment Benefits (OPEB) Appropriation or Transfer of Funds
To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for, the Other Post-Employment Benefits Liability Trust Fund established pursuant to the provisions of Chapter 32B, Section 20 of the General Laws as amended by section 15 of Chapter 218 of the Acts of 2016; or otherwise act thereon.

MOTION: (Requires a majority vote)
Moved by Mr. Evans, Precinct 7, seconded by Mr. Hayes, Precinct 10 that the Town vote to appropriate $441,723 from Free Cash for the purpose of funding the Other Post-Employment Benefits Liability Trust Fund authorized by a vote of the 2017 Spring Annual Town Meeting under Article 15, as authorized by Chapter 32B, Section 20 of the General Laws as amended by Section 15 of Chapter 218 of the Acts of 2016.

The main motion under Article 5 passed by a Majority vote (108-1-0).

ARTICLE 1: Fiscal 2019 Omnibus Budget
To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for the operation of the government of the Town of Natick, including debt and interest, during Fiscal Year 2019 (July 1, 2018 through June 30, 2019) and to provide for a reserve fund for Fiscal Year 2019, and to see what budgets for Fiscal 2019 will be reduced to offset said additional appropriations; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
The Finance Committee recommends the following action:

ARTICLE 1A	DATE VOTED	MOTION	QUANTUM OF VOTE
	October 4, 2018	Favorable Action	9-0-0

MOTION A (Requires a majority vote)
Moved by Mr. Hayes, seconded by Mr. Evans that the Town vote to increase the appropriation voted by the 2018 Spring Annual Town Meeting under article 7 by the sum of $272,935, said sum to be distributed as follows:

- To supplement the Public Works budget as voted under Article 7 Motion C of the 2018 Spring Annual Town Meeting by adding $11,701 to the DPW Administration Salaries and by adding $1,475 to the DPW Engineering Salaries.
- To supplement the Board of Selectmen budget as voted under Article 7 Motion E of the 2018 Spring Annual Town Meeting by adding $18,259 to Board of Selectmen Salaries.
- To supplement the Finance budget as voted under Article 7 Motion E of the 2018 Spring Annual Town Meeting by adding $2,500 to Finance Salaries.
- To supplement the Affordable Housing and Trust budget as voted under Article 7 Motion F of the 2018 Spring Annual Town Meeting by adding $30,000 to Affordable Housing Trust Expenses.
- To supplement the Insurances and Benefits budget as voted under Article 7 Motion G of the 2018 Spring Annual Town Meeting by adding $25,000 to Other Personnel Services - Merit / Performance
- To supplement the Board of Selectmen's budget as voted under Article 7 Motion E of the 2018 Spring Annual Town Meeting by adding $134,000 to Contract Settlements.

- To supplement the Legal budget as voted under Article 7 Motion E of the 2018 Spring Annual Town Meeting by adding $50,000 to Expenses.

With the above Budget, be raised from following sources:
Tax Levy of Fiscal Year 2019: $272,935

Motion A under Article 1 passed by a Majority vote (108-2-1).

FINANCE COMMITTEE RECOMMENDATION
The Finance Committee recommends the following action:

ARTICLE 1B	DATE VOTED	MOTION	QUANTUM OF VOTE
	October 4, 2018	Favorable Action	9-0-0

MOTION B (Requires a majority vote)
Moved by Mr. Hayes, seconded by Mr. Evans that the Town vote to decrease the appropriation voted by the 2018 Spring Annual Town Meeting under article 7 by the sum of $1,694,125, said sum to be distributed as follows:

- To reduce the Debt Service budget as voted under Article 7 Motion G of the 2018 Spring Annual Town Meeting by reducing the Principal Line Item by $700,000 and Interest Line Item by $994,125.

With the above Budget, be reduced from the following sources:
Tax Levy of Fiscal Year 2019: $1,694,125

Motion B under Article 1 was continued until Tuesday October 23rd.

Ms. Shea moved, seconded by Mr. Sidney, to postpone for further consideration of Motions B, C and D under Article 1 until after Town Meeting receives an updated budget message explaining and showing all of the changes in revenues, expenses, capital and stabilization from the amounts for Fiscal Year 2019 that were presented to Spring 2018 Annual Town Meeting compared to the current, and until at least 48 business hours have lapsed after such presentation.

Such presentation shall be made in paper copies for each Town Meeting Member such presentation may also be presented on the screen at Town Meeting.

Such presentation shall at a minimum contain the same information specified in the Charter for the required mandatory budget message each spring and consistent with the updated budget messages that it has been the practice to distribute to Town Meeting each fall for many years.

Such presentation shall include for Fiscal Year 2019 the actual amount of new tax levy growth vs. that estimated in the spring. The actual amount of tax levy legally available under Proposition 2 ½ versus the total tax levy appropriated at 2018 Spring Annual Town Meeting and the total appropriation from tax levy for Fiscal Year 2019 including items proposed to be appropriated or unappropriated for 2018 Fall Annual Town Meeting, the amount of actual state aid by category including Chapter 70 aid versus the amounts estimated in the spring, the actual amounts for employees fringe benefits versus the amounts estimated in the spring and the major variations in any other revenue or expenditure category. Variations of more than $50,000 in any line item shall be considered major.

Mr. Sidney, moved, seconded by Ms. Collins, to strike the word "business" between "48" and the "hours". ***The amendment passed by majority vote (hand count).*** Discussion continued on the motion. Mr. Grady moved, seconded by Ms. Foss, to move the question and close debate. ***The motion to move the question and close debate passed by a two-thirds vote (by hand count). The amended main motion to postpone Motions B, C and D under Article 1 failed by a vote of (34-67-0).***

Ms. Collins, moved, seconded by Mr. Griesmer to amend Motion B by changing the source of funds from $1,694,125 from Tax Levy, to $1,511,619 from Tax Levy and $182,506 from Local Receipts. At this time the Moderator did not allow this motion to move forward because he wanted to be able to assure that this motion is completely within the scope of the article.

Mr. Sidney moved seconded by Ms. Merkowitz to adjourn. ***The motion to adjourn passed by majority vote. The meeting adjourned at 11:10 PM until next Tuesday, October 23, 2018 at 7:30 PM.***

A record of the Second Session of
2018 Fall Annual Town Meeting
October 18, 2018

_____
Diane Packer, Town Clerk

2018 Natick Fall Annual Town Meeting
Natick High School Auditorium
Marshall Lebowitz Hall
October 23, 2018
Third Session

The Third Session of the Natick Fall Annual Town Meeting was called to order at 7:45 PM by 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 the Natick Fall Annual Town Meeting. There were no new members to be sworn in. The Moderator asked the audience to stand for the Pledge of Allegiance. The Moderator spoke of the importance of tolerance, and rebuked intolerance and discrimination in Natick in light of the mass shooting in Pittsburgh. The Moderator held a moment of silence for those who were injured, killed, or affected by the shooting.

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 Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel; Sue Salamoff, Vice Chairman of the Board of Selectmen; Melissa Malone, Town Administrator; Tim Lathwood, a representative from Option Technologies who will be operating the electronic voting system; and Sean O'Brien who will be operating the slides.

The Moderator reviewed the general rules and procedures of Town Meeting that were accepted at a 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 question 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

Mr. Foss announced that the Selectman had asked to address Town Meeting members and in Ms. Mistrot's absence Ms. Salamoff was asked to read the following letter:

Mr. Moderator, Town Meeting members, administration and staff, residents in the hall and those watching from home,

I spoke with the Moderator this weekend and asked him if he would allow me to speak with you tonight after the first week of Town Meeting, given the lack of progress and the tone of last week. He allowed me these few minutes to connect with you, which I will keep short;

I think it is incredibly important that a reset happens going forward.

Town Meeting has historically been financially prudent, occasionally skeptical, and generally data driven, but overall is a willing body that focuses on the business of the town and feels a strong responsibility to deliver on behalf of the residents. But the actions last week were different -- in tone if nothing else – and elicited a range of reactions: confusion from new members, frustration at the lack of progress by many veteran members, and what can easily be interpreted as open distrust by a few members. However, the net result was a troubling two meetings when the business of the town, on behalf of the residents, was not significantly advanced. That lack of progress has real financial risks and is putting the town in jeopardy.

Members need their questions asked and answered. However, how the questions are asked – and when the questions are asked – matters. We have hired an extremely experienced professional to lead our town; however, she is new to Natick. There are two learning curves at play: a learning curve for Ms. Malone as she learns the ways of Natick and a learning curve for us a stakeholders working with a new leader.

We are only four and a half months into Ms. Malone's tenure in Natick. She will continue to learn and if we allow, there is as much or more to learn *from* our new Town Administrator. We asked for and hired a change agent, which is needed. The path may not always be straight or smooth, and change can be uncomfortable, but if we do it together assuming good faith, the residents of Natick will be the beneficiary.

I thank you for your consideration of this perspective and for your service to the Town of Natick. Amy Mistrot, Chair of the Natick Board of Selectmen

The Moderator welcomed several members of Wellesley Town Meeting and the Town Clerk to Town Meeting. They are attending in order to learn more about the electronic voting devices used by Natick.

Moved by Mr. Jennett, seconded by Mr. Freedman to postpone consideration of Article 17 until October 30, 2018, due to availability of the Sponsor and Special Counsel and Licensed Site Professional (LSP), as consultants to the Selectmen on this Article. ***The motion passed by majority vote (106-1-1).***

The Moderator announced that meeting will begin with Article 15 and 16, then move to Article 1 and then on to Article 6.

ARTICLE 15: West Natick Fire Station Appropriation of Funding (Board of Selectmen)
To see what sum of money the Town will vote to appropriate, borrow, transfer from available funds or otherwise provide to be expended under the direction of the Board of Selectmen to design, develop, construct, furnish, and equip a new West Natick Fire Station (Fire Station #4), currently located at 268 Speen Street, Natick, Massachusetts, 01760, including all related facilities, buildings, appurtenant structures, site improvements, and grounds; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
The Finance Committee recommends the following action:

ARTICLE 15	DATE VOTED	MOTION	QUANTUM OF VOTE
	August 30, 2018	Favorable Action	12-0-0

MOTION: (Requires a 2/3 majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes that the Town of Natick vote to appropriate the sum of $15,560,000 for the purpose of paying costs to design, develop, construct, furnish and equip a new West Natick Fire Station (Fire station #4), located at the site of the current Fire Station #4 and adjoining Town owned properties, including all related facilities, buildings, appurtenant structures, site improvements, and grounds, said sum to be expended under the direction of the Board of Selectmen, and to meet said appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow said sum under M.G.L. Chapter 44, or any other enabling authority; provided that any appropriation hereunder shall be subject to and contingent upon an affirmative vote of the Town to exempt the amounts required for the payment of interest and principal on said borrowing from the limitations on taxes imposed by M.G.L. Chapter 59, Section 21C (Proposition 2 1/2). Any premium received upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Mr. Ciccariello, Chair, West Natick Fire Station (WFNS) Building Committee spoke to this article providing background on the process and the work that has been done. Fire Chief Lentini also spoke to this article addressing the need for a new fire station at this location. The Moderator requested that Town Meeting allow Mr. McElravy, a representative of Tecton Architects and not a resident of Natick speak. He spoke about the design of the building. Ms. Malone, Town Administrator spoke to the financing of this project.

The main motion under Article 15 passed by a two-thirds vote (108-2-0).

ARTICLE 16: West Natick Fire Station Land Acquisition (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, land needed for the construction of the West Natick Fire Station which land is located on the southerly side of Worcester Street, Route 9, and is shown on a plan a copy of which is on file in the Community Development Office;

and further, to see what sum of money the Town will vote to raise and appropriate, borrow, transfer from available funds or otherwise provide for the purposes of this article; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:
The Finance Committee recommends the following action:

ARTICLE #16	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 13, 2018	Favorable Action	9-0-0

MOTION: (Requires a two-thirds vote)

Moved by Mr. Evans, seconded by Mr. Hayes that the Town authorize the Board of Selectmen to acquire by gift, purchase, taking by eminent domain or otherwise, fee simple, easements, or other interest in a certain parcel of land, for general municipal purposes, including without limitation for the site of West Natick Fire Station, which land is located on the southerly side of Worcester Street, Route 9, and is noted in red markings, shown on a plan entitled "West Natick Fire Station Project, Land Acquisition and Disposition Plan, in Natick, MA," dated November 30, 2017, prepared by Whitman & Bingham Associates, LLC, a copy of which is on file in the Community Development Office; and that $1,000.00 be appropriated, from Free Cash, under the direction of the Board of Selectmen, to fund the acquisition and legal, appraisal, and other related costs associated with obtaining this interest in land and to take all action necessary or appropriate to accomplish the purposes of this article**.**

Mr. Chenard, Deputy Town Administrator for Operations spoke to this article. ***The main motion under Article 16 passed by a two-thirds vote (109-2-1).***

The Moderator announced that Ms. Gloff will be sitting in for the Town Clerk for the remainder of the meeting.

ARTICLE 1: Fiscal 2019 Omnibus Budget (Town Administrator)
To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or otherwise provide for the operation of the government of the Town of Natick, including debt and interest, during Fiscal Year 2019 (July 1, 2018 through June 30, 2019) and to provide for a reserve fund for Fiscal Year 2019, and to see what budgets for Fiscal 2019 will be reduced to offset said additional appropriations; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION
By a vote of 11-0-0 on October 22, 2018 the Finance Committee recommends ***Favorable Action*** on Article 1, Motions B, C and D.

The Moderator explained that there is no motion on the floor.

MOTION B
Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to decrease the appropriation voted by the 2018 Spring Annual Town Meeting under article 7 by the sum of $1,694,125, said sum to be distributed as follows:

a. To reduce the Debt Service budget as voted under Article 7 Motion G of the 2018 Spring Annual Town Meeting by reducing the Principal line item by $700,000 and Interest line item by $994,125.

With the above Budget be reduced from the following sources:
Tax Levy of Fiscal Year 2019: $1,694,125

Motion B under Article 1 passed by majority vote (108-0-0).

MOTION C:

Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to decrease the appropriation voted by the 2018 Spring Annual Town Meeting under article 7 by the sum of $60,000, said sum to be distributed as follows:

- To reduce the Water & Sewer Debt Service budget as voted under Article 7 Motion H1 of the 2018 Spring Annual Town Meeting by reducing the Principal line item by $40,000 and Interest line item by $20,000.

With the above Budget be reduced from the following sources:

Water and Sewer User Fees $60,000

Ms. Malone, Town Administrator spoke to this motion. ***Motion C under Article 1 passed unanimously (109-0-0).***

ARTICLE 6: Appropriate Funds for the Family of Michael McDaniel Jr. (Town Administrator)
To see if the Town will vote to appropriate funds to supplement the prior appropriations given to the widow of Michael McDaniel Jr., long time employee of the Town of Natick Department of Public Works, killed in the line of duty on February 4, 2014; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:
The Finance Committee recommends the following action:

ARTICLE 6	DATE VOTED	MOTION	QUANTUM OF VOTE
	August 30, 2018	Favorable Action	12-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes to appropriate the sum of $36,622.20, sourced from Free Cash, in addition to $100,000 appropriated under Article 1 of the 2014 Spring Annual Town Meeting and the $50,000 appropriated under Article 1 of the 2015 Spring Annual Town Meeting, said sum to be deposited to a "529 Educational Savings Plan" to be held in the name of The Kathleen McDaniel Educational Trust, Kathleen McDaniel being the widow of Michael McDaniel Jr., long time employee of the Town of Natick Department of Public Works, killed in the line of duty on February 4, 2014.

Ms. Malone, Town Administrator spoke to this article. ***The main motion under Article 6 passed by majority vote (104-4-2).***

ARTICLE 7: Transfer of Unexpended Bond Proceeds (Town Administrator)
To see if the Town will authorize the transfer of unexpended proceeds from amounts previously borrowed to pay costs of various capital projects, which projects are now complete, and for which such funds are no longer needed, to pay costs of one or more capital projects; or take any other action relative thereto.

FINANCE COMMITTEE RECOMMENDATION:
The Finance Committee recommends the following actions on Motions A and B:

ARTICLE #7 Motion A and B	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 13, 2018	Favorable Action	9-0-0

MOTION A (requires a two-thirds vote):
Moved by Mr. Evans, seconded by Mr. Hayes that the sum of $500,000 is appropriated to pay costs of construction of the Replace Groundwater Wells, and for the payment of all costs incidental and related thereto, which project was approved by vote of the Town under Article 14, Motion D of the Warrant at the 2018 Spring Annual Town Meeting, and that to meet this appropriation, $500,000 is transferred from a portion of the balance of the amount previously appropriated and borrowed by the Town under Article 6 Motion C of the Warrant at the 2007 Fall Annual Town Meeting to pay costs of Phase 5 Relining, which amount is no longer needed to complete the project for which it was originally borrowed. The amount authorized to be borrowed by the Town pursuant to Article 14, Motion D of the Warrant at the 2018 Annual Spring Town Meeting, but not yet borrowed by the Town, shall be reduced to the extent of the funds transferred to this project by this vote.

Mr. Townsend, Deputy Town Administrator for Finance spoke to this article. ***Motion A under Article 7 passed by a two-thirds vote (107-0-0).***

MOTION B: (Two-thirds vote required)

Moved by Mr. Evans, seconded by Mr. Hayes that the sum of $667,000 is appropriated to pay costs of construction of the Fox Hill Drive Water Main, and for the payment of all costs incidental and related thereto, which project was approved by vote of the Town under Article 14, Motion D of the Warrant at the 2018 Spring Annual Town Meeting, and that to meet this appropriation, $316,621.52 is transferred from a portion of the balance of the amount previously appropriated and borrowed by the Town under Article 9 of the Warrant at the 2006 Spring Annual Town Meeting to pay costs of Sewer Speen, North Main, Park Project, which amount is no longer needed to complete the project for which it was originally borrowed and that $150,106.21 is transferred from a portion of the balance of the amount previously appropriated and borrowed by the Town under Article 17 of the Warrant at the 1998 Fall Annual Town Meeting to pay costs of Waterline Lakeshore Project ; $138,276.33 is transferred from a portion of the balance of the amount previously appropriated and borrowed by the Town under Article 6 Motion C of the Warrant at the 2007 Fall Annual Town Meeting to pay costs of Phase 5 Relining, which amount is no longer needed to complete the project for which it was originally borrowed and $61,995.94 from Water & Sewer retained earnings. The amount authorized to be borrowed by the Town pursuant to Article 14, Motion D of the Warrant at the 2018 Spring Annual Town Meeting, but not yet borrowed by the Town, shall be reduced to the extent of the funds transferred to this project by this vote.

Mr. Townsend spoke to this motion. Moved by Mr. Sidney, seconded by Mr. Gath to waive the reading of the motion. ***The motion to waive the reading passed by majority vote (by hand count). Motion B under Article 7 passed unanimously (103-0-0).***

ARTICLE 8: Collective Bargaining (Board of Selectmen)
To see what sum of money the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide, to implement any Collective Bargaining Agreements between the Town Natick and any recognized bargaining units of the Town; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:
The Finance Committee recommends the following action:

ARTICLE #8	DATE VOTED	**MOTION**	**QUANTUM OF VOTE**
	September 20, 2018	No Action	13-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes to take no action on the subject matter of Article 8.

The motion to take no action on Article 8 passed by majority vote (by hand count).

ARTICLE 9: 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 Article 24 of the Natick Town By-Laws, specifically the Classification and Pay Plan referenced in Section 3, paragraph 3.10 therein, by adding, deleting or amending position titles; re-classifying positions to a different Grade; and/or effecting changes in the salary ranges as presently established; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:
The Finance Committee recommends the following action:

ARTICLE #9	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 13, 2018	No Action	9-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes to take no action on the subject matter of Article 9.

The motion to take no action under Article 9 passed by majority vote (by hand count).

ARTICLE 10: Committee Article (Board of Selectmen)
To see if the Town will vote to hear and discuss the reports of town officers, boards, and committees; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:

ARTICLE #10	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 25, 2018	Favorable Action	12-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans seconded by Mr. Hayes to hear and discuss the committee report from the Cochituate Rail Trail Committee.

The motion to hear and discuss the committee report from the Cochituate Rail Trail Committee passed by majority vote (by hand count).

Moved by Ms. Evans, seconded by Mr. Munnich to hear a report from the Planning Board about the 2030 Master Plan. ***The motion to hear this report passed by majority vote (by hand count).***
Mr. Errickson, Director of Community and Economic Development gave the presentation on behalf of the Planning Board.

ARTICLE 11: 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:
The Finance Committee recommends the following action:

ARTICLE #11	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 13, 2018	No Action	9-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans seconded by Mr. Hayes to take no action on the subject matter of Article 11.

The motion to take no action on the subject matter of Article 11 passed by majority vote (by hand count).

ARTICLE 12: Unpaid Bills (Town Administrator)
To see what sum of money the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide 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:
The Finance Committee recommends the following action:

ARTICLE #12	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 13, 2018	No Action	9-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans seconded by Mr. Hayes to take no action on the subject matter of Article 12.

The motion to take no action on the subject matter of Article 12 passed by majority vote (by hand count).

Moved by Mr. Sidney, seconded by Mr. Jennett to adjourn. ***The motion to adjourn passed by majority vote. The meeting adjourned at 10:00 PM until Thursday, October 25, 2018 at 7:30 PM.***

A record of the Third Session
of 2018 Fall Annual Town Meeting
October 23, 2018

_____
Diane Packer, Town Clerk

2018 Natick Fall Annual Town Meeting
Natick High School Fine and Performing Arts Auditorium
Marshall Lebowitz Hall
October 25, 2018
Fourth Session

The Fourth Session of the Natick Fall Annual Town Meeting was called to order at 7:45 PM by 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 the Natick Fall Annual Town Meeting. There were no new members to be sworn in. The Moderator asked the audience to stand for the Pledge of Allegiance. 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: Kathy Lentini, Acting Town Clerk; Patrick Hayes, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Cindy Amara and Karis North, Town Counsel; Sue Salamoff, Vice Chair: Board of Selectmen; Melissa Malone, Town Administrator.

The Moderator reviewed the general rules and procedures of Town Meeting that were accepted at a 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 question 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.

Moved by Mr. Jennett, seconded by Mr. Freedman to postpone consideration of Article 17 until the first order of business on October 30, 2018. ***The motion to postpone consideration of Article 17 passed by majority vote (by hand count).***

Moved by Mr. Freedman, seconded by Mr. Ostroff to postpone consideration of Article 31 until the last order of business of 2018 Fall Annual Town Meeting, seconded by Ostroff. ***The motion to postpone consideration of Article 31 passed by majority vote (by hand count).***

The Moderator announced that Town Meeting will begin with Articles 13, 14 and 32 and then move back to Article 18.

ARTICLE 13: Capital Equipment (Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, borrow, transfer from available funds or otherwise provide 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:

The Finance Committee recommends the following action on Motion A:

ARTICLE #13 Motions A-C	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 25, 2018	Favorable Action	12-0-0

MOTION A: (requires a two-thirds vote)

Motion A was moved by Mr. Evans and seconded by Mr. Hayes.

Move that the Town vote to appropriate the sum of $775,000 to be expended under the direction of the Department of Public Works for the purpose of replacing a trash packer (vehicle 504), replacing a truck/sander (vehicle 408), replacing a Trackless (Vehicle 426) individually shown as items 1 - 3 in Table A below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $775,000 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 $775,000 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, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

TABLE A - MOTION A: Article 13 - Capital Equipment - 2018 Fall Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Public Works	Replace Trash Packer (Vehicle 504)	Tax Levy Borrowing	$ 305,000
2	Public Works	Replace Truck/Sander (Vehicle 408)	Tax Levy Borrowing	$ 250,000
3	Public Works	Replace H-70 Trackless (Vehicle 426)	Tax Levy Borrowing	$ 220,000
Appropriation under Article 13: MOTION A				**$ 775,000**

Ms. Malone, Town Administrator introduced the article and Mr. Chenard made a presentation to Town Meeting on all of the motions included in Article 13. ***The Motion A under Article 13 passed by a two-thirds vote (108-0-1).***

Motion B was moved by Mr. Evans and seconded by Mr. Hayes

MOTION B: (two-thirds vote required)

Move that the Town vote to appropriate the sum of $1,028,950 to be expended under the direction of the Department of Public Works to upgrade Garage Equipment, replace a Hook-Lift Truck (Vehicle 205), replace dumpsters, and purchase Seeding Equipment, and under the direction of the Facilities Management Department to install thirty five (35) classroom projectors at the Wilson Middle School, purchase classroom furniture, fixtures, and equipment at the Lilja Elementary School, purchase new furniture at the Natick High School, purchase additional storage lockers at the Natick High School, and under the direction of the Fire Department to purchase replacement radios, and under the direction of the Police Department to purchase and install bi-directional amplifiers at the Bennett Hemenway Elementary School, replace police cruisers, replace laptop computers, Emergency Operations Center/Training Center Audio Visual Upgrade, replace variable message boards, replace the comparator and voting modules, and under the direction of Town Administration to purchase and install document storage systems individually shown as items 1 through 16 in Table B below, and that to meet this appropriation the sum of $1,028,950 be raised from the Capital Stabilization Fund.

TABLE B, MOTION B: Article 13 - Capital Equipment - 2018 Fall Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Public Works	Upgrade Garage Equipment	Capital Stabilization Fund	$ 155,000
2	Public Works	Replace Hook-Lift Truck (Vehicle 205)	Capital Stabilization Fund	$ 140,000
3	Public Works	Replace Dumpsters	Capital Stabilization Fund	$ 15,000
4	Public Works	Seeding Equipment	Capital Stabilization Fund	$ 16,500
5	Facilities	Wilson - Install 35 Classroom Projectors	Capital Stabilization Fund	$ 87,500
6	Facilities	Lilja School - Purchase Classroom FFE	Capital Stabilization Fund	$ 50,000
7	Facilities	High School - Purchase New Furniture	Capital Stabilization Fund	$ 25,000
8	Facilities	High School - Purchase Additional Storage Lockers	Capital Stabilization Fund	$ 10,000
9	Fire	Radio Replacement	Capital Stabilization Fund	$ 210,000
10	Police	Bennett Hemenway Bi-Directional Amplifiers	Capital Stabilization Fund	$ 44,000
11	Police	Cruiser Replacement	Capital Stabilization Fund	$ 100,000
12	Police	EOC/Training Center AV Upgrade	Capital Stabilization Fund	$ 40,000
13	Police	Replace Variable Message Boards	Capital Stabilization Fund	$ 17,250
14	Police	Replace Comparator And Voting Modules	Capital Stabilization Fund	$ 12,500
15	Police	Replace Laptop Computers	Capital Stabilization Fund	$ 6,200
16	Town Admin.	Document Storage Systems	Capital Stabilization Fund	$ 100,000
Appropriation under Article 13: MOTION B				**$ 1,028,950**

Motion B under Article 13 passed unanimously (109-0-0).

Motion C was moved by Mr. Evans and seconded by Mr. Hayes

MOTION C: (two-thirds vote required)

Move that the Town vote to appropriate the sum of $80,000 to be expended under the direction of the Public Works Department for purpose of upgrading SCADA equipment, individually shown as item 1, in Table C below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $80,000 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 $80,000 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, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

TABLE C, MOTION C: Article 13 - Capital Equipment - 2018 Fall Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Water Sewer Enterprise	SCADA Equipment Upgrade	Water Sewer Borrowing	$ 80,000
Appropriation under Article 13: MOTION C				**$ 80,000**

Motion C under Article 13 passed unanimously (112-0-0).

ARTICLE 14: Capital Improvement (Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, borrow, transfer from available funds or otherwise provide to implement a Capital Improvement Program, to protect the physical infrastructure of the Town of Natick, to add new physical infrastructure, or to improve community assets; and, further, to determine whether this appropriation shall be raised by borrowing or otherwise; or to otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:

ARTICLE #14A	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 25, 2018	Favorable Action	10-1-1

Mr. Chenard gave a presentation on the subject matter of Article 14.

Motion A was moved by Mr. Evans and seconded by Mr. Hayes.

MOTION A: (two-thirds vote required)

Move that the Town vote to appropriate the sum of $1,945,000 to be expended under the direction of the Department of Public Works for replacing Garage Doors, guardrail purchase and installation, park and field renovations, tree replacement and a tree inventory, and under the direction of the Facilities Management Department for the upgrade of electrical or generator at the Memorial School, replacing classroom carpet with tile at the Brown Elementary School, replacing exhaust fans at the Memorial Elementary School, replacing carpeting at the Public Safety Building, replacing bathroom partitions and sinks at the Lilja Elementary School, replacing chilled water supply lines at the Morse Institute Library, installing air conditioning in the Art Room, Music Room, and the Cafeteria at the Brown Elementary School, rehabilitating three office bathrooms at the Johnson Elementary School, replacing the carpet in the teacher's room with tile at the Wilson Middle School, cleaning the air conditioning ducts at the Wilson Middle School, installing a water bubbler/ice maker at the Memorial Field House, and engineering for the roof replacement at the Morse Institute Library, installing modular classrooms at the Kennedy Middle School, and under the Direction of Town Administration for Memorial Field parking lot repair and improvement, for energy efficiency projects, and under the direction of the Police Department for installation of parking meters, individually shown as items 1 through 21 in Table A below, and that to meet this appropriation the sum of $1,945,000 be raised from the Capital Stabilization Fund.

TABLE A, MOTION A: Article 14 - Capital Improvements - 2018 Fall Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Public Works	Replace Public Works Garage Doors	Capital Stabilization Fund	$ 145,000
2	Public Works	Guardrail Purchase and Installation(Various Locations)	Capital Stabilization Fund	$ 10,000
3	Public Works	Park And Field Renovations	Capital Stabilization Fund	$ 205,000
4	Public Works	Tree Replacement	Capital Stabilization Fund	$ 30,000
5	Public Works	Tree Inventory	Capital Stabilization Fund	$ 10,000
6	Facilities	Memorial School - Electrical or Generator Upgrades	Capital Stabilization Fund	$ 75,000
7	Facilities	Brown School - Replace Classroom Carpet With Tile	Capital Stabilization Fund	$ 100,000
8	Facilities	Memorial School - Replace Exhaust Fans	Capital Stabilization Fund	$ 65,000
9	Facilities	Public Safety - Replace Carpeting	Capital Stabilization Fund	$ 60,000
10	Facilities	Lilja - Replace Bathroom Partitions And Sinks	Capital Stabilization Fund	$ 40,000
11	Facilities	Library - Replace Chilled Water Supply Lines	Capital Stabilization Fund	$ 35,000
12	Facilities	Brown - Install AC in the Art and Music Rooms and Cafeteria	Capital Stabilization Fund	$ 30,000
13	Facilities	Johnson - Rehab Three Office Bathrooms	Capital Stabilization Fund	$ 30,000
14	Facilities	Wilson - Teachers Room Carpet with Tile Replacement	Capital Stabilization Fund	$ 10,000
15	Facilities	Wilson - AC Duct Cleaning	Capital Stabilization Fund	$ 25,000
16	Facilities	Memorial Field House (NHS Athletics) - Install Water Bubbler / Ice Maker	Capital Stabilization Fund	$ 10,000
17	Facilities	Library - Replace The Roof (Engineering)	Capital Stabilization Fund	$ 50,000
18	Facilities	Modulars Kennedy Middle School	Capital Stabilization Fund	$ 455,000
19	Town Administration	Memorial Field Parking Lot Repair And Improvement	Capital Stabilization Fund	$ 350,000
20	Town Administration	Energy Efficiency Projects	Capital Stabilization Fund	$ 150,000
21	Police	Parking Meter Installation	Capital Stabilization Fund	$ 60,000
Appropriation under Article 14: MOTION A				**$ 1,945,000**

Motion A under Article 14 passed by a two-thirds vote (111-1-0).

FINANCE COMMITTEE RECOMMENDATION:

ARTICLE #14 Motions B-D	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 25, 2018	Favorable Action	12-0-0

Motion B was moved by Mr. Evans and seconded by Mr. Hayes.

MOTION B: (two-thirds vote required)

Move that the Town vote to appropriate the sum of $150,000 to be expended under the direction of the Public Works Department for purpose of water distribution system enhancements individually shown as item 1, in Table B below, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $150,000 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 $150,000 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, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

TABLE B, MOTION B: Article 14 - Capital Equipment - 2018 Fall Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Water Sewer Enterprise	Water Distribution System Enhancements	Water Sewer Borrowing	$ 150,000
Appropriation under Article 14: MOTION B				**$ 150,000**

Motion B under Article 14 passed unanimously (112-0-0).

Motion C was moved by Mr. Evans and seconded by Mr. Hayes

MOTION C: (majority vote required)

Move that the Town vote to appropriate the sum of $20,500 to be expended under the direction of the Public Works Department for the purpose of the engineering for replacing Water Treatment Plant stand-by generators, and engineering for the replacement the Capt Tom's booster pump, individually shown as items 1 and 2 in Table C below, and that to meet this appropriation the sum of $20,500 be raised from the Water Sewer Retained Earnings.

TABLE C - MOTION C: Article 14 - Capital Equipment - 2018 Fall Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Water Sewer Enterprise	Replace Water Treatment Plant Stand-by Generators (Engineering)	Water Sewer Retained Earnings	$ 10,500
2	Water Sewer Enterprise	Capt Tom's Booster Pump (Engineering)	Water Sewer Retained Earnings	$ 10,000
Appropriation under Article 14: MOTION C				**$ 20,500**

Motion C under Article 14 passed unanimously (111-0-0).

Motion D was moved by Mr. Evans and seconded by Mr. Hayes

MOTION D:(two-thirds vote required)

Move that the Town vote to appropriate the sum of $150,000 to be expended under the direction of the Public Works Department for the purpose of Sewer Collection System Repairs & Maintenance, individually shown as item 1 in Table D below, and that to meet this appropriation the sum of $150,000 be raised from the Inflow and Infiltration Stabilization Fund.

TABLE D - MOTION D: Article 14 - Capital Equipment - 2018 Fall Annual Town Meeting

Item #	Department	Item	Funding Source	Amount
1	Water Sewer Enterprise	Sewer Collection System Repairs & Maint	I & I Stabilization Fund	$ 150,000
Appropriation under Article 14: MOTION D				**$ 150,000**

Motion D under Article 14 passed unanimously (112-0-0).

ARTICLE 32: Amend Natick Zoning By-Laws: Inclusionary Affordable Housing Requirements (Planning Board)

To see if the Town will vote to amend the Natick Zoning Bylaws with regard to promoting Affordability in the town's housing stock and enabling and permitting the construction or development of Affordable Housing, as provided for in MGL c. 40B and defined in 760 CMR 56, by:

- Amend, modify, or add to Section 200 – Definitions, including without limitation defining any aspect of the provision(s) of affordable housing, affordable housing requirements, and/or provisions for housing that meets the Commonwealth's standards for inclusion on the Town's Subsidized Housing Inventory (SHI) (as defined in 760 CMR 56); and
- Replace, eliminate, or modify the following sections (including without limitations subsections and/or footnotes) within the Natick Zoning Bylaw that relate to minimum affordable housing requirements, affordability requirements, affordable housing provisions, and/or other affordable provisions/requirements (whether local or related to the Commonwealth's requirements for inclusion in the Subsidized Housing Inventory):
    - Section III-A.2 - Use Regulations Schedule
    - Section III-A.6.A - Inclusionary Housing Option Program (IHOP)
    - Section III-A.6.B – Housing Overlay Option Plan (HOOP)
    - Section III-D – Use Regulations for LC Districts
    - Section III.E – Downtown Mixed Use District
    - Section III-F – Cluster Development Allowed in Certain Districts:
        - 1.F – Town House Cluster Development
        - 2.F – Single-Family Town House Cluster Development
        - 3.F – Single-family Town House Cluster Development (RSC District)
        - 4.F – Cluster Development – AP and PCD Districts
        - 5.F – Comprehensive Cluster Development Option
    - Section III-I.1 – Assisted Living Residences
    - Section III-I.2 – Independent Senior Living Overlay Option Plan (ISLOOP)
    - Section III-J – Historic Preservation
    - Section 320 – Highway Overlay Districts

with a new Section V-J – Inclusionary Affordable Housing Requirements, which address the following topics:

- Purpose and Intent to encourage the development of affordable housing
- Applicability of mandatory provisions of affordable units
- Affordable housing unit requirements (on site and off site)
- Special permit requirements
- Fees-in-lieu of affordable unit requirements
- Density Bonus
- Maximum income and sell price provisions
- Preservation of affordability and restrictions on resale of units;

or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:

ARTICLE #32 Motion A	DATE VOTED	MOTION	QUANTUM OF VOTE
	October 9	Favorable Action	9-2-1

The Moderator announced that in Article 32 the motion will be considered in the following order; Motion A, D, B and then C.

MOTION A: (requires a two-thirds vote)

Moved by Mr. Evans, seconded by Mr. Hayes to amend **Section 200 - DEFINITIONS** of the Natick Zoning Bylaws replacing the existing definition of 'Affordable Housing Units' with the following:

> "Affordable **Dwelling Units**: Dwelling units that meet all the requirements of Affordable Housing. Also referred to as **Affordable Units**."

and by inserting new definitions for 'Buildable Land', 'Eligible Household', 'Fee-in-lieu-of Units', 'Initial Rent of an Affordable Dwelling Unit', 'Initial Sales Price of an Affordable Dwelling Unit', 'Median Income', 'Phased or Segmented Housing Development', 'Residential Project', and 'Total Development Cost' as follows:

> "**Buildable Land**: A parcel or parcels of property developable for the equivalent number of affordable units for which a building permit may be obtained to construct one or more dwelling units under the provisions of

the Natick Zoning Bylaw. The parcel(s) must be developable for this purpose under existing zoning and subdivision regulations without variances or waivers of any kind, including those from other bodies having regulatory authority over the development of any portion unless such variances or waivers have already been obtained."

"**Eligible Household**: A household whose total income does not exceed 80% of the Median Income, adjusted for household size, consistent with the requirements of 760 CMR 56."

"**Fee-in-lieu-of units**: The fee paid to the Natick Affordable Housing Trust in lieu of the construction or provision of affordable units in Residential Projects, determined as a percentage of the Initial Sales Price of an Affordable Dwelling of identical size to the average number of bedrooms in dwellings proposed for the Residential Project."

"**Initial Rent of an Affordable Dwelling Unit**: The initial rent of an Affordable Unit shall be determined to ensure that monthly rent payments and all utility charges shall not exceed thirty percent (30%) of household income of up to seventy percent (70%) of monthly Median Income."

"**Initial Sales Price of an Affordable Dwelling Unit**: The initial sales price of an Affordable Unit shall be determined to ensure that the monthly housing payment shall not exceed thirty percent (30%) of household income of up to seventy percent (70%) of monthly Median Income. Calculation of the initial sales price shall include debt service at prevailing mortgage loan interest rates, calculated according to standards of the Local Initiative Program or other program administered or authorized by the Department of Housing and Community Development), condominium or related fees, property insurance, mortgage insurance (if required), real estate taxes, and parking fees (if any). The Initial Sales Price shall not exceed the Maximum Initial Sales Price, as defined in the Mass Housing 40B Affordability Monitoring Handbook."

"**Median Income**: The Eligible Household income limit entitled "Area Median Income," as set forth in or calculated according to regulations promulgated by the United States Department of Housing and Urban Development pursuant to Section 8 of the Housing Act of 1937, as amended by the Housing and Community Development Act of 1974, determined annually for the Boston-Cambridge-Quincy, MA-NH Metropolitan Statistical Area and adjusted for family size, or if such income standard no longer exists, such other equivalent income standard as determined by the Massachusetts Department of Housing and Community Development."

"**Phased or Segmented Housing Development**: A Residential Project containing dwellings on one lot or two or more adjoining lots in common ownership or common control for which special permits or building permits are granted within a period of ten years from the first date of approval for any special or building permits for the Residential Project."

"**Residential Project**: Development projects with residential uses including, but not limited to, 1, 1A, 2, 3, 4, 5, and 50B Listed in Use Regulation Schedule III-A.2 and residential overlay districts (including developments with a mix of residential and non-residential uses) subject to the requirements of Natick's Inclusionary Zoning Bylaw. This definition does not apply to dwellings developed in a Smart Growth Overlay (SGO) district under the provisions of Section III-A.6.C. "

"**Total Development Cost**: The sum of all costs for site acquisition, relocation (if applicable), design, engineering, environmental testing and remediation, demolition, construction, interest, and carrying charges necessary to produce the required number of complete, habitable Affordable Dwelling Units required by this bylaw."

"**Unregulated Dwelling Units**: Dwelling units that are not intended to meet the requirements of Affordable Housing, either for rental or homeownership."

Ms. Evans provided brief background on this article and Mr. Fields gave a presentation on the article. Mr. Fields explained that Motion A adds definitions to Section 200 of the Zoning By-law, Motion B revises the Section III-A.2 Use Regulation Schedule of the Zoning By-law, Motion C revises various sections of the Zoning By-law; and Motion D add Section V-J Inclusionary Affordable Housing Requirement to the Zoning By-law. Debate ensued on Motion A.

Motion A under Article 32 passed by a two-thirds vote (105-3-4).

FINANCE COMMITTEE RECOMMENDATION:

ARTICLE #32 Motions B-D	DATE VOTED	MOTION	QUANTUM OF VOTE
	October 22	Favorable Action	11-0-0

MOTION D: (requires a two-thirds vote)

Moved by Mr. Evans, seconded by Mr. Hayes to amend the Natick Zoning Bylaws by inserting a new section entitled "Section V-J. Inclusionary Affordable Housing Requirements" after "Section V-I. Outdoor Lighting", so that Section V-J now reads:

"SECTION V-J INCLUSIONARY AFFORDABLE HOUSING REQUIREMENTS

V-J.1 Purpose and Intent

In addition to the purpose and intent set forth in Section 100 and Section 108 of the Natick Zoning Bylaw, the purpose of this bylaw is to encourage development of new housing that is affordable to eligible households. At minimum, affordable housing produced through this regulation should be in compliance with the requirements set forth in G.L. c. 40B sect. 20-23 and 760 CMR 56 or other affordable housing programs developed by federal, state, county and local governments so that the affordable dwelling units that result from this bylaw can be considered as Local Initiative Units, in compliance with the requirements for the same as specified by the Commonwealth's Department of Housing and Community Development (DHCD).

V-J.2 Applicability of Mandatory Provision of Affordable Units

A. Pursuant to G.L. Chapter 40A, sect. 9, the inclusionary affordable housing requirements of this section for the mandatory provision of affordable units shall apply to the following:

1. Any Residential Project, including Phased or Segmented Housing Developments, that results in a net increase of two (2) or more dwelling units, whether by new construction or by the alteration, expansion, reconstruction, or change of existing residential or non-residential space; and

2. Any Residential Project involving subdivision of land for development of two (2) or more dwelling units under an IHSP; and

3. Any Residential Project that includes two (2) or more assisted living units and accompanying services, unless a determination has been made satisfactory to the SPGA that such living units do not affect the Town's Statutory Minima or the Town's Computation of Statutory Minima as defined and/or set forth in 760 CMR 56 as maintained by the Massachusetts Department of Housing and Community Development (DHCD).

V-J.3 Special Permit

The development of any Residential Project set forth in Section V-J.2 shall require the grant of an Inclusionary Housing Special Permit (IHSP) from the Planning Board as the Special Permit Granting Authority (SPGA). If the development of a Residential Project is allowed As-of-Right, the Applicant may elect to develop said Project under an IHSP according to the provisions of Section V-J.4.B. A Special Permit may be granted if the proposal meets the requirements of this bylaw and Section VI-DD.2.A.

Since it is the intent of this bylaw to prohibit the subdivision of land or phasing of development to avoid the requirements of this section, it shall be presumed that land held in common ownership at the time this bylaw is approved shall be included for the purposes of calculating the number of affordable units to be provided. It shall also be presumed that phased developments of land held in common ownership shall be considered in its totality rather than as separate projects. These presumptions are rebuttable only upon credible evidence to the contrary. Further, if the SPGA determines that an applicant has established surrogate or subsidiary entities to avoid the requirements of this Section, a special permit shall be denied.

V-J.4 Mandatory Provision of Affordable Units

a. As a condition of approval for a Special Permit, the Applicant shall contribute to the local stock of affordable units in accordance with the following requirements and as illustrated in Table V-J.4:

1. At least fifteen (15) percent of the units in a Residential Project on a division of land or multiple unit development subject to this bylaw, rounded up to the nearest whole number and exclusive of

additional dwellings allowed under Section V-J.4.B, shall be established as affordable dwelling units in any one or combination of methods provided for below:

a) constructed or rehabilitated on the locus subject to the Inclusionary Housing Special Permit (IHSP) (see Section V-J.5) in Residential Projects with six (6) or more net new dwelling units; or
b) constructed or rehabilitated on a locus different than the one subject to the IHSP (see Section V-J.6) in Residential Projects with six (6) or more net new dwelling units; or
c) an equivalent fee-in-lieu of units may be made (see Section V-J.7); or
d) An applicant may offer, and the SPGA may accept, provision of buildable land in fee simple, on or off-site, that the SPGA in its sole discretion determines is suitable for the construction of affordable dwelling units.

1) At least twenty (20) percent of the units in a Residential Project on a division of land or multiple unit development with thirty (30) or more units in the Downtown Mixed Use district subject to this bylaw, rounded up to the nearest whole number and exclusive of additional dwellings allowed under Section V-J.4.B, shall be established as affordable dwelling units in any one or combination of methods provided for above in V-J.4.A.1.

2) As a condition of approval for an Inclusionary Housing Special Permit, the SPGA may specify to an Applicant the combination of requirements described in Section V-J.4.A.1 to be used to satisfy compliance with the mandatory provision of affordable units. The applicant may offer, and the SPGA may accept, any combination of the requirements described in Section V-J.4.A.1 (a) - (d) provided that in no event shall the total number of units or the value of land provided be less than the equivalent number or value of Affordable Dwelling Units required by this bylaw. Non-acceptance of an offer by the SPGA does not release the Applicant from compliance with all provisions of this bylaw. The value of any combination of the Section V-J.4.A.1 (a) - (d) requirements provided by an applicant shall always be equal to or greater than the Total Development Cost of affordable units required by this bylaw. The SPGA may require, prior to accepting land as satisfaction of the requirements of this bylaw, that the applicant submit an appraisal of the land in question, prepared by a Massachusetts-certified appraiser and dated within six (6) months of the application, as well as other data relevant to the determination of equivalent value. Affordable Dwelling Units produced on-site, off-site, of contributed through fees-in-lieu or buildable land may consist of a mix of housing types, except as provided for below:

a) In Residential Projects, including Phased and Segmented Developments, comprising six (6) or more single-family dwellings, only Section V-J.4.A.1 requirements (c) and (d) may be offered by the applicant and accepted by the SPGA. For such single-family Residential Projects, the value of Section V-J.4.A.1 requirement (c) offered by the applicant shall equal 100% of the Total Development Cost of affordable units required by this bylaw, while the value of Section V-J.4.A.1 requirement (d) offered by the applicant shall equal 110% of the Total Development Cost of affordable units required by this bylaw.

b) In Residential Projects, including Phased and Segmented Developments, which result in a net increase of two (2) to five (5) dwelling units, in lieu of the requirements of Section V-J.4.A.1 a), b) or d), the Applicant shall contribute funds to the Natick Affordable Housing Trust. Such funds shall be used to assist households to occupy Affordable Dwelling Units in Natick, including the construction, purchase, or rehabilitation of such units consistent with this section in lieu of the Applicant constructing and offering affordable units within the locus of the proposed development or at an off-site locus, consistent with Section V-J.4.A.1.

Table V-J.4 Mandatory Provision of Affordable Units, by Residential Project Type

Residential Project, type:	Methods for fulfilling Mandatory Provision of Affordable Units, Section V-J.4.A.1

Multi-family dwellings, or mix of single- , two- , or multi-family dwellings (Projects with 6 or more units) Section V-J4.A.1	a) Provision of Affordable unit(s), on site b) Provision of Affordable unit(s), off-site* c) Provision of fee-in-lieu of units payment d) Provision of buildable land *at 110% of value of on-site unit
Single-family dwellings only (Projects with 6 or more units) Section V-J4.A.3 (a)	c) Provision of fee-in-lieu of units payment d) Provision of buildable land
Single- , two- , or multi-family dwellings (Projects with 2-5 units) Section V-J4.A.3 (b)	c) Provision of fee-in-lieu of units payment

3) As a condition for the granting of an Inclusionary Housing Special Permit (IHSP), all affordable dwelling units shall be subject to an affordable housing restriction and a regulatory agreement in a form acceptable to the SPGA. The regulatory agreement shall be consistent with any applicable guidelines issued by the Department of Housing and Community Development, shall ensure that affordable units are affordable in perpetuity, and shall ensure that affordable units can be counted toward the Natick Subsidized Housing Inventory. The regulatory agreement shall also address all applicable restrictions listed in Section V-J.9 of this bylaw. The Special Permit shall not take effect until the restriction, the regulatory agreement and the special permit are recorded at the Registry of Deeds and a copy provided to the SPGA and the Building Commissioner.

B. Density Bonus. For Residential Projects consisting entirely of single or two-family homes, or any other Residential Projects that are allowed As-of-Right in the zoning district underlying their location, that yield an increase of two (2) to five (5) net new dwelling units the SPGA may allow the addition of one (1) unregulated Dwelling Unit in return for fee-in-lieu payment as part of compliance with the IHSP process outlined in Section V-J.4.A.1. For Residential Projects consisting entirely of single or two-family homes, or that are allowed As of right in the zoning district underlying their location, that yield an increase of six (6) or more net new dwelling units the SPGA may allow the addition of two (2) additional Dwelling Units for each Affordable Dwelling Unit provided as part of compliance with the IHSP process outlined in Section V-J.4.A.1. In order to accommodate those additional unregulated units on site, the SPGA may modify minimum lot sizes and any other intensity or density regulations, except height, normally required in Section IV.B in the applicable zoning district, to a maximum cumulative increase of 35% or, calculated separately, a maximum cumulative decrease of 35%. These shall be calculated according to the provisions of Section V-E.3, to accommodate up to two (2) additional Unregulated Dwelling Unit(s) on a site for each one (1) Affordable Dwelling Unit in compliance with the Inclusionary Housing Special Permit process in Section V-J.4.A, provided that the Floor Area Ratio of all units in the subject Residential Project not exceed 250% of the Maximum Lot Coverage permitted in the applicable zoning district under Section IV.B. The SPGA may place conditions on the number of bedrooms and other characteristics of additional Unregulated Dwelling Units permitted as part of compliance with the provisions outlined in Section V-J.4.A.

Example 1: An Applicant can build a Residential Project on a subdivision with five homes (As-of-Right) in an RSA zone. Under V-J.4.B, that Applicant could request an IHSP, under which they could build six homes (the original 5 unregulated units + 1 additional unregulated unit) and make a payment to the Natick Affordable Housing Trust as specified in Section V-J.7. The Floor Area Ratio (FAR) of each of these six units, as well as the units in total, could not exceed 0.625 (2.5 x Maximum Lot Coverage of 25% in the RSA zone).

Example 2: An Applicant can build a Residential Project on a subdivision with ten two-family homes with twenty dwellings (As-of-Right) in an RG zone. Under V-J.4.B, the Applicant could request an IHSP, which would require three (3) dwellings designated as Affordable Units, but would allow a total of twenty-six units (23 unregulated units + 3 affordable units) to be developed on the site. Alternatively, at the discretion of the

SPGA, the Applicant makes some combination of off-site units, payment to the Natick Affordable Housing Trust, or a grant of buildable land, as specified in Sections V-J.6.A, V-J.7, and V-J.4.A.4, respectively in place of providing the three (3) affordable units on-site. The Floor Area Ratio (FAR) of each of these 26 units, as well as the units in total, could not exceed 0.625. (2.5 x Maximum Lot Coverage of 25% in the RSA zone).

V-J.5 Provisions Applicable to Affordable Dwelling Units On- and Off-Site

A. Siting of affordable units. All affordable units constructed or rehabilitated under this bylaw shall be distributed proportionately within the development so as not to be in less desirable locations than unregulated units in the development and shall, on average, be no less accessible to public amenities, such as open space, as the unregulated units.

B. Minimum design and construction standards for affordable units. All affordable units constructed or rehabilitated under this bylaw shall comply with the Design and Construction Standards for Local Initiative Units specified by the Department of Housing and Community Development in the Guidelines for the Local Initiative Program. Affordable dwelling units shall be integrated with the rest of the development, shall be proportionately distributed in terms of unit size/type and shall be comparable in exterior design, appearance, construction, and quality of materials with other units. Interior features of affordable units shall contain, at a minimum, complete living facilities including a stove, kitchen cabinets, plumbing fixtures, a refrigerator, a microwave oven, and access to laundry facilities. The interior finishes and features of affordable units may differ from those of market-rate units, provided that such finishes and features are durable, of good quality and consistent with current standards for new housing. The Planning Board reserves the right to consult with the Building Commissioner to verify the durability and quality of interior finishes proposed by the applicant and to require changes to better achieve comparability of units. All affordable dwelling units shall have an equivalent level of accessibility as that of the market-rate units.

C. Timing of construction or provision of affordable units or land. Affordable dwelling units shall be provided coincident to the development of market-rate units, but in no event shall the development of affordable units be delayed beyond the schedule noted below:

Market-rate Unit (% Complete)	**Affordable Housing Unit** (% Required)
<30%	-
30% plus 1 unit	10%
Up to 50%	30%
Up to 75%	50%
75% plus 1 unit	70%
Up to 90%	100%

Fractions of units shall not be counted.

D. Pricing of Affordable Units. The household size figure used to calculate the Initial Sales Price or Rent of an Affordable Unit shall equal the number of bedrooms in each Affordable Unit plus one (1).

E. Local Preference. Unless otherwise regulated by an applicable Federal or State agency under a financing or other subsidy program, at least fifty percent (50%) of the affordable units shall be initially offered for 180 days in the following priority, to:

F. Marketing Plan for Affordable Units. Applicants under this bylaw shall submit a marketing plan or other method approved by the Town through its Housing Production Plan to the SPGA for its approval, which describes how the affordable units will be marketed to potential home buyers or tenants. This plan shall include a description of the lottery or other process to be used for selecting buyers or tenants.

G. Condominiums. Condominium documentation shall provide the owners of the Affordable Units with full and equal rights to all services and privileges associated with condominium ownership. Condominium fees shall be included in the calculation of Initial Sales Price in Section V-J.8.

H. Legal Review. All legal documents, including but not limited to: affordable housing deed riders, affordability restrictions, leases, condominium documents and/or homeowner's agreements shall be subject to peer legal review by the SPGA, to be paid in full by the Applicant.

V-J.6 Provision of Affordable Dwelling Units Off-Site:

A. An applicant subject to this bylaw may develop, construct or otherwise provide affordable units offsite, valued at one hundred and ten percent (110%) of those required by Section V-J.4 and meeting all quality criteria outlined in Section V-J.5.B. All requirements of this bylaw that apply to on-site provision of affordable units, shall apply to provision of off-site affordable units. In addition, the location, housing type and character of the off-site units to be provided must be approved by the SPGA as an integral element of the Inclusionary Housing Special Permit review and approval process.

B. If the applicant's proposal involves existing dwelling units, the special permit application must demonstrate to the SPGA's satisfaction that the following conditions have or will be met prior to the issuance of any building permits for the Residential Project.
    1. Evidence that the applicant owns or will own the premises
    2. The dwelling unit(s) has/have no violations of the State Building Code or Article II of the State Sanitary Code
    3. The dwelling units(s) has/have no lead paint hazards
    4. The dwelling unit(s) is/are/will be vacant
    5. No Eligible Households will be displaced permanently
    6. No existing affordable dwelling units will be eliminated.

C. Approved off-site units shall also comply with the same project schedule, affordability provisions and marketing plan requirements that apply to the Residential Project units

V-J.7 Calculation of Fees-in-Lieu-of Affordable Dwelling Units

Calculation of fee-in-lieu-of units. For the purposes of this bylaw the fee-in-lieu of the construction or provision of affordable units shall be determined as a per-unit cost for all units in the Residential Project, calculated as: 0.125 x Initial Sales Price of an Affordable Dwelling Unit of identical size (in terms of average number of bedrooms), and shall be payable on the same schedule set forth in Section V-J.5.C and in full prior to issuance of a final occupancy permit. The SPGA shall annually review the acceptable value of the fee in-lieu-of units according to maximum income levels promulgated by the Commonwealth's Department of Housing and Community Development.

Example 3: An Applicant proposes a Residential Project with four (4) two-bedroom single family homes under an Inclusionary Housing Special Permit. Under V-J.4.A.3 (b), the Applicant would be required to pay a fee to the Natick Affordable Housing Trust equal to (4 dwellings x 0.125 x Initial Sales Price for an Affordable two-bedroom Dwelling Unit) as specified in Section V.J.4.A.3 (b)

The SPGA may reduce the applicable fee-in-lieu-of unit(s) charge by up to fifty percent (50%) for each dwelling in a housing development with initial rents or sale prices that are affordable to households earning 81-120% of Median Income, calculated according to standards promulgated by the Department of Housing and Community Development (DHCD), and in compliance with the household size provisions of Section V-J.5.D of this bylaw.

V-J.8 Maximum Incomes and Selling Prices: Initial Sale

A. To ensure that only eligible households purchase affordable dwelling units, the purchaser of an affordable unit shall be required to submit copies of the last three years' federal and state income tax returns and certify, in writing and prior to transfer of title, to the developer of the housing units or his/her agent, and within thirty (30) days following transfer of title, to the local housing trust, community development corporation, housing authority or other agency as established by the Town, that his/her or their family's annual income level does not exceed the maximum level as established by the Department of Housing and Community Development (DHCD), and as may be revised from time to time.

B. The maximum housing cost for affordable units created under this bylaw is as established by the Department of Housing and Community Development (DHCD), as specified in the guidelines for the Local Initiative Program, or as revised by the Town.

V-J.9 Preservation of Affordability; Restrictions on Resale

A. Each affordable unit created in accordance with this bylaw shall have limitations governing its resale through the use of a regulatory agreement (Section V-J.4.A.4). The purpose of these limitations is to preserve the long-term affordability of the unit and to ensure its continued availability for affordable income households. The resale controls shall be established through a restriction on the property recorded at the Registry of Deeds and shall be in force in perpetuity. The terms "Base Income Number," Resale Price Multiplier," "Resale Fee," "Approved Capital Improvements," and "Maximum Resale Price" are as defined in the MassHousing 40B Affordability Monitoring Handbook.

1. Resale price. Sales beyond the initial sale to a qualified affordable income purchaser shall include the sum of
   i. the Base Income Number (at the time of resale) multiplied by the Resale Price Multiplier, PLUS
      a. the Resale Fee and any necessary marketing expenses (including the broker's fees) as may have been approved by the Monitoring Agent, PLUS
      b. Approved Capital Improvements, if any, made with the consent of the Town and Department of Housing and Community Development (DHCD).

In no event shall the Maximum Resale Price be greater than the purchase price for which a credit-worthy Eligible Household could obtain mortgage financing (such purchase price as determined by the Monitoring Agent using the same methodology used by DHCD for its Local Initiative Program or similar comprehensive permit program). The Maximum Resale Price shall not be less than the purchase price paid for the Property by the owner unless the Owner agrees to accept a lower price.

2. Right of first refusal to purchase. The purchaser of an affordable housing unit developed as a result of this bylaw shall agree to execute a deed rider prepared by the Town of Natick, consistent with model riders prepared by the Department of Housing and Community Development (DHCD), granting, among other things, the Town's right of first refusal to purchase the property in the event that a subsequent qualified purchaser cannot be located within 90 days of receiving notification.
3. The SPGA shall require, as a condition for an Inclusionary Housing Special Permit under this bylaw, that the applicant comply with the mandatory set-asides and accompanying restrictions on affordability, including the execution of the deed rider noted in Section V-J.9.A.2 above. The Building Commissioner shall not issue an occupancy permit for any affordable unit until the deed restriction has been recorded.

V-J.10 Periodic Review of Inclusionary Housing Requirements

In conjunction with the five-year update of the Town's Housing Production Plan, the Natick Affordable Housing Trust shall evaluate the Inclusionary Affordable Housing Requirements. Such evaluation shall include a report provided to the Board of Selectmen and the Planning Board reviewing factors such as changes in demographic characteristics and residential development activity, housing trends measured in terms of, but not limited to, vacancy rates, production statistics, prices for dwelling units, and affordability, and the relationship between Inclusionary Housing projects and all housing in Natick. The Natick Affordable Housing Trust shall also prepare an annual report to the Planning Board on the Inclusionary Housing Program.

V-J.11 Conflict with Other Bylaws

The provisions of this section shall be considered supplemental to existing zoning bylaws except for the provisions of Section III-A.6.C (Smart Growth Overlay (SGO)). To the extent that a conflict exists between this section and others, the more restrictive bylaws or provisions therein shall apply.

V-J.12 Severability:

If any provision of this bylaw is held invalid by a court of competent jurisdiction, the remainder of the bylaw shall not be affected thereby. The invalidity of any section or sections or parts of any section or sections of this bylaw shall not affect the validity of the remainder of the Natick Zoning Bylaw."

Motion D under Article 32 passed by a two-thirds vote (103-2-4).

MOTION B: (requires a two-thirds vote)

Moved by Mr. Evans, seconded by Mr. Hayes to amend the definition of 'Residential Use 4.*' in Section III-A.2 – USE REGULATIONS SCHEDULE of the Natick Zoning By-Laws, by replacing the words "provided that at least 10% of the total number of dwelling units, or such greater percentage as may be specified elsewhere in this By-Law are Affordable Dwelling Units." with "subject to and compliant with the provisions of Section V-J.", replacing the word "Housing Units" with "Dwelling Units" and replacing the word "A" with "P+" in the columns respectively entitled "RM" and "PCD", so that the pertinent portion of Section III-A.2 – USE REGULATIONS SCHEDULE now reads:

RESIDENTIAL USE	*RG*	*RM*	*RS*	*PCD*	*SH*	*AP*	*DM*	*CII*	*INI*	*INII*	*H*
4. Multiple family building types for not less than three (3)* dwelling units *in any one building, such as: apartment houses and/or town houses,* subject to and compliant with the provisions of Section V-J.	***O***	**P+**	***O***	**P+**	***A***	***O***	***(*)***	***O***	***O***	***O***	***O***

Motion B under Article 32 passed by a two-thirds vote (106-2-3).

MOTION C: (requires a two-thirds vote)

Moved by Mr. Evans, seconded by Mr. Hayes to amend the Natick Zoning By-Laws, as follows:

In Section III-A.6.A.3 – INCLUSIONARY HOUSING OPTION PROGRAM (IHOP), by:

- deleting the phrase "Provided that additional units are granted by the Planning Board under the foregoing provision, then" in the first paragraph,
- replacing the words "Affordable Housing Units" in the first paragraph with the words "Affordable Dwelling Units",
- inserting, after the word "alternatives," in the first paragraph, the words "consistent with the provisions of Section V-J of this bylaw and"
- replacing the figure "10%" in the table with "15%, consistent with the provisions of Section V-J",
- inserting in two places in the table, after the phrase "Natick Housing Authority" the phrase "or other appropriate public agency, as determined by the SPGA",
- replacing the words "Income Eligible Households" in the table with the words "Eligible Households, consistent with the provisions of Section V-J",
- replacing the words "be used for Affordable Housing" in the table with the words "the Natick Affordable Housing Trust for Affordable Housing, consistent with the provisions of Section V-J",
- replacing the words "the construction costs of the particular units" in paragraph b) with "Total Development Costs of the units"
- replacing the words "Income Eligible Households as defined in 760 CMR 56" in paragraph b) with the words "Eligible Households",
- replacing the words "Affordable Housing Units" following "development as" in the seventh paragraph with the words "Affordable Dwelling Units, consistent with the provisions of Section V-J" and
- replacing the words "Income Eligible Households as defined in 760 CMR 56" in paragraph c) with the words "Eligible Households" and, in the same paragraph, replacing the words "Income Eligible

Household" with "Eligible Household"
so that Section III-A.6. A.3 now reads:

"3- Affordable Dwelling Units shall be provided in any one of the following alternatives, consistent with the provisions of Section V-J of this bylaw and subject to approval of the Planning Board:

A) By Donation to the Natick Housing Authority or other appropriate public agency, as determined by the SPGA ……A minimum of 15%, consistent with the provisions of Section V-J *
B) By Sale to the Natick Housing Authority or other appropriate public agency, as determined by the SPGA .....A minimum of 15%, consistent with the provisions of Section V-J *
C) By sale directly to Eligible Households .....A minimum of 15%, consistent with the provisions of Section V-J *
D) By cash payment to the Natick Affordable Housing Trust for Affordable Housing, consistent with the provisions of Section V-J .....**

Notes: * = % of total units in development, rounded up to the next whole number

** = Amount is determined by professional valuation methods as the equivalent value to the units which otherwise would have been provided within the development as Affordable Dwelling Units, consistent with the provisions of Section V-J.

a) Units to be donated to the Natick Housing Authority are subject to the approval of the Natick Housing Authority, and of the applicable federal or state funding agency.
b) Units set aside for sale to the Natick Housing Authority shall be offered at prices which do not exceed the greater of: (i) Total Development Costs of the units, or (ii) the current acquisition cost limits for the particular units under applicable state or federal financing programs. If the Natick Housing Authority is unable to purchase the set-aside units at the time of completion, the units shall be offered for sale to Eligible Households.
c) Units set aside for sale directly to Eligible Households shall be offered only to those households which qualify or meet the definition of Eligible Household.";

and in Section III-A.6. A.4 – INCLUSIONARY HOUSING OPTION PROGRAM (IHOP) by adding after the words "moderate income households" in the second sentence the words ", consistent with the provisions of Section V-J of this bylaw.", and removing the third, fourth and fifth sentences, so that Section III-A.6. A.4 now reads:

"4- Each affordable unit created in accordance with this section shall have limitations governing its resale. Such limitations shall have as their purpose to preserve the long-term affordability of the unit and to ensure its continued availability to low or moderate income households, consistent with the provisions of Section V-J of this bylaw. Such restrictions may also provide that the Natick Housing Authority shall have a prior right of purchase at the price determined according to the restriction for a period of thirty (30) days after the unit is placed on sale. Notice of any proposed sale shall be given to the Planning Board and to the Natick Housing Authority.";

and in Section III-A.6. A.5 – INCLUSIONARY HOUSING OPTION PROGRAM (IHOP) of the Natick Zoning By-Laws by replacing in the first sentence the words "for a period of six (6) months from the date of first offering for sale, be offered on a 50%-50% basis," with the words ", consistent with the provisions of Section V-J, and particularly V-J.5.E, of this bylaw.", and removing the second, third and fourth sentences of this section, so that Section III-A.6. A.5 now reads:

"5- Affordable Units to be offered for sale under the IHOP provisions shall be offered to residents of the Town of Natick and to persons employed within the Town of Natick, consistent with the provisions of Section V-J, and particularly V-J.5.E, of this bylaw

and in Section III-A.6. A.6 – INCLUSIONARY HOUSING OPTION PROGRAM (IHOP) by replacing the words "Affordable Housing Units" in each instance where the term appears in the section with the words "Affordable Dwelling Units", and replacing the term "Affordable Housing" with "Affordable Dwelling Units", so that Section III-A.6. now reads:

"6- In addition to any requirements under Site Plan Review, the Special Permit, or Subdivision approval, an applicant must submit a development plan acceptable to the Planning Board plan indicating how the parcel could be developed under the underlying zoning (i.e. a baseline plan). Any bonus granted shall be calculated from the baseline plan. The development plan showing the bonus units shall also indicate the proposed Affordable Dwelling

Units, which must be dispersed throughout the parcel to ensure a mix of market-rate and Affordable Dwelling Units. Affordable Dwelling Units shall have an exterior appearance that is compatible with, and to the extent that is possible, indistinguishable from the market rate units in the development. Affordable Dwelling Units shall contain at least two (2) bedrooms and shall be suitable as to design for family occupancy. The owners of Affordable Dwelling Units shall have all of the rights and privileges accorded to market rate owners regarding any amenities within the development.";

and in Section III-A.6. B.1 –HOUSING OVERLAY OPTION PROGRAM (HOOP) – PURPOSE by replacing the words "Income Eligible Households as defined in 760 CMR 56" in each instance where the term appears in the section with the words "Eligible Households", and inserting after the words "in a manner consistent with" in the first sentence the words "both the provisions of Section V-J and" so that Section III-A.6. A.6 now reads:

"1. PURPOSE

> The purpose of this Housing Overlay Option Plan is to create overlay districts in selected areas of the Town in order to enhance the public welfare by increasing the production of dwelling units affordable to Eligible Households in a manner consistent with both the provisions of Section V-J and the character of the downtown area. In order to encourage utilization of the Town's remaining developable land in a manner consistent with local housing policies and needs, new housing developments in the HOOP Districts are required to contain a proportion of dwelling units affordable to Eligible Households.";

and in Section III-A.6. B.8 –HOUSING OVERLAY OPTION PROGRAM (HOOP) – AFFORDABILITY by replacing the words "The Planning Board shall adopt rules and regulations regarding" in the second sentence with the words "The provisions of Section V-J of this bylaw shall govern" and by replacing the words "Affordable Housing Units" in each instance they occur with the words "Affordable Dwelling Units", and by adding after the words "employees of the Town of Natick" the words "consistent with the provisions of Section V-J" and by replacing the words "permitted under the Massachusetts General Laws and as approved by the SPGA" with the words ", consistent with the provisions of Section V-J", so that Section III-A.6. A.6 now reads:

"8. AFFORDABILITY

a) Affordability shall be determined in accordance with the definition of Affordable Housing found in Section 200. The provisions of Section V-J of this bylaw shall govern the sale or rental of all Affordable Dwelling Units. Unless otherwise regulated by a Federal or State agency under a financing or other subsidy program, at least fifty percent (50%) of the Affordable Dwelling Units shall be initially offered to residents and/or employees of the Town of Natick consistent with the provisions of Section V-J. Residency and employment in Natick shall be established through Town Clerk certification.

b) All Affordable Dwelling Units shall be maintained as such in perpetuity, by the use of appropriate restrictions in deeds, lease provisions or other mechanisms, consistent with the provisions of Section V-J.";

and, in Section III-D.1.d USE REGULATIONS FOR LC DISTRICTS, PERMITTED USES, by replacing the words "provided however that at least ten percent (10%) of the total number of units are Affordable Housing Units;" with the words "subject to and consistent with the provisions of Section V-J of this by-law.", so that subsection III-D.1.d now reads:

> "d. Multi-family building types for not less than three (3) dwelling units but not more than six (6) dwelling units building, such as: apartment houses and/or town houses, with no more than six (6) dwelling units per acre; subject to and consistent with the provisions of Section V-J of this by-law.";

and, in Section III.E.2.b.1 DOWNTOWN MIXED USE DISTRICT, USES ALLOWED BY SPECIAL PERMIT ONLY, by replacing the phrase "ii) for projects with 3 to 6 total units at least 10% of the units are Affordable Housing Units; for projects that are 7 to 20 total units, at least 15% of the units are Affordable Housing Units; and, for projects that are 21 or more total units, at least 20% of the units are Affordable Housing Units;" with the phrase " ii) all provisions of Section V-J are met to the satisfaction of the Special Permit Granting Authority; and", so that Section III.E.2.b.1 now reads:

"1. Multi-family dwellings, provided that:

i. the Special Permit Granting Authority specifically determines that adequate provision has been made for off-street parking;
ii. all provisions of Section V-J are met to the satisfaction of the Special Permit Granting Authority; and
iii. the total number of multi-family units shall not exceed the number computed by taking the:
   a. Gross Land Area of the parcel times the Maximum Percentage Building Coverage
   b. multiplied by the number of floors in the building
   c. multiplied by the portion of the Gross Floor Area attributable to residential uses in the building
   d. divided by the Gross Floor Area in the building, and
   e. divided by 2,500

And, in Section "III-F CLUSTER DEVELOPMENT ALLOWED IN CERTAIN DISTRICTS" replace in its entirety the paragraph entitled "AFFORDABILITY" before the Subsection Title "III-1.F TOWN HOUSE CLUSTER DEVELOPMENT", with the words "AFFORDABILITY - Notwithstanding anything to the contrary, any Special Permit granted in accordance with this Section shall comply with the provisions of Section V-J.", so that subsection III-F now reads:

"III-F CLUSTER DEVELOPMENT ALLOWED IN CERTAIN DISTRICTS

AFFORDABILITY - Notwithstanding anything to the contrary, any Special Permit granted in accordance with this Section shall be subject to and consistent with the provisions of Section V-J of this by-law.";

and, in Section III-5. F.6 COMPREHENSIVE CLUSTER DEVELOPMENT OPTION-NUMBER OF DWELLING UNITS by replacing the words "At least ten percent (10%) of this total number of dwelling units shall be Affordable Housing Units as defined in Section 200 herein." in the second sentence with the words ", subject to and consistent with the provisions of Section V-J of this by-law.", so the sentence now reads:

"The maximum number of dwelling units allowed in a CCD shall equal the "Net Usable Land Area" within the parcel divided by 15,000 square feet then rounded to the nearest whole number, subject to and consistent with the provisions of Section V-J of this by-law.";

and, by replacing Section III-5.F.10 COMPREHENSIVE CLUSTER DEVELOPMENT OPTION-AFFORDABILITY, in its entirety and replacing it with the words:

"10. AFFORDABILITY

It is mandatory that a percentage of dwelling units in a CCD be sold, rented, or leased at prices and rates that are affordable to Eligible Households, subject to and consistent with the provisions of Section V-J:

a. Affordable Housing shall be determined in accordance with the definition of Affordable Housing found in Section 200. All Affordable Dwelling Units that are built shall be subject to and consistent with the provisions of Section V-J.", so that III-5.F.10.a now reads:

"10. AFFORDABILITY

It is mandatory that a percentage of dwelling units in a CCD be sold, rented, or leased at prices and rates that are affordable to Eligible Households, subject to and consistent with the provisions of Section V-J:

a. Affordable Housing shall be determined in accordance with the definition of Affordable Housing found in Section 200. All Affordable Dwelling Units that are built shall be subject to and consistent with the provisions of Section V-J.";

and, by replacing Section III-I.2.6 INDEPENDENT SENIOR LIVING OVERLAY OPTION PLAN - AFFORDABILITY REQUIREMENTS, in its entirety with the following: "AFFORDABILITY REQUIREMENTS: The Applicant shall make provision for affordable housing by complying with all the requirements of Section V-J. The provisions of this section may be satisfied, at the option of the Applicant, by providing for the maintenance and monitoring of a 10% affordability requirement of the total units in an ISLF instead of the designation and restriction of particular specific units within an ISLF if such ISLF is composed entirely of rental units.", so that the Section now reads:

"2.6 AFFORDABILITY REQUIREMENTS: The Applicant shall make provisions for affordable housing by complying with all the requirements of Section V-J. The provisions of this section may be satisfied, at the option of the Applicant, by providing for the maintenance and monitoring of a 10% affordability requirement of the total units in an ISLF instead of the designation and restriction of particular specific units within an ISLF if such ISLF is composed entirely of rental units."

and, in the first sentence of Section III-I.1.8 ASSISTED LIVING RESIDENCES - AFFORDABILITY REQUIREMENTS, by replacing the phrase "the Applicant shall make a one-time payment to the Affordable Housing Trust Fund of Natick in an amount equal to a formula of $75 multiplied by the total number of square feet of area in living units in the ALR. This payment shall be required notwithstanding the fact that the Town may have reached an exemption level of production of affordable units in any year." with the phrase "the Applicant shall be subject to and comply with all provisions of Section V-J of this by-law.", so that the Section now reads:

"8. Affordability Requirements: Unless a determination has been made satisfactory to the SPGA that the living units of the ALR do not affect the Town's Statutory Minima or the Town's Computation of Statutory Minima as defined and/or set forth in 760 CMR 56 and as maintained by the Commonwealth of Massachusetts Department of Housing and Community Development (DHCD), the Applicant shall be subject to and comply with all provisions of Section V-J of this by-law."

and, in Section III-J.3 – Historic Preservation-Permitted Uses, by inserting the phrase ", subject to and consistent with the provisions of Section V-J:" after "the following additional uses" and deleting in its entirety the paragraph that begins "Provided however that for any project", so that the subsection now reads:

"3. Permitted Uses. Any use permitted as a matter of right or under a special permit in the District as set forth in the Table of Use Regulations may be undertaken on a parcel to which this Section III-J is to be applied; however, the SPGA may grant a special permit to allow the following additional uses, subject to and consistent with the provisions of Section V-J:

1. Town Houses;
2. Apartment House;
3. Home Occupation/Customary Home Occupation

and, in Section 323.3 HIGHWAY OVERLAY DISTRICTS - Certain Multifamily Residential Uses, by replacing "assisting living facilities" with "Assisted Living Residences" in the first line of the first paragraph; by replacing the word "Unless" that appears after the phrase "*Affordability Requirements:" in the first line of third paragraph with "All development in a Highway Overlay District shall be subject to and consistent with the provisions of Section V-J unless"; and deleting the phrase "the assisted living facilities," in the third line of the third paragraph; and deleting all language following "(DHCD)"; and replacing the comma following ("DHCD") with a period; so that subsection 323.3 Certain Multi-family Residential Uses now reads:

> "In the RC district, hotels, motels, Assisted Living Residences*, Elderly Family Residences* 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. Combinations of such residential and non-residential uses may also be allowed in the RC district, subject to the requirements of each individual use as set forth elsewhere in this Bylaw.
>
> The provisions of Section 323.1.9, and not this section, shall be applicable to a mixed-use development, including the residential component, in a Regional Center Mixed-Use Development.
>
> * Affordability Requirements: All development in a Highway Overlay District shall be subject to and consistent with the provisions of Section V-J unless a determination has been made satisfactory to the SPGA that living units of Assisted Living Residences and Elderly Family Residence do not affect the Town's Statutory Minima or the Town's Computation of Statutory Minima as defined and/or set forth in 760 CMR 56 as maintained by the Commonwealth of Massachusetts Department of Housing and Community Development (DHCD)."

and, in Section VI-DD.2.A.a.1 SPECIAL PERMIT PROCEDURES AND SITE PLAN REVIEW-SPECIAL PERMITS, by inserting "Inclusionary Housing Special Permit (IHSP)" at the end of the list of districts and programs for which the Planning Board acts as Special Permit Granting Authority.

and in Section V-E WAIVERS AND MODIFICATIONS Section V-E.1.d - Purpose and Applicability, by replacing the word "or" as it appears after "1.f, 1.g" with a comma; and by adding ", or 1.i" after "1.h"; so that V-E.1.d now reads

a. Notwithstanding anything else in this zoning by law to the contrary, no waiver and/or modification may be granted unless either i) specifically exempted in 1.e, 1.f, 1.g, 1h, or 1.i below or ii) specifically complying with V-E 2, 3 and 4 below or allowed below in connection with grants of allowable bonus density or intensity." ; and

In Section V-E.1 - Purpose and Applicability, by adding a new section as follows:

"i. This section shall not apply to Section V-J.4.B Density Bonus where necessary to permit any additional unregulated units granted under this section to be constructed on the locus site."

Motion C under Article 32 passed by a two-thirds vote (108-2-2).

ARTICLE 18: Appropriate Funds for the Design and Development of Route 27 North Main Street (Board of Selectmen)

To see what sum of money the Town will vote to raise and appropriate, borrow, transfer from available funds or otherwise provide for design and development of the Route 27 North Main Street (Route 27) roadway improvement project, including but not limited to design, right of way (design and/or acquisition), legal, appraisal, permitting, and/or construction phase services; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

ARTICLE #18	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 13, 2018	Favorable Action	9-0-0

MOTION (Requires a two-thirds vote):

Moved by Mr. Evans seconded by Mr. Sidney that the Town vote to appropriate the sum of $2,000,000 to be expended under the direction of the Community and Economic Development Department for the purpose of Route 27 North Main Street design and development including; design, engineering, easement acquisition, right of way acquisition, and legal costs associated with this project, and that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow $2,000,000 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 $2,000,000 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, that any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Moved by Mr. Sidney, seconded by Mr. Gath to amend Article 18 by deleting "community and economic department" and insert "Board of Selectmen" in the seconded line of the motion.

The amendment to the main motion passed unanimously (103-0-0). The amended main motion under Article 18 passed by a two thirds vote (102-4-3).

ARTICLE 19: Capital Equipment (Interim School Superintendent)
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.

Emergency Generator – Memorial Elementary School - $25,000

Natick High School Athletic Field Bleacher Repairs - $20,000
ADA Accessibility Wheelchair Ramp – Auditorium – Johnson Elementary School - $10,000

Total = $55,000

FINANCE COMMITTEE RECOMMENDATION

ARTICLE 19	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 6, 2018	No Action	10-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans seconded by Mr. Hayes that no action be taken on the subject matter of Article 19.
The motion to take no action passed by majority vote (by hand count).

ARTICLE 20: Legal Settlement (Interim School Superintendent)
To see if the Town will vote to raise and appropriate, or otherwise provide, the funds necessary to implement the Terms of a Legal Settlement Agreement/litigation outcomes between the Natick Public Schools and pending litigation regarding cases currently before the Massachusetts Court System/Massachusetts Arbitration System.

FINANCE COMMITTEE RECOMMENDATION

ARTICLE 20	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 6, 2018	Favorable Action	8-0-1

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to appropriate the sum of $350,000 for the purpose of implementing and paying the Terms of a Legal Settlement Agreement between the Natick Public Schools and pending arbitration regarding a case currently before the Massachusetts Court System, said funds to be expended under the direction of the Natick School Committee, with the source of funding to be Free Cash.
Ms. Nolin, Interim School Superintendent spoke to this article. ***The main motion under Article 20 passed by majority vote (90-7-4).***

Articles 21-24 were the exactly the same articles that were considered in Special Town Meeting #2 and voted on at that time. During 2018 Fall Annual Town Meeting motions of no action on Articles 21-24 passed by majority vote. ***Motions of no action were made by Mr. Sidney, seconded by Mr. Jennett and passed by majority vote (hand count).***

ARTICLE 25: Amend Agreement with the South Middlesex Regional Vocational School District (Board of Selectmen)
To see if the Town will vote to amend the agreement among the towns of Ashland, Holliston, Hopkinton and Natick and the City of Framingham with respect to Establishment of a Regional Vocational School District to incorporate prior amendments to said agreement, to eliminate outdated provisions, to recognize Framingham's change from a town to a city form of government, and to bring said agreement into alignment with the District's existing practices, in accordance with an April 23, 2018 executive summary, a copy of which is on file with the office of the Town Administrator; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

ARTICLE #25	DATE VOTED	MOTION	QUANTUM OF VOTE
	August 30, 2018	No Action	12-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Sidney, seconded by Mr. Jennett that no action be taken on the subject matter of Article 25.
The motion to take no action under Article 25 passed by majority vote (by hand count).

ARTICLE 26: Supplement Prior Town Meeting Vote authorizing Acquisition and Preservation of the Sawin House and Adjacent Property at 79 South Street, Assessors Map 77 Lot 7. (Board of Selectmen)

To see if the Town will vote, supplementing the vote of the 2017 Fall Annual Town Meeting under Article 28, to authorize the Board of Selectmen to acquire easements over adjoining property, including without limitation property owned by the Massachusetts Audubon Society, Inc., for purposes to use of the former Sawin House Property at 79 South Street, Natick, shown on Town Assessor's Map 77, Lot 7, including vehicular and pedestrian access and egress, use of a septic system, vehicle parking, maintenance or removal of trees, and drawing water from a well; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

ARTICLE #26	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 25, 2018	Favorable Action	12-0-0

MOTION: (Requires a two-thirds vote)
Moved by Mr. Evans, seconded by Mr. Hayes that the Town vote to appropriate $5,000, from Free Cash, under the direction of the Board of Selectmen to supplement the vote of the 2017 Fall Annual Town Meeting under Article 28, to authorize the Board of Selectmen to acquire easements over adjoining property, including without limitation property owned by the Massachusetts Audubon Society, Inc., to access and use the former Sawin House Property at 79 South Street, Natick, shown on Town Assessor's Map 77, Lot 7; including vehicular and pedestrian access and egress, use of a septic system, vehicle parking, maintenance or removal of trees, and drawing water from a well and that the above amount be appropriated from Free Cash.

Ms. Malone, Town Administrator spoke to this article. ***The main motion under Article 26 passed by a two-thirds vote (81-3-0).***
Moved by Mr. Sidney, seconded by Mr. Griesmer to adjourn. ***The motion to adjourn passed by majority vote. The meeting adjourned at 10:25 PM until Tuesday, October 30, 2018 at 7:30 PM.***

A record of the Fourth Session of
2018 Fall Annual Town Meeting
October 25, 2018

_____
Diane Packer, Town Clerk

2018 Natick Fall Annual Town Meeting
Natick High School Auditorium
Marshall Lebowitz Hall
October 30, 2018
Fifth Session

The Fifth Session of the Natick Fall Annual Town Meeting was called to order at 7:40 PM by 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 the Natick Fall Annual Town Meeting. The Moderator asked the audience to stand for the Pledge of Allegiance. The Moderator spoke of the importance of tolerance, and rebuked intolerance and discrimination in Natick in light of the mass shooting in Pittsburgh. The Moderator held a moment of silence for those who were injured, killed, or affected by the shooting.

The Moderator introduced the officials present on the stage and in the well of the auditorium. The following people were present: Kathy Lentini, Acting Town Clerk; Patrick Hayes, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel; Amy Mistrot, Chair: Board of Selectmen; Melissa Malone, Town Administrator; Tim Lathwood, a representative from Option Technologies who will be operating the electronic voting system; and Sean O'Brien who will be operating the slides.

The Moderator reviewed the general rules and procedures of Town Meeting that were accepted at a 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 question 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.

Moved by Mr. Freedman, seconded by Ms. Salamoff to reconsider Article 10 (the Committee Article). Mr. Freedman provided the following as compelling circumstances:

- The Board of Selectmen have new public information that is germane to the discussion of 22 Pleasant St. which is the subject matter of Article 17. Until very recently, this information was confined to the Board's Executive session discussions and not able to be presented to the public.
- The Board has engaged special counsel and a licensed site professional to provide advice and guidance throughout the process; both are here tonight but are not available on Thursday.

Moderator accepted the circumstances as compelling enough to reconsider. ***The motion to reconsider Article 10 passed by two-thirds vote (98-2-5).***

ARTICLE 10: Committee Article (Board of Selectmen)
To see if the Town will vote to hear and discuss the reports of town officers, boards, and committees; or otherwise act thereon.

MOTION: (Requires majority vote)
Moved by Mr. Freedman, seconded by Mr. Sidney to hear and discuss a report from the Board of Selectmen regarding 22 Pleasant St.

The motion passed by majority vote (103-1-4).

Ms. Mistrot made a presentation which included a property description and its conditions, the history of the acquisition of the property, potential liability and additional testing. She also announced that Mr. Kitchen, the

Licensed Site Professional from Civil and Environmental Consultants, Inc. and Mr. Mackie, special counsel from Mackie Shea PC are available to answer any questions. There were no objections and Mr. Kitchen and Mr. Mackie were permitted to speak as non-Natick residents.
The Moderator announced that he would allow 30 minutes of discussion regarding the Board of Selectmen's report. The Moderator also spoke regarding a letter from Ms. North, Town Counsel that informed Town Meeting that they may not remove any board's authority to act upon an issue if that authority is granted by a general law(s).

ARTICLE 17: Change Authority for Acquisition of 22 Pleasant Street Among Other Items (Robert Awkward et al)
To see what action(s) the Town will take, under MGL Chapter 45 Section 14, or any other authority, either a) to create a committee appointed by the Moderator or b) to use one of the methods specified in MGL Chapter 45, including, without limitation, section 14 of MGL Chapter 45, and/or c) to authorize the Conservation Commission under MGL Chapter 40 including, without limitation, section 8 – c to negotiate for and to acquire the property known as 22 Pleasant Street, alternatively know as Map 64 Parcel 44, in Natick for park and playground purposes and/or conservation and/or passive recreation purposes as the case may be including without limitation:

1)a. to create such committee appointed by the Moderator as an action of Town Meeting and/or to amend the Town ByLaws to create and to empower such committee or commission and specify their powers and duties and or b) to create within the scope of MGL Ch 45 including, without limitation, section 14 a committee or commission and to provide for their appointment by elected officers or elected multiple member bodies, and c) to allow any committee or commission access to the services of Town counsel and town staff; and/or

- to set the number, qualifications and terms of members of such committee or commission; and/or

- to change the previous votes of town Meeting under Article 35 of Spring 2015 Annual Town Meeting, Article 29 of Spring 2016 Town Meeting, or any other previous warrant article and vote of Town Meeting in order, without limitation, to change the authority to negotiate from the Board of Selectmen to such new committee or commission or to elected parks commissioners or the Conservation Commission, to transfer the control over and the authority to expend funds under any and all existing appropriation authority from the Board of Selectmen to such committee of commission or the Conservation Commission, provided, however, that neither any existing appropriation nor any existing borrowing authorization nor the eminent domain authorization nor grant application nor grant application authorizations may be rescinded or reduced in any way under this warrant article; and/or

- to see what additional sums of money the town may raise, transfer from available funds, appropriate and or authorize or raise from borrowing to accomplish the purposes of the acquisition of 22 Pleasant St. and /or to authorize acquisition of the fee interest in the property, a long term renewable ground lease whether rent paid over time of all up front in lump sum or an exclusive perpetual easement for the use of 22 Pleasant St. ; and/or

- to change the condition or conditions of any of the previous votes of Town Meeting referenced in 3) above in order to change the purpose of those previous appropriations and votes to be consistent with this article, to remove the conditions in any of those previous votes concerning letters of intent or any other matters, and/or to modify such conditions consistent with accomplishing the purposes of this article; and/or

- to provide that whatever new committee of commission or the Conservation Commission is authorized under this article will also have access to Town Counsel and Town staff for the purposes of negotiating for and acquiring 22 Pleasant St.; and/or

or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:

ARTICLE #17	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 20, 2018	Referral to Sponsor & Board of Selectmen	14-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Jennett, seconded by Mr. Awkward to create a three member citizens committee appointed by the Town Moderator, as an action of Town Meeting, to provide a 22 Pleasant Street Citizen Liaison Committee, that would provide updates to Town Meeting, as well as the citizens of Natick, concerning the status of the on-going acquisition and environmental clean-up of the 22 Pleasant Street Parcel, fully realizing the executive status of negotiations would not be available to said committee, also move to amend 2015 SATM Article 35 (above) by adding the following conditions:

(1) The seller must deliver the property in either Temporary Solution or Remedy Operation Status or with a Covenant Not to Sue in place, and in a condition of no significant risk for open space, park or recreational purposes, as certified by its LSP based upon the removal of the contaminated soil and other remedial measures completed before closing, the property should be considered safe for those uses.
(2) The remaining financial risks associated with completing clean-up of the groundwater would remain with the seller.
(3) The Town must obtain security from the seller sufficient to defray the costs of completing the clean-up/monitoring of the groundwater, to secure the seller's obligations to complete a Permanent Solution that would survive a final closing.

Mr. Sidney moved, seconded by Mr. Awkward to waive the reading of the motion. ***The motion to waive the reading of the motion passed by majority vote (by hand count).***

Mr. Jennett made a presentation on this article. Mr. Jennertt emphasized that the Article does not determine what will be done with the property, but only about the acquisition of the property, and how the acquisition cannot move forward without a permanent solution. Mr. Awkward, one of the sponsors of the article, provided Town Meeting with context for the original article and explained why it was filed as an article for this meeting. Considerable debate continued on this article.

Mr. Sidney moved, seconded by Mr. Meyer to divide the motion into two parts: The first part will be the first paragraph would end with the words "said committee". The second motion would be the remainder of the motion. Mr. Sidney spoke to the motion to divide. The motion to divide was withdrawn as the Moderator would not allow the motions to be discuss separately as the second part as a stand alone motion would be out of scope. Debate continued.

The motion under Article 17 failed (32-75-5).

Moved by Mr. Mr. Sidney, seconded by Mr. Leese to postpone consideration of Articles 27, 28, and 34 until the first order of business on November 8, 2018. ***The motion failed by majority vote (38-54-2).***

ARTICLE 27: Prohibit Dog Kennels in Single Family Residential Zones RS and/or RG
(George Richards et al)
To see if the town will vote to:

1) Prohibit dog kennels in single family residential zones RS and/or RG.

2) Change Natick by-laws section III-A-2 Use Regulations, Other Uses, item 53 where a Dog Kennel may be allowed by special permit to reflect the prohibition of Dog Kennels in the RS and/or RG zones; i.e. replace "A" with an "O"

or take any other action with respect thereto.

FINANCE COMMITTEE RECOMMENDATION

ARTICLE #27	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 20, 2018	Referral to the Sponsor and Planning Board	13-0-0

MOTION: (Requires majority vote)

Moved by Mr. Evans, seconded by Mr. Hayes to move referral to the sponsor and planning board on the subject matter of Article 27.

Mr. Richards, one of the sponsors spoke to this article. ***The motion to refer the subject matter of Article 27 passed by majority vote (84-4-0).***

ARTICLE 28: Amend Zoning By-Law to allow Indoor Amusement or Recreational Uses in Industrial Zoning Districts by Special Permit (George Richards et al)
To see what action(s) the town will take to amend the Zoning By Law to allow Indoor Amusement or Recreational Uses (Use # 12 in Section III-A.2 of the Zoning By-Law) by special permit in some or all of the existing Industrial zoning districts, including but not limited to the following:

1) Whether to limit Use #12 by special permit to Industrial I and II zoning districts or only allow the use by special permit only in Industrial I zoning districts and/or

2) Whether to allow Use #12 by special permit to only one specific Industrial I zoned area, namely in the so-called "East Natick Industrial Park" on the east side of Oak Street , specifically including the following parcels (and including any further subdivision of these parcels) as identified on the Town's Assessors Maps: Map 8, Lots 41A, 41B, 41C, 41E, 41G, 41H, 41FA, 41FB, 41FBB, 42, 42A, 42B, 42C, 42D, 42E, 42F and 43; Map 9, Lots 2A, 2B, 2C, 2D, 2E, 2EA, 2F, 2G, 2J, 2K, 2L, 2M, 2N, 28, 28A and 28B; Map 14, Lots 76, 76A, 77A and 77B; and Map 15, Lots 105A, 105B and 105C, whether by limiting the floor area ratio of the recreational use, by way of creating a new Industrial zone, creating an overlay district, by footnote in the Use Regulation Schedule, and/or allowing the use elsewhere in the Zoning By-Law

or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

ARTICLE 28 Motions A, B and C	DATE VOTED	MOTION	QUANTUM OF VOTE
	October 9, 2018	Favorable Action	12-0-0

MOTION A (Requires a two-thirds vote):
Moved to amend the Town of Natick Zoning By Laws by inserting in SECTION II – USE DISTRICTS, II-A TYPES OF DISTRICTS a
new overlay district as follows:

"Indoor Recreational Overlay District (IROD)" and

following Section III-K.2 – Adult Use Marijuana Establishments by inserting a new section, Section III-L – Indoor Recreational Overlay District, as follows:
"Section III-L – Indoor Recreational Overlay District

1) Purpose. The purpose of the District is to allow for indoor amusement and recreational uses by special permit.

2) Procedure & Standards. The SPGA may allow such uses by grant of a Special Permit and approval under Site Plan Review under the procedures and criteria established in MGL 40 A and the Special Permit and Site Plan Review sections of this by-law and provided the SPGA finds that:

   a. The building is so insulated and maintained so as to confine noise to the premises; and
   b. The building is located not less than one hundred feet from a residential district; and
   c. The indoor amusement and/or recreational uses shall be limited to a FAR of .10.

Mr. Richards, one of the sponsors of Article 28, presented on the entirety of Article 28. ***Motion A under Article 28 passed by a two-thirds vote (84-2-1).***

MOTION B (Requires a two-thirds vote):

Moved by Mr. Evans seconded by Mr. Hayes to amend the Town of Natick Zoning By Laws
by inserting in the list in Section VI-DD 2.A Special Permits a) after the words "Retail Marijuana Overlay (RMo) " the following words: "Indoor Recreational Overlay District (IROD)"and further

by inserting in the list in Section VI-DD-2B. Site Plan Review Applicability and SPGA Designation a) after the words "Retail Marijuana Overlay (RMo)" the following words: "Indoor Recreational Overlay District (IROD)"

Motion B under Article 28 passed by a two-thirds vote (84-1-1).

MOTION C (Requires a two-thirds vote):
Moved by Mr. Evans seconded by Mr. Hayes to amend the Town of Natick Zoning Map by including in an Indoor Recreational Overlay District the land known as East Natick Industrial Park and being the lots shown Town's Assessors Maps: Map 8, Lots 41A, 41B, 41C, 41E, 41G, 41H, 41FA, 41FB, 41FBB, 42, 42A, 42B, 42C, 42D, 42E, 42F and 43; Map 9, Lots
2A, 2B, 2C, 2D, 2E, 2EA, 2F, 2G, 2J, 2K, 2L, 2M, 2N, 28, 28A and 28B; Map 14,
Lots 76, 76A, 77A and 77B; and Map 15, Lots 105A, 105B and 105C.

Motion C under Article 28 passed by a two-thirds vote (87-1-0).

Moved by Mr. Sidney seconded by Ms. Northgraves to take Article 34 at this time. ***The motion passed unanimously (80-0-0).***

ARTICLE 34: Amend Historic Preservation Zoning By-Law (Joel Valentin et al)
To see what action(s) the town will take to amend the Historic Preservation By Law (Section III-J) so as to increase the amount of new construction allowed on a parcel whether based on the size of the parcel, excessive compliance of the structure and/or lot with underlying zoning requirements, restoration of the structure to its' original state and/or other regulatory requirements,

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION

ARTICLE #34	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 20, 2018	Favorable Action	12-1-1

MOTION: (Requires majority vote)
Moved by Ms. Evans, seconded by Ms. Foss to refer the subject matter of Article 34 to the Sponsor.

Ms. Evans spoke to the referral matter explaining that the Planning Board had met with the Sponsor regarding some concerns. The solution which was agreed by both parties was outside of the scope of the Article and will come before Town Meeting at a future date. Mr. Richards, representative of the sponsor of the Article, agreed with the referral motion.

The referral motion under Article 34 passed by majority vote (81-1-0).

ARTICLE 29: Amend Article 2 of the Town of Natick Home Rule Charter
(Board of Selectmen)
To see if the Town will vote to amend Article 2 of the Town of Natick Home Rule Charter as follows:
In Section 2-11 (b) delete item (3) which reads "any ten voters" and insert in its place "(3) any ten or more registered voters of the town for any annual town meeting and any one hundred or more registered voters for any special town meeting in accordance with Massachusetts General Laws Chapter 39, Section 10," so that the section shall read:

"(b) Initiation of Articles - The Board of Selectmen shall receive all petitions which are addressed to it and which request the submission of particular subject matter to the representative town meeting and which are filed by: (1) any elected town officer, (2) any multiple member body, acting by a majority of its members, (3) any ten or more registered voters of the town for any annual town meeting and any one hundred or more registered voters of the town

for any special town meeting as detailed in Massachusetts General Laws Chapter 39, Section 10, (4) such other persons or agencies as may be authorized by law, or by by-law. All such requests for submission of matters shall be in writing, but they shall not be required to conform to any particular style or form. The board of selectmen shall within fourteen days of receipt of a proposed zoning by-law amendment submit the same to the planning board for review."

or otherwise act thereon

FINANCE COMMITTEE RECOMMENDATION:
The Finance Committee recommends the following action:

ARTICLE #29	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 13, 2018	No Recommendation	NA

MOTION: (Requires a two-thirds vote)
Moved by Mr. Sidney, seconded by Mr. Coffey to take no action on the subject matter of Article 29. Moved by Ms. Salamoff, seconded by Mr. Freedman to amend Article 2 of the Town of Natick Home Rule Charter by deleting in Section 2-11 (b) item (3) which reads "any ten voters" and inserting in its place "(3) any ten or more registered voters of the town for any annual town meeting and any one hundred or more registered voters for any special town meeting in accordance with Massachusetts General Laws Chapter 39, Section 10," so that the section shall read:

(b) Initiation of Articles - The Board of Selectmen shall receive all petitions which are addressed to it and which request the submission of particular subject matter to the representative town meeting and which are filed by: (1) any elected town officer, (2) any multiple member body, acting by a majority of its members, (3) any ten or more registered voters of the town for any annual town meeting and any one hundred or more registered voters of the town for any special town meeting as detailed in Massachusetts General Laws Chapter 39, Section 10, (4) such other persons or agencies as may be authorized by law, or by by-law. All such requests for submission of matters shall be in writing, but they shall not be required to conform to any particular style or form. The board of selectmen shall within fourteen days of receipt of a proposed zoning by-law amendment submit the same to the planning board for review.

Mr. Sidney requested to withdraw the motion for no action with agreement from Mr. Coffey. Town Meeting agreed as well. Moved by Mr. Sidney, seconded by Mr. Freedman to waive the reading of the motion. ***Motion to waive the reading of the motion passed by majority vote (by hand count).***

Ms. Salamoff spoke to this article. Ms. Mistrot, Chair of the Board of Selectmen spoke to this article as well. Mr. Hayes, Chair of the Finance Committee spoke on this article not as the Chair but as an individual member of the Finance Committee. ***The main motion under Article 29 passed by two-thirds vote (60-15-0).***

ARTICLE 30: Amend Town of Natick Zoning Map: Assisted Living Overlay Option Plan
(David Presutti et al)
To see if the town will vote to amend the Town of Natick Zoning Map as follows: By including an "Assisted Living Overlay Option Plan" overlay district on the land known as 89 Union Street, also known as Assessors parcel: Map 53, Parcel 32

Or take any other action relative thereto.

FINANCE COMMITTEE RECOMMENDATION

ARTICLE #30	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 13, 2018	Referral to Sponsor and Planning Board	13-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes to refer the subject matter of Article 30 to the Sponsor and Planning Board regarding Article 30.6

The motion to refer the subject matter of Article 30 passed by majority vote (72-1-1).

Moved by Ms. Merkowitz, seconded by Mr. Connolly to adjourn. ***The motion to adjourn passed by majority vote. The meeting adjourned at 11:00 PM until Thursday, November 1, 2018 at 7:30 PM.***

A record of the Fifth Session
of 2018 Fall Annual Town Meeting
October 30, 2018

_____
Diane Packer, Town Clerk

2018 Natick Fall Annual Town Meeting
Natick High School Auditorium
Marshall Lebowitz Hall
November 1, 2018
Sixth Session

The Sixth Session of the Natick Fall Annual Town Meeting was called to order at 7:40 PM by 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 the Natick Fall Annual Town Meeting. The Moderator asked the audience to stand for the Pledge of Allegiance and a moment of silence for those serving on our behalf around 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, Acting Town Clerk; Patrick Hayes, Finance Committee Chair; Bruce Evans, Finance Committee Secretary; Karis North, Town Counsel; Amy Mistrot, Chair, Board of Selectmen; Melissa Malone, Town Administrator; Tim Lathwood, a representative from Option Technologies who will be operating the electronic voting system; and Sean O'Brien who will be operating the slides.

The Moderator reviewed the general rules and procedures of Town Meeting that were accepted at a 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 question 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 announced that the order of business is Article 33, 35-42.

ARTICLE 33: Establish Study Committee: 1.5% Test of Land Use (Julian Munnich et al)
To see whether the Town will vote to establish a study committee of Town Meeting, appointed by the Moderator, to address, research, study, analyze and recommend regarding the issue and question of where the Town stands relative to and whether the Town has met and/or can meet its obligation under the so-called "1.5% test" of land use as defined and more specifically described in MGL c.40B §§ 20-23, 760 CMR 56 and/or related guidelines issued by DHCD or any office of the Commonwealth or established in any legal proceeding; and, without limitation:

1) To establish the number and/or qualifications of committee members to be appointed;
2) To establish the charge of said committee including, but not limited to:

- Identify any and all components of the calculation and all individual parcels or acreage owned by the United States; the Commonwealth; or any political subdivision thereof; the Department of Conservation and Recreation or any state public authority; or where all residential, commercial, and industrial development has been prohibited by deed, decree, zoning or restrictive order of the Department of Environmental Protection pursuant to M.G.L. c. 131, § 40A; or is dedicated to conservation or open space whether under control or ownership by trusts, corporations, partnerships, private parties, or elsewise; or is contained in the Subsidized Housing Inventory; and the size of all bodies of water located within Natick;

- Gather any other information necessary to analyze, evaluate, and calculate the Town's position relative to the 1.5% test;

- Identify and recommend any zoning changes or other actions that might strengthen or improve the Town's position relative to meeting or exceeding this test;

- Report its findings and recommendations to 2019 Fall Annual Town Meeting or such other date as Town Meeting shall establish provided, however, that this shall not preclude any preliminary or earlier report(s) to Town boards, committees, commissions, or to Town Meeting;

3) To authorize said committee to develop a database of properties to be included in and/or excluded from either the numerator or the denominator of the calculation;

4) To provide that said committee shall have access to Town Counsel and to Town staff, including but not limited to the Community and Economic Development, DPW (GIS), and Finance (Assessors) divisions and may utilize the services of outside consultants;

5) To provide for a method to engage any such outside consultant including, without limitation, a reserve fund transfer by the Finance Committee;

6) To see what sum of money the Town will appropriate to accomplish the purpose of said committee;

7) To set the term of said study committee to expire upon the dissolution of 2019 Fall Annual Town Meeting or such other date as Town Meeting shall establish unless otherwise extended by Town Meeting;

8) Said committee, being a multiple member body under the Town Charter, is authorized to sponsor warrant articles for any Annual or Special Town Meeting Warrant;

or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:

ARTICLE 33	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 11, 2018	Favorable Action	10-0-1

MOTION: (Requires a majority vote)

Move to establish a study committee of Town Meeting, appointed by the Moderator, to address, research, study, analyze and recommend regarding the issue and question of where the Town stands relative to and whether the Town has met and/or can meet its obligation under the so-called "1.5% test" of land use as defined and more specifically described in MGL c.40B §§ 20-23, 760 CMR 56 and/or related guidelines issued by DHCD or any office of the Commonwealth or established in any legal proceeding; and, without limitation:

To establish the number of committee members as five (5);

To establish the charge of said committee including, but not limited to:

- Identify any and all components of the calculation and all individual parcels or acreage owned by the United States; the Commonwealth; or any political subdivision thereof; the Department of Conservation and Recreation or any state public authority; or where all residential, commercial, and industrial development has been prohibited by deed, decree, zoning or restrictive order of the Department of Environmental Protection pursuant to M.G.L. c. 131, § 40A; or is dedicated to conservation or open space whether under control or ownership by trusts, corporations, partnerships, private parties, or elsewise; or is contained in the Subsidized Housing Inventory; and the size of all bodies of water located within Natick;

- Gather any other information necessary to analyze, evaluate, and calculate the Town's position relative to the 1.5% test;

- Identify and recommend any zoning changes or other actions that might strengthen or improve the Town's position relative to meeting or exceeding this test;

- Report its findings and recommendations to 2019 Fall Annual Town Meeting or such other date as Town Meeting shall establish provided, however, that this shall not preclude any preliminary or earlier report(s) to Town boards, committees, commissions, or to Town Meeting;

To authorize said committee to develop a database of properties to be included in and/or excluded from either the numerator or the denominator of the calculation;
To provide that said committee shall have access to Town Counsel and to Town staff, including but not limited to the Community and Economic Development, DPW (GIS), and Finance (Assessors) divisions and may utilize the services of outside consultants;

To provide that, in order to engage any such outside consultant, a reserve fund transfer not to exceed $4,000 may be authorized by the Finance Committee;
To set the term of said study committee to expire upon the dissolution of 2019 Fall Annual Town Meeting, unless otherwise extended by Town Meeting;

Said committee, being a multiple member body under the Town Charter, is authorized to sponsor warrant articles for any Annual or Special Town Meeting Warrant.

Mr. Munnich spoke to this article. There was considerable debate on the article. Moved by Mr. Sidney, seconded by Mr. Freedman to refer the subject matter of Article 33 to the Sponsor and the Board of Selectmen. Debate continued. The Moderator announced that Town Meeting would vote the referral motion first. ***The motion to refer the subject matter of Article 33 passed by majority vote (55-53-0).***

ARTICLE 35: Voting Requires Being Legal Resident of Massachusetts and this Municipality (Tony Lista et al)
To see if the Town will vote to: Amend its charter (section 7-7 sub section (I)) and bylaws, (article 1 town election and town meeting) by inserting the following language: "A person over the age of 18 shall be qualified to vote in municipal elections who is a United States citizen and a legal resident of Massachusetts and this municipality, and who meets the qualification of M.G.L. Ch. 51, section 1

or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:

ARTICLE #35	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 20, 2018	No Recommendation	9-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Lista, seconded by Ms. Northgraves to refer the subject matter of Article 35 to the Sponsor.

There was debate on the article. Ms. McKenzie moved, seconded by Mr. Gillenwater to indefinitely postpone the consideration of Article 35. Debate continued. Mr. Grady moved, seconded by Ms. Foss to move the question and close debate on the article. ***The motion to close debate passed by majority vote (by hand count).*** The Meeting voted the referral motion first. ***The referral motion for Article 35 failed (32-74-0). The motion for indefinite postponement passed by majority vote (82-24-3).***

ARTICLE 36: Amend Zoning By-Laws: Outdoor Lighting (Planning Board)
To see if the Town will vote to amend the Town of Natick Zoning Bylaws by modifying Section V-I (Outdoor Lighting) and Section 200 (Definitions) to provide regulation of pole-mounted lighting.

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:

ARTICLE #36	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 25, 2018	Favorable Action	12-0-0

MOTION: (Requires a 2/3 majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes to amend the Town of Natick Zoning Bylaws to provide regulation of pole- mounted lighting by modifying Section V-I (Outdoor Lighting) as follows:
To amend Section V-I.5 (Lamps)
by inserting "a) Color:" immediately before the first line, which begins "Lamp types shall be selected…"

and by inserting a new subsection V.I.5 b), which shall read "b) Height of Luminaire: A luminaire that is pole-mounted for the purpose of illuminating a parking field, including one used to store or display motor vehicle inventory, shall not exceed twenty (20) feet in height."

And to amend Section V-I.6 (Hours of Operation)

by deleting the language at the end of the section that now reads "; low level lighting sufficient for the security of persons or property on the lot may be in operation between 11:00 pm and 6:00 am, provided the average illumination on the ground or on any vertical surface is not greater than 0.5 foot candles."

and replacing it with the following language: ". Exterior lighting that is not façade or landscape lighting must automatically reduce its peak power by at least thirty percent (30%) one hour after business closing to one hour before business opening, or when no activity has been detected in the area for longer than fifteen (15) minutes, unless further reduction is required by the SPGA."

So that Sections V-I.5 and V-I.6 shall read as follows:

5. LAMPS
   a) Color: Lamp types shall be selected for optimum color rendering as measured by their color rendering index (CRI) as listed by the lamp manufacturer. Lamps with a color rendering index lower than 50 are not permitted. This paragraph shall not apply to temporary decorative lighting which may include colored lamps, such as holiday lighting.

   b) Height of Luminaire: A luminaire that is pole-mounted for the purpose of illuminating a parking field, including one used to store or display motor vehicle inventory, shall not exceed twenty (20) feet in height.

6. HOURS OF OPERATION

Outdoor lighting shall not be illuminated between 11:00 pm and 6:00 am with the following exceptions: if the use is being operated, such as a business open to customers, or where employees are working, or where an institution or place of public assembly is conducting an activity, normal illumination shall be allowed during the activity and for not more than one half-hour after the activity ceases. Exterior lighting that is not façade or landscape lighting must automatically reduce its peak power by at least thirty percent (30%) one hour after business closing to one hour before business opening, or when no activity has been detected in the area for longer than fifteen (15) minutes, unless further reduction is required by the SPGA.

Ms. Evans, a member of the Planning Board spoke to this article. ***The main motion under Article 36 passed by a two-thirds vote (97-2-3).***

ARTICLE 37: Amend Zoning By-Laws: Signage (Residential Zoning Districts)
(Planning Board)

To see if the Town will vote to amend the Town of Natick Zoning Bylaws by modifying Section V-H (Signs and Advertising Devices) and Section 200 (Definitions) to provide regulation of signage in Residential Zoning Districts for uses that are permitted as of right, by special permit, by variance, by pre-existing use, or uses exempted in MGL Chapter 40A, Section 3 from certain zoning restrictions.

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:

ARTICLE #37	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 25, 2018	Favorable Action	12-0-0

MOTION: (Requires a 2/3 majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes to amend the Town of Natick Zoning Bylaws to provide regulation of signage in Residential Zoning Districts for uses that are permitted as of right, by special permit, or exempted in MGL Chapter 40A, Section 3 from certain zoning restrictions by modifying Section V-H, Section D.1(a) (Signs and Advertising Devices: Regulations and Restrictions Applicable to Use Districts – Residential (RS, RM, RG, and PCD), Accessory Signs) as follows:
To amend Section V-H.D.1(a)2 (Other Allowed Uses)
By adding "by variance, or pre-existing uses," after the phrase "by Special Permit"

By adding "uses" before the phrase "exempted in MGL Chapter 40A, Section 3"

So that Section V-H.D.1(a)2 shall read as follows:

"V-H. SIGNS AND ADVERTISING DEVICES
D. REGULATIONS AND RESTRICTIONS APPLICABLE TO USE DISTRICTS

1. Residential (RS, RM, RG, and PCD)
   (a) Accessory Signs
2. Other Allowed Uses : For those uses that are permitted as of right, by Special Permit, by variance, or pre-existing uses, or uses exempted in MGL Chapter 40A, Section 3 from certain zoning restrictions, there may be one such sign for each lot. This may include a standing sign.
   a. Dimensions: Such sign may not exceed fifteen (15) square feet in area and may be no more than ten (10) feet in height.
   b. Illumination: In addition to complying with Illumination regulations in Section V-H.C.1, such sign may not be internally lit.

Ms. Evans, member of the Planning Board spoke to this article. ***The main motion under Article 37 passed by two-thirds vote (103-1-0).***

ARTICLE 38: Amend Natick Town Charter; Natick Town By-Laws; Natick Zoning By-Laws: Constitution of zoning board of appeals, division and distribution of powers regarding MGL c. 40B sections 20-23 (Julian Munnich et al)

To see if the Town will vote to amend the Town of Natick Home Rule Charter, the Natick Town By-Laws, and the Town of Natick Zoning By-Laws to, including but not limited to adding new sections and/or definitions, and/or amending existing sections and/or definitions; to provide for the division and exercise of functions to other appointed or elected bodies:

- Pursuant to MGL c. 40A s.12, MGL c. 4 s. 7, MGL c. 43B s. 20, and MGL c. 40B s. 21 or otherwise; provide by amendment and/or addition including but not limited to the Article 3 Section 11 b of the charter to make the Planning Board responsible for hearing comprehensive permit applications under MGL Chapter 40 b s 20-23; divide the assignment of functions to other appointed or elected bodies;

- Pursuant to MGL c. 40 s. 32 or otherwise; provide by amendment and/or addition to the Natick Town By-Laws including, without limitation, in Article 10 Section 3 and Article 22 Section 5 such that they comport with the Natick Home Rule Charter, and/or establish the assignment of counsel to town boards;

- Pursuant to MGL c. 40A s. 5 or otherwise; provide by amendment and/or addition to the Town of Natick Zoning By-Laws such that they comport with the Natick Home Rule Charter;

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:

ARTICLE 38	DATE VOTED	MOTION	QUANTUM OF VOTE
	October 9, 2018	Referral to Sponsor	12-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes to refer the subject matter of Article 38 to the Sponsor.

The referral motion under Article 38 passed by majority vote (103-1-0).

ARTICLE 39: Amend Natick Town Charter: Natick By-laws, Natick Zoning By-laws: Appointment and constitution of zoning board of appeals, division and distribution of powers, and assignment of counsel (Julian Munnich et al)
To see if the Town will vote to amend the Town of Natick Home Rule Charter, the Natick Town By-Laws, and the Town of Natick Zoning By-Laws to; including but not limited to, adding new sections, and/or definitions, and/or amending existing sections and/or definitions, and/or providing for transition and implementation procedures; to provide for the division and exercise of functions to other appointed or elected bodies:

- Pursuant to MGL c. 40A s.12, MGL c. 4 s. 7, and MGL c. 43B s. 20 or otherwise; provide by amendment and/or addition to the charter, including but not limited to, in Article 3 for the appointment of members and associate members to the zoning board of appeals by a different appointing authority or in Article 3 for the election of a board of appeals, to change or to establish its number of members and associate members of the board of appeals; and/or to divide the assignment of functions to other appointed or elected bodies;

- Pursuant to MGL c. 40 s. 32 or otherwise; provide by amendment and/or addition to the Natick Town By-Laws such that they comport with the Natick Home Rule Charter, and/or to amend Article 22, including but not limited to Section 5, and/or Article 10, including but not limited to Section 3, of the Natick Town Bylaws, (respectively the Town Counsel and Board of Selectmen sections of the by-laws), including but not limited to Article 44 of the Natick Town By-Laws, and/or add new section to the By-Laws to: a) determine which multiple member bodies shall have the right to services of Town Counsel; and b) provide that multiple member bodies, and elected town officers, who are parties in interest or defendants in any matter connected to their official duties, shall have the right to bring and to settle legal action and to defense pertaining to such matters; and c) provide that the Board of Selectmen and Town Administrator not have authority to settle or to control such matters or to limit such control or involvement: and d) to determine the extent to which any or all multiple member bodies and/or elected town officers shall have rights to legal services and/or causes of action in connection with their official duties;

- Pursuant to MGL c. 40A s. 5 or otherwise; provide by amendment and/or addition or deletion to the Town of Natick Zoning By-Laws such that they comport with the Natick Home Rule Charter in regard to the appointment of the Zoning Board of Appeals, and division and exercise of functions;

Or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:

ARTICLE 39	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 11, 2018	Favorable Action	11-0-0

MOTION: (Requires majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes that the subject matter of Article 39 be referred to the Board of Selectmen for their review of the following matters:

- Whether the Zoning Board of Appeals should be elected or appointed.
- If by appointment; whether by the Board of Selectmen, or by other appointing authority.
- Whether the number of Members and Associate Members should remain the same, or if some other number should serve.
- To review the current ZBA practice of not considering aspects of the Zoning Bylaw, and statute, beyond specific relief required that has been identified by the building commissioner.
- To review, and consider changes to, Town Bylaws Article 22, "TOWN COUNSEL"
- For the Board of Selectmen to draft a set policy, and or criteria, for intervening in the statutory functions of town bodies and their requisite access to Town Counsel.

The motion to refer the subject matter of Article 39 as detailed above passed by majority vote (96-2-3).

ARTICLE 40: Amend the Town of Natick By-Laws: Create New Committee
(Daniel Sullivan et al)
To see what action the Town will take to amend the Town of Natick By-Laws ("the By- Laws"), consistent with and pursuant to Article 2, Section 11(e) of the Town of Natick Home Rule Charter ("Committees"), the Massachusetts General Laws, Chapter 39 §16 or any other authority, to add a new and/or to amend an existing Article(s) or Section(s) of the By-Laws, including without limitation:

i. to create a standing committee, appointed by the Moderator, for the purpose of study, review, recommendation and/or report to Town Meeting on zoning warrant articles, motions and related zoning matters in advance of and/or in connection with Town Meeting action; and

ii. to allow such committee to conduct studies and analyses of the Town for the purpose of providing information and reports to Town Meeting and the Town on zoning, land use and related matters; and

iii. to determine the name, size and composition of such committee and to specify the eligibility, term and/or qualifications for an individual to be a member of such committee; and

iv. to provide and/or to allow for such committee to provide input, report, advice and recommendation to the Finance Committee in connection with the Finance Committee's consideration of warrant articles and other matters before Town Meeting and/or the Town; and

v. to provide that such committee, in connection with its work, have access to Town Counsel whether such provision is made in a new article or section of the By-Laws or within Article 22 – Town Counsel, Section 5 (c) of the By-Laws; and

vi. to specify any other powers, duties or responsibilities of such committee;

vii. provided however that no member of any elected Board or the Zoning Board of Appeals shall be eligible to serve on said committee;

or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:

ARTICLE #40	DATE VOTED	MOTION	QUANTUM OF VOTE
	October 9, 2018	No Recommendation	--

MOTION: (Requires a majority vote)
Mr. Sidney moved, seconded by Mr. Evans to take no action on this motion.

The motion to take no action on Article 40 passed by majority vote (by hand count).

ARTICLE 41: Snow Removal ByLaw (Paul Griesmer, Joshua Ostroff, et al)
To see what action(s) the Town will take to help ensure public safety, access and convenience by amending Article 50 Section 18 and/or Article 92 of the Town ByLaws:

1) to clarify and/or to define, whether in whole or in part, what the term "public way(s)" shall mean for the purposes of Article 50 Section 18 or other purposes in the Bylaws, potentially including, without limitation, that the term "public way(s)" shall include streets to which the public has right of access; and/or
2) to change any fine in Section 18 to a different number or a schedule of fines for first and any enumerated or further list of offenses, and/or to add such fines or schedule to Article 92 of the ByLaws and provide a cross reference from Article 50 Section 18 to Article 92, and/or to delete or to modify subsection "a" in whole or in part and/or to add or to rearrange subsections within Article 18 to establish fines; and/or
3) to delete or to modify existing subsection "b" of Article 50 Section 18 and/or add new text in Article 50 Section 18; and/or
4) to insert a provision in subsection "b" or in a new subsection that no persons except employees and contractors of the Town in the lawful or authorized performance of Town snow removal duties, shall either move snow into and leave such snow within, or deposit and leave snow in any improved portion of i) any public sidewalk, ii) street or iii) public way or any part(s) thereof, so as to obstruct or impede regular snow removal operations of the Town; and/or
5) to provide that such prohibition above shall not prevent and shall not apply to the clearing, by persons other than Town employees or town contractors, of snow from either public ways, or improved sidewalk or street portions of public ways, where snow is or has been left un-cleared by Town snow removal operations; provided that A) such snow clearing does not leave snow in sidewalks or streets areas already cleared by the Town, B) is incidental to or necessary for clearing access to private driveways, private sidewalks, private buildings or mailboxes and/or C) does not prevent or impede regular snow removal operations conducted by the Town to any greater extent than those regular Town snow removal operations would or should have done; and/or
6) to clarify or to define that "regular snow removal operations" refers to or means those snow removal operations, both which and in the manner they are regularly or routinely conducted by the Town in a timely manner practicable after a snowstorm; and/or
7) to make any other changes to the text of the Bylaws consistent with accomplishing the general purposes of this article, which purposes include, without limitation, the goals of ensuring public safety, access and convenience; allowing the Town to clear snow efficiently and effectively from improved sidewalks, streets or other portions of public ways; and of allowing residents and private property owners the ability to clear access to their properties;

or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:

ARTICLE #41	DATE VOTED	MOTION	QUANTUM OF VOTE
	September 6, 2018	No Recommendation	--

MOTION: (Requires a majority vote)
Moved by Mr. Ostroff, seconded by Mr. Sidney to replace Article 50, Section 18 of the Town of Natick Bylaws in its entirety with the following:

Article 50 Police Regulations
Section 18 Snow Removal

a. The purpose of this Bylaw is to help ensure the safety and convenience of the public on public ways and sidewalks following winter weather, and providing the Town and the Police Department with a basis for education and enforcement.

b. For purposes of this Bylaw, "public way" is defined as a paved, publicly accepted street, sidewalk or walking path, or any paved street, sidewalk or walking path to which the public has the right of access.
c. Any person leaving a vehicle upon a public way so as to obstruct snow removal operations shall be subject to a fine of $50.00.
d. No person shall deposit snow or ice into or upon any public way so as to impede Town snow removal operations, or to obstruct travel, or against or upon any fire hydrant, without the authority of the Town Administrator or his designee.
e. The Board of Selectmen or their designee may temporarily suspend any provisions of this bylaw in the case of extreme conditions.
f. The Board of Selectmen may exempt any public way or portions thereof from any provisions of this Bylaw.

Moved by Mr. Sidney seconded by Mr. Ostroff to waive the reading of the motion. ***The motion to waive the reading of the motion passed unanimously (by hand count).***

Mr. Ostroff spoke to this article. There was discussion on the article. Ms. North, Town Counsel advised that it would be better if the words "this Bylaw" should be changed to "this Section" and it can be done by consent. The Town Moderator declared that with no objection this change would be made. ***The main motion passed by majority vote (65-34-2).***

ARTICLE 42: Technical Changes to Charter and By-Laws (Paul Griesmer et al)
To see what action(s) the Town will take to amend the Town of Natick Home Rule Charter and/or the Town of Natick By-Laws ("the By-Laws"), to add new definitions, to amend existing articles and/or sections, whether by adding new language, removing existing language, changing exiting language or otherwise, and/or to add new articles and or sections including without limitation:

1) to restore, in whole or in part, or otherwise to provide new requirements within Article 7 Section 9 (a) of the Charter the provisions for calling meetings of multiple member bodies and notification to members including potentially, but not limiting the foregoing, a) that such meetings be called by the i) Chair, Vice Chair and/or secretary/clerk of the multiple member body and /or ii) 1/3 of the members of the multiple member body and b) that a minimum of 48 hours or 2 day notice, including the agenda items and/or then available advance materials, be given to each member of the multiple member body and/or c) that subsequently available advance materials be given to all members either in advance or at the same time; and/or

2) to clarify in Article 3 of or elsewhere in the Bylaws or the Charter a) that the Finance Committee public hearings on the proposed budget and its individual elements as described in and/or discussed in Article 5 Fiscal Procedures of the Charter and/or as contemplated in Article 23 of the Bylaws shall be required public hearings within the meaning of and subject to the requirements of Town Meeting Time, and/or b) that such public hearing requirements of Town Meeting Time shall also apply to or pertain to the subject matter of any related warrant article or portion thereof which includes any element of the proposed budget whether such preceding clarification(s) is(are) new or for the avoidance of any doubt and/or misunderstanding, and /or c) to allow Town Meeting, by 4/5ths or other greater super majority vote or unanimous consent, to consider part(s) of the proposed budget which have not been so heard by the Finance Committee or to prohibit, within the Bylaws or charter, such consideration until after the required public hearing is held and/or e) to determine whether the provisions of this paragraph of this warrant article shall also apply to all financial warrant articles and/or other warrant articles which are not part of the proposed provided that any such requirement(s) must also apply to all of the elements and/or items of the proposed budget; and/or

3) to create a definition of "resident" and /or "taxpayer" and/or to clarify that such terms mean only "of the Town of Natick" and/or to clarify the meaning of "of the Town of Natick"; and/or

4) to determine and or to define, without limitation, whether "resident" shall a) be defined in accordance with existing Federal, state or other statutes, regulations, legal requirements and/or practices of residency and/or b) be limited to or consist solely of individual human beings and/or to specify that any person registered to vote in a community other than the Town of Natick is not considered a resident of the Town; and/or

5) to determine and/or to define, without limitation, whether "taxpayer" shall a) be limited to or consist of real estate, personal property and/or other types of taxpayers, b) be limited to or consist of current taxpayers or taxpayers within the current fiscal year or other period(s) to be specified, c) to define whether taxpayer means and/or includes i) the actual payer of the tax, ii) the owner on whose behalf the tax is paid, iii) the owner of property who has paid tax or is subject to taxation, including taxes accruing and/or payable, d) to define whether the assessor's records and/or registry of deeds shall be conclusive for determining taxpayer status and/or e) to provide that taxpayers who no longer own property in the Town will not be considered taxpayers even if they paid tax within the current fiscal year; and/or

6) to determine whether these or any other new or existing definitions shall apply a) throughout the charter, b) for the purposes of specified articles and/or sections of the charter with such specific sections, if any, to be determined under this warrant article, c) throughout the ByLaws and/or d) for the purposes of specified Articles or sections of the ByLaws with such specific sections, if any, to be determined under this warrant article; and/or

7) to amend Charter Article 2 Section 10 (c) to a) completely re write this section, b) amend any wording within this section in whole or in part, c) to change the word "participate" in this section to "speak" or some other more limited term or verb, d) to change or delete the words "in the proceedings" so that the actions contemplated therein i) be limited to speaking and/or to other specified acts of participation, ii)) specifically exclude the ability to make motions and/or iii) be modified/limited in some further or other manner; and/or

8) to provide that corporate and/or other taxpayers who are not individual human beings shall a) be able to participate within the meaning of Charter Article 2 Section 10 (c) only through their officers and/or directors as listed with the Corporations Division of the Secretary of State of the Commonwealth, b) to i) limit such taxpayers in the previous clause to one or some other number of speaker(s) and/or ii) provide that such taxpayers shall be considered to be speaking for a second or further time when any officer or director of such corporation or legal entity seeks to be recognized for a second or further time on an article or motion in the basis of standing as a taxpayer, and/or c) to preclude non-resident and or non-taxpayer representatives, attorneys and/or agents of such taxpayers and/or of any resident from speaking without permission of Town Meeting, whether these changes in this paragraph are made i) within Article 2 of the Charter, ii) the text of new or existing definitions in the Charter and/or Bylaws, iii) within Article 3 of the Bylaws and/or other appropriate Article or section of the charter or bylaws; and/or

9) to change Charter Article 7 Section 9 b so that the members of the public be changed to or defined as residents or taxpayers, as defined, and /or as contemplated elsewhere within this warrant article and/or to provide or to limit the subjects about which questions may be asked, opinions stated and/or information exchanged be limited and/or to determine the manner, type or extent of such limitation(s) and/or to require that any such topics be limited to matters which are within the i) official scope, authority, reach, extent, purview, depth, width, responsibility, jurisdiction, role and/or responsibility of a multiple member body and/or ii) current practice of such multiple member body and/or to define current practice whether within the aforesaid section or elsewhere in the charter or Bylaws and/or iii) to provide that current practice of a multiple member body shall be measured only from the most recent annual and/or once a year reorganization of a multiple member body; and/or

10) to clarify in Article 3 of or elsewhere in the Bylaws or the charter a) that the Finance Committee public hearings as discussed in Article 5 Fiscal Procedures of the Charter and/or as contemplated in Article 23 of the Bylaws shall be public hearings at which only residents and /or taxpayers, as defined, shall have the right to speak and/or be heard, that persons who are not residents or not taxpayers may be heard only with the permission of the Finance Committee as contemplated for rules provided elsewhere within this warrant article for multiple member bodies; and/or

11) to amend the Charter to allow the representative Town Meeting by ByLaw i) to create uniform rules for all multiple member bodies with regard to any of the subject matter in Article 7 section 9(b) of the Charter, ii) to create and apply such rules to certain multiple member bodies only and/or iii) to create and apply such rules to all multiple member bodies with specific exceptions; and/or

12) to create and to apply any other definitions within all or certain parts of the charter and /or bylaws to accomplish the purpose(s) of this warrant article;

or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:

ARTICLE #42	DATE VOTED	MOTION	QUANTUM OF VOTE
	October 9, 2018	No Action	12-0-0

MOTION: (Requires a majority vote)
Moved by Mr. Evans, seconded by Mr. Hayes to take no action on the subject matter of Article 42.

The motion to take no action on the subject matter of Article 42 passed by majority vote (by hand count).

The Moderator thanked everyone who helps make sure that Town Meeting runs smoothly including the pages, the custodial staff, Mr. Brewer and Pegasus, the Finance Committee for their time, the Town Clerk's staff and especially Ms. Lentini and Ms. Gloff who served as acting clerk's during Early Voting.

ARTICLE 31: Actions Pertaining to Acquisition and Preservation of the Town's Easements on Mechanic 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, any interest, whether by easements or otherwise, in all or part of Mechanic Street for any of the following: roads, sidewalks, vehicular and/or pedestrian access or passage, drainage and utilities or other purposes that Town Meeting may authorize, and, further, to authorize the Board of Selectmen to acquire, by easements or otherwise, interests in any of the parcels which abut Mechanic Street for the purposes of this article; and further, to see what sum of money the Town will vote to raise and appropriate, borrow, transfer from available funds or otherwise provide for the purposes of this article; or otherwise act thereon.

FINANCE COMMITTEE RECOMMENDATION:

ARTICLE #31	DATE VOTED	MOTION	QUANTUM OF VOTE
	October 25, 2018	Favorable Action	

MOTION A: (Requires a two-thirds vote)

Moved by Mr. Hayes seconded by Mr. Evans to authorize the Board of Selectmen to acquire by gift, purchase, taking by eminent domain, or otherwise, in fee simple or by permanent easement, a portion of land which is 24 feet wide as measured from the North side of Mechanic Street to the South, starting from the S.S.M. marker closest to 5 Mechanic Street and extending to the West to the proposed rail trail owned by the Town of Natick, owned by Mechanic Willow LLC, as shown on the Town of Natick Assessors' Map 35, parcel 43, and as shown on the plan entitled "Clock Tower Place Existing Site Conditions, Plan of Land in Natick, Mass.," dated Sept. 22, 2017, prepared by Sullivan Surveying Company, 209 West Central Street, Natick MA, on file on the Community and Economic Development Office, for any of the following purposes: roads, vehicular and/or pedestrian access or passage, or drainage; and further, to appropriate the sum of $2,000 from Free Cash for the purposes of this article and to take all action necessary or appropriate to accomplish the purposes of this article.

Moved by Mr. Sidney, seconded by Mr. Freedman to waive the reading of the motion. ***The motion to waive the reading passed by majority vote (by hand count).*** Ms. Malone, Town Administrator spoke to both of the motions this article. ***Motion A under Article 31 passed by a two-thirds vote (86-8-1).***

MOTION B: (Requires a two-thirds vote)

Moved by Mr. Hayes, seconded by Mr. Evans to authorize the Board of Selectmen to acquire by gift, purchase, taking by eminent domain, or otherwise, any interest or interests in all or part of Mechanic Street as shown on the

Town of Natick Assessors' Map 35, whether by easement or fee simple, owner unknown and referred to as the "stub" of Mechanic Street, for any of the following purposes: roads, vehicular and/or pedestrian access or passage, or drainage; and further, to appropriate the sum of $2,000 from Free Cash for the purposes of this article and to take all action necessary or appropriate to accomplish the purposes of this article.

Moved by Mr. Sidney, seconded by Mr. Freedman to waive the reading of the motion. ***The motion to waive the reading passed unanimously (by hand count). Motion B under Article 31 passed by a two-thirds vote (88-3-2).***

Moved by Mr. Sidney, seconded by Ms. Ball to dissolve 2018 Fall Annual Town Meeting. ***The motion to dissolve passed by majority vote. The meeting adjourned at 10:50 PM.***

A record of the Sixth Session of 2018 Fall Annual Town Meeting

November 1, 2018

Diane Packer, Town Clerk

NATICK HIGH SCHOOL CLASS OF 2018

Hunter William Adams
Lia Rose LeBaron Adams
Julia Patricia Adelmann *
Benjamin Antonio Aguirre
Hannah Kirsten Alich * #
Josie Monteiro Amado *
Micaela Carmelita Amper-Indeck
Nicolas Arbour Antoniadis
Roesli Grace Arena *
Alexander John Arno
Dillon James Arno *
Jordan Jeffrey Arnold * #
Sehin Assefa-McNeil *
Sophie Elizabeth Assencoa
Sydney Marie Atwood *
Andrew James Avalos *
Elena Joan Babson *
Peyton Alexis Baccari
Mason Cole Bailey
Anika K. Bajpai *
David O. Bamgbowu *
Casey Kurt Barrasso *
Amalia Maria Basch
Hanako Fuchioka Batt *
Eden Tia Beck
Dar Bejerano * #
Maxwell Alan Belyea
Makiah Tracy Bennett
Fiona Katherine Benzi
William Michael Bergan III
Joshua Eli Black
John Randall Blanch
Franklin Joseph Blondiet III
Emily Sarah Blume *
Jared Robert Bo
Michael Caleb Bost *
Gabrielle Elaine Alice Bratcher
Andrew J. Breton *
Laina Maria Broadley
William Ryan Brodnitzki
Madison Olivia Brothers *
Sandra Caitlin-Louise Brown *
Taylor Elizabeth Brown *
Cooper Lang Browning
Michael A. Bruce
Kelly Elizabeth Burns
Hugh Laurence Malone Campbell *
Jennifer Elizabeth Campos *
Carmen Maria Martin Canino * #
John Walter Canney
Deirdre Mary Carberry
David Benjamin Carey * #
Chloe Kaytelyn Carr
John M. Carr
Patrick Gilbane Cary
Gabriele Castelli
Joseph Soriya Castellino
Emily Dawn Chalfin *
Alexandra Marie Chalmers *
Madison Kelley Chartier
Owen Kalman Chase *
Caroline Tian-Ying Chesler *
Melissa Chisholm
Devon Choi
Grace Elizabeth Chouinard * #
King Hang Chow
Brian T. Coco *
Jake Theodore Cohen *
Amanda L. Colasacco
Michael Richard Coll
Allison L. Collins *
Kayla A. Collins
Kyle Comeau
Jack Crowell Conlin
Kara Megan Connelly
Mayana Connor
Thomas I. Conrad *
Leyner Silvestre Correia
Nathaniel Thomas Crook
William Patrick Cuozzo * #
Christian Jaymes Curran
Margaret Rose Cusack * #
Matthew John D'Alessandro *
Christian Gianni D'Antonio
Brett E. Davidson *
Tyller Lee Dawson *
Matheus Prado Vital de Oliveira
Shayla Marie DeGeorge *
Ileana Cristina DeMarco *
Rebecca Marie DeMarre * #
Jack Simon Denaro
Destiny Rae Dawn Derry
Kyle Edward DeWitt
Isabella DiRuscio *
Zoe Katherine Evans Dissanayake
Gabrielle Anne Dixon *
Joseph Michael Doherty
Adriela Denisse Filart Dolor
Spencer David Dorfneilsen
Taylor Doucette
Patrick John Downing *
Shane William Dua
Courtney Dupree
Dillon John Dupree
Osiris Deann Duvall
Sean Thomas Dye *
Colin Richard Edwards
Reham Farid El-Dahrawy
Abigail Rose Elliott * #
Dilara Eran *
Carly Alexa Erickson *
Jahden W. Erold
Juliette E. Etheart
Benjamin Everett-Wilson *
David Evilevitch *
Brendan Michael Fair
Michaela Mayling Faris *
Steffani Elizabeth Farquharson *
Erik T. Faulkner *
Pablo Fernandez *
Reagan Leigh Finnegan
Riley Maines Finnegan
Angela Margaret Fisher *
Ian Nicholas Fisher *
Matthew M. Flaherty
Timothy Ryan Foley
Ariel Edith Franz *
Erin Kathleen Freitas * #
Sarah H. Friedlander * #
Anna Rose Friedman *
Harrison Mark Fuller
Charles Roy Gagnon * #
Michael Connor Galaid *
Isabella Rose Garbacz *
Olivia Grace Garrahan *
Andrea L. Gartland-Bonet *
Caroline Joan Gaughan
Anna Catherine Gee * #
Branton David Gemmill
Joanna C. Gentile
Grace Maggie Mariah Gibson *
Mario Francisco Giron
Mikaela Gjoka *
Hallie Rose Gordon
Rachel Diane Gordon *
Lauren Jocelyn Gottlieb-Jaffe
Shawn Gouralnik
Alexandra Ruth Grace *
David Coveney Green
Samantha Rose Greenberg
Joseph Hill Greendale
Isabel Gloria Greenstein *
Jordan Marie Grignaffini *
Julia Rose Guidi *
Shenghao Guo
Gabriella Maria Christina Gutierrez *
Toni-Ann Hall
Mark Ashraf Hanna
Nikita Gabrielle Harper *

Elaina Rose Harris
Caitlin Byrnes Hatt *
Emily Marie Hawley
Jackson Oliver Haycock
Katelyn Gibson Healy
Kaden L. Hebert
Jimmy D. Herrera
Scotia Mary Hille * #
Caroline Elsie Hinrichs * #
Catherine Elizabeth Hodges *
Ava Charlotte Homsey
Elizabeth Grace Hopkins
Julia Marie Hopkins *
Ash D. Houghton
Elizabeth Grace Huliston * #
Tessa Manners Hyatt *
Lucy Elizabeth Ide
Megan E. Ihloff
Marty Rose Isaacson
Zoe Jackowitz *
Rachel Marie Jasinski *
Simon Enrique Maxim Jelliffe
Benjamin Kenneth Jenkins
Brian John Jordan III
Julia Brie Joseph *
Noah Christo Joseph
David Benjamin Kahn
Jacqueline Rose Kaliouby *
Tasha Kalra *
Audrey Kang *
Jano Victor Karamousayan
Hannah Jane Katzman *
Arshia Kaur *
Michael James Kealy
Marcus Patrick Kelsoe
Nadia Khan
Sho Kinugawa
Dishod Victor Emmanuel Kirby
Tyler Questad Klein
Katharine Avery Knapp *
Kyle Comly Knapp
Daniel B. Kotlyar
Zachary E. Koval
Aaron D. Krueger *
Benjamin Paul Krueger
Alexander Stephen LaGreca
Alexandra Rae Lallensack *
Trevor Carl Landurand *
Nicole Elizabeth Langan
Tyler Kathleen Langan
Alyson Claire Langhorst
Katherine Amy Laurent
Abigail Rose Learner
Matthew Thomas Leavey
Hannah Anne Lederman *
Esther E. Levit
Elizabeth Cookson Lewis *
Bohan Li
Jizhen Li *
Xinmiao Li
Oskar Karl Lindell
Zeyi Liu
Melissa Rose Loftus
Emily Brooke London
Adriel Rodriques Lopes
Eric William Loughlin *
Kathleen M. Lucenta *
Niamh Jeanette Lynch
Samantha Marie Lyons
Erin MacBlane
Tyler C. Steven Magazzu
Brendan D. Maginnis
Collin Harrison Maguire
Joseph Jacob Maloyan *
Allie H. Maltzman *
Gabrielle Hannah Marcus * #
Julia Marie Mariano *
Julia Donata Marks
Chandler Thomas Martell
Daniel Justus Martin
Matthew Joseph Massa *
Lucas Michael Mastromatteo * #
Mabel Grace Bagadiong Mathias
Sean Nathaniel Maule
Jason Thomas Mazzola
Jessica Jane Mazzola
Rebecca Passi McCue * #
Eric James McDaniel
Alanna Kelly McDonald *
Bailey Sean McElhinney
Patrick Paul McGonagle
Aidan Jarrod McLean
Ryan Kenneth McNeill *
Julia Marie Medeiros *
Aidan John Mehigan
Amir Tevaun Patrick Mells
Kayla Marie Michaud *
Kateri Justine Miller *
Michael Anthony Miscia *
Colin Paul Mitchell
Maggie Rose Moores
Charles Francis Mulholland
Timothy James Mulholland
Amelia Ann Irene Munnich
Alexandra Paige Murphy *
Caitlin Elizabeth Murphy
Kevin Patrick Murphy
John T. Nemeczky
Keyette-Lei Neves
Benjamin Joseph Ninemire
Anna Kate Nottonson *
Eli Labb Nottonson *
Jack Martin O'Dea
Kelsey Louise Olen * #
Ava Onorato
Kalyn Mary Onorato
Jacob William Opela
Jack Mitchell Ordway
Gianna Lee Ortega
Quinn Michael Palmer *
Makenzie Rose Palmgren #
Sylvan Miles Pappalardo
Daniel Gary Parizher
Rachelle Rose Parker
Jane Erica Parven *
Leo James Pedrelli
Jack F. Pickering
Cameron Richard Pierce
Tyler Miller Pittman
John Michael Player
Daniel Ryan Pogarian
Phillip Simon Pogrebinsky *
Christina Marie Polymeros
Justin William Popp
Samantha Barbara Popp *
Domenico William Priante
Collins Abraham Prophil
Thomas Quirk
Nicholas James Raffi
Robert Modesto Raffi
Aditya Sharmila Ramachandrababu * #
Briana A. Ramos
Luisa Pascoal Ramos
Timothy James Ramstrom
Alexis Nicole Ranieri *
Brian B. Reese
Alexis Lynne Reisner *
Jake Harrison Reisner *
Jarissa Maria Reyes
Lucie Elizabeth Branagan Robert
Adam Evan Roberts *
Serena Francesca Roberts
Meghan Neilan Rodino *
Jacob M. Ross
Spencer M. Rothman
Cody S. Roy
Peter James Ryan *
Yang Louis Santos-Burgos
Jack Schnair *
David Craig Schneider * #
Danielle Jordyn Schultz *
Rachel Emily Schultze *
Alanna Michelle Scott
James Hayden Scully * #
Nicole W. Segale * #
Anika Sharma *
Matthew Joseph Sharon

Victor Shi
Zhaoming Shi
Daniel E. Shilman
Osher Shimoni
Filip Benjamin Shnayder
Daniel E Shooshanian
Samuel Henry Siegal
Noah Daniel Skelton * #
Thomas Patrick Smith
Stanley Richard Smudin
Emily Ann Sola

Ariana Francesca Solomon
Joseph Charles Soma
Elizabeth Faith Sparicio *
Tahlia Alyce Spiegel * #
Nicholas Edward Stein
Bridget Ann Stevens
Ethan Cooper Stone *
Maria Elaine Stratis
Tyler Allen Sundsted *
Emily Rose Surette

Caroline Elizabeth Sweeney
Naseem Tahmili
Noel Johanna Taylor *
Peter Thabit *
Ryle Patrick Thatcher
Angelica Jones Thomas
Gabrielle Thomas
Jacob Alan Townsend
Fiona Nicole Starr Traub *
Jacob T. Turcot
Eli David Van Arsdell
Wellington J. Vasquez, Jr.
John Brian Verity *
Francesca Louise Verna *
Sophia Marie Verna
Matthew Ryan Walak * #
Candace Christine Waldron
Daniel Albert Waleik
Evan Ray Walker
Owen Wallace
Carly Gene Walsh
Maxwell Saul Waltzman

Isabel J. Warner
Ethan A. Weinhaus *
Andrew Michael Welch
Brigid Rose Whelan *
Emily Abigail Whitten *
Malik Jamal Williams
Anna Wilson
Christopher Peter Wilson
Kiva Rebecca Wise *
Natasha Pauletti Witaschek
Isaac Stuart Wolfson *
Brooke Emalia Wong *
Heather Joy Wyman-Fleming
Peiru Xu
Wellesley Yan
Jenna Lee Yong *
Ryan Ned Young
Nicole Yunes Perez *
XuChun Zhang
Kevin Yuanhao Zheng *
Lior Zippel *
Nicolas J. Zonghi

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

NEW RETIREES FOR 2018

NAME	DEPARTMENT	DATE OF RETIREMENT
Joanne O'Brien	SCH	retro to 6/20/2017
Valerie Rooney	SCH	1/9/2018
Suzanne Dirienzo	SCH	1/19/2018
Sheila O'Reilly	SCH	5/31/2018
Nancy O'Brien	SCH	6/21/2018
Marsha Savilonis	SCH	6/21/2018
Patricia Davidson	SCH	6/21/2018
Carol Rourke	SCH	6/21/2018
Adam Henderson	SCH	6/21/2018
Delphine Boudreau	SCH	7/31/2018
Elissa Grunes	SCH	8/9/2018
Eileen Maillet	SCH	8/27/2018
Sharon Reilly	SCH	10/12/2018
Timpthy Perry	TWN	retro to 10/18/2016
James Hill	TWN	1/2/2018
Richard White	TWN	2/28/2018
Rocco Franciose	TWN	2/28/2018
Joseph Merkel	TWN	3/5/2018
Susan Kelley	TWN	3/23/2018
Edward Connelly	TWN	4/30/2018
Norma Jean Garvin	TWN	4/30/2018
Robert Valle	TWN	4/31/2018
Carol Wurth	TWN	5/31/2018
Justine Pilla	TWN	6/25/2018
Lynda Simkins	TWN	6/29/2018
Lorna Conrad	TWN	6/29/2018
Martha White	TWN	6/30/2018
Walter Assencoa	TWN	7/13/2018
Robert Magliozzi	TWN	7/17/2018
Richard Tranfaglia	TWN	10/31/2018
Stephen Price	TWN	11/19/2018
Robert Murphy	TWN	11/28/2018

SURVIVORS ADDED	DATE OF DEATH	DECEASED RETIREE/EMPLOYEE
Marjorie Simeone	3/12/2018	Francis Simone
Paula Lindsey	4/16/2018	Gerard Lindsey
Beth Crisafulli	10/28/2018	Samuel Crisafulli, Jr.

MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF ACCOUNTS

Natick
TOWN

TAX RATE RECAPITULATION
Fiscal Year 2019

I. TAX RATE SUMMARY

Ia.	Total amount to be raised (from page 2, IIe)	$ 174,589,224.11
Ib.	Total estimated receipts and other revenue sources (from page 2, IIIe)	63,207,348.50
Ic.	Tax Levy (Ia minus Ib)	$ 111,381,875.61
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	79.7299	88,804,658.04	6,986,988,160.00	12.71	88,804,619.51
Net of Exempt					
Open Space	0.0000	0.00	0.00	0.00	0.00
Commercial	18.0452	20,099,082.22	1,581,359,820.00	12.71	20,099,083.31
Net of Exempt					
Industrial	0.4988	555,572.80	43,710,000.00	12.71	555,554.10
SUBTOTAL	***98.2739***		***8,612,057,980.00***		***109,459,256.92***
Personal	1.7261	1,922,562.55	151,268,190.00	12.71	1,922,618.69
TOTAL	***100.0000***		***8,763,326,170.00***		***111,381,875.61***

MUST EQUAL 1C

Assessors

Molly K. Reed, Assessor , Natick , dangelo@natickma.org 508-647-6420 I 11/15/2018 10:39 AM

Comment:

Janice Dangelo, Dir. of Assessing , Natick , dangelo@natickma.org 508-647-6420 I 11/14/2018 12:53 PM

Comment: Signing for the BOA as chair, signatures on file.

Do Not Write Below This Line --- For Department of Revenue Use Only

Reviewed By: Jared Curtis
Date: 11/20/2018
Approved: Andrew Nelson
Director of Accounts: Mary Jane Handy

Mary Jane Handy

NOTE : The information was Approved on 11/20/2018

MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF ACCOUNTS

Natick
TOWN

TAX RATE RECAPITULATION
Fiscal Year 2019

II.	**Amounts to be raised**		
IIa.	Appropriations (col.(b) through col.(g) from page 4)		***170,375,117.50***
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 Awards	0.00	
4.	Total overlay deficit	0.00	
5.	Total cherry sheet offsets (see cherry sheet 1-ER)	468,705.00	
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	717,717.00	
10.	Other :	0.00	
	TOTAL IIb (Total lines 1 through 10)		***1,186,422.00***
IIc.	State and county cherry sheet charges (C.S. 1-EC)		1,435,887.00
IId.	Allowance for abatements and exemptions (overlay)		1,591,797.61
IIe.	Total amount to be raised (Total IIa through IId)		***174,589,224.11***
III.	**Estimated receipts and other revenue sources**		
IIIa.	Estimated receipts - State		
1.	Cherry sheet estimated receipts (C.S. 1-ER Total)	14,553,519.00	
2.	Massachusetts school building authority payments	0.00	
	TOTAL IIIa		***14,553,519.00***
IIIb.	Estimated receipts - Local		
1.	Local receipts not allocated (page 3, col (b) Line 24)	***16,279,234.00***	
2.	Offset Receipts (Schedule A-1)	***0.00***	
3.	Enterprise Funds (Schedule A-2)	***18,358,107.00***	
4.	Community Preservation Funds (See Schedule A-4)	***0.00***	
	TOTAL IIIb		***34,637,341.00***
IIIc.	Revenue sources appropriated for particular purposes		
1.	Free cash (page 4, col (c))	***8,473,345.50***	
2.	Other available funds (page 4, col (d))	***5,543,143.00***	
	TOTAL IIIc		***14,016,488.50***
IIId.	Other revenue sources appropriated specifically to reduce the tax rate		
1a.	Free cash..appropriated on or before June 30, 2018	0.00	
1b.	Free cash..appropriated on or after July 1, 2018	0.00	
2.	Municipal light surplus	0.00	
3.	Other source :	0.00	
	TOTAL IIId		***0.00***
IIIe.	Total estimated receipts and other revenue sources (Total IIIa through IIId)		***63,207,348.50***
IV.	**Summary of total amount to be raised and total receipts from all sources**		
a.	Total amount to be raised (from IIe)		***174,589,224.11***
b.	Total estimated receipts and other revenue sources (from IIIe)	***63,207,348.50***	
c.	Total real and personal property tax levy (from Ic)	***111,381,875.61***	
d.	Total receipts from all sources (total IVb plus IVc)		***174,589,224.11***

NOTE : The information was Approved on 11/20/2018

MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF ACCOUNTS

Natick
TOWN

TAX RATE RECAPITULATION
Fiscal Year 2019

LOCAL RECEIPTS NOT ALLOCATED *

		Receipt Type Description	(a) Actual Receipts Fiscal 2018	(b) Estimated Receipts Fiscal 2019
==>	1.	MOTOR VEHICLE EXCISE	5,815,808.53	5,900,000.00
	2.	OTHER EXCISE		
==>		a.Meals	914,090.27	914,000.00
==>		b.Room	1,486,764.05	1,486,000.00
==>		c.Other	3,751.30	3,000.00
==>		d.Cannabis	0.00	0.00
==>	3.	PENALTIES AND INTEREST ON TAXES AND EXCISES	428,117.03	394,350.00
==>	4.	PAYMENTS IN LIEU OF TAXES	41,037.01	35,950.00
	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	0.00	0.00
	9.	OTHER CHARGES FOR SERVICES	0.00	0.00
	10.	FEES	3,048,148.64	3,000,000.00
		a.Cannabis Impact Fee	0.00	0.00
	11.	RENTALS	49,779.95	49,000.00
	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	0.00	0.00
	16.	OTHER DEPARTMENTAL REVENUE	2,407,367.90	2,400,000.00
	17.	LICENSES AND PERMITS	857,204.35	804,959.00
	18.	SPECIAL ASSESSMENTS	2,975.87	2,900.00
==>	19.	FINES AND FORFEITS	211,715.97	200,000.00
==>	20.	INVESTMENT INCOME	655,020.45	439,075.00
==>	21.	MEDICAID REIMBURSEMENT	100,000.00	100,000.00
==>	22.	MISCELLANEOUS RECURRING (PLEASE SPECIFY)	586,507.42	550,000.00
	23.	MISCELLANEOUS NON-RECURRING (PLEASE SPECIFY)	1,279.94	0.00
	24.	**Totals**	***16,609,568.68***	***16,279,234.00***

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 2019 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.

Arti Mehta, Comptroller , Natick , amehta@natickma.org 508-647-6435 I 11/14/2018 1:00 PM

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 departmental revolving funds per Chapter 44, Section 53E 1/2. 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 2019 estimated receipts to FY 2018 estimated receipts to be used in calculating the Municipal Revenue Growth Factor (MRGF).

NOTE : The information was Approved on 11/20/2018

MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF ACCOUNTS

Natick
TOWN

TAX RATE RECAPITULATION
Fiscal Year 2019

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) *** Departmental Revolving Funds	(i) Borrowing Authorization (Other)
04/10/2018	2018	2,971,800.00	0.00	1,285,000.00	1,610,800.00	0.00	76,000.00	0.00	0.00	7,689,000.00
04/10/2018	2019	160,584,712.00	141,683,733.00	3,200,000.00	808,393.00	0.00	14,892,586.00	0.00	590,000.00	0.00
10/16/2018	2019	6,818,605.50	-1,421,190.00	3,988,345.50	3,123,950.00	0.00	1,127,500.00	0.00	0.00	17,438,000.00
02/27/2018	2018	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	109,560,000.00
	Total	***170,375,117.50***	***140,262,543.00***	***8,473,345.50***	***5,543,143.00***	***0.00***	***16,096,086.00***	***0.00***		

* Enter the fiscal year to which the appropriation relates, i.e., fiscal year 2018 or fiscal 2019.
** 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.org 508-647-6432 I 11/13/2018 5:31 PM

Comment: Town Clerk signed 11/13/18

NOTE : The information was Approved on 11/20/2018

MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF LOCAL ASSESSMENT

Natick
TOWN

Omitted and Revised Assessment Report
Fiscal Year 2018

In accordance with provisions of General Law Chapter 59. §75 the Board of Assessors submit this omitted & revised assessment report.
Retain documentation for 5 years in the event of DOR audit.

Property Type	No.	FY 2017 Omitted & Revised Values	Total Additional Taxes
RESIDENTIAL			
Single Family (101)	0	0	0.00
Condominium (102)	0	0	0.00
Two & Three Family (104 & 105)	0	0	0.00
Multi - Family (111-125)	0	0	0.00
Vacant Land (130-132 & 106)	0	0	0.00
All Others (103, 109, 012-018)	0	0	0.00
Total Residential	0	0	0.00
OPEN SPACE			
Open Space	0	0	0.00
Open Space - Chapter 61, 61A, 61B	0	0	0.00
Total Open Space	0	0	0.00
COMMERCIAL			
Commercial	0	0	0.00
Commercial - Chapter 61, 61A, 61B	0	0	0.00
Total Commercial	0	0	0.00
Industrial	0	0	0.00
Personal Property	0	0	0.00
Total Real & Personal Property	0	0	0.00

The assessors also committed the following rollback taxes during the fiscal year

Chapter Class	No.	Rollback Taxes Committed
Forest Property-Chapter 61	0	0.00
Agricultural/Horticultural Chapter-61A	1	30,112.23
Recreational Property-Chapter 61B	0	0.00
Total	1	30,112.23

The assessors hereby certify that the amounts reported above reflect all omitted and revised assessments and rollback taxes committed for the year and that all omitted and revised assessments were committed to the collector on or before 06/30/2017
Fiscal year 2017 tax bills were mailed by the collector on 12/28/2016

Signatures

Board of Assessors

Janice Dangelo, Dir. of Assessing , Natick , dangelo@natickma.org 508-647-6420 | 6/28/2017 2:57 PM

Comment: Signing for the BOA as Chairman signatures on file.

NOTE : The information was Approved on 12/8/2017

printed on 12/8/2017 3:00:58 PM

page 1 of 1

MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF LOCAL ASSESSMENT

Natick
TOWN

AMENDED FY 2018 TAX BASE LEVY GROWTH (LA13A)

REVISED AND OMITTED PARCELS NOT PREVIOUSLY ASSESSED - Fiscal Year 2018

☑ We have no amended tax base levy growth to report

(A) Class	(B) Omitted or Revised Value Commited to Tax Collector	(C) Portion Unassessed in Prior FY (After Reval Adj)	(D) Prior Year Tax Rate	(E) (E = C/1000 x D) Levy Growth
Residential	0	0	13.57	0
Open Space	0	0	0.00	0
Commercial	0	0	13.57	0
Industrial	0	0	13.57	0
Personal Property	0	0	13.57	0
* Audited Personal Property	0	0	13.57	0
Total		***0***		***0***

RETAIN DOCUMENTATION FOR 5 YEARS IN THE EVENT OF A DOR AUDIT.

Signatures

Board of Assessors

Janice Dangelo, Dir. of Assessing , Natick , dangelo@natickma.org 508-647-6420 | 6/28/2017 3:04 PM

NOTE : The information was Approved on 6/29/2017

MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF LOCAL ASSESSMENT

Natick
TOWN

ASSESSMENT/CLASSIFICATION REPORT as of January 1, 2017

Fiscal Year 2018

Property Type	Parcel Count		Class1 Residential	Class2 Open Space	Class3 Commercial	Class4 Industrial	Class5 Pers Prop
101		8,524	4,864,923,700				
102		2,723	888,124,700				
MISC 103,109		40	38,032,300				
104		575	306,389,200				
105		82	44,989,000				
111-125		58	287,506,200				
130-32,106		839	50,524,800				
200-231		0		0			
300-393		542			1,511,934,600		
400-442		50				43,934,900	
450-452		0				0	
CH 61 LAND	0	4		0	13,500		
CH 61A LAND	11	6		0	182,900		
CH 61B LAND	17	0		0	1,333,400		
012-043		46	20,902,500	0	16,338,800	0	
501		994					19,170,260
502		759					35,855,990
503		1					335,690
504		3					70,790,100
[illegible]		13					23,231,200
506		0					0
508		4					4,482,400
550-552		0					0
TOTALS		***15,291***	***6,501,392,400***	***0***	***1,529,803,200***	***43,934,900***	***153,871,720***
Real and Personal Property Total Value							8,229,002,220
Exempt Parcel Count & Value						682	694,517,100

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.

Signatures

Board of Assessors

Janice Dangelo, Dir. of Assessing , Natick , dangelo@natickma.org 508-647-6420 | 9/6/2017 2:36 PM

Comment: Signing for the BOA as Chair, signatures on file.

Comments

No comments to display.

NOTE : The information was Approved on 9/7/2017

printed on 12/8/2017 3:01:01 PM

page 1 of 1

MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF LOCAL ASSESSMENT

Natick
TOWN

LA13 Tax Base Levy Growth

Retain documentation for 5 years in case of DOR audit - Fiscal Year 2018

Property Class	(A)PFY LA4 Values	Omitted and Revised No.	(B) Omitted and Revised Values	Abatement No.	(C) Abatement Values	Other Adjustment No.	(D) Other Adjustment Values	(E) Adjusted Value Base
RESIDENTIAL								
SINGLE FAMILY (101)	4,510,662,800	0	0	22	663,000	40	2,128,400	4,512,128,200
CONDOMINIUM (102)	803,429,300	0	0	1	164,950	3	-724,000	802,540,350
TWO & THREE FAMILY (104 & 105)	321,997,300	0	0	0	0	10	-4,359,900	317,637,400
MULTI - FAMILY (111-125)	261,437,700	0	0	1	469,000	0	0	260,968,700
VACANT LAND (130-132 & 106)	50,996,700	0	0	3	304,150	47	-2,283,400	48,409,150
ALL OTHERS (103, 109, 012-018)	53,304,100	0	0	0	0	2	-438,800	52,865,300
TOTAL RESIDENTIAL	*6,001,827,900*	*0*	*0*	*27*	*1,601,100*	*102*	*-5,677,700*	*5,994,549,100*
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	1,508,656,800	0	0	3	7,111,850	8	-1,037,000	1,500,507,950
COMMERCIAL - CHAPTER 61, 61A, 61B	1,277,100	0	0	0	0	1	-6,700	1,270,400
TOTAL COMMERCIAL	*1,509,933,900*	*0*	*0*	*3*	*7,111,850*	*9*	*-1,043,700*	*1,501,778,350*
INDUSTRIAL	41,810,700	0	0	0	0	4	-88,500	41,722,200
PERSONAL PROPERTY	150,081,170	0	0					
TOTAL REAL & PERSONAL	*7,703,653,670*	*0*	*0*					

NOTE : The information was Approved on 9/7/2017

MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF ACCOUNTS

Natick
TOWN

SCHEDULE A-2

ENTERPRISE FUNDS CH. 44 S.53 F1/2 et al - Fiscal Year 2018

Enterprise fund number: A-2(1ST)
Type of enterprise fund: Water & Sewer
Name of enterprise fund/statutory reference: CH 44

	(a) FY 2017	(b) FY 2018	
1. Enterprise revenues and available funds	Actual Revenues	Estimated Revenues	
a. User charges	13,392,876.00	14,665,250.00	*
Other departmental revenue	594,433.00	590,000.00	
Investment income	35,500.00	30,000.00	
Total revenues	*14,022,809.00*	*15,285,250.00*	
Retained earnings appropriated from July 1, 2016 Certification	0.00	468,725.00	**
Retained earnings appropriated from July 1, 2017 Certification		15,000.00	**
Other enterprise available funds		0.00	
Total revenues and available funds	*14,022,809.00*	*15,768,975.00*	*(To Recap Pg 2, Part III B, line 3)*

* Written documentation should be uploaded to support increases of estimated vs actual revenues
** Retained earnings must be certified by the Director of Accounts prior to appropriation

2. Total costs appropriated			
a. Costs appropriated in the enterprise fund			
Salaries, wages and expenses	10,707,383.00		
Capital Outlay	2,542,638.00		
Other - Fy 2017 add + Article	483,725.00		
Total costs appropriated in the enterprise fund		*13,733,746.00*	2a
b. Indirect costs appropriated in the general fund			
Health Insurance	0.00		
Pension	0.00		
Debt	0.00		
Other - Shared Services and Facilities	2,035,229.00		
Total costs appropriated in the general fund		*2,035,229.00*	2b
Total costs		*15,768,975.00*	2a + 2b

3. Calculation of subsidy (see instructions)		
Revenue and available funds	*15,768,975.00*	*(part 1 col b)*
Less: Total costs	*15,768,975.00*	*(part 2 total costs)*
Less: Prior year deficit	0.00	*(To Recap Pg 2 Part II B)*
(Negative represents subsidy)	*0.00*	

4. Sources of funding for costs appropriated in the enterprise fund		
a. Revenue and available funds	13,733,746.00	
b. Taxation	0.00	
c. Free Cash	0.00	
d. Non-Enterprise Available Funds	0.00	
Total sources of funding for costs appropriated in the enterprise fund	*13,733,746.00*	*(Must equal total part 2a)*

Signatures

Accounting Officer
I hereby certify that the actual revenues - Part 1 column (a) and the amounts appropriated - part 2(a & b) are to the best of my knowledge correct and

NOTE : The information was Approved on 12/8/2017

MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF ACCOUNTS

Natick
TOWN

SCHEDULE A-2

ENTERPRISE FUNDS CH. 44 S.53 F1/2 et al - Fiscal Year 2018

Enterprise fund number: A-2(2ND)
Type of enterprise fund: Golf Course
Name of enterprise fund/statutory reference: CH 44

	(a) FY 2017	(b) FY 2018	
1. Enterprise revenues and available funds	Actual Revenues	Estimated Revenues	
a. User charges	623,274.00	620,133.00	
Other departmental revenue	280,607.00	55,000.00	
Investment income	0.00	0.00	
Total revenues	*903,881.00*	*675,133.00*	
Retained earnings appropriated from July 1, 2016 Certification	0.00	133,000.00	**
Retained earnings appropriated from July 1, 2017 Certification		0.00	**
Other enterprise available funds		0.00	
Total revenues and available funds	*903,881.00*	*808,133.00*	*(To Recap Pg 2, Part III B, line 3)*

* Written documentation should be uploaded to support increases of estimated vs actual revenues
** Retained earnings must be certified by the Director of Accounts prior to appropriation

2. Total costs appropriated			
a. Costs appropriated in the enterprise fund			
Salaries, wages and expenses	678,271.00		
Capital Outlay	255,370.00		
Other - ARTICLE TRACTOR,GOLF CARTS	83,000.00		
Total costs appropriated in the enterprise fund		*1,016,641.00*	2a
b. Indirect costs appropriated in the general fund			
Health Insurance	0.00		
Pension	0.00		
Debt	0.00		
Other - Shared Services and Facilities	43,692.00		
Total costs appropriated in the general fund		*43,692.00*	2b
Total costs		*1,060,333.00*	2a + 2b

3. Calculation of subsidy (see instructions)		
Revenue and available funds	*808,133.00*	*(part 1 col b)*
Less: Total costs	*1,060,333.00*	*(part 2 total costs)*
Less: Prior year deficit	0.00	*(To Recap Pg 2 Part II B)*
(Negative represents subsidy)	*-252,200.00*	

4. Sources of funding for costs appropriated in the enterprise fund		
a. Revenue and available funds	808,133.00	
b. Taxation	208,508.00	
c. Free Cash	0.00	
d. Non-Enterprise Available Funds	0.00	
Total sources of funding for costs appropriated in the enterprise fund	*1,016,641.00*	*(Must equal total part 2a)*

Signatures

Accounting Officer
I hereby certify that the actual revenues - Part 1 column (a) and the amounts appropriated - part 2(a & b) are to the best of my knowledge correct and

NOTE : The Information was Approved on 12/8/2017

MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF ACCOUNTS

Natick
TOWN

Schedule B-1

Free Cash Certification and Appropriation - Fiscal Year 2018

Part I

		Date Certified
1. 7/1/2016 Free Cash Certification	12,088,395.00	9/15/2016
ADD:		
2. Free Cash Update Part I	0.00	
TOTAL	*12,088,395.00*	
Subtract Free Cash Appropriated From This Certification		
3. FY 2017 Recap	5,515,647.00	
4. FY 2018 Recap (check to Recap page 4, column c)	5,598,400.00	
5. FY 2018 Recap appropriated on or before June 30th to reduce the tax rate	0.00	*To Recap pg 2 Part IIId 1a*
Balance of Unappropriated Free Cash Part I:	*974,348.00*	

Part II

		Date Certified
1. 7/1/2017 Free Cash Certification	9,528,960.00	9/20/2017
ADD:		
2. Free Cash Update Part II	0.00	
TOTAL:	*9,528,960.00*	
Subtract Free Cash Appropriated From This Certification		
3. FY 2018 Recap (check to Recap page 4, column c)	3,830,000.00	
4. FY 2018 Recap appropriated on or after July 1st to reduce the tax rate	0.00	*To Recap pg 2 Part IIId 1b*
Balance of Unappropriated Free Cash Part II:	*5,698,960.00*	

Signatures

Accounting Officer

Arti Mehta, Comptroller , Natick , amehta@natickma.org 508-647-6435 | 11/30/2017 4:54 PM

NOTE : The information was Approved on 12/8/2017

MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF ACCOUNTS

Natick
TOWN

Schedule B-2

SOURCES AND USES OF OTHER AVAILABLE FUNDS - Fiscal Year 2018

Date of Appropriation	Source of Fund	Use of Fund	Col. A Amount in Fund When Approp. was Made	Col. B. Amount of Appropriation
04/11/2017	Premium on Bonds	Apply to the projects	1,468,000.00	1,468,000.00
04/11/2017	Selectmen expense contract	Union Contracts	883,343.00	871,106.00
04/11/2017	Parking Meter Receipts	FY 18 Budget	303,652.00	80,000.00
04/11/2017	Overlay Surplus	FY 18 Budget	4,906,000.00	500,000.00
04/11/2017	Title V Septic	FY 18 Budget	173,917.00	7,684.00
04/11/2017	FAR Bonus Stabilization	FY 18 Budget	2,544,378.00	3,900.00
04/11/2017	Premium on Bond	FY 18 Budget	785,376.00	105,468.00
04/11/2017	Chrysler Rd 40B Mitigation Fund	Natick Fire Station Design	1,771,813.05	665,295.00
04/11/2017	Mathworks Mitigation Funds	Golden Triangle	35,798.00	25,000.00
04/11/2017	Capital Stabilization	Capital Equipments	6,316,841.00	1,641,765.00
04/11/2017	Article	FAR Bonus	2,500,000.00	2,500,000.00
10/18/2017	OPEB Fund	OPEB Trust	2,164,054.91	2,164,054.91
10/18/2017	Capital Stabilization	Capital Equipment	7,012,501.00	466,000.00
10/18/2017	Capital Stabilization	DPW Guard Rail/Landfill Gas System	7,012,501.00	55,000.00
10/18/2017	I & I Stabilization	Sewer Collection System Repairs	1,140,642.00	150,000.00
10/18/2017	BOS budget Contract line	Other Salary and Expenses	1,973,765.00	670,347.00
04/11/2017	School Building funds	FY 18 budget	851,435.00	123,167.00
10/18/2017	BOS contract line	Police contract	1,973,765.00	621,435.37
			Total	12,118,222.20

(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.

Signatures

Accounting Officer

Arti Mehta, Comptroller , Natick , amehta@natickma.org 508-647-6435 | 11/30/2017 4:54 PM

NOTE : The information was Approved on 12/8/2017

MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF ACCOUNTS

Natick
TOWN

SCHEDULE OL-1
OVERLAY WORKSHEET - Fiscal Year 2018

Overlay Available		
1.	Overlay Balance as of 6/30/2017	4,453,339.00
2.	Overlay from FY 2018 (Tax Rate Recap Page 2 lld)	1,256,448.98
3.	Overlay Balance Available (Add lines 1 and 2)	*5,709,787.98*
Overlay Use		
4.	Overlay Transferred to Overlay Surplus after 7/1/2017	0.00
5.	Other Overlay Charges after 7/1/2017	27,253.85
6.	5 year Average Abatements And Exemptions Granted thru 6/30/2017	421,891.40
7.	Overlay Balance Needed (Add lines 4 thru 6)	*449,145.25*
8.	Overlay Balance Available in excess of Overlay Balance Needed (negative indicates a Shortfall) (subtract line 7 from line 3)	*5,260,642.73*
Potential Future Liabilities		
9.	Real Estate Tax Receivables as of 6/30/2017	995,570.00
10.	Personal Property Tax Receivables as of 6/30/2017	195,554.00
11.	Pending ATB or Court decision(s)	497,446.00
12.	Total Potential Future Liabilities	*1,688,570.00*

Abatements and Exemptions Granted

FY 2017	FY 2016	FY 2015	FY 2014	FY 2013
380,845.00	435,611.00	452,351.00	339,535.00	501,115.00

5-year average FY 2013 to FY 2017 *421,891.40*

Signatures

Assessor

Janice Dangelo, Dir. of Assessing , Natick , dangelo@natickma.org 508-647-6420 | 11/30/2017 5:07 PM

Comment: Signing as chairman of BOA, signatures on file

NOTE : The information was Approved on 12/8/2017

MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF ACCOUNTS

Natick
TOWN

Schedule DE-1
Debt Exclusion - Fiscal Year 2018

(A) Ballot Vote Date	(B) Purpose(s) of Exclusion Vote	(C) Date of original issuance note/bond per purpose(s)	(D) Temp or Perm (T/P)	(E) FY 2017 Net Excluded Debt Service	(F) FY 2017 Gross Debt Service Expended	(G) FY 2018 Gross Debt Service Excludable	(H) Reimbursement adjustments (Whole numbers only)	(I) FY 2018 Net Excluded Debt Service
11/07/2000	Wilson Middle School	04/15/2004	P	484,933	608,100	584,850	132,091	452,759
03/30/2010	Natick High School	06/15/2011	P	2,994,527	3,043,037	2,873,063	70,594	2,802,469
03/30/2010	Community Senior Center	06/15/2011	P	684,704	675,700	662,350	16,184	646,166
03/30/2010	Community Senior Center	06/01/2012	P	116,385	118,325	114,525	1,454	113,071
03/30/2010	Natick High School	06/15/2013	P	230,489	233,724	227,684	8,312	219,372
							Total:	4,233,837

REIMBURSEMENTS: School Building Assistance, Library Construction Grants etc.

ADJUSTMENTS: Prior year interest not included, rate or term different than estimate

Signatures

Financial Officer

Janice Dangelo, Dir. of Assessing , Natick , dangelo@natickma.org 508-647-6420 (11/30/2017 7:31 PM

NOTE : The information was Approved on 12/8/2017

MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF ACCOUNTS

Natick
TOWN

Levy Limit
Fiscal Year 2018

FOR BUDGET PLANNING PURPOSES

I. TO CALCULATE THE FY 2017 LEVY LIMIT				
A.	FY 2016 Levy Limit	95,604,635		
A1.	ADD Amended FY 2016 Growth	0		
B.	ADD (IA + IA1)*2.5%	2,390,116		
C.	ADD FY 2017 New Growth	1,506,846		
C1.	ADD FY 2017 New Growth Adjustment	0		
D.	ADD FY 2017 Override	0		
E.	FY 2017 Subtotal	*99,501,597*		
F.	FY 2017 Levy Ceiling	192,591,342	I.	*99,501,597*
				FY 2017 Levy Limit
II. TO CALCULATE THE FY 2018 LEVY LIMIT				
A.	FY 2017 Levy Limit from I	99,501,597		
A1.	ADD Amended FY 2017 Growth	0		
B.	ADD (IIA + IIA1)*2.5%	2,487,540		
C.	ADD FY 2018 New Growth	1,171,844		
C1.	ADD FY 2018 New Growth Adjustment	0		
D.	ADD FY 2018 Override	0		
E.	ADD FY 2018 Subtotal	*103,160,981*		
F.	FY 2018 Levy Ceiling	205,725,056	II.	*103,160,981*
				FY 2018 Levy Limit
III. TO CALCULATE THE FY 2018 MAXIMUM ALLOWABLE LEVY				
A.	FY 2018 Levy Limit from II.	103,160,981		
B.	FY 2018 Debt Exclusion(s)	4,233,837		
C.	FY 2018 Capital Expenditure Exclusion(s)	0		
D.	FY 2018 Stabilization Fund Override	0		
E.	FY 2018 Other Adjustment :	0		
F.	FY 2018 Water/Sewer	0		
G.	FY 2018 Maximum Allowable Levy	*107,394,818*		

Signatures

Board of Assessors

Janice Dangelo, Dir. of Assessing , Natick , dangelo@natickma.org 508-647-6420 | 11/21/2017 11:54 AM

Comment: Signing for the BOA, signatures on file.

NOTE : The information was Approved on 12/8/2017

MASSACHUSETTS DEPARTMENT OF REVENUE
DIVISION OF LOCAL SERVICES
BUREAU OF ACCOUNTS

Natick
TOWN

CLASSIFICATION TAX ALLOCATION

Fiscal Year 2018

1. The selected Residential Factor is 1.000000

If you desire each class to maintain 100% of its full values 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? 0

3. Was a residential exemption adopted?

Yes _ No X

If Yes, please complete the following:

Class 1 Total Assessed Value	=	6,501,392,400	X	0	=	0
Class 1 Total Parcel Count *		0		Selected Res. Exemption %		Residential Exemption

* Include all parcels wtih a Mixed-Use Residential designation

Applicable number of parcels to receive exemption 0

Net value to be exempted 0

4. Was a small commercial exemption adopted?

Yes _ No X

% Selected 0

s, please complete the following:

No. of parcels eligible	
Total value of parcels	0
Total value to be exempted	0

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 Class	B Certified Full and Fair Cash Value Assessments	C Percentage Full Value Shares of Total Tax Levy	D New Percentage Shares of Total Tax Levy
Residential	6,501,392,400.00	79.0058%	79.0058%
Open Space	0.00	0.0000%	0.0000%
Commercial	1,529,803,200.00	18.5904%	18.5904%
Industrial	43,934,900.00	0.5339%	0.5339%
Personal Property	153,871,720.00	1.8699%	1.8699%
TOTALS	*8,229,002,220.00*	*100.0000%*	*100.0000%*

NOTE : The information was Approved on 12/8/2017

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 Jun 30, 2018
(City, Town, County, District)

PART I: A. Cash and checks in office $ 2,000.00

B. Non - Interest Bearing Checking Accounts

Collat eral'd Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
YES	CITIZENS	VARIOUS	N/A	2,986,001.17	
			N/A		
			N/A		
			N/A		
			N/A		
			N/A		$2,986,001.17

C. Interest Bearing Checking Accounts

Collat eral'd Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
YES	CITIZENS	VARIOUS	1.51	9,243,223.89	
YES	CITIZENS	VARIOUS	0.01	3,618,327.87	
N0	BELMONT SAVINGS	GENERAL FDS	0.60	26,067,824.86	
N0	CENTURY BANK	GENERAL FDS	1.00	670,586.49	
N0	EASTERN BANK	GENERAL FDS	0.40	13,823,873.50	
N0	HARBOR ONE	GENERAL FDS	1.40	4,064,200.24	
N0	MIDDLESEX SAVINGS	GENERAL FDS	0.53	256,475.26	
	MW CREDIT UNION	COUNCIL ON AGING	0.00	5.95	
	MW CREDIT UNION	POLICE	0.00	10.00	
YES	SANTANDER	GENERAL FDS	1.51	657,351.63	
YES	TD BANK	GENERAL FDS	0.78	560,692.82	
NO	UNIBANK	GENERAL FDS	0.33	370,546.78	
YES	CITIZENS	STUDENT ACTIVITY	0.01	1,278,156.21	
					$60,611,275.50

D. Liquid Investments

Collat eral'd Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
YES	MORGAN STANLEY	GENERAL FDS	MARKET	2,605,796.67	
					$2,605,796.67

Note: Attach addititional sheets if needed.

E. Term Investments

Collat eral'd Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
				Sub - Total	$0.00
	U.S. Treasury Bills				
	Repurchase Agreements				
	Other				
				Sub - Total	$0.00
				Sec. E Total	$0.00

F. Trust Funds

Collat eral'd Y or N	Financial Institution	Purpose	Interest Rate	Balance	Sub - Total
N	BELMONT SAVINGS	STABILIZATION TRUSTS	1.5	11,749,318.77	
N	EASTERN BANK	CAPITAL PLANNING	0.75	307,175.99	
N	EASTERN BANK	DISABILITY TRUST	0.75	29,139.79	
N	HARBOR ONE	MCDANIELS TRUST	1.01	152,300.03	
N	MIDDLESEX SAVINGS	AID TO ELDERLY TRUST	0.43	7,592.15	
N	BARTHOLOMEW	POOLED TRUSTS	MARKET	3,116,077.21	
N	BARTHOLOMEW	OPEB TRUST	MARKET	2,283,883.61	
N	BARTHOLOMEW	FAR BONUS STABILIZATION TRUST	MARKET	1,655,790.04	
N	MORGAN STANLEY	FAR BONUS STABILIZATION TRUST	MARKET	873,076.31	
N	MORGAN STANLEY	OPERATING STABILIZATION TRUST	MARKET	3,067,671.69	
N	MMDT	MWRA SEWER	MARKET	1,190,595.69	
YES	TD BANK	CONSERVATION TRUST	0.78	154,410.91	
N	MIDDLESEX SAVINGS	CONSERVATION TRUST	0.43	50,014.84	
					$24,637,047.03

Part I Total: All Cash and Investments $ 90,842,120.37

Natick, Massachusetts **FY 18**

Long Term Debt Inside the Debt Limit*	Outstanding July 1, 2017	+ Issued	- Retired	= Outstanding June 30, 2018	Interest Paid in FY 18
Building	9,262,600	463,300	1,407,600	8,318,300	321,742
Departmental Equipment	6,321,700	1,306,500	1,511,700	6,116,500	279,773
School Buildings	6,954,289	-	1,065,956	5,888,333	255,679
School Other	2,402,978	2,047,800	266,811	4,183,967	116,231
Sewer	4,305,420	3,011,400	718,665	6,598,155	177,369
Solid Waste/Landfill	-	-	-	-	-
Other Inside	11,003,400	1,066,000	1,108,400	10,961,000	406,622
SUB-TOTAL Inside	40,250,387	7,895,000	6,079,132	42,066,255	1,557,416
Long Term Debt Outside the Debt Limit*					
Airport	-	-	-	-	-
Gas/Electric Utility	-	-	-	-	-
Hospital	-	-	-	-	-
School Buildings	30,727,533	-	2,339,033	28,388,500	1,070,567
Sewer	152,600	-	22,600	130,000	6,197
Solid Waste/Landfill	519,000	-	266,000	253,000	15,440
Water	8,036,295	705,000	1,299,387	7,441,908	331,441
Other Outside	778,641	-	150,199	628,442	27,888
SUB-TOTAL Outside	40,214,070	705,000	4,077,220	36,841,850	1,451,532
GRAND TOTAL	80,464,456	8,600,000	10,156,351	78,908,105	3,008,948

Please complete both sides of this report and return it to the Division of Local Services no later than September 30th.

I certify to the best of my knowledge that this information is complete and accurate as of this date.

Treasurer: _____ Date: _____

I certify that long and short term debt as identified in this Statement of Indebtedness is in agreement with the general ledger controls in my department and are also reflected on the balance sheet.

Accounting Officer: _____ Date: _____

*MCWT subsidies are not reflected.

Short Term Debt *	Outstanding July 1, 2017	+ Issued	- Retired	= Outstanding June 30, 2018	Interest Paid in FY 18
RANs - Revenue Anticipation		-	-	-	-
BANs - Bond Anticipation	-	-	-	-	-
Buildings	-	-	-	-	-
School	-	2,975,000	-	2,975,000	-
Water	-	292,000	-	292,000	-
Other BANs	2,960,000	7,140,000	5,920,000	4,180,000	65,778
SAANs - State Grant Anticipation	-	-	-	-	-
FAANs - Federal Grant Anticipation	-	-	-	-	-
Other Short Term Debt	-	-	-	-	-
TOTAL SHORT TERM DEBT	2,960,000	10,407,000	5,920,000	7,447,000	65,778
TOTAL ALL DEBT	83,424,456	19,007,000	16,076,351	86,355,105	3,074,726

Authorized and Unissued Debt

See Attached

Purpose	Date of Vote	Article No.	Amount Authorized	Less New Bond Issues, Retirements and/or Rescissions	=Balance Unissued 6/30/18
TOTAL					

*Does not reflect Interim Loan Notes issued through the Massachusetts Clean Water Trust.

Town of Natick

Authorized Unissued Debt

6/30/2018

HilltopSecurities
A Hilltop Holdings Company.

BANs Article Number	Date of Author.	Order Included Premium Language	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	No	540,000				540,000	Parking Garage	Ch. 44, 7(3)	30						
10, B, Item 3	4/15/2008	No	187,000	87,000			100,000	Charles River Dam	Ch. 44							
14	14/17/08	No	436,865	77,385			359,480	Sewer I & I	Ch. 44, s.7(1)	30						
10, C, Item 10	10/21/2010	No	150,000				150,000	Water	Ch. 44, s. 8							
14, B, Item 10	4/25/2013	No	180,000	125,000			55,000	Police Replace Rooftop HVAC Unit	Ch. 44, s. 7 (3A)	30					RL 8/19/2013	
19, B, Item 3	10/22/2013	No	1,200,000	400,000 195,000 455,000 105,600 14,400	 B R B BP	 6/25/15 10/20/15 4/27/17 4/27/17	30,000	Cole North Field	Ch. 44, s. 7(25)	15					RL 2/12/14	
18, B, Items 14	10/22/2013	No	150,000				150,000	Departmental Equipment - DCC Controls	Ch. 44, s. 7(9)	5-20					RL 2/12/14	
36, B, Item 2	5/8/2014	No	2,000,000	1,000,000 847,000	B B	6/25/15 4/21/16	153,000	Pine Street Roadway	Ch. 44, s. 7(5)	15					RL 7/8/2014	
33, Motion D	11/6/2014	No	969,000	202,050 40,200	MWRA B MWRA B	2/23/15 5/15/17	726,750	Sewer	Ch. 44, s. 7 (1A)	10					RL 1/7/15	
33, Motion B, Item 6	11/6/2014	No	280,000				280,000	Main Street Improvements	Ch. 44	TBD					RL 1/7/15	
33, Motion B, Item 7	11/6/2014	No	100,000	74,600 5,400	B BP	4/27/17 4/27/17	20,000	Cole Center Air Handler	Ch. 44, s. 7 (9)	10					RL 1/7/15	
33, Motion C	11/13/2014	No	300,000	91,300 8,700	B BP	4/27/17 4/27/17	200,000	Well	Ch. 44, s. 8 (5)	40					RL 1/7/15	
10, Motion G, Item 3	10/22/2015	No	250,000	116,400 8,600	B BP	4/27/17 4/27/17	125,000	Engineering Charles River Bridge	Ch. 44, s. 7(22)	5					RL 11/25/15, PLO 1/4/16	
29	5/5/2016	No	3,200,000				3,200,000	Land Acquisition (22 Pleasant Street)	Ch. 44, s. 7(3)	30					RL 7/21/16	
3	11/3/2016	No	2,960,000				2,960,000	Land Acquisition (Saxonville Branch Line)	Ch. 44, s. 7(1)	20	2,960,000	12/7/2018	12/8/2016	12/8/2017, 4/18/2018	RL 11/18/16	
13, Motion D, Item #14	5/2/2017	Yes	3,140,000	2,925,400 214,600	B BP	7/27/17 7/27/17	-	Water and Sewer Infrastructure	Ch. 44	TBD					RL 6/27/17	
13, Motion C, Item #13	5/2/2017	Yes	2,100,000	1,955,000 145,000	B BP	7/27/17 7/27/17	-	Departmental Equipment and Playground (Modular Classroom) Departmental Equipment and Playground (Playground Relocation)	Ch. 44, s. 7(1) Ch. 44, s. 7(1)	5-20 15					RL 6/27/17	
13, Motion B, Item #11	5/2/2017	Yes	1,000,000	905,000 95,000	B BP	7/27/17 7/27/17	-	Road and Sidewalk Improvement	Ch. 44, s. 7(1)	15					RL 6/27/17	
12, Motion B, Item #23	5/2/2017	Yes	580,000	531,600 48,400	B BP	7/27/17 7/27/17	-	Fire Pumper	Ch. 44, s. 7(1)	5-20					RL 6/27/17	
13, Motion B, Item #10	5/2/2017	Yes	500,000	463,300 36,700	B BP	7/27/17 7/27/17	-	Cole Center Roof Replacement	Ch. 44, s. 7(1)	30					RL 6/27/17	
13, Motion D, Item #16	5/2/2017	Yes	360,000	335,000 25,000	B BP	7/27/17 7/27/17	-	Water Mains	Ch. 44, s. 8(5)	30					RL 6/27/17	
12, Motion B, Item #24	5/2/2017	Yes	290,000	266,200 23,800	B BP	7/27/17 7/27/17	-	Trash Packer	Ch. 44, s. 7(1)	5-20					RL 6/27/17	
12, Motion B, Item #25	5/2/2017	Yes	270,000	242,800 27,200	B BP	7/27/17 7/27/17	-	Front End Loader	Ch. 44, s. 7(1)	5-20					RL 6/27/17	
12, Motion B, Item #26	5/2/2017	Yes	180,000	163,000 17,000	B BP	7/27/17 7/27/17	-	Sidewalk Bombardier	Ch. 44, s. 7(1)	5-20					RL 6/27/17	
13, Motion B, Item #12	5/2/2017	Yes	175,000	161,000 14,000	B BP	7/27/17 7/27/17	-	Park and Field Renovation	Ch. 44, s. 7(1)	15					RL 6/27/17	
12, Motion E, Item #30	5/2/2017	Yes	110,000	102,900 7,100	B BP	7/27/17 7/27/17	-	Golf Carts	Ch. 44, s. 7(9)	5-20					RL 6/27/17	
13, Motion B, Item #21	5/2/2017	Yes	100,000	92,800 7,200	B BP	7/27/17 7/27/17	-	High School Irrigation Well	Ch. 44, s. 8(5)	40					RL 6/27/17	
13, Motion D, Item #15	5/2/2017	Yes	400,000	370,000 30,000	B BP	7/27/17 7/27/17	-	Ground Water Wells	Ch. 44, s. 8(5)	40					RL 6/27/17	
12, Motion C, Item #27	5/2/2017	Yes	95,000	86,000 9,000	B BP	7/27/17 7/27/17	-	Sewer Station Generator	Ch. 44, s. 7(1)	5-20					RL 6/27/17	

Town of Natick

Authorized Unissued Debt

6/30/2018

HilltopSecurities
A Hilltop Holdings Company

BANs Article Number	Date of Author.	Order Included Premium Language	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
9, Motion B, Item #7	10/17/2017	Yes	350,000			350,000	Fire Dept- Replace SCBA Equipment	Ch. 44, s. 7(1)	7	350,000	12/7/2018	6/29/2018		RL 5/29/18	
9, Motion C, Item #8	10/17/2017	Yes	125,000			125,000	SCADA Equipment Upgrade	Ch. 44, s. 7(9)	10	125,000	12/7/2018	6/29/2018		RL 5/29/18	
9, Motion C, Item #9	10/17/2017	Yes	320,000			320,000	Chlorine Gas Scrubber	Ch. 44, s. 8(7A)	10	320,000	12/7/2018	6/29/2018		RL 5/29/18	
10, Motion B, Item #3	10/17/2017	Yes	2,535,000			2,535,000	East Field Renovations	Ch. 44, s. 7	TBD					RL 5/29/18	
10, Motion B, Item #4	10/17/2017	Yes	1,600,000			1,600,000	Navy Yard Field Renovations	Ch. 44, s. 7	TBD					RL 5/29/18	
10, Motion D, Item #6	10/17/2017	Yes	150,000			150,000	Water Distribution System Enhancements	Ch. 44, s. 8	TBD					RL 5/29/18	
10, Motion D, Item #7	10/17/2017	Yes	150,000			150,000	Water/Sewer Comprehensive Asset Management Plan	Ch. 44, s. 7(7)	TBD					RL 5/29/18	
10, Motion D, Item #8	10/17/2017	Yes	1,100,000			1,100,000	Water Main Relining/Replacement	Ch. 44, s. 7 or 8	TBD					RL 5/29/18	
17	10/24/2017	Yes	2,975,000			2,975,000	Kennedy Middle Schol Design	Ch. 44, s. 7 or 70B	5	2,975,000	12/7/2018	6/29/2018		RL 4/6/18	
13, Motion B, Item 2	4/24/2018	Yes	200,000			200,000	Fire Alarm & Signal Bucket Trucks	Ch. 44, s. 7(1)	10					RL 5/29/18	
13, Motion C, Item 1	4/24/2018	Yes	220,000			220,000	Water & Sewer Dump Truck	Ch. 44, s. 7(1)	10					RL 5/29/18	
13, Motion G, Item 1	4/24/2018	Yes	38,000			38,000	Golf Course Greens Mower	Ch. 44, s. 7(1)	5					RL 5/29/18	
13, Motion G, Item 2	4/24/2018	Yes	35,000			35,000	Golf Course Trim Mower	Ch. 44, s. 7(1)	5					RL 5/29/18	
13, Motion G, Item 3	4/24/2018	Yes	35,000			35,000	Golf Course Main Pump Heads	Ch. 44, s. 7(1)	10					RL 5/29/18	
14, Motion B, Item 1	4/24/2018	Yes	675,000			675,000	Charles River Dam Repairs	Ch. 44, s. 8(4)	40					RL 5/29/18	
14, Motion B, Item 2	4/24/2018	Yes	1,000,000			1,000,000	Roadways & Sidewalks	Ch. 44, s. 7(1)	15	350,000	12/7/2018	6/29/2018		RL 5/29/18	
14, Motion B, Item 3	4/24/2018	Yes	2,500,000			2,500,000	Washington Avenue Roadway Improvements	Ch. 44, s. 7(1)	15	75,000	12/7/2018	6/29/2018		RL 5/29/18	
14, Motion D, Item 1	4/24/2018	Yes	667,000			667,000	Fox Hill Drive Water Main Replacement	Ch. 44, s. 8(5) and/or 29C	40	67,000	12/7/2018	6/29/2018		RL 5/29/18	
14, Motion D, Item 2	4/24/2018	Yes	500,000			500,000	Ground Water Wells	Ch. 44, s. 8(4)	30	150,000	12/7/2018	6/29/2018		RL 5/29/18	
14, Motion D, Item 3	4/24/2018	Yes	850,000			850,000	East Central Water Main Abandonment	Ch. 44, s. 8(5) and/or 29C	40	75,000	12/7/2018	6/29/2018		RL 5/29/18	
14, Motion E, Item 1	4/24/2018	Yes	969,000			969,000	Sewer Main Rehabilitation	Ch. 44, s. 7(1) and/or 8(14) and/or 29C	30					RL 5/29/18	
	Total:		39,196,865		*Total:*	26,043,230			*Total:*	7,447,000					

See Attached

Long Term Debt Inside the Debt Limit*	Outstanding July 1, 2017	+ Issued	- Retired	= Outstanding June 30, 2018	Interest Paid in FY 18
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
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, 2017

Inside the Debt Limit

Par Amounts Of Selected Issues

August 15 2008 -Surface Drain (I)	80,000.00
August 15 2008 -Building Remodeling (I)	90,000.00
August 15 2008 -Departmental Equipment 1 (I)	15,000.00
June 15 2010 -Sewer Pump Station (I)	90,000.00
June 15 2010 -Kennedy School Renovations (I)	360,000.00
June 15 2010 -Memorial School Renovations (I)	495,000.00
June 15 2010 -Town Hall & Police/Fire Building Remodeling (I)	120,000.00
June 15 2010 -Sidewalk Tractor (I)	20,000.00
June 15 2010 -Sewer Dept. Truck (I)	75,000.00
June 15 2011 -Community Center Construction (IE)	6,180,000.00
June 15 2011 -Gravel Pit Storage Building Remodeling (I)	40,000.00
June 15 2011 -Police Dispatch Building Remodeling (I)	60,000.00
June 15 2011 -Johnson School Boiler Replacement (I)	95,000.00
June 15 2011 -Memorial School Fire Alarm (I)	100,000.00
June 15 2011 -Johnson School Windows (I)	40,000.00
June 15 2011 -Oak Street Road Repairs (I)	1,190,000.00
June 15 2011 -Fire Truck (I)	160,000.00
June 15 2011 -DPW Equipment 1 (I)	60,000.00
June 15 2011 -DPW Equipment 2 (I)	60,000.00
June 1 2012 Series A After 2015 Reappropriation -Equipment- Public Works (I)	180,000.00
June 1 2012 Series A After 2015 Reappropriation -Departmental Equipment (I)	20,000.00
June 1 2012 Series A After 2015 Reappropriation -Senior Center Construction (IE)	685,000.00
June 1 2012 Series A After 2015 Reappropriation -Johnson School Repairs (I)	70,000.00
June 1 2012 Series A After 2015 Reappropriation -DPW Garage Roof (I)	20,000.00
June 1 2012 Series A After 2015 Reappropriation -Cole Center Repairs (I)	40,000.00
June 1 2012 Series A After 2015 Reappropriation -Kennedy School Equipment (I)	60,000.00
June 1 2012 Series A After 2015 Reappropriation -Building Rehab- 75 West Street	390,000.00
June 1 2012 Series A After 2015 Reappropriation -DPW Garage Roof 2 (I)	15,000.00
June 1 2012 Series A After 2015 Reappropriation -Sewer Building Remodeling (I)	250,000.00
June 1 2012 Series A After 2015 Reappropriation -Reappropriated Senior Center -	30,000.00
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 99- Sewer 1 (I)	50,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Sewer 2 (I)	77,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Building Construction (I)	453,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- Sewer (I)	142,000.00
June 5 2013 after 2015 Reappropriations -Sewer Main (I)	1,210,000.00
June 5 2013 after 2015 Reappropriations -Kennedy School Repairs (I)	90,000.00
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)	30,000.00
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)	380,000.00
June 5 2013 after 2015 Reappropriations -Road Design 1 (I)	150,000.00
June 5 2013 after 2015 Reappropriations -Road Design 2 (I)	150,000.00
June 5 2013 after 2015 Reappropriations -Cur Ref of Apr 15 02- Sewer 1 (I)	90,000.00
June 5 2013 after 2015 Reappropriations -Cur Ref of Apr 15 02- Sewer 2 (I)	50,000.00
June 5 2013 after 2015 Reappropriations -Reappropriated from HS -Portable Classr	975,822.22
June 5 2013 after 2015 Reappropriations -Reappropriated from HS -Lilja School Ro	488,888.88
June 5 2013 after 2015 Reappropriations -Reappropriated Comm. Center - Roads & S	150,000.00
June 5 2013 after 2015 Reappropriations -Reappropriated from HS - Portable Class	518,755.56
March 3 2014 MWRA Sewer (I)	302,280.00
June 16 2014 (June maturity) -Recycle Totes (I)	170,000.00
June 16 2014 (June maturity) -DPW Vehicle Replacement 1 (I)	125,000.00
June 16 2014 (June maturity) -DPW Vehicle Replacement 2 (I)	100,000.00
June 16 2014 (June maturity) -Playground (Ben-Hem School) (I)	115,000.00
June 16 2014 (June maturity) -Police Dispatch Building (I)	180,000.00
June 16 2014 (June maturity) -Roads (I)	240,000.00
June 16 2014 (June maturity) -Retaining Wall (I)	360,000.00
June 16 2014 (June maturity) -Field Fence (I)	95,000.00
June 16 2014 (June maturity) -Memorial School Lights (I)	80,000.00
June 16 2014 (June maturity) -JJ Lane Park (I)	70,000.00
June 16 2014 (June maturity) -Memorial School Boilers (I)	310,000.00
June 16 2014 (June maturity) -Police HVAC (I)	80,000.00
June 16 2014 (June maturity) -Fire Truck (I)	295,000.00
June 16 2014 (June maturity) -DPW Trash Packers (I)	155,000.00
June 16 2014 (June maturity) -DPW Sweeper (I)	70,000.00
June 16 2014 (June maturity) -Cole Field Renovations (I)	280,000.00
June 16 2014 (June maturity) -Johnson School Windows (I)	115,000.00
June 16 2014 (June maturity) -Speen Street Sewer (I)	120,000.00
June 16 2014 (June maturity) -Sewer Backhoe (I)	60,000.00
June 16 2014 (June maturity) -Water Dept Dump Truck (I)	105,000.00
June 16 2014 (June maturity) -Springvale Energy Conservation (I)	105,000.00
June 16 2014 (June maturity) -Golf Carts (I)	25,000.00

Town of Natick, Massachusetts

Long-Term Debt Outstanding as of July 1, 2017

Inside the Debt Limit

Par Amounts Of Selected Issues

June 16 2014 (June maturity) -Cur Ref of Apr 15 04- School Building (IE)	3,185,000.00
June 16 2014 (June maturity) -Cur Ref of Apr 15 04- School Engineering (I)	420,000.00
February 23 2015 MWRA Sewer (I)	161,640.00
June 25 2015 -Roads & Sidewalks (I)	280,000.00
June 25 2015 -Dug Pond Pier (I)	85,000.00
June 25 2015 -Pine Street Roadway (I)	860,000.00
June 25 2015 -DPW Building Construction (I)	195,000.00
June 25 2015 -Kennedy Middle School Portable Classrooms (I)	120,000.00
June 25 2015 -Ambulance #3 (I)	120,000.00
June 25 2015 -DPW S-37 Hooklift & Chassis (I)	180,000.00
June 25 2015 -DPW S-38 Small Multi-Body Truck (I)	100,000.00
June 25 2015 -Cole North Field (I)	155,000.00
April 21 2016 -Drainage (I)	315,000.00
April 21 2016 -Sewer (I)	15,000.00
April 21 2016 -Public Works Building Construction (I)	90,000.00
April 21 2016 -Parking Meters (I)	42,000.00
April 21 2016 -Trash Packer Truck Replacement (I)	240,000.00
April 21 2016 -Sidewalk Machine Replacement (I)	125,000.00
April 21 2016 -Snow Blower Replacement (I)	235,000.00
April 21 2016 -Willow Street Drainage (I)	170,000.00
April 21 2016 -Golf Course Greens Aerator (I)	18,000.00
April 21 2016 -Sidewalk/Front End Loader Replacement (I)	220,000.00
April 21 2016 -Road & Sidewalk Improvements (I)	90,000.00
April 21 2016 -Pegan Lane Land Acquisition (I)	950,000.00
April 21 2016 -Pine Street Roadway Improvements (I)	785,000.00
April 21 2016 -Cur Ref of Nov 1 06- Sewer (I)	1,015,000.00
April 27 2017 -Cole North Field (I)	105,600.00
April 27 2017 -Telephones - Hardware (I)	634,100.00
April 27 2017 -Telephones - Software (I)	36,200.00
April 27 2017 -Cole Center Air Handler (I)	74,600.00
April 27 2017 -M2 Truck Replacement (I)	93,300.00
April 27 2017 -Bucket Truck Replacement (I)	176,400.00
April 27 2017 -East School Roof Replacement (I)	254,100.00
April 27 2017 -East School Field Engineering (I)	185,400.00
April 27 2017 -Engineering Charles River Bridge (I)	116,400.00
April 27 2017 -Ambulance Replacement (I)	209,000.00
April 27 2017 -H50 Dump Truck Replacement (I)	122,600.00
April 27 2017 -H63 Street Sweeper (I)	189,800.00
April 27 2017 -S33 Trash Packer (I)	227,300.00
April 27 2017 -Road & Sidewalk Improvements (I)	892,800.00
April 27 2017 -Field Renovations (I)	149,500.00
April 27 2017 -Roadway & Sidewalks - S. Main Street (I)	277,600.00
April 27 2017 -DPW Maintenance Garage Roof (I)	274,600.00
April 27 2017 -Navy Yard Field Engineering (I)	93,300.00
April 27 2017 -Cottage Street Roadway Improvements (I)	2,013,100.00
April 27 2017 -H63 Street Sweeper Supplement (I)	71,400.00
April 27 2017 -Radio Communications System (I)	199,500.00
April 27 2017 -Charles River Bridge Rehab (I)	690,500.00
April 27 2017 -Recycling Side Arm Packer (I)	247,400.00
April 27 2017 -Town Hall HVAC (I)	96,400.00
April 27 2017 -Sidewalk & Guardrail Replacement (I)	249,100.00
April 27 2017 -Wilson School Sidewalks (I)	98,000.00
April 27 2017 -Brown School Sidewalks (I)	95,000.00
April 27 2017 -Lilja School Roof (I)	400,100.00
April 27 2017 -Brown School Roof (I)	801,200.00
April 27 2017 -Golf Irrigation Pond Liner (I)	90,500.00
April 27 2017 -Sewer Station & Equipment (I)	331,700.00
April 27 2017 -Sewer Pump Station (I)	212,600.00
April 27 2017 -Water W23 Dump Truck (I)	203,200.00
April 27 2017 -Water W19 Vactor Replacement (I)	360,500.00
May 15 2017 MWRA Sewer (I)	40,200.00
TOTAL	**40,250,386.65**

Town of Natick, Massachusetts

Long-Term Debt Outstanding as of July 1, 2017

Outside the Debt Limit

Par Amounts Of Selected Issues

August 1 2001 MCWT 97-1026 (OE)	22,791.00
August 1 2004 MCWT 97-1026-1 (OE)	30,850.00
October 26 2006 MCWT DW-02-07 (O)	2,553,695.19
August 15 2008 -Water Mains- Lining (O)	300,000.00
March 18 2009 MCWT 97-1026-B (OE)	90,000.00
June 15 2010 -Water Mains- Lining (O)	180,000.00
June 15 2010 -Well (O)	75,000.00
June 15 2010 -Reservoir Rehab (O)	150,000.00
June 15 2011 -Water Main Relining (O)	470,000.00
June 15 2011 -High School 1 (OE)	26,950,000.00
June 15 2011 -High School 3 (OE)	645,000.00
June 15 2011 -High School 4 (OE)	350,000.00
June 1 2012 Series A After 2015 Reappropriation -Well (O)	150,000.00
June 1 2012 Series A After 2015 Reappropriation -Water Dept Equipment- VFD Insta	125,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Water Treatment Facility (O)	60,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Landfill Closing out (O)	120,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- School (O)	72,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Water (O)	51,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Landfill Closing out (O)	399,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- School (O)	294,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- Water (O)	89,000.00
June 5 2013 after 2015 Reappropriations -Water Well (O)	180,000.00
June 5 2013 after 2015 Reappropriations -Water Departmental Equipment (O)	120,000.00
June 5 2013 after 2015 Reappropriations -High School Construction (OE)	2,416,533.33
June 5 2013 after 2015 Reappropriations -Cur Ref of Apr 15 02- Golf Course (O)	635,000.00
June 16 2014 (June maturity) -Sewer Line Replacement (O)	15,000.00
June 16 2014 (June maturity) -Water- Replace Valves (O)	70,000.00
June 16 2014 (June maturity) -Pump Station Well (O)	105,000.00
June 16 2014 (June maturity) -Water Treatment Facility (O)	175,000.00
June 16 2014 (June maturity) -Well (O)	240,000.00
April 27 2017 -Prime Park Pump Station (O)	137,600.00
April 27 2017 -Well (O)	91,300.00
April 27 2017 -VFD Installs & Controls (O)	172,600.00
April 27 2017 -SCADA PLU/CPU Equipment (O)	252,100.00
April 27 2017 -Water Distribution (O)	230,200.00
April 27 2017 -Water Treatment Plant Pump VFDs (O)	105,100.00
April 27 2017 -Replace Ground Water Wells (O)	274,600.00
April 27 2017 -Springvale WTP Reuse Tank (O)	340,600.00
April 27 2017 -W. Central Water Main (O)	1,073,000.00
April 27 2017 -Route 30 Water Main Loop (O)	403,100.00
TOTAL	**40,214,069.52**

Town of Natick, Massachusetts

Long-Term Debt Issued During FY 2018

Inside the Debt Limit

Par Amounts Of Selected Issues

July 27 2017 -Replace 2001 Fire Pumper (I)	531,600.00
July 27 2017 -Replace S-31 Trash Packer (I)	266,200.00
July 27 2017 -Replace H-58 Front End Loader (I)	242,800.00
July 27 2017 -Replace H-72 Sidewalk Bombardier (I)	163,000.00
July 27 2017 -Replace Cole Center Roof (I)	463,300.00
July 27 2017 -Roadway & Sidewalks (I)	905,000.00
July 27 2017 -Park & Field Renovation (I)	161,000.00
July 27 2017 -Natick High School - Irrigation Well (I)	92,800.00
July 27 2017 -Lilja School Modular Classrooms (I)	1,955,000.00
July 27 2017 -Sewer Station Generator (I)	86,000.00
July 27 2017 -Golf Cart Fleet Replacement (I)	102,900.00
July 27 2017 -Rte 9 & Rte 27 Water/Sewer Infrastructure (I)	2,925,400.00
TOTAL	**7,895,000.00**

Hilltop Securities Inc.

Public Finance

Town of Natick, Massachusetts

Long-Term Debt Issued During FY 2018

Outside the Debt Limit

Par Amounts Of Selected Issues

July 27 2017 -Replace Ground Water Wells (O)	370,000.00
July 27 2017 -Water Main Upgrade (O)	335,000.00
TOTAL	**705,000.00**

Hilltop Securities Inc.

Public Finance

Town of Natick, Massachusetts

Long-Term Debt Retired During FY 2018

Inside the Debt Limit

Par Amounts Of Selected Issues

August 15 2008 -Surface Drain (I)	80,000.00
August 15 2008 -Building Remodeling (I)	90,000.00
August 15 2008 -Departmental Equipment 1 (I)	15,000.00
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 -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)	25,000.00
June 15 2011 -Johnson School Windows (I)	10,000.00
June 15 2011 -Oak Street Road Repairs (I)	135,000.00
June 15 2011 -Fire Truck (I)	40,000.00
June 15 2011 -DPW Equipment 1 (I)	15,000.00
June 15 2011 -DPW Equipment 2 (I)	15,000.00
June 1 2012 Series A After 2015 Reappropriation -Equipment- Public Works (I)	90,000.00
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)	35,000.00
June 1 2012 Series A After 2015 Reappropriation -DPW Garage Roof (I)	10,000.00
June 1 2012 Series A After 2015 Reappropriation -Cole Center Repairs (I)	20,000.00
June 1 2012 Series A After 2015 Reappropriation -Kennedy School Equipment (I)	30,000.00
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 99- Sewer 1 (I)	25,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Sewer 2 (I)	35,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Building Construction (I)	453,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- Sewer (I)	36,000.00
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)	30,000.00
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)	25,000.00
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)	10,000.00
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)	35,000.00
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)	20,000.00
June 16 2014 (June maturity) -Water Dept Dump Truck (I)	35,000.00
June 16 2014 (June maturity) -Springvale Energy Conservation (I)	15,000.00
June 16 2014 (June maturity) -Golf Carts (I)	25,000.00
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)	60,000.00

Town of Natick, Massachusetts

Long-Term Debt Retired During FY 2018

Inside the Debt Limit

Par Amounts Of Selected Issues

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)	25,000.00
June 25 2015 -Kennedy Middle School Portable Classrooms (I)	40,000.00
June 25 2015 -Ambulance #3 (I)	40,000.00
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
April 21 2016 -Drainage (I)	35,000.00
April 21 2016 -Sewer (I)	5,000.00
April 21 2016 -Public Works Building Construction (I)	10,000.00
April 21 2016 -Parking Meters (I)	7,000.00
April 21 2016 -Trash Packer Truck Replacement (I)	40,000.00
April 21 2016 -Sidewalk Machine Replacement (I)	15,000.00
April 21 2016 -Snow Blower Replacement (I)	40,000.00
April 21 2016 -Willow Street Drainage (I)	20,000.00
April 21 2016 -Golf Course Greens Aerator (I)	8,000.00
April 21 2016 -Sidewalk/Front End Loader Replacement (I)	25,000.00
April 21 2016 -Road & Sidewalk Improvements (I)	10,000.00
April 21 2016 -Pegan Lane Land Acquisition (I)	50,000.00
April 21 2016 -Pine Street Roadway Improvements (I)	60,000.00
April 21 2016 -Cur Ref of Nov 1 06- Sewer (I)	105,000.00
April 27 2017 -Cole North Field (I)	10,600.00
April 27 2017 -Telephones - Hardware (I)	84,100.00
April 27 2017 -Telephones - Software (I)	16,200.00
April 27 2017 -Cole Center Air Handler (I)	19,600.00
April 27 2017 -M2 Truck Replacement (I)	23,300.00
April 27 2017 -Bucket Truck Replacement (I)	21,400.00
April 27 2017 -East School Roof Replacement (I)	19,100.00
April 27 2017 -East School Field Engineering (I)	40,400.00
April 27 2017 -Engineering Charles River Bridge (I)	26,400.00
April 27 2017 -Ambulance Replacement (I)	49,000.00
April 27 2017 -H50 Dump Truck Replacement (I)	22,600.00
April 27 2017 -H63 Street Sweeper (I)	29,800.00
April 27 2017 -S33 Trash Packer (I)	27,300.00
April 27 2017 -Road & Sidewalk Improvements (I)	62,800.00
April 27 2017 -Field Renovations (I)	14,500.00
April 27 2017 -Roadway & Sidewalks - S. Main Street (I)	57,600.00
April 27 2017 -DPW Maintenance Garage Roof (I)	19,600.00
April 27 2017 -Navy Yard Field Engineering (I)	23,300.00
April 27 2017 -Cottage Street Roadway Improvements (I)	138,100.00
April 27 2017 -H63 Street Sweeper Supplement (I)	11,400.00
April 27 2017 -Radio Communications System (I)	44,500.00
April 27 2017 -Charles River Bridge Rehab (I)	35,500.00
April 27 2017 -Recycling Side Arm Packer (I)	37,400.00
April 27 2017 -Town Hall HVAC (I)	11,400.00
April 27 2017 -Sidewalk & Guardrail Replacement (I)	29,100.00
April 27 2017 -Wilson School Sidewalks (I)	13,000.00
April 27 2017 -Brown School Sidewalks (I)	10,000.00
April 27 2017 -Lilja School Roof (I)	25,100.00
April 27 2017 -Brown School Roof (I)	46,200.00
April 27 2017 -Golf Irrigation Pond Liner (I)	10,500.00
April 27 2017 -Sewer Station & Equipment (I)	21,700.00
April 27 2017 -Sewer Pump Station (I)	17,600.00
April 27 2017 -Water W23 Dump Truck (I)	33,200.00
April 27 2017 -Water W19 Vactor Replacement (I)	40,500.00
May 15 2017 MWRA Sewer (I)	4,020.00
TOTAL	**6,079,131.67**

Town of Natick, Massachusetts

Long-Term Debt Retired During FY 2018

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)	277,787.45
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 3 (OE)	50,000.00
June 15 2011 -High School 4 (OE)	25,000.00
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)	60,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Landfill Closing out (O)	120,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- School (O)	72,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Water (O)	26,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Landfill Closing out (O)	146,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- School (O)	116,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- Water (O)	23,000.00
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)	130,000.00
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
April 27 2017 -Prime Park Pump Station (O)	12,600.00
April 27 2017 -Well (O)	6,300.00
April 27 2017 -VFD Installs & Controls (O)	22,600.00
April 27 2017 -SCADA PLU/CPU Equipment (O)	32,100.00
April 27 2017 -Water Distribution (O)	15,200.00
April 27 2017 -Water Treatment Plant Pump VFDs (O)	15,100.00
April 27 2017 -Replace Ground Water Wells (O)	19,600.00
April 27 2017 -Springvale WTP Reuse Tank (O)	35,600.00
April 27 2017 -W. Central Water Main (O)	78,000.00
April 27 2017 -Route 30 Water Main Loop (O)	33,100.00
TOTAL	**4,077,219.78**

Town of Natick, Massachusetts

Long-Term Debt Outstanding as of June 30, 2018

Inside the Debt Limit

Par Amounts Of Selected Issues

June 15 2010 -Sewer Pump Station (I)	60,000.00
June 15 2010 -Kennedy School Renovations (I)	240,000.00
June 15 2010 -Memorial School Renovations (I)	330,000.00
June 15 2010 -Town Hall & Police/Fire Building Remodeling (I)	80,000.00
June 15 2010 -Sidewalk Tractor (I)	10,000.00
June 15 2010 -Sewer Dept. Truck (I)	50,000.00
June 15 2011 -Community Center Construction (IE)	5,735,000.00
June 15 2011 -Gravel Pit Storage Building Remodeling (I)	30,000.00
June 15 2011 -Police Dispatch Building Remodeling (I)	45,000.00
June 15 2011 -Johnson School Boiler Replacement (I)	70,000.00
June 15 2011 -Memorial School Fire Alarm (I)	75,000.00
June 15 2011 -Johnson School Windows (I)	30,000.00
June 15 2011 -Oak Street Road Repairs (I)	1,055,000.00
June 15 2011 -Fire Truck (I)	120,000.00
June 15 2011 -DPW Equipment 1 (I)	45,000.00
June 15 2011 -DPW Equipment 2 (I)	45,000.00
June 1 2012 Series A After 2015 Reappropriation -Equipment- Public Works (I)	90,000.00
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)	590,000.00
June 1 2012 Series A After 2015 Reappropriation -Johnson School Repairs (I)	35,000.00
June 1 2012 Series A After 2015 Reappropriation -DPW Garage Roof (I)	10,000.00
June 1 2012 Series A After 2015 Reappropriation -Cole Center Repairs (I)	20,000.00
June 1 2012 Series A After 2015 Reappropriation -Kennedy School Equipment (I)	30,000.00
June 1 2012 Series A After 2015 Reappropriation -Building Rehab- 75 West Street	310,000.00
June 1 2012 Series A After 2015 Reappropriation -DPW Garage Roof 2 (I)	5,000.00
June 1 2012 Series A After 2015 Reappropriation -Sewer Building Remodeling (I)	200,000.00
June 1 2012 Series A After 2015 Reappropriation -Reappropriated Senior Center -	15,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Sewer 1 (I)	25,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Sewer 2 (I)	42,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- Sewer (I)	106,000.00
June 5 2013 after 2015 Reappropriations -Sewer Main (I)	1,100,000.00
June 5 2013 after 2015 Reappropriations -Kennedy School Repairs (I)	75,000.00
June 5 2013 after 2015 Reappropriations -Equipment- Recycle Packers (I)	250,000.00
June 5 2013 after 2015 Reappropriations -Road Design 1 (I)	125,000.00
June 5 2013 after 2015 Reappropriations -Road Design 2 (I)	125,000.00
June 5 2013 after 2015 Reappropriations -Cur Ref of Apr 15 02- Sewer 1 (I)	70,000.00
June 5 2013 after 2015 Reappropriations -Cur Ref of Apr 15 02- Sewer 2 (I)	40,000.00
June 5 2013 after 2015 Reappropriations -Reappropriated from HS -Portable Classr	914,833.33
June 5 2013 after 2015 Reappropriations -Reappropriated from HS -Lilja School Ro	458,333.33
June 5 2013 after 2015 Reappropriations -Reappropriated Comm. Center - Roads & S	125,000.00
June 5 2013 after 2015 Reappropriations -Reappropriated from HS - Portable Class	486,333.33
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)	90,000.00
June 16 2014 (June maturity) -DPW Vehicle Replacement 2 (I)	75,000.00
June 16 2014 (June maturity) -Playground (Ben-Hem School) (I)	95,000.00
June 16 2014 (June maturity) -Police Dispatch Building (I)	165,000.00
June 16 2014 (June maturity) -Roads (I)	220,000.00
June 16 2014 (June maturity) -Retaining Wall (I)	330,000.00
June 16 2014 (June maturity) -Field Fence (I)	80,000.00
June 16 2014 (June maturity) -Memorial School Lights (I)	65,000.00
June 16 2014 (June maturity) -JJ Lane Park (I)	60,000.00
June 16 2014 (June maturity) -Memorial School Boilers (I)	280,000.00
June 16 2014 (June maturity) -Police HVAC (I)	65,000.00
June 16 2014 (June maturity) -Fire Truck (I)	220,000.00
June 16 2014 (June maturity) -DPW Trash Packers (I)	115,000.00
June 16 2014 (June maturity) -DPW Sweeper (I)	35,000.00
June 16 2014 (June maturity) -Cole Field Renovations (I)	240,000.00
June 16 2014 (June maturity) -Johnson School Windows (I)	95,000.00
June 16 2014 (June maturity) -Speen Street Sewer (I)	100,000.00
June 16 2014 (June maturity) -Sewer Backhoe (I)	40,000.00
June 16 2014 (June maturity) -Water Dept Dump Truck (I)	70,000.00
June 16 2014 (June maturity) -Springvale Energy Conservation (I)	90,000.00
June 16 2014 (June maturity) -Cur Ref of Apr 15 04- School Building (IE)	2,720,000.00
June 16 2014 (June maturity) -Cur Ref of Apr 15 04- School Engineering (I)	360,000.00
February 23 2015 MWRA Sewer (I)	141,435.00
June 25 2015 -Roads & Sidewalks (I)	245,000.00
June 25 2015 -Dug Pond Pier (I)	70,000.00
June 25 2015 -Pine Street Roadway (I)	790,000.00
June 25 2015 -DPW Building Construction (I)	170,000.00
June 25 2015 -Kennedy Middle School Portable Classrooms (I)	80,000.00
June 25 2015 -Ambulance #3 (I)	80,000.00
June 25 2015 -DPW S-37 Hooklift & Chassis (I)	155,000.00
June 25 2015 -DPW S-38 Small Multi-Body Truck (I)	85,000.00
June 25 2015 -Cole North Field (I)	135,000.00

Town of Natick, Massachusetts

Long-Term Debt Outstanding as of June 30, 2018

Inside the Debt Limit

Par Amounts Of Selected Issues

April 21 2016 -Drainage (I)	280,000.00
April 21 2016 -Sewer (I)	10,000.00
April 21 2016 -Public Works Building Construction (I)	80,000.00
April 21 2016 -Parking Meters (I)	35,000.00
April 21 2016 -Trash Packer Truck Replacement (I)	200,000.00
April 21 2016 -Sidewalk Machine Replacement (I)	110,000.00
April 21 2016 -Snow Blower Replacement (I)	195,000.00
April 21 2016 -Willow Street Drainage (I)	150,000.00
April 21 2016 -Golf Course Greens Aerator (I)	10,000.00
April 21 2016 -Sidewalk/Front End Loader Replacement (I)	195,000.00
April 21 2016 -Road & Sidewalk Improvements (I)	80,000.00
April 21 2016 -Pegan Lane Land Acquisition (I)	900,000.00
April 21 2016 -Pine Street Roadway Improvements (I)	725,000.00
April 21 2016 -Cur Ref of Nov 1 06- Sewer (I)	910,000.00
April 27 2017 -Cole North Field (I)	95,000.00
April 27 2017 -Telephones - Hardware (I)	550,000.00
April 27 2017 -Telephones - Software (I)	20,000.00
April 27 2017 -Cole Center Air Handler (I)	55,000.00
April 27 2017 -M2 Truck Replacement (I)	70,000.00
April 27 2017 -Bucket Truck Replacement (I)	155,000.00
April 27 2017 -East School Roof Replacement (I)	235,000.00
April 27 2017 -East School Field Engineering (I)	145,000.00
April 27 2017 -Engineering Charles River Bridge (I)	90,000.00
April 27 2017 -Ambulance Replacement (I)	160,000.00
April 27 2017 -H50 Dump Truck Replacement (I)	100,000.00
April 27 2017 -H63 Street Sweeper (I)	160,000.00
April 27 2017 -S33 Trash Packer (I)	200,000.00
April 27 2017 -Road & Sidewalk Improvements (I)	830,000.00
April 27 2017 -Field Renovations (I)	135,000.00
April 27 2017 -Roadway & Sidewalks - S. Main Street (I)	220,000.00
April 27 2017 -DPW Maintenance Garage Roof (I)	255,000.00
April 27 2017 -Navy Yard Field Engineering (I)	70,000.00
April 27 2017 -Cottage Street Roadway Improvements (I)	1,875,000.00
April 27 2017 -H63 Street Sweeper Supplement (I)	60,000.00
April 27 2017 -Radio Communications System (I)	155,000.00
April 27 2017 -Charles River Bridge Rehab (I)	655,000.00
April 27 2017 -Recycling Side Arm Packer (I)	210,000.00
April 27 2017 -Town Hall HVAC (I)	85,000.00
April 27 2017 -Sidewalk & Guardrail Replacement (I)	220,000.00
April 27 2017 -Wilson School Sidewalks (I)	85,000.00
April 27 2017 -Brown School Sidewalks (I)	85,000.00
April 27 2017 -Lilja School Roof (I)	375,000.00
April 27 2017 -Brown School Roof (I)	755,000.00
April 27 2017 -Golf Irrigation Pond Liner (I)	80,000.00
April 27 2017 -Sewer Station & Equipment (I)	310,000.00
April 27 2017 -Sewer Pump Station (I)	195,000.00
April 27 2017 -Water W23 Dump Truck (I)	170,000.00
April 27 2017 -Water W19 Vactor Replacement (I)	320,000.00
May 15 2017 MWRA Sewer (I)	36,180.00
July 27 2017 -Replace 2001 Fire Pumper (I)	531,600.00
July 27 2017 -Replace S-31 Trash Packer (I)	266,200.00
July 27 2017 -Replace H-58 Front End Loader (I)	242,800.00
July 27 2017 -Replace H-72 Sidewalk Bombardier (I)	163,000.00
July 27 2017 -Replace Cole Center Roof (I)	463,300.00
July 27 2017 -Roadway & Sidewalks (I)	905,000.00
July 27 2017 -Park & Field Renovation (I)	161,000.00
July 27 2017 -Natick High School - Irrigation Well (I)	92,800.00
July 27 2017 -Lilja School Modular Classrooms (I)	1,955,000.00
July 27 2017 -Sewer Station Generator (I)	86,000.00
July 27 2017 -Golf Cart Fleet Replacement (I)	102,900.00
July 27 2017 -Rte 9 & Rte 27 Water/Sewer Infrastructure (I)	2,925,400.00
TOTAL	**42,066,254.99**

Town of Natick, Massachusetts

Long-Term Debt Outstanding as of June 30, 2018

Outside the Debt Limit

Par Amounts Of Selected Issues

August 1 2001 MCWT 97-1026 (OE)	15,194.00
August 1 2004 MCWT 97-1026-1 (OE)	25,748.00
October 26 2006 MCWT DW-02-07 (O)	2,275,907.74
March 18 2009 MCWT 97-1026-B (OE)	82,500.00
June 15 2010 -Water Mains- Lining (O)	120,000.00
June 15 2010 -Well (O)	50,000.00
June 15 2010 -Reservoir Rehab (O)	100,000.00
June 15 2011 -Water Main Relining (O)	415,000.00
June 15 2011 -High School 1 (OE)	25,025,000.00
June 15 2011 -High School 3 (OE)	595,000.00
June 15 2011 -High School 4 (OE)	325,000.00
June 1 2012 Series A After 2015 Reappropriation -Well (O)	120,000.00
June 1 2012 Series A After 2015 Reappropriation -Water Dept Equipment- VFD Insta	100,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Water (O)	25,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Landfill Closing out (O)	253,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- School (O)	178,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- Water (O)	66,000.00
June 5 2013 after 2015 Reappropriations -Water Well (O)	150,000.00
June 5 2013 after 2015 Reappropriations -Water Departmental Equipment (O)	100,000.00
June 5 2013 after 2015 Reappropriations -High School Construction (OE)	2,265,500.00
June 5 2013 after 2015 Reappropriations -Cur Ref of Apr 15 02- Golf Course (O)	505,000.00
June 16 2014 (June maturity) -Sewer Line Replacement (O)	5,000.00
June 16 2014 (June maturity) -Water- Replace Valves (O)	60,000.00
June 16 2014 (June maturity) -Pump Station Well (O)	90,000.00
June 16 2014 (June maturity) -Water Treatment Facility (O)	160,000.00
June 16 2014 (June maturity) -Well (O)	220,000.00
April 27 2017 -Prime Park Pump Station (O)	125,000.00
April 27 2017 -Well (O)	85,000.00
April 27 2017 -VFD Installs & Controls (O)	150,000.00
April 27 2017 -SCADA PLU/CPU Equipment (O)	220,000.00
April 27 2017 -Water Distribution (O)	215,000.00
April 27 2017 -Water Treatment Plant Pump VFDs (O)	90,000.00
April 27 2017 -Replace Ground Water Wells (O)	255,000.00
April 27 2017 -Springvale WTP Reuse Tank (O)	305,000.00
April 27 2017 -W. Central Water Main (O)	995,000.00
April 27 2017 -Route 30 Water Main Loop (O)	370,000.00
July 27 2017 -Replace Ground Water Wells (O)	370,000.00
July 27 2017 -Water Main Upgrade (O)	335,000.00
TOTAL	**36,841,849.74**

Hilltop Securities Inc.

Public Finance

Town of Natick, Massachusetts

Interest Paid on Long-Term Debt During FY 2018

Inside the Debt Limit

August 15 2008 -Surface Drain (I)	3,200.00
August 15 2008 -Building Remodeling (I)	3,600.00
August 15 2008 -Departmental Equipment 1 (I)	600.00
June 15 2010 -Sewer Pump Station (I)	2,850.00
June 15 2010 -Kennedy School Renovations (I)	11,400.00
June 15 2010 -Memorial School Renovations (I)	15,675.00
June 15 2010 -Town Hall & Police/Fire Building Remodeling (I)	3,800.00
June 15 2010 -Sidewalk Tractor (I)	625.00
June 15 2010 -Sewer Dept. Truck (I)	2,375.00
June 15 2011 -Community Center Construction (IE)	217,350.00
June 15 2011 -Gravel Pit Storage Building Remodeling (I)	1,300.00
June 15 2011 -Police Dispatch Building Remodeling (I)	1,950.00
June 15 2011 -Johnson School Boiler Replacement (I)	3,100.00
June 15 2011 -Memorial School Fire Alarm (I)	3,250.00
June 15 2011 -Johnson School Windows (I)	1,300.00
June 15 2011 -Oak Street Road Repairs (I)	38,675.00
June 15 2011 -Fire Truck (I)	5,200.00
June 15 2011 -DPW Equipment 1 (I)	1,950.00
June 15 2011 -DPW Equipment 2 (I)	1,950.00
June 1 2012 Series A After 2015 Reappropriation -Equipment- Public Works (I)	7,200.00
June 1 2012 Series A After 2015 Reappropriation -Departmental Equipment (I)	800.00
June 1 2012 Series A After 2015 Reappropriation -Senior Center Construction (IE)	19,525.00
June 1 2012 Series A After 2015 Reappropriation -Johnson School Repairs (I)	2,800.00
June 1 2012 Series A After 2015 Reappropriation -DPW Garage Roof (I)	800.00
June 1 2012 Series A After 2015 Reappropriation -Cole Center Repairs (I)	1,600.00
June 1 2012 Series A After 2015 Reappropriation -Kennedy School Equipment (I)	2,400.00
June 1 2012 Series A After 2015 Reappropriation -Building Rehab- 75 West Street	12,600.00
June 1 2012 Series A After 2015 Reappropriation -DPW Garage Roof 2 (I)	600.00
June 1 2012 Series A After 2015 Reappropriation -Sewer Building Remodeling (I)	8,000.00
June 1 2012 Series A After 2015 Reappropriation -Reappropriated Senior Center -	1,200.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Sewer (I)	260.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Sewer 1 (I)	1,500.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Sewer 2 (I)	2,380.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Building Construction (I)	9,060.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- Sewer (I)	4,960.00
June 5 2013 after 2015 Reappropriations -Sewer Main (I)	39,050.00
June 5 2013 after 2015 Reappropriations -Kennedy School Repairs (I)	3,300.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Log Loader (I)	400.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Vehicle Replacement (I)	400.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Dump Truck (I)	800.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Front-end Loader (I)	1,200.00
June 5 2013 after 2015 Reappropriations -DPW Equipment- Snow Melter (I)	1,800.00
June 5 2013 after 2015 Reappropriations -Police Equipment- Security Cameras (I)	600.00
June 5 2013 after 2015 Reappropriations -Equipment- Recycle Packers (I)	15,200.00
June 5 2013 after 2015 Reappropriations -Road Design 1 (I)	5,500.00
June 5 2013 after 2015 Reappropriations -Road Design 2 (I)	5,500.00
June 5 2013 after 2015 Reappropriations -Cur Ref of Apr 15 02- Sewer 1 (I)	3,600.00
June 5 2013 after 2015 Reappropriations -Cur Ref of Apr 15 02- Sewer 2 (I)	2,000.00
June 5 2013 after 2015 Reappropriations -Reappropriated from HS -Portable Classr	30,951.86
June 5 2013 after 2015 Reappropriations -Reappropriated from HS -Lilja School Ro	15,506.94
June 5 2013 after 2015 Reappropriations -Reappropriated Comm. Center - Roads & S	5,500.00
June 5 2013 after 2015 Reappropriations -Reappropriated from HS - Portable Class	16,454.28
June 16 2014 (June maturity) -Recycle Totes (I)	7,650.00
June 16 2014 (June maturity) -DPW Vehicle Replacement 1 (I)	5,350.00
June 16 2014 (June maturity) -DPW Vehicle Replacement 2 (I)	4,250.00
June 16 2014 (June maturity) -Playground (Ben-Hem School) (I)	4,387.50
June 16 2014 (June maturity) -Police Dispatch Building (I)	6,018.76
June 16 2014 (June maturity) -Roads (I)	8,025.00
June 16 2014 (June maturity) -Retaining Wall (I)	12,037.50
June 16 2014 (June maturity) -Field Fence (I)	3,675.00
June 16 2014 (June maturity) -Memorial School Lights (I)	3,075.00
June 16 2014 (June maturity) -JJ Lane Park (I)	2,625.00
June 16 2014 (June maturity) -Memorial School Boilers (I)	10,481.26
June 16 2014 (June maturity) -Police HVAC (I)	3,075.00
June 16 2014 (June maturity) -Fire Truck (I)	12,550.00
June 16 2014 (June maturity) -DPW Trash Packers (I)	6,600.00
June 16 2014 (June maturity) -DPW Sweeper (I)	3,150.00
June 16 2014 (June maturity) -Cole Field Renovations (I)	10,500.00
June 16 2014 (June maturity) -Johnson School Windows (I)	4,387.50
June 16 2014 (June maturity) -Speen Street Sewer (I)	4,800.00
June 16 2014 (June maturity) -Sewer Backhoe (I)	2,600.00
June 16 2014 (June maturity) -Water Dept Dump Truck (I)	4,550.00
June 16 2014 (June maturity) -Springvale Energy Conservation (I)	3,937.50
June 16 2014 (June maturity) -Golf Carts (I)	1,250.00
June 16 2014 (June maturity) -Cur Ref of Apr 15 04- School Building (IE)	119,850.00
June 16 2014 (June maturity) -Cur Ref of Apr 15 04- School Engineering (I)	15,750.00
June 25 2015 -Roads & Sidewalks (I)	8,400.00
June 25 2015 -Dug Pond Pier (I)	2,550.00
June 25 2015 -Pine Street Roadway (I)	24,760.00
June 25 2015 -DPW Building Construction (I)	5,850.00
June 25 2015 -Kennedy Middle School Portable Classrooms (I)	3,600.00
June 25 2015 -Ambulance #3 (I)	3,600.00

Town of Natick, Massachusetts

Interest Paid on Long-Term Debt During FY 2018

Inside the Debt Limit

Interest	Page 2 of 2
June 25 2015 -DPW S-37 Hooklift & Chassis (I)	5,400.00
June 25 2015 -DPW S-38 Small Multi-Body Truck (I)	3,000.00
June 25 2015 -Cole North Field (I)	4,650.00
April 21 2016 -Drainage (I)	9,572.50
April 21 2016 -Sewer (I)	500.00
April 21 2016 -Public Works Building Construction (I)	2,735.00
April 21 2016 -Parking Meters (I)	1,257.50
April 21 2016 -Trash Packer Truck Replacement (I)	8,000.00
April 21 2016 -Sidewalk Machine Replacement (I)	3,802.50
April 21 2016 -Snow Blower Replacement (I)	7,800.00
April 21 2016 -Willow Street Drainage (I)	5,170.00
April 21 2016 -Golf Course Greens Aerator (I)	560.00
April 21 2016 -Sidewalk/Front End Loader Replacement (I)	6,687.50
April 21 2016 -Road & Sidewalk Improvements (I)	2,735.00
April 21 2016 -Pegan Lane Land Acquisition (I)	24,737.50
April 21 2016 -Pine Street Roadway Improvements (I)	21,111.26
April 21 2016 -Cur Ref of Nov 1 06- Sewer (I)	29,900.00
April 27 2017 -Cole North Field (I)	4,669.00
April 27 2017 -Telephones - Hardware (I)	28,328.17
April 27 2017 -Telephones - Software (I)	1,459.67
April 27 2017 -Cole Center Air Handler (I)	3,170.67
April 27 2017 -M2 Truck Replacement (I)	3,929.50
April 27 2017 -Bucket Truck Replacement (I)	7,946.00
April 27 2017 -East School Roof Replacement (I)	10,154.83
April 27 2017 -East School Field Engineering (I)	7,946.00
April 27 2017 -Engineering Charles River Bridge (I)	4,901.00
April 27 2017 -Ambulance Replacement (I)	8,941.67
April 27 2017 -H50 Dump Truck Replacement (I)	5,345.67
April 27 2017 -H63 Street Sweeper (I)	8,448.67
April 27 2017 -S33 Trash Packer (I)	10,261.17
April 27 2017 -Road & Sidewalk Improvements (I)	36,917.00
April 27 2017 -Field Renovations (I)	6,210.83
April 27 2017 -Roadway & Sidewalks - S. Main Street (I)	11,822.33
April 27 2017 -DPW Maintenance Garage Roof (I)	10,771.08
April 27 2017 -Navy Yard Field Engineering (I)	3,929.50
April 27 2017 -Cottage Street Roadway Improvements (I)	83,186.50
April 27 2017 -H63 Street Sweeper Supplement (I)	3,161.00
April 27 2017 -Radio Communications System (I)	8,482.50
April 27 2017 -Charles River Bridge Rehab (I)	26,498.75
April 27 2017 -Recycling Side Arm Packer (I)	10,942.67
April 27 2017 -Town Hall HVAC (I)	4,369.33
April 27 2017 -Sidewalk & Guardrail Replacement (I)	11,314.83
April 27 2017 -Wilson School Sidewalks (I)	4,060.00
April 27 2017 -Brown School Sidewalks (I)	3,915.00
April 27 2017 -Lilja School Roof (I)	15,906.50
April 27 2017 -Brown School Roof (I)	31,523.00
April 27 2017 -Golf Irrigation Pond Liner (I)	3,697.50
April 27 2017 -Sewer Station & Equipment (I)	12,860.30
April 27 2017 -Sewer Pump Station (I)	8,257.75
April 27 2017 -Water W23 Dump Truck (I)	8,951.33
April 27 2017 -Water W19 Vactor Replacement (I)	16,264.17
July 27 2017 -Replace 2001 Fire Pumper (I)	9,923.20
July 27 2017 -Replace S-31 Trash Packer (I)	4,969.07
July 27 2017 -Replace H-58 Front End Loader (I)	4,532.27
July 27 2017 -Replace H-72 Sidewalk Bombardier (I)	3,042.67
July 27 2017 -Replace Cole Center Roof (I)	7,994.93
July 27 2017 -Roadway & Sidewalks (I)	16,333.33
July 27 2017 -Park & Field Renovation (I)	3,005.33
July 27 2017 -Natick High School - Irrigation Well (I)	1,732.27
July 27 2017 -Lilja School Modular Classrooms (I)	33,390.00
July 27 2017 -Sewer Station Generator (I)	1,605.33
July 27 2017 -Golf Cart Fleet Replacement (I)	1,920.80
July 27 2017 -Rte 9 & Rte 27 Water/Sewer Infrastructure (I)	49,870.80
TOTAL	**1,557,415.75**

Hilltop Securities Inc.

Public Finance

Town of Natick, Massachusetts

Interest Paid no Long-Term Debt During FY 2018

Outside the Debt Limit

Interest	
August 1 2001 MCWT 97-1026 (OE)	1,073.08
August 1 2004 MCWT 97-1026-1 (OE)	1,414.95
October 26 2006 MCWT DW-02-07 (O)	109,514.48
August 15 2008 -Water Mains- Lining (O)	12,000.00
June 15 2010 -Water Mains- Lining (O)	5,700.00
June 15 2010 -Well (O)	2,375.00
June 15 2010 -Reservoir Rehab (O)	4,750.00
June 15 2011 -Water Main Relining (O)	15,275.00
June 15 2011 -High School 1 (OE)	948,062.50
June 15 2011 -High School 3 (OE)	22,662.50
June 15 2011 -High School 4 (OE)	12,312.50
June 1 2012 Series A After 2015 Reappropriation -Well (O)	4,800.00
June 1 2012 Series A After 2015 Reappropriation -Water Dept Equipment- VFD Insta	4,000.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Water Treatment Facility (O)	1,200.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- Landfill Closing out (O)	2,400.00
June 1 2012 Series B Ref -Cur Ref Aug 1 98- School (O)	1,440.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Water (O)	1,520.00
June 1 2012 Series B Ref -Cur Ref Aug 1 99- Landfill Closing out (O)	13,040.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- School (O)	9,440.00
June 1 2012 Series B Ref -Cur Ref Aug 1 00- Water (O)	3,100.00
June 5 2013 after 2015 Reappropriations -Water Well (O)	6,600.00
June 5 2013 after 2015 Reappropriations -Water Departmental Equipment (O)	4,400.00
June 5 2013 after 2015 Reappropriations -High School Construction (OE)	76,649.42
June 5 2013 after 2015 Reappropriations -Cur Ref of Apr 15 02- Golf Course (O)	25,400.00
June 16 2014 (June maturity) -Sewer Line Replacement (O)	700.00
June 16 2014 (June maturity) -Water- Replace Valves (O)	2,625.00
June 16 2014 (June maturity) -Pump Station Well (O)	3,937.50
June 16 2014 (June maturity) -Water Treatment Facility (O)	5,868.76
June 16 2014 (June maturity) -Well (O)	8,025.00
April 27 2017 -Prime Park Pump Station (O)	5,496.71
April 27 2017 -Well (O)	3,591.17
April 27 2017 -VFD Installs & Controls (O)	7,762.33
April 27 2017 -SCADA PLU/CPU Equipment (O)	11,314.83
April 27 2017 -Water Distribution (O)	8,963.42
April 27 2017 -Water Treatment Plant Pump VFDs (O)	4,789.83
April 27 2017 -Replace Ground Water Wells (O)	10,771.08
April 27 2017 -Springvale WTP Reuse Tank (O)	15,447.33
April 27 2017 -W. Central Water Main (O)	44,273.33
April 27 2017 -Route 30 Water Main Loop (O)	16,679.83
July 27 2017 -Replace Ground Water Wells (O)	6,393.33
July 27 2017 -Water Main Upgrade (O)	5,763.33
TOTAL	**1,451,532.21**

Hilltop Securities Inc.

Public Finance

Short Term Debt * Report by Issuance	Outstanding July 1, 2017	+ Issued	- Retired	= Outstanding June 30, 2018	Interest Paid in FY 18
December 8 2016 BAN - Acquisition of the CSX Saxonville Branch Land	2,960,000	-	2,960,000	-	42,920
December 8 2017 BAN - Acquisition of the CSX Saxonville Branch Land	-	2,960,000	2,960,000	-	22,858
April 18 2018 BAN - Acquisition of the CSX Saxonville Branch Land	-	2,960,000	-	2,960,000	-
June 29 2018 BAN - Kennedy Middle School Design	-	2,975,000	-	2,975,000	-
June 29 2018 BAN - Replace SCBA Equipment	-	350,000	-	350,000	-
June 29 2018 BAN - SCADA Equipment Upgrade	-	125,000	-	125,000	-
June 29 2018 BAN - Equipment - Chlorine Gas Scrubber	-	320,000	-	320,000	-
June 29 2018 BAN - Roadway & Sidewalks	-	350,000	-	350,000	-
June 29 2018 BAN - Roadway Improvements - Washington Ave.	-	75,000	-	75,000	-
June 29 2018 BAN - Fox Hill Drive Water Main Replacement	-	67,000	-	67,000	-
June 29 2018 BAN - Replace Ground Water Wells	-	150,000	-	150,000	-
June 29 2018 BAN - East Central Water Main	-	75,000	-	75,000	-
TOTAL SHORT TERM DEBT	2,960,000	10,407,000	5,920,000	7,447,000	65,778

*Does not reflect Interim Loan Notes issued through the Massachusetts Clean Water Trust.

TOWN OF NATICK
Statement of Free Cash Usage
Fiscal Year 2018

Certified Free Cash as of July 1, 2017		**9,528,960.00**

Uses:

Fall Town Meeting

Article 4	Transfer to Capital stabilization	2,500,000.00
Article 8	Transfer to OPEB	1,000,000.00
Article 23	Cotituate Rail Trail	220,000.00
Article 28	79 South Street	10,000.00
Article 29	Zonning Maps	100,000.00

Spring 2018 Town Meeting

Article 7f	FY 19 Budget	50,000.00
Article 7g	Budget Reserve	3,150,000.00
Article 15	Capital Stabilization	500,000.00
Article 16	Operation Stabilization	500,000.00
Article 25	North Main Rt 27	285,000.00
Total Uses:		**8,315,000.00**
Closed to Fund Balance June 30, 2018		**1,213,960.00**

TOWN OF NATICK, MASSACHUSETTS

Combined Balance Sheet
All Fund Types and Account Group
06/30/18
(These figures are unaudited)

ASSETS	Governmental Fund Types: General	Governmental Fund Types: Special Revenue	Governmental Fund Types: Capital Projects	Proprietary Fund Types: Enterprise Fund	Fiduciary Fund Types: Trust and Agency	GLTDAG	Totals (Memorandum Only)
Cash and cash equivalents	$ 39,114,521	$ 8,993,416	$ 14,717,542	$ 2,209,159	$ 25,807,483	$ -	$ 90,842,120
Petty Cash	3,219			200	-	-	3,419
Receivables:							
Real Estate Taxes	700,206	-	-	-	-	-	700,206
Personal Property Taxes	221,352	-	-	-	-	-	221,352
Tax liens and deferred property tax receivables	2,590,446	-	-	220,147	-	-	2,810,593
Excises - Motor Vehicle & Boat Combined	567,353	-	-	-	-	-	567,353
Trash Fees-Pay as You Throw & Fees/Liens	63,129	-	-	-	-	-	63,129
Departmental-Ambulance & Veterans	243,669	-	-	1,325	-	-	244,994
Other receivables - See Schedule of O/S Receivables	48,227	55,418	-	-	-	-	103,644
Utility Receivable	-	-	-	894,033	-	-	894,033
Unapportioned Betterment				1,056,854			1,056,854
Other assets	-	-	-	-	-	78,908,103	78,908,103
Total Assets	$ 43,552,122	$ 9,048,833	$ 14,717,542	$ 4,381,718	$ 25,807,483	$ 78,908,103	$ 176,415,801
LIABILITIES AND FUND EQUITY							
Liabilities:							
Warrants and accounts payable	$ 13,118,742	$ -	$ -	$ -	$ -	$ -	$ 13,118,742
Deferred revenue	(439,380)	55,418	-	2,172,359	-	-	1,788,397
Overlay	4,873,762	-	-	-	-	-	4,873,762
Anticipation notes payable	-	-	7,447,000	-	-	-	7,447,000
General obligation bonds payable	-	-	-	-	-	78,908,103	78,908,103
Advanced Deposits		-	-	-	-	-	-
Other liabilities	461,576	-	-	-	2,275,900	-	2,737,476
Total Liabilities	18,014,701	55,418	7,447,000	2,172,359	2,275,900	78,908,103	108,873,480
Fund Balances:							
Reserved for encumbrances	6,266,807	-	-	301,992	-	-	6,568,799
Reserved for encumbrances	3,700,000	-	-		-	-	3,700,000
Reserved for petty cash	3,219	-	-	200	-	-	3,419
Reserved for appropriation deficit	(717,717)	-	-	-	-	-	(717,717)
Reserved for prepaid receivables		-	-	-	-	-	-
Reserve for Continued Appropriations	3,275,409	-	-	1,060,605	-	-	4,336,015
Reserved for Debt Service	-	-	-	-	-	-	-
Nonexpendable trusts	-	-	-	-	23,531,583	-	23,531,583
Unreserved/undesignated	13,009,703	8,993,416	7,270,542	846,562		-	30,120,222
Retained earnings	-	-	-		-	-	-
Total Fund Equity	25,537,421	8,993,416	7,270,542	2,209,359	23,531,583	-	67,542,321
Total Liabilities and Fund Equity	$ 43,552,122	$ 9,048,833	$ 14,717,542	$ 4,381,718	$ 25,807,483	$ 78,908,103	$ 176,415,801

Town of Natick
Balance Sheet
As of June 30, 2018
General Fund 0001 and 0002

Assets

Cash:		
Unrestricted Savings - Operating	39,114,520.87	39,114,521
Petty Cash Advances:		
Collector	1,200.00	
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		3,219
Accounts Receivable:		
Real Estate Taxes:		
Prior years	(23,048.16)	
'REAL ESTATE TAX 2008	(43,032.70)	
'REAL ESTATE TAX 2009	(2,501.14)	
'REAL ESTATE TAX 2010	(13,363.18)	
'REAL ESTATE TAX 2011	7,709.43	
'REAL ESTATE TAX 2012	(32,258.79)	
'REAL ESTATE TAX 2013	(15,218.04)	
'REAL ESTATE TAX 2014	(55,454.76)	
'REAL ESTATE TAX 2015	5,311.16	
'REAL ESTATE TAX 2016	3,044.22	
'REAL ESTATE TAX 2017	1,371.83	
REAL ESTATE TAX 2018	951,410.13	
REAL ESTATE TAX 2019	(160,951.52)	
SUPPLIMENT TAXES	77,187.72	700,206
Personal Property Taxes:		
Personal Property Prior years	56,275.93	
'PERSONAL PROPERTY TAX 2008	10,599.72	
'PERSONAL PROPERTY TAX 2009	13,438.18	
'PERSONAL PROPERTY TAX 2010	11,318.67	
'PERSONAL PROPERTY TAX 2011	10,481.71	
'PERSONAL PROPERTY TAX 2012	15,897.99	
'PERSONAL PROPERTY TAX 2013	13,352.44	
'PERSONAL PROPERTY TAX 2014	9,816.94	
'PERSONAL PROPERTY TAX 2015	13,952.07	
'PERSONAL PROPERTY TAX 2016	12,826.48	
'PERSONAL PROPERTY TAX 2017	15,404.04	
'PERSONAL PROPERTY 2018	38,416.93	
PERSONAL PROPERTY TAX 2019	(429.07)	221,352
Tax Liens & Deferrals:		
Tax Liens Receivable	1,981,487.77	
Tax Foreclosure	316,752.34	
Tax Per Chapter 41A Receivable	292,206.12	2,590,446

Excise Taxes:		
PRIOR YEARS	83,654.54	
'MOTOR VEHICLE EXCISE 2008	21,502.80	
'MOTOR VEHICLE EXCISE 2009	16,196.95	
'MOTOR VEHICLE EXCISE 2010	18,467.60	
'MOTOR VEHICLE EXCISE 2011	17,243.93	
'MOTOR VEHICLE EXCISE 2012	18,441.63	
'MOTOR VEHICLE EXCISE 2013	16,849.06	
'MOTOR VEHICLE EXCISE 2014	17,449.32	
'MOTOR VEHICLE EXCISE 2015	22,549.82	
'MOTOR VEHICLE EXCISE 2016	28,550.20	
'MOTOR VEHICLE EXCISE 2017	80,444.65	
MOTOR VEHICLE EXCISE 2018	224,127.62	565,478
Boat Excise 2010	258.00	
Boat Excise 2011	50.00	-
Boat Excise 2012	178.00	
Boat Excise 2013	233.03	
Boat Excise 2014	196.15	
Boat Excise 2015	231.01	
Boat Excise 2016	150.00	
Boat Excise 2017	366.00	
Boat Excise 2018	213.00	1,875
Trash Fees:		
PAYT Program (Pay as you Throw)	63,129.15	63,129
Department Receivables:		
	-	
Ambulance Services	243,668.69	243,669
Other Receivables:		
Parking Fines	34,945.00	
Betterments Added to Tax	372.14	
Un-Apportioned Assessments	12,909.45	
	-	48,227
Total Assets		43,552,122

Liabilities

Warrants Payable - Operating	13,088,261.49	
Accrued Payroll	30,480.95	13,118,742
Deferred Revenue:		
'DEFERRED REVENUE PROPERTY TAX	(3,952,204.11)	
'DEFERRED REVENUE - AMBULANCE	243,668.69	
'DEFERRED REVENUE TAX LIENS	1,981,487.77	
'DEFERRED REV TAX FORECLOSURE	316,752.34	
'DEFERRED REVENUE PAYT PROGRAM	63,129.15	
'DEFERRED REVENUE PARKING FINES	34,945.00	
'DEFERRED REVENUE BETTERMENTS	13,281.59	
'DEFERRED REVENUE MGL CHAP 41A	292,206.12	
'DEFERRED REVENUE MOTOR VEHICLE	565,478.12	
'DEFERRED REVENUE BOAT EXCISE	1,875.19	
'DEFERRED REVENUE VETERANS DEPT	-	(439,380)
Allowance for Abatement/Exemptions:		
RESERVE ALL YEAR COMBINED	4,873,762.34	
Prior Years	-	4,873,762

Employee Withholdings & Other		
Other Liabilities:	-	
ER Share of Health	(663,281.11)	
Federal Withholdings	56.89	
'STATE WITHHOLDINGS	-	
MID AMERICA 403B	260.00	
'COLONIAL LIFE INSURANCE	-	
'ITT HARTFORD BASIC LIFE	348.10	
'ITT HARTFORD OPTIONAL LIFE	26,736.33	
'ITT HARTFORD VOLUNTARY LIFE	(28,778.62)	
'DEFERRED COMPENSATION PLANS	-	
'MEDEX	103,783.81	
'TUFTS HEALTH	173,699.18	
'NETWORK BLUE	(24,317.96)	
'PILGRIM HEALTH	415,650.06	
'DELTA DENTAL	(47,857.50)	
'JEFFERSON PILOT DISABILITY INS	4,718.48	
'FLEXIBLE SPENDING SENTINIAL	27,582.50	
'GARNISH-UNIFUND WEDGEWORTH	-	
FIREFIGHTER RELIEF ASSOC	120.00	
'MASS TEACHERS' RETIREMENT W/H	8,963.79	
'FALLON GROUP	145,002.75	
Tailings Payroll	75,990.01	
Tailings Vendor (1)	233,796.01	
Tailings Vendor (4)	9,103.30	
United Way of Metrowest (01-9090)	-	461,576
Total Liabilities		18,014,701

Fund Balances

Fund Balances:		
Fund Balance Res Encumbrances	916,397.04	
Fund Bal Res Expenditures	-	
Fund Bal Res Next year's levy	3,700,000.00	
Res for Encumbrances -0002	5,350,410.21	
Res for Petty cash	3,219.00	
Fund Bal Res for Snow & Ice Deficit	(717,717.00)	
Fund Bal Res continued Appr.	3,275,409.49	
Undesignated Fund Balance	13,009,702.67	
	-	
		25,537,421
Total Liabilities and Fund Equity		25,537,421
		43,552,122

TOWN OF NATICK, MASSACHUSETTS

Combining Balance Sheet
Special Revenue Funds
June 30, 2018
(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	$ 500,289	$ 1,958,593	$ 17,914	$ 73,066	932,889	$ 2,105,201	$ 3,192,837	$ (250,338)	$ 462,965	$ 8,993,416	-220084.6
Investments	-	-	-	-	-	-	-	-	-	-	
Receivables:	-	-	-	-	-	-	55,418	-	-	55,418	
Accounts Receivable	-	-	-	-	-	-	-	-	-	-	
Due From Other Governments		-	-	-						-	
Other assets	-	-	-	-	-	-	-	-	-	-	
Total Assets	$ 500,289	$ 1,958,593	$ 17,914	$ 73,066	$ 932,889	$ 2,105,201	$ 3,248,255	$ (250,338)	$ 462,965	$ 9,048,833	
LIABILITIES AND FUND EQUITY											
Liabilities:											
Warrants and accounts payable	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$	$ -	$ -	
Deferred revenue	-	-	-	-	-	-	55,418	-	-	55,418	
Accrued liabilities	-	-	-	-	-	-	-	-	-	-	
Anticipation notes payable	-	-	-	-	-	-	-	-	-	-	
Other liabilities	-	-	-	-	-	-	-	-	-	-	
Total Liabilities	-	-	-	-	-	-	55,418	-	-	55,418	
Fund Balances:											
Reserved for encumbrances	-	-	-	-	-	-	-		-	-	
Unreserved/undesignated	500,289	1,958,593	17,914	73,066	932,889	2,105,201	3,192,837	(250,338)	462,965	8,993,416	
Total Fund Equity	500,289	1,958,593	17,914	73,066	932,889	2,105,201	3,192,837	(250,338)	462,965	8,993,416	
Total Liabilities and Fund Equity	$ 500,289	$ 1,958,593	$ 17,914	$ 73,066	$ 932,889	$ 2,105,201	$ 3,248,255	$ (250,338)	$ 462,965	$ 9,048,833	
Variance	-	-	-	-	-	-	-	-	-	-	

TOWN OF NATICK, MASSACHUSETTS

Combining Balance Sheet
Capital Projects
June 30, 2017

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	$ (198,831)	$ 6,653,467	$ 90,453	$ 8,172,453	$ 14,717,542
Investments	-	-		-	-
Receivables:					
Accounts receivable	-	-	-	-	-
Other assets	-	-	-	-	-
Total Assets	$ (198,831)	$ 6,653,467	$ 90,453	$ 8,172,453	$ 14,717,542
LIABILITIES AND FUND EQUITY					
Liabilities:					
Warrants and accounts payable	$ -	$ -	$ -	$ -	$ -
Deferred revenue	-	-	-	-	-
Accrued liabilities	-	-	-	-	-
Anticipation notes payable	-	6,710,000	-	737,000	7,447,000
Other liabilities	-	-	-	-	-
Total Liabilities	-	6,710,000	-	737,000	7,447,000
Fund Balances:					
Reserved for Expenditures	-	-	-	-	-
Reserved for Encumbrances	-		-	-	-
Reserve for Petty Cash	-	-	-	-	-
Unreserved/undesignated	(198,831)	(56,533)	90,453	7,435,453	7,270,542
Total Fund Equity	(198,831)	(56,533)	90,453	7,435,453	7,270,542
Total Liabilities and Fund Equity	$ (198,831)	$ 6,653,467	$ 90,453	$ 8,172,453	$ 14,717,542
Variance	-	-	-	-	-

0

Combining Balance Sheet - Enterprise Funds
as of June 30, 2018
(Unaudited)

	Golf Course Enterprise Fund	Water/sewer Enterprise Fund	(Memorandum Only)
ASSETS			
Cash and cash equivalents	115,560.26	2,093,599.12	2,209,159.38
Petty Cash	200.00		200.00
Receivables:			
Special assessments		1,325.23	1,325.23
Tax liens		220,146.56	220,146.56
Utility Charges		894,033.27	894,033.27
Departmental		-	-
Other receivables			-
Unapportioned Betterment		1,056,853.80	1,056,853.80
Due from other governments			-
Prepaids			-
Inventory			-
Fixed assets, net of accumulated depreciation			-
Amounts to be provided - payment of bonds			-
Amounts to be provided - vacation and sick leave			-
Total Assets	115,760.26	4,265,957.98	4,381,718.24
LIABILITIES AND FUND EQUITY			
Liabilities:			
Deferred revenue			-
Special assessments		1,058,179.03	1,058,179.03
Tax liens		220,146.56	220,146.56
Utility Charges		894,033.27	894,033.27
Accounts payable			-
Warrants payable			-
Accrued payroll and withholdings			-
Other liabilities			-
Bonds payable			-
Notes payable			-
Vacation and sick leave liability			-
Total Liabilities	-	2,172,358.86	2,172,358.86
Fund Equity:			
Reserved for encumbrances	3,738.22	298,253.36	301,991.58
Reserved for expenditures		-	-
Reserved for continuing appropriations		1,060,605.36	1,060,605.36
Reserved for appropriation deficit			-
Reserved for debt Service			-
Reserved for Petty cash	200.00		200.00
Undesignated fund balance	111,822.04	734,740.40	846,562.44
Unreserved retained earnings			-
Investment in capital assets			-
Total Fund Equity	115,760.26	2,093,599.12	2,209,359.38
Total Liabilities and Fund Equity	115,760.26	4,265,957.98	4,381,718.24
PROOF	-	-	-

TOWN OF NATICK, MASSACHUSETTS

Combining Balance Sheet
Trust and Agency Funds
June 30, 2018
(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	$ 22,464,277	$ 598,641	$ 468,666	$ -	$ 1,931,687	$ -	$ 344,213	$ 25,807,483
Investments	-	-	-	-	-	-	-	-
Receivables:								
Accounts receivable	-	-	-	-	-	-	-	-
Other assets	-	-	-	-	-	-	-	-
Total Assets	$ 22,464,277	$ 598,641	$ 468,666	$ -	$ 1,931,687	$ -	$ 344,213	$ 25,807,483
LIABILITIES AND FUND EQUITY								
Liabilities:								
Warrants and accounts payable	$ -	$	$ -	$ -	$ -	$ -	$ -	$ -
Deferred revenue	-	-	-	-	-	-	-	-
Accrued liabilities	-	-	-	-	-	-	-	-
Anticipation notes payable	-	-	-	-	-	-	-	-
Other liabilities	-	-	-	-	-	-	-	-
Total Liabilities	-	-	-	-	-	-	-	-
Fund Balances:								
Reserved for encumbrances	-	-	-	-	-	-	-	-
Nonexpendable	-	-	-	-	-	-	-	-
Unreserved/undesignated	22,464,277	598,641	468,666	-	1,931,687	-	344,213	25,807,483
Total Fund Equity	22,464,277	598,641	468,666	-	1,931,687	-	344,213	25,807,483
Total Liabilities and Fund Equity	$ 22,464,277	$ 598,641	$ 468,666	$ -	$ 1,931,687	$ -	$ 344,213	$ 25,807,483
Variance	-	-	-	-	-	-	-	-

TOWN OF NATICK
SPECIAL REVENUE FUNDS

FISCAL YEAR 2018

FUND # NEW	DESCRIPTION - LONG	BEG. BALANCE 6/30/2017	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2018
	SCHOOL LUNCH						
12	SCHOOL LUNCH EXPENSE	364,215.73	1,546,153.07	1,682,225.94	-	-	500,288.60
	TOTAL SCHOOL LUNCH	**364,215.73**	**1,546,153.07**	**1,682,225.94**	**-**	**-**	**500,288.60**

	REVOLVING FUNDS	BEG. BALANCE 6/30/2017	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2018
2207	MAIN ST SURVEY TM09	1,579.00	-	-	-	-	1,579.00
2012	TAX TITLE	76,175.25	73,813.82	98,256.57	-	-	100,618.00
2206	CPR/AED FIRE DEPT	692.22	1,389.00	-	-	-	(696.78)
2001	WEIGHTS AND MEASURES	28,387.10	1,015.58	16,049.71	-	-	43,421.23
101	EASEP PROGRAM ALL	66,118.14	13,988.68	(20,281.25)	-	-	31,848.21
103	BUS TRANSPORTATION	195,395.85	386,557.46	308,126.00	-	-	116,964.39
104	ADULT EDUCATION	-	-	-	-	-	-
105	SUMMER SCHOOL	106,408.81	94,335.45	126,954.00	-	3,551.23	135,476.13
106	TEXT BOOKS HIGH SCHOOL	18,592.96	-	335.05	-	-	18,928.01
107	RENTAL FACILITIES	(8,564.89)	171,098.25	152,590.00	-	9,900.00	(36,973.14)
108	SCHOOL VANDALISM	4,312.06	-	-	-	-	4,312.06
109	FOREIGN STUDENT TUITION	172,669.31	175,096.75	99,500.00	-	-	97,072.56
110	MEDICAID SCHOOL SHARE	101,563.31	380,617.47	338,528.36	-	-	59,474.20
111	AFTER SCHOOL PROGRAM	126,181.27	2,203,729.94	2,349,093.56	-	26,135.14	245,409.75
113	SUMMER REMEDIAL	(3,112.96)	3,420.00	6,980.00	-	-	447.04
114	NHS TESTING	18,639.48	89,644.73	90,928.30	-	316.32	19,606.73
115	CIRCUIT BREAKER	1,210,899.37	2,529,577.98	1,586,003.40	-	12,231.05	255,093.74
116	GUIDANCE/TRANSCRIPT	8,074.79	4,043.75	8,528.93	-	-	12,559.97
117	INSTRUCTIONAL	192.59	-	-	-	-	192.59
118	EARLY CHILDHOOD EXTENDED	12,232.69	4,775.56	6,962.72	-	-	14,419.85
119	PRESCHOOL TUITION	(44,298.39)	440,593.75	447,842.83	-	-	(37,049.31)
120	NORTH STAR TUITION	90,872.39	95,457.12	46,357.56	-	-	41,772.83
121	PHOTOCOPY RECEIPTS	130.61	-	-	-	-	130.61
122	WALL OF ACHEIVEMENT	4,940.62	-	-	-	-	4,940.62
123	INSTRUMENTAL MUSIC	79,797.38	230,543.56	242,626.47	-	-	91,880.29
124	MINI UNIVERSITY	11,782.42	32,675.57	36,425.00	-	509.76	15,022.09
125	TEXT BOOKS KENNEDY MIDDLE	0.01	0.01	-	-	-	(0.00)
126	TEXT BOOKS WILSON MIDDLE	24.96	-	21.00	-	-	45.96
127	TEXT BOOKS BEN-HEM	-	-	-	-	-	-
128	TEXT BOOKS LILJA	91.62	-	8.71	-	-	100.33
129	TEXT BOOKS BROWN	7.50	7.50	-	-	-	-
130	TEXT BOOKS JOHNSON	-	-	-	-	-	-
131	TEXT BOOKS MEMORIAL	-	-	-	-	-	-
133	SCHOOL PROGRAMS	106,631.37	73,778.08	146,189.37	-	43,338.57	135,704.09
135	PAC PARENT ADVISORY	4,547.27	-	-	-	-	4,547.27
134	SCHOOL CHOICE REVOLVING	161,630.57	247,917.99	307,502.00	-	-	221,214.58
137	TEAM FUNDED ATHLETIC EQUIP	13,897.14	12,828.46	17,604.87	-	-	18,673.55
136	TEXTILE RECYCLING	12,149.92	2,489.68	5,235.00	-	-	14,895.24
138	HS LAPTOP PROGRAM	12,049.40	9,746.17	7,718.15	-	-	10,021.38
139	NATICK BOKS	22,890.23	43,943.48	53,195.00	-	173.89	31,967.86
102	ATHLETIC FUND	553.60	481,621.31	490,194.36	-	1,011.12	8,115.53
132	ATHLETIC TRANSPORTATION	252.11	-	-	-	-	252.11
2002	CHPTR 44 53E SURPLUS EQUP	428,264.42	48,453.74	86,231.43	-	179,950.42	286,091.69
2011	ENERGY INCENTIVE	-	-	18,428.36		-	18,428.36
2013	CURBSIDE COMPOST PROGRAM	3,842.07	475.00	3,680.00	-	-	7,047.07
2203	INSURANCE CLAIMS < $20K	1,522.71	63,640.17	1,109.77	61,007.69	-	0.00
2204	COMPOSTING PROGRAM	30,314.43	-	1,333.00	-	-	31,647.43
2008	CHPTR 44 53E BOH IMMUNIZATION	57,664.16	39,240.67	43,942.64	-	6,930.00	55,436.13
2010	TOBACCO CONTROL REVOLVING	33,519.70	-	5,500.00	-	-	39,019.70
2007	COA RENTAL & EQUIP MAINT	83,625.38	83,177.16	69,673.75	-	2,707.00	67,414.97
2205	COMMUNITY FARM	74.34	2,129.23	1,843.70	-	-	(211.19)

2009	CHPTR 44 53E COMM SR CTR PROG	88,357.28	100,642.89	126,179.79	-	2,141.47	111,752.71
2424	COMMUNITY FARM	8,940.77	2,551.61	4,330.00	-	-	10,719.16
2005	CHPTR 44 53E LIBRARY MTRL	3,014.22	31,308.21	29,426.24	-	-	1,132.25
2006	CH 44 53E MORSE EQUIP/MAIN	6,791.61	1,763.14	5,770.00	-	-	10,798.47
2201	RECREATION PROGRAMS	935,557.26	1,210,914.19	1,169,124.03	-	4,608.17	889,158.93
	TOTAL REVOLVING FUNDS	**4,295,875.43**	**9,389,003.11**	**8,536,048.38**	**61,007.69**	**293,504.14**	**3,210,424.25**

FEDERAL GRANTS

		BEG. BALANCE 6/30/2017	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2018
1501	SPED 94-142	(157,980.44)	1,169,477.32	1,465,289.00	-	-	137,831.24
1505	SPED E.C.	1,815.42	31,602.71	29,845.74	-	-	58.45
1507	TITLE I	(28,523.83)	296,321.28	283,984.00	-	-	(40,861.11)
1508	TEACHER QUALITY	(50,336.31)	98,465.85	146,215.00	-	-	(2,587.16)
1509	TITLE IV PART A SAFE DRUG FREE	-	8,570.39	946.00	-	-	(7,624.39)
1513	TOGETHER 2 SUBSTANCE ABUSE	(582.97)	2,196.92	582.97	-	-	(2,196.92)
1514	SPED PROGRAM IMPROVEMENT	(4,593.07)	20,397.93	24,991.00	-	-	(0.00)
1517	TITLE IIA CARRY OVER	-	13,363.86	1,810.00	-	-	(11,553.86)
1518	SPED PRESCHOOL	38.10	37.99	-	-	-	0.11
3601	DELINQUENCY PREVENTION	4,910.95	500.00	-	-	-	4,410.95
3606	MDPH EMER PREP FLU	-	1,424.75	1,970.15	-	-	545.40
3605	FEMA FIRE DEPT OT	-	9,079.72	9,079.72	-	-	-
3613	FED DRUG FORFITURE FUNDS	338,571.89	71,132.93	189,041.94	-	100,748.21	355,732.69
3614	DEA DRUG TASK FORCE	(586.66)	20,044.17	20,643.32	-	-	12.49
	TOTAL FEDERAL GRANTS	**102,733.08**	**1,742,615.82**	**2,174,398.84**	**-**	**100,748.21**	**433,767.89**

STATE GRANTS

		BEG BALANCE 6/30/2017	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2018
1004	METCO	11.33	161,962.93	348,164.00	-	-	11,186.33
1006	ESSENTIAL HEALTH 2011	7,293.18	15,288.11	97,966.40	-	-	2,770.65
1011	HOMELESS STUDENT TRANSPORTATION	3,956.84	-	-	-	-	3,956.84
3000	MASS CULTURAL ARTS	6,872.98	11,004.00	7,100.00	-	-	2,968.98
3001	ELDER AFFAIRS	(1,671.51)	-	-	-	-	(1,671.51)
3002	MORSE LIBRARY	81,647.16	9,899.90	44,429.89	-	-	72,453.26
3003	BACON FREE LIBRARY	2,353.75	2,018.06	2,338.40	-	-	2,674.09
3005	STATE EXTENDED VOTE	3,208.11	1,035.55	8,907.58	-	-	11,080.14
3006	TOBACCO CONTROL PROGRAM	3,878.08	-	-	-	-	3,878.08
3012	FISKE POND CLEAN UP	5,120.02	-	-	-	-	5,120.02
3013	HISTORIC LANDSCAPES MASTER PLAN-SHAW PARK	11,200.00	1,690.07	-	-	-	9,509.93
3019	WTE GRANT 2005	10,763.78	-	-	-	-	10,763.78
3020	VETS ORAL HISTORY ML	2,544.78	-	20,404.03	-	-	8,128.06
3021	SHSP I EXERCISE GRANT	-	3,495.00	3,495.00	-	-	-
3022	MWPAT TITLE 5 SEPTIC	2,164.44	1,356.00	-	-	-	808.44
3025	GHSB CHLD PASS SFTY	1,420.98	-	-	-	-	1,420.98
3026	BACON FREE LIBRARY FUND RAISER	241.25	241.25	-	-	-	-
3037	FORMULA GRANT ELDER	1,209.66	24,968.14	61,859.34	-	-	6,340.66
3044	TRAFFIC ENFORCEMENT GRANT FY18	-	-	1,297.14	-	-	(959.49)
3052	LITERACY PROGRAM	(675.31)	-	-	-	-	-
3060	BULLET PROOF VESTS	(5,230.00)	26,409.75	3,966.50	-	-	(27,673.25)
3064	MDU FY12	5,618.82	86.53	-	-	-	5,532.29
3095	FY15 TRAFFIC ENFORCEMENT	(2,637.49)	-	4,880.78	-	-	17.27
3096	PESTICIDE PREDUCTION-ORGANIC LAND	1.04	-	-	-	-	1.04
3097	FY16 POLICE 911 TRAINING GRANT	(735.20)	-	-	-	-	(735.20)
3098	MASSEVIP	-	1,637.50	1,637.50	-	-	-
3099	DOER GREEN COMMUNITIES FY16	3.18	3.18	-	-	-	(0.00)
3101	MCC ARTS GRANT	-	4,200.00	4,200.00	-	-	-
3102	FY16 MASS DEP RDP GRANT, (RECYCLING)	40,002.00	2,200.00	28,800.00	-	-	66,602.00
3103	FY 18 SENIOR SAFE	-	1,171.95	8,220.00	-	-	7,048.05
3106	RECYCLING/WASTE EQUIPMT FY16	(8,261.00)	-	8,261.00	-	-	-
3107	SOLAR OUTREACH & Ed FY16	1.20	2.40	-	-	-	(1.20)
3109	CART GRANT (MASS DEP CURBSIDE CARTS)	13,211.40	-	(3,311.00)	-	-	9,900.40
3111	MUNI ENERGY TECHNICAL ASSISTANCE	-	-	967.50	-	-	967.50
3112	FY 17 911 TRAINING 7 EMD	(3,919.25)	-	2,981.95	-	-	(937.30)
3113	FY 17 911 PSAP LEADERSHIP	(7,136.02)	-	1,774.00	-	-	(5,362.02)
3114	FY 17 911 SUPPORT & INCENTIVE	7,963.12	-	-	-	-	7,963.12

3115	GREEN COMMUNITY FY 17	895.09	-	-	-	-	895.09
3116	HAZARD MITIGATION GRANT	(2,260.78)	5,609.05	5,534.58	-	-	(2,335.25)
3117	EMERGENCY RESPONSE SUPPLIES	(16,288.82)	1,305.18	17,594.00	-	-	-
3118	HAZARD MITIGATION GRANT	(567.00)	5,705.70	10,019.00	-	-	355.88
3119	EMERGENCY RESPONSE SUPPLIES	5,676.53	-	-	-	-	-
3120	FY18 FIRE SAFE GRANT	-	-	32,982.62	-	-	(50,519.08)
3121	FY 18 911 TRAINING GRANT	-	-	8,415.59	-	-	(12,205.41)
3122	GREEN COMMUNITY GRANT FY18	-	155,914.44	155,904.50	-	-	(9.94)
3123	MVP-MUNICIPAL VONERABLITIY PR	-	21,000.00	10,000.00	-	-	(11,000.00)
3124	DPW SAFTEY GRANT TRAINING	-	12,621.55	7,276.00	-	-	(5,345.55)
3400	MWHF SAFE STEPS	1,731.80	-	-	-	-	1,731.80
3617	FY 17 NATICK MALL FUNCTIONAL EXERCISE	(2,460.68)	-	3,975.53	-	-	1,514.85
	TOTAL STATE GRANTS	**167,147.46**	**470,826.24**	**910,041.83**	**-**	**-**	**136,834.33**

RECEIPTS RESERVED APPROPRIATION

		BEG BALANCE 6/30/2017	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2018
2403	BAA FUND RAISING	-	-	-	-	-	-
2108	MALL MITIGATION FUND	-	-	-	-	-	-
2105	SBAB CP 645 SCH BLDG	851,435.39	-	-	(123,167.00)	-	728,268.39
2110	PREMIUM RESERVE	785,376.10	91,459.88	89,637.95	(105,468.00)	-	678,086.17
2111	TNC ride Share			15,311.00			15,311.00
2365	CHC REVERSE 911	3,292.40	82.50	-	-	-	3,209.90
2373	WEST CENTRAL ST	5,705.00	-	-	-	-	5,705.00
2377	OIL TANKS DEBT PAYMENT,115,517.32	152,704.54	-	-	(152,704.54)	-	0.00
2382	CABLE RENEWAL SEC 7.3	3,953.45	-	-	-	-	3,953.45
2383	CABLE EQUIP SEC 6.5	0.18	15,000.18	15,000.00	-	-	-
2385	CABLE FEES SECTION 7.2	261,339.35	-	-	-	-	261,339.35
2386	CABLE FEES SECTION 7.1	76,554.70	40,143.90	44,604.34	-	-	81,015.14
2391	SO. NATICK HILLS 40B	-	-	-	-	-	-
2392	CABLE 2005 SECTION 7.1	160,000.00	-	-	-	-	160,000.00
2394	BOND DEFAULT SANTORA	-	-	-	-	-	-
2395	MUNICIPAL MEDICAID	354,354.00	-	-	(354,354.00)	-	-
2404	CABLE PYMT	7,000.00	-	-	-	-	7,000.00
2407	COMCAST CABLE SECTION 6.5	-	19,184.06	19,184.06	-	-	-
2408	COMCAST CABLE 7.1	-	342,284.13	342,284.13	-	-	-
2101	PARKING METER REVENUE	303,652.87	-	127,631.51	(80,000.00)	-	351,284.38
2208	INSURANCE CLAIMS < 20K	29,703.40	17,307.45	75,466.12	(87,862.07)	-	(0.00)
2104	COCH RAIL TRAIL	-	-	-	-	-	-
2375	PLAN BOARD FEE (HOMART)	8,659.80	-	-	-	-	8,659.80
2376	IMPROVE DRAINAGE H/D	5,000.00	-	-	-	-	5,000.00
2380	SIDEWALK PROJECTS	216,966.05	-	-	-	-	216,966.05
2384	TJX TRAFFIC/TRANS	32,465.09	32,465.09	-	-	-	-
2387	TRANSPORT PRJ/EQP	16,000.00	-	-	-	-	16,000.00
2402	MAPC - BIKE RACKS	-	1,575.00	1,575.00	-	-	-
2413	CONS COMM TRAILS MAINTENANCE	40,155.93	714.13	-	-	-	39,441.80
2415	MATHWORKS MITIGATION APPLE HILL	35,798.24	-	-	-	-	35,798.24
2428	FEDEX MARRIOTT SIDEWALK	82,500.00	-	-	-	-	82,500.00
2102	WETLANDS PROTECTION	24,830.95	1,790.42	13,281.75	-	-	36,322.28
2109	PS MITIGATION FUND	188,573.00	-	-	-	-	188,573.00
2389	PUB SFTY MITIGATION FEE	-	-	-	-	-	-
2390	FIRE EMER TRNG/EQ RQST	1,000.00	-	-	-	-	1,000.00
2103	ROADWAY MITIGATION/NATICK MALL	17,500.00	-	-	-	-	17,500.00
2366	IMPROVE GRISTMILL LANE	8,576.66	175.29	-	-	-	8,401.37
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
2374	IMPROVE GARDEN ROAD	4,770.00	-	-	-	-	4,770.00
2378	SEWER I/I ASHLAND	144,075.05	-	-	-	-	144,075.05
2379	LAKESHORE ROAD W. MAIN	20,229.76	-	-	-	-	20,229.76
2381	STILLMAN ST. EXT	1,824.11	-	-	-	-	1,824.11
2388	IMPR DRNGE WILLOW ST	10,000.00	-	-	-	-	10,000.00
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
2106	INSURANCE CLAIMS > $20K	71,509.44	8,507.75	26,854.38	-	-	89,856.07
2396	TITLE V SEPTIC TANKS	180,382.77	-	8,600.59	(7,684.00)	-	181,299.36

2439	MATHWORKS MITIGATION SPEEN ST.	25,000.00	-	-	(25,000.00)	-	-
2440	PARKING MITIGATION	-	-	20,000.00	-	-	20,000.00
	TOTAL RECEIPTS RESERVED	**4,258,850.08**	**570,689.78**	**799,430.83**	**(936,239.61)**	**-**	**3,551,351.52**

	GIFT AND DONATIONS	BEG BALANCE 6/30/2017	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2018
601	PUBLIC SCHOOL TECHNOLOGY GIFT	-	-	-	-	-	-
602	NATICK PUBLIC SCHOOLS	1,458.50	-	-	-	-	1,458.50
603	BEN-HEM SCHOOL	23,450.36	1,226.01	2,921.33	-	-	25,145.68
604	BROWN SCHOOL	2,547.29	1,962.66	2,552.76	-	-	3,137.39
605	JOHNSON SCHOOL	4,139.55	2,596.62	1,017.01	-	-	2,559.94
606	LILJA SCHOOL	14,473.34	3,735.70	1,861.69	-	-	12,599.33
607	MEMORIAL SCHOOL	9,185.30	4,277.75	15,040.21	-	12,091.68	7,856.08
608	KENNEDY MIDDLE SCHOOL	6,773.10	5,422.49	10,412.92	-	-	11,763.53
609	WILSON MIDDLE SCHOOL	15,567.64	16,170.80	16,900.21	-	-	16,297.05
610	HIGH SCHOOL	28,460.42	5,398.73	11,399.35	-	-	34,461.04
611	BUSINESS PROFESSIONALS AMERICA	55.47	-	-	-	-	55.47
620	MWHCF HEALTH/FITNESS 19-02	2,885.34	-	-	-	-	2,885.34
623	NEF AWARDS 09/10	2,147.67	-	-	-	-	2,147.67
625	ANTI BULLYING MIDDLE SCHOOL	2,055.92	-	-	-	-	2,055.92
629	METROWEST HEALTH PEER	1,385.98	-	-	-	-	1,385.98
631	DRKG PVNTN	1,727.85	341.08	-	-	-	1,386.77
632	HEALTH & FITNESS	7,038.66	1,341.00	126.00	-	-	5,823.66
634	MATHWORKS KMS MATH TEAM GRANT	1,498.98	-	-	-	-	1,498.98
637	NEF 12-13	0.00	-	-	-	-	0.00
638	PRESCHOOL	1,070.88	256.84	495.06	-	-	1,309.10
639	METRO WEST HEALTH DONATION	4,636.33	-	-	-	-	4,636.33
640	MWHF EARLY RISERS SKILLS/SUCCESS	-	24,630.00	24,630.00	-	-	-
642	NEF AWARDS 14-15	2,348.19	-	-	-	-	2,348.19
645	FRIENDS & FAMILY OF METCO	7,039.23	200.00	7,376.82	-	-	14,216.05
646	NEF AWARDS FY16	1,068.32	59.00	-	-	-	1,009.32
647	MWHF EARLY RISERS SKILLS/SUCCESS	(2,832.31)	47,493.82	32,625.00	-	-	(17,701.13)
648	NEF AWARDS 16/17	73,643.75	78,298.68	16,917.00	-	-	12,262.07
649	MWHF DIVERSITY & SUPPORT	10,000.00	-	-	-	-	10,000.00
650	INTERGRATED SUMMER PROGRAM	13,037.00	14,877.50	13,715.25	-	-	11,874.75
626	VERIZON PEG GRANT	139,793.58	-	-	-	-	139,793.58
2313	MUNICIPAL BLDG INS TRUST	5,609.75	-	-	-	-	5,609.75
2339	ENVIRON TEST/STDY AS NEEDED	5,000.00	-	-	-	-	5,000.00
2345	WSHG WELLNESS PROGRAM	1,832.68	-	-	-	-	1,832.68
2346	NATICK HISTORICAL COMMISSION	39,290.34	-	(479.75)	-	-	38,810.59
2360	REPAIRS COMM WAR MEMORIAL	478.00	-	-	-	-	478.00
2420	NEXT STEP LIVING	11,500.00	-	-	-	-	11,500.00
2426	WSHG WELLNESS PROGRAM	(814.88)	1,420.23	1,253.26	-	-	(981.85)
2431	NATICK GOES GREEN	13.00	13.00	-	-	-	-
2301	HENRY WILSON SHOP MAINT	5,487.13	-	(67.00)	-	-	5,420.13
2324	ELDERLY/DISABLED TAXATION	5,924.75	10,000.00	11,267.12	-	-	7,191.87
2357	CITIZENS ENERGY	2,462.56	-	(30.07)	-	-	2,432.49
2356	MUN AFFORDABLE HOUSING TR	446,247.20	90,145.00	3,860.00	78,400.00	-	438,362.20
2435	NATICK DOG PARK DESIGN	19,089.81	19,089.81	-	-	-	-
2316	LAW ENFORCEMENT TRUST	4,086.42	913.02	930.53	-	-	4,103.93
2317	POLICE BICYCLE PROGRAM	902.36	902.36	-	-	-	-
2322	POLICE SHOP LIFTER TRNG	1,800.00	-	-	-	-	1,800.00
2355	MICHAEL FAMILY DONATION	83.91	-	-	-	-	83.91
2399	POLICE GIFT FUND	3,768.15	-	2,660.75	-	-	6,428.90
2405	POLICE AUX TRAINING - MORSE	5,202.00	390.00	-	-	-	4,812.00
2419	STANTON K-9 UNIT	349.76	349.76	-	-	-	-
2430	DRUG BUYS	924.73	-	2.23	-	-	926.96
2434	MATHWORKS CHILD IDENTIFICATION	177.37	-	-	-	-	177.37
2308	AMBULANCE MEMORIAL	1,736.00	-	-	-	-	1,736.00
2331	TENET HLTHCARE PUB SFTY TRNG	1,120.00	-	-	-	-	1,120.00
2341	FIRE DEPT CARBON MONOXIDE DET	937.26	-	-	-	-	937.26
2417	OPIOID DONATIONS	-	-	10,694.00	-	-	10,694.00
2418	FY14 NATICK HS CPR/AED GRANT	949.00	-	1,415.00	-	-	2,364.00
2423	FIRE FITNESS EQUIPMENT	875.68	-	-	-	-	875.68
2425	FIRE FY15 NHS CPR/AED TRAINING	4.00	4.00	-	-	-	-
2326	PURCHASE STREET TREES	53.00	-	15,000.00	-	-	15,053.00
2342	MAHB TOBACCO MINI GRANT	315.06	-	-	-	-	315.06
2421	TOBACCO CONTROL	49,234.41	21,987.88	-	-	-	27,246.53

2409	MWHF EXERCISE GRANT	5,303.96	-	-	-	-	5,303.96
2427	MWRTA TRANSPORTATION	(8,199.51)	42,546.31	49,840.83	-	-	(904.99)
2307	COUNCIL ON AGING	26,537.19	1,322.99	2,805.23	-	-	28,019.43
2325	MCHCF HEALTH GRANT (HUM SERV)	1,103.30	-	-	-	-	1,103.30
2332	COMM COALITION WALKING PROG	10,084.29	997.86	-	-	-	9,086.43
2333	MCHCF HEART HEALTHIER NAT #903	10,129.08	6,850.00	-	-	-	3,279.08
2352	MW EMERGENCY PHYSCIANS	2,967.14	2,967.14	-	-	-	-
2393	SENIOR CENTER GIFT ACCOUNT	7,886.91	4,572.44	5,000.00	-	-	8,314.47
2400	COA HOLIDAY DINNER	29.45	29.45	-	-	-	-
2416	ESTATE OF MARJORIE GRADY FOR SR CTR	24,402.16	-	-	-	-	24,402.16
2311	COMMISSION ON DISABILITY	2,011.51	-	-	-	-	2,011.51
2354	COMM ON DISABILITY FINES ART 14	19,680.67	500.00	172.45	-	-	19,353.12
2323	SUMMER PAGE PROGRAM	(1,890.82)	5,623.75	3,000.00	-	-	(4,514.57)
2309	BAA MARATHON	38,349.79	-	63,300.00	-	-	101,649.79
2310	YOUTH COORD DESIGNATED	1,111.79	-	-	-	-	1,111.79
2319	SHAW PARK RESTORATIONS	304.68	-	-	-	-	304.68
2334	WM GORDON TRUST -CMP ARWHD	15,000.00	-	-	-	-	15,000.00
2328	NATICK CULTURAL COUNCIL	2,281.24	250.00	-	-	-	2,031.24
	TOTAL GIFT/DONATION	**1,146,388.62**	**419,163.68**	**328,615.19**	**78,400.00**	**12,091.68**	**1,122,148.45**
	TRUST FUNDS						
7000	CAPITAL STABILIZATION FUND	6,316,840.49	-	67,810.35	1,651,435.00	-	8,036,085.84
7001	STABILIZATION FUND	4,530,644.59	-	39,658.87	-	-	4,570,303.46
7003	OPERATING STABILIZATION FUND	2,548,739.25	-	21,755.92	500,000.00	-	3,070,495.17
7004	FAR STABILIZATION FUND	2,540,478.07	-	(11,611.72)	(3,900.00)	-	2,524,966.35
7005	I & I STABILIZATION FUND	1,140,420.39	-	(13,924.64)	(150,000.00)	-	976,495.75
7010	1:1 TECH STABILIZATION SCHOOL	105,084.79	-	(3,115.38)	(100,000.00)	-	1,969.41
	TOTAL STABILIZATION FUNDS	**17,182,207.58**	**-**	**100,573.40**	**1,897,535.00**	**-**	**19,180,315.98**
	CONSERVATION COMMISSION						
7222	CONS COMM	124,218.79	42,283.96	7,718.97	-	-	89,653.80
	TOTAL CONS COMM	**124,218.79**	**42,283.96**	**7,718.97**	**-**	**-**	**89,653.80**
	NON-EXPENDABLE TRUSTS						
7208	WALCOTT	83,620.08	-	(1,138.02)	-	-	82,482.06
7209	BIGELOW	106.32	-	(1.29)	-	-	105.03
7210	BECKMAN	671.06	-	(8.20)	-	-	662.86
7211	SMITH	85.51	-	(1.03)	-	-	84.48
7212	CROSBY	856.41	-	(10.46)	-	-	845.95
7213	COBB	106.32	-	(1.29)	-	-	105.03
7214	BIGELOW	112.48	-	(1.39)	-	-	111.09
7215	MORSE	9,629.70	-	(117.57)	-	-	9,512.13
7216	CPT STONE	2,879.01	-	(35.19)	-	-	2,843.82
7217	NAGLE/FOX	213.78	-	(2.64)	-	-	211.14
7218	WILSON	24,011.27	-	(293.17)	-	-	23,718.10
7219	KENNEDY	170,136.56	-	(2,240.00)	-	-	167,896.56
7223	GEORGE ROGERS TRUST FUND	394.17	-	(4.84)	-	-	389.33
7224	SALLY SPAULDING WELFARE	2,166.78	-	(26.44)	-	-	2,140.34
7225	MARIA HAYES TOWN HOUSE	64,222.15	-	(784.18)	-	-	63,437.97
7226	MARIA HAYES WELFARE	2,167.67	-	(26.48)	-	-	2,141.19
7227	CEMETARY MISC TRUST FUND	-	-	-	-	-	-
	TOTAL NON-EXPENDABLE TRUSTS	**361,379.27**	**-**	**(4,692.19)**	**-**	**-**	**356,687.08**
	EXPENDABLE TRUSTS						
7601	GERALD ASH SCHLARSHIP	4,142.72	1,000.00	(85.14)	-	-	3,057.58
7602	MATH WORKS - SCHOLARSHIP FUND	59,261.97	20,000.00	20,963.71	-	-	60,225.68
7603	HGH SCHL MISC SCHLRSHPS	37,046.08	14,800.00	22,080.81	-	-	44,326.89
7604	ALLEN R. LOANE MEMORIAL	2,642.13	-	(32.27)	-	-	2,609.86
7605	ALFRED MURRAY MEM SCHOLARSHIP	33.05	-	(0.40)	-	-	32.65
7606	GENEVIEVE RICH MEM SCHLRSHP	31,541.76	1,000.00	701.50	-	-	31,243.26
7607	TARTIKOFF SCHOLARSHIP FUND	21,390.71	900.00	(269.14)	-	-	20,221.57
7608	EDITH NUTT SCHOLARSHIP FUND	108,510.49	3,000.00	(1,434.59)	-	-	104,075.90

7609	MCKENNA ALDERMAN SCHOLARSHIP	24,323.40	500.00	(221.86)	-	-	23,601.54
7610	BARKER MEMORIAL	17,903.05	200.00	(225.88)	-	-	17,477.17
7611	CHRISTOPHER LADD SCHOLARSHIP	4,239.82	4,000.00	4,859.57	-	-	5,099.39
7612	SILVANO MELCHIORI SCHOLARSHIP	851.73	-	73.73	-	-	925.46
7613	TEDDY SULLIVAN SCHOLARSHIP	6,327.12	1,000.00	1,059.20	-	-	6,386.32
7614	FREEDY GREEN SCHOLARSHIP	3,693.57	200.00	-	-	-	3,493.57
7615	KANE-PIERCE SCHOLARSHIP	5,593.13	300.00	-	-	-	5,293.13
7616	LEBOWITZ SCHOLARSHIP	800.00	300.00	560.00	-	-	1,060.00
7617	FRANCHESCI SCHOLARSHIP	757.10	-	-	-	-	757.10
7618	ANTHONY DAMPLO SCHOLARSHIP	8,579.74	900.00	-	-	-	7,679.74
7619	DOROTHY GREE SCHOLARSHIP	4,367.47	500.00	-	-	-	3,867.47
7620	KEVIN F. LYNCH SCHOLARSHIP	12,734.11	350.00	329.41	-	-	12,713.52
7621	MARGUERITE RAFFERTY SCHOLARSHIP	24,067.44	200.00	(301.19)	-	-	23,566.25
7622	L PALOTTA MEMORIAL SCHOLARSHIP	378.58	-	620.10	-	-	998.68
7623	GEORGE HANNA MEMORIAL SCHOLARSHIP	1,757.76	500.00	(39.53)	-	-	1,218.23
7624	LEONARD HANNA MEMORIAL SCHOLARSHIP	95,078.41	5,000.00	(1,343.76)	-	-	88,734.65
7230	K MCDANIEL EDUCATIONAL TRUST	151,024.23	-	1,275.80	-	-	152,300.03
7700	OPEB	2,164,054.91	-	-	(2,164,054.91)	-	-
7002	OPEB TRUST FUND	-	-	119,905.61	3,164,054.91	-	3,283,960.52
	TOTAL EXPENDABLE TRUSTS	**2,791,100.48**	**54,650.00**	**168,475.68**	**1,000,000.00**	**-**	**3,904,926.16**
	TOTAL GIFT/DONATION AND TRUSTS	**21,605,294.74**	**516,097.64**	**600,691.05**	**2,975,935.00**	**12,091.68**	**24,653,731.47**

CHAPTER 90

		BEG BALANCE 6/30/2017	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	ENCUMBRANCE	BALANCE 6/30/2018
3500	CHAPTER 90	(110,143.55)	1,911,698.87	1,808,815.28	-	301,146.23	(514,173.37)
3110	CH. 90 - MASS DOT COMPLETE STREETS	-	334,149.22	50,244.13	-	70,586.34	(354,491.43)
	TOTAL CHAPTER 90	**(110,143.55)**	**2,245,848.09**	**1,859,059.41**	**-**	**371,732.57**	**(868,664.80)**

AGENCY FUNDS

		BEG BALANCE 6/30/2017	ACTUAL EXPENDITURES	ACTUAL REVENUES	Transfer In/Out	Encumbrance	BALANCE 6/30/2018
8160	FAM NETWORK	72.76	-	-	-	-	72.76
8197	COFFEE FUND TOWN HALL	542.92	344.10	38.00	-	-	236.82
8104	DEPOSIT ON BIDS	5,393.10	-	-	-	-	5,393.10
8105	GUARANTEED BND	15,400.00	-	-	-	-	15,400.00
8102	COPY CENTER CHARGES	2,449.48	(719.02)	-	-	-	3,168.50
8103	MISC CASH CHARGES	8,309.60	385.52	-	-	-	7,924.08
8184	BRIDGE LN	200.00	-	-	-	-	200.00
8189	CREDIT UNION REFUND	95.55	-	-	-	-	95.55
8108	BLUE CROSS EMPLOYEE	15,765.33	-	-	-	-	15,765.33
8112	TAX FORECLOSURE	6,275.00	-	-	-	-	6,275.00
8114	DISABILITY INS REFN	306.60	-	-	-	-	306.60
8115	ANNUITY	441.01	-	-	-	-	441.01
8173	VERIZON PEG	310,504.62	361,677.81	405,011.73	-	-	353,838.54
8199	TOWN HALL CAFÉ	72.10	-	-	-	-	72.10
8201	CREDIT CARD DEPOSIT - COA/POLICE	15.95	-	-	-	-	15.95
8156	COLOR FEE	(11,032.67)	76,946.65	83,130.00	-	-	(4,849.32)
8118	PLAN/CONTINENTAL	154.47	-	-	-	-	154.47
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
8149	PLAN/910 WORCESTER ST	500.00	-	-	-	-	500.00
8152	PLAN/323 SPEEN	4,449.02	-	-	-	-	4,449.02
8153	PLAN/TRAFFIC IMP	20.76	-	-	-	-	20.76
8155	PLAN/BOSTON SCIENCE	10,000.00	-	-	-	-	10,000.00
8158	PLAN FEE/SUNOCO	375.00	-	-	-	-	375.00
8162	OXBOW HUGES REVIEW	-	10,382.56	15,500.00	-	-	5,117.44
8163	PLAN/WSHNG AV/RTE 135	773.76	-	-	-	-	773.76
8168	PLAN/SO NAT HLS	179,034.66	-	-	-	-	179,034.66
8182	PAPERBOARD PEER REVIEW	1.52	-	-	-	-	1.52
8187	PLANG HUNTER HILL PEER REVIEW	23.38	-	-	-	-	23.38
8210	ZBA PEER REVIEW	-	14,076.74	20,500.00	-	1,923.26	4,500.00

8212	OXBOW PEER REVIEW TECH CIRCLE	902.45	-	-	-	-	902.45
8215	PEER REVIEW MCHUGH FARM	-	4,738.37	5,625.00	-	-	886.63
8216	BOND LOT 5,6,7 WELLESLEY RD	-	-	80,000.00	-	-	80,000.00
8117	ENG SITE REVIEW	191.14	-	-	-	-	191.14
8132	MWRA LEACH LN	4,211.38	-	-	-	-	4,211.38
8134	CABLE/FROST & WIN	450.00	-	-	-	-	450.00
8154	P/FEE SPRINT	1,192.00	-	-	-	-	1,192.00
8164	C/COM SHADOW STUDY	-	-	-	-	-	-
8167	WIRELESS COMM STUDY	20,132.00	-	-	-	-	20,132.00
8171	LAND DISTURBANCE (CONCOMM)	80,478.13	973.42	6,875.45	-	-	86,380.16
8174	WATER TOWER HOOK UP	12,414.77	-	-	-	-	12,414.77
8176	75 ROCK	18,242.47	-	-	-	-	18,242.47
8177	CRT RT30 SIGNAL	-	-	-	-	-	-
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
8183	CC REVIEW	634.20	-	-	-	-	634.20
8186	42 LEACH	30,000.00	-	-	-	-	30,000.00
8191	CHRYL 40B	1,771,813.05	-	-	(665,295.00)	-	1,106,518.05
8207	FEDEX LANDSCAPING BOND	25,400.00	-	-	-	-	25,400.00
8213	RTE 9/27 PLAZA PEER REVIEW	-	-	-	-	-	-
8101	FIREARMS	2,958.20	19,387.50	18,925.00	-	-	2,495.70
8109	POLICE SPECIAL DUTY	(248,935.17)	825,267.74	872,933.38	-	-	(201,269.53)
8110	FIRE SPECIAL DUTY	(95,346.86)	119,027.40	107,407.49	-	-	(106,966.77)
8131	LMMWC PARAMEDIC	455.86	-	-	-	-	455.86
8133	CABLE/HOME DEPOT	2,125.00	-	-	-	-	2,125.00
8135	CABLE/MCI METRO	362.50	-	-	-	-	362.50
8185	FIRE INSPEC	7,900.00	23,300.00	40,400.00	-	-	25,000.00
8205	PRIMROSE SCHOOL FUND	-	-	-	-	-	-
8107	BOARD HEALTH MEHA	-	-	-	-	-	-
8175	BACON FREE RENOVATIONS	75.00	-	-	-	-	75.00
8166	CROSSROADS FOUNDATION	0.54	-	-	-	-	0.54
8220	STREET OPENING DEPOSIT	-	-	165,000.00	-	-	165,000.00
	TOTAL AGENCY FUNDS	**2,231,424.95**	**1,455,788.79**	**1,821,346.05**	**(665,295.00)**	**1,923.26**	**1,929,763.95**

SCHOOL ACTIVITY FUNDS		**BEG BALANCE 6/30/2017**	**ACTUAL EXPENDITURES**	**ACTUAL REVENUES**	**Transfer In/Out**	**Encumbrance**	**BALANCE 6/30/2018**
8900	BENNETT HEMENWAY SCHOOL	(1,713.07)	11,958.25	11,683.77	-	-	(1,987.55)
8901	BROWN SCHOOL	-	-	-	-	-	-
8902	JOHNSON SCHOOL	-	-	-	-	-	-
8903	LILJA SCHOOL	-	-	0.11	-	-	0.11
8905	KENNEDY SCHOOL	61,246.85	114,821.37	124,000.36	-	-	70,425.84
8906	WILSON SCHOOL	45,907.88	69,572.59	64,703.43	-	778.49	40,260.23
8907	HIGH SCHOOL	244,692.12	280,978.34	270,902.49	-	-	234,616.27
	TOTAL SCHOOL ACTIVITY FUNDS	**350,133.78**	**477,330.55**	**471,290.16**	**-**	**778.49**	**343,314.90**

RETIREMENT BOARD		**BEG BALANCE 6/30/2017**	**ACTUAL EXPENDITURES**	**ACTUAL REVENUES**	**Transfer In/Out**	**Encumbrance**	**BALANCE 6/30/2018**
8950	RETIREMENT BOARD	(17.24)	189,819.72	189,956.44	-	-	119.48
	TOTAL RETIREMENT BOARD	**(17.24)**	**189,819.72**	**189,956.44**	**-**	**-**	**119.48**
	TOTAL ALL AGENCY FUNDS	**2,581,541.49**	**2,122,939.06**	**2,482,592.65**	**(665,295.00)**	**2,701.75**	**2,273,198.33**

CITY/TOWN OF_____NATICK_____, MASSACHUSETTS
Capital Project Fund Balance Detail
as of June 30, 2018
(Unaudited)

Account Number	Account Name	Remaining Balance 6/30/2018
5000	Cap Eqpmt '11	116,795.83
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
5010	Wilson/Kennedy	15,359.00
5012	Closed Projects	30,488.43
5016	Pegan/Cove Lake	13,196.51
5017	Brown School	47,441.31
5022	Cap Improvement	414,182.00
5023	Swr Clbhse/Sdlbrk	32,506.76
5024	Swr Speen/Main/Park	316,621.52
5025	Phase V Relining	505,775.33
5029	Cap Eqpmt '08	525.00
5031	HS Construction	220,593.19
5034	Fire Ground Repeater	15,386.10
5037	Landfill; GF & Golf	11,118.44
5038	Sewer I/I - Various	101,415.45
5041	Water Line; Lakeshore	150,106.21
5045	FY12 Cap Eqpmt	194,747.42
5047	FY13 Cap Improvement	16,825.00
5049	Recycling Packers	168.34
5051	Capital Improvements FY13	83,647.27
5054	FY14 Capital Improvemnts; Spg '13	106,676.41
5055	FY14 Cap Equipmt-Fall 13	22,742.99
5058	FY15 Capital Equipment-Spg '14	3,330.17
5059	FY15 Capital Improvement-Spg '14	285,000.00
5061	FY15 Capital Equipment-Fall'14	39,949.66
5062	FY15 Capital Improvement-Fall '14	223,026.61
5064	FY16 Capital Improvement-Spg '15	19,544.89
5066	Lilja Roof-Fall 2015 Art 10	119,453.11
5070	CEX AQUAFIER	0.00
5073	CAP IMP FY 17 15B1 SPG 16	158,249.80
5074	A 15B2 SPG 16	63,115.16
5075	A 15E SPG 16	274,030.72
5077	CAP EQIP A9B FTM 16	3,773.83
5078	CAP IMPR 10b FTM 16	308,590.12
5079	FY 18 Equipment	591,837.66
5080	FT 18 Capital Improvements	1,308,216.42
5081	LILJA CLASSROOM 13C SPG 17	138,186.71
'5082	'FALL 2017 CAPITAL IMPROVEMENTS	27,720.00
'5083	'KMS - FALL 2017	(106,575.17)
'5084	'NEW KENNEDY MIDDLE SCHOOL	302,523.00
'5085	'SPRING 2018 PROJECTS	425,000.00
	TOTAL GEN. GOV'T CP FUNDS	6,653,467.25

CITY/TOWN OF_____NATICK_____, MASSACHUSETTS
Capital Project Fund Balance Detail
as of June 30, 2018
(Unaudited)

Account Number	Account Name	Remaining Balance 6/30/2018
6010	Golf Carts	953.54
6012	FY14 Pave Golf Paths	79,334.35
6015	FY16 Greens Aerator	159.59
6017	'GOLF CART FLEET ART 12E SPG 17	10,005.68
	TOTAL GOLF ENTERPRISE CP	90,453.16
'6531	'CAPITAL IMP ARTICLE 13 4,13,14	182,459.61
'6535	'W/S CAPITAL ARTICLES FY10	0.00
'6536	'ART 16C FY13 CAP IMPRVMNTS	323,694.43
'6538	'CAP IMP FY14 ART 14C 16-22	115,171.51
'6539	'SWR MAIN RELINE FY14 ART 14D	161,640.02
'6540	'MWRA SEWER REHAB FY14 ART14E	224,895.30
'6542	'CAP IMP FY14 ART 19C FTM '13	0.00
'6543	'CAP IMP WS FY15 ART 36C SPG 14	28,946.60
'6544	'W/S CAP IMPVMT ART 33C FTM 14	487,781.49
'6545	'W/S CAP EQP ART 21C SPG 15	130,860.77
'6546	'SWR I&I-14D STM'13 & 33 FTM'14	300,000.00
'6548	'WTR DISTRBTN ART 10H FTM '15	0.00
'6549	'CAP EQP WS FY17 ART 14C SPG 16	120,512.33
'6550	'CAP IMP FY17 WS ART 15C SPG 16	274,401.16
'6551	'FY17 CAP IMPRVMNT 10C FATM 16	1,585,995.50
'6552	'FY18 CAP EQPMT ART 12 C SPG 17	95,000.00
'6553	'FY18 WS CAP IMP ART 13D SPG 17	3,849,093.82
'6554	'FALL 2017 CAPITAL IMPROVEMENTS	0.00
'6555	'SPRING 2018 WATER PROJECTS	292,000.00
	TOTAL WATER/SEWER CP FDS	8,172,452.54
	TOTAL ALL CAPITAL PROJECTS	14,916,372.95

Town of Natick

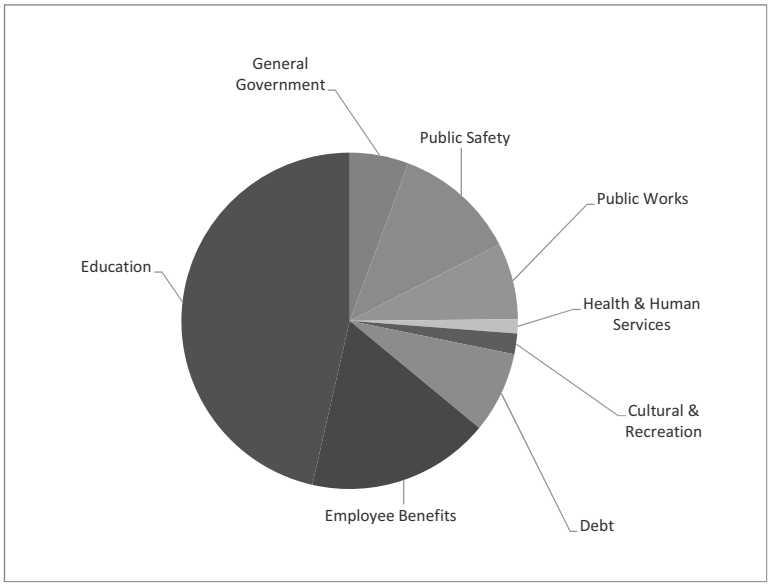
Budget to Actual Expenses

FY 2018

DEPT N	ACCOUNT DESCRIPTION	ORIGINAL APPROP	TRANFRS/ADJSM	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDG	% USED
115	PRINTING TOWN REPORT	4,100	3,750	7,850	7,501.50	0.00	348.50	95.60
117	INSURANCE PROPERTY/LIABILI	707,680	5,706	713,386	654,557.22	5,243.00	53,585.78	91.80
123	BD SELECTMEN/TN ADMINISTRA	3,411,814	-1,126,598	2,285,216	1,429,914.88	78,093.01	777,208.60	62.60
131	FINANCE COMMITTEE	17,800	10,000	27,800	18,663.00	0.00	9,137.00	67.10
132	RESERVE FUND	250,000	0	250,000	0.00	0.00	250,000.00	0.00
134	COMPTROLLER	419,522	41,172	460,694	358,962.19	39,841.08	61,890.92	77.90
135	FINANCE DEPARTMENT	65,574	200	65,774	61,147.00	0.00	4,627.00	93.00
141	ASSESSORS	473,209	123,499	596,708	536,363.59	36,042.51	24,302.39	89.90
145	TREASURER	225,732	0	225,732	171,503.34	923.86	53,304.80	76.00
146	COLLECTOR OF REVENUE	363,871	10,130	374,001	334,645.35	4,686.05	34,669.29	89.50
151	LEGAL SERVICES -TOWN COUNS	342,100	3,505	345,605	312,921.89	4.25	32,678.81	90.50
152	PERSONNEL BOARD	1,000	0	1,000	0.00	0.00	1,000.00	0.00
155	INFORMATION SYSTEMS	1,244,564	41,539	1,286,103	1,192,566.40	85,798.66	7,737.86	92.70
161	TOWN CLERK	305,077	5,764	310,841	292,299.05	3,731.47	14,810.38	94.00
162	BOARD OF REGISTRARS	68,706	6,577	75,283	62,078.44	1,793.93	11,410.17	82.50
180	COMMUNITY DEVELOPMENT	884,695	46,524	931,219	914,494.27	871.61	15,852.79	98.20
185	Affordable Housing Trust	0	0	0	0.00	0.00	-	0.00
192	PUBLIC BLDGS PROP MAINT	1,479,112	154,939	1,634,051	1,352,241.46	83,488.45	198,321.38	82.80
	General Government	10,264,556.00	-673,292.87	9,591,263.13	7,699,859.58	340,517.88	1,550,885.67	5.7%
210	POLICE DEPARTMENT	6,638,637	705,234	7,343,871	7,223,332.47	11,427.83	109,111.19	98.40
220	FIRE DEPARTMENT	8,110,992	527,162	8,638,154	8,628,070.83	8,247.33	1,835.46	99.90
244	WEIGHTS/MEASURES	15,842	8,448	24,290	24,218.07	0.00	71.93	99.70
246	PARKING ENFORCEMENT	140,368	0	140,368	112,930.41	0.00	27,437.59	80.50
251	NATICK EMERGENCY MANAGEMEN	35,600	15,539	51,139	44,133.19	0.00	7,005.63	86.30
	Public Safety	14,941,439.00	1,256,382.93	16,197,821.93	16,032,684.97	19,675.16	145,461.80	11.8%
410	PUBLIC WORKS ENGINEERING	544,820	120,831	665,651	530,830.32	64,142.82	70,677.36	79.70
420	PUBLIC WORKS - ADMIN	364,418	13,361	377,779	363,704.57	1,315.49	12,758.54	96.30
426	PUBLIC WORKS EQUIP MAINT	935,791	8,166	943,957	1,000,152.72	2,302.97	(58,498.34)	106.00
427	PUBLIC WORKS LFNR	968,471	8,251	976,722	934,385.81	4,926.97	37,409.47	95.70
429	PUB WKS HWY MAINT/SANT/REC	3,445,661	141,815	3,587,476	4,150,809.70	47,265.01	(610,599.07)	115.70
450	FACILITIES MANAGEMENT	3,113,121	161,274	3,274,395	3,023,944.96	74,249.23	176,200.85	92.40
	Public Works	9,372,282.00	453,697.38	9,825,979.38	10,003,828.08	194,202.49	-372,051.19	7.4%
512	BOARD OF HEALTH	533,833	6,732	540,565	523,152.94	244.00	17,168.18	96.80
520	HUMAN SERVICES	130,000	2,700	132,700	129,481.21	0.00	3,218.79	97.60
540	COMMUNITY SERVICES ADMIN	274,059	3,261	277,320	263,276.44	0.00	14,043.51	94.90
541	COUNCIL ON AGING	360,953	3,957	364,910	362,813.87	1,622.64	473.97	99.40
543	VETERANS SERVICES	452,308	20,151	472,459	368,859.55	393.42	103,206.29	78.10
545	COMM ORGANIC FARM	177,104	5,991	183,095	183,094.62	0.00	0.57	100.00
549	COMMISSION ON DISABILITY	750	0	750	238.69	0.00	511.31	31.80
	Health & Human Services	1,929,007.00	42,793.00	1,971,800.00	1,830,917.32	2,260.06	138,622.62	1.3%
610	MORSE INSTITUTE LIBRARY	2,215,285	10,481	2,225,766	2,151,463.07	215.71	74,087.32	96.70
615	BACON FREE LIBRARY	172,433	1,235	173,668	172,451.19	636.03	580.35	99.30
630	RECREATIONS AND PARKS	404,071	15,919	419,990	400,394.62	19,100.06	495.20	95.30
690	ARTS COUNCIL	700	0	700	384.11	0.00	315.89	54.90
691	HISTORIC COMMISSION	750	0	750	0.00	0.00	750.00	0.00
692	HISTORIC DISTRICT COMMISSI	550	0	550	450.37	48.96	50.67	81.90
	Cultural & Recreation	2,793,789.00	27,634.55	2,821,423.55	2,725,143.36	20,000.76	76,279.43	2.0%
710	INTEREST AND MATURING DEBT	11,644,955	0	11,644,955	10,576,851.38	0.00	1,168,104	90.00
	Debt	11,644,955.00	0.00	11,644,955.00	10,576,851.38	0.00	1,168,103.62	7.8%
910	OTHER EMPLOYEE BENEFITS	15,834,171	-80,056	15,754,115	15,081,414.32	84,159.90	588,541.04	95.70
911	RETIREMENT BOARD	8,763,143	4,815	8,767,958	8,764,621.00	0.00	3,337.00	100.00
912	NON-CONTRIBUTORY PENSIONS	22,233	0	22,233	18,593.02	0.00	3,639.98	83.60
	Employee Benefits	24,619,547.00	-75,240.74	24,544,306.26	23,864,628.34	84,159.90	595,518.02	17.6%
	Town departments Total	**75,565,575.00**	**1,031,974.25**	**76,597,549.25**	**72,733,913.03**	**660,816.25**	**3,302,819.97**	
300	ADMINISTRATION	9,894,454	136,464	10,030,918	10,465,594.72	135,458.15	(570,134.48)	102.20
310	REGULAR EDUCATION	34,045,688	175,026	34,220,713	33,691,573.00	99,866.73	429,273.57	98.50
313	IT	2,255,736	13,867	2,269,603	2,240,855.59	19,517.61	9,229.80	
320	SPECIAL EDUCATION	14,224,836	103,233	14,328,068	14,320,928.39	0.00	7,140.09	98.70
330	ENGLISH LANGUAGE LEARNERS	511,528	0	511,528	398,330.80	0.00	113,196.70	100.60
350	School 504 MED/TH	120,000	12,000	132,000	71,495.91	0.00	60,504.09	77.90
360	PRESCHOOL	688,328	0	688,328	745,581.02	738.30	(57,991.32)	54.20
370	NORTHSTAR	483,407	85	483,492	476,573.06	0.00	6,919.23	108.30
380	OTHER	164,948	0	164,948	156,643.22	0.00	8,304.78	98.60
390	TECHNOLOGY	468,075	1,712	469,787	460,596.38	0.00	9,190.56	95.00
								98.00
	Education	**62,856,999.00**	**442,386.90**	**63,299,385.90**	**63,028,172.09**	**255,580.79**	**15,633.02**	46.4%
	Town Total	**138,422,574.00**	**1,474,361.15**	**139,896,935.15**	**135,762,085.12**	**916,397.04**	**3,318,452.99**	

General Government	5.7%
Public Safety	11.8%
Public Works	7.4%
Health & Human Services	1.3%
Cultural & Recreation	2.0%
Debt	7.8%
Employee Benefits	17.6%
Education	46.4%

FY 2018 Expenditures



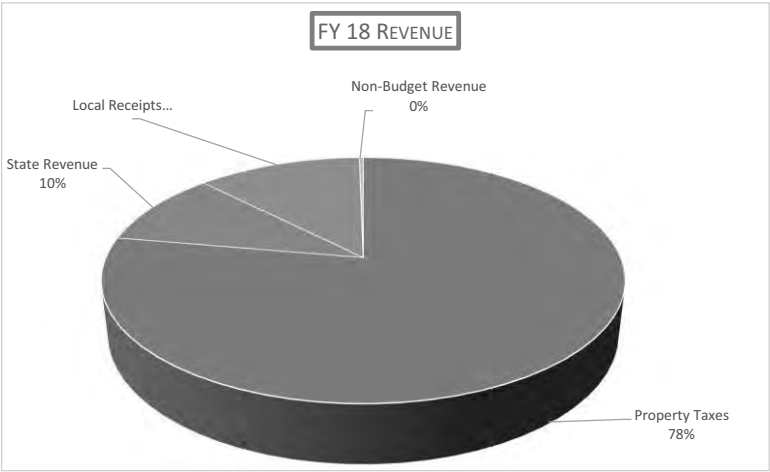
Town of Natick

Revenue

FY 2018 Final

ACCOUNT	ACCOUNT DESCRIPTION	BUDGET	ACTUAL	REMAINING	PCT
Property Tax					
4110	PERSONAL PROPERTY TAX	2,008,025.95	1,973,556.89	34,469.06	98.3%
4120	REAL ESTATE TAX	105,380,453.03	104,655,619.09	724,833.94	99.3%
	Total Taxes	107,388,478.98	106,629,175.98	759,303.00	99.3%
State Receipts					
4610	STATE REIMB FOR LOSS OF T	137,912.00	180,764.00	(42,852.00)	
4620	STATE - EDUCATION	9,583,344.00	9,381,147.00	202,197.00	97.9%
4660	STATE - GENERAL	4,174,741.00	3,975,941.00	198,800.00	95.2%
	Total Cherry sheet	13,895,997.00	13,537,852.00	358,145.00	97.4%
Local Receipts					
4150	MOTOR VEHICLE EXCISE TAX	5,880,600.00	5,815,808.53	64,791.47	98.9%
4160	BOAT EXCISE TAX	3,200.00	3,751.30	-551.30	117.2%
4170	PEN & INT ON TAXES	377,100.00	428,117.03	-51,017.03	113.5%
4180	PAYMENT IN LIEU OF TAX	34,500.00	41,037.01	-6,537.01	118.9%
4190	OTHER TAXES	2,408,600.00	2,403,830.19	4,769.81	99.8%
4220	SUPPLEMENT TAXES	425,000.00	586,507.42	-161,507.42	138.0%
4250	DPW NON UTILITY USAGE CHG	0.00	106,222.00	(106,222.00)	
4320	DEPARTMENTAL FEES	2,600,441.00	2,941,926.64	-341,485.64	113.1%
4360	POLICE RENTALS	46,500.00	49,779.96	-3,279.96	107.1%
4370	OTHER DEPT REVENUE	810,170.00	857,204.35	-47,034.35	105.8%
4457	LICENSE & PERMITS	2,053,445.00	2,216,716.12	-163,271.12	108.0%
4770	FINES AND FORFEITS	220,000.00	211,715.97	8,284.03	96.2%
4800	COLLECTOR'S MISC		190,281.77	(190,281.77)	
4810	SALE OF INVENTORY	0.00	370.00	(370.00)	
4820	INVESTMENT INCOME	280,000.00	655,020.45	(375,020.45)	233.9%
4680	MEDICAID Revenue	0.00	100,000.00	(100,000.00)	
4845	MISC NON -REC (PENS COLA)	0.00	1,279.94	(1,279.94)	
	Total Local Receipts	15,139,556.00	16,609,568.68	(1,470,012.68)	109.7%
Non-Budget Revenue					
4140	**TAX TITLE**	0.00	293,920.93	(293,920.93)	
	CHAPTER LAND		88,484.30	(88,484.30)	
	Total Non Budgeted Revenue	0.00	382,405.23	(382,405.23)	
	Totals	**136,424,031.98**	**137,159,001.89**	**(734,969.91)**	100.5%

Property Taxes	107,388,478.98	106,629,175.98	77.7%
State Revenue	13,895,997.00	13,537,852.00	9.9%
Local Receipts	15,139,556.00	16,609,568.68	12.1%
Non-Budget Revenue	0.00	382,405.23	0.3%



Annual Salary
Calendar Year 2018

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
TOWN ADMINISTRATION						
ANDERSON	KRISTINA	PERSONNEL COORDINATOR	33,426.86			33,426.86
CHENARD	WILLIAM	DEPUTY TOWN ADMINISTRATOR	144,009.66		32,284.96	176,294.62
CLARK	LINDA	BENEFIT MANAGER	67,422.26		1,677.66	69,099.92
DONOVAN	DONNA	SR EXECUTIVE ASSISTANT	63,496.33		803.75	64,300.08
LEBLANC	BRYAN	PROCUREMENT OFFICER	83,200.00			83,200.00
MALONE	MELISSA	TOWN ADMINISTRATOR	104,180.26			104,180.26
O'NEIL	PATRICIA	EXECUTIVE ASSISTANT	56,549.59		1,250.49	57,800.08
TOWNSEND	JOHN	DEPUTY TA / FIN DIRECTOR	137,800.00			137,800.00
TRANFAGLIA	RICHARD	HUMAN RESOURSES DIRECTOR	129,844.34		28,626.61	158,470.95
WHITE	MARTHA	TOWN ADMINISTRATOR	92,661.76			92,661.76
WILSON MARTIN	JILLIAN	SUSTAINABILITY COORD	51,530.82		726.93	52,257.75
			964,121.88	**0.00**	**65,370.40**	**1,029,492.28**
COMPTROLLER						
HELSER	MATTHEW	FINANCIAL ASSISTANT	32,146.08	106.01	2,009.13	34,261.22
MACKENZIE	SHANNON	ASSISTANT COMPTROLLER	73,500.10		1,176.92	74,677.02
MEHTA	ARTI	COMPTROLLER	115,000.08		1,500.00	116,500.08
SCHOFIELD	LESLIE	PAYROLL MANAGER	49,586.48		1,975.96	51,562.44
TOMASETTI	CYNTHIA	STAFF ACCOUNTANT	72,356.74		2,343.34	74,700.08
			342,589.48	**106.01**	**9,005.35**	**351,700.84**
FINANCE						
O'BRIEN	SEAN	SPECIAL ASSISTANT TO FIN DIR	69,865.45		134.62	70,000.07
			69,865.45	**0.00**	**134.62**	**70,000.07**
TREASURER/COLLECTOR						
BARTON	KRISTIN	ADMINISTRATIVE ASSISTANT	18,966.46			18,966.46
NGUYEN	SARAH	ADMINISTRATIVE ASSISTANT	19,011.41	134.83		19,146.24
PHILLIPSON	CATHERINE	EXECUTIVE ASSISTANT 1116 CLKS	53,535.62	338.74	831.23	54,705.59
PILLA	JUSTINA	ADMINISTRATIVE ASSISTANT	32,993.51	178.38	12,412.79	45,584.68
PRICE	STEPHEN	TREASURER/COLLECTOR	97,530.39		11,120.09	108,650.48
SHERMAN	DEBBIE JO	ASSISTANT COLLECTOR/TREASURER	78,557.70	298.08	2,500.00	81,355.78
SPENCER	MARGARET	ADMINISTRATIVE SUPPORT	19,870.48			19,870.48
TRIFERO	BRITTNEY	ADMINISTRATIVE ASSISTANT	17,123.75	25.28		17,149.03
WURTH	CAROL	EXECUTIVE ASSISTANT 1116 CLKS	24,741.96	84.49	6,787.50	31,613.95
			362,331.28	**1,059.80**	**33,651.61**	**397,042.69**
ASSESSORS						
DANGELO	JANICE	DIRECTOR OF ASSESSING	109,743.26		18,091.70	127,834.96
HANSBERRY	ANN	ASSISTANT ASSESSOR	56,500.41		5,282.11	61,782.52
HENDERSON	ERIC	ASSISTANT ASSESSOR	86,863.04		3,137.02	90,000.06
RANKIN	DANA	ASSISTANT ASSESSOR	57,136.46		963.69	58,100.15
REDDOCH	TERESA	EXECUTIVE ASSISTANT 1116 CLKS	53,160.48		1,125.00	54,285.48
SIRAFOS	COLE	CLERICAL ASSISTANT	841.50			841.50
			364,245.15	**0.00**	**28,599.52**	**392,844.67**
TOWN CLERK						
BLATZ	DEBRA	ADMINISTRATIVE ASSISTANT	51,320.31	2,873.90	211.41	54,405.62
GRAVELINE	KERRY	EXECUTIVE ASSISTANT 1116 CLKS	53,947.89	1,182.89	2,101.66	57,232.44
PACKER	DIANE	TOWN CLERK	92,950.11		1,000.00	93,950.11
SHAW	LAURIE	ADMINISTRATIVE ASSISTANT	51,016.42	2,418.04	2,515.31	55,949.77
			249,234.73	**6,474.83**	**5,828.38**	**261,537.94**
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	3,200.04			3,200.04
			6,095.52	**0.00**	**0.00**	**6,095.52**
COMMUNITY DEVELOPMENT						
BOURET	KEVIN	PLUMBING AND WIRING INSPECTOR	12,519.48			12,519.48
CHAVIOUS	SCOTT	PLUMBING AND WIRING INSPECTOR	74,096.00			74,096.00
CONNELLY	NICOLE	CLERICAL ASSISTANT	2,122.50			2,122.50
CONNELLY	MICHAEL	LOCAL BUILDING INSPECTOR	75,297.46		2,102.46	77,399.92
CONRAD	LORNA	EXECUTIVE ASSISTANT 1116 CLKS	32,021.94	844.92	12,673.76	45,540.62
COVIELLO	MARK	PART TIME CONSTRUCION INSPECTO	45,652.64			45,652.64
DEMPSEY	ROBERT	INSPECTOR OF PLUMBING	50,872.50			50,872.50
DUFFY	JOHN	INSPECTOR OF PLUMBING	16,290.00			16,290.00
DUMAS	AMANDA	ADMINISTRATIVE ASSISTANT	40,355.70	4,278.45	909.25	45,543.40
ERRICKSON	JAMES	DIRECTOR COMMUNITY DEVELPMENT	116,692.39		1,707.68	118,400.07
FIELDS	EDWIN	SENIOR PLANNER	80,935.67		1,064.42	82,000.09
GREEL	ANN	SENIOR EXECUTIVE CD/DPW ASSIST	59,284.01	13,666.80	2,836.32	75,787.13
GUSMINI	DAVID	BUILDING COMMISSIONER	100,299.94			100,299.94
LIBBY	ERIC	LOCAL BUILDING INSPECTOR	68,105.47		1,694.67	69,800.14
MCCLELLAN	SUSAN	ADMINISTRATIVE ASSISTANT	51,056.05	3,805.44	6,100.68	60,962.17
PARSONS	VICTORIA	PLANNER/CONSERVATION AGENT	73,067.21		1,432.69	74,499.90
SHERMAN	ALLAN	INSPECTOR OF PLUMBING	144.00			144.00
			898,812.96	**22,595.61**	**30,521.93**	**951,930.50**
FACILITY MANAGEMENT						
AFONSO	SILVESTRE	CUSTODIAN - JR II NIGHT	34,436.12	6,922.32	2,121.20	43,479.64
ASSENCOA	WALTER	CUSTODIAN JR 1 NIGHT	26,430.73	3,030.40	6,370.26	35,831.39
BASTIEN	JEFFREY	CUSTODIAN - JR II AFTERNOON	47,064.94	9,520.48	2,588.43	59,173.85
BENATTI	DANIEL	CUSTODIAN - JR I NIGHT	5,034.68	758.06	1,088.78	6,881.52
BISHOP	NICHOLAS	CUSTODIAN PART TIME	2,403.50			2,403.50
BORGMAN	TEDDY	CUSTODIAN PART TIME	3,093.50			3,093.50
BOTELHO	EMERSON	CUSTODIAN - JR II AFTERNOON	37,993.57	3,233.77	1,673.73	42,901.07
BRISKIN	ELI	MAINTENANCE TEMP HELP	1,235.00			1,235.00
CAIN	CAROLYN	SPECIAL ASST MAINT DIRECTOR	56,399.99			56,399.99
CALDERON	ISMAEL	CUSTODIAN ASSISTANT NIGHT	55,087.80	20,660.04	2,078.33	77,826.17
CARTER	JEFFREY	CUSTODIAN SR III	56,810.08	6,959.70	6,539.20	70,308.98
CLOUGHER	TIMOTHY	CUSTODIAN PART TIME	13,824.57	36.16	1,342.61	15,203.34
CORONADO	WILLIAM	CUSTODIAN - JR I NIGHT	36,129.24	2,133.21	598.22	38,860.67
COTTO	DANA	FAC CUSTODIAL SUPERVISOR	414.00			414.00
COXALL	KEVIN	MAINTENANCE MANAGER	81,299.92			81,299.92
D'AGOSTINO	MARK	CUSTODIAN - SR I DAY	51,282.92	6,795.61	1,821.19	59,899.72
DESANTIS	MICHAEL	CUSTODIAN PART TIME	2,817.50			2,817.50
FAMANIA	CARLOS	CUSTODIAN - SR I DAY	51,282.92	20,544.06	3,667.01	75,493.99
FAMANIA	GILBERTO	CUSTODIAN - SR I DAY	51,282.92	9,800.53	2,334.92	63,418.37
FAMANIA	CARLOS	CUSTODIAN - JR II AFTERNOON	41,029.25	5,352.37	597.11	46,978.73
FAMANIA	GILBERTO	CUSTODIAN - JR I NIGHT	5,086.73	81.75		5,168.48
FLYNN	THEODORE	CUSTODIAN PART TIME	2,904.00			2,904.00
FOWLER	CHRIS	CUSTODIAN - JR II DAY	45,785.99	10,797.34	1,244.45	57,827.78
GALAN	LUIS	CUSTODIAN - JR II AFTERNOON	47,064.94	2,087.36	1,285.48	50,437.78
GILBERT	CHRIS	CUSTODIAN - SR I DAY	51,282.92	6,139.19	3,112.10	60,534.21
GILBERT	SHAWN	CUSTODIAN - SR I DAY	51,406.20	4,345.53	6,191.44	61,943.17
GORMAN	SHAUN	CUSTODIAN PART TIME	3,680.00			3,680.00
HALLORAN	DANIEL	CUSTODIAN - JR II AFTERNOON	44,335.25	3,536.34	674.35	48,545.94
HARRIS	ROBERT	CUSTODIAN - JR I AFTERNOON	45,912.36	3,388.29	2,295.91	51,596.56
HILL	JAMES	CUSTODIAN - SR I DAY	1,972.42		3,451.74	5,424.16
JORDAN	CHRISTOPHER	CUSTODIAN - SR I DAY	51,786.08	4,551.35	4,744.08	61,081.51

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
KANE	JAMES	FACILITIES SUPERVISOR DIRECT	59,074.62		15,573.29	74,647.91
KITTLER	ANDREW	CUSTODIAN PART TIME	2,481.13			2,481.13
KORPI	ERIKA	CUSTODIAN - JR I AFTERNOON	41,590.93	3,029.50	450.00	45,070.43
LAROSA	LEONARD	CUSTODIAN - SR I DAY	51,282.92	1,109.50	1,751.68	54,144.10
LAURENT	ALEXANDER	CUSTODIAN PART TIME	3,588.00			3,588.00
LEBLANC	CHRISTOPHER	CUSTODIAN PART TIME	2,084.00			2,084.00
LINDSEY	GERARD	CUSTODIAN I DAY	15,254.27	2,019.50	5,141.47	22,415.24
MEGAN	WILLIAM	CUSTODIAN - JR II AFTERNOON	27,233.65	2,808.47	200.00	30,242.12
MELLISH	CAROLYN	MAINTENANCE III	54,451.80	1,086.76	1,887.99	57,426.55
MILLER	DEIRDRE	CUSTODIAN - JR I AFTERNOON	45,912.36	9,883.37	2,252.79	58,048.52
MOORES	DAVID	FAC CUSTODIAL SUPERVISOR	69,827.23			69,827.23
MOORES	DAVID	MAINTENANCE III	52,778.54	2,135.64	889.66	55,803.84
NOONAN	KENNETH	MAINT MECHANIC IV	68,739.51		450.00	69,189.51
OTERO	OSCAR	CUSTODIAN - SR I DAY	51,282.92	8,644.76	4,917.93	64,845.61
PIERCE	CAMERON	CUSTODIAN PART TIME	5,216.00			5,216.00
PINI	ROBBY	CUSTODIAN PART TIME	3,712.50			3,712.50
PLANT	MARK	CUSTODIAN - SR I DAY	51,282.92	6,129.94	1,494.16	58,907.02
PONS	CONNOR	CUSTODIAN - JR I DAY	38,095.22	11,952.91	1,675.25	51,723.38
PORTER	EDWARD	MAINTENANCE III	54,451.80	5,811.68	1,831.71	62,095.19
REPELLA	TIMOTHY	CUSTODIAN - JR I AFTERNOON	20,193.56			20,193.56
RICHARD	MAURICE	MAINT MECHANIC IV	70,363.28	5,023.54	2,225.99	77,612.81
RINES	DAVID	CUSTODIAN - SR I DAY	51,282.92	7,415.09	4,674.89	63,372.90
ROBERTS	MATTHEW	CUSTODIAN - JR I AFTERNOON	9,030.11	752.51	255.96	10,038.58
RODRIGUES	DAVID	CUSTODIAN SR II	53,659.59	12,615.24	2,178.63	68,453.46
ROONEY	JAMES	CUSTODIAN SR III	51,193.74	23,991.59	2,582.02	77,767.35
ROSARIO	EMANUEL	CUSTODIAN - JR I NIGHT	21,073.58	777.26	200.00	22,050.84
ROSENQUIST	SHANE	CUSTODIAN - JR I AFTERNOON	22,933.60	2,721.12	253.75	25,908.47
RUTKOWSKI	RONALD	MAINT MECHANIC IV	70,363.28	10,469.96	3,305.32	84,138.56
SAMAYOA	MELVIN	CUSTODIAN - JR I NIGHT	42,110.93	6,947.73	910.46	49,969.12
SANDOVAL	ANTONIO	CUSTODIAN - JR I NIGHT	21,654.92	2,519.74	200.00	24,374.66
SLOTNICK	JACOB	CUSTODIAN PART TIME	2,840.50			2,840.50
SUTHERLAND	JAMES	CUSTODIAN PART TIME	4,237.50			4,237.50
VALLE	ROBERT	CUSTODIAN SR II	8,588.85		12,854.98	21,443.83
WELCH	JOHN	CUSTODIAN PART TIME	0.00			0.00
WHITE	GREGORY	CUSTODIAN - JR I AFTERNOON	43,003.24	4,484.87	492.08	47,980.19
WIGHT	JAMES	CUSTODIAN - SR I DAY	46,946.26	5,337.91	1,164.11	53,448.28
WOOSTER	ROBERT	CUSTODIAN - JR I AFTERNOON	34,400.41	1,908.18	200.00	36,508.59
WRIGHT	DREW	CUSTODIAN - JR I DAY	41,240.92	15,351.30	1,062.79	57,655.01
YOUNG	NICHOLAS	CUSTODIAN - JR I AFTERNOON	10,320.12	927.20	53.75	11,301.07
			2,330,347.67	**286,529.13**	**126,951.20**	**2,743,828.00**
WEIGHTS & MEASURES						
MULVEY	JOSEPH	LABORER III	26,901.00			26,901.00
			26,901.00	**0.00**	**0.00**	**26,901.00**
COMMUNITY FARM						
FERGASON	AUDREY	ASSIST DIRECTOR FARM	24,744.95		1,183.17	25,928.12
SIMKINS	LYNDA	DIRECTOR COMMUNITY FARM	41,100.00		25,924.88	67,024.88
TOWNSEND	CASEY	DIRECTOR COMMUNITY FARM	62,330.84		777.44	63,108.28
UMBRELL	PATRICIA	FARM OFFICE ADMINISTRATOR	50,031.89		339.29	50,371.18
			178,207.68	**0.00**	**28,224.78**	**206,432.46**
VETERANS SERVICES						
CAREW	PAUL	VETERANS SERVICES OFFICER	70,279.74		820.38	71,100.12
YOUNG	SHEILA	EXECUTIVE ASSISTANT 1116 CLKS	53,961.97		2,082.58	56,044.55
			124,241.71	**0.00**	**2,902.96**	**127,144.67**
COMMUNITY SERVICES						
BRENNEMAN	JAMES	TRANSPORTATION COORDINATOR	408.00			408.00
BUDD	DEBRA	SOCIAL WORKER	53,347.12		952.87	54,299.99
CHECKET	HELEN	SOCIAL WORKER COORDINATOR	71,452.44		1,469.09	72,921.53
COFFEY	MARY LOU	EXECUTIVE ASSISTANT 1116 CLKS	62,725.45	1,288.52	4,189.84	68,203.81
COLLARI	PATRICIA	CLERICAL ASSISTANT	12,925.21			12,925.21
COLON	KENNETH	DEPARTMENT ASSISTANT	43,930.55		1,755.89	45,686.44
EDWARDS	KAREN	OUTREACH COORDINATOR	48,931.73		5,668.19	54,599.92
FAGAN	ELIZABETH	SPECIAL ASSIST TO DIR COM SERV	59,816.25		1,063.75	60,880.00
GOLDMAN	ALLISON	ADMINISTRATIVE ASSISTANT	38,450.59		3,620.43	42,071.02
GOLDSTEIN	MINDY	PROGRAM ASSISTANT	15,470.00			15,470.00
HAYNES II	PIERRE	BUILDING MONITOR II (REC)	5,870.29			5,870.29
IVAS	RICHARD	TRANSPORTATION COORDINATOR	13,880.00			13,880.00
KIRBY	SHARON	PROGRAM ASSISTANT	28,168.51		478.38	28,646.89
LAMBERT	JEMMA	DIRECTOR OF COMMUNITY SERVICES	107,424.59		2,375.49	109,800.08
LISENBY	LARRY	BUILDING MONITOR II (REC)	6,462.05			6,462.05
MCNALLY	LORRAINE	ASSIST DIRECTOR COUNCIL AGING	62,718.55		181.44	62,899.99
MENSAH	SAMUEL	VAN DRIVER PART TIME	15,343.24			15,343.24
QUINN	LAWRENCE	BUILDING MONITOR II (REC)	8,148.06			8,148.06
RAMSEY	SUSAN	DIRECTOR COA/HUMAN SERV	78,399.89			78,399.89
ROURKE	JOHN	TRANSPORTATION COORDINATOR	14,798.50			14,798.50
RYDING	LAURI	PROGRAM ASSISTANT	12,236.00			12,236.00
WHITE	DANA	BUILDING MONITOR II (REC)	8,459.65			8,459.65
			769,366.67	**1,288.52**	**21,755.37**	**792,410.56**
INFORMATION TECHNOLOGY						
LEFRANCOIS	ROBERT	DIR INFORMATION TECHNOLOGY	109,449.17		3,250.96	112,700.13
LENTINI	KATHLEEN	COMMUNICATIONS/ INFO OFFICER	68,336.64		663.45	69,000.09
VALENTIN	JOEL	I/S NETWORK ADMINISTRATOR	81,501.83		1,598.08	83,099.91
WHELAN	GERALD	I/S DATA BASE ADMIN	81,182.22		1,917.71	83,099.93
			340,469.86	**0.00**	**7,430.20**	**347,900.06**
DEPARTMENT OF PUBLIC WORKS						
Administration						
ARENA BLAIR	CHERYL	SENIOR EXECUTIVE CD/DPW ASSIST	59,258.75	6,000.36	2,500.00	67,759.11
COTE	MELISSA	DEPARTMENT ASSISTANT	45,512.48	71.18	1,000.00	46,583.66
MARSETTE	JEREMY	DIRECTOR DEPT. PUBLIC WORKS	138,400.08			138,400.08
PROVENCAL-JONES	MICHELLE	DPW DATA ANALYST	57,119.19		1,507.68	58,626.87
Engineering						
ALCOCK	BRIAN	CADD/GIS TECHNICIAN	71,351.28		5,900.00	77,251.28
DEROSA	WILLIAM	PART TIME CONSTRUCION INSPECTO	16,500.00			16,500.00
DIGIACOMO	JOHN	ASSISTANT TOWN ENGINEER	98,635.43		9,200.00	107,835.43
HANSEN	JEFFREY	PROJECT ENGINEER	92,096.68		11,300.00	103,396.68
LARSEN	MATTHEW	INTERN COOP WORKER	1,100.00			1,100.00
MCDOWELL	WILLIAM	TOWN ENGINEER	104,704.95		9,200.00	113,904.95
SCOTT	NICHOLAS	INTERN COOP WORKER	17,138.00			17,138.00
Equipment Maintenance						
CABRAL	MATTHEW	MECHANIC WELDER CERTIFIED	26,186.97	2,781.02	2,399.70	31,367.69
CROWLEY	BRENDAN	MECHANIC WELDER	4,765.13		2,569.27	7,334.40
DAUKSZ	MATTHEW	LEAD MECHANIC	58,906.33	7,785.45	10,509.67	77,201.45
ERRICO	ANDREW	MECHANIC WELDER	12,596.19	212.50	1,167.22	13,975.91
FISHER JR	KENNETH	DIVISION SUPERVISOR	91,316.93		11,200.00	102,516.93
HAYNES II	WESLEY	WORKING FOREMAN	59,634.08	3,579.75	9,964.51	73,178.34
MURPHY	BENJAMIN	MECHANIC WELDER	57,813.55	1,905.96	7,906.10	67,625.61
ROCKWOOD	KEVIN	MECHANIC WELDER CERTIFIED	47,525.52	4,172.33	7,016.44	58,714.29
RUDY	RYAN	GENERAL FOREMAN CERTIFIED	60,953.57	1,027.51	6,725.80	68,706.88

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
TSACOYIANIS	JONATHAN	MECHANIC WELDER	1,393.31		476.51	1,869.82
WILLS	JEFFREY	LEAD MECHANIC CERTIFIED	54,366.67	3,506.86	5,308.63	63,182.16
Highway & Sanitation						
BLANCHARD	HARRISON	LABORER 1	6,191.25	107.25		6,298.50
CAISSIE	BRIAN	GENERAL FOREMAN	63,312.08	6,619.08	17,178.87	87,110.03
CAISSIE	MICHAEL	SANITATION DRIVER	56,617.02	1,801.61	14,112.99	72,531.62
CARRIGG	THOMAS	SANITATION DRIVER	56,194.71	6,121.28	11,084.03	73,400.02
CLOUGHER	GERALD	WORKING FOREMAN	59,634.08	12,871.00	17,020.93	89,526.01
CORNELIUS	MATTHEW	SANITATION DRIVER	56,617.02	2,830.03	13,140.73	72,587.78
CUSTER	MICHAEL	SANITATION DRIVER	12,022.57	2,855.37	979.34	15,857.28
DANGELO	KEITH	SKILLED LABORER	51,851.93		7,675.84	59,527.77
DONOVAN	MICHAEL	SKILLED LABORER	27,262.05	4,107.40	1,661.27	33,030.72
FRANCIOSE	JOSEPH	SANITATION DRIVER	15,556.70		3,854.07	19,410.77
HARMON	KYLE	SKILLED LABORER	39,597.88	3,178.73	10,480.25	53,256.86
HLADICK	THOMAS	HIGHWAY DIVISION SUPERVISOR	107,780.39		11,549.96	119,330.35
HOLMGREN	PAUL	SKILLED LABORER	51,005.50	4,151.75	13,350.83	68,508.08
HOPKINS	THOMAS	GENERAL FOREMAN	66,009.28	13,829.72	25,451.78	105,290.78
HOYT	MATTHEW	HEAVY EQUIPMENT OPERATOR	56,359.10	8,493.23	17,620.13	82,472.46
IVESON	JEFFREY	HEAVY EQUIPMENT OPERATOR	56,488.06	4,180.34	9,984.01	70,652.41
LUTTRELL	MICHAEL	HEAVY EQUIPMENT OPERATOR	56,358.86	15,325.28	14,175.06	85,859.20
LYTTLE	STEVEN	LABORER 1	1,738.75			1,738.75
MACCINI	NICHOLAS	SKILLED LABORER	14,245.69	976.24	3,148.02	18,369.95
MANGANO	JAKE	LABORER 1	4,225.00	107.25		4,332.25
MENOUSEK	JAMES	SKILLED LABORER	27,358.47	7,973.70	1,702.26	37,034.43
MINEVICH	IGOR	SKILLED LABORER	1,036.49	665.28		1,701.77
OLSON	PATRICK	SKILLED LABORER	45,241.46	340.80	8,967.53	54,549.79
PALMER	JAYSON	SANITATION DRIVER	56,617.02	7,665.18	6,404.08	70,686.28
PONS	MICHAEL	WORKING FOREMAN	58,122.56	16,735.95	15,692.16	90,550.67
PYNE	DANIEL	SKILLED LABORER	55,048.45	7,108.25	10,153.13	72,309.83
QUILTY	THOMAS	SKILLED LABORER	55,048.45	11,233.80	17,535.97	83,818.22
QUIROS	ARMANDO	SKILLED LABORER	2,916.63	629.13		3,545.76
SAVIGNANO	JOHN	SKILLED LABORER	771.34	260.33		1,031.67
SHAPINKO	YEVGENIY	SKILLED LABORER	44,340.05	1,066.83	6,244.66	51,651.54
SLAMIN	PETER	HEAVY EQUIPMENT OPERATOR	56,359.10	3,736.08	10,488.89	70,584.07
SPURLING	ANDREW	SKILLED LABORER	44,762.67	2,837.63	10,002.46	57,602.76
THOMPSON	MARK	SANITATION DRIVER	38,261.77	5,109.44	9,411.88	52,783.09
WALKER	GARY	WORKING FOREMAN	59,634.08	7,140.06	9,846.02	76,620.16
WHITE	RICHARD	LABORER 1	7,280.00			7,280.00
Water & Sewer						
AMES	RICHARD	GIS/TECHNOLOGY COORDINATOR	100,820.71		16,100.00	116,920.71
ARMISTEAD	CHASON	SKILLED LABORER	27,511.77	4,863.09	5,308.43	37,683.29
ASHEN	HARRISON	SKILLED LABORER	6,435.87	1,446.25	846.07	8,728.19
BROWN	ROBERT	NIGHT OPERATOR TRMNT PLANT	58,906.33	52.66	2,636.74	61,595.73
BURKE	EDWARD	ASSISTANT SUPERVISOR	92,096.68		8,200.00	100,296.68
BURKE	KENNETH	STATION OPER LAB TECH	54,609.31	7,306.04	12,019.34	73,934.69
CIAPCIAK	CASEY	REGULATORY COMPLIANCE COORD	61,499.89			61,499.89
COMEAU	ANTHONY	WATER/SEWER DIVISION SUPERVSR	107,780.39		10,200.00	117,980.39
CORLESS	JAMES	CRAFTSMAN	40,236.92	5,192.69	8,166.65	53,596.26
COSME	RANDY	CRAFTSMAN/HEAVY EQUIP OPERATOR	45,248.11	4,823.48	5,684.96	55,756.55
CRISAFULLI	SAMUEL	CRAFTSMAN	56,359.10	1,427.80	6,525.67	64,312.57
DEPINA	MANUEL	SKILLED LABORER	18,873.73	4,244.76	1,858.94	24,977.43
D'INNOCENZO	DANIEL	HEAVY EQUIPMENT OPERATOR	52,625.56	4,436.45	8,564.92	65,626.93
DOLLAWAY	JEFFREY	SKILLED LABORER	55,048.45	1,467.78	10,393.73	66,909.96
DREW	ALEX	WORKING FOREMAN	59,634.08	13,420.88	14,962.03	88,016.99
EFSTATHIOU	THEODORE	CRAFTSMAN	44,062.56	7,040.75	10,909.23	62,012.54
GASSETT	WILLIAM	STATION OPERATOR W/LICENSE	4,266.48	158.67	3,891.64	8,316.79
GIORGIO	PATRICK	STATION OPERATOR W/LICENSE	57,383.27	10,654.21	12,283.32	80,320.80
HEFFLER	STEVEN	CHIEF PLANT OPERATOR	84,970.60		8,200.00	93,170.60
HENDRY	JAMIE	STATION OPER LAB TECH	58,432.36	11,353.20	14,467.24	84,252.80
JONES	JUDITH	EXECUTIVE ASSISTANT 1116 CLKS	53,056.12	674.84	6,125.00	59,855.96
LIENHARD	THOMAS	WORKING FOREMAN W/LICENSE	74,989.67	9,921.86	17,713.54	102,625.07
MAGAZZU	PETER	HEAVY EQUIPMENT OPERATOR	56,359.10	5,323.64	12,873.95	74,556.69
MCGEEVER	MICHAEL	WORKING FOREMAN	59,634.08	12,451.60	12,401.10	84,486.78
MILLER	AARON	STATION OPER LAB TECH	24,135.76	6,577.83	7,791.43	38,505.02
NETO	ARISTOTELES	SKILLED LABORER	26,514.83	4,389.42	2,413.34	33,317.59
RAUSCH	ANNA	INTERN COOP WORKER	9,086.00			9,086.00
RUDD	SHAWN	SKILLED LABORER	55,048.45	15,960.41	9,608.98	80,617.84
SEGALE	NICOLE	INTERN COOP WORKER	5,874.00			5,874.00
SMITH	MATTHEW	STATIONARY EQUIPMENT OPERATOR	44,028.83	2,670.71	8,070.21	54,769.75
SPURLING	SCOTT	GENERAL FOREMAN	66,009.28	14,363.93	13,260.29	93,633.50
SULLIVAN	WAYNE	CRAFTSMAN CAMERA TRUCK OPER.	58,136.82	4,131.83	11,562.43	73,831.08
Land Facilities and Natural Resources						
BACCARI	SCOTT	GENERAL FOREMAN	66,009.28	25,064.65	21,186.53	112,260.46
BIAGI	TIMOTHY	LABORER 1	6,531.00			6,531.00
COTTER	WILLIAM	CRAFTSMAN	56,359.10	8,083.88	11,591.45	76,034.43
CREEDEN	JOSEPH	TREE WORKER	44,170.53	3,981.10	12,327.07	60,478.70
DEMEO	NICHOLAS	LABORER 1	5,670.00			5,670.00
GOODHIND	ARTHUR	DIVISION SUPERVISOR	104,300.56		8,000.00	112,300.56
HALPERN	NANCY	COMMUNITY GARDEN COORDINATOR	3,618.62			3,618.62
LEMONT	JOHN	WORKING FOREMAN	59,634.08	1,874.16	6,217.31	67,725.55
MAGEE	JANE	COMMUNITY GARDEN COORDINATOR	4,037.67			4,037.67
MAMAKOS	NICHOLAS	SKILLED LABORER	44,295.13	3,066.83	6,340.82	53,702.78
MURPHY	MATTHEW	LABORER 1	5,901.00			5,901.00
PERRY	TIMOTHY	SKILLED LABORER	629.53			629.53
QUILTY	JOHN	SKILLED LABORER	58,421.01	8,492.41	11,627.47	78,540.89
SPINAZOLA	RODNEY	SKILLED LABORER	55,048.45	9,282.91	12,080.29	76,411.65
VAUGHN	JOHNSON	SKILLED LABORER	2,916.63	260.33	318.18	3,495.14
WHALEN	CURRY	SKILLED LABORER	35,090.53	4,075.75	6,158.20	45,324.48
			4,761,449.78	**409,637.74**	**763,655.18**	**5,934,742.70**
FIRE DEPARTMENT						
ADAMS	RICHARD	FIREFIGHTER	62,947.82	10,259.27	13,243.55	86,450.64
ALBERGHINI	WILLIAM	FIREFIGHTER	62,947.82	22,606.71	33,112.56	118,667.09
ALBERINI	ASHLEY	FIREFIGHTER/PARAMEDIC	61,727.56	3,470.90	16,186.95	81,385.41
ARENA	STEPHEN	FIREFIGHTER	62,947.82	15,343.51	20,187.14	98,478.47
ARSENAULT	DIANNE	EXECUTIVE ASSISTANT FIRE	55,500.12			55,500.12
AUSTIN	JOHN	FIRE DEPUTY CHIEF	85,629.16	11,611.71	37,598.16	134,839.03
BIAGI	RONALD	FIREFIGHTER	62,947.82	18,067.21	23,913.90	104,928.93
BLACK	JAMES	FIREFIGHTER	62,947.82		13,129.68	76,077.50
BOUVIER	DOUGLAS	FIREFIGHTER/PARAMEDIC	62,744.44	7,882.84	20,178.07	90,805.35
BRANDT	THOMAS	FIREFIGHTER/PARAMEDIC	52,770.98	6,983.14	16,776.17	76,530.29
CAPPADONA	MICHAEL	FIREFIGHTER/PARAMEDIC	52,770.98	8,919.72	12,510.64	74,201.34
CARNEY	PETER	FIRE DEPUTY CHIEF	91,741.26	13,893.53	35,402.81	141,037.60
CHAMBERLAIN	IAN	FIREFIGHTER	62,947.82	10,622.43	20,657.46	94,227.71
CHRISTIE	MATTHEW	FIREFIGHTER/PARAMEDIC	54,431.66	11,890.30	17,699.69	84,021.65
COHEN	JEFFREY	FIREFIGHTER/PARAMEDIC	56,016.13	3,183.56	18,729.66	77,929.35
COLLINS	CHRISTOPHER	FIRE LIEUTENANT 4YRS SVS	69,096.38	19,979.08	35,069.32	124,144.78

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
CONDLIN	M PAMELA	ADMINISTRATIVE ASSISTANT	51,531.74		750.00	52,281.74
CONNELLY	EDWARD	FIRE DEPUTY CHIEF	32,815.14	5,689.72	46,179.60	84,684.46
CONNELLY	MARK	FIRE CAPTAIN	78,936.52	27,552.00	25,138.30	131,626.82
CORLISS	BRETT	FIREFIGHTER	62,947.82	18,521.17	32,645.21	114,114.20
CREEDEN	ERIC	FIREFIGHTER/PARAMEDIC	58,196.70	9,812.22	15,939.16	83,948.08
CRISAFULLI	SAMUEL	FIRE LIEUTENANT 4YRS SVS	61,548.89	8,901.14	42,463.64	112,913.67
CURLEY	JOHN	FIREFIGHTER	62,947.82	11,348.77	16,883.45	91,180.04
DANGELO	KEVIN	FIRE CAPTAIN	75,109.90	1,242.02	36,502.88	112,854.80
DICICCO	DAVID	FIREFIGHTER	62,947.82	2,178.96	13,139.69	78,266.47
D'INNOCENZO	MATTHEW	FIREFIGHTER/PARAMEDIC	62,947.82	1,089.48	38,296.61	102,333.91
DODGE	KENNETH	FIREFIGHTER/PARAMEDIC	61,727.56	7,965.92	23,612.55	93,306.03
DONOVAN	JOSHUA	FIREFIGHTER/PARAMEDIC	62,947.82		17,206.72	80,154.54
DOW	DANIEL	FIRE DEPUTY CHIEF	91,741.26	12,371.82	56,229.70	160,342.78
DOWNING	RONALD	FIRE CAPTAIN	78,936.52	20,037.82	59,568.80	158,543.14
DUPRE	DEREK	FIREFIGHTER/PARAMEDIC	62,947.82	11,893.49	18,948.01	93,789.32
DWAN	ERIC	FIREFIGHTER/PARAMEDIC	9,687.98		2,610.57	12,298.55
FARQUHARSON	DOUGLAS	FIREFIGHTER	45,516.12	11,439.54	32,668.84	89,624.50
FERRARI	ADAM	FIREFIGHTER/PARAMEDIC	62,947.82	11,167.18	31,529.95	105,644.95
FORREST	BARRY	FIREFIGHTER	62,947.82	14,072.45	32,480.01	109,500.28
FRANCIOSE	ROCCO	FIRE CAPTAIN	15,483.70		26,358.92	41,842.62
GENTILE	ALAN	FIREFIGHTER/PARAMEDIC	62,947.82	9,169.79	19,632.38	91,749.99
GEORGES	JOHN	FIREFIGHTER/PARAMEDIC	29,282.50	6,504.11	43,932.35	79,718.96
HAIGIS	MICHAEL	FIREFIGHTER	62,947.82	7,626.36	18,455.20	89,029.38
HAMPTON	CHRISTOPHER	FIREFIGHTER	56,586.48	9,411.98	23,629.22	89,627.68
HARTWELL	DANIEL	FIREFIGHTER	62,947.82		16,138.69	79,086.51
HEADLEY	GRANTLEY	FIREFIGHTER	62,947.82	8,352.68	15,389.95	86,690.45
HERRING	JOHN	FIREFIGHTER	62,947.82	14,435.61	32,788.95	110,172.38
HIGGINS	MATTHEW	FIREFIGHTER/PARAMEDIC	57,254.56	1,641.20	14,246.52	73,142.28
HLADICK	MARTIN	FIREFIGHTER	62,947.82	20,972.50	24,149.27	108,069.59
HLADICK	ANDREW	FIRE LIEUTENANT 4YRS SVS	71,761.04	18,630.30	23,497.80	113,889.14
KELLEY	TIMOTHY	FIREFIGHTER	62,947.82	6,900.04	12,865.23	82,713.09
LAMME	DANIEL	FIRE LIEUTENANT 4YRS SVS	71,007.74	3,290.33	32,091.57	106,389.64
LATAWIEC	WOJCIECH	FIREFIGHTER/PARAMEDIC	62,947.82	11,257.96	25,535.76	99,741.54
LEE	GLYNNIS	FIREFIGHTER/PARAMEDIC	59,074.11	4,085.55	26,809.39	89,969.05
LENTINI	MICHAEL	FIRE CHIEF	145,257.87	926.23	36,085.34	182,269.44
LEVEY	KENNETH	FIRE CAPTAIN	78,936.52	9,563.51	23,516.23	112,016.26
LINTON	BRIAN	FIRE LIEUTENANT 4YRS SVS	71,761.04	16,042.75	22,494.37	110,298.16
LIPOMA	VICTOR	FIRE DEPUTY CHIEF	91,741.26	13,165.76	32,121.86	137,028.88
MABARDY	NICHOLAS	FIREFIGHTER	62,947.82	20,790.93	37,609.76	121,348.51
MAGLIOZZI	ROBERT	FIREFIGHTER/PARAMEDIC	36,316.05	1,815.80	32,472.91	70,604.76
MARASHIO	JOSEPH	FIREFIGHTER/PARAMEDIC	62,947.82	2,178.96	18,420.70	83,547.48
MATHEWS	DANIEL	FIRE DEPUTY CHIEF	83,593.49	13,099.88	34,457.17	131,150.54
MELLOR	JUSTIN	FIRE LIEUTENANT 4YRS SVS	70,842.19	4,175.27	25,748.32	100,765.78
MITCHELL	KENNETH	SUPT OF COMMUNICATIONS	78,025.72		11,140.48	89,166.20
MIX	CHRISTOPHER	FIRE LIEUTENANT 4YRS SVS	71,380.26	1,035.02	18,611.75	91,027.03
MORTARELLI	JOSEPH	FIRE CAPTAIN	74,848.70		21,471.01	96,319.71
MULLEN II	MATTHEW	FIRE LIEUTENANT 4YRS SVS	68,302.19	22,043.50	29,289.67	119,635.36
NORRIS	KERI	FIRE LIEUTENANT 4YRS SVS	71,761.04	16,560.26	33,025.85	121,347.15
PERRYMAN	MICHAEL	FIREFIGHTER	62,947.82	21,789.60	22,601.56	107,338.98
QUIGLEY-BOYLAN	TANYA	FIREFIGHTER/PARAMEDIC	62,947.82		26,589.48	89,537.30
QUILTY	MICHAEL	FIREFIGHTER	62,947.82	12,256.65	23,154.68	98,359.15
REYNOLDS	THOMAS	FIREFIGHTER	62,947.82	13,164.55	16,781.88	92,894.25
ROTHMAN	EUGENE	FIRE CAPTAIN	78,936.52	23,908.73	46,646.37	149,491.62
SALAZAR	JOVANY	FIREFIGHTER/PARAMEDIC	49,644.37	5,792.04	19,452.96	74,889.37
SALVUCCI	MICHAEL	FIREFIGHTER/PARAMEDIC	62,947.82	11,621.12	32,150.83	106,719.77
SANSOSSIO	CIRO	FIRE LIEUTENANT 4YRS SVS	70,933.03	18,009.30	32,804.00	121,746.33
SHEARLEY	RICHARD	FIRE LIEUTENANT 4YRS SVS	71,761.04	15,939.26	22,964.68	110,664.98
SMITH	JAMES	FIRE LIEUTENANT 4YRS SVS	71,761.04	18,319.79	24,273.73	114,354.56
SMITH	SCOTT	FIREFIGHTER	62,947.82	6,536.88	18,939.70	88,424.40
SPENCER	THOMAS	FIREFIGHTER	62,947.82	4,357.92	17,450.60	84,756.34
STEVENSON	ROBERT	FIREFIGHTER/PARAMEDIC	62,947.82	8,443.47	16,099.86	87,491.15
SULLIVAN	BRENDAN	FIREFIGHTER/PARAMEDIC	49,296.95	5,642.24	13,877.52	68,816.71
SZEWCZYNSKI	KELLY	FIREFIGHTER/PARAMEDIC	41,884.52		14,054.51	55,939.03
TOPHAM	THOMAS	FIRE LIEUTENANT 4YRS SVS	71,761.04	12,627.20	29,547.20	113,935.44
VILCIN	JACQUES	FIREFIGHTER/PARAMEDIC	49,940.93	2,978.88	13,186.92	66,106.73
WARD	EDWARD	FIRE LIEUTENANT 4YRS SVS	71,761.04	23,287.88	17,727.66	112,776.58
WARREN	PATRICK	FIREFIGHTER/PARAMEDIC	63,716.40	7,058.08	19,671.88	90,446.36
WEDGEWORTH	JOHNNY	FIREFIGHTER	62,947.82		13,180.07	76,127.89
WEITSEN II	RICHARD	FIRE LIEUTENANT 4YRS SVS	71,761.04	4,761.08	26,396.14	102,918.26
WHITE	RICHARD	FIRE CHIEF	33,223.19		36,887.51	70,110.70
WILLIAMSON	ERIC	FIRE CAPTAIN	76,198.40	22,804.13	39,202.98	138,205.51
WOZNY	CHRIS	FIREFIGHTER/PARAMEDIC	62,947.82	2,451.33	29,064.79	94,463.94
			5,604,198.85	**825,424.02**	**2,181,883.58**	**8,611,506.45**
POLICE DEPARTMENT						
AHERN	SEAN	CIVILIAN DISPATCHER	18,459.58		1,944.14	20,403.72
ALVARADO	NICHOLAS	CIVILIAN DISPATCHER	48,759.23		13,127.12	61,886.35
ARENA	EDWARD	POLICE DETECTIVE	61,984.00		34,735.00	96,719.00
BAUR	SUSAN	CIVILIAN DISPATCHER	56,419.12		8,799.05	65,218.17
BAZIGIAN	ERIC	POLICE PATROLMAN	61,984.00		57,340.07	119,324.07
BERMINGHAM	JULIA	CIVILIAN DISPATCHER	44,559.25		13,340.40	57,899.65
BLANCHARD	ELIZABETH	POLICE PATROLMAN	61,984.00		53,510.99	115,494.99
BOSSELMAN	BRIAN	POLICE PATROLMAN	61,984.00		40,465.55	102,449.55
BOUDREAU	KYLE	POLICE PATROLMAN	46,069.20		22,071.17	68,140.37
BROGAN	DANIEL	POLICE PATROLMAN	61,984.00		55,641.26	117,625.26
BROWN	SANDRA	DISPATCHER PART TIME	19,685.11			19,685.11
BUTLER	THOMAS	POLICE PATROLMAN	61,896.60		15,107.25	77,003.85
CARNEY	MARY	ADMINISTRATIVE ASSISTANT	52,808.41	1,545.96	750.00	55,104.37
CARTER	AARON	POLICE PATROLMAN	55,027.20		69,074.49	124,101.69
CIOCCA	DANIEL	POLICE PATROLMAN	58,255.00		51,125.33	109,380.33
CONAWAY	BRETT	POLICE SERGEANT	38,847.68		40,563.63	79,411.31
CRISAFULLI	WILLIAM	POLICE PATROLMAN	55,027.20		33,984.53	89,011.73
DELEHANTY	KEVIN	POLICE PATROLMAN	61,984.00		63,733.23	125,717.23
DICLEMENTE	CHARLOTTE	DISPATCHER PART TIME	18,545.80			18,545.80
DIMODICA	CHRISTOPHER	POLICE PATROLMAN	47,840.40		41,234.17	89,074.57
DOHERTY	JOHN	POLICE SERGEANT	75,493.40		38,875.78	114,369.18
DONOVAN	RICHARD	DISPATCHER PART TIME	1,238.55			1,238.55
DUCA	JORDAN	CIVILIAN DISPATCHER	20,823.76		4,209.58	25,033.34
DUNLOP	ROBERT	SPECIAL POLICE OFFICERS			49,228.60	49,228.60
FITZPATRICK	LEO	POLICE LIEUTENANT	117,259.50		59,744.91	177,004.41
FORDE	VINCENT	POLICE SERGEANT	101,085.67		71,826.26	172,911.93
GIRON	JONATHAN	CIVILIAN DISPATCHER	20,032.99		4,543.37	24,576.36
GOODWIN	CHARLES	CIVILIAN DISPATCHER	56,003.75		31,701.98	87,705.73
GRADY	PATRICK	POLICE PATROLMAN	55,002.00		54,664.81	109,666.81
GRAHAM	ALLAN	POLICE SERGEANT	102,230.67		80,127.08	182,357.75
GRASSEY	BRIAN	POLICE LIEUTENANT	122,145.17		91,518.50	213,663.67
GUNTER	TROY	CIVILIAN DISPATCHER	56,219.15		19,888.66	7.00
HALL	RYAN	POLICE PATROLMAN	61,984.00		20,460.68	82,444.68
HALLORAN	RICHARD	POLICE SERGEANT	96,789.13		83,854.30	180,643.43
HASWELL	JOHN	POLICE PATROLMAN	61,984.00		57,483.49	119,467.49

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
HEFFLER	ELIZABETH	POLICE PATROLMAN	61,984.00		32,489.43	94,473.43
HICKS	JAMES	POLICE CHIEF	189,100.04		1,500.00	190,600.04
HOFFMAN	ROBERT	POLICE SERGEANT	105,297.67		112,043.05	217,340.72
HOWARD	CHAD	POLICE SERGEANT	102,230.67		92,729.11	194,959.78
INGHAM	BRIAN	POLICE SERGEANT	101,085.67		59,119.71	160,205.38
JENNINGS	LEONARD	SPECIAL POLICE OFFICERS			19,356.00	19,356.00
JOHNSON	LINDSEY	METER ENFORCEMENT OPERATOR	6,358.84			6,358.84
KANE	DEREK	POLICE PATROLMAN	53,208.80		15,684.34	68,893.14
KELLEY	KEVEN	POLICE PATROLMAN	60,663.60		7,141.72	67,805.32
KEOHANE	JAMES	POLICE PATROLMAN	61,984.00		37,549.96	99,533.96
KILLEEN	RYAN	POLICE PATROLMAN	61,984.00		50,877.60	112,861.60
LACERRA	SCOTT	POLICE PATROLMAN	61,984.00		25,957.58	87,941.58
LAFORCE	DILLON	DISPATCHER PART TIME	24,364.17			24,364.17
LANOUE	GREGORY	POLICE PATROLMAN	61,984.00		50,176.51	112,160.51
LAUZON	BRIAN	POLICE LIEUTENANT	122,145.17		133,672.96	255,818.13
MABARDY	MICHAEL	POLICE PATROLMAN	61,984.00		37,622.91	99,606.91
MARCOCCIO	LOUIS	METER ENFORCEMENT OPERATOR	5,954.25			5,954.25
MARLOW	BRENDAN	POLICE PATROLMAN	12,321.60			12,321.60
MCMEEKIN	JAMES	CIVILIAN DISPATCHER	13,739.62		2,922.04	16,661.66
MELNIK	SERGEY	POLICE PATROLMAN	61,984.00		28,497.13	90,481.13
MORAN	TRAVIS	POLICE PATROLMAN	57,835.00		47,734.24	105,569.24
MORGAN	SARAH	DISPATCHER PART TIME	3,229.00			3,229.00
MORRILL	DIANE	SPECIAL POLICE OFFICERS			10,224.00	10,224.00
MURPHY	ROBERT	POLICE PATROLMAN	58,646.40		61,883.22	120,529.62
NGUYEN	TOAN	POLICE PATROLMAN	64,116.00		4,364.82	68,480.82
ORDWAY	JAMES	POLICE DETECTIVE	59,600.00		21,821.70	81,421.70
O'SHAUGHNESSY	JAMES	POLICE PATROLMAN	64,116.00		16,509.29	80,625.29
PATRIA	THOMAS	METER ENFORCEMENT OPERATOR	5,822.50			5,822.50
PAYNE	RYAN	POLICE PATROLMAN	61,984.00		32,513.74	94,497.74
PAYTON	KENNETH	POLICE PATROLMAN	60,244.80		35,073.81	95,318.61
PEDRO	EDWARD	CIVILIAN DISPATCHER	37,960.56		9,453.82	47,414.38
PFEIFER	KATELYN	POLICE PATROLMAN	38,115.77		5,830.66	43,946.43
PUNCH	DYLAN	POLICE PATROLMAN	58,255.00		29,367.75	87,622.75
QUILTY	JAMES	POLICE SERGEANT	98,697.23		38,406.01	137,103.24
RADOCK	EDWARD	CLERICAL ASSISTANT	13,747.65			13,747.65
RESMINI	THOMAS	DISPATCHER PART TIME	7,995.62			7,995.62
RICHARDSON	RONALD	POLICE PATROLMAN	64,116.00		24,765.29	88,881.29
RODRIGUEZ	CHRISTIAN	POLICE PATROLMAN	41,217.27		36,202.66	77,419.93
ROSE	JOYCE	DEPARTMENT ASSISTANT P/TIME	41,800.17			41,800.17
ROSSI CAFARELLI	CARA	POLICE LIEUTENANT	122,145.17		59,773.25	181,918.42
ROURKE	TRACY	CIVILIAN DISPATCHER	54,353.60		6,579.15	60,932.75
SALIS	S CHRISTOPHER	POLICE PATROLMAN	61,984.00		66,560.18	128,544.18
SCAFIDI	MICHAEL	CIVILIAN DISPATCHER	10,895.14		931.36	11,826.50
SHOWSTEAD	CHRISTOPHER	POLICE PATROLMAN	64,116.00		30,496.43	94,612.43
SPINAZOLA	ROBYN	DISPATCHER PART TIME	3,478.47			3,478.47
ST.HILAIRE	MARK	POLICE SERGEANT	105,297.67		45,316.28	150,613.95
STERLING	MARK	CIVILIAN DISPATCHER	57,727.52		10,646.41	68,373.93
STOLLER	JENNIFER	POLICE PATROLMAN	53,811.60		8,064.19	61,875.79
SUTHERLAND	JASON	POLICE PATROLMAN	61,984.00		61,462.49	123,446.49
TAYLOR	SEAN	POLICE PATROLMAN	61,459.60		60,710.56	122,170.16
THOMPSON	PAUL	SPECIAL POLICE OFFICERS			165.88	165.88
TOSI	KEITH	ANIMAL CONTROL OFFICER	51,099.86	11,165.82	5,110.04	67,375.72
VAN KLEECK	CONNOR	METER ENFORCEMENT OPERATOR	4,615.42			4,615.42
VANTASSEL	GORDON	METER ENFORCEMENT OPERATOR	7,250.00			7,250.00
VIEIRA	RICHARD	POLICE SERGEANT	101,085.67		113,967.86	215,053.53
VITALE	THOMAS	POLICE PATROLMAN	61,984.00		20,188.25	82,172.25
VITALE	JOSEPH	CIVILIAN DISPATCHER	47,675.80		5,149.59	52,825.39
WADE	SCOTT	POLICE PATROLMAN	64,116.00		36,434.80	100,550.80
WATKINS	ANDREW	POLICE PATROLMAN	11,234.40		6,618.89	17,853.29
WATKINS	MARYLEE	EXECUTIVE ASSISTANT POLICE	62,299.91			62,299.91
WHITE	ROBERT	SPECIAL POLICE OFFICERS			13,860.00	13,860.00
			5,078,866.42	**12,711.78**	**2,918,202.05**	**7,933,679.44**
TRAFFIC SUPERVISOR						
BLINN	GLADYS	SCHOOL TRAFFIC SUPERVISOR	12,453.23			12,453.23
BRODEUR	LISA	SCH CROSSING GUARD (1ST YR)	3,677.91			3,677.91
CASEY	MARY	SCHOOL TRAFFIC SUPERVISOR	7,579.03			7,579.03
CHAREST	ANTHONY	SCHOOL CROSSING GUARD II	12,430.81			12,430.81
HERTZBERG	MARTHA	SCHOOL TRAFFIC SUPERVISOR	4,068.89			4,068.89
HILLARD	KIMBERLY	SCHOOL TRAFFIC SUPERVISOR	8,599.35			8,599.35
LAWRENCE	DONALD	SCH CROSSING GUARD (1ST YR)	7,084.00			7,084.00
LEMIEUX	SUSAN	SCHOOL TRAFFIC SUPERVISOR	7,484.92			7,484.92
LIBBEY	CATHERINE	SCHOOL TRAFFIC SUPERVISOR	4,459.00			4,459.00
MARTINO	JUDITH	SCHOOL CROSSING GUARD II	10,721.40			10,721.40
MURPHY	EDWARD	SCHOOL CROSSING GUARD II	12,430.81			12,430.81
MURRAY	ROBERT	SCH CROSSING GUARD (1ST YR)	4,543.70			4,543.70
SHANNON	MAURA	SCHOOL TRAFFIC SUPERVISOR	2,866.55			2,866.55
TAHMILI	ANGELIA	SCH CROSSING GUARD (1ST YR)	443.88			443.88
WING	LING	SCH CROSSING GUARD (1ST YR)	1.19			1.19
			98,844.67	**0.00**	**0.00**	**98,844.67**
BOARD OF HEALTH						
ANDERSON	JANE	ENVIR HEALTH AGENT	72,362.02		738.03	73,100.05
BOUDREAU	MICHAEL	ENVIR HEALTH AGENT	72,388.17		3,311.89	75,700.06
CLIFF	JESSICA	SANITARIAN	41,216.90		745.11	41,962.01
CONDON	KIMBERLY	INSPECTOR OF ANIMALS	3,437.50			3,437.50
COTTER	JEAN	EXECUTIVE ASSISTANT 1116 CLKS	54,070.72		2,891.54	56,962.26
FOSBERG	INGRID	ADMINISTRATIVE ASSISTANT	48,165.29		411.03	48,576.32
MERCER	LEILA	PUBLIC HEALTH NURSE	69,976.85		423.07	70,399.92
SUGARMAN	CATHERINE	PREVENTION & OUTREACH PRO MAN	70,850.66		549.22	71,399.88
WHITE	JAMES	DIRECTOR PUBLIC HEALTH	109,637.21		21,849.30	131,486.51
			542,105.32	**0.00**	**30,919.19**	**573,024.51**
MORSE LIBRARY						
ARNOLD	KRISTEN	(H) LIBRARY ASSISTANT	28,267.89	1,099.41	1,304.80	30,672.10
ASTOLFI	SHANNON	(H) REFERENCE LIBRARIAN	19,974.05			19,974.05
BARNARD	KRISTINA	(H) LIBRARY ASSOCIATE	9,484.64	108.36	2.76	9,595.76
BARNICLE	SUSANMARIE	(S) CHILDREN'S LIBRARIAN	70,071.89	1,697.96	1,522.50	73,292.35
BARTLETT	KAROL	(S) REFERENCE LIBRARIAN	70,071.89	485.37	872.50	71,429.76
BARTOS	DAVID	(S) SUPERVISOR REFERENCE SVS	67,561.79	2,286.60	144.11	69,992.50
BATES	PATRICIA	(H) LIBRARY ASSISTANT	5,694.82	188.09		5,882.91
BEEKMAN	BARBARA	LIBRARY PAGE (MORSE)	4,094.75			4,094.75
BETTUELLI	VICTORIA	LIBRARY PAGE (MORSE)	2,123.00			2,123.00
BIAGETTI	CELIA	LIBRARY PAGE (MORSE)	4,022.20			4,022.20
BORGHI	MARY	(S) LIBRARY ASSISTANT	46,965.44	395.66	1,522.50	48,883.60
CAMPANA	TERESA	(H) LIBRARY ASSOCIATE	13,476.67	678.60		14,155.27
CERIER	LAURA	(H) LIBRARY ASSOCIATE	16,282.04	51.81	14.25	16,348.10
CHAMPION	LINDA	(S) CHILDREN'S PROGRAMMER	70,071.89	487.06	1,522.50	72,081.45
CHING	CAROLYN	EXECUTIVE ASSISTANT LIBRARY	59,800.00			59,800.00
CHRISTIE	LAURIE	(H) LIBRARY ASSISTANT	42,001.34	2,006.97	830.00	44,838.31
CORT	PAUL	(H) LIBRARY ASSOCIATE	17,518.04	997.68	2.20	18,517.92

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
CULKIN	CONSTANCE	(H) LIBRARY ASSOCIATE	3,337.36	1,072.10	63.00	4,472.46
CUTLER	SOPHIA	LIBRARY PAGE (MORSE)	1,298.00			1,298.00
CUTLER	PATRICIA	(H) LIBRARY ASSOCIATE	17,859.01	1,020.01	81.93	18,960.95
D'AMORE-BONISH	RACHEL	(H) LIBRARY ASSOCIATE	15,434.40	589.84	21.06	16,045.30
DEUTSCH	MERYL	(H) REFERENCE LIBRARIAN	18,977.78		189.00	19,166.78
EDWARDS	DYLAN	(H) LIBRARY ASSOCIATE	13,696.07	336.79		14,032.86
FLAHERTY	KATHLEEN	(H) LIBRARY ASSOCIATE	13,982.13	676.40	259.00	14,917.53
FOSDICK	ROBIN	(S) PROFESSIONAL LIBRARIAN	70,071.89		22.50	70,094.39
GILLIS	ABIGAIL	LIBRARY PAGE (MORSE)	1,672.00			1,672.00
HINRICHS	CAROLINE	LIBRARY PAGE (MORSE)	3,104.75			3,104.75
HOLMES	CARY	(H) REFERENCE LIBRARIAN	21,227.43	3,654.50	2,921.18	27,803.11
HOMER	JASON	ASSISTANT DIRECTOR LIBRARY	82,000.10			82,000.10
HULING	ROSEMARY	(S) BOOKMOBILE LIBRARIAN	62,291.13	2,636.71	872.50	65,800.34
KAWACHI	EMILY	(H) LIBRARY ASSOCIATE	17,211.13	1,183.68	3.48	18,398.29
KINGSLEY	LISA	BOOKKEEPER	27,300.00			27,300.00
KRUEGER	JANICE	LIBRARY PAGE (MORSE)	4,026.00			4,026.00
LATHWOOD	PAMELA	(S) TECHNOLOGY ASSOCIATE	62,291.13	624.13	1,022.50	63,937.76
MAGARIE	BARBARA	(H) LIBRARY ASSOCIATE	19,320.09	1,421.39	350.00	21,091.48
MAGEE	JANE	(H) LIBRARY ASSISTANT	41,714.97	1,048.92	602.00	43,365.89
MATTES	KAREN	(S) SUPERVISOR TECHNICAL SVS	70,195.27	224.96		70,420.23
MCGILLIS	STEVEN	LIBRARY PAGE (MORSE)	4,631.00			4,631.00
MCGILLIS	JENNIFER	(H) LIBRARY ASSISTANT	25,495.08	647.44	3,246.70	29,389.22
NEWMAN	JANE ELLEN	ADMIN SUPPORT STAFF (GRANTS)	22,680.00			22,680.00
PERKINS	KAREN	(H) LIBRARY ASSISTANT	39,936.72	1,683.24	838.00	42,457.96
POZMANTER	CAROLE	(H) LIBRARY ASSOCIATE	13,971.12	1,118.92	102.80	15,192.84
REDINGTON	DELL	(H) LIBRARY ASSISTANT	31,711.89	1,683.24	804.00	34,199.13
RICHARD	JANET	(H) LIBRARY ASSISTANT	34,325.73		1,095.00	35,420.73
SAWISCH	KATE-LYNN	(S) REFERENCE LIBRARIAN	53,691.12	203.03	8.31	53,902.46
SCHONTAG	DAWN	(H) REFERENCE LIBRARIAN	57,406.75	450.53	87.08	57,944.36
SILVETTI	JESSICA	(H) LIBRARY ASSOCIATE	20,158.69	1,133.91	425.00	21,717.60
SMITH	DALE	(S) SUPERVISOR CHILDREN'S SVS	76,715.08	2,402.18	6,022.50	85,139.76
STETSON	LINDA	DIRECTOR MORSE INSTITUTE	106,100.01			106,100.01
STEVENS	APRIL	(H) LIBRARY ASSOCIATE	6,995.42	213.63		7,209.05
SULLIVAN	ELLEN	(S) CHILDREN'S ROOM ASSOCIATE	60,993.27	2,278.24	872.50	64,144.01
SULLIVAN	MAUREEN	PROG.COORD.VETS ORAL HISTORY	15,293.25			15,293.25
TIGHE	CECILIA	LIBRARY PAGE (MORSE)	2,310.00			2,310.00
WALLACE	JAMES	(H) LIBRARY ASSOCIATE	19,369.51	510.00	5.61	19,885.12
WALZER	ABIGAIL	(H) REFERENCE LIBRARIAN	26,230.64	811.44	42.69	27,084.77
WELCH	PAULA	(S) SUPERVISOR CIRCULATION SVS	76,715.08	3,187.63	1,222.50	81,125.21
WOOLSTENHULME	JOSHUA	(H) LIBRARY ASSOCIATE	125.67			125.67
			1,809,349.01	**41,296.43**	**28,918.96**	**1,879,564.40**
BACON LIBRARY						
CARUSO	FRANCES	ASSISTANT DIR BACON FREE HOURL	42,939.52		1,282.52	44,222.04
GUAGENTY	LAUREN	LIBRARY ASSISTANT (BACON)	2,353.80		13.50	2,367.30
JAIN	MEENA	DIRECTOR BACON FREE	6,827.69		2,878.74	9,706.43
KASSEL	KAREN	LIBRARY ASSISTANT (BACON)	7,393.52		101.66	7,495.18
KENNEDY	CAROLYN	LIBRARY ASSISTANT (BACON)	773.50			773.50
KING	MARIA	LIBRARY ASSISTANT (BACON)	15,945.20		106.76	16,051.96
LESELLIER	GRAZIELA	LIBRARY ASSISTANT (BACON)	21,431.03		378.35	21,809.38
PFENDNER	LAUREN	DIRECTOR BACON FREE	33,406.90		731.54	34,138.44
STIRLING	CASEY	LIBRARY ASSISTANT (BACON)	7,528.67		117.78	7,646.45
			138,599.83	**0.00**	**5,610.85**	**144,210.68**
RECREATION						
BABSON	ELENA	LEADER/COUNSELOR (REC)	5,127.51			5,127.51
BARRETT	JOHN	LIFE GUARD	3,705.00			3,705.00
BLINN	RYAN	LABORER1	7,329.00			7,329.00
BRACKETT	NATHAN	CERTIFIED SPORTS OFFICIAL	800.00			800.00
CHALFIN	EMILY	SR. COUNSELOR (CERTIFIED-REC)	3,462.00			3,462.00
CORCELL	HARRY	ADULT CONTRACTOR	540.00			540.00
CUOZZO	WILLIAM	SR. COUNSELOR (CERTIFIED-REC)	3,894.00			3,894.00
DEBRUYN	MIRANDA	SR. COUNSELOR (CERTIFIED-REC)	3,594.00			3,594.00
DEMEO	STEPHANIE	SR. COUNSELOR (CERTIFIED-REC)	2,430.00			2,430.00
DESVEAUX	SANDRA	BUILDING MONITOR II (REC)	619.93			619.93
DREW	JOHN	LEADER/COUNSELOR (REC)	5,054.26			5,054.26
ELAM	YABRATYMIKA	SR. COUNSELOR (CERTIFIED-REC)	3,673.00			3,673.00
ERNEST	JOSHUA	ADULT CONTRACTOR	138.00			138.00
FARIS	MICHAELA	SR. COUNSELOR (CERTIFIED-REC)	3,600.00			3,600.00
FRAIL	CHARLES	ADULT CONTRACTOR	120.00			120.00
GOZZI	LOGAN	LEADER/COUNSELOR (REC)	1,155.00			1,155.00
GREENWOOD	ERIKA	PROGRAM SUPERVISOR (REC)	5,660.00			5,660.00
GRIFFIN	DENNIS	ADULT CONTRACTOR	60.00			60.00
HARPER	KIANA	SR. COUNSELOR (CERTIFIED-REC)	3,738.00			3,738.00
HARPER	NIKITA	SR. COUNSELOR (CERTIFIED-REC)	3,864.00			3,864.00
HAYDON	CARTER	ASSISTANT LEADER (REC)	360.00			360.00
HERSON	ETHAN	SPECIALIST (REC)	576.00			576.00
KELEMANIK	MCKENNA	LIFE GUARD	1,800.50			1,800.50
KELLEY	SUSAN	BUILDING MONITOR II (REC)	705.57			705.57
KINUGAWA	SHO	ASSISTANT LEADER (REC)	1,104.00			1,104.00
LEVY	ROBERTA	PROGRAM SUPERVISOR (REC)	714.00			714.00
LEWIS	ELIZABETH	SR. COUNSELOR (CERTIFIED-REC)	3,492.00			3,492.00
LIBERZON	AVITAL	SR. COUNSELOR (CERTIFIED-REC)	4,212.00			4,212.00
LIMA	JESSICA	PROGRAM SUPERVISOR (REC)	2,465.00			2,465.00
LUCENTA	CONOR	LEADER/COUNSELOR (REC)	720.50			720.50
MACBLANE	ERIN	LEADER/COUNSELOR (REC)	2,238.50			2,238.50
MASTROMATTEO	LUCAS	SR. COUNSELOR (CERTIFIED-REC)	3,630.00			3,630.00
MCNEIL	RYAN	LEADER/COUNSELOR (REC)	3,781.44			3,781.44
PEARSON	ELLA	LEADER/COUNSELOR (REC)	1,188.00			1,188.00
PRICE	MIKELA	ASSISTANT LEADER (REC)	1,832.00			1,832.00
QUINN-COMPOSTO	MAUREEN	CLERICAL ASSISTANT	832.00			832.00
RAWLINGS	NATHAN	BUILDING MONITOR II (REC)	665.00			665.00
RILEY	MAUREEN	PROGRAM SUPERVISOR (REC)	540.00			540.00
SAWYER	WILLIAM	SPECIALIST (REC)	1,200.38			1,200.38
SHEEHAN	MARGARET	BEACH MANAGER	7,091.75			7,091.75
SPURLING	JOESPH	LIFE GUARD	1,040.00			1,040.00
TARLIN	MICHAEL	ADULT CONTRACTOR	360.00			360.00
TRABUCCO	KELSEY	SPECIALIST (REC)	585.00			585.00
VICIDOMINO	BRETT	SR. COUNSELOR (CERTIFIED-REC)	3,162.00			3,162.00
ZELIGER	JESSICA	LIFE GUARD	4,465.25			4,465.25
			107,324.59	**0.00**	**0.00**	**107,324.59**
PARK & RECREATION						
ADELMANN	LILY	LEADER/COUNSELOR (REC)	1,975.16			1,975.16
ADELMANN	JULIA	ATTENDANT (REC)	2,511.16			2,511.16
ADELMANN	DERMOT	HEAD LIFEGUARD	6,131.85			6,131.85
ALFARO	ABIGAIL	SR. COUNSELOR (CERTIFIED-REC)	4,448.75			4,448.75
ALLEN	ROSS	LABORER 1	8,446.38			8,446.38
ALVARDO	MARICELA	SPECIALIST (REC)	4,024.00			4,024.00
ARNOLD	JORDAN	INSTRUCTOR II	4,452.67			4,452.67
AVALOS	ANDREW	SR. COUNSELOR (CERTIFIED-REC)	3,462.00			3,462.00
BACCARI	REECE	TIMER/SCORER	651.70			651.70

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
BARASA	BRIAN	SR. COUNSELOR (CERTIFIED-REC)	17.25			17.25
BONILLA	KATHERIN	SPECIALIST (REC)	1,242.56			1,242.56
BONILLA	RICARDO	SR. COUNSELOR (CERTIFIED-REC)	4,129.63			4,129.63
BOYD	HAMPTON	LIFE GUARD	5,588.75			5,588.75
BRENNAN	CAITLYN	SR. COUNSELOR (CERTIFIED-REC)	0.00			0.00
BRIDGE	JEFFREY	CERTIFIED SPORTS OFFICIAL	458.64			458.64
BROADLEY	LUCAS	HEAD LIFEGUARD	4,629.75			4,629.75
BURNES	MOLLY	LEADER/COUNSELOR (REC)	2,193.52			2,193.52
CADMAN	ASHLEY	NURSE	7,553.00			7,553.00
CALDERON	HUGO	SR. COUNSELOR (CERTIFIED-REC)	4,242.00			4,242.00
CAMPBELL	CECILIA	LEADER/COUNSELOR (REC)	2,797.39			2,797.39
CANNEY	CAROLINE	PROGRAM SUPERVISOR (REC)	9,893.52			9,893.52
CARNEY	MEGAN	SPECIALIST (REC)	5,916.00			5,916.00
CAROTA	JOSEPH	SPECIALIST (REC)	2,201.25			2,201.25
CARR	ANNE-MARIE	PROGRAM SUPERVISOR (REC)	8,351.46			8,351.46
CARTER	MELISSA	ASSISTANT DIRECTOR	49,402.26			49,402.26
CARTY	STEPHEN	CERTIFIED SPORTS OFFICIAL	535.08			535.08
CHALFIN	ELIZABETH	SPECIALIST (REC)	2,167.50			2,167.50
CHAMBERLAIN	LEE	PLAYGROUP STAFF - MANAGER	6,464.31			6,464.31
CHANDLER	KARISSA	LEADER/COUNSELOR (REC)	132.25			132.25
CHIZEK	CAROLINE	SPECIALIST (REC)	3,927.42			3,927.42
CIGNA	LISA	ASSISTANT DIRECTOR	2,911.36			2,911.36
CLARK	JONATHAN	PROGRAM SUPERVISOR (REC)	5,055.75			5,055.75
COBURN	STEPHANIE	SPECIALIST (REC)	3,697.50			3,697.50
COFFEY	ALINA	LEADER/COUNSELOR (REC)	5,831.22			5,831.22
COFFEY	CHRIS	ASSISTANT DIRECTOR	3,172.31			3,172.31
COFFEY	AMBER-RAE	PROGRAM SUPERVISOR (REC)	4,199.25			4,199.25
COHEN	RICHARD	CERTIFIED SPORTS OFFICIAL	372.66			372.66
COHEN	ANGELA	BUILDING MONITOR II (REC)	1,725.50			1,725.50
COLELLA	ANDREW	ASSISTANT DIRECTOR	2,653.20			2,653.20
CONAWAY	RHONDA	PROGRAM SUPERVISOR (REC)	13,200.39			13,200.39
CONAWAY	RICHARD	SPECIALIST (REC)	1,232.18			1,232.18
CONAWAY	PATRICK	SR. COUNSELOR (CERTIFIED-REC)	1,756.56			1,756.56
CONNOR	ELIZABETH	SPECIALIST (REC)	6,035.00			6,035.00
COSMOS	PHILLIP	SPECIALIST (REC)	69.75			69.75
COTTER	JUSTIN	ASSISTANT DIRECTOR	3,281.90			3,281.90
COUPER	SUSAN	NURSE	18,313.43			18,313.43
CROWLEY	LISA	PLAYGROUP STAFF - MANAGER	3,824.90			3,824.90
CUMMINS	VICTORIA	LEADER/COUNSELOR (REC)	4,139.81			4,139.81
DIXON	GABRIELLE	ASSISTANT LEADER (REC)	2,400.20			2,400.20
DONEHEY	OLIVIA	SR. COUNSELOR (CERTIFIED-REC)	4,110.00			4,110.00
DUBSKY	ANDREW	LEADER/COUNSELOR (REC)	3,288.00			3,288.00
ECKLES	CARLY	BEACH MANAGER	2,859.50			2,859.50
FAIR	KEVIN	SPECIALIST (REC)	1,594.64			1,594.64
FARRELL	SARAH	PROGRAM ASSISTANT	2,670.89			2,670.89
FEAK	DANIEL	PROGRAM SUPERVISOR (REC)	24.75			24.75
FEDERICO-GROME	TAYLOR	SPECIALIST (REC)	3,414.18			3,414.18
FINKELSTEIN	DEBORAH	SPECIALIST (REC)	3,515.55			3,515.55
FITZGERALD	AMY	SR. COUNSELOR (CERTIFIED-REC)	3,241.44			3,241.44
FLEMING	KATHLEEN	PROGRAM INSTRUCTOR	2,781.64			2,781.64
FOLEY	SHANNON	SPECIALIST (REC)	3,645.29			3,645.29
FRECHETTE	MATTHEW	ASSISTANT DIRECTOR	9,852.52			9,852.52
FRIEDMAN	AARON	DIRECTOR REC PROGRAM / SP EVEN	68,400.01			68,400.01
GAGNON	CHARLES	LEADER/COUNSELOR (REC)	2,406.75			2,406.75
GALAID	MEREDITH	VOLUNTEER CORRDINATOR I	9,865.50			9,865.50
GALANTE	LOUIS	CERTIFIED SPORTS OFFICIAL	687.96			687.96
GALIAZZO	KEVIN	SPECIALIST (REC)	24.00			24.00
GARRITY	ELISE	SPECIALIST (REC)	4,835.85			4,835.85
GARVIN	RICHARD	PROGRAM SUPERVISOR (REC)	884.00			884.00
GENASKE	KATHLEEN	PLAYGROUP STAFF - MANAGER	5,440.56			5,440.56
GILES	BRUNO	CERTIFIED SPORTS OFFICIAL	649.74			649.74
GLICK	ADAM	SPECIALIST (REC)	1,506.00			1,506.00
GREENSTEIN	ALIZA	SR. COUNSELOR (CERTIFIED-REC)	2,111.70			2,111.70
GRIFFITH	JOHN	CERTIFIED SPORTS OFFICIAL	267.54			267.54
GRUNDBERG	KALLAN	SPECIALIST (REC)	10,243.00			10,243.00
HAMNETT	DONALD	SPECIALIST (REC)	1,276.00			1,276.00
HARWOOD	CATHERINE	PROGRAM SUPERVISOR (REC)	2,923.62			2,923.62
HEUER	WILLIAM	CERTIFIED SPORTS OFFICIAL	535.08			535.08
HICKS	GRACE	LEADER/COUNSELOR (REC)	1,116.06			1,116.06
HILL	JAMIE	SPECIALIST (REC)	5,027.74			5,027.74
HOURIHAN	THOMAS	PROGRAM SUPERVISOR (REC)	4,140.00			4,140.00
JENKINS	GEORGE	PROGRAM SUPERVISOR (REC)	4,089.76			4,089.76
JENNETT	ALLISON	HEAD LIFEGUARD	2,121.00			2,121.00
JEWETT	JAKE	SR. COUNSELOR (CERTIFIED-REC)	4,230.00			4,230.00
KAMMER	BENJAMIN	LEADER/COUNSELOR (REC)	3,706.17			3,706.17
KEARNS	KRYSTAL	PROGRAM ASSISTANT	4,864.64			4,864.64
KEEFE	DANIEL	ASSISTANT DIRECTOR PARKS/REC	80,999.89			80,999.89
KEEFE	KARLA	DIRECTOR REC PROGRAM / SP EVEN	16,389.50			16,389.50
KING	COLBY	HEAD LIFEGUARD	5,506.38			5,506.38
KINUGAWA	MIKI	SR. COUNSELOR (CERTIFIED-REC)	3,336.00			3,336.00
KOSKOVICH	PAMELA	SPECIALIST (REC)	1,404.00			1,404.00
KUEHNAPFEL	CASEY	LEADER/COUNSELOR (REC)	3,493.48			3,493.48
LARKIN	JOHN	PROGRAM SUPERVISOR (REC)	4,965.10			4,965.10
LASRI	TAMAR	SPECIALIST (REC)	3,800.45			3,800.45
LEE	ADAM	LEADER/COUNSELOR (REC)	3,153.54			3,153.54
LIBBY	JEFFREY	ASSISTANT DIRECTOR	620.50			620.50
LONDON	EMILY	LEADER/COUNSELOR (REC)	370.88			370.88
LONDON	JILL	PLAYGROUP STAFF - MANAGER	20,218.00			20,218.00
LYDON	ANDREW	VOLUNTEER CORDINATOR II	2,943.50			2,943.50
MACBLANE	ROBIN	CLERICAL ASSISTANT	12,265.50			12,265.50
MACBLANE	KYLE	ATTENDANT (REC)	826.00			826.00
MACOMBER	JACQUELINE	PROGRAM SUPERVISOR (REC)	3,704.43			3,704.43
MAGARIE	ALTORIA	PROGRAM SUPERVISOR (REC)	2,240.26			2,240.26
MAGARIE	KENNETH	SPECIALIST (REC)	4,220.48			4,220.48
MAGEE	LORRAINE	SR. COUNSELOR (CERTIFIED-REC)	3,832.98			3,832.98
MANGANO	CHRISTINA	LIFE GUARD	370.85			370.85
MAPEL	LISA	CLERICAL ASSISTANT	19,771.75			19,771.75
MARCHAND	GRIFFIN	SR. COUNSELOR (CERTIFIED-REC)	4,019.67			4,019.67
MARIANO	JULIA	ATTENDANT (REC)	1,326.34			1,326.34
MARSTON	ELIZABETH	LEADER/COUNSELOR (REC)	1,539.40			1,539.40
MARSTON	EMILY	LEADER/COUNSELOR (REC)	2,720.91			2,720.91
MCQUILLEN	JAMES	ATTENDANT (REC)	3,214.90			3,214.90
MCQUILLEN	PATRICK	LIFE GUARD	4,886.74			4,886.74
MCQUILLEN	SHEILA	LIFE GUARD	4,360.40			4,360.40
MEURER	LAUREN	TEEN COORDINATOR	33,442.50			33,442.50
MICHEL	ALYSSA	SR. COUNSELOR (CERTIFIED-REC)	3,654.00			3,654.00
MILLWARD	AMANDA	LEADER/COUNSELOR (REC)	529.00			529.00
MITCHELL	QUINN	ATTENDANT (REC)	2,475.75			2,475.75
MOLINA	NANCY	PROGRAM INSTRUCTOR	6,620.68			6,620.68

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
MORIN	ANDREW	NURSE	3,402.00			3,402.00
MORRISON	MIRIAM	PROGRAM SUPERVISOR (REC)	3,479.70			3,479.70
MOSER	KATE	LIFE GUARD	4,549.50			4,549.50
MUCCIARONE	PRESTON	SPECIALIST (REC)	35.00			35.00
MURPHY	WILLIAM	LEADER/COUNSELOR (REC)	3,201.00			3,201.00
MURPHY	JACK	LEADER/COUNSELOR (REC)	12.25			12.25
NASS	ARI	ASSISTANT LEADER (REC)	1,243.00			1,243.00
O'CONNELL	CHRIS	PROGRAM SUPERVISOR (REC)	6,588.00			6,588.00
OTERI	DAVID	CERTIFIED SPORTS OFFICIAL	1,137.06			1,137.06
PACHECO	MEGAN	SPECIALIST (REC)	4,781.00			4,781.00
PARTANEN	KAREN	DIRECTOR PARKS & REC SVS	90,000.05			90,000.05
PIASTA	JENNIFER	SPECIALIST (REC)	433.13			433.13
PINAULT	LINDA	ADMINISTRATIVE ASSISTANT	54,190.28	979.10	2,500.00	57,669.38
PINI	MEGHAN	SR. COUNSELOR (CERTIFIED-REC)	4,888.00			4,888.00
PORTER	DENNIS	ADULT CONTRACTOR	514.87			514.87
PRICE	SARA	LEADER/COUNSELOR (REC)	1,426.00			1,426.00
RAINONE	AMY	PROGRAM SUPERVISOR (REC)	2,060.36			2,060.36
RAITHEL	JANE	ASSISTANT DIRECTOR	3,882.69			3,882.69
RAJABI	ROXANNA	SPECIALIST (REC)	5,961.83			5,961.83
ROBERTS	FRANCIS	SPECIALIST (REC)	1,043.52			1,043.52
ROBINSON	JUSTIN	SR. COUNSELOR (CERTIFIED-REC)	3,534.00			3,534.00
RODIS	KEVIN	PROGRAM SUPERVISOR (REC)	5,030.64			5,030.64
ROGERS	MATTHEW	PROGRAM SUPERVISOR (REC)	4,190.01			4,190.01
ROLLINS	ANDREW	PROGRAM SUPERVISOR (REC)	5,728.80			5,728.80
ROVNER	MATTHEW	ADULT CONTRACTOR	546.30			546.30
SANT	JAY	LEADER/COUNSELOR (REC)	3,492.50			3,492.50
SCHNEIDER	DAVID	LEADER/COUNSELOR (REC)	3,657.00			3,657.00
SCHNEIDER	MATTHEW	HEAD LIFEGUARD	913.00			913.00
SCHNEIDER	RYAN	HEAD LIFEGUARD	1,046.25			1,046.25
SEARS	ERIC	HEAD LIFEGUARD	6,935.50			6,935.50
SEFTON	DONALD	CERTIFIED SPORTS OFFICIAL	687.96			687.96
SEVERANCE	JONATHAN	ASSISTANT DIRECTOR	1,398.25			1,398.25
SHAGORY	EDWARD	PROGRAM SUPERVISOR (REC)	2,586.72			2,586.72
SLATTERY	RICHARD	CERTIFIED SPORTS OFFICIAL	764.40			764.40
SLAYTON	KATHARINE	SPECIALIST (REC)	1,381.64			1,381.64
SLOTNICK	TATIANA	SR. COUNSELOR (CERTIFIED-REC)	3,288.00			3,288.00
SMERDON	CONNOR	ATTENDANT (REC)	3,277.50			3,277.50
SMITH	JOSEPH	SPECIALIST (REC)	5,534.48			5,534.48
SMITH FREEDMAN	ANDREW	BEACH MANAGER	275.50			275.50
SORDILLO	NINA	SPECIALIST (REC)	4,512.90			4,512.90
SPENCER	JESSICA	SPECIALIST (REC)	9,544.02			9,544.02
SPINAZOLA	RODNEY	ADULT CONTRACTOR	591.83			591.83
STEVENS	BRIDGET	LEADER/COUNSELOR (REC)	6,780.41			6,780.41
STEVENS	JULIA	SPECIALIST (REC)	8,501.00			8,501.00
SWANSON	JAKE	ATTENDANT (REC)	2,179.25			2,179.25
TAMAREN-LEDDY	BARRETT	SR. COUNSELOR (CERTIFIED-REC)	3,187.71			3,187.71
TAMAREN-LEDDY	COLIN	LEADER/COUNSELOR (REC)	3,360.00			3,360.00
THABIT	PETER	INSTRUCTOR	228.00			228.00
TIFFANY	NICOLE	SPECIALIST (REC)	3,143.00			3,143.00
TRABUCCO	CARRIE	PROGRAM SUPERVISOR (REC)	3,081.40			3,081.40
ULUSKI	BRIAN	CERTIFIED SPORTS OFFICIAL	1,117.96			1,117.96
VERDELLI	GEMMA	PROGRAM SUPERVISOR (REC)	13,012.40			13,012.40
VROTSOS	LUKE	LEADER/COUNSELOR (REC)	86.25			86.25
WALKER	DINNEEN	PROGRAM SUPERVISOR (REC)	2,538.55			2,538.55
WALKER	BRAD	ASSISTANT DIRECTOR	5,513.76			5,513.76
WALZ	OLIVIA	INSTRUCTOR II	4,353.77			4,353.77
WHITE	JAMES	PROGRAM SUPERVISOR (REC)	3,938.09			3,938.09
WILLIAMS	PATRICIA	PROGRAM SUPERVISOR (REC)	4,981.30			4,981.30
WOODWARD	JONATHAN	PROGRAM SUPERVISOR	5,080.57			5,080.57
WRIGHT	CINDY	PROGRAM SUPERVISOR (REC)	18,391.85			18,391.85
			1,038,616.63	**979.10**	**2,500.00**	**1,042,095.73**
SASSAMON TRACE GOLF COURSE						
ARMANDO	KRISTOFFER	SUPERINTENDANT GOLF COURSE	66,300.00			66,300.00
BOGLE	KERRY	CLUB HOUSE ATTENDANTS (GOLF)	4,212.00			4,212.00
BORGMAN	KURT	CART ATTENDANT (GOLF)	1,800.00			1,800.00
BROGAN	AIDAN	LABORER1	2,585.00			2,585.00
CARLSON	CHERYL	CLUB HOUSE ATTENDANTS (GOLF)	3,965.00			3,965.00
COHEN	BRADLEY	RANGER/STARTER (GOLF)	1,575.50			1,575.50
COLLINS	VINCENT	GOLF COURSE MECHANIC	10,761.00			10,761.00
DONNELLY	ROBERT	RANGER/STARTER (GOLF)	2,354.63			2,354.63
DUFFY	MARK	RANGER/STARTER (GOLF)	7,294.75			7,294.75
FLYNN	LIAM	LABORER 1	0.00			0.00
HANSCOM	RICHARD	RANGER/STARTER (GOLF)	663.76			663.76
HICKMAN	JAMES	CLUB HOUSE ATTENDANTS (GOLF)	3,635.50			3,635.50
KENIRY	JOHN	EQUIPMENT OPERATOR GOLF	4,667.00			4,667.00
MARKS	JAKE	CLUB HOUSE ATTENDANTS (GOLF)	910.25			910.25
MCDOWELL	KURT	MANAGER SASSAMON TRACE GOLF CR	69,700.01			69,700.01
MUNDY	PETER	CLUB HOUSE ATTENDANTS (GOLF)	3,271.76			3,271.76
NEWMAN	JANET	CLUB HOUSE ATTENDANTS (GOLF)	5,650.00			5,650.00
O'CONNOR	JACK	EQUIPMENT OPERATOR GOLF	12,801.25			12,801.25
PAOLETTI	PAUL	CLUB HOUSE ATTENDANTS (GOLF)	3,534.00			3,534.00
RUGGIERO	MARISSA	CLUB HOUSE ATTENDANTS (GOLF)	2,717.00			2,717.00
SACCHETTI	CHRIS	CLUB HOUSE SUPERVISOR (GOLF)	15,187.25			15,187.25
SEGAL	DAVID	ASSIST MANAGER GOLF COURSE	23,250.00	10,035.00		33,285.00
SHEINFELD	ROBERT	RANGER/STARTER (GOLF)	2,528.44			2,528.44
SMITH	SUSAN	ADULT CONTRACTOR	2,082.50			2,082.50
SURFACE	PAUL	CLUB HOUSE ATTENDANTS (GOLF)	1,538.14			1,538.14
THORSEN	FREDERICK	EQUIPMENT OPERATOR GOLF	3,625.00			3,625.00
WHITE	ROBERT	EQUIPMENT OPERATOR GOLF	7,098.00			7,098.00
WORTHINGTON	CARTER	CLUB HOUSE ATTENDANTS (GOLF)	16,002.25			16,002.25
			279,709.99	**10,035.00**	**0.00**	**289,744.99**
NON CONTRIB						
CARDELLICCHIO	DOLORES	SURVIVAL			18,847.53	18,847.53
			0.00	**0.00**	**18,847.53**	**18,847.53**
RETIREMENT BOARD						
BACON	KATHLEEN	DIRECTOR RETIREMENT SYSTEM	110,419.66			110,419.66
MANCUSO	MARYJO	RETIRE BD EXECUTIVE ASS'T	75,414.56			75,414.56
			185,834.22	**0.00**	**0.00**	**185,834.22**
SCHOOL ADMINISTRATION -22						
ADAMS	ELIZABETH	CERTIFIED LICENSED ASSISTANT	29,529.28			29,529.28
AKMURADOV	ISMAIL	INSTRUMENTAL MUSIC INST PRIVAT	24,352.00			24,352.00
ALDRICH	FREDERICK	INSTRUMENTAL MUSIC INST PRIVAT	14,384.50			14,384.50
ARONIS	RACHEL	BOKS INSTRUCTOR			1,000.00	1,000.00
BARBATO	GAIL	DATA ENTRY CLERK	23,337.50		500.00	23,837.50
BERG	LYNDA	LEVEL IV RECEPTIONIST	32,189.73		410.00	32,599.73
BLANKMAN	PAUL	BOKS INSTRUCTOR			2,000.00	2,000.00
BURGOYNE	LISA	BOKS INSTRUCTOR			2,000.00	2,000.00
CADAVIECO	EVAN	INSTRUMENTAL MUSIC INST PRIVAT	15,003.00			15,003.00
CHASE	MATTHEW	BOKS INSTRUCTOR			1,900.00	1,900.00

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
CHIU	SONIA	BOKS INSTRUCTOR			2,100.00	2,100.00
CHO	BARBIE	BOKS INSTRUCTOR			700.00	700.00
CLARK	JAMISON	INSTRUMENTAL MUSIC INST PRIVAT	6,632.50			6,632.50
CLAYBOURNE	JOHN	INSTRUMENTAL MUSIC INST PRIVAT	3,028.00			3,028.00
CLOUATRE	MADISON	ABA TECHNICIAN	18,443.91			18,443.91
COHEN	DONNA	LEVEL II SECRETARY SCHOOL YEAR	52,116.16		4,700.00	56,816.16
COHEN	RICHARD	BOKS INSTRUCTOR	3,506.23		2,000.00	5,506.23
CONNELLY	LAUREN	CERTIFIED LICENSED ASSISTANT	23,919.43			23,919.43
COPPELLOTTI	DANIELLE	LEVEL III SECRETARY SCHOOL YR	37,897.37	76.14		37,973.51
CROSBY	CHRISTINE	LEVEL II SECRETARY SCHOOL YEAR	52,145.74		644.61	52,790.35
CUSHING	KAREN	LEVEL IV RECEPTIONIST	30,072.83	141.44		30,214.27
DACEY	JOAN	ABA TECHNICIAN	41,847.15			41,847.15
DAVENPORT	APRIL	LEVEL II SECRETARY SCHOOL YEAR	51,701.92			51,701.92
DAVIDSON	PATRICIA	LEVEL III SECRETARY SCHOOL YR	27,262.94		4,319.00	31,581.94
DOHERTY	MARYLU	LEVEL III SECRETARY SCHOOL YR	44,522.84		100.00	44,622.84
DONAHUE	ELIZABETH	BOKS INSTRUCTOR			1,000.00	1,000.00
DOUCETTE	KELLY	CLERICAL WORKER PART TIME	12,144.61		26.05	12,170.66
DRISCOLL	KATHRYN	INSTRUMENTAL MUSIC INST PRIVAT	12,877.25			12,877.25
DURKIN	STEPHANIE	ONLINE TRAINING FACILITATOR	12,626.49			12,626.49
FAZIO	GIUSEPPE	ABA TECHNICIAN	42,147.99	4,410.78		46,558.77
FLYNN	MAURA	LEVEL IV RECEPTIONIST	30,421.15	271.85		30,693.00
GENASKE	KATHLEEN	BOKS INSTRUCTOR			2,000.00	2,000.00
GORDON	LAURIE	BOKS INSTRUCTOR			500.00	500.00
GRUNDBERG	KALLAN	BOKS INSTRUCTOR			2,000.00	2,000.00
GUAGENTY	KELLY	LEVEL III SECRETARY SCHOOL YR	46,447.50	276.39		46,723.89
GUSTAVSEN	HALEY	INSTRUMENTAL MUSIC INST PRIVAT	81.00			81.00
HALL	MARNIE	HIGH SCHOOL TUTOR	28,034.04			28,034.04
HALLORAN	BRITTANY	ABA TECHNICIAN	40,584.26	960.21		41,544.47
HASWELL	MARGARET	LEVEL IV RECEPTIONIST	30,514.89	1,594.86		32,109.75
HOLIHAN	JEANNE	LEVEL III SECRETARY SCHOOL YR	35,578.48	7,266.12		42,844.60
HOLMES	DIANE	ONLINE TRAINING FACILITATOR	8,122.54			8,122.54
INGOLDSBY	CHRISTIE	LEVEL II SECRETARY SCHOOL YEAR	6,294.00			6,294.00
KAYE	RONALD	INSTRUMENTAL MUSIC INST PRIVAT	14,645.00			14,645.00
KEITH	AMY	BOKS INSTRUCTOR			1,100.00	1,100.00
KELLEY	DONNA	LEVEL II SECRETARY SCHOOL YEAR	51,561.38			51,561.38
KIMLER	LISA	LEVEL IV RECEPTIONIST	698.19			698.19
LAW	HEI LEE	ACCOMPANIST			3,030.00	3,030.00
LEDERMAN	ELIZABETH	LEVEL II SECRETARY SCHOOL YEAR	48,432.60			48,432.60
LEVINSON	MARISSA	BOKS INSTRUCTOR			700.00	700.00
LIN	DARREN	INSTRUMENTAL MUSIC INST PRIVAT	5,503.00			5,503.00
LOWELL	KIMBERLY	ONLINE TRAINING FACILITATOR	14,198.74			14,198.74
LUTKEVICH	ALEXANDRA	ACCOMPANIST			2,836.84	2,836.84
MABARDY	JEAN	NHS STUDENT SUPERVISOR	11,273.74			11,273.74
MABARDY	ALYSSA	HIGH SCHOOL TUTOR	30,870.56		8,752.62	39,623.18
MACBLANE	ROBIN	LEVEL II SECRETARY SCHOOL YEAR	14,198.29		1,200.00	15,398.29
MACCONNELL-CHASE	HEATHER	BOKS INSTRUCTOR			1,000.00	1,000.00
MAGGS	JUDITH	LEVEL III SECRETARY SCHOOL YR	45,769.30			45,769.30
MAILLET	ELLEN	LEVEL II SECRETARY SCHOOL YEAR	29,952.21		5,287.40	35,239.61
MANZELLA	ALLISON	BOKS INSTRUCTOR			1,400.00	1,400.00
MATYCHAK	JENNIFER	BOKS INSTRUCTOR			700.00	700.00
MAZONSON	ERIC	ACCOMPANIST			16,324.83	16,324.83
MCELANEY	ELIZABETH	BOKS INSTRUCTOR			700.00	700.00
MCWHINNIE	MICHELLE	ABA TECHNICIAN	35,564.63		500.00	36,064.63
MILCH	DOUGLAS	VIRTUAL EDUCATION SUPERVISOR	47,305.00		3,773.00	51,078.00
MILLER	ZACHARY	INSTRUMENTAL MUSIC INST PRIVAT	19,105.50			19,105.50
MORIN	ELIZABETH	ABA TECHNICIAN	35,384.75			35,384.75
MURPHY	SHAUNA	ABA TECHNICIAN	32,144.52	510.85	107.32	32,762.69
O'LEARY	JULIE	ABA TECHNICIAN	32,273.46			32,273.46
O'REILLY	ERIN	ABA TECHNICIAN	33,845.21			33,845.21
OXFORD	JUDITH	STUDENT COMMUNITY COACH ANNUL	45,717.60		175.00	45,892.60
PARRAMORE	ALLISON	INSTRUMENTAL MUSIC INST PRIVAT	14,627.00			14,627.00
PEVERILL-CONTI	WENDY	LEVEL II SECRETARY SCHOOL YEAR	31,064.11			31,064.11
POWER	MARGARET	BOKS INSTRUCTOR			1,000.00	1,000.00
POWSNER	SUSAN	ABA TECHNICIAN	33,008.12			33,008.12
REAM	DEBORAH	INSTRUMENTAL MUSIC SEMI	22,232.50			22,232.50
RENAUD	PAULA	ONLINE TRAINING FACILITATOR			4,424.12	4,424.12
RICARDO	JILL	ABA TECHNICIAN	4,761.46			4,761.46
RODRIGUEZ	LYNN	BOKS INSTRUCTOR			1,200.00	1,200.00
RONDEAU KEEDY	JEANNINE	ABA TECHNICIAN	35,628.78			35,628.78
ROSENDALE	PATRICK	BOKS INSTRUCTOR			1,200.00	1,200.00
ROSENSTEIN	JAE	BOKS INSTRUCTOR			2,200.00	2,200.00
RYAN	BRENDAN	INSTRUMENTAL MUSIC INST PRIVAT	1,449.50			1,449.50
SEAVEY	TALIA	PARA EDUCATORS HIGH SCHOOL	11,818.77			11,818.77
SILVERSTEIN	STEVEN	INSTRUMENTAL MUSIC INST PRIVAT	8,231.75			8,231.75
SLATTERY	ROBIN	LEVEL II SECRETARY SCHOOL YEAR	52,116.16		1,095.00	53,211.16
SQUAIR	MARGARET	BOKS INSTRUCTOR			2,300.00	2,300.00
ST JEAN	CHERIE	ONLINE TRAINING FACILITATOR	13,704.20			13,704.20
TARANTO	RAMON	INSTRUMENTAL MUSIC SEMI	17,222.00			17,222.00
TATIAN	MICHAEL	BOKS INSTRUCTOR			1,000.00	1,000.00
THERIAULT	GABRIELLE	ABA TECHNICIAN	36,316.37	637.93		36,954.30
THURSTON	SAMUEL	INSTRUMENTAL MUSIC INST PRIVAT	31,589.32			31,589.32
TOMASO	JOSEPH	WELLNCTRSUPERVISOR	42,308.67	5,048.61	5,329.00	52,686.28
TURNER	KELSIE	ABA TECHNICIAN	38,697.32			38,697.32
ULLRICH	DANIELLE	LEVEL II SECRETARY SCHOOL YEAR	49,367.59	185.12		49,552.71
VENTRONE	ANGELA	BOKS INSTRUCTOR			1,000.00	1,000.00
WARD	JOHN	BOKS INSTRUCTOR			900.00	900.00
WHITE	KATLYN	ABA TECHNICIAN	5,314.40			5,314.40
WILLIAMS	PATRICIA	LEVEL II SECRETARY SCHOOL YEAR	38,169.48			38,169.48
WILSON	KRISTEN	CERTIFIED LICENSED ASSISTANT	33,366.29		171.64	33,537.93
WU	LINDEN	INSTRUMENTAL MUSIC INST PRIVAT	13,831.75			13,831.75
YOUNG	KELLY	ONLINE TRAINING FACILITATOR	968.00			968.00
ZIAD	NAZ	LEVEL IV RECEPTIONIST	18,965.42			18,965.42
			1,940,969.87	**21,380.30**	**97,306.43**	**2,059,656.60**
SCHOOL ADMINISTRATION - 52						
AHERN	JOAN	LEVEL I SECRETARY	61,554.79		200.00	61,754.79
ASSENCOA	ALLISON	LEVEL IV SECRETARY	48,669.10			48,669.10
ASSUNCAO	RENAN	PLANNING & BUDGET ANALYST	68,502.58		334.04	68,836.62
BECERRA	STEPHANIE	NETWORK ENGINEER	50,838.58		4,821.92	55,660.50
BECKWITH	TODD	TECHNICIAN II	63,408.91			63,408.91
BETTUELLI	VICTORIA	TECHNOLOGY INTERN	3,235.91			3,235.91
BILLINGS	JAMIE	TECHNICIAN II	57,269.22			57,269.22
BOLAND	RYAN	TECHNICIAN II	57,269.22			57,269.22
CONNORS	JOSEPH	TECHNOLOGY INTERN	2,998.29			2,998.29
CRANDALL	THERESE	LEVEL III SECRETARY	55,510.72	192.71	250.00	55,953.43
CREEDON	DAVID	BOARD CERT BEHAVIOR ANALYST	86,761.70			86,761.70
CRUZ	CHRISTOPHER	TECHNICIAN II	63,408.91		4,500.00	67,908.91
CRUZ	CHRISTOPHER	TECHNOLOGY INTERN	2,748.11			2,748.11
CULVER	SHERRY	DATA MGR OF CURRIC & ASSES SYS	86,890.49		1,400.00	88,290.49
DAVIS	MARIANNE	DIRECTOR HUMAN RESOURCES	139,838.67		700.00	140,538.67

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
DENENBERG	HELAINE	DATA ENTRY CLERK	12,382.85			12,382.85
DIAS	DOUGLAS	ASSISTANT DIRECTOR FINANCE	52,980.83		3,349.34	56,330.17
DIMITROVA-TOPALOFF	NATALIA	PROJECT COORDINATOR - FY	59,817.05			59,817.05
DIRIENZO	SUZANNE	LEVEL II SECRETARY	11,979.81		4,314.46	16,294.27
DISILVIO	JACK	TECHNOLOGY INTERN	3,176.38			3,176.38
DOWNING	KIRK	ASST SUPERINTENDENT CURRICULUM	140,096.16		5,000.00	145,096.16
FIFFY	KAYLA	BOARD CERT BEHAVIOR ANALYST	60,329.07		200.00	60,529.07
GOLDMAN	JAYME	BOARD CERT BEHAVIOR ANALYST	91,911.62			91,911.62
GOLLNICK	CHRISTOPHER	TECHNICIAN II	63,408.91		1,372.00	64,780.91
GRAY	PETER	DIRECTOR OF FINANCE	144,791.91			144,791.91
GRIMNER	SUSAN	PLANNING & BUDGET ANALYST	73,262.92			73,262.92
HEALY	CHRISTOPHER	TECHNOLOGY INTERN	3,439.13			3,439.13
HOTCHKISS	HILLARY	BOARD CERT BEHAVIOR ANALYST	88,497.09		100.00	88,597.09
JEANLYS	ANTONIO	TECHNOLOGY INTERN	3,233.28			3,233.28
KASWELL	ERICA	LEVEL I SECRETARY	59,502.46	908.59		60,411.05
LARKIN	CATHERINE	LEVEL II SECRETARY	59,018.83		4,012.89	63,031.72
LUFF	TIMOTHY	ASST SUPERINTENDENT STUDNT SVS	148,456.78		20,585.77	169,042.55
MACGREGOR	JOYCE	LEVEL II SECRETARY	59,018.83		250.00	59,268.83
MAGLEY	GRACEANN	DIRECTOR OF DIGITAL LEARNING	100,806.09		1,000.00	101,806.09
MALOYAN	JOSEPH	TECHNOLOGY INTERN	3,351.71			3,351.71
MARASCIA	PAMELA	DATA BUDGET & CONTROL ANALYST	61,051.00			61,051.00
MARTEL	MELISSA	ASSISTANT DIRECTOR FINANCE	45,115.42			45,115.42
MARYLAND	CHRISTINA	GRANTS, RESEARCH, COMM SPECIAL	84,130.00		2,000.00	86,130.00
MATTIA	KATHLEEN	LEVEL I SECRETARY	61,826.66		250.00	62,076.66
MCANDREW	JOHN	DATA MANAGER OF ADMIN SYSTEMS	69,838.13			69,838.13
MCDERMOTT	ROSE	SECRETARY TO SUPERINTENDENT	53,806.59	221.92	1,970.00	55,998.51
MISTROT	MICHAEL	TECHNOLOGY INTERN	2,872.66			2,872.66
NOLIN	ANNA	SUPERINTENDENT SCHOOLS	192,880.81		29,884.62	222,765.43
PAINE	PATRICIA	LEVEL I SECRETARY	55,264.51			55,264.51
PAPPAGALLO	JOSEPH	LEVEL II SECRETARY	57,090.09			57,090.09
REILLY	SHARON	SECRETARY TO SUPERINTENDENT	59,007.47		16,935.31	75,942.78
ROBIDOUX	PAMELA	LEVEL II SECRETARY	59,018.83		300.00	59,318.83
ROCHE	DENNIS	DIRECTOR TECHNOLOGY	137,744.80		2,000.00	139,744.80
SAFRAN	IZAK	TECHNOLOGY INTERN	2,728.76			2,728.76
SANCHIONI	PETER	SUPERINTENDENT SCHOOLS	115,721.17		16,067.31	131,788.48
SCHNAIR	JACK	TECHNOLOGY INTERN	3,565.46			3,565.46
SLATTERY	DONNA	LEVEL II SECRETARY	59,018.83	906.03	4,750.00	64,674.86
SPENCER	LISA	LEVEL II SECRETARY	59,018.83		250.00	59,268.83
STEFANOWICZ	BENNETT	TECHNOLOGY INTERN	3,566.93			3,566.93
THISTLE	JASON	NETWORK MANAGER	96,050.99			96,050.99
TOKLU	JANET	HUMAN RESOURCES ASSISTANT	62,356.89			62,356.89
WARREN	DANIEL	DEPLOYMENT SPECIALIST	69,182.42			69,182.42
WHITE	SANDRA	LEVEL II SECRETARY	58,709.86		200.00	58,909.86
WILSON	LAKISHA	HELP DESK MANAGER	77,541.40		100.00	77,641.40
			3,635,475.42	**2,229.25**	**127,097.66**	**3,764,802.33**
PARA PROFESSIONALS						
ACKERLEY	JEANNE	PARA EDUCATORS - PRE & MIDDLE	35,194.48	211.27	700.00	36,105.75
ACKERLEY	LAUREN	PARA EDUCATORS - PRE & MIDDLE	34,189.22	3,153.11		37,342.33
ALBAN	NICOLE	KINDER TUTOR AFTER 08/2015	7,008.91			7,008.91
ALGUS	KAREN	KINDERGARTEN TUTOR GRANDFATHER	18,248.46			18,248.46
APPLEGATE	MARY KATE	CAFETERIA MONITOR	4,506.89			4,506.89
ARNO	JOSHUA	PARA EDUCATORS - ELM	5,904.26			5,904.26
ARNO	KIMBERLEE	CAFETERIA MONITOR	7,318.83			7,318.83
BABSON	JOANNE	PARA EDUCATORS - PRE & MIDDLE	20,932.79		111.94	21,044.73
BALDERSON	JULIE	PARA EDUCATORS - PRE & MIDDLE	24,915.90			24,915.90
BANDAY	SAVERA	PARA EDUCATORS - PRE & MIDDLE	24,529.55			24,529.55
BARRASSO	MAURA	FEIP TUTORS	3,288.82			3,288.82
BELL	CAROLE	PARA EDUCATORS - PRE & MIDDLE	6,697.18			6,697.18
BENBENEK	ELIZABETH	KINDER TUTOR AFTER 08/2015	5,383.68		592.00	5,975.68
BERELOWITZ	ELANA	PARA EDUCATORS - ELM	27,056.64			27,056.64
BERGIN	JAN	PARA EDUCATORS - ELM	28,580.61			28,580.61
BERLIN	JOAN	FEIP TUTORS	12,731.98		120.00	12,851.98
BERNARD	REBECCA	PARA EDUCATORS - PRE & MIDDLE	921.14			921.14
BHATNAGAR	SHELLY	PARA EDUCATORS - ELM	24,912.33	426.07	160.00	25,498.40
BLACK	ALLISON	PARA EDUCATORS - PRE & MIDDLE	8,118.27			8,118.27
BLAKE	JESSICA	KINDER TUTOR AFTER 08/2015	1,262.02			1,262.02
BLANEY	BRENDAN	PARA EDUCATORS - PRE & MIDDLE	8,001.68	1,247.04		9,248.72
BRADBURY	JOHN	PARA EDUCATORS HIGH SCHOOL	29,842.16		575.00	30,417.16
BRANSON	MARY	FEIP TUTORS	12,694.94			12,694.94
BREDIN	JENNIFER	PARA EDUCATORS - ELM	25,711.78			25,711.78
BRENNER	ANDREA	PARA EDUCATORS HIGH SCHOOL	17,414.92			17,414.92
BROWN	LOIS	FEIP TUTORS	12,096.71			12,096.71
BROWN	LYNN	KINDER TUTOR AFTER 08/2015	5,588.20			5,588.20
BROWNE	DARLENE	FEIP TUTORS	7,366.50			7,366.50
BROWNING	CHRISTINE	PARA EDUCATORS - ELM	26,739.89		2,400.00	29,139.89
CAIN	KAREN	PARA EDUCATORS - PRE & MIDDLE	27,748.08		250.00	27,998.08
CALDERON	MARY	PARA EDUCATORS - ELM	28,580.61			28,580.61
CARRICK	IRENE	MEDIA PARA HIGH SCHOOL	35,087.97	581.99	886.00	36,555.96
CHOUINARD	ALICIA	CAFETERIA MONITOR	7,852.78			7,852.78
COLES	GARRY	PARA EDUCATORS HIGH SCHOOL	13,089.87		3,466.00	16,555.87
COX	JANEEN	FEIP TUTORS	6,576.01			6,576.01
CRANE	KELLY	SUBSTITUTE FOOD SERVICE WRKER	1,383.47			1,383.47
CULKIN	CONSTANCE	MEDIA PARA PRE & MIDDLE	29,597.56		200.00	29,797.56
CUNNINGHAM	KAREN	KINDERGARTEN TUTOR GRANDFATHER	19,354.15			19,354.15
CUNNINGHAM	CORRINE	KINDER TUTOR AFTER 08/2015	5,683.82			5,683.82
CURRAN	COLLEEN	CAFETERIA MONITOR	7,399.96			7,399.96
CZECH	JULIE	PARA EDUCATORS - ELM	17,463.17			17,463.17
D'ALESSANDRO	MICHAEL	PARA EDUCATORS - ELM	27,349.59			27,349.59
DALICANDRO	ROSARIA	PARA EDUCATORS HIGH SCHOOL	29,043.05		150.00	29,193.05
DALY	KATHLEEN	PARA EDUCATORS HIGH SCHOOL	29,043.05		250.00	29,293.05
DANIELSON	AMY	PARA EDUCATORS - PRE & MIDDLE	39,418.11	6,438.52	267.37	46,124.00
DELPRETE	GINA	PARA EDUCATORS - PRE & MIDDLE	13,725.28		311.79	14,037.07
DEMERS	SARAH	PARA EDUCATORS - ELM	14,671.70			14,671.70
DESANTIS	GRETCHEN	CAFETERIA MONITOR	6,819.56			6,819.56
DESIMONE	SARAH	PARA EDUCATORS - PRE & MIDDLE	27,798.08			27,798.08
DEVROUDE	LISL	PARA EDUCATORS - ELM	26,236.05			26,236.05
DIBARTOLA	APRIL	KINDERGARTEN TUTOR GRANDFATHER	19,277.62			19,277.62
DIGIANDOMENICO	MARISSA	CAFETERIA MONITOR	5,739.91			5,739.91
DISNEY	KARIENE	PARA EDUCATORS - PRE & MIDDLE	18,679.54	389.63		19,069.17
DIXON	JUDITH	MEDIA PARA ELEMENTARY	31,864.82		151.95	32,016.77
DOLE	SAMUEL	SUB STDNT S/FACILITATOR LNG/TM	16,050.44		114.00	16,164.44
DONOVAN	AMY	PARA EDUCATORS - PRE & MIDDLE	11,976.76			11,976.76
DUNLAP	NANCY	PARA EDUCATORS HIGH SCHOOL	7,783.62			7,783.62
DUNN	LAUREL	BUILDING PARA (HIRED AFTER 94)	23,503.89		300.00	23,803.89
ERVING	SARAH	PARA EDUCATORS HIGH SCHOOL	10,851.87			10,851.87
EVERS	LAURA	KINDER TUTOR AFTER 08/2015	16,834.00			16,834.00
FERNANDES	MICHELE	PARA EDUCATORS - PRE & MIDDLE	28,281.80		1,000.00	29,281.80
FERRARI	MEGAN	FEIP TUTORS	12,032.13			12,032.13

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
FITCH	KAITLYN	KINDER TUTOR AFTER 08/2015	19,240.44			19,240.44
FITZGERALD	AMY	PARA EDUCATORS - ELM	27,197.45	0.00	2362.74	29,560.19
FLAHERTY	JOANNE	PARA EDUCATORS - PRE & MIDDLE	37,560.35	4,220.18	4,750.00	46,530.53
FONTES	ELAINE	PARA EDUCATORS - PRE & MIDDLE	27,748.08		800.00	28,548.08
FORTINI	DOMINIQUE	PARA EDUCATORS HIGH SCHOOL	27,269.26		405.77	27,675.03
FOSTER	JOANNE	FEIP TUTORS	20,712.44		1,056.00	21,768.44
GALLAGHER	DEBORAH	PARA EDUCATORS - ELM	16,054.64		598.01	16,652.65
GELFAND	CHERYL	PARA EDUCATORS - ELM	26,021.55			26,021.55
GERRY	KATHRYN	PARA EDUCATORS - ELM	27,822.71		100.00	27,922.71
GERSH	MADELINE	PARA EDUCATORS - ELM	28,580.61			28,580.61
GETCHELL	DEREK	PARA EDUCATORS HIGH SCHOOL	14,288.76		549.32	14,838.08
GHODRAT	SEDI	PARA EDUCATORS HIGH SCHOOL	29,043.05		250.00	29,293.05
GOLDBERG	SAMANTHA	PARA EDUCATORS - ELM	28,431.71		120.00	28,551.71
GORELIK	NATALJA	CAFETERIA MONITOR	120.21			120.21
GOSS	JUDY	PARA EDUCATORS - ELM	30,978.23		250.00	31,228.23
GREENE	WINNIE	MEDIA PARA ELEMENTARY	25,491.79		611.95	26,103.74
GRIMNER	AMANDA	PARA EDUCATORS - ELM	13,009.55		500.00	13,509.55
GRUNES	ELISSA	PARA EDUCATORS - ELM	17,524.22		416.10	17,940.32
HADFIELD	COLLEEN	KINDER TUTOR AFTER 08/2015	11,253.04			11,253.04
HARTIN	TORI	PARA EDUCATORS - ELM	36,776.14	3,779.58		40,555.72
HAVA	MICHAELA	KINDER TUTOR AFTER 08/2015	406.83			406.83
HORSCH	SHARMA	KINDER TUTOR AFTER 08/2015	5,910.58			5,910.58
HOWARD	DIANE	CAFETERIA MONITOR	1,089.92			1,089.92
HOWLAND	DANIELLE	PARA EDUCATORS HIGH SCHOOL	1,462.71			1,462.71
IKEN	DEBORAH	CAFETERIA MONITOR	7,379.60			7,379.60
KAUFMAN	EMILY	PARA EDUCATORS - ELM	26,262.05			26,262.05
KELLEHER	KATHRYN	PARA EDUCATORS - ELM	830.37			830.37
KELLEY	SHANNEN	PARA EDUCATORS - ELM	26,236.05			26,236.05
KILLGOAR	MAUREEN	FEIP TUTORS	7,230.07			7,230.07
KIM	CHRIS	KINDER TUTOR AFTER 08/2015	14,384.32			14,384.32
KING	JOANNA	CAFETERIA MONITOR	2,009.54			2,009.54
KLEPPER	ROBERT	PARA EDUCATORS - PRE & MIDDLE	38,331.70	8,508.63	500.00	47,340.33
KRAMER	REBECCA	PARA EDUCATORS - PRE & MIDDLE	24,927.90		66.11	24,994.01
KRYSKO	OKSANA	CAFETERIA MONITOR	120.21			120.21
LANGAN	LEIGH-ANN	MEDIA PARA ELEMENTARY	31,864.82		151.95	32,016.77
LEARY	JOAN	PARA EDUCATORS - PRE & MIDDLE	28,080.34			28,080.34
LEVINE	LOUISE	PARA EDUCATORS - PRE & MIDDLE	27,748.08		200.00	27,948.08
LOCKHART	VIRGINIA	PARA EDUCATORS - PRE & MIDDLE	27,748.08		200.00	27,948.08
LOCKWOOD	AMANDA	PARA EDUCATORS - PRE & MIDDLE	27,469.91		-144.56	27,325.35
LUBARSKY	MARCY	PARA EDUCATORS - ELM	28,580.61			28,580.61
LYNCH	CLAIRE	PARA EDUCATORS - ELM	28,580.61		200.00	28,780.61
MABARDY	LISA	PARA EDUCATORS HIGH SCHOOL	29,043.05		700.00	29,743.05
MABARDY	ASHLEY	PARA EDUCATORS HIGH SCHOOL	29,043.05		2,000.00	31,043.05
MAKRANSKY	BARBARA	MEDIA PARA ELEMENTARY	31,864.82		350.69	32,215.51
MALLOY	KELLEY	PARA EDUCATORS - ELM	15,573.21			15,573.21
MCCALL	KATHLEEN	FEIP TUTORS	12,390.94			12,390.94
MCCAULEY	MELISSA	PARA EDUCATORS - ELM	10,452.61			10,452.61
MCDONALD	STACIE	PARA EDUCATORS - PRE & MIDDLE	11,580.39			11,580.39
MCGILLIS	JENNIFER	MEDIA PARA HIGH SCHOOL	13,389.66		150.00	13,539.66
MCKENZIE	LYNN	CAFETERIA MONITOR	7,021.11			7,021.11
MEGA	JENNIFER	KINDER TUTOR AFTER 08/2015	21,207.20			21,207.20
MEURANT	CIERRA	KINDER TUTOR AFTER 08/2015	7,465.99			7,465.99
MIODUSZEWSKI	ALEX	PARA EDUCATORS HIGH SCHOOL	23,020.89		2,971.00	25,991.89
MIYASATO	JESSICA	KINDER TUTOR AFTER 08/2015	14,313.81			14,313.81
MORIARTY	CAROLYN	KINDERGARTEN TUTOR GRANDFATHER	20,273.06			20,273.06
MORIN	JOSEPH	PARA EDUCATORS - PRE & MIDDLE	24,080.97			24,080.97
MOSS	REBECCA	MEDIA PARA ELEMENTARY	31,864.82		861.95	32,726.77
MOUNTAIN	DANIELLE	PARA EDUCATORS - PRE & MIDDLE	15,366.28			15,366.28
MOUNTZOURES	MEGAN	PARA EDUCATORS - ELM	5,724.34			5,724.34
MUDARRI	SUSAN	PARA EDUCATORS - PRE & MIDDLE	39,155.68	5,534.06	250.00	44,939.74
NATARELLI	TAYLOR	PARA EDUCATORS - ELM	27,176.20	391.87		27,568.07
NAVARRO	NANCY	PARA EDUCATORS HIGH SCHOOL	29,043.05		996.35	30,039.40
O'BRIEN	NANCY	PARA EDUCATORS - ELM	17,245.20			17,245.20
O'LEARY	DANIEL	PARA EDUCATORS HIGH SCHOOL	29,043.05			29,043.05
O'LEARY	ELIZABETH	FEIP TUTORS	11,821.66			11,821.66
OLEN	KAREN	PARA EDUCATORS - PRE & MIDDLE	27,748.08			27,748.08
PATSOS	JOHN	PARA EDUCATORS - ELM	24,358.60			24,358.60
POLLOCK	AVIVA	SUB TEACHER & NURSE LONG TERM	10,483.43			10,483.43
POPP	CYNTHIA	PARA EDUCATORS - ELM	10,954.77			10,954.77
PREBENSEN	DEBORAH	PARA EDUCATORS - PRE & MIDDLE	27,748.08		300.00	28,048.08
PROFIT	ADDIE	PARA EDUCATORS - PRE & MIDDLE	9,648.94			9,648.94
PYENSON	LENA	PARA EDUCATORS - PRE & MIDDLE	26,689.58			26,689.58
RANGE	JUDITH	CAFETERIA MONITOR	4,497.03			4,497.03
READ	SUSAN	MEDIA PARA PRE & MIDDLE	11,738.88			11,738.88
RICARDO	JASON	PARA EDUCATORS - PRE & MIDDLE	14,120.01			14,120.01
RIDGE	BRIAN	PARA EDUCATORS - ELM	9,639.15			9,639.15
RITCHIE	TAYLOR	PARA EDUCATORS - ELM	13,997.18		294.01	14,291.19
ROGERS	MATTHEW	PARA EDUCATORS HIGH SCHOOL	37,525.88	3,809.04	200.00	41,534.92
ROLLINS	ANDREW	PARA EDUCATORS - PRE & MIDDLE	27,881.83		3,256.22	31,138.05
ROMANO	MARY	KINDERGARTEN TUTOR GRANDFATHER	19,107.98			19,107.98
ROSENBERG	DOLORES	PARA EDUCATORS - PRE & MIDDLE	16,261.49		500.00	16,761.49
ROSSETTI	SARAH	PARA EDUCATORS - ELM	5,473.47			5,473.47
ROURKE	CAROL	PARA EDUCATORS - ELM	17,245.20		2,977.98	20,223.18
RUIZ	ASHLEY	PARA EDUCATORS - PRE & MIDDLE	12,301.24			12,301.24
SCHOLL	STEPHANIE	CAFETERIA MONITOR	2,217.28			2,217.28
SEFTON	VIRGINIA	SUB TEACHER & PARA +15	6,036.00			6,036.00
SEIFIN	NASHAAT	CAFETERIA MONITOR	1,273.85			1,273.85
SHAUGHNESSY	ELIZABETH	PARA EDUCATORS - ELM	26,792.13			26,792.13
SILVA	TAMARA	PARA EDUCATORS - PRE & MIDDLE	13,196.66			13,196.66
SLAUTA	MARTHA	PARA EDUCATORS - ELM	28,580.61		250.00	28,830.61
SLAUTA	SHEILA	PARA EDUCATORS - ELM	11,335.41			11,335.41
SOMA	GAYLE	KINDERGARTEN TUTOR GRANDFATHER	10,768.34			10,768.34
SOPHIS	PATRICIA	PARA EDUCATORS - ELM	28,428.35		200.00	28,628.35
SOUZA	JEAN	PARA EDUCATORS - ELM	28,327.06	6.68	500.00	28,833.74
SPARLING	MCKENZIE	PARA EDUCATORS - ELM	8,712.90		120.00	8,832.90
SPENCER	JESSICA	PARA EDUCATORS - ELM	26,456.45		2,691.00	29,147.45
SPINAZOLA	ROBYN	PARA EDUCATORS - PRE & MIDDLE	31,173.45	3,629.51		34,802.96
STACKPOLE	GREGORY	ASAP INSTRUCTOR	11,919.86	306.53		12,226.39
STERLING	TOMEKIA	KINDER TUTOR AFTER 08/2015	18,399.25		120.00	18,519.25
SULLIVAN	HEIDI	PARA EDUCATORS - ELM	24,223.30			24,223.30
THERIAULT	ANN MARIE	PARA EDUCATORS - PRE & MIDDLE	32,670.81		200.00	32,870.81
TINGLEY	MEGAN	PARA EDUCATORS - ELM	8,595.88			8,595.88
TOOMEY	MICHELE	PARA EDUCATORS - PRE & MIDDLE	27,844.08			27,844.08
TOTH	IBOLYA	PARA EDUCATORS - ELM	19,749.20		33.74	19,782.94
TRABUCCO	KELSEY	KINDER TUTOR AFTER 08/2015	8,421.00			8,421.00
TRAYERS	LISA	PARA EDUCATORS HIGH SCHOOL	38,770.24	3,264.52	250.00	42,284.76
TRICKEY	JULIA	FEIP TUTORS	0.00			0.00
VARGAS	KRISTINA	FEIP TUTORS	10,028.76			10,028.76
WACHTER	ELIZABETH	KINDER TUTOR AFTER 08/2015	6,021.03			6,021.03

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
WALKER	SUSAN	PARA EDUCATORS - ELM	28,580.61		250.00	28,830.61
WALLACE	TERRI	KINDERGARTEN TUTOR GRANDFATHER	19,216.17			19,216.17
WALLENSTEIN	ALEXANDRA	KINDERGARTEN TUTOR GRANDFATHER	17,580.80			17,580.80
WATJEN	MARGARET	PARA EDUCATORS - ELM	23,952.70			23,952.70
WEDDLE	KRISTINE	PARA EDUCATORS - ELM	5,462.20		700.00	6,162.20
WHITE	LESLIE	PARA EDUCATORS - PRE & MIDDLE	25,471.85		2,638.00	28,109.85
WHITNEY	KATHLEEN	PARA EDUCATORS HIGH SCHOOL	38,038.80	3,821.12	250.00	42,109.92
WHITNEY	JEAN	PARA EDUCATORS - ELM	27,630.99			27,630.99
WILSON	REBECCA	PERMANENT SUB TEACHER	21,014.46			21,014.46
WOOLARD	MICHELE	PARA EDUCATORS - PRE & MIDDLE	38,118.16	1,375.10		39,493.26
YANG	JIYOUNG	KINDER TUTOR AFTER 08/2015	14,116.07			14,116.07
ZAMBARANO	GINA-MARIE	PARA EDUCATORS - ELM	16,843.01		124.50	16,967.51
ZANCHI	MARY	PARA EDUCATORS - ELM	30,146.49		250.00	30,396.49
ZIRLEN	BARBARA	PARA EDUCATORS - PRE & MIDDLE	27,603.52		300.00	27,903.52
ZITOLI	JILLIAN	PARA EDUCATORS - PRE & MIDDLE	18,080.62		31.49	18,112.11
			3,472,115.80	**51,094.45**	**50,666.37**	**3,573,876.62**
SUMMER SCHOOL/SUMMER STAFF						
ACKERLEY	LAUREN	SUMMER SCHOOL REMEDIAL STAFF	1,969.11			1,969.11
BATES	GINA	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
BELL	CAROLE	SUMMER SCHOOL REMEDIAL STAFF	1,424.88			1,424.88
BERG	LYNDA	NATICK SUMMER ACADEMICS	2,600.00			2,600.00
BRENNEMAN	JENNIFER	NATICK SUMMER ACADEMICS	3,630.00			3,630.00
BURNS	KATHERINE	NATICK SUMMER ACADEMICS	840.00			840.00
BUTTERFIELD	SARAH	SUMMER SCHOOL REMEDIAL STAFF	3,640.00			3,640.00
CARVALHO	DINA	NATICK SUMMER ACADEMICS	2,320.50			2,320.50
CASEY	KEVIN	NATICK SUMMER ACADEMICS	1,443.00			1,443.00
CAULFIELD	MICHAEL	SUMMER SCHOOL REMEDIAL STAFF	4,850.00			4,850.00
CHANG	ALYSSA	NATICK SUMMER ACADEMICS	2,574.00			2,574.00
CLEMENTS	DONALD	NATICK SUMMER ACADEMICS	1,581.00			1,581.00
COTTON	SARAH	NATICK SUMMER ACADEMICS	2,574.00			2,574.00
CROSBY	CHRISTINE	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
CULE	ALVANA	SUMMER SCHOOL REMEDIAL STAFF	2,975.00			2,975.00
CUNNINGHAM	BRENNA	TITLE 1 SUMMER SCHOOL	2,939.72			2,939.72
CURTIS	BREE	NATICK SUMMER ACADEMICS	1,336.50			1,336.50
DACEY	JOAN	SUMMER SCHOOL REMEDIAL STAFF	2,725.00			2,725.00
DALEY	KARI-ANN	NATICK SUMMER ACADEMICS	150.00			150.00
DALTON-THOMAS	KAREN	NATICK SUMMER ACADEMICS	225.00			225.00
DANIELSON	AMY	SUMMER SCHOOL REMEDIAL STAFF	2,444.07			2,444.07
DAVENPORT	APRIL	SUMMER SCHOOL REMEDIAL STAFF	1,375.41			1,375.41
DELPRETE	GINA	SUMMER SCHOOL REMEDIAL STAFF	3,500.00			3,500.00
DEVROUDE	LISL	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
DIANTONIO	NICHOLAS	NATICK SUMMER ACADEMICS	2,030.00			2,030.00
DILLAWAY	SARAH	SUMMER SCHOOL REMEDIAL STAFF	2,500.00			2,500.00
DOMBROSKAS	ROBERT	TITLE 1 SUMMER SCHOOL	484.19			484.19
DOUGALL	SARAH	SUMMER SCHOOL REMEDIAL STAFF	3,168.66		281.34	3,450.00
DRAPEAU	DAVID	NATICK SUMMER ACADEMICS	775.00			775.00
FAZIO	GIUSEPPE	SUMMER SCHOOL REMEDIAL STAFF	3,180.00		320.00	3,500.00
FISHER	IAN	TECHNOLOGY INTERN	3,648.10			3,648.10
FLEDDERJOHN	TIMOTHY	NATICK SUMMER ACADEMICS	1,737.50			1,737.50
FOLAN	MEGAN	NATICK SUMMER ACADEMICS	2,921.75			2,921.75
FRIES	ERIC	NATICK SUMMER ACADEMICS	1,876.50			1,876.50
GARRY	TAYLOR	NATICK SUMMER ACADEMICS	2,574.00			2,574.00
GELFAND	CHERYL	SUMMER SCHOOL REMEDIAL STAFF	3,325.00			3,325.00
GERSH	MADELINE	SUMMER SCHOOL REMEDIAL STAFF	2,500.00			2,500.00
GOLDSMITH	JULIANNE	SUMMER SCHOOL REMEDIAL STAFF	4,080.00			4,080.00
GRAY	ADAM	NATICK SUMMER ACADEMICS	3,044.25			3,044.25
GREEN	ELIZABETH	NATICK SUMMER ACADEMICS	3,480.00			3,480.00
GRIMNER	AMANDA	SUMMER SCHOOL REMEDIAL STAFF	1,583.20			1,583.20
GRUNES	ELISSA	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
GUARINO	DYLAN	NATICK SUMMER ACADEMICS	3,094.00			3,094.00
HALLORAN	BRITTANY	SUMMER SCHOOL REMEDIAL STAFF	1,940.00			1,940.00
HARRIS	KATHRYN	SUMMER SCHOOL REMEDIAL STAFF	1,275.00			1,275.00
HASKELL	AMY	NATICK SUMMER ACADEMICS	742.50			742.50
HAUSERMANN	DANIEL	NATICK SUMMER ACADEMICS	2,115.00		8,964.00	11,079.00
HAWKES	KELSI	SUMMER SCHOOL REMEDIAL STAFF	2,000.00			2,000.00
HOLIHAN	JEANNE	NATICK SUMMER ACADEMICS	3,198.00			3,198.00
HOLIHAN	BRIAN	SUMMER SCHOOL REMEDIAL STAFF	2,457.72		-270.92	2,186.80
HUSSAIN	JILL	NATICK SUMMER ACADEMICS	1,807.00			1,807.00
HWANG	SUSAN	NATICK SUMMER ACADEMICS	2,990.00			2,990.00
KAUFMAN	EMILY	SUMMER SCHOOL REMEDIAL STAFF	2,500.00			2,500.00
KELLEY	SHANNEN	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
KELLY	TINA	NATICK SUMMER ACADEMICS	2,123.50			2,123.50
KLEPPER	ROBERT	NATICK SUMMER ACADEMICS	3,483.00			3,483.00
KRAMER	REBECCA	SUMMER SCHOOL REMEDIAL STAFF	1,513.94			1,513.94
LEARY	JOAN	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
LERNER	ROCHELLE	NATICK SUMMER ACADEMICS	1,287.00			1,287.00
LIPOMA	JENNIFER	TITLE 1 SUMMER SCHOOL	2,386.36			2,386.36
LOFTUS	MELISSA	NATICK SUMMER ACADEMICS	693.75			693.75
MAGGS	JUDITH	NATICK SUMMER ACADEMICS	3,160.00			3,160.00
MAKI	BENJAMIN	SUMMER SCHOOL REMEDIAL STAFF	2,500.00			2,500.00
MATTISON	KAITLIN	NATICK SUMMER ACADEMICS	2,139.75			2,139.75
MCTAGUE	BARBARA	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
MCWHINNIE	MICHELLE	SUMMER SCHOOL REMEDIAL STAFF	2,800.00			2,800.00
MILCH	DOUGLAS	NATICK SUMMER ACADEMICS	2,976.00			2,976.00
MILLER	DANIELLE	TITLE 1 SUMMER SCHOOL	2,386.36			2,386.36
MOLONEY	BRIAN	NATICK SUMMER ACADEMICS	1,015.00			1,015.00
MORIARTY	BROOKE	SUMMER SCHOOL REMEDIAL STAFF	1,692.05			1,692.05
MORIN	ELIZABETH	SUMMER SCHOOL REMEDIAL STAFF	2,000.00			2,000.00
MORIN	JOSEPH	SUMMER SCHOOL REMEDIAL STAFF	2,250.00			2,250.00
MORRILL	SCOTT	NATICK SUMMER ACADEMICS	868.00			868.00
MORTARELLI	MARK	NATICK SUMMER ACADEMICS	1,505.00			1,505.00
MOSCHELLA	KATHLEEN	TITLE 1 SUMMER SCHOOL	2,386.36			2,386.36
MOUNTAIN	DANIELLE	SUMMER SCHOOL REMEDIAL STAFF	1,335.83			1,335.83
MUDARRI	SUSAN	SUMMER SCHOOL REMEDIAL STAFF	2,572.70			2,572.70
MUNGER	MICHELLE	SUMMER SCHOOL REMEDIAL STAFF	2,362.50			2,362.50
MURPHY	SHAUNA	SUMMER SCHOOL REMEDIAL STAFF	2,800.00			2,800.00
NATARELLI	LINDSEY	SUMMER SCHOOL REMEDIAL STAFF	1,692.05			1,692.05
NATARELLI	EMILY	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
NEMETH	AMANDA	SUMMER SCHOOL REMEDIAL STAFF	3,040.00			3,040.00
O'BRIEN	CATHERINE	SUMMER SCHOOL REMEDIAL STAFF	2,000.00			2,000.00
O'LEARY	DANIEL	NATICK SUMMER ACADEMICS	3,557.25			3,557.25
O'LEARY	JULIE	SUMMER SCHOOL REMEDIAL STAFF	375.00			375.00
O'LEARY	EDWARD	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
PATSOS	JOHN	SUMMER SCHOOL REMEDIAL STAFF	3,325.00			3,325.00
PAUL	ROBERT	NATICK SUMMER ACADEMICS	3,094.00			3,094.00
POWSNER	SUSAN	SUMMER SCHOOL REMEDIAL STAFF	2,660.00			2,660.00
REARDON	JAMES	SUMMER SCHOOL REMEDIAL STAFF	2,572.70			2,572.70
RICCI	GIANNA	SUMMER SCHOOL REMEDIAL STAFF	989.50			989.50
RICHARDS	MADISON	NATICK SUMMER ACADEMICS	495.00			495.00

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
ROSENBERG	DOLORES	SUMMER SCHOOL REMEDIAL STAFF	1,602.99			1,602.99
SALVIA	AMY	SUMMER SCHOOL REMEDIAL STAFF	2,520.00		180.00	2,700.00
SILVA	TAMARA	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
SLATTERY	ROBIN	NATICK SUMMER ACADEMICS	6,876.75			6,876.75
SLAUTA	SHEILA	SUMMER SCHOOL REMEDIAL STAFF	2,000.00			2,000.00
SPINAZOLA	ROBYN	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
SWEENEY	CHRISTINE	TITLE 1 SUMMER SCHOOL	2,248.02			2,248.02
TAGLIAPIETRA	PAUL	SUMMER SCHOOL REMEDIAL STAFF	4,235.00			4,235.00
THERIAULT	ANNMARIE	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
THERIAULT	GABRIELLE	SUMMER SCHOOL REMEDIAL STAFF	3,450.00			3,450.00
THOMAS	JANE	SUMMER SCHOOL REMEDIAL STAFF	2,000.00			2,000.00
THOMPSON	CAITLYN	NATICK SUMMER ACADEMICS	2,425.00			2,425.00
TRAYERS	LISA	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
WAGER	WILLIAM	SUMMER SCHOOL REMEDIAL STAFF	2,375.00			2,375.00
WALKER	DAVID	NATICK SUMMER ACADEMICS	1,534.50			1,534.50
WATJEN	MARGARET	SUMMER SCHOOL REMEDIAL STAFF	1,781.10			1,781.10
WHITE	LESLIE	SUMMER SCHOOL REMEDIAL STAFF	2,444.07			2,444.07
WHITTEN	EMILY	NATICK SUMMER ACADEMICS	1,357.50			1,357.50
WILSON	KRISTEN	SUMMER SCHOOL REMEDIAL STAFF	2,052.00			2,052.00
WOOD	JEFFERSON	TITLE 1 SUMMER SCHOOL	553.36			553.36
YEE	THERESA	TITLE 1 SUMMER SCHOOL	1,833.00			1,833.00
ZAMBARANO	MICHAEL	NATICK SUMMER ACADEMICS	1,505.00			1,505.00
ZAMBARANO	GINA-MARIE	SUMMER SCHOOL REMEDIAL STAFF	2,000.00			2,000.00
ZITOLI	JILLIAN	SUMMER SCHOOL REMEDIAL STAFF	1,108.24			1,108.24
			255,237.99	**0.00**	**9,474.42**	**264,712.41**
SCHOOL RACIAL IMBALANCE						
CLAYTON	RASHEEDAH	DIRECTOR METCO-200 DAYS	87,508.56		1,872.00	89,380.56
GREEN	CATHERINE	ACADEMIC LIAISON	16,814.64			16,814.64
			104,323.20	**0.00**	**1,872.00**	**106,195.20**
ASAP						
ACKERLEY	CARLY	ASAP LEAD INSTRUCTOR	677.40			677.40
ALESSANDRO	THERESA	ASAP INSTRUCTOR	15,241.21			15,241.21
ALLIK	JEREMY	ASAP TUTOR/MENTOR	1,037.85			1,037.85
AMARAL	MELANIE	ASAP INSTRUCTOR	6,555.68			6,555.68
BEHAN	MATTHEW	ASAP INSTRUCTOR	2,795.80			2,795.80
BERG	SARA	ASAP SUBSTITUTE STAFF	2,824.96			2,824.96
BIANCO	JESSICA	ASAP INSTRUCTOR	6,366.25			6,366.25
BRUMLEY	KENDALL	ASAP TUTOR/MENTOR	2,302.36			2,302.36
BURKE	CHARLES	ASAP ASSIST INSTRUCTOR	8,068.76			8,068.76
CAMPBELL	ALEX	ASAP TUTOR/MENTOR	2,668.97			2,668.97
CHALFIN	ELIZABETH	ASAP SUBSTITUTE STAFF	1,927.89			1,927.89
CHAPRAZIAN	NATALIE	ASAP SUBSTITUTE STAFF	808.32			808.32
COLSON	SANDRINE	ASAP INSTRUCTOR	7,376.70			7,376.70
COMPOSTO	ANDREW	ASAP TUTOR/MENTOR	724.54			724.54
CORMIER	CATHERINE	ASAP TUTOR/MENTOR	138.01			138.01
COYLE	MAUREEN	ASAP INSTRUCTOR	2,806.87			2,806.87
CROCKETT	CAMERON	ASAP SUBSTITUTE STAFF	4,042.36			4,042.36
DALEY	IDA	ASAP SUBSTITUTE STAFF	10,367.57			10,367.57
DALY	FIONA	ASAP TUTOR/MENTOR	1,066.67			1,066.67
DAS	IPSA	ASAP TUTOR/MENTOR	538.56			538.56
DELMONACO	BROOKE	ASAP SUBSTITUTE STAFF	1,390.60			1,390.60
DEVROUDE	JOHN	ASAP TUTOR/MENTOR	414.02			414.02
DILLON	NICOLE	ASAP SUB INSTRUCTOR	13,303.62		59.38	13,363.00
DONOIAN	VINCENT	ASAP ASST. SITE SUPERVISOR	7,570.76			7,570.76
ELLIOTT	ABIGAIL	ASAP SUBSTITUTE STAFF	3,364.65			3,364.65
ELLIOTT	ALICE	ASAP TUTOR/MENTOR	1,345.57			1,345.57
FARRELL	SARAH	ASAP SUBSTITUTE STAFF	202.43			202.43
FEDERICO-GROME	TAYLOR	ASAP ASST. SITE SUPERVISOR	29,796.54		535.80	30,332.34
FITZPATRICK	MICHAEL	ASAP TUTOR/MENTOR	5,480.70			5,480.70
FLEMING	JONATHAN	ASAP INSTRUCTOR	4,603.29	1,639.64		6,242.93
FLEMING	CHRISTINE	ASAP SUBSTITUTE STAFF	1,358.26			1,358.26
FOLEY	ERIN	ASAP SUBSTITUTE STAFF	1,716.53			1,716.53
FOSBERG	BENJAMIN	ASAP TUTOR/MENTOR	345.00			345.00
FUSARO	ALEXANDRA	ASAP SUBSTITUTE STAFF	1,297.27			1,297.27
FUSARO	MICHAELA	ASAP SUBSTITUTE STAFF	576.98			576.98
GREHN	ELIJAH	ASAP TUTOR/MENTOR	695.78			695.78
GURUNG	LOK	ASAP INSTRUCTOR	762.72			762.72
HASAN	KHWAJA	ASAP TUTOR/MENTOR	791.02			791.02
HENDERSON	ZACHARY	ASAP TUTOR/MENTOR	612.61			612.61
HODGE	ALIJAH	ASAP TUTOR/MENTOR	7,790.22			7,790.22
HOPKINS	JULIA	ASAP TUTOR/MENTOR	1,321.17			1,321.17
HOUTZEEL	ALEXANDER	ASAP TUTOR/MENTOR	2,380.60			2,380.60
HULISTON	ELIZABETH	ASAP TUTOR/MENTOR	2,171.07			2,171.07
JAGGI	MISHI	ASAP SUBSTITUTE STAFF	1,026.37			1,026.37
JEAN	MARILYN	ASAP INSTRUCTOR	14,329.15			14,329.15
JOHNSON	ESSENCE	ASAP INSTRUCTOR	460.89			460.89
JOSEPH	DANIEL	ASAP SUBSTITUTE STAFF	5,199.44			5,199.44
KELLEY	JENNIFER	ASAP ASST. SITE SUPERVISOR	25,522.72			25,522.72
LANGAN	THOMAS	ASAP TUTOR/MENTOR	1,069.55			1,069.55
LAURENT	ELIZABETH	ASAP TUTOR/MENTOR	3,075.71			3,075.71
LEERET	BENJAMIN	ASAP TUTOR/MENTOR	69.00			69.00
LEVIN	LAURA	ASAP INSTRUCTOR	5,270.42			5,270.42
LINDSEY	KATHLEEN	ASAP ASSIST INSTRUCTOR	13,908.63			13,908.63
LOFTUS	MELISSA	ASAP TUTOR/MENTOR	1,340.79			1,340.79
LOFTUS	ADAM	ASAP TUTOR/MENTOR	862.54			862.54
MABIE	JUSTIN	ASAP TUTOR/MENTOR	3,625.48			3,625.48
MARCHAND	DESIREE	ASAP INSTRUCTOR	9,582.08			9,582.08
MCENANEY	ANNA	ASAP TUTOR/MENTOR	724.54			724.54
MCKENNA	DAVID	ASAP INSTRUCTOR	9,093.64			9,093.64
MCLEOD	MATTHEW	ASAP ASSIST INSTRUCTOR	13,631.73			13,631.73
MICCILE	NICHOLAS	ASAP ASSIST INSTRUCTOR	3,182.15			3,182.15
MOORES	MAGGIE	ASAP TUTOR/MENTOR	2,241.22			2,241.22
MOSES	CHRISTINA	ASAP INSTRUCTOR	5,107.86			5,107.86
MOSGOFIAN	ELAINE	ASAP INSTRUCTOR	16,911.55			16,911.55
MUCCIARONE	PRESTON	ASAP INSTRUCTOR	4,968.11			4,968.11
MUCCIARONE	ASHLEY	ASAP SUBSTITUTE STAFF	2,451.44			2,451.44
MUELLER	ELIZABETH	ASAP INSTRUCTOR	8,611.24			8,611.24
MURPHY-DANIELS	COLLEEN	ASAP INSTRUCTOR	15,802.10			15,802.10
NATARELLI	MEEGAN	ASAP LEAD INSTRUCTOR	13,944.48			13,944.48
NATARELLI	LINDSEY	ASAP INSTRUCTOR	30,864.92			30,864.92
NATARELLI	EMILY	ASAP TUTOR/MENTOR	13,359.19			13,359.19
NGARUKO	SELAMANI	ASAP INSTRUCTOR	2,398.63			2,398.63
NKOMO	LAWRENCE	ASAP INSTRUCTOR	4,175.49			4,175.49
OPELA	JACOB	ASAP TUTOR/MENTOR	1,977.54			1,977.54
ORLANDO	MATTHEW	ASAP INSTRUCTOR	1,347.64			1,347.64
O'SHEA	SHANNON	ASAP INSTRUCTOR	12,781.57			12,781.57
PACHECO	MEGAN	ASAP SITE SUPERVISOR	47,643.27		2,336.13	49,979.40
PAUL	ROBERT	ASAP INSTRUCTOR	13,522.91			13,522.91
PEARSON	HEATHER	ASAP SUBSTITUTE STAFF	3,997.70			3,997.70

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
PEDRELLI	LEO	ASAP TUTOR/MENTOR	2,126.19			2,126.19
PEDRELLI	LUCAS	ASAP TUTOR/MENTOR	2,349.49			2,349.49
PEREZ	XAVIER	ASAP LEAD INSTRUCTOR	16,048.17			16,048.17
POGARIAN	DANIEL	ASAP TUTOR/MENTOR	2,387.08			2,387.08
POWELL	OLIVIA	ASAP TUTOR/MENTOR	2,137.98			2,137.98
PRECI	ANTHONY	ASAP TUTOR/MENTOR	425.66			425.66
QUATTROCCHI	ALEXA	ASAP SUBSTITUTE STAFF	2,018.64			2,018.64
RICE	DEREK	ASAP INSTRUCTOR	14,215.10			14,215.10
ROCHE-LEON	KELIAN	ASAP SUBSTITUTE STAFF	1,770.97			1,770.97
ROSE	JAKE	ASAP TUTOR/MENTOR	4,088.92			4,088.92
SCHNAIR	KATHLEEN	KINDER TUTOR AFTER 08/2015	14,803.89			14,803.89
SCRIBNER	MOIRA	ASAP SUBSTITUTE STAFF	2,607.04			2,607.04
SHAHVARI	JOANNE	ASAP INSTRUCTOR	15,183.11			15,183.11
SHOOSHANIAN	DANIEL	ASAP TUTOR/MENTOR	1,772.76			1,772.76
SINANIAN	ERICA	ASAP TUTOR/MENTOR	1,144.32			1,144.32
SINAY	ZOE	ASAP LEAD INSTRUCTOR	11,713.47			11,713.47
SINGER	JEFFREY	ASAP INSTRUCTOR	3,925.87			3,925.87
SMERDON	CONNOR	ASAP TUTOR/MENTOR	1,582.02			1,582.02
STERNICK	SOPHIE	ASAP TUTOR/MENTOR	138.01			138.01
TAVARES	KELLY	ASAP SUBSTITUTE STAFF			1,369.38	1,369.38
TESSIER	AUBRY	ASAP ASSIST INSTRUCTOR	5,290.87			5,290.87
TRONCOSO	ALBERTO	ASAP INSTRUCTOR	23,838.46			23,838.46
VIDAL	DEJA	ASAP TUTOR/MENTOR	1,377.28			1,377.28
WARD	CALEY	ASAP TUTOR/MENTOR	1,985.92			1,985.92
WARREN	ERIN	ASAP TUTOR/MENTOR	3,802.35			3,802.35
WEIDNER	RYAN	ASAP INSTRUCTOR	16,006.30			16,006.30
WHITTEN	EMILY	ASAP SUBSTITUTE STAFF	1,697.05			1,697.05
WOOLARD	EMMA	ASAP SUBSTITUTE STAFF	2,586.06			2,586.06
WRIGHT	COLE	ASAP TUTOR/MENTOR	3,656.68			3,656.68
YEE	THERESA	ASAP LEAD INSTRUCTOR	14,660.27	722.91	47.84	15,431.02
			657,049.76	**2,362.55**	**4,348.53**	**663,760.84**
ASAP PROGRAM						
BEREZIN	JACOB	ASAP ASST. SITE SUPERVISOR	29,171.59			29,171.59
BERNAL	DANIELLE	ASAP ASST. SITE SUPERVISOR	14,828.34			14,828.34
BRODEUR	PAUL	ASAP SITE SUPERVISOR	16,187.68		630.72	16,818.40
CAP-RENZI	MEGAN	ASAP DIRECTOR	85,634.10			85,634.10
CARVALHO	DINA	ASAP ASST. SITE SUPERVISOR	44,728.98		1,409.58	46,138.56
COFFEY	CHRISTOPHER	ASAP ASST. SITE SUPERVISOR	2,794.58			2,794.58
CROCKETT	HEATHER	ASAP COORDINATOR	42,995.61			42,995.61
DOUGALL	SARAH	ASAP COORDINATOR	37,229.97	5,025.38		42,255.35
FULTON	MORGAN	ASAP SITE SUPERVISOR	49,447.71		4,271.31	53,719.02
GAGNER	MARYLOU	ASAP SITE SUPERVISOR	48,649.56		1,409.58	50,059.14
GENOVA	MAURA	ASAP ASST. SITE SUPERVISOR	29,010.88		133.33	29,144.21
GRAHAM	AARON	ASAP ASST. SITE SUPERVISOR	29,225.16		172.17	29,397.33
HIGGINS	PAMELA	ASAP ASST. SITE SUPERVISOR	42,532.02		1,098.96	43,630.98
JOHNS-THOMAS	DONNA	ASAP ASST. SITE SUPERVISOR	7,629.84		200.00	7,829.84
KIRK	JESSICA	ASAP ASST. SITE SUPERVISOR	15,496.51			15,496.51
LEONA	WILLIAM	ASAP SITE SUPERVISOR	47,860.87		2,861.73	50,722.60
MORAN	MARGARET	ASAP ASSISTANT DIRECTOR	64,385.10			64,385.10
MUCCIARONE	DEBBIE	ASAP COORDINATOR	32,670.54			32,670.54
OLIVEIRA	CHERYL	ASAP SITE SUPERVISOR	49,447.71			49,447.71
RAWLINGS	CATHERINE	ASAP COORDINATOR	43,560.72			43,560.72
ROBERTS	AMANDA	ASAP SITE SUPERVISOR	51,055.20		1,887.30	52,942.50
SULLIVAN	ASHLEY	ASAP COORDINATOR	44,387.01			44,387.01
SULSER	DIANE	ASAP ASST. SITE SUPERVISOR	43,356.64			43,356.64
VERDELLI	GEMMA	ASAP KINDERGARTEN COORDINATOR	41,620.61			41,620.61
WALSH	PATRICK	ASAP SITE SUPERVISOR	43,674.59		2,651.49	46,326.08
			957,581.52	**5,025.38**	**16,726.17**	**979,333.07**
FOOD SERVICE						
BAILEY	NICOLE	FOOD SERVICE MIDDLE SCHOOL MGR	36,070.21	656.18	1,194.99	37,921.38
BOUDREAU	DELPHINE	FOOD SERVICE WORKER PART TIME	6,644.13		477.29	7,121.42
CRONE	BECKY	FOOD SERVICE WORKER PART TIME	12,979.98	189.95	260.00	13,429.93
DASILVA	ELIZABETH	SUBSTITUTE FOOD SERVICE WRKER	196.98			196.98
DE DOMING	TONI	FOOD SERVICE WORKER PART TIME	11,685.82		130.00	11,815.82
DESJARDIN	ARLENE	FOOD SERVICE WORKER PART TIME	11,802.90		230.00	12,032.90
DUFFY	MARIE	FOOD SERVICE WORKER PART TIME	12,410.24	243.52	130.00	12,783.76
DUNN	PATRICIA	FOOD SERVICE WORKER PART TIME	14,049.49		595.29	14,644.78
FAIR	KRISTINE	FOOD SERVICE COOK	20,827.44	740.39	130.00	21,697.83
FEBUS	VIRGINIA	FOOD SERVICE COOK BAKER	15,282.03	17,723.26	130.00	33,135.29
FENNELL	JULIE	SUBSTITUTE FOOD SERVICE WRKER	7,868.71		260.00	8,128.71
FORAN	ROSEANN	FOOD SERVICE COOK SUPERVISOR	34,518.83	573.89	430.00	35,522.72
FOUNTAINE	LAURA	FOOD SERVICE WORKER PART TIME	10,022.08		260.00	10,282.08
GHILANI	MARTHA	FOOD SERVICE WORKER PART TIME	2,603.31			2,603.31
GRIFFIN	KATHLEEN	SUBSTITUTE FOOD SERVICE WRKER	193.78			193.78
HARROW	CHARLENE	FOOD SERVICE WORKER PART TIME	13,722.48		633.11	14,355.59
HENDERSON	LINDA	FOOD SERVICE WORKER PART TIME	4,803.39		130.00	4,933.39
HERTZBERG	MARTHA	FOOD SERVICE WORKER PART TIME	7,325.05		260.00	7,585.05
HILLARD	KIMBERLY	FOOD SERVICE WORKER PART TIME	11,744.87		230.00	11,974.87
HLADICK	LOIS	FOOD SERVICE WORKER PART TIME	3,760.81			3,760.81
HOLLINGSWORTH	TANYA	SUBSTITUTE FOOD SERVICE WRKER			38.75	38.75
INDRESANO	DEBORAH	FOOD SERVICE WORKER PART TIME	10,655.90		130.00	10,785.90
JENCUNAS	ANN	FOOD SERVICE MANAGER HIGH SCH	42,583.42	5,155.29	678.88	48,417.59
KIRBY	CHRISTINE	FOOD SERVICE WORKER PART TIME	10,129.73		130.00	10,259.73
LAROSA	BARBARA	FOOD SERVICE WORKER PART TIME	3,070.53			3,070.53
LAVIN	SUSAN	FOOD SERVICE WORKER PART TIME	19,201.01		130.00	19,331.01
LAWSON	JEANMARIE	FOOD SERVICE WORKER PART TIME	13,174.10		466.87	13,640.97
LEDBETTER	LINDA	FOOD SERVICE WORKER PART TIME	7,103.05			7,103.05
LEVERONE	DEBRA	FOOD SERVICE WORKER PART TIME	20,514.66	1,138.47	130.00	21,783.13
MARSO	KAREN	FOOD SERVICE COOK BAKER	25,489.64		430.00	25,919.64
MAXFIELD	MELISSA	SUBSTITUTE FOOD SERVICE WRKER	2,041.94			2,041.94
MCGOVERN	KERI	FOOD SERVICE WORKER PART TIME	8,683.90		230.00	8,913.90
MONTAGNA	GINA	FOOD SERVICE WORKER PART TIME	6,803.25			6,803.25
MURPHY	EILEEN	FOOD SERVICE MIDDLE SCHOOL MGR	22,276.20	285.45	690.56	23,252.21
MURRAY	DONNA	FOOD SERVICE WORKER PART TIME	3,045.18		77.50	3,122.68
PAREJO	YAHAIRA	SUBSTITUTE FOOD SERVICE WRKER	1,243.36			1,243.36
PARKHURST	MICHELLE	FOOD SERVICE COOK SUPERVISOR	33,973.12	135.93	130.00	34,239.05
POLO	JENNIFER	FOOD SERVICE WORKER PART TIME	3,351.97		167.91	3,519.88
SUTHERLAND	JOSEPHINE	FOOD SERVICE COOK BAKER	25,801.50		1,009.48	26,810.98
TELLIER	MELISSA	FOOD SERVICE WORKER PART TIME	7,104.07			7,104.07
THOMAS	DONNA	SUBSTITUTE FOOD SERVICE WRKER	1,514.46			1,514.46
TINGLEY	SALLYANN	FOOD SERVICE WORKER PART TIME	7,913.72		260.00	8,173.72
TODESCO	MARIANNE	FOOD SERVICE WORKER PART TIME	2,847.05			2,847.05
WILLIAMSON	MARYANN	FOOD SERVICE WORKER PART TIME	9,370.07		130.00	9,500.07
WONG	BETTY	FOOD SERVICE WORKER PART TIME	11,063.75		457.29	11,521.04
WOUMNM	AVERY	FOOD SERVICE WORKER PART TIME	683.82			683.82
YEE-KWOK	DORIS	FOOD SERVICE WORKER PART TIME	9,812.61		260.00	10,072.61
			547,964.54	**26,842.33**	**11,027.92**	**585,834.79**
SCHOOL SUPERVISION						
BALBONI	SUSAN	PRINCIPAL ELEMENTARY EDUCATION	131,271.02		5,500.00	136,771.02

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
BERTUCCI	ROSE	HIGH SCHOOL DEAN OF INSTRUCTION	65,706.03		26,003.79	91,709.82
CARNEY	TERESA	PRINCIPAL MIDDLE EDUCATION	145,848.20		500.00	146,348.20
CAROTHERS	ANNE	PRINCIPAL ELEMENTARY EDUCATION	137,100.00			137,100.00
GATTO	BENJAMIN	PRINCIPAL ELEMENTARY EDUCATION	138,282.32			138,282.32
GHILANI	KAREN	PRINCIPAL ELEMENTARY EDUCATION	142,373.15		3,000.00	145,373.15
HARRIGAN	BRIAN	PRINCIPAL SECONDARY EDUCATION	153,942.09			153,942.09
HOFFMAN	JORDAN	PRINCIPAL ELEMENTARY EDUCATION	131,271.02			131,271.02
IVES	LAURA	ASSIST DIR PUPIL SERV-SYEAR	117,271.87			117,271.87
KINKEAD	MARYBETH	PRINCIPAL PRESCHOOL	125,729.87		5,000.00	130,729.87
MILLER	ERIN	ASSIST DIR PUPIL SERV-SYEAR	117,271.87			117,271.87
TAGLIAPIETRA	PAUL	ASSIST DIR PUPIL SERV-SYEAR	117,403.42			117,403.42
ZITOLI	ANDREW	PRINCIPAL MIDDLE EDUCATION	145,848.20		500.00	146,348.20
			1,669,319.06	**0.00**	**40,503.79**	**1,709,822.85**
VP AND DIRECTORS						
CARNEY	NIALL	VICE PRINCIPAL MID MASTERS+15	126,984.03		2,058.00	129,042.03
COLE	ERICA	VP NHS MA+75	71,240.66			71,240.66
COLLINS	TIMOTHY	ATHLETIC DIRECTOR	113,056.93			113,056.93
GALVIN	ZACHARY	VICE PRINCIPAL SECONDARY	133,040.20		820.00	133,860.20
HATT	MEGAN	VICE PRINCIPAL MIDDLE	120,937.43		1,029.00	121,966.43
			565,259.25	**0.00**	**3,907.00**	**569,166.25**
SCHOOL YR DIRECTORS & VPS						
ANNIBALLI	ROBERT	DIRECTOR PHYSICAL EDUCATION	94,507.74		25,506.33	120,014.07
ARNOLD	CHRISTY	ASSISTANT PRINCIPAL ELMEN	93,603.15		2,426.53	96,029.68
D'AGOSTINO	SUSAN	VICE PRIN MIDDLE SCHL YR M15	102,828.87		5,313.72	108,142.59
HOYE	JASON	H.S. DEAN OF INSTRUCTION	84,551.13		8,468.10	93,019.23
MACEWAN	JULIA	ASSISTANT PRINCIPAL ELMEN	37,462.86			37,462.86
MILLER	STEPHEN	DIR FINE ARTS M+30	94,507.74		22,928.63	117,436.37
STROTHER	MATTHEW	H.S. DEAN OF INSTRUCTION	98,314.74		19,822.26	118,137.00
			605,776.23	**0.00**	**84,465.57**	**690,241.80**
BENNETT HEMENWAY SCHOOL						
BARRY	JOHN	ELEMENTARY TEACHER MASTERS	20,404.08			20,404.08
BORREGO	LILI	ELEMENTARY TEACHER MASTER +30	70,577.01		33.74	70,610.75
BRIONES	LISA	ELEMENTARY TEACHER MASTERS+75	101,716.20		284.14	102,000.34
DAHLHEIMER	SARAH	ELEMENTARY TEACHER MASTER+15	90,213.12		2,702.00	92,915.12
DEBIASE	LAURA	SPECIAL NEEDS TEACHER MASTR+45	96,870.51		1,379.46	98,249.97
DEWING	BENITA	ELEMENTARY TEACHER MASTER+15	70,597.62		1,441.88	72,039.50
DILORENZO	LOREN	ELEMENTARY TEACHER MASTERS	59,319.63			59,319.63
FEDERICO	MARGUERITE	ELEMENTARY TEACHER MASTERS	57,037.86		33.74	57,071.60
GOLDWAIT	MARYGRACE	ELEMENTARY TEACHER MASTER+15	84,474.81		68.06	84,542.87
HALLY	COURTNEY	ELEMENTARY TEACHER MASTERS	11,421.70			11,421.70
HAYES	LISA	ELEMENTARY TEACHER MASTER +45	96,870.51		2,049.64	98,920.15
HUSE	ALISON	ELEMENTARY TEACHER MASTERS	84,267.99			84,267.99
KERN	LINDSAY	ELEMENTARY SPECIALIST M+60	91,466.28		134.96	91,601.24
KILLORIN	JACQUELINE	ELEMENTARY TEACHER MASTERS+75	93,377.43		68.64	93,446.07
KRAKAUER	KATHRYN	ELEMENTARY TEACHER MASTERS+60	93,296.79		4,460.17	97,756.96
KRUSZEWSKA	CAROLINA	ELEMENTARY TEACHER MASTERS	85,918.41		1,650.18	87,568.59
LAPLANTE	NINA	ELEMENTARY TEACHER MASTER+15	90,213.12		3,836.59	94,049.71
LETOVSKY	SHARON	ELEMENTARY SPECIALISTS MAS+45	89,254.44		33.74	89,288.18
LYONS	GABRIELLE	ELEMENTARY TEACHER BACHELOR	16,615.35		68.64	16,683.99
MCSHANE	VICTORIA	ELEMENTARY TEACHER MASTER +30	85,851.09		33.74	85,884.83
MCVICKER	JULIANNE	ELEMENTARY TEACHER MASTER+15	973.20		2,000.00	2,973.20
MITCHELL	AMBER	ELEMENTARY TEACHER MASTER+15	62,475.28		1,075.59	63,550.87
MUNGER	MICHELLE	ELEMENTARY TEACHER MASTER+15	70,062.84		3,136.18	73,199.02
NEMESKAL	CHRISTINE	ELEMENTARY TEACHER MASTER+15	90,213.12		1,258.51	91,471.63
O'BRIEN	CATHERINE	ELEMENTARY TEACHER MASTER +30	62,381.16		464.00	62,845.16
SILVERBERG	LEE	ELEMENTARY TEACHER MASTERS+60	94,781.79		319.09	95,100.88
SLATER	DAVID	ELEMENTARY SPECIALISTS M+30	67,862.43		3,468.37	71,330.80
SNODGRASS	JACQUELYN	ELEMENTARY TEACHER MASTERS+75	101,716.20		1,562.34	103,278.54
WRAIGHT	KATHERINE	ELEMENTARY TEACHER BACHELOR	78,104.52		34.32	78,138.84
ZAJDEL	KELLY	ELEMENTARY TEACHER MASTER+15	60,827.90			60,827.90
			2,179,162.39	**0.00**	**31,597.72**	**2,210,760.11**
BROWN SCHOOL						
ALBERT	MICHAEL	ELEMENTARY TEACHER MASTERS+60	99,233.28		2,362.64	101,595.92
BARNES	LESLIE	ELEMENTARY TEACHER MASTER+15	85,727.70		288.27	86,015.97
BOURQUE	SARAH	ELEMENTARY TEACHER MASTERS	69,395.49		101.22	69,496.71
CAIN	MARIEL	ELEMENTARY TEACHER MASTERS	59,319.63		169.38	59,489.01
CORBETT	DAVID	ELEMENTARY TEACHER BACHELOR	16,615.43			16,615.43
COSTELLO	PAMELA	ELEMENTARY TEACHER MASTERS	85,918.41		1,977.40	87,895.81
CULVERHOUSE	KATE	ELEMENTARY TEACHER MASTERS	57,037.86		34.42	57,072.28
CURTIN	MELISSA	ELEMENTARY TEACHER MASTER+15	67,368.87		2,769.08	70,137.95
D'AGNELLI	LINDSAY	ELEMENTARY TEACHER MASTERS+60	82,834.89		315.47	83,150.36
DMITRIEV	JULIA	ELEMENTARY TEACHER MASTER+15	78,736.86		880.03	79,616.89
DOWNEY	JULIA	ELEMENTARY TEACHER BACHELOR	10,020.64			10,020.64
FONG	CAITLIN	ELEMENTARY TEACHER MASTERS	61,692.21		101.22	61,793.43
GAGNE	ANGELINA	ELEMENTARY TEACHER MASTERS+75	101,716.20		4,360.21	106,076.41
GORMAN	ABIGAIL	ELEMENTARY TEACHER MASTERS	61,692.21		2,619.89	64,312.10
GRAY	THERESA	ELEMENTARY TEACHER MASTER+15	72,865.08			72,865.08
HAND	CAROLINE	ELEMENTARY TEACHER BACHELOR	53,927.01		868.41	54,795.42
HONE	MICHELLE	ELEMENTARY TEACHER BACHELOR	6,776.46			6,776.46
HURLEY	KATHLEEN	ELEMENTARY TEACHER MASTER +30	94,507.74		67.48	94,575.22
KRUG	KIMBERLY	ELEMENTARY TEACHER MASTERS	64,262.27		103.26	64,365.53
MACINNES	MELISSA	ELEMENTARY TEACHER MASTERS	85,918.41		3,276.64	89,195.05
MANDONAS	KRISTINA	ELEMENTARY TEACHER MASTER +30	76,656.69		2,605.88	79,262.57
MARTIN	ANDREA	ELEMENTARY TEACHER BACHELOR	53,927.01		67.48	53,994.49
MILLER	DANIELLE	ELEMENTARY TEACHER MASTERS	58,027.77		2,168.21	60,195.98
QUIMBY	MELISSA	ELEMENTARY TEACHER MASTERS	58,027.77		198.64	58,226.41
QUINTANA	LISA	ELEMENTARY TEACHER BACHELOR	69,203.01		686.07	69,889.08
RISI	JENNIFER	ELEMENTARY TEACHER MASTER +30	94,507.74		1,308.81	95,816.55
SCHOFIELD	GRACE	ELEMENTARY TEACHER BACHELOR	32,579.28		134.96	32,714.24
STEFANOWICZ	JARED	ELEMENTARY TEACHER MASTERS+60	99,233.28		1,050.00	100,283.28
TILDEN	AMANDA	ELEMENTARY TEACHER MASTERS	18,276.57			18,276.57
TSACOYEANES	JOANNA	ELEMENTARY TEACHER MASTERS	54,844.20		34.42	54,878.62
ZELIGER	CHRISTINE	ELEMENTARY TEACHER MASTER+15	60,347.70		101.22	60,448.92
			1,991,197.67	**0.00**	**28,650.71**	**2,019,848.38**
SCHOOL HEALTH SERVICES						
ARNOLD	ALICIA	NURSE BACHELORS	21,353.82			21,353.82
BRADFORD	KELLEY	SUBSTITUTE NURSE	3,062.00			3,062.00
FRITSCHE	BETH	NURSE BACHELORS	21,091.78		220.00	21,311.78
GARB-PALUMBO	JENNIFER	NURSE MASTERS	82,061.91		55.00	82,116.91
GEMMELL-STEINBERG	ELIZABETH	NURSE MASTERS	85,918.41		1,282.00	87,200.41
GIBERSON	JESSICA	NURSE BACHELORS	24,929.64		2,115.64	27,045.28
GILBERT	KRISTIN	NURSE BACHELORS	78,104.52		110.00	78,214.52
GRAVES	LISA	NURSE BACHELORS	36,396.72		330.00	36,726.72
HARDING	CARRIE	NURSE BACHELORS	21,023.64		395.69	21,419.33
LACERRA	KAYLA	SUBSTITUTE NURSE	900.00		220.00	1,120.00
LAGAN	MARYANNE	NURSE BACHELORS	27,268.29			27,268.29
LAMME	MICHELLE	SUBSTITUTE NURSE	1,000.00			1,000.00
LEBLANC	MICHELLE	NURSE BACHELORS	63,087.48		165.00	63,252.48
LOSURDO	NICOLE	SUBSTITUTE NURSE	600.00			600.00

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
MARCINKIEWICZ	NICOLE	NURSE MASTERS	85,016.00		1,234.90	86,250.90
MCNEILL	KELLY	NURSE MASTERS	74,987.64		13,227.47	88,215.11
MICELI	NICOLE	NURSE BACHELORS	46,065.24		5,134.57	51,199.81
NASER	BARBARA	NURSE BACHELORS	78,104.52		627.22	78,731.74
POLE	COLLEEN	SUBSTITUTE NURSE	13,254.00			13,254.00
RAHN	JANICE	NURSE BACHELORS	51,554.16			51,554.16
RUFO	KAREN	NURSE LEADER	105,721.56		5,000.00	110,721.56
SANTINO	PAULINE	NURSE MASTERS + 15	90,213.12		1,498.28	91,711.40
SIVAK	ERIN	NURSE MASTERS	35,474.76		55.00	35,529.76
SULLIVAN	JULIE	SUBSTITUTE NURSE	1,100.00			1,100.00
TUCKER	EMMA	SUBSTITUTE NURSE	800.00			800.00
TWISS	DENISE	NURSE MASTERS	85,918.41		2,442.42	88,360.83
VERSAW	AIMEE	NURSE BACHELORS	852.98			852.98
			1,135,860.60	**0.00**	**34,113.19**	**1,169,973.79**
JOHNSON SCHOOL						
BLAKE	KRISTEN	ELEMENTARY TEACHER MASTERS+75	101,716.20			101,716.20
CAULFIELD	GINA	ELEMENTARY TEACHER MASTER +30	61,298.99		100.00	61,398.99
CUNNINGHAM	BRENNA	ELEMENTARY TEACHER MASTERS	77,327.64		3,531.84	80,859.48
GEORGE	LELANA	ELEMENTARY TEACHER MASTER+15	90,213.12		2,475.93	92,689.05
MAGEE	LORRAINE	ELEMENTARY TEACHER BACHELOR	53,927.01		1,867.77	55,794.78
MASTRANGELO	MARISSA	ELEMENTARY TEACHER MASTERS	41,007.37		68.16	41,075.53
MCLAUGHLIN	CHRISTINA	ELEMENTARY TEACHER MASTERS+60	92,921.58			92,921.58
ROSSI	MARY	ELEMENTARY TEACHER MASTERS	38,760.84		958.84	39,719.68
SCHOTT	MEGHAN	ELEMENTARY TEACHER MASTERS	22,236.93			22,236.93
SUGRUE	MARIA	ELEMENTARY TEACHER MASTERS	85,918.41		5,850.25	91,768.66
SWEENEY	CHRISTINE	ELEMENTARY TEACHER MASTERS	74,600.51		96.74	74,697.25
TOURANGEAU	JUSTIN	ELEMENTARY TEACHER MASTERS	77,327.64		2,361.19	79,688.83
WOOD	JEFFERSON	ELEMENTARY TEACHER MASTER +30	94,507.74		1,970.86	96,478.60
			911,763.98	**0.00**	**19,281.58**	**931,045.56**
LILJA SCHOOL						
ALTCHEK	BETHANY	ELEMENTARY TEACHER MASTERS+75	101,716.20		4,960.00	106,676.20
BENNETT	ALISON	ELEMENTARY TEACHER MASTER+15	64,423.09		355.78	64,778.87
BRACEY	ALISON	ELEMENTARY TEACHER BACHELOR	51,585.79		971.47	52,557.26
BRAINERD	JESSICA	ELEMENTARY TEACHER MASTER +30	85,059.36			85,059.36
BUCKMIRE	JOVANNE	ELEMENTARY TEACHER BACHELOR	76,603.50		1,042.48	77,645.98
CHASE	KENDRA	ELEMENTARY TEACHER MASTER+15	90,213.12		920.00	91,133.12
CONNELLY	KELLI	ELEMENTARY TEACHER MASTER+15	90,213.12			90,213.12
CRONIN	LISA	ELEMENTARY TEACHER MASTER+15	72,865.08		7,069.33	79,934.41
GALLAGHER	ASHLEY	ELEMENTARY TEACHER MASTER +30	82,485.00			82,485.00
GREGG	ELIZABETH	ELEMENTARY TEACHER MASTERS	72,171.99		1,756.72	73,928.71
KOZIN	HEATHER	ELEMENTARY TEACHER MASTER+15	70,062.84		4,346.87	74,409.71
KUZINEVICH	ALLISON	ELEMENTARY TEACHER MASTERS	59,319.63		1,345.14	60,664.77
LAUFER	KATHLEEN	ELEMENTARY TEACHER MASTERS	20,558.79			20,558.79
MCENANEY	KRISTEN	ELEMENTARY TEACHER MASTERS+75	101,716.20		4,960.00	106,676.20
MCGRATH	HEIDI	BOKS DIRECTOR			1,000.00	1,000.00
MURPHY	LINDSAY	ELEMENTARY TEACHER MASTERS	74,987.64			74,987.64
NORRMAN	CHRISTINE	ELEMENTARY TEACHER BACHELOR	75,052.62		601.56	75,654.18
PERSHOUSE	SARAH	ELEMENTARY TEACHER MASTERS	71,035.85		1,349.42	72,385.27
QUIMBY	SARAH	ELEMENTARY TEACHER MASTERS	66,727.44		460.00	67,187.44
RANDOLPH	MARY	ELEMENTARY TEACHER MASTERS	74,987.64		100.00	75,087.64
SNOW	TESSIE	ELEMENTARY TEACHER MASTER+15	64,777.50		2,746.08	67,523.58
SPRAGUE	KELLY	ELEMENTARY TEACHER MASTER+15	64,777.50		1,224.19	66,001.69
STARKEL	HEATHER	ELEMENTARY TEACHER MASTER+15	73,422.63		2,051.11	75,473.74
			1,604,762.53	**0.00**	**37,260.15**	**1,642,022.68**
MEMORIAL SCHOOL						
ARAUJO	KIMBERLY	ELEMENTARY TEACHER MASTER +30	71,218.98		3,163.21	74,382.19
BARTER	JOHN	SPECIAL NEEDS TEACHER MASTR+15	88,480.26		686.07	89,166.33
BOPP	KIMBERLEE	ELEMENTARY TEACHER MASTERS	64,161.09			64,161.09
CROWTHER	KELSEY	ELEMENTARY TEACHER MASTERS	59,319.63			59,319.63
DESAUTELS	LAUREN	ELEMENTARY TEACHER MASTER +45	83,199.06		3,451.19	86,650.25
ESPOSITO	KERI	ELEMENTARY TEACHER BACHELOR	56,762.03		956.54	57,718.57
FOLEY	SHANNON	ELEMENTARY TEACHER BACHELOR	58,327.92		2,766.92	61,094.84
HAWKES	KELSI	ELEMENTARY TEACHER MASTER+15	70,597.62		4,455.57	75,053.19
HOOKWAY	CAROL	ELEMENTARY TEACHER BACHELOR	78,104.52			78,104.52
INGHAM	CHRISTINA	ELEMENTARY TEACHER MASTER +30	79,973.64		538.12	80,511.76
JOHNSON	JESSICA	ELEMENTARY TEACHER MASTER +30	86,761.71		2,538.94	89,300.65
KENNEY	ELIZABETH	ELEMENTARY TEACHER MASTER +30	94,507.74		1,923.41	96,431.15
KENNY	MARY	ELEMENTARY TEACHER BACHELOR	78,104.52			78,104.52
LOER	ALEXANDRA	ELEMENTARY TEACHER MASTER +30	90,912.54		1,044.00	91,956.54
LYDON	MARGARET	ELEMENTARY TEACHER MASTER +30	62,381.16		10,019.81	72,400.97
MACKENZIE	ELKE	ELEMENTARY TEACHER MASTER +45	78,367.63		3,776.29	82,143.92
MARZULLO	KIMBERLY	ELEMENTARY TEACHER MASTER +30	91,673.28		33.74	91,707.02
MCALOON	SHAYLA	ELEMENTARY TEACHER BACHELOR	14,811.51		925.00	15,736.51
PALLAS	SARAH	ELEMENTARY TEACHER MASTERS	59,319.63		1,747.19	61,066.82
REILLY	CATHERINE	ELEMENTARY TEACHER MASTERS	74,987.64			74,987.64
VAN LEER	SAMANTHA	ELEMENTARY TEACHER MASTERS	19,007.64			19,007.64
WASSIL	NICOLE	ELEMENTARY TEACHER MASTERS	72,171.99			72,171.99
WEILER	KENDRA	ELEMENTARY TEACHER MASTER +30	92,693.16		1,345.14	94,038.30
			1,625,844.90	**0.00**	**39,371.14**	**1,665,216.04**
KENNEDY MIDDLE SCHOOL						
ALAGAPPAN	NANDINI	TEACHER/DEPT HEAD MASTERS +45	85,787.28		10,678.68	96,465.96
ALCOTT	KATELYN	TEACHER MIDDLE BACHELORS	34,806.29			34,806.29
ANDREOTES	COLLEEN	TEACHER MIDDLE MASTERS +15	77,003.31		273.51	77,276.82
BISHOP	HEATHER	TEACHER MIDDLE MASTERS +75	101,716.20		12,027.58	113,743.78
BOCZANOWSKI	AMANDA	TEACHER MIDDLE MASTERS	66,727.44		686.07	67,413.51
BRENNEMAN	ELLEN	TEACHER MIDDLE MASTERS +75	101,716.20		1,345.14	103,061.34
BRENNEMAN	JENNIFER	TEACHER MIDDLE MASTERS +45	96,870.51		2,031.21	98,901.72
BRIFFETT	JENNIFER	TEACHER MIDDLE MASTERS	44,553.03		3,648.33	48,201.36
BUCK	AMANDA	TEACHER MIDDLE MASTERS	70,528.50		5,311.16	75,839.66
CARTER	LAUREN	TEACHER MIDDLE MASTERS +30	84,509.21		100.00	84,609.21
CLOUTIER	KARIN	TEACHER MIDDLE MASTERS +15	86,930.49		3,589.82	90,520.31
COTTER	LORI	TEACHER MIDDLE MASTERS +30	94,507.74		2,213.55	96,721.29
D'ADDEO	LAUREN	TEACHER MIDDLE BACHELORS	51,853.23		686.07	52,539.30
DION	CHRISTINE	TEACHER MIDDLE MASTERS +60	97,673.58		1,104.71	98,778.29
DRAPEAU	DAVID	TEACHER MIDDLE MASTERS +30	82,485.00		3,430.00	85,915.00
DUMAS-ELLIOTT	NICOLE	TEACHER MIDDLE MASTERS	74,987.64		486.23	75,473.87
DWYER	MEGHAN	TEACHER MIDDLE MASTERS	71,613.30		618.69	72,231.99
FLAHERTY	MOLLY	TEACHER MIDDLE BACHELORS	36,109.00			36,109.00
FLEDDERJOHN	TIMOTHY	TEACHER MIDDLE MASTERS +45	78,242.94		6,957.15	85,200.09
FOREST	CHRISTOPHER	TEACHER MIDDLE MASTERS +75	101,716.20		6,147.21	107,863.41
GALLIVAN	TIMOTHY	TEACHER MIDDLE BACHELORS	17,970.93			17,970.93
GAUTHIER	STACY	TEACHER MIDDLE MASTERS +30	94,507.74		1,582.33	96,090.07
GRANT	ALEXANDRA	TEACHER MIDDLE MASTERS +30	88,497.09		749.68	89,246.77
GRIFFIN	DONALD	TEACHER MIDDLE MASTERS	85,918.41		6,860.00	92,778.41
HACKET	MARA	TEACHER MIDDLE MASTERS +75	100,294.60		6,074.26	106,368.86
HAMM	MICHELLE	TEACHER MIDDLE MASTERS +30	94,507.74		2,547.83	97,055.57
HART	JENNIFER	TEACHER MIDDLE MASTERS +30	82,381.45		1,845.14	84,226.59
JOYCE	KATHRYN	TEACHER SECONDARY MASTERS	77,327.64			77,327.64
KASSAP	BETH	TEACHER MIDDLE MASTERS +60	97,673.58		1,372.00	99,045.58

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
KITTLER	NATHAN	TEACHER MIDDLE MASTERS +15	90,213.12		8,425.80	98,638.92
KORHN	MACKENZIE	TEACHER MIDDLE MASTERS +30	85,710.52			85,710.52
LANE	JOSEPH	TEACHER MIDDLE MASTERS	77,327.64		9,118.00	86,445.64
LEMOINE	NEKELLE	TEACHER MIDDLE BACHELORS	63,087.48		2,543.07	65,630.55
LEMON	SANDRA	TEACHER MIDDLE MASTERS +30	94,507.74		1,524.06	96,031.80
LYTH	DAVID	TEACHER MIDDLE MASTERS +75	90,109.61		10,032.16	100,141.77
MACDONALD	ALICIA	TEACHER MIDDLE MASTERS	48,528.59		1,345.14	49,873.73
MARSH	KELLY	TEACHER MIDDLE MASTERS +15	60,347.70		686.07	61,033.77
MARSHALL	BRITTANY	TEACHER MIDDLE MASTERS +15	55,298.16		1,136.74	56,434.90
MCCANN	MICHELLE	TEACHER MIDDLE MASTERS +30	89,940.42			89,940.42
MCDONOUGH	KIRSTEN	TEACHER MIDDLE MASTERS +30	94,507.74		1,715.00	96,222.74
MCMAHON	JEFFREY	TEACHER MIDDLE MASTERS +30	84,168.45		4,500.00	88,668.45
MEYERS	SARAH	TEACHER MIDDLE MASTERS +75	99,761.76		3,800.75	103,562.51
MORRISSEY	KIMBERLY	TEACHER MIDDLE MASTERS	28,081.35		2,217.00	30,298.35
PORTEN	HEIDI	TEACHER MIDDLE MASTERS +15	86,164.92		273.51	86,438.43
POWER	PAUL	TEACHER MIDDLE MASTERS +45	91,039.50		4,262.71	95,302.21
PRESSWOOD	KATHERINE	TEACHER MIDDLE MASTERS	56,711.70		2,766.42	59,478.12
RAIDER	JEFFREY	TEACHER MIDDLE BACHELORS	56,084.13		1,649.00	57,733.13
ROGERS	KATI	TEACHER SECONDARY MASTERS +45	92,524.50			92,524.50
ROTH	LAURA	TEACHER MIDDLE MASTERS +30	41,179.76		1,038.79	42,218.55
SCHNEEKLOTH	REBECCA	TEACHER MIDDLE MASTERS +30	92,693.16			92,693.16
STEFANINI	THOMAS	TEACHER MIDDLE MASTERS +30	94,507.74		1,715.00	96,222.74
TREMBLAY	BETHANY	TEACHER MIDDLE MASTERS +45	25,071.21			25,071.21
TROWBRIDGE	MEGHAN	TEACHER MIDDLE BACHELORS	18,689.85			18,689.85
UDAHL	ELISABETH	TEACHER MIDDLE BACHELORS	51,853.23			51,853.23
WOLF	JAMIE	TEACHER MIDDLE MASTERS +15	62,541.30		184.56	62,725.86
ZHU	YU LAN	TEACHER MIDDLE MASTERS +30	82,516.50			82,516.50
			4,192,584.05	**0.00**	**141,300.13**	**4,333,884.18**
WILSON MIDDLE SCHOOL						
ANDERSON	KATHLEEN	ELEMENTARY TEACHER MASTER +45	96,870.51		849.42	97,719.93
BALL	KRISTINA	TEACHER MIDDLE MASTERS +30	69,039.72		4,656.50	73,696.22
BARTLEY	NILI	TEACHER MIDDLE MASTERS +15	30,666.42		600.00	31,266.42
BIXBY	CAITLIN	TEACHER MIDDLE MASTERS	72,171.99		2,226.55	74,398.54
BOERGER	MARIE	TEACHER MIDDLE MASTERS +30	94,507.74		486.23	94,993.97
BRENNAN	DONALD	TEACHER MIDDLE MASTERS +30	92,693.16		686.00	93,379.16
BROOKMAN PORRO	SUSAN	TEACHER MIDDLE MASTERS +60	99,233.28			99,233.28
CAMPAGNA	KRISTINE	TEACHER MIDDLE MASTERS +45	87,187.14		298.71	87,485.85
CARR	EMILY	TEACHER MIDDLE MASTERS	37,269.72		160.15	37,429.87
CARROLL	MARGARET	TEACHER MIDDLE MASTERS	59,319.63			59,319.63
CASEY	KEVIN	TEACHER MIDDLE MASTERS +45	84,547.80		7,633.72	92,181.52
COLEMAN	JUDITH	TEACHER MIDDLE MASTERS +75	101,716.20		11,380.73	113,096.93
CONNORS	LYNN	TEACHER MIDDLE MASTERS +30	94,507.74		3,680.67	98,188.41
COTTON	SARAH	TEACHER MIDDLE MASTERS +15	64,777.50		1,123.19	65,900.69
CRAYNE	ALLISON	TEACHER MIDDLE BACHELORS	16,399.02			16,399.02
DOYLE	KENNETH	TEACHER MIDDLE MASTERS +30	94,507.74		2,599.00	97,106.74
DOYLE	SARAH	TEACHER MIDDLE MASTERS	74,987.64		5,178.90	80,166.54
DUBBS	ANDREA	TEACHER MIDDLE MASTERS	85,918.41		1,660.35	87,578.76
DUMONT	RICHARD	TEACHER MIDDLE MASTERS +45	69,559.02			69,559.02
FOLAN	MEGAN	TEACHER MIDDLE MASTERS	61,692.21		1,431.51	63,123.72
FOLEY	ERIN	TEACHER MIDDLE BACHELORS	49,859.28		100.00	49,959.28
FRIES	ERIC	TEACHER MIDDLE MASTERS +15	82,818.81		5,471.22	88,290.03
FULTON	CRAIG	TEACHER MIDDLE MASTERS +30	77,030.19		5,013.00	82,043.19
GIBBONS	WILLIAM	TEACHER MIDDLE MASTERS	39,992.82			39,992.82
GREEN	ELIZABETH	TEACHER MIDDLE MASTERS +75	101,716.20		3,049.66	104,765.86
GREEN	CATHERINE	TEACHER MIDDLE MASTERS +15	33,193.97			33,193.97
GRIMES	STUART	TEACHER MIDDLE MASTERS	19,768.14			19,768.14
HANSEN	CHLOE	TEACHER MIDDLE MASTERS	38,760.84			38,760.84
HARRINGTON	KATE	TEACHER MIDDLE MASTERS +75	98,171.64		7,424.91	105,596.55
HASKELL	AMY	TEACHER MIDDLE BACHELORS	51,853.23		1,314.65	53,167.88
HAUSERMANN	DANIEL	TEACHER MIDDLE MASTERS +15	76,284.72		2,658.86	78,943.58
HAYWOOD	AMANDA	TEACHER MIDDLE MASTERS +45	88,309.47		11,103.18	99,412.65
HEIDEN	MICHAEL	TEACHER MIDDLE MASTERS	85,918.41		7,442.00	93,360.41
HOWELL	OWEN	TEACHER MIDDLE BACHELORS	49,859.28		121.56	49,980.84
INSALACO-SLEEPER	ANNE-MARIE	TEACHER MIDDLE MASTERS +45	63,940.86		2,463.27	66,404.13
KELLY	TINA	TEACHER MIDDLE MASTERS +60	99,233.28		11,549.13	110,782.41
KESLOW	ALISON	TEACHER MIDDLE BACHELORS	35,204.77		443.47	35,648.24
LANGAN	LISA	TEACHER MIDDLE MASTERS +45	96,870.51			96,870.51
LOVELY	KENNETH	TEACHER MIDDLE BACHELORS	78,104.52			78,104.52
LYDON	COLMAN	TEACHER MIDDLE BACHELORS	8,640.00			8,640.00
MAGARIE	KENNETH	TEACHER MIDDLE BACHELORS	68,170.50		1,712.50	69,883.00
MALLOY	ANN-MARGARET	TEACHER MIDDLE MASTERS +15	90,213.12			90,213.12
MARCHIONE	JENNIFER	TEACHER MIDDLE MASTERS +45	74,035.08		1,282.35	75,317.43
MATTISON	KAITLIN	TEACHER MIDDLE MASTERS +15	72,865.08		2,268.83	75,133.91
MCGINTY	MARYANN	TEACHER MIDDLE MASTERS +60	97,673.58		5,620.15	103,293.73
MCKENNA	LINDA	TEACHER MIDDLE MASTERS +15	90,213.12		516.62	90,729.74
MITCHELL	ELISA	TEACHER MIDDLE MASTERS	69,395.49		849.42	70,244.91
MORETZ	HEATHER	TEACHER MIDDLE MASTERS +30	94,507.74		7,406.89	101,914.63
MORRILL	SCOTT	TEACHER MIDDLE MASTERS +30	77,030.19		5,222.45	82,252.64
MURPHY	JOSEPH	TEACHER MIDDLE MASTERS	20,558.79		121.56	20,680.35
NEEL	JESSICA	TEACHER MIDDLE MASTERS +30	93,493.42			93,493.42
NEENAN	PAUL	TEACHER MIDDLE BACHELORS	20,215.08			20,215.08
NEIMANN	JONATHAN	TEACHER MIDDLE MASTERS	29,317.32		4,581.83	33,899.15
O'BRIEN	ILSE	TEACHER MIDDLE MASTERS +15	90,213.12		2,076.42	92,289.54
O'CONNOR	ALLYSON	TEACHER MIDDLE MASTERS	54,844.20		229.96	55,074.16
O'LEARY	EDWARD	TEACHER MIDDLE BACHELORS	50,142.69		4,684.89	54,827.58
POGARIAN	SHEILA	TEACHER MIDDLE MASTERS	85,918.41		5,736.95	91,655.36
RENAUD	PAULA	TEACHER MIDDLE BACHELORS	23,578.87		3,750.15	27,329.02
SCHILL	RUTHANNE	TEACHER MIDDLE MASTERS +60	99,233.28			99,233.28
SHEA	LAWRENCE	TEACHER MIDDLE BACHELORS	16,615.35		3,169.50	19,784.85
SHUTE	ADAM	TEACHER MIDDLE MASTERS +45	92,524.50		5,474.98	97,999.48
SOCKALOSKY	TRACY	TEACHER MIDDLE MASTERS	84,267.99		6,566.00	90,833.99
SOKOL	KIRSTIN	TEACHER MIDDLE MASTERS +75	101,716.20		2,070.67	103,786.87
SOUSA	CATHERINE	TEACHER MIDDLE MASTERS +30	88,497.09		638.18	89,135.27
SOUZA	PETER	TEACHER MIDDLE MASTERS +30	62,381.16		9,847.65	72,228.81
ST. GEORGE	SHIVONNE	TEACHER MIDDLE MASTERS +30	82,485.00		5,348.29	87,833.29
SULLIVAN	TRACY	TEACHER MIDDLE MASTERS	59,804.66			59,804.66
SULLIVAN	JOHN	TEACHER MIDDLE BACHELORS	78,104.52		2,054.99	80,159.51
WALDRON	KIMBERLY	TEACHER MIDDLE MASTERS +30	32,126.58			32,126.58
WATSON	BRENNA	TEACHER MIDDLE MASTERS	23,125.86		182.34	23,308.20
WILLIAMS	KASIE	TEACHER MIDDLE BACHELORS	51,853.23		479.72	52,332.95
ZERDELIAN	MICHAEL	TEACHER MIDDLE MASTERS	56,725.79		68.16	56,793.95
			4,894,950.54	**0.00**	**184,767.99**	**5,079,718.53**
HIGH SCHOOL						
ADAMS	LAUREN	TEACHER SECONDARY MASTERS +30	80,033.58		2,264.66	82,298.24
AMARAVADI	RATNAKAR	TEACHER SECONDARY MASTERS +75	101,186.26		133.93	101,320.19
AMICO	KATELYN	TEACHER SECONDARY MASTERS	60,657.18		2,856.69	63,513.87
ANDERSON	LINDA	TEACHER SECONDARY MASTERS +60	92,921.58		842.94	93,764.52
ARAUJO	JAMES	TEACHER SECONDARY MASTERS +75	93,716.01		366.55	94,082.56
ASTILL	KENNETH	TEACHER SECONDARY MASTERS +60	65,500.56		4,523.80	70,024.36

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
BARNHILL	JESSICA	TEACHER SECONDARY MASTERS +30	66,516.12		316.12	66,832.24
BOUDREAU	MARGARET	SCH & COMM.ADMIN	82,496.66		11,761.00	94,257.66
BOYLE	MICHELLE	TEACHER SECONDARY MASTERS +15	86,164.92		455.84	86,620.76
BRENNAN	ESTELLE	TEACHER SECONDARY MASTERS	9,712.24			9,712.24
BRENNEMAN	MATTHEW	TEACHER SECONDARY MASTERS	85,918.41		20,427.64	106,346.05
BREZINSKY	ELLEN	TEACHER SECONDARY MASTERS +15	84,474.81		628.99	85,103.80
BRIALI-MANSFIELD	LEOPOLDINE	TEACHER SECONDARY BACHELORS	46,158.91		182.34	46,341.25
BRYANT	EMMA	TEACHER SECONDARY MASTERS	55,795.95		928.12	56,724.07
BUONO	MICHAEL	TEACHER SECONDARY MASTERS	69,395.49		22,365.73	91,761.22
BURNELL	ALYCE	ELEMENTARY TEACHER MASTER +30	88,838.28		6,969.50	95,807.78
BURNS	KATHERINE	TEACHER SECONDARY MASTERS	66,727.44		8,653.85	75,381.29
CAMIEL	SUSAN	TEACHER SECONDARY MASTERS +30	94,507.74		2,789.89	97,297.63
CARL	KATHLYN	TEACHER SECONDARY MASTERS	78,874.56		303.90	79,178.46
CAULFIELD	DENISE-IVRA	TEACHER DEPT/HEAD MASTERS +30	94,507.74		15,849.76	110,357.50
CESARINI	TIMOTHY	TEACHER SECONDARY MASTERS +30	65,252.79		113.83	65,366.62
CHAKRABORTY	NILANJANA	TEACHER SECONDARY DOCTORATE	87,524.64		134.97	87,659.61
CHAN	ALFRED	TEACHER SECONDARY MASTERS	45,344.70		177.09	45,521.79
CHISHOLM	CRAIG	TEACHER SECONDARY MASTERS +45	44,290.15		7,245.95	51,536.10
CICE	JOHN	TEACHER SECONDARY MASTERS +30	51,055.84		4,544.98	55,600.82
CLEMENTS	DONALD	TEACHER SECONDARY MASTERS	82,061.91		2,944.00	85,005.91
COPPOLINO	MARY ANN	TEACHER SECONDARY MASTERS	13,342.14		45.89	13,388.03
COSTIGAN	DANIEL	TEACHER SECONDARY MASTERS	26,708.24		950.00	27,658.24
CROHAN	CYNTHIA	TEACHER SECONDARY MASTERS +45	96,870.51		1,372.00	98,242.51
CULLEN	LORI	TEACHER SECONDARY MASTERS	47,324.79		903.90	48,228.69
CUOCO	ANTHONY	TEACHER SECONDARY MASTERS +60	72,952.29		6,019.92	78,972.21
CURRAN	SHEILA	TEACHER SECONDARY MASTERS +30	94,507.74		528.70	95,036.44
D'AGOSTINO	JOANNA	TEACHER SECONDARY MASTERS +30	79,243.38			79,243.38
DALEY	KARI-ANN	TEACHER SECONDARY MASTERS +75	101,716.20		2,371.97	104,088.17
DALY	MARGARET	TEACHER SECONDARY BACHELORS	17,280.00		22.95	17,302.95
DANGEL	BRIDGET	TEACHER SECONDARY MASTERS	37,015.38		211.54	37,226.92
DIANTONIO	NICHOLAS	TEACHER SECONDARY MASTERS +45	69,559.02		11,480.69	81,039.71
DIFRANCESCA	NEIL	ELEMENTARY TEACHER MASTERS+60	65,500.56		179.96	65,680.52
EGAN	AMANDA	TEACHER SECONDARY MASTERS	74,987.64		5,146.19	80,133.83
ERIKSEN	ERIN	TEACHER SECONDARY MASTERS +30	29,107.08		45.89	29,152.97
FINNEY	BRYAN	TEACHER SECONDARY MASTERS +15	64,165.97		2,173.64	66,339.61
FLEMING	JONATHAN	TEACHER SECONDARY BACHELORS	43,343.46		440.06	43,783.52
FORD	IVOR	TEACHER SECONDARY MASTERS +45	95,010.21		7,400.97	102,411.18
GARCIA-VALLES	MARIA ROSA	TEACHER SECONDARY MASTERS +15	90,213.12		6,558.00	96,771.12
GATES-WALLACE	HEATHER	TEACHER SECONDARY MASTERS	64,161.09		2,607.40	66,768.49
GECKLE	RICHARD	TEACHER SECONDARY DOCTORATE	104,196.42		4,116.00	108,312.42
GLAVIN	LUCAS	TEACHER SECONDARY MASTERS +60	91,100.07		7,546.00	98,646.07
GODIN	JENNIFER	TEACHER SECONDARY MASTERS +30	88,106.22		7,928.36	96,034.58
GONZALEZ	NEYSHA	TEACHER SECONDARY MASTERS	24,050.79		182.34	24,233.13
GUARINO	DYLAN	TEACHER SECONDARY MASTERS +30	60,847.32		4,301.19	65,148.51
GUASTELLA	ROBERT	TEACHER SECONDARY MASTERS +30	73,399.14		1,554.34	74,953.48
GUIDICE	JOSEPH	TEACHER SECONDARY MASTERS +75	93,377.43		5,031.00	98,408.43
GUNDUZ	TARA	TEACHER SECONDARY MASTERS +30	88,497.09		1,610.98	90,108.07
HALE	MARGARET	TEACHER SECONDARY MASTERS	46,929.63		189.50	47,119.13
HAVERSTICK	SUSAN	TEACHER SECONDARY MASTERS +30	94,507.74			94,507.74
HAWES	ELIZABETH	TEACHER SECONDARY MASTERS	15,565.05			15,565.05
HINNENKAMP	DANIEL	TEACHER SECONDARY MASTERS +60	97,673.58		8,425.80	106,099.38
HISTEN	SAVANNAH	TEACHER MIDDLE MASTERS +30	47,961.00		2,237.96	50,198.96
HOLLINS	ANDREW	TEACHER DEPT/HEAD DOCTORATE	97,568.01		10,584.12	108,152.13
HUSSAIN	JILL	TEACHER SECONDARY MASTERS +60	97,327.44		2,880.77	100,208.21
JONES	LAURA	TEACHER SECONDARY MASTERS	46,130.97		120.00	46,250.97
KARETSKY	ALEXANDER	TEACHER SECONDARY MASTERS +75	101,716.20		182.34	101,898.54
KUPHAL	AMY	TEACHER SECONDARY MASTERS	12,828.78			12,828.78
LAVEZZO	LISA	TEACHER SECONDARY MASTERS	41,924.16		1,547.45	43,471.61
LIATSIS	ASHLEY	TEACHER SECONDARY BACHELORS	49,859.28		5,851.03	55,710.31
LOFARO	ANDREW	TEACHER SECONDARY MASTERS +15	80,223.93		5,133.38	85,357.31
LOGUE	EDRIS	TEACHER SECONDARY BACHELORS	11,312.50			11,312.50
LOVEJOY-CARTER	SARAH	TEACHER SECONDARY MASTERS	39,829.83			39,829.83
MA	LILY	TEACHER SECONDARY MASTERS +75	84,080.43		667.44	84,747.87
MACZIK	ADAM	TEACHER SECONDARY MASTERS	58,027.77		136.16	58,163.93
MAGNUSON	SUZANNA	TEACHER SECONDARY MASTERS +30	90,267.66		1,361.97	91,629.63
MARINO	KELLY	TEACHER MIDDLE MASTERS +30	94,507.74		89.98	94,597.72
MCCORD	JILLIAN	TEACHER MIDDLE MASTERS	19,007.64		843.41	19,851.05
MCGONIGLE	EMILY	TEACHER SECONDARY BACHELORS	47,062.50		243.12	47,305.62
MILLER	MATTHEW	TEACHER SECONDARY MASTERS +30	94,507.74		30,496.70	125,004.44
MOLONEY	BRIAN	TEACHER SECONDARY MASTERS +15	83,465.64		16,736.35	100,201.99
MORTARA	MICHAEL	TEACHER SECONDARY MASTERS +30	85,059.36		592.97	85,652.33
MUSANTE	MARNIE	TEACHER SECONDARY MASTERS +60	99,233.28		377.90	99,611.18
NAPIER BERNSTEIN	CAMILLE	TEACHER SECONDARY MASTERS +60	99,233.28		121.56	99,354.84
NELSON	KRISTIN	TEACHER SECONDARY DOCTORATE	37,511.01		564.67	38,075.68
OLIVIERI	LISA	TEACHER SECONDARY MASTERS +30	82,485.00		1,438.73	83,923.73
O'NEIL	SHERRIN	TEACHER SECONDARY MASTERS +30	70,577.01		404.11	70,981.12
OUELLET	MARYANNE	TEACHER DEPT/HEAD MASTERS +60	94,289.66		12,172.50	106,462.16
PANDOLFO	REBECCA	TEACHER SECONDARY MASTERS	61,692.21		134.97	61,827.18
PEARSON	HEATHER	TEACHER SECONDARY BACHELORS	60,661.08		254.97	60,916.05
PERCHESKI	JOANNE	TEACHER SECONDARY MASTERS +75	67,139.28		10,643.79	77,783.07
PORTOCARRERO-HEISLER	KARIN	TEACHER SECONDARY BACHELORS	52,251.66			52,251.66
QUINONES	MELIDENISE	TEACHER SECONDARY MASTERS +30	90,267.66		2,687.66	92,955.32
RICH	MIRANDA	TEACHER SECONDARY MASTERS +15	60,347.70		1,506.97	61,854.67
ROBERSON	MARJORIE	SUB TEACHER & NURSE LONG TERM	4,941.56			4,941.56
ROGERS	ANDREA	TEACHER SECONDARY BACHELORS	74,597.85		1,089.98	75,687.83
ROSS	BRIDGET	TEACHER SECONDARY MASTERS +45	78,242.94		63.00	78,305.94
RUFO	ANTHONY	TEACHER SECONDARY MASTERS	66,727.44		3,567.67	70,295.11
RUGGABER	ALESE	TEACHER SECONDARY MASTERS +30	94,507.74		1,372.00	95,879.74
RUSSO	MICHAEL	TEACHER SECONDARY MASTERS +15	65,272.59		6,577.29	71,849.88
SANDERSON	MARIA MONICA	TEACHER SECONDARY MASTERS +15	82,818.81			82,818.81
SANFORD	WILLIAM	TEACHER SECONDARY MASTERS +45	88,931.07		2,688.98	91,620.05
SCHIAVO	JILLIAN	TEACHER SECONDARY MASTERS +30	94,507.74		239.41	94,747.15
SHADDOCK	CAITLYN	TEACHER SECONDARY MASTERS	66,727.44		7,938.96	74,666.40
SHAPIRO	DAVID	TEACHER SECONDARY MASTERS +45	85,787.28		436.16	86,223.44
ST JEAN	CHERIE	TEACHER SECONDARY BACHELORS	22,397.08			22,397.08
STEWART	HUNTER	TEACHER SECONDARY BACHELORS	7,482.77			7,482.77
SVENSSON	JACOB NICLAS	TEACHER SECONDARY MASTERS +30	71,218.98		456.53	71,675.51
TARTAGLIA-RICCIOTTI	LYNNE	TEACHER SECONDARY MASTERS +30	94,507.74		136.77	94,644.51
TAVARES	KELLY	TEACHER SECONDARY MASTERS +30	94,507.74		3,872.99	98,380.73
TIRUMALAI ANANDANPILLAI	JAYASHREE	TEACHER SECONDARY MASTERS +75	95,243.85		2,271.74	97,515.59
TOBIN	EMILY	TEACHER SECONDARY BACHELORS	58,327.92		1,039.77	59,367.69
TOBIN	JACKSON	TEACHER SECONDARY MASTERS +30	22,614.93			22,614.93
TRAMONTOZZI	REBECCA	TEACHER SECONDARY MASTERS +75	101,716.20		204.71	101,920.91
TULLY	SUSAN	TEACHER SECONDARY MASTERS +60	78,494.61		1,719.59	80,214.20
VOLDMAN	JUSTIN	TEACHER SECONDARY MASTERS +60	93,296.79		12,002.08	105,298.87
WALL	BRIAN	TEACHER SECONDARY MASTERS +30	82,516.50		45.89	82,562.39
WATERS	EMILY	TEACHER SECONDARY MASTERS	40,311.00			40,311.00
WEBBER	KRISTEN	TEACHER SECONDARY MASTERS	54,844.20		1,397.92	56,242.12
WEBER	LINDA	TEACHER DEPT/HEAD MASTERS +30	94,507.74		9,085.50	103,593.24

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
WILSON	DAVID	TEACHER SECONDARY MASTERS +30	73,399.14		4,002.59	77,401.73
WONG	ANGELA	TEACHER SECONDARY MASTERS +15	42,809.83		2,218.92	45,028.75
YAKOVAC	ERIN	TEACHER SECONDARY MASTERS +15	88,480.26		3,286.34	91,766.60
ZAMARRA	VICTORIA	TEACHER SECONDARY BACHELORS	16,615.35		150.00	16,765.35
ZAMBARANO	MICHAEL	TEACHER SECONDARY MASTERS +45	63,286.38		13,638.60	76,924.98
ZEBEDEO	KATHERINE	TEACHER SECONDARY MASTERS	66,727.44		2,170.36	68,897.80
ZHAO	LEI	TEACHER SECONDARY MASTERS +30	70,577.01		1,554.34	72,131.35
ZINCK	VICTORIA	TEACHER SECONDARY MASTERS	69,395.49		238.22	69,633.71
			8,405,592.59	**0.00**	**400,606.54**	**8,806,199.13**
CURRICULUM SPECIALIST						
ABENDROTH	KRISTIN	ELEMENTARY SPECIALISTS MASTERS	18,137.88			18,137.88
ASPERO	SARAH	ELEMENTARY SPECIALIST M+60	72,793.81		382.34	73,176.15
BROTHERS	ELIZABETH	ELEMENTARY TEACHER MASTER +30	91,673.28		1,271.85	92,945.13
CAPPABIANCA	ANTHONY	ELEMENTARY TEACHER MASTERS+75	67,139.28			67,139.28
CHRISTENSEN	JEANNETTE	ELEMENTARY SPECIALISTS MASTERS	17,746.11		2,758.00	20,504.11
CURTIS	BREE	ELEMENTARY SPECIALISTS MAS+75	93,377.43		4,077.55	97,454.98
DEMAYO	GARY	ELEMENTARY SPECIALISTS MAS+45	95,310.81			95,310.81
DOMBEK	JULIA	ELEMENTARY SPECIALISTS MASTERS	12,091.11			12,091.11
DOMBROSKAS	ROBERT	ELEMENTARY SPECIALISTS BACHELR	70,298.01		2,486.14	72,784.15
FERRANTI	DOROTHY	ELEMENTARY SPECIALISTS MAS+15	90,213.12		898.34	91,111.46
GOLESTANI	SEPIDEH	ELEMENTARY SPECIALISTS MAS+15	46,560.78		1,114.34	47,675.12
JODICE	MARK	ELEMENTARY SPECIALISTS BACHELR	78,104.52		1,125.00	79,229.52
KENNEDY	SUSAN	ELEMENTARY SPECIALIST M+60	99,233.28		1,560.55	100,793.83
MACDONALD	JASON	ELEMENTARY SPECIALISTS MASTERS	85,918.41			85,918.41
MCKEAN	HOLLY	ELEMENTARY SPECIALISTS BACHELR	61,282.71		1,344.54	62,627.25
PARVEN	MICHELLE	ELEMENTARY SPECIALISTS BACHELR	64,182.02		4,469.52	68,651.54
PASCARELLI	JENNEY	ELEMENTARY SPECIALISTS MASTERS	77,327.64		2,300.00	79,627.64
PESTANA	LAURA	ELEMENTARY SPECIALISTS BACHELR	78,104.52			78,104.52
RICE	THOMAS	ELEMENTARY SPECIALISTS MASTERS	85,914.42		6,024.03	91,938.45
ROPER	TIMOTHY	ELEMENTARY SPECIALISTS MASTERS	60,007.14		220.00	60,227.14
THOMPSON	CAITLYN	ELEMENTARY SPECIALISTS MASTERS	57,037.86		1,402.34	58,440.20
WEAVER	JANE	ELEMENTARY SPECIALISTS MAS+75	101,716.20		1,345.14	103,061.34
ZIDES	KRISTIN	ELEMENTARY SPECIALISTS MAS+15	84,474.81		1,080.68	85,555.49
			1,608,645.15	**0.00**	**33,860.36**	**1,642,505.51**
PUPIL SERVICES						
ALLER	KAITLIN	SPECIAL NEEDS TEACHER MASTERS	11,417.16		32.12	11,449.28
ANDERSON	STACEY	SPECIAL NEEDS TEACHER MASTR+15	82,388.80		364.67	82,753.47
BANGERT	CANDICE	OCCUP THERAPIST MASTERS	85,918.41			85,918.41
BARRY	ALLISON	SPECIAL NEEDS TEACHER MASTR+45	78,753.15		1,227.00	79,980.15
BELL	CAROLYN	SPECIAL NEEDS TEACHER MASTR+30	85,059.36			85,059.36
BENHAM	ERIN	SPECIAL NEEDS TEACHER MASTR+45	87,503.49		118.59	87,622.08
BRAMAN-PARIKH	JENNIFER	EVALUATION TEAM LEADER MSTR+45	92,524.50		10,790.73	103,315.23
BRANDE	LAURA	EVALUATION TEAM LEADER MSTR+30	88,560.79		13,032.01	101,592.80
BRIEN	ERIN	SPECIAL NEEDS TEACHER MASTERS	18,276.57			18,276.57
BRITTON	MARYANN	SPECIAL NEEDS TEACHER MASTR+75	101,716.20		1,345.14	103,061.34
BRODSKY	RACHAEL	TEACHER ELL MASTERS +30	16,063.29			16,063.29
BROWN	KATHERYN	SPECIAL NEEDS TEACHER MASTR+60	89,673.21		996.91	90,670.12
BURDETT	JILL	SPECIAL NEEDS TEACHER MASTR+30	68,480.73		337.64	68,818.37
BUTTERFIELD	SARAH	SPEECH THERAPIST MASTERS	69,395.49		198.39	69,593.88
CALDERON	CELINA	TEACHER MIDDLE MASTERS	78,874.56		1,708.80	80,583.36
CALLAHAN	ELIZABETH	SPEECH THERAPIST MASTERS	45,369.36			45,369.36
CARR	HEATHER	SPECIAL NEEDS TEACHER MASTR+15	81,193.77			81,193.77
CAULFIELD	MICHAEL	SPECIAL NEEDS TEACHER MASTERS	69,395.49		2,328.50	71,723.99
CHAKIRIS	JULIA	SCHOOL PSYCHOLOGIST MASTERS+30	79,388.19		1,282.77	80,670.96
CHANG	ALYSSA	SPECIAL NEEDS TEACHER MASTR+15	76,284.72		2,710.67	78,995.39
CIMINELLI	CAITLIN	SPECIAL NEEDS TEACHER MASTERS	61,692.21		5,360.49	67,052.70
CLARK	MARIMARTHA	TEACHER MIDDLE MASTERS +60	97,673.58		1,799.40	99,472.98
COBE	JENNIFER	SPECIAL NEEDS TEACHER MASTR+30	73,399.14		2,088.00	75,487.14
COHEN	ALICIA	SPECIAL NEEDS TEACHER MASTR+75	81,373.05			81,373.05
COLEMAN	NICHOLAS	SPECIAL NEEDS TEACHER MASTERS	58,027.77		170.78	58,198.55
COLLINS	JULIE	SPECIAL NEEDS TEACHER MASTR+45	80,076.06			80,076.06
CRAIG	ASHLEY	SPECIAL NEEDS TEACHER MASTR+30	80,033.58		532.53	80,566.11
CROSS	HANNAH	EVALUATION TEAM LEADER MASTERS	85,918.41		9,280.32	95,198.73
CURLEY	AMANDA	SPECIAL NEEDS TEACHER MASTR+15	81,193.77		4,700.00	85,893.77
D'ANGELO	MARK	SPECIAL NEEDS TEACHER MASTR+60	92,921.58		7,140.00	100,061.58
DAVIS	JACQUELINE	SOCIAL WORKER MASTERS +15	90,213.12			90,213.12
DELUDE	KIMBERLY	SPEECH THERAPIST MASTERS +30	65,252.79			65,252.79
D'HEMECOURT	ELIZABETH	SCHOOL PSYCHOLOGIST MAS+75	75,957.30		3,014.50	78,971.80
DOHERTY	JENNIFER	SPECIAL NEEDS TEACHER MASTR+30	88,497.09		2,195.43	90,692.52
DOOLEY	TONILEE	SPECIAL NEEDS TEACHER MASTR+75	93,377.43		67.48	93,444.91
EARNER	SUSAN	SPECIAL NEEDS TEACHER MASTERS	58,027.77		1,000.00	59,027.77
FELDMAN	LEAH	SPEECH THERAPIST MASTERS +30	74,068.02		2,031.21	76,099.23
FERRARA	JUSTINE	SPECIAL NEEDS TEACHER MASTERS	69,395.49		2,453.21	71,848.70
FLEMING	CHRISTINE	SPECIAL NEEDS TEACHER MASTR+45	68,450.58		7,881.12	76,331.70
FOUTZ	LAUREN	SPECIAL NEEDS TEACHER MASTR+30	88,497.09			88,497.09
FRANCIOSE	JAMES	SPECIAL NEEDS TEACHER MASTERS	85,918.41			85,918.41
FREEMAN	ALISON	PHYSICAL THERAPIST DOCTORATE	44,996.22			44,996.22
FRISWELL	SHEILA	SPECIAL NEEDS TEACHER MASTR+30	62,381.16		9,847.65	72,228.81
GALLIVAN	ALICE	SPECIAL NEEDS TEACHER MASTERS	61,692.21		638.18	62,330.39
GARCIA	KATHRYN	SPECIAL NEEDS TEACHER MASTR+30	94,507.74		18,849.50	113,357.24
GELLER	ANDREA	SOCIAL WORKER MASTERS +30	94,507.74		136.75	94,644.49
GENTILE	MICHAEL	SPECIAL NEEDS TEACHER MASTR+30	46,116.72		462.24	46,578.96
GOLDSMITH	JULIANNE	SPECIAL NEEDS TEACHER MASTR+45	76,996.08			76,996.08
GREELEY	MARK	SPECIAL NEEDS TEACHER MASTERS	57,037.86		120.00	57,157.86
HANNIGAN	SARAH	SPEECH PATHOLOGIST MASTERS +45	78,242.94			78,242.94
HAWKINS	MARY	SPECIAL NEEDS TEACHER MASTR+15	67,368.87		965.88	68,334.75
HENDERSON	SYLWIA	SPECIAL NEEDS TEACHER MASTR+15	71,361.85		954.58	72,316.43
HENLEY	THOMAS	SPECIAL NEEDS TEACHER MASTERS	41,522.04	4,057.53	2,100.00	47,679.57
HOLDASH	PEGGY	SPECIAL NEEDS TEACHER MASTR+45	96,870.51		3,059.26	99,929.77
HOLDREN	JULIA	SCHOOL PSYCHOLOGIST MAS+75	101,716.20		100.00	101,816.20
KANAVAS-DEROCHER	DEANNA	SCHOOL PSYCHOLOGIST MAS +45	96,870.51		4,808.85	101,679.36
KAPETANAKOS	BROOKE	SPEECH THERAPIST MASTERS +30	94,507.74			94,507.74
KIEBISH	CHRISTINA	SPECIAL NEEDS TEACHER MASTR+30	94,507.74		4,500.00	99,007.74
KOCH	KRISTEN	SCHOOL PSYCHOLOGIST MAS +45	76,385.73		1,227.00	77,612.73
KOHA	KELSEY	TEACHER ELL MASTERS	31,639.18			31,639.18
KRIKORIAN	RENEE	OCCUP THERAPIST MASTERS	51,551.10			51,551.10
LAMB	DONNA	SPECIAL NEEDS TEACHER MASTERS	51,884.28			51,884.28
LARKIN	JOHN	SPECIAL NEEDS TEACHER MASTERS	57,037.86		7,619.39	64,657.25
LEBLANC	MICHELLE	SPECIAL NEEDS TEACHER MASTR+15	57,268.08		1,371.70	58,639.78
LENGAUER	THERESA	SPECIAL NEEDS TEACHER MASTERS	66,727.44		72.71	66,800.15
LEVIN-ORKIN	JAMIE	TEACHER ELL MASTERS	39,808.32			39,808.32
LICHODOLIK	JESSICA	SPECIAL NEEDS TEACHER MASTERS	85,918.41		269.52	86,187.93
LIPTAK	KAREN	SPECIAL NEEDS TEACHER MASTR+60	99,233.28		823.12	100,056.40
LUTHER	CARA	SPECIAL NEEDS TEACHER MASTR+30	25,438.14			25,438.14
MACISAAC	KATHLEEN	SPECIAL NEEDS TEACHER MASTR+30	94,507.74			94,507.74
MAKI	BENJAMIN	SPECIAL NEEDS TEACHER MASTR+30	68,480.73		13,889.18	82,369.91
MANFRA	JAMIE	SCHOOL PSYCHOLOGIST MASTERS+30	79,388.19		400.00	79,788.19
MARQUIS	CATHERINE	SPECIAL NEEDS TEACHER MASTR+30	94,507.74			94,507.74
MARSCHER	SHELBY	SCHOOL PSYCHOLOGIST DOCTORATE	28,046.07		306.90	28,352.97

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
MARTINKUS	DANIELLE	SPECIAL NEEDS TEACHER MASTERS	61,692.21		1,264.90	62,957.11
MCAVINN	ANN MARIE	SPECIAL NEEDS TEACHER MASTR+45	91,039.50		666.67	91,706.17
MCCARTHY	JANE	SPECIAL NEEDS TEACHER MASTERS	84,535.20			84,535.20
MIKAELIAN	NEVART	EVALUATION TEAM LEADER MSTR+30	94,507.74		9,264.08	103,771.82
MILLER	MARK	SPECIAL NEEDS TEACHER MASTERS	85,918.41			85,918.41
MITCHELL	ALISON	TEACHER ELL BACHELORS	6,525.70			6,525.70
MITCHELL	MICHELLE	SPECIAL NEEDS TEACHER MASTR+15	62,286.30		63.00	62,349.30
MITCHELL	ERIN	SPECIAL NEEDS TEACHER MASTERS	21,381.21		211.78	21,592.99
MOLINARI-BATES	BARBARA	EVALUATION TEAM LEADER MSTR+45	96,870.51		11,351.29	108,221.80
MOORE	LATANYA	SCHOOL PSYCHOLOGIST MAS+75	95,243.85			95,243.85
MORRILL	ALEXANDRA	SPECIAL NEEDS TEACHER MASTERS	66,489.45		-1,186.43	65,303.02
MORRISON	KRISTINA	SCHOOL PSYCHOLOGIST MASTERS+30	90,267.66			90,267.66
MORRISSEY	MAUREEN	SPECIAL NEEDS TEACHER MASTR+45	95,310.81			95,310.81
MORTARELLI	MARK	NORTH STAR PROGRAM COORDINATOR	85,918.41		21,322.50	107,240.91
MOSCHELLA	KATHLEEN	SPECIAL NEEDS TEACHER MASTR+45	63,940.86		1,202.47	65,143.33
MULCAHY	MICHELLE	SPECIAL NEEDS TEACHER MASTERS	84,267.99			84,267.99
MURPHY	MEGHAN	SPECIAL NEEDS TEACHER MASTERS	40,619.52		122.22	40,741.74
MUSSI	JAIME	TEACHER ELL MASTERS	38,658.79			38,658.79
NAGLE	ELLYN	TEACHER ELL BACHELORS	27,294.35		150.00	27,444.35
NEGOSHIAN	MICHELE	SPEECH THERAPIST MASTERS +30	71,218.98			71,218.98
NEMETH	AMANDA	SPEECH THERAPIST MASTERS +30	94,507.74		1,817.01	96,324.75
NEUGARTEN	MARTI	SPECIAL NEEDS TEACHER MASTR+15	69,441.91		1,317.52	70,759.43
NOLASCO	MEGAN	SPECIAL NEEDS TEACHER MASTERS	20,558.79			20,558.79
O'BRIEN	KATELYN	SPECIAL NEEDS TEACHER MASTERS	19,007.64			19,007.64
O'BRIEN	ANDREA	PHYSICAL THERAPIST MASTERS+45	62,748.99			62,748.99
O'NEILL	KATHRYN	SPECIAL NEEDS TEACHER MASTR+15	64,777.50		922.35	65,699.85
PARIKH	SHEETAL	SPECIAL NEEDS TEACHER MASTR+30	81,573.57			81,573.57
PARKER	JENNIFER	SPEECH THERAPIST MASTERS +30	94,507.74		433.35	94,941.09
PECK	STEVEN	SPECIAL NEEDS TEACHER MASTR+15	90,213.12		566.56	90,779.68
PORTER	ALLON	SPECIAL NEEDS TEACHER MASTR+15	64,777.50		4,666.55	69,444.05
POST	MICHELLE	SPEECH PATHOLOGIST MASTERS +45	85,787.28			85,787.28
PREBENSEN	MEGAN	SPECIAL NEEDS TEACHER MASTERS	57,037.86		195.36	57,233.22
PRICE	CLAUDIA	SPECIAL NEEDS TEACHER MASTR+60	99,233.28			99,233.28
REARDON	MARIA	SCHOOL PSYCHOLOGIST DOCTORATE	104,196.42		10,905.68	115,102.10
RICHARD	KAREN	SPECIAL NEEDS TEACHER MASTERS	77,327.64		243.12	77,570.76
RIGDON	JENNIFER	SPECIAL NEEDS TEACHER MASTR+45	96,870.51		1,048.60	97,919.11
RILEY	EMMA	SPEECH PATHOLOGIST MASTERS +15	15,352.38			15,352.38
ROSENBERG	MARILYN	SCHOOL PSYCHOLOGIST DOCTORATE	83,549.79		240.76	83,790.55
ROSENHAND	ZIVA	OCCUP THERAPIST BACHELOR'S	78,104.52			78,104.52
RUSSELL	KRISTINA	SPECIAL NEEDS TEACHER MASTR+15	72,865.08		350.22	73,215.30
RUSSELL	CAROLINE	SPECIAL NEEDS TEACHER BACHELOR	49,859.28		2,638.00	52,497.28
RUTFIELD	RACHEL	SCHOOL PSYCHOLOGIST MASTERS+30	40,997.16			40,997.16
SABINO	JESSICA	TEACHER ELL BACHELORS	18,689.85		150.00	18,839.85
SALVIA	AMY	PHYSICAL THERAPIST MASTERS	34,367.40			34,367.40
SEIBEL	KERRI	SPECIAL NEEDS TEACHER MASTERS	72,171.99			72,171.99
SELTZER	DIANE	SPECIAL NEEDS TEACHER MASTERS	21,043.68			21,043.68
SEYFARTH	KATHRYN	SPECIAL NEEDS TEACHER MASTR+15	42,327.00		224.05	42,551.05
SILVA	RACHEL	SPECIAL NEEDS TEACHER MASTERS	38,760.84		413.94	39,174.78
STATHAKIS	MEGHAN	TEACHER ELL MASTERS	22,730.79			22,730.79
SULSER	VICTORIA	SPECIAL NEEDS TEACHER MASTR+30	47,629.73			47,629.73
TAYLOR	ABIGAIL	SPECIAL NEEDS TEACHER MASTERS	59,319.63			59,319.63
TERRY	ELIZABETH	SPECIAL NEEDS TEACHER BACHELOR	39,258.99			39,258.99
THOMAS	JANE	SPECIAL NEEDS TEACHER MASTR+45	71,187.93		13,159.03	84,346.96
WAGER	WILLIAM	SPECIAL NEEDS TEACHER MASTR+30	73,399.14		702.00	74,101.14
WALLS	BRYANT	SOCIAL WORKER MASTERS +30	94,507.74			94,507.74
WESTFIELD	BRANDON	PHYSICAL THERAPIST MASTERS	85,918.41		2,031.21	87,949.62
WHITTAKER	DIANE	SCHOOL PSYCHOLOGIST MASTERS+30	85,059.36		5,881.54	90,940.90
WILLIAMS	LAUREN	SPECIAL NEEDS TEACHER MASTR+45	90,708.84			90,708.84
YURRITA	JENNIFER	TEACHER MIDDLE MASTERS +15	81,193.77			81,193.77
ZAPPI	KAYLA	SPECIAL NEEDS TEACHER MASTR+30	64,895.78		1,232.04	66,127.82
ZIEGLER	ANNETTE	SOCIAL WORKER MASTERS +60	99,506.52		2,031.21	101,537.73
			9,375,188.44	**4,057.53**	**254,313.40**	**9,633,559.37**
GUIDANCE						
ANCONA	AMY	GUIDANCE COUNSELOR MASTERS	29,098.86			29,098.86
CAIRNEY	AIMEE	GUIDANCE COUNSELOR MASTERS	64,161.09		5,726.14	69,887.23
CONESA	ISABEL	GUIDANCE COUNSELOR MASTERS +30	94,507.74		2,052.72	96,560.46
CRAWFORD	MELISSA	GUIDANCE COUNSELOR MASTERS	47,158.56		684.12	47,842.68
DALTON-THOMAS	KAREN	GUIDANCE COUNSELOR MASTERS	85,918.41		11,894.50	97,812.91
D'ANTONIO	JENNIFER	GUIDANCE COUNSELOR MASTERS +15	80,309.71		2,170.76	82,480.47
FINOCCHI	ELIZABETH	GUIDANCE COUNSELOR MASTERS+45	85,183.70		2,411.98	87,595.68
GARDNER	JANE	GUIDANCE COUNSELOR MASTERS +15	75,779.91		2,802.06	78,581.97
GARRY	RANDALL	GUIDANCE COUNSELOR MASTERS +30	92,693.16		6,933.27	99,626.43
GILROY	ALISON	GUIDANCE COUNSELOR MASTERS	61,588.36		1,783.52	63,371.88
GRAY	ADAM	GUIDANCE COUNSELOR MASTERS +15	76,284.72		8,301.25	84,585.97
GREENHOLT	SHARON	GUIDANCE COUNSELOR MASTERS +15	75,779.91		4,333.32	80,113.23
HANNA	BRITTANY	GUIDANCE COUNSELOR MASTERS	38,894.63		2,709.58	41,604.21
HELLER	RAYMOND	GUIDANCE COUNSELOR MASTERS +15	67,368.87		2,893.28	70,262.15
KIRITSY	TARA	SCHOOL PSYCHOLOGIST MAS+75	101,716.20			101,716.20
KRUSKAL	MEIRA	GUIDANCE COUNSELOR MASTERS	30,266.14		1,092.21	31,358.35
LOFTUS	LAURA	GUIDANCE COUNSELOR MASTERS +30	56,704.59		2,075.78	58,780.37
MACDONALD	MELISA	GUIDANCE COUNSELOR MASTERS +15	73,605.88		2,344.84	75,950.72
MEISNER	MARIA	GUIDANCE COUNSELOR MASTERS	56,711.70		1,167.65	57,879.35
MORIN	KELLY	GUIDANCE COUNSELOR MASTERS +30	85,059.36		5,540.76	90,600.12
PAPASSO	NICOLE	GUIDANCE COUNSELOR MASTERS +30	86,761.71		7,550.39	94,312.10
RODRIGUEZ	CHRISTIAN	GUIDANCE COUNSELOR MASTERS +30	25,438.14		9,357.97	34,796.11
SIMONI	COURTNEY	GUIDANCE COUNSELOR MASTERS	59,319.63		908.46	60,228.09
			1,550,310.98	**0.00**	**84,734.56**	**1,635,045.54**
SCHOOL LIBRARIES						
BLOOM	AMY	TEACHER MIDDLE MASTERS	78,082.72		6,386.60	84,469.32
MCDONALD	TARA	MEDIA SPECIALISTS MASTERS +30	94,507.74		7,124.31	101,632.05
ROTKIEWICZ	KATHERINE	TEACHER MIDDLE MASTERS	84,267.99		837.95	85,105.94
			256,858.45	**0.00**	**14,348.86**	**271,207.31**
TITLE I						
BICKNELL	KAREN	TITLE 1 TEACHER	23,684.88		352.44	24,037.32
DALY	EMILY	SUBSTITUTE LONG TERM TITLE I	23,581.11		460.31	24,041.42
DANNIN	JENNIFER	TITLE 1 TEACHER	31,759.25		574.36	32,333.61
KISER	DANIEL	TITLE 1 TEACHER	2,178.85		24.70	2,203.55
LIPOMA	JENNIFER	TITLE 1 TEACHER	29,951.69		566.53	30,518.22
MARTINO	ERIN	TITLE 1 TEACHER	7,875.50		148.22	8,023.72
MCCARTHY	KAREN	TITLE 1 TEACHER	14,666.47		1,488.80	16,155.27
NICOLAZZO	ANTONIO	TITLE 1 TEACHER	7,738.21		147.00	7,885.21
YEE	THERESA	TITLE 1 TEACHER	30,166.52		730.30	30,896.82
			171,602.48	**0.00**	**4,492.66**	**176,095.14**
SUBSTITUTE - LONG TERM						
ADAMS	JAMELE	PERMANENT SUB TEACHER HOURLY	560.00			560.00
BEMBERY	EDWARD	SUB TEACHER & NURSE LONG TERM	9,620.00			9,620.00
BREEN	KATHLEEN	SUB TEACHER & NURSE LONG TERM	9,050.00			9,050.00
CHAFKIN	SARA	SUB TEACHER & NURSE LONG TERM	9,050.00			9,050.00
CHASE	DEBORAH	SUB TEACHER & NURSE LONG TERM	6,621.44			6,621.44

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
COOPER	LINDA	PERMANENT SUBSTITUTE TEACHER	22,898.00			22,898.00
CORCORAN	ERIN	SUB STDNT S/FACILITATOR LNG/TM	8,833.00			8,833.00
CULE	ALVANA	PERMANENT SUBSTITUTE TEACHER	17,894.52			17,894.52
DECHRISTOFORO	JOHN	PERMANENT SUB TEACHER HOURLY	37,887.12			37,887.12
FADNESS	PETER	SUB TEACHER & NURSE LONG TERM	10,567.00			10,567.00
GANONG	JOANN	SUB TEACHER & NURSE LONG TERM	24,986.85			24,986.85
HARRISON	JOHN	SUB TEACHER & NURSE LONG TERM	3,515.00			3,515.00
HAVILAND	BOBBI JO	SUB TEACHER & NURSE LONG TERM	9,642.00		1,448.00	11,090.00
HENKEN	JULIA	PERMANENT SUBSTITUTE TEACHER	25,154.79		1,560.00	26,714.79
KUPIEC-DAR	YAEL	SUB TEACHER & NURSE LONG TERM	2,035.00			2,035.00
LENGAUER	MIRJAM	SUB TEACHER & NURSE LONG TERM	10,498.00			10,498.00
MURPHY	CHRISTINE	SUB TEACHER & NURSE LONG TERM	5,430.00			5,430.00
MURPHY	JESSICA	SUB STDNT S/FACILITATOR LNG/TM	3,993.00			3,993.00
RODRIGUEZ	MICHELLE	PERMANENT SUBSTITUTE TEACHER	7,623.00			7,623.00
RUSSO	STEPHANIE	SUB TEACHER & NURSE LONG TERM	185.00			185.00
SEMENSI	MIA	ASAP INSTRUCTOR	13,667.39	1,849.39	310.00	15,826.78
THYNE	SAMANTHA	SUB TEACHER & NURSE LONG TERM	11,100.00		150.00	11,250.00
VAIL	KAREN	SUB TEACHER & NURSE LONG TERM	11,131.50		362.00	11,493.50
WALSH	BARTHOLOMEW	SUB TEACHER & NURSE LONG TERM	12,851.00			12,851.00
			274,793.61	**1,849.39**	**3,830.00**	**280,473.00**
SUBSTITURES						
ALEXANDER	NOVAL	SUBSTITUTE TEACHER & PARA 1-15	208.00			208.00
ALHADI	SABA	SUB TEACHER & PARA + 15 DAYS	6,335.00			6,335.00
ALTERIO	MADELEINE	SUB TEACHER & PARA + 15 DAYS	345.00			345.00
ANDERSON	KAREN	SUBSTITUTE NURSE	2,364.00			2,364.00
BALBEN	CATHERINE	SUB TEACHER & PARA + 15 DAYS	13,283.00			13,283.00
BARBO	ANN	SUB TEACHER & PARA + 15 DAYS	6,258.00			6,258.00
BARR	SANDRA	SUB TEACHER & PARA + 15 DAYS	230.00			230.00
BIAGI	JANE	SUB TEACHER & PARA + 15 DAYS	8,562.29			8,562.29
BROOKS	MARVA	SUBSTITUTE TEACHER & PARA 1-15	115.00			115.00
BURNES	ANNMARIE	COACHING STAFF			8,594.44	8,594.44
CACIA	CHRISTINA	COACHING STAFF			14,666.96	14,666.96
CANNEY	CAROLINE	ASAP SUBSTITUTE STAFF	1,069.10			1,069.10
CARADONNA	MARIE	TUTOR/HOMEBOUND	1,612.00			1,612.00
CARPENTER	ALISON	SUB STDNT S/FACILITATOR LNG/TM	13,645.36		142.26	13,787.62
CHAMMAS	SYLVIE	SUBSTITUTE TEACHER & PARA 1-15	936.00			936.00
CHAUDHARY	MANISHA	SUB STDNT S/FACILITATOR LNG/TM	10,374.50		54.00	10,428.50
CLIFF	JESSICA	COACHING STAFF			3,997.86	3,997.86
COHEN	PAULA	SUB TEACHER & PARA + 15 DAYS	16,516.40			16,516.40
COLBY	WENDY	SUBSTITUTE TEACHER & PARA 1-15	561.00			561.00
COLLINS	ALEXANDRA	COACHING STAFF	1,390.00			1,390.00
CONNORS	ANNE	TUTOR/HOMEBOUND	8,243.87			8,243.87
CURNS	SHERRY	SUB TEACHER & PARA + 15 DAYS	694.00			694.00
CURNS	DONALD	SUB TEACHER & PARA + 15 DAYS	577.00			577.00
DASILVA	DEBRA	PARA - NO DEGREE	5,442.87			5,442.87
DENNIS	JUDITH	SUBSTITUTE NURSE	19,130.20			19,130.20
DOHERTY	SUSAN	SUBSTITUTE TEACHER & PARA 1-15	23,737.49			23,737.49
DONER	SAM	COACHING STAFF			8,154.00	8,154.00
DONNELLY	SARAH	SPECIALTY ADVISOR			6,860.00	6,860.00
DOUCETTE	NICOLE	SUBSTITUTE TEACHER & PARA 1-15	816.00			816.00
DREISBACH	DAWN	SUB TEACHER & PARA + 15 DAYS	8,986.94			8,986.94
FAIR	KEVIN	COACHING STAFF			2,857.00	2,857.00
FALLON	PATRICIA	SUBSTITUTE TEACHER & PARA 1-15	2,903.50			2,903.50
FELDMAN	DENA	SUBSTITUTE TEACHER & PARA 1-15	255.00			255.00
FRUTKOFF	CAROL	SUB TEACHER & PARA + 15 DAYS	3,882.50			3,882.50
GARABADIAN	KATHRYN	SUBSTITUTE TEACHER & PARA 1-15	894.00			894.00
GASKINS	EMILY	INSTRUMENTAL MUSIC INST PRIVAT	621.50			621.50
GAVELIS	ANTHONY	SUB TEACHER & PARA + 15 DAYS	10,721.00			10,721.00
GIFFORD	ALEXANDRIA	COACHING STAFF			5,125.20	5,125.20
GOLD	ESTA	SUB TEACHER & PARA + 15 DAYS	9,839.00			9,839.00
GORODETSKY	AMY	TUTOR/HOMEBOUND	1,980.66			1,980.66
GRANGER	DIANE	SUBSTITUTE TEACHER & PARA 1-15	718.00			718.00
GUARENTE	THOMAS	COACHING STAFF			5,145.90	5,145.90
GUARINO	TANNER	COACHING STAFF			8,289.90	8,289.90
HAM	CARROLL	SUB TEACHER & PARA + 15 DAYS	2,415.00			2,415.00
HANNON	JOAN	SUBSTITUTE TEACHER & PARA 1-15	7,543.50			7,543.50
HARDING	LINDA	SUB TEACHER & PARA + 15 DAYS	230.00			230.00
HARLESS	ROBERT	COACHING STAFF			3,364.00	3,364.00
HARVEY	ALEXIS	COACHING STAFF			3,553.86	3,553.86
HAUGHTON	NYISHA	SUBSTITUTE TEACHER & PARA 1-15	4,101.44			4,101.44
HEALY	PAUL	SUB TEACHER & PARA + 15 DAYS	6,022.00			6,022.00
HERNANDEZ	BRITTANY	COACHING STAFF			1,098.00	1,098.00
HOROWITZ	KAREN	SUB TEACHER& PARA +91 DAYS	14,513.50			14,513.50
HUG	SHARON	SUB TEACHER & PARA + 15 DAYS	6,537.50			6,537.50
HUGHES	JOHN	SUB TEACHER & PARA + 15 DAYS	13,673.10			13,673.10
HWANG	SUSAN	SUB TEACHER & PARA + 15 DAYS	460.00			460.00
HYMES	JENNIFER	SUB TEACHER & PARA + 15 DAYS	5,157.50			5,157.50
IHLOFF	ROBERT	COACHING STAFF			8,289.90	8,289.90
JACHOWICZ	JESSICA	SUBSTITUTE TEACHER & PARA 1-15	1,483.00			1,483.00
JACOBS	LEE	SUBSTITUTE TEACHER & PARA 1-15	5,946.50			5,946.50
JACOBS	JON	COACHING STAFF			2,825.68	2,825.68
JANDA	SAMANTHA	COACHING STAFF			4,171.36	4,171.36
JENKINS	GEORGE	COACHING STAFF			9,138.68	9,138.68
KAPLAN	ERIC	COACHING STAFF			7,746.30	7,746.30
KAPLAN	MAUREEN	SUBSTITUTE TEACHER & PARA 1-15	204.00			204.00
KEAVENY	HEATHER	COACHING STAFF	3,364.00			3,364.00
KELLY	JAMES	COACHING STAFF			3,957.60	3,957.60
KHAEMBA	JANET	COACHING STAFF			7,188.84	7,188.84
KIMLER	HANNAH	SUB TEACHER & PARA + 15 DAYS	2,185.00			2,185.00
KNAPP	MARK	COACHING STAFF			1,879.86	1,879.86
LAMB	THOMAS	COACHING STAFF			4,708.00	4,708.00
LEBLANC	EILEEN	COACHING STAFF			12,206.78	12,206.78
LEBRUN	KERIN	SUBSTITUTE TEACHER & PARA 1-15	1,377.00			1,377.00
LEE	WILLIAM	SUBSTITUTE TEACHER & PARA 1-15	1,144.00			1,144.00
LEONE	SANDRA	SUBSTITUTE TEACHER & PARA 1-15	9,771.00			9,771.00
LIBBY	JEFFREY	COACHING STAFF			4,171.36	4,171.36
LIEBERMAN	MELANIE	SUBSTITUTE TEACHER & PARA 1-15	624.00			624.00
LODI	MATTHEW	COACHING STAFF			5,308.98	5,308.98
MAK	AMY	SUB TEACHER & PARA + 15 DAYS	2,530.00			2,530.00
MANNA	M. PETER	SUB TEACHER & PARA + 15 DAYS	4,642.00			4,642.00
MAURER	JOANNE	SUB TEACHER & PARA + 15 DAYS	1,735.00			1,735.00
MCCARTHY	BRETT	COACHING STAFF			5,588.40	5,588.40
MCDOWELL	KURT	COACHING STAFF			4,940.00	4,940.00
MCGUIRE	PAUL	SUB TEACHER & PARA + 15 DAYS	4,063.00			4,063.00
MCMAHON	KARA ANN	COACHING STAFF			2,717.00	2,717.00
MCTAGUE	BARBARA	SUB TEACHER & PARA + 15 DAYS	17,734.16			17,734.16
MEISNER	ANNE	COACHING STAFF			6,515.20	6,515.20
MORIN	ANDREW	SUBSTITUTE NURSE	2,572.00			2,572.00
MUNDY	PETER	NHS STUDENT SUPERVISOR	25,702.41		10,415.66	36,118.07

Employee Last Name	Employee First Name	Job Title	Base	OT	Other	Employee Gross
O'LEARY	COLLEEN	SUBSTITUTE TEACHER & PARA 1-15	14,583.00			14,583.00
O'REILLY	SHEILA	PARA - NO DEGREE	13,257.20		250.00	13,507.20
PACHECO	NICHOLAS	SUBSTITUTE TEACHER & PARA 1-15	520.00			520.00
PERISTERE	SUSAN	SUBSTITUTE NURSE	4,336.00			4,336.00
PRENDERGAST	PATRICK	COACHING STAFF			1,879.86	1,879.86
PRICE	MARIA	SUBSTITUTE TEACHER & PARA 1-15	208.00			208.00
REEVES	JEAN	SUBSTITUTE TEACHER & PARA 1-15	7,415.52			7,415.52
RODRIGUEZ	DANIELLE	SUBSTITUTE TEACHER & PARA 1-15	408.00			408.00
ROGERS	RUSTY	COACHING STAFF			5,402.12	5,402.12
ROONEY	VALERIE	SECRETARIES - RETIRED SUBS	5,771.30			5,771.30
ROONEY	LINDSEY	COACHING STAFF			4,262.52	4,262.52
SANDLER	CELIA	SUBSTITUTE TEACHER & PARA 1-15	553.40			553.40
SAVILONIS	MARSHA	PARA - NO DEGREE	17,349.20		2,977.98	20,327.18
SEMONIAN	SELENA	SUBSTITUTE NURSE	4,346.00			4,346.00
SHADDOCK	STEPHEN	COACHING STAFF			3,825.68	3,825.68
SHAGORY	EDWARD	SUB TEACHER & PARA + 15 DAYS	12,167.00			12,167.00
SHEPARD	DOUGLAS	SUB TEACHER & PARA + 15 DAYS	6,475.00			6,475.00
SINCLAIR	CHAD	COACHING STAFF			2,242.64	2,242.64
SLATTERY	RICHARD	COACHING STAFF			3,466.00	3,466.00
SLETZINGER	JUDITH	SUB TEACHER & PARA + 15 DAYS	466.00			466.00
SLOAN	ASHLEY	COACHING STAFF			21,111.86	21,111.86
SMITH	JULIET	SUBSTITUTE TEACHER & PARA 1-15	2,297.00			2,297.00
STANLEY	MICHAEL	COACHING STAFF			9,048.44	9,048.44
STEWARDSON	KYLE	SUBSTITUTE TEACHER & PARA 1-15	11,330.50			11,330.50
STEWART	KIRSTEN	COACHING STAFF			2,376.00	2,376.00
SUGRUE	MATTHEW	SUBSTITUTE TEACHER & PARA 1-15	2,645.00			2,645.00
SUXHO	PETRAQ	COACHING STAFF			18,642.88	18,642.88
SZCZEPANEK	MARGARITA	SUB TEACHER& PARA +91 DAYS	37,528.21		2,052.37	39,580.58
TAGER-DOLAT	LAURIE	SUB TEACHER & PARA + 15 DAYS	2,715.50			2,715.50
TAHMILI	ANGELA	SUBSTITUTE FOOD SERVICE WRKER	712.98			712.98
THOMAS	KEVIN	COACHING STAFF			6,333.52	6,333.52
TIERNEY	CAROLINE	SUBSTITUTE NURSE	185.76			185.76
TOWNSEND	MOREY	COACHING STAFF			3,027.00	3,027.00
VANG	ELLIOTT	PERMANENT SUBSTITUTE TEACHER	13,153.50		503.85	13,657.35
WABER	PAUL	SUBSTITUTE TEACHER & PARA 1-15	624.00			624.00
WAINWRIGHT	DAVID	COACHING STAFF			9,564.78	9,564.78
WALKER	DAVID	SUB TEACHER & PARA + 15 DAYS	14,740.50			14,740.50
WARD	CHRISTINE	SUBSTITUTE TEACHER & PARA 1-15	1,035.00			1,035.00
WINN	SHARON	TUTOR/HOMEBOUND	4,254.31			4,254.31
WRIGHT	JEFFREY	COACHING STAFF			3,298.00	3,298.00
WYNN	MELANEE	ASAP SUB INSTRUCTOR	1,337.41			1,337.41
YANCEY	JENNIFER	COACHING STAFF			5,681.54	5,681.54
YOUNG	MARIA	SUB TEACHER & PARA + 15 DAYS	3,025.00			3,025.00
ZIRLEN	JULIANNE	SUBSTITUTE TEACHER & PARA 1-15	931.60			931.60
			513,350.68	**0.00**	**279,620.02**	**792,970.70**

Town of Natick

Revolving Funds

Fund #	Motion	Revolving Fund	Spending Authorization FY 2018	Starting Balance 7/1/2017	Revenues	Expenditures	Balance 1/1/2018
2002	A	DPW Surplus Vehicle/Purchase Acct.	$200,000	$428,264	$46,562	($15,000)	$459,826
2005	B	Morse Institute Library Materials	$85,000	$3,014	$12,565	($505)	$15,862
2006	C	Morse Institute Library Equipment & Maintenance	$25,000	$6,792	$2,775	($60)	$9,507
2007	D	Community - Senior Center Equipment & Maintenance	$75,000	$83,625	$29,746	($41,446)	$71,925
2008	E	Board of Health Immunization	$40,000	$57,664	$10,745	($22,587)	$45,822
2009	F	Community - Senior Center Programs	$95,000	$88,357	$60,059	($58,700)	$89,716
2010	G	BOH Regional Coalition Tobacco Control	$25,000	$33,520	$300		$33,820
2011	H	Pay for Performance - Energy Rewards	$25,000	$0	$2,568		$2,568
2012	I	Tax Title Collection	$100,000	$76,175	$20,927	($10,462)	$86,640
2013	J	Curbside Compost collection	$20,000	$3,842	$2,305		$6,147

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

Please visit http://natickma.gov/730/Contact-Us for a complete Town Directory