

# Section I

*Reports From Town Departments, Committees, Boards  
and Commissions*



## General Government

### ***BOARD OF SELECTMEN & TOWN ADMINISTRATOR***

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2010 was a busy year of transition and achievement for the Board of Selectmen. Over the course of 45 meetings, the Board addressed issues relating to town leadership, policies, budgets, collaboration and planning, transportation, infrastructure, and major capital projects, and taxes, fees and other revenue to support town operations and investment. For matters significant and routine, the Board is honored to serve the residents and taxpayers of the Town in our volunteer role as the chief elected officials.

Among the milestones of the year, the Board bid farewell to John Ciccariello and Kristine Van Amsterdam, who did not seek re-election in March, and welcomed new member Paul Joseph and returning member Charles Hughes. The Board voted to re-appoint Martha White as Town Administrator in December; to appoint Paul Carew as Veteran's Service Officer in March, and to appoint Karen Kucala as Town Comptroller in August. In November, the Board also received a list of four finalists for Police Chief from a screening committee that had been established in June. The finalists were interviewed in December, and the Board voted to appoint Chief James Hicks of Bedford at its meeting on January 3, 2011.

The Selectmen also met jointly with other elected Town boards to fill vacancies on the Board of Health, School Committee and Planning Board, as well as filling a vacancy on the Housing Authority Board, and made numerous other appointments of both long-time and recent residents of the Town to help ensure broad citizen participation in local government.

The Board received a comprehensive report prepared by the Town Administration that considered alternative service delivery models for the Fire Department's ambulance service. The recommendation, endorsed by the Board, was to maintain the service in its current configuration, but to continue to explore ways to improve quality and increase revenues. A new ambulance billing service was also retained to address these goals. The Administration is in the process of additional studies to explore consolidation of facilities maintenance, and to consider the delivery of human services.

The Board voted to call a Special Town Meeting for the primary purpose of considering two major capital projects, and to also bring to the voters at the 2010 Town Election two debt exclusion ballot questions to fund these projects. One would authorize a new Natick High School to replace the building that has served the town since 1954. The second would construct a new Community/Senior Center to replace the Kennedy Senior Center that has been located in the former Lincoln Elementary School for many years. Both projects were approved at Town Meeting and by the voters at the March ballot.

The budget was among the foremost concerns of the Selectmen, as in almost every municipality during these challenging economic times. Through careful financial management, the Town managed to maintain most services and to fund an increase in the town's stabilization fund. To help achieve a relatively high degree of financial security, most town and school unions and non-union personnel agreed to a zero percent Cost of Living Adjustment for fiscal 2011.

This spirit of careful planning and budgeting carried over into bargaining for Fiscal Year 2012, in which the great majority of labor unions agreed to so-called "rate saver" health insurance

plans, which are significantly less expensive to the Town. This negotiated change will produce long-term savings for taxpayers in comparison to traditional municipal health insurance plans, while preserving employee's health care and economic security.

Many initiatives of the Board were determined at the first retreat in many years, held in May at offices of the Community Farm. The Board set forward an ambitious agenda with many goals that were largely completed or well underway by year end. These goals included progress or decisions on real property, personnel, strategic planning, economic development, Board policies, committee appointments, the 2011 Vietnam Moving Wall visit to Natick, and a range of articles for Town Meeting.

Other important events for the Board included a presentation from the Natick Soldier Systems Center of their long-term master plan to revamp and improve the campus of the only active Army base in New England; a Veteran's Appreciation Event hosted at the NSSC and jointly staffed by the Selectmen and School Committee; dedication of town squares to veteran's under the direction of the Veteran's Service Officer.

The Town held discussions with the National Guard to consider joint use of the Speen Street site for public safety and public works uses, and worked with state agencies and public utilities to address a critical failure of a drainage culvert on Speen Street near Route 135. The latter project is underway with completion scheduled for late Winter or early Spring 2011. The Town also approved an amendment to the Verizon Cable TV license to help ensure completion of the company's cable network in Natick.

The Board adopted a financial incentive to the Town's residential building permit fee structure to encourage "visitability," or a specific set of building features that will make a home accessible to persons with disabilities.

It is the Board's honor to serve the community to ensure delivery of quality services, affordable taxes, fees and rates, and to ensure that citizens are treated with respect and welcome in dealings with local government. Through opportunities to speak at scheduled meetings, officer hours, volunteer appointments and excellent service, the Board always welcomes the input, suggestions and ideas of residents and taxpayers.

Respectfully submitted,

Joshua Ostroff, Chair

## ***DIRECTOR OF PERSONNEL***

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During the first full year of employment, the Personnel Director oversaw the acceptance and processing of over 350 applications for a variety of vacancies, in many Town departments, including the Comptroller's Office, the Council on Aging, the Board of Health, the Public Works Department, the Fire Department and the Police Department. Among these many positions included the selection of a new Comptroller, Assistant Director for Council on Aging, a Volunteer Coordinator for the Council on Aging, Building Monitor for the COA, and culminated with the recently appointed Chief of Police. Included within the above process for said positions was the proper advertising, with each at a minimum advertised on the Town's website under Employment Opportunities to ensure fair and equal access to employment with the Town.

Working with the Personnel Board, the Director implemented the following policies applicable to the Town's workforce:

- The Telecommunications Access and Use Policy which outlines what employees can and can't do pertaining to the usage of electronic equipment provided by the Town during their course of employment.
- The CORI (Criminal Offender Record Information) policy pertaining to background checks on employment applicants.
- The Town's first FMLA ( Family Medical Leave Act) policy with guidelines as to how and why it is to be utilized, and the distribution to all employees of the Town's policy regarding Sexual Harassment , and the procedures to follow if one believes he/ she is a victim of such.

Furthermore, the Director in conjunction with the Town Administrator and Personnel Board oversaw the implementation of all Pay Plan members participating in a full analysis of their position descriptions, resulting in the revision of many said positions into a revised format, as well as, the completion of both self reviews, and management reviews of all Pay Plan members. In addition, the Personnel Board and Director undertook a salary review of twenty-six positions from the pay plan as compared to twelve neighboring similar communities to illustrate our ability to attract and retain qualified staff in said positions.

The Director was also part of the Town's negotiating team, along with the Town administrator who successfully negotiated the implementation of Rate Saver health plans among seven of the Town's nine bargaining units.

In addition to the above, I am pleased to announce a number of firsts that were implemented in the past year, including:

- The first employee cookout
- The monthly Lunch & Learn Seminar Series
- The implementation of the formal Exit Interview process, and
- Several wellness initiatives including the Weight Watchers at Work program, and in conjunction with the Deputy Town Administrator, monthly nutrition/ cooking demonstrations and wellness lectures.

We are also embarking upon collaboration between the School Department and the Town to provide to Town employees training in both Word and Excel to enhance their capabilities in meeting the ever changing roles of their employment needs.

Ongoing work with the personnel board and Town Administrator will focus on reviewing

and providing recommendations to Spring Town Meeting pertaining to proposed revisions to article XXIV, which outlines benefits provided to Pay Plan members; as well as continued collective bargaining initiatives, as well as, the research and development of additional personnel policies, training and consultation to the Town's Department Heads pertaining to employee issues.

Respectfully submitted,

Richard Tranfaglia, Director

### ***TOWN COUNSEL***

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2010 was a zesty year for legal issues. The primary areas where Town Counsel services were needed include By-Laws, Charter, conservation, contracts, elections, liquor licenses, open meeting law, public record, real estate, subdivision control, town meeting, and frequent consultation with and advice to Town of Natick personnel.

Town Meeting voted to appropriate money to construct, equip and furnish a new Community/Senior Center; to appropriate money to construct, equip and furnish a new High School, and for related architectural services; to amend the local room occupancy tax to six (6%) percent; to amend three (3) Home Rule Charter articles (which amendments will be on the 2011 Town Election ballot); to amend fourteen (14) By-Law articles; to amend five (5) Zoning By-Law articles; to acquire land next to Fire Station No. 4; to consolidate School and Town administrative functions, including but not limited to financial, IT, personnel, facilities and maintenance functions; and to authorize the Board of Selectmen to submit two (2) home rule petitions, one (1) to increase the maximum term from three (3) years to five (5) years for an employment contract with the Chief of Police, and one (1) to authorize a lease of the East School property for a term not to exceed ninety-nine (99) years.

Procurement documents and contracts were reviewed for: Recreation and Parks Department transportation services; ambulance billing, collection and deposit services, design services for the Route 9/Route 27 intersection and the Route 9/Oak Street intersection; design development services for the new Community/Senior Center; construction of the new Community/Senior Center; purchase of diesel fuel and gasoline; restoration of the Civil War Monument; consulting services to design and conduct an assessment center for selection of a police chief; Active Directory Windows 2008 and Exchange 2007 Migration and Server Build; golf course operation and maintenance services; collection and disposal of pharmaceutical waste; FIOS Services; group and individual mental health counseling; environmental monitoring at the former landfill and at the golf course; landfill gas flaring system monitoring, reporting and operation; licensed site professional services at Town-owned MCP sites; administration of the Town's Section 457 Retirement Plan and OBRA 457 administration plan; lease of school space to Natick Extended Day, Inc.; a mutual cooperation agreement for the HOME Improvement Partnerships Program; an amendment to the open space and recreation plan update; Prime Park Pump Station rehabilitation; rehabilitation of the Town Forest and Broad Hill Reservoirs; and roadway improvements.

Two (2) zoning cases were resolved in 2010 in which the decision of the Zoning Board of Appeals remains in effect. One (1) conservation case and one (1) real estate tax case were

resolved. Seventeen (17) cases were pending at the end of 2010 in which this firm is involved including one (1) real estate case, fourteen (14) zoning cases, one (1) water case, and one (1) workers' compensation case.

Edward Devereaux and Renzo (Larry) Franceschi passed away in 2010. I had the pleasure of working with Ed for eleven (11) of his twenty-five (25) years as Town Clerk, and working with Larry for thirteen (13) of his fifteen (15) years on the Planning Board. They were dedicated public servants to whom the Town of Natick is deeply indebted.

Our firm, Murphy, Hesse, Toomey & Lehane, LLP, is a law firm of thirty-one (31) lawyers. My partner David DeLuca, associates Karis North, Bryan LeBlanc, Brandon Moss and Lauren Galvin, and Paralegals Paula Rivera and Bryanne Tartamella also worked on Town Counsel matters during 2010. We thank the Board of Selectmen, Martha White, Michael Walters Young, Donna Challis, Maureen Fleming, Ann Wiles and all Town of Natick employees and members of boards, commissions and committees for the courtesy and assistance which you have extended to us. We are grateful to the Board of Selectmen for the privilege of working with and for the Town of Natick.

MURPHY, HESSE, TOOMEY & LEHANE, LLP

By:

John P. Flynn

### ***TOWN CLERK***

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Office Hours: Monday through Friday 8 AM -5 PM

In 2010 the office administered the Town census (street listing) to 15,847 households. The information gathered through the annual Town census is used to update the annual list of residents. Distribution of the Town census and compilation of the data is required by the Massachusetts General Laws. Although completely separate, this year the Clerk's office helped the Federal Census takers access publicly available data when necessary. The local results of the Federal census should be available in the spring of 2011.

There were two Special Town Meetings held in early 2010, the first convened on January 26 and the second on February 23. The meetings addressed the adoption of a local option hotel/motel tax, the funding of a new Community/Senior Center and funding a new Natick High School. Spring Annual Town Meeting convened on April 27, 2010 and Town Meeting took action on the 48 warrant articles including the Fiscal Year 2011 omnibus budget. Town Meeting lasted six sessions and dissolved on May 20, 2010. The Fall Annual Town Meeting convened on October 19, 2010 and Town Meeting took action on 36 warrant articles. Town Meeting lasted seven sessions and dissolved on November 16, 2010.

The Clerk's office requested \$100,000 as part of the capital expenditures voted on during the 2010 Fall Annual Town Meeting. The capital request was to begin the restoration and preservation of documents maintained by the Clerk's office. Some of these documents date back to the 1700's and are permanent records of our community. This is the first year of a multi-year project. The job will be bid in early 2011.

During the course of this year the Clerk's office was able to obtain funding to store and preserve thirty years of Town Meeting minutes. These documents are permanent legal records of the community and are often accessed and therefore it is imperative that they are preserved and maintained. In addition, funding was obtained to correctly store and preserve 10 years of marriage records.

In July 2010, the Town Clerk's office was responsible for implementing the new Open Meeting Law including adopting a posting method to comply with a new requirement that all public meeting notices be available to the public twenty four hours a day 7 days a week. After considering various options, the decision was made to continue to post all meeting notices in Town Hall on the public bulletin board and to post all notices on the Town of Natick official website in the public meeting calendar. To assure compliance with the law, the Town placed a computer kiosk in the Police Station which allows a resident to access the information at any time as the Police Station does not close. The Clerk's office scheduled several training sessions for staff and volunteers to review and understand the new law. The Town of Natick received approval from the Attorney General's Office for our posting method.

During the course of this year, the Clerk's office streamlined the internal processes for death certificates and cash receipts. Both of these changes will help ensure accurate and timely information. The Office of the Town Clerk, acting as the Town's Registrar of Vital Records recorded 389 births, 354 deaths and 188 marriages in 2010. In addition the office licensed 2,657 dogs during the year.

I would like to thank the Board of Registrars: Robert Awkward, Donna Lambert and Nancy Northgraves for their assistance during the elections. I would also like to thank our tireless volunteers: Helen O'Malley and Adele Rosenthal. I especially would like to thank the staff in the Clerk's office: Deb Blatz, Kerry Graveline and Nancy Hansen for their tireless work and effort but especially for the support they have given me since I became Town Clerk in April.

Respectfully submitted

Diane B. Packer, Town Clerk

### ***BOARD OF REGISTRARS***

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During 2010 the Board of Registrars, working with the Town Clerk's office, conducted six elections and a recount. This was an extraordinary number of elections for one year. During the year the Board of Registrars conducted two training sessions for election workers. One was conducted by a staff member of the Secretary of the Commonwealth's Election Division.

In September the Board of Registrars, in conjunction with the Natick League of Women Voters, conducted a voter registration drive at Natick High School. Throughout the course of 2010, the Board of Registrars registered 673 new voters.

In January 2010, there was a special election to determine the U.S. Senator for the state of Massachusetts. Voter turnout was 64% and Scott Brown won. During the Annual Town Election in March 2010, there were two debt exclusion questions on the ballot and voter turnout was 38%. Both debt exclusion questions, one for a new high school and the other for a new community/senior center passed. In April and May, respectively, there was a special

primary and regular election to fill the Senator in General Court seat which was vacated when Scott Brown became a U.S. Senator. These elections were only held in precincts 6, 7, 9, and 10 as those are the precincts represented by that seat. In September 2010, after the state primary a write-in candidate requested a recount for four precincts. As a result of the recount, the candidate did not receive enough votes to have his name on the November ballot. Voter turnout in the November 2010 State election was 61%.

Massachusetts General Laws require that the Board of Registrars mail pre-paid confirmation cards to all non-respondents to the town Census. In 2010, the Board mailed approximately 3,900. In an effort to keep the list of residents and voters up to date, the Board of Registrars and the Clerk's office continue to inform the community regarding the importance of responding to the annual town census.

The Board of Registrars would like to thank all of the election workers (wardens, clerks and inspectors) for their continued dedication and hard work. A special thanks to Michael Linehan for his volunteer service to help test the voting machines for each election. Our elections run smoothly because of the support that we receive from the Department of Public Works, Police Department, and the School Department and their custodial staff. In addition, we would like thank Richard Philben for his years of service on the Board of Registrars.

Respectfully submitted by the Board of Registrars

Robert Awkward  
Donna Lambert

Nancy Northgraves  
Diane Packer

## ***INFORMATION TECHNOLOGY***

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### ***Overview***

For calendar year 2010, the Information Technology Department continued to provide broad based data and voice services to municipal employees as well as services provided to the community via the Town web site. Some of the projects the IT Department completed included a migration/upgrade of the Town's financial software (MUNIS©) from IBM AIX/Informix to a Windows/SQL Server environment running on a VMWare vSphere virtual server on the Town's Blade server, upgrading the Town's email from Microsoft Exchange 2003 to Exchange 2007, upgrading Active Directory from AD 2003 to AD 2008, upgrade of backup and imaging software, anti-virus software and a major upgrade to the Town's virtualization software from VMWare ESX 3.5 to ESX 4.0 (vSphere). All the new servers are virtualized and running on the Town's IBM BladeCenter S server. The IT Department has also replaced network switches in many locations. The IT Department worked with the architects for the Community Center to design the voice/data network and upgraded and re-cabled 90 Oak St. to facilitate the Senior Center moving to its temporary location while the new Community Center is being built. As part of maintaining the Town's voice and data infrastructure the IT department is continually upgrading and replacing aging and obsolete equipment such as PCs, printers, uninterrupted power supplies (UPS) and network switches. Data services include but are not limited to network administration, database administration, web site support, network security, end-user support, hardware and software deployment/upgrades/maintenance/troubleshooting and municipal staff training. Voice services provided by the IT department include PBX administration, PBX installation, system configuration and deployment, voice

mail account management, transaction box design, end-user support, telephone replacement and providing a point of contact with the telephone vendor.

The Information Technology Advisory Board has once again been an invaluable resource for the Town IT Department by providing experience and insight from the private sector. Thanks to all Board members.

### **Services**

On a day to day basis the IT Department provides critical core services for the Town's voice and data networks. The support and administration of the networks and systems that run on them account for a substantial amount of the department's resources and budget. The IT Department is currently responsible for the administration and maintenance of the following large systems:

- Tyler Technologies MUNIS© Financial Software
- NEC 2400 Telephone System – 15 PBX switches, ~702 phones, Voice Mail Server, Call Accounting Server
- Town Network – 250 PC's, 34 servers, switches, INET fiber optic networking equipment, etc...
- Town Intranet and Internet web sites
- Internet Access, Email, Network Security - Firewall
- Disaster Recovery, system backups, data mirroring
- Antivirus/Malware protection, Anti-spam screening for email

It should be noted each bulleted item has numerous subsets of responsibilities. This is a summarized list of work related activities and services provided by the IT Department.

### **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 carries voice and data to all municipal buildings via multiple single mode fibers which all terminate at the Public Safety Facility. Typically, Town buildings have 4 single mode fibers with the exception of the Natick High School which has 6 single mode fibers and the Police/Fire Station which has 96 single mode fibers.

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

The Town INET has remained a stable and valuable asset to the Town. Reliability has continued to be an impressive 100% uptime. In 2009, an integral segment of the physical network, the Wave Division Multiplexors (WDMs), that provide data connectivity between all the school buildings, were replaced.

### **Natick Web Site ([www.natickma.gov](http://www.natickma.gov))**

The Information Technology Department assists departments in providing information on the Town web site. In addition to researching web site design and content in general, we also review other municipal web sites for additional ideas and/or services offered which would enhance the Town's online presence. The web site provides 24 hour access to Town services. The site is hosted by Virtual Town Hall, a company that specializes in designing and hosting

municipal web sites. In addition, the Town maintains its own web server providing online mapping and assessment inquiries. Virtual Town Hall features dynamic posting capabilities, in-depth searches and e-commerce functionality. A subscription service is available allowing anyone to sign up for an email of a posted document(s), which could include public meetings, agendas, schedules, minutes, etc.

Although the Web site is hosted by Virtual Town Hall, all Town Departments are responsible for providing, maintaining and updating their department's content on the site. All departments have the ability to add/ remove documents within their web site segment; create and edit their web pages as well as add and remove links on the web pages without any in-depth knowledge of web page design.

The Online Bill Payment service now allows bill payment for excise, real estate, personal property, school transportation fees and water/sewer bills.

The web site is continually reviewed for timeliness and accuracy of content. We encourage public input as a means to help improve the services provided by the Town web site.

In calendar 2011 the IT Department will be working to improve the aesthetics, content and navigation of the town web site.

### **Security, Viruses, Adware, Spyware and Malware**

As with most networks connected to the Internet, protection from hackers, spammers, malware and viruses is an ongoing challenge and a security priority. The IT department protects the Town's network and all related resources by the use of a perimeter firewall, PC firewalls, anti-virus, malware, and adware software and an email and Internet firewall. The anti-virus software resides on all servers and desktops and runs in real-time mode constantly checking for viruses in all files including email. The anti-virus software on all PCs, networks servers, firewalls and email are updated daily. To protect against email viruses the Town uses a Barracuda Networks Email Firewall, which scans incoming and outgoing email and attachments for spam and viruses. Since its installation, the appliance has reduced spam by 98% and has blocked 99.9% of all email borne viruses. The Town also uses a Barracuda Networks Web Firewall to detect web borne viruses, adware, spyware and malware. The older Checkpoint Firewall located in the Public Safety Building was replaced this year with a Juniper Firewall that provides even more stringent perimeter security through deep packet inspection, site blocking; virus and malware scanning over all protocols (http, https, ftp,etc) for all inbound network traffic from the Internet. The reality of today's Internet world however, dictates that no matter how vigilant, both from a physical and virtual perspective, there is no "fail safe" solution when it comes to network security. Communication, training and education of network users, is just as critical in helping to avoid security breaches.

### **Conclusion**

Calendar year 2010 was a very challenging year in which the IT Department completed many projects. In 2011 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.

We will continue to focus on improving the Town network's high availability and disaster

recovery capabilities using techniques such as data mirroring, data replication software on critical systems, offsite replication of the Town's mission critical databases, imaging of physical and virtual servers, virtualization software and by using shared storage on a storage area network (SAN) as well as traditional tape backups. Virtualized network resources can be deployed quickly via templates and PCs are imaged, providing much improved deployment and rebuild times.

Tasks scheduled for calendar 2011 include, but are not limited to, improving the Town web site, installation of public/private wireless service in all Town buildings. The IT Department will continue to look at and evaluate cloud based solutions for data backup and recovery and other services that may be better served in a managed datacenter.

The IT Department will continue to evaluate new products and technologies that provide a convergence of services, better disaster recovery solutions, more data protection, network security and improved e-government solutions. 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](http://www.natickma.gov)).

Respectfully submitted,

Robert LeFrancois, Director Information Technology  
robertl@natickma.org

## Community Development

### Mission Statement

The Natick Community Development Department is dedicated to making our town a better and safer place to live – a place where people want to raise a family, and have their children raise their children. The Community Development Department works to protect and enhance the quality of life for citizens of Natick. Through our Boards and departmental staff we strive to proactively work with all stakeholders. The Department is committed to the long-term interests of our community and to delivering the highest quality of service.

The Community Development Department administers and enforces land development and building regulations – regulations adopted by the Town of Natick, the Commonwealth of Massachusetts and the Federal Government. In addition, the Department provides assistance to the public in understanding these regulations and other development related matters.

The Community Development Department is organized into five interrelated divisions.

- Building Division
- Planning Board
- Zoning Board of Appeals
- Conservation Commission
- General Planning

The Building Division, Planning Board, Zoning Board of Appeals, and Conservation Commission continue to be substantially assisted by the Community Development Staff, without whose help the Boards and Commission would be unable to effectively carry out their responsibilities. General planning in multiple areas including transportation, infrastructure, affordable housing, regional planning issues, economic development and open space development are addressed by the Director, General Planner and various interested parties.

**Patrick Reffett**, who serves as the Community Development Director, is responsible for the day to day management of the Department, reviews all submitted plans, site plans and development plans for ordinance compliance, and communicates the technical requirements of the Natick Zoning By-Laws to developers and consultants. The Director also represents the Town and Department in numerous capacities, especially in the area of transportation/circulation.

**Michael Melchiorri**, Building Commissioner, oversees the Building Division of this Department as well as construction and alteration of all commercial projects and is the Zoning Enforcement Officer of the Town. The Building Commissioner certifies the inspection of buildings, schools, daycares, restaurants, multi-family dwellings and all public buildings.

**Michael Connelly**, Local Building Inspector, primarily oversees residential construction projects in the Town and assists the Building Commissioner. Michael is the lead inspector in the review of subdivisions and the South Natick Hills 40B project containing 268 units.

**Michael Crisafulli**, Local Building Inspector, oversees residential construction projects in

the Town of Natick and assists the Building Commissioner. Mr. Crisafulli also focuses upon zoning code enforcement within Natick. Michael is often called upon to review and enforce town signage regulations.

**Joseph Merkel**, Housing/General Planner, was hired in 2008 to assist in addressing the many demands of affordable housing and general planning. Mr. Merkel works with the Community Development Advisory Committee, the Affordable Housing Trust Fund Committee and the MetroWest Home Consortium. Mr. Merkel is also the Town's Fair Housing Officer (a Federal requirement), administers the HUD HOME Fund and assists the Director in numerous special planning efforts. Additionally Mr. Merkel works with the State on an ongoing basis regarding the recording and management of certified affordable housing units in Natick.

**Annie Greel**, Executive Assistant, coordinates the processing of all requests for the Building Division, communicates the policies and procedures to the public and provides office management to the Community Development Department. Ms. Greel also provides administrative support to the Planning Board.

**Susan Calhoun** handles the administrative details and schedules inspections for the Conservation Commission, including all Wetlands Protection Permitting, Riverfront Protection, DEP's Stormwater Management Policy and enforcement orders. Ms. Calhoun also provides staff assistance for the Downtown Parking Program.

**Pam Condlin**, Administrative Assistant to the Zoning Board of Appeals, is responsible for the day-to-day aspects of processing development requests, managing 40B project information, coordinating submittal schedules, communicating development policies and procedures to the public, and preparing development cases.

**Bob Bois**, the Town's Conservation Agent, assists the Conservation Commission with their daily duties. He helps the Commission oversee and enforce the Town's Wetlands By-Law and Regulations by attending site visits, investigating complaints, and educating the general public of conservation issues. Mr. Bois is heavily engaged in assisting the Town's DPW and School department as they seek to meet and exceed the many environmental regulations that pertain to Town functions and holdings. Additionally, he is the Town's Environmental Compliance Officer.

### **Year-End Review**

- The Town's web site continues to be updated and improved. Please log onto [www.natickma.gov](http://www.natickma.gov) to gather information regarding the permitting process for all divisions of this Department, download application forms, and get links to other areas of interest. The Department is looking at a number of ways to better employ the web-site to allow customers and constituents to be better informed regarding community development matters in Natick. One such area includes updates regarding affordable housing opportunities within Natick.
- In spite of a weak construction economy nation-wide, Natick has a surprising number of major construction projects being built or soon to begin. The South Natick Hills 40B project of 268 residential units continues to be constructed in a phased manner south of downtown with approximately 1/3 of the units being finished at the end of 2010. The

MathWorks expansion, which includes a +/-166,450 square foot office structure, a 700 car parking garage, and other on-site improvements continues at the Apple Hill location. The Chrysler Road 40B project which includes 407 residential units will begin construction in 2011. Numerous smaller scale residential and commercial projects have occurred over the year. The on-going demands of these projects, large and small, continue to place demands on departmental staff, boards and the numerous other town staff who assist in the management of such growth.

- The Department and the Planning Board continue to work toward making traffic, pedestrian and landscaping improvements along Route 9 as it works with individual development projects and the Massachusetts Department of Transportation. Other aesthetic improvements we have pursued include reducing the numbers and sizes of signage along Route 9. The MathWorks Expansion project which was permitted in 2009 is required to provide extensive improvements to Route 9 and nearby neighborhood roadways and intersections. Additionally, the CD Director manages the two redesign processes of the intersections of Oak Street and Route 9 and Route 27/ Route 9, both of which are funded by the State through grants from the Mass Office of Business Development. Additionally. The Director is managing the redesign and funding of North Main Street (Route 27) from the North Avenue intersection at downtown to the Wayland town line.
- The Town, CD Department and various representative agencies and boards will continue to advocate for appropriate affordable housing in our community. We will continue to support an increase of housing units for persons of low and moderate income. Affordable housing may be created by employing the incentives offered under the Town's applicable zoning bylaws (HOOP) which are intended to encourage utilization of the Town's remaining developable land in a manner consistent with local housing policies and needs, to encourage redevelopment of land and buildings in urban centers consistent with smart growth principles and to encourage new housing developments to contain a proportion of the housing units affordable to persons of low and moderate income by offering bonuses of increased density to encourage the creation of such housing. Accordingly, the goals of this development program are to: increase the supply of housing in the Town that is available to and affordable by low and moderate income households; to encourage a greater diversity of housing accommodations to meet the needs of family households and other Town residents; and to promote a reasonable mix and distribution of housing opportunities in residential neighborhoods throughout the Town. To advance these goals the CD Department with the assistance of the Community Development Advisory Committee (appointed by the Board of Selectmen) has prepared, submitted and *gained State approval* of a Housing Plan in 2006. Further, the Affordable Housing Trust Fund will be provided with resources to assist in the on-going pursuit of affordable housing.
- The Town has worked hard to attain affordable housing at 10.3 percentage of its overall housing stock. As the new 2010 Federal Census is unveiled in 2011 it is anticipated that this percentage will however decrease due to the residential growth over the last decade in Natick and drop below the 10% opening the door to more 40B projects.
  - The Design Review Board (DRB) continues to review individual projects in downtown Natick by "raising the bar" in physical design of these highly visible projects. They are charged with the design review of projects within the Downtown Mixed Use (DMU) District which require special permits or variances. Additionally the DRB assists the

Planning Board by providing design review recommendations for Smart Growth Overlay projects such as proposed for the former Natick Paperboard site at 82 North Main Street.

- We anticipate continued rebuilding of “tear down” properties and an increase in alteration permits in Natick as a result of a limited number of buildable lots available and the continued high cost of land and new construction. Construction of “in-law” unit residential projects also continues. Natick residents continue a pattern of re-investing in their homes and undertake property upgrades through the use of contractors as well as building themselves.
- In 2010 the Cochituate Rail Trail Advisory Committee approved a conceptual plan as prepared by hired the firm of Fay, Spofford and Thorndike for the design of a trail from downtown Natick to the Framingham line near Route 30. The group is assisted by the Community Development Director who is a member. The design incorporated significant input from residents, abutters, public safety officials and other town staff. Conceptual cost estimates have also been provided and anticipate a \$3 million cost for a paved 12 foot wide asphalt trail. The Town has continued negotiations with CSX Transportation regarding the purchase of the right of way.
- The Zoning Board of Appeals continues to address many cases; 44 during 2010, which is a 10% increase over 2009. It is noteworthy to mention that the cases are often focused upon difficult sites with complex physical projects as many of the “easy” sites have largely been developed.
- The Planning Board, two Zoning Board members and Community Development Staff formally met in late 2010 and discussed many areas in common between the groups. There was extensive discussion regarding the current Natick Zoning Bylaw and difficulties that it presents to both boards as well as town staff during review and permitting processes. There was general consensus that both the bylaw and zoning map require significant updating and clarification.

In conclusion, I would like to thank the entire Community Development Department staff, affiliated Boards and Commission members for their continued dedication of service to the Town of Natick.

Respectfully Submitted,

Patrick Reffett  
Director

### ***BUILDING DEPARTMENT***

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The Building Department consists of the following personnel: Michael J. Melchiorri, Building Commissioner; Michael J. Connelly, Local Inspector; Michael P. Crisafulli, Local Inspector; Scott Chavious, Part-time Electrical Inspector; Wade Chavious, Assistant Part-time Electrical

Inspector; Robert Dempsey, Part-time Plumbing/Gas Inspector; George Lessard, Assistant Plumbing Inspector; and Allan Sherman, Assistant Plumbing Inspector.

In 2010 the Building Department issued the following permits and collected the following fees:

• New Building Permits	\$ 430,230.00
• Alteration Permits	452,418.00
• Electrical Permits	106,223.00
• Gas Permits	21,686.00
• Plumbing Permits	42,625.00
• Certificate of Inspections	<u>7,603.00</u>
	\$1,060,785.00

Construction was completed at a number of sites this year:

- 5 Guy's Burgers & Fries
- Gold's Gym
- Golfer's Warehouse
- Roche Bros./Walgreen's complex
- Five Below
- Brigham Gill Car Dealership
- Natick High School: a. Maintenance Building, b. Field House, and c. LFNR Building

The following sites are under construction or started in 2010:

- Meadows II – 90% complete
- Sanctuary – 95% complete
- Heavey Estates – 10%
- Granite Ridge Estates -- 25%
- Mary Ann Morse Healthcare – 30%
- New Natick High School – 10%
- MathWorks Parking Garage (Phase II) – 60%
- Temporary Senior Center (Oak Street) – 95%
- Forever 21 (Natick Collection) – 10%
- Walnut Hill Estates – 50%
- South Natick Hills – 50%

There were ongoing improvements and new tenants at Natick Collection, Sherwood Plaza, Sunnyside Plaza, and Rt. 9 & 27 Shopping Center.

In 2011 we look forward to the start of construction of:

- Chrysler Road Apartments – 407 Units
- New Natick Community Senior Center
- Natick High School Sports Complex
- 21 Educational Trailers for Natick High School
- Natick Paperboard site
- Natick High School Track & Field Stadium

Respectfully submitted,

Michael J. Melchiorri  
Building Commissioner

## CONSERVATION COMMISSION AND ENVIRONMENTAL COMPLIANCE

The Conservation Commission and the Environmental Compliance Officer annual reports were combined in 2006 into one report to reflect the organizational reality and efficiency achieved by combining the duties of the Conservation Agent and the Environmental Compliance Officer into one position. The outcome of the change makes the environment a routine consideration in Town Board and Commission deliberations resulting in broader reviews and more sustainable decisions. The Conservation Commission/Environmental Compliance annual report includes a summary of the achievements of the Conservation Commission and a separate summary of the achievements of the Environmental Compliance Office.

### **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 Selectmen on matters that relate to the Aquifer Protection District, the Agricultural Preservation Act and on various wildlife issues.

A half-time Conservation agent 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 (2010) include:

- **The non-chemical treatment for Lake Cochituate:** The Commission continues to work with DCR and various parties to develop a whole lake solution that includes both chemical and non-chemical solutions to control nuisance weeds found in the Lake. Since March 2006, two solar-powered pond water circulators have been located on the Lake to test the effectiveness of this non-chemical technology for combating the nuisance weed problem. The result of the circulators second year of operation is inconclusive and DCR decided to run the circulator pilot study for an additional year. The additional year circulator pilot study proved inconclusive and the circulators were removed from the Lake in the fall of 2008. In 2009, The Commission approved a one time chemical treatment application for the beach and boat ramp area in Middle Pond of the Lake. The approval was appealed to the state and in its decision; the state removed many of the protective measures included in the original Commission approval causing the Commission to appeal the state's overriding decision. The State settled its appeal in 2010 allowing the \$7,500 set aside by DCR for chemical treatment to be mixed

with other monies to fund non-chemical treatment of the beach and boat ramp area in Middle Pond.

- A plant survey completed by a contractor working for DCR in August 2009 showed invasive plant areal coverage of 10% in North Pond, 20% in Middle Pond and 30% in South Pond. This is a slight decrease when compared to 2008 plant density numbers. No plant surveys were completed in 2010.
- With the approval of the Commission, a contractor working for DCR completed the final year of a three year invasive weed removal (harvesting) project in Fiske Pond. In year one over 45 acres of heavily infested waters of the Pond were cleared of water chestnut. Over 225 tons of plants were removed in year one. In year two over 92 tons of plants were removed and incinerated in the “trash to energy” plant in Millbury MA. In year three less than 20 tons of plants were removed from Fiske Pond. There are no plans to treat the Pond in 2011.
- The Natick Conservation Commission continues to work with the Framingham and Wayland Conservation Commissions; DCR and Lake interest groups to identify opportunities to manage the growth of invasive plants for the Lake Cochituate water system. In 2008, the Commission applied for a matching DCR partnership grant to purchase a diver assisted suction harvester (DASH) for the state park. That grant was not approved by DCR. In 2009, the Commission secured DASH boat services to treat the beach and boat ramp area in Middle Pond of the Lake. The Commission appropriate \$12,500 from its Wetland Fund (funded by wetland permit fees) that will be matched by DCR 2:1 to secure \$35,000 in DASH boat services. The Dash boat services were used to remove 15,000 gallons of weeds in the swimming beach and boat ramp area in Middle Pond of the Lake at a cost of about \$7,000 per acre. The Commission has submitted a partnership grant application for the same amount of funding for 2011.
- The Natick Conservation Commission working with its Framingham and Wayland counter parts and the newly formed Lake Cochituate Watershed Council on the approval of a permit that would allow abutters on the Lake and other interested parties to hand pull weeds form Lake Cochituate and Fiske Pond starting in 2011.
- **The oversight of Landfill/Golf Course maintenance:** The Commission continues to monitor the Order of Conditions (OOC) for the Golf Course. Over the past year the Commission has reviewed the Integrated Pest Management Plan (IPM) Report and the Phragmites Control Plan and as decide to drop expensive sampling requirements for a more reasonable performance based outcome using historical chemical application raters.
- **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, the Pegan Cove Trail map, the Town Forest map and the new Stormwater Bylaw and Regulations can be found on the Natick website at the Conservation Commission link at [www.natickma.gov](http://www.natickma.gov)

- **Open Space Additions and Improvements:** Town Meeting has approved the transfer of the care, custody and control of the Natick Organic Farm and the Town Forest properties to the Natick Conservation Commission in 2009. As such, the two properties are now protected by the Commission with monies to maintain the properties coming from the Conservation Fund (Open Space - \$100,000). In addition, the Commission is close to completing negotiations with the state National Guard to lease about 3 acres land that abut the JJ Lane Park. When completed, the multi-year lease with the Commission as tenant will allow the planned expansion of the abutting park using monies from the Conservation Fund (Open Space). The Commission continues to work with the Open Space Advisory Committee and the Parks and Recreation Department to update the 2002 Open Space Plan. The Commission approved \$18,000 in FY 2009 from the Conservation Fund (Open Space) to complete the revised Plan. Finally, the Commission approved a Conservation Restriction for South Natick Hills that places about 16 acres under protective care and the Commission was granted a permit by the MWRA that allows it to use 16 acres of the Cochituate Aqueduct as a public walking trail.

Over the past year, the Commission held 24 meetings to review projects subject to the Massachusetts Wetlands Protection Act and the Natick Wetland Bylaw in which it issued 13 Orders of Conditions, 9 Determinations of Applicability, 14 Certificates of Compliance, 1 Order of Conditions Extensions, 4 Plan Changes and 3 Enforcement Orders. This is an increase from the number of outcomes completed in 2009.

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 reduce the number of negative determinations and improve the overall quality of the filings of applicants who are not familiar with the filing process. The net effect of this effort has been fewer filings and less time spent in deliberations. The Commission has had 57 potential applicants take advantage of informal discussions. This is a two fold increase over the number of informal discussion in years past. About two thirds of these applicants were asked to return to the Commission with filings.

### **Stormwater Requirements**

By way of background, in 2006 the Natick Conservation Commission has added new requirements to help protect Natick's valuable 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](http://www.natickma.gov).

Under the Stormwater requirements any new construction, development or home improvement project that disturbs an area of land over 40,000 square feet may require the filing of a Land Disturbance Permit application with the Natick Conservation Commission. The application should detail a plan to control erosion of land during construction and a plan to manage and maintain stormwater systems on-site over the long term. Lesser land areas of disturbance are covered by the Stormwater Requirements as well, but only require techniques to control land erosion during construction. Over the past year, the Commission has reviewed and approved 3 Land Disturbance Permits.

### **Environmental Innovation at the Springvale Water Treatment Plant**

The Water and Sewer Division completed a major upgrade of the Springvale Water Treatment Plant off of Route 9 in 2005. The upgraded Plant is more complex in how it treats water, and must meet a myriad of new environmental requirements and standards. The Division has developed an Environmental Management System (EMS) to help manage the operation of the Plant safely and in compliance with environmental requirements. The Division used the international business standard called ISO 14000 to develop the EMS and in March 2007 was assessed by an EMS certifier and found to be in conformance with ISO 14001:2004. The Division completed a successful annual review audit in June 2009 and has just received its recertification to the ISO 14001:2004 standard which will take effect in March 2010. The Water Division is the only municipal Water Purveyor in the state and one of the few in the country to have its EMS certified under the ISO Environmental Management System Business Standard. A narrative summary of the Division's EMS can be found at the Natick Web-site on the DPW link at [www.natickma.gov](http://www.natickma.gov).

### **Energy Conservation and Energy Task Force**

An Energy Task Force established in the winter of 2008 is comprised of business and building managers from both schools and general government and procurement and vehicle managers and is chaired by the Town Administrator.

Accomplishments this year (2010) include:

- **Green Community Program:** The Task Force applied for Green Community status in the Green Community Program administered by the state Department of Energy Resources (DOER). To become a Green Community, Natick must meet the five criteria for the Program. They are; audit of greenhouse gas emissions, a commitment to reduce these emissions by 20% within five years, favorable zoning changes to help promote “green” technologies and projects and a demonstrated commitment to purchase town vehicles with high miles per gallon fuel ratings. In May 2010 Natick received Green Community designation and received \$175,000 to fund the installation of CO<sub>2</sub> sensors in Town Hall, the difference in a Hybrid Vehicle, and the installation of a Solar Panel array at the Kennedy Middle School.

### **Managing Town Oil Tank Remediation Site**

Finally, the Town continues to work on cleaning up its oil tank sites. No new sites have been added. Of the original 19 Town owned oil tank sites, only 3 sites remain in the monitoring phase of clean-up. The sites are the Lilja Elementary School, the Natick Court House and the Murphy Recreation Park. Since 2002, the cost of clean-up has gone from \$188,164 per year to \$10,620 per year.

Respectfully submitted,

Robert Bois

## **PLANNING BOARD**

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

The Planning Board is also charged to:

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

In 2010, the Planning Board held 26 regular meetings as well as numerous site visits and working group meetings.

The Board undertook the following statutory matters:

- Held hearings and voted on 5 Site Plan Reviews and Special Permits
- Held hearings and voted on 28 signage and facade Special Permits
- Four wireless cellular facility co-locations
- Reviewed and endorsed 4 Approval Not Required (ANR) Plans
- Held 3 Aquifer Protection District (APD) hearings and permits

Two major municipal capital projects were reviewed by the Planning Board in 2010. The Board conducted Site Plan Review and issued an Aquifer Protection District Permit for Natick High School, and issued an Aquifer Protection District Permit for the Community/Senior Center.

The Board submitted three warrant articles which passed the Annual Spring Town Meeting: Article 44 (Assisted Living Facilities); Article 45 (Drive-In Theatre District); and Article 46 (Building Height, Setback, Hospital District). The Board submitted three warrant articles for the Annual Fall Town Meeting. Article 19 (Town Reports and Records) and Article 30 (Off-Street Construction and Acquisition Fund) were passed and Article 25 (Construction Hours) was referred back to the Board.

In September the Board undertook a review of the action plan agreed as part of the Natick 360 process and gave a summary presentation to the Annual Fall Town Meeting. As part of that review, the Board restated 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. The Board agreed to more regularly engage with related Town boards and committees, including the Zoning Board of Appeals and the Design Review Board.

As part of its Natick 360 review the Board also began the process of identifying gaps, deficiencies, and inconsistencies in the Zoning By-Laws. The Board has identified as a priority the need for changes in substance and organization of the Zoning By-Laws and the need for their recodification in the near future.

The Board wishes to extend its appreciation to the staff of the Community Development Office, particularly Community Development Director Patrick Reffett and Executive Assistant Annie Greel for their hard work on behalf of the Board and the Town.

In March 2010, Ken Soderholm stepped down from the Board after ten years as a Member. We are fortunate to draw on his knowledge and experience as the Board's representative on the Lookout Farm Advisory Committee and the Metrowest Regional Collaborative. Associate Member Glen Glater was elected as a full Member of the Board in March 2010. Peter Nottonson was appointed to serve as Associate Member by the Planning Board and the Board of Selectmen until the 2011 Town Election.

Respectfully submitted:

Teresa Evans, Chair  
Julian Munnich, Vice-Chair  
Glen Glater, Clerk  
Robert Foster, Member  
Andrew Meyer, Member  
Peter Nottonson, Associate Member

### ***ZONING BOARD OF APPEALS***

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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 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 pertain to seeking relief from those requirements. In certain cases, the Board hears cases seeking such relief. 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 or to allow a use that is not permitted "by right" (or by Special Permit) as noted in the regulation table. The Board can grant a variance only if very specific requirements are met, including the requirement that the petitioner demonstrate legal hardship.

- 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 Board meets regularly on Monday nights at least once per month. In 2010, the Board received 44 petitions, with filing fees totaling \$17,274. These fees cover the cost of legal advertisements and abutter notifications, as required by law. Of these applications, 1 was withdrawn, 38 were granted conditionally; 4 were denied; and 1 has yet to be decided. It is noted that, after initial review, several Petitioners modified their original requests in order to allow for the ability to grant a modified request.

Due to an increase in the number and complexity of applications, in 2011 the Board has tentatively scheduled two regular meetings per month vs. the past practice of one regular meeting per month.

The majority of the applications received concerned residential properties. Additions to pre-existing non conforming structures continue to be a popular trend, with Town residents desiring increased and better designed space without leaving their established neighborhoods.

The Board welcomes the opinions of Town Boards and Commissions and encourages all Boards and Commissions to provide input relative to their respective areas of expertise. This insight enables the ZBA to craft more detailed and appropriate decisions.

The Board wishes to recognize the special contributions of Regular member Scott Landgren throughout the past year. In addition to providing thoughtful and useful insight at regular meetings, Scott dedicated significant time and effort on a variety of project-specific and non project-specific subcommittees and working groups. The Board is grateful for Scott's dedication. The Board notes that Associate member Timothy Dooling has submitted his resignation to the Board of Selectman. Tim has graciously agreed to continue into 2011 until a replacement is appointed. The Board thanks Tim in advance for his many contributions.

The Board also wishes to thank the staff of the Town's Community Development Office for its support throughout the year. In particular, the Board wishes to recognize Pam Conclin. In addition to her demanding full time position in the Community Development Office, Pam acts as the Board's Executive Secretary and provides invaluable assistance to the Board in carrying out its duties. The Board is grateful for Pam's hard work and dedication.

Each volunteer member of the Zoning Board of Appeals looks forward to his/her continued service. We will continue to work together to provide the town and townspeople of Natick a valuable service.

Respectfully submitted,

Michael J Hickey, Jr. – Chair

Scott W Landgren – Regular Member

Robert E Havener – Vice Chair  
Paul T Mulkerron – Clerk  
Laura Godin – Regular Member

Timothy V Dooling – Associate Member  
Chike C Odunukwe – Associate Member  
Kathryn Coughlin – Associate Member

### ***SEALER OF WEIGHTS AND MEASURES***

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

The Department of Weights and Measures enforces the Massachusetts General Laws relating to Weights and Measures. It tests, inspects, seals, and/or condemns weighing and measuring devices used in the sale of commodities to consumers. This includes scales, weights, gasoline meters, oil truck meters, taxi meters, and point of sale scanner systems. It also investigates sales transactions and practices upon initiative and upon complaint, and commences legal action for violations of laws.

During the period January 1, 2010 through December 31, 2010 fifteen scales in the one hundred to one thousand pound category were tested, one was condemned, and the remaining fourteen were sealed. In the more than ten but less than one hundred pound category, eighty-nine scales were tested and sealed. Eleven scales and balances in the under ten pound category were tested and sealed. Twenty-three metric and ten apothecary weights were tested, found correct, and sealed. In the Liquid Measuring Device category, one hundred and thirty-six gasoline meters were tested and sealed. Fourteen vehicle tank meters were tested and sealed. Twenty-six taximeters were tested, one required repair, and all were sealed. Two scanning systems were inspected with one meeting and one failing ninety-eight percent price accuracy. Trial re-weighings of pre-packaged commodities were conducted. Civil citations were issued where weights and measures violations were found. The total fees for sealing and certifications amounted to \$5,303.00.

Respectfully submitted,

Joseph J. Mulvey  
Sealer of Weights and Measures

## Finance

### BOARD OF ASSESSORS

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The Board of Assessors respectfully submits its annual town report for 2010. The Natick Collection has become a reality and has generated much needed income. The additional development of the South Natick Hills Complex has increased the Town's tax base and will continue to contribute to Natick's revenue stream. The Assessors Staff have been reviewing and inspecting all the condominiums and all alteration permits in Town. Additionally the staff has visited all recent sales and has asked the new owners to cooperate with the completion of sales questionnaires. The fiscal year 2011 tax rate has been set at a single rate of \$12.60. Natick continues to generate one of the lowest single family tax bills of many surrounding communities. The Assessors Office will continue to review assessments for accuracy on a continuous basis. Taxpayers are urged to review assessor's records to verify property information.

The Board of Assessors granted 331 Personal Exemptions to qualified property owners in fiscal year 2010. There were a total of 37 senior workers. (\$26,440.00)

### 2010 GRANTED EXEMPTIONS

		<b>Count</b>	<b>Total</b>
42	Spouse of officer/firefighter killed in line of duty	1	5,804.66
17D	Senior/ Surviving Spouse	44	10,202.72
22D	Surviving Spouse	1	4,881.56
22(a-e)	Veteran 10% Disabled	133	70,490.00
22A	Veteran loss of limb	1	993.75
22B	Veteran multi limb loss	1	1656.25
22C	Veteran adapted housing	1	1987.50
22E	Veteran 100% disabled	29	38,425.00
37A	Blind	34	22,525.00
41A	Deferral	18	53,205.51
41C	Elderly	68	90,100.00
<b>Total Amount Granted</b>			<b>\$326,711.95</b>

In fiscal year 2010 the Assessor's Office committed for collection:

Real Property	\$ 75,641,450.44	Personal Property	\$ 1,329,630.54
For calendar year 2010 the committed excise totaled			\$ 3,895,359.29

The Assessor's Office received 617 abatement applications for real estate, supplemental and personal property for fiscal year 2010. The staff inspected and reviewed the applications received. The Assessors issued 141 abatements for real estate and supplemental bills totaling \$250,175.61. There were 4 Personal Property abatements granted totaling \$279.85.

For fiscal year 2010 there is a total of 94 pending Appellate Tax Cases, 5 are for Telephone Communication Companies, 20 Commercial Properties, and 69 Residential Properties. This could have a significant impact on the overlay account. In 2010 we have successfully closed or settled all but four residential and two commercial appeals for fiscal 2009. However, this does not include the 7 telecommunication appeals still open. The Town continues to have a

potential liability in all years for the telecommunication cases. The fiscal years are 2003-2010. The town must continue to maintain a significant balance in the overlay account until all of the appeals are settled.

The addition of free trash bags for qualified seniors has been well received. The qualified residents have received 823 sleeves of bags. The Elderly and Disabled Tax Committee have been able to assist nine applicants with a total award of \$11,000.00. The Committee wishes to thank all of the residents who have generously contributed to the fund.

Meetings of the Board of Assessors are scheduled and are posted at Town Hall. The assessment data and all forms and applications are available on our web site <http://www.natickma.gov> (please select Assessors Office).

The Assessors Office Staff will continue to provide residents with accurate assessment data. The Assessors Office is open daily to assist residents and will be committed to providing any and all support needed to answer all questions and concerns. The Assessors Office is open Monday- Friday, 8:00 A.M. to 5:00 P.M.

Respectfully Submitted,

Janice M. Dangelo  
Director of Assessing

**COLLECTOR/TREASURER**

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The following represents the percentage of the net tax levy collected through the 2010 fiscal year:

Total Tax Levy:	\$76,971,074
Overlay Reserve for Abatements	<u>\$1,321,477</u>
Net Tax Levy	\$75,649,598
Overlay Percentage of Net Tax Levy	1.7%
Amount Collected thru 6/30/10	\$74,175,238
Percent of Net Tax Levy Collected	98%

In conclusion I would like to thank the entire Treasurer/Collector staff for their continued dedication of service to the residents of the Town of Natick. Beth, Tina, Carol and Terry are a team of knowledgeable people who happily serve town residents in person, at the Collector's window or via the phone.

## ***COMPTROLLER***

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In compliance with Massachusetts General Laws Chapter 41, Section 61 herewith is the annual report of Town Comptroller's Department for the fiscal period July 1, 2009 through June 30, 2010.

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

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

Notice of actual receipts were provided to the Assessor's for Tax Recap purposes.

In conclusion, I would like to thank the dedicated staff of the Comptroller's office for their service to the Town and to the employees of the Town. The efforts of Cynthia Tomasetti-Assistant Comptroller, Debbie Jo Sherman-Department Assistant, Mary Greel and Dianne Clarke-Payroll Technician and Chris Bradley- Procurement Officer are greatly appreciated.

Also, a special thanks to former Town Comptroller Charles T. Panagopoulos.

Respectfully submitted,

Karen Shree Kucala  
Town Comptroller

**NATICK CONTRIBUTORY RETIREMENT BOARD**

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Robert J. Drew, Chairman  
Karen Kucala, Ex-officio  
Michael J. Melchiorri  
David A. Given  
B. Michael Reardon

Kathleen S. Bacon, Director

**INCOME**

Contributions	2,436,909.00
Transfers	235,375.00
Make-Up & Redeposits	8,280.00

**APPRORIATION**

Pension Fund	5,661,968.00
Workers Comp	750.00

**OTHER SOURCES**

Reimbursements	410,206.00
Investment Income	1,715,730.00
Profit on Sales	58,857.00

**DISBURSEMENTS**

Annuities Paid	1,193,750.00
Pensions Paid	7,232,394.00
Refunds/Transfers	257,925.00
Reimbursements	284,738.00

**ADMINISTRATIVE EXPENSES**

Salaries	142,831.00
All Others	481,629.00
Loss on Sales	281,825.00

## Health & Human Services

### ***BOARD OF HEALTH***

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#### STAFF

Director of Public Health – James M. White, Jr., B.A, C. P. H., RS/REHS  
Senior Environmental Health Specialist – Michael K. Boudreau, M.P.A., R.S.  
Environmental Health Agent – Jane Anderson, M.P.H., REHS/RS  
Public Health Nurse – Leila Mercer, R.N., B.S.N  
Executive Assistant – Pamela Morgan, B.A.  
P/T Department Assistant – Jean Cotter  
Animal Inspector – Edward A. Zullo, D.V.M.  
Animal Inspector – Anthony Cosimini, D.V.M.

The following communicable and reportable diseases were reported to the Board of Health during 2010:

Amebiasis	0	Lyme Disease	66
Babesiosis	2	Meningitis (Bacterial)	0
Campylobacter	6	Meningitis (Viral)	0
E.coli 0157:H7	0	Mumps	1
Ehrlichiosis	1	Norovirus	5
Encephalitis	0	Pertussis	1
Giardia	1	Salmonella	5
Group A Strep Invasive	1	Shiga Toxin (STEC)	1
Group B Strep Invasive	0	Toxoplasmosis	2
S. pneumoniae	1	Varicella (Chicken Pox)	3
Hepatitis A	0	Vibrio Sp.	0
Hepatitis B	20	Influenza (Lab Confirmed)	
Hepatitis C	20	Type A	2
Legionellosis	0	Novel H1N1	0
		Type B	0

TOTAL: 139

Home visits made for contagion and other related matters totaled 62. Mantoux skin tests for tuberculosis totaled 30. There were 2 positive reactions identified and 4 referrals to private physicians.

At our weekly Blood Pressure Clinics, 226 residents participated, with 3 referrals to private physicians. Additional office visits included Lead Screening, walk in patients, communicable disease screening and community health assessments totaling 32 visits resulting in an additional 24 referrals to private physicians or state agencies.

Flu Clinics were held in the fall and continue into the winter months according to state and federal government guidelines. This year the seasonal influenza vaccine was combined with the H1N1 into a one dose vaccine thus eliminating the need to provide additional clinics as was the case in 2009. This department continued to offer both the pneumococcal and Shingles vaccine for distribution. The public health nurse began a new clinic based program offering Tdap for adult day care providers which resulted in an increase of 52 individuals vaccinated above the

previous year. A total of 2241 seasonal/H1N1 flu, 29 pneumonia, 93 Shingles and an additional 197 various other vaccines were administered through the Immunization Program provided by the Board of Health.

The animal reporting requirements of the department includes possible human and/or animal exposure cases to rabies and the potential animal testing resulted in an increase of 15 – 37 exposures, investigations or findings over the previous year. As noted in the reportable disease figures above, Lyme disease continues to increase annually, up from 60 to 66 cases compared to last year.

Fees collected by the Board of Health Department in calendar year 2010 for various licenses, permits, fees and inspections totaled \$205,713.05. This total includes \$27,338.33 in Medicare reimbursement for the flu clinics. The total amount collected represents an increase of \$9680.07 or 4.9% over the previous year. In addition, another \$750 was collected by the Town Clerk for non-criminal fines issued by the Board of Health for code violations.

A total of 952 inspections were conducted for 463 food establishments of all types, including restaurants, markets, bakeries, caterers, clubs, schools, canteen trucks, fairs, hospital, nursing homes and residential kitchens. A total of 3470 inspections, complaint investigations, progress inspections, plan reviews and field consultations were carried out by the Board of Health staff relative to environmental sanitation, housing, nursing homes, sewerage, drainage, swimming pools, day camps, livestock, hazardous materials and other public health matters. This department received and investigated 157 food related recalls in 2010 as compared to 96 in 2009. Also, 1500 various permits and licenses were issued by the Board of Health in 2010.

As mentioned, there were 463 various food permits issued in 2010 which represents an increase of 108 permits over the previous year. The majority of those increases appear in temporary food permits issued for one day events, school functions, school fund raisers, and fairs. Additionally, 59 food permits can be attributed to the success of the Farmer's Market and the Winter Market as all non-agricultural food vendors must be permitted by the local Board of Health. Both these market came to fruition over the past two years.

Another challenge this past year was two adopted unfunded state regulatory mandates became effective with enforcement responsibilities placed on the local health departments. Of the two, the food allergen regulations required additional site visits, meetings, educational information dissemination and departmental tracking methods of state sponsored employee certification training for the establishments. All of these added to the increasing workload and time demands on the environmental inspectional staff that continues to operate minus one full-time position.

The Natick Medical Reserve Corps (MRC) added 19 new members during 2010 bringing the total volunteer membership to 136. The MRC again was instrumental in staffing and assisting in our annual flu clinics along with an active presence at Natick disaster drill trainings and multiple town sponsored events. Natick is one of 33 communities that comprise the Region 4A MRC collaborative. Several Natick MRC volunteers were deployed to assist the Red Cross during the spring floods, aided in staffing the Methuen shelters during the gas leak crisis and were on deployment standby during the recent December blizzard as part of that collaborative Region 4A MRC was awarded one of America's "Top 10 Drillers Award for Safety" at the USA

Today headquarters in Virginia presented by former Secretary of Transportation Norman Mineta. The complete annual report of the Natick MRC can be found elsewhere within this Town Report.

Despite the prolonged slow economy, the daily workload and demands on the department continue to steadily increase which magnifies the need to fill the open Sanitarian position. Yet, the long range outlook for the Board of Health is to attempt to maintain services while exploring new avenues in prevention and health education. Some of the goals we have discussed undertaking as a department are an educational and regulatory update newsletter for the food service operations in the town, begin an overall town wide needs assessment for the community to find areas that may require attention and additional resources, and to begin health education programs to provide prevention means to our schools and residents. One example of this is the Environmental Health Agent and Public Health Nurse represents the department on the newly formed Natick Complex Case Task Force. This task force is a multidisciplinary collaboration of municipal and social service agencies servicing the Town to promote the health and safety of our residents while providing an opportunity for the agencies to discuss and understand the services each may provide towards complex life issues which may affect some individuals. One final note, we will continue to utilize college level interns, when available, to aid in our development of these areas of public health services as we move forward into the years to come.

Respectfully submitted,

Donald J. Breda, P.E., Chairman  
Peter A Delli Colli, D.M.D., Vice Chairman  
Alan G. Cole, M.D., Physician to the Board, Clerk  
James M. White, Jr. RS/REHS, Director of Public Health



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#### Staff

Lynda Simkins, Director  
Jean-Claude Bourrut, Assistant Director  
Trish Wesley Umbrell, Farm Administrator  
Regina Wolf Fritz, Coordinator of Public Programs  
Jeannette Christensen, Coordinator of School Programs  
Taneecetta Bacon, Caretaker

#### Board of Directors

Allison Levit, President  
Deidre Tymann, Treasurer  
Mary DeBois  
Randall Gruber  
Rebecca Killigrew  
Patti Luke  
Lynda Simkins

#### Advisory Board

Mary Ellen Ames  
Erica Ball  
Jay Ball  
Mary Estella Bartlett  
Bob Brack  
Harriet Buckingham  
Adrian Collin  
David Dimmick  
Brian Donahue  
Arthur Fair III  
Carp Ferrari  
George Fiske, Jr.  
Rudman Ham  
Jonathan Hoy  
David Krentzman  
Scott Lubell  
Karen Masterson  
Ron Ordway  
Barbara Talkov  
Mare Tomaski  
Kristine Van Amsterdam  
Bruce Weisberg  
J. Daniel Woodyshek  
Ronald Wright  
Rick Wynn  
Chris Yoder

#### Honorary

George Ames  
Frank Paul

## NATICK COMMUNITY ORGANIC FARM

Natick Community Organic Farm is a nonprofit, certified-organic farm providing productive open space, farm products, and hands-on education for all ages, year-round. Committed to farming methods that are ecologically healthy and sustainable, the Farm places special emphasis on service to youth through year-round classes, work-experience programs and volunteer opportunities for working the land.

NCOF is open every day during daylight hours with no admission fee for the public's visits and purchases.

#### Public markets for NCOF products

- Barn-side market stand at NCOF
- Market stand on Route 16, June-Sept.
- Natick Common Saturday Farmers' Market, May-Oct
- Winter Saturday Farmers' Market, Johnson School
- Bacon Street Farm
- Deb's Flowers, Holliston
- Sweet Basil, Needham

#### NCOF Educational Programming

(# of participants)

- Natick Public School Students Program for grades K-4 (1000)
- Open-Enrollment Programs for Children, Youth and Families (1000)
- Classes and workshops for Adults (50)
- Individual and Group Volunteers (250)
- Self-Guided Visits (in the 1000s)
- Internships (25)

#### 2011 Events

- March 5 Maple Magic Day, Memorial School
- May 21 Spring Spectacular, NCOF
- June 11 Summerdance, NCOF
- September 19 Harvest Dinner and Auction, Wellesley College Club

#### Notes on 2010

It was a great year for NCOF. Maple sugaring season was cut short by the early onset of warm weather, but we still produced 150 gallons. Organic seedling sales broke records. Spring, summer and fall vegetable harvests were abundant in the hot, dry weather. We have never had a better year for tomatoes!

The Farm sold all of its Thanksgiving turkeys, chicken, pork, and rabbit. The





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farm's cut-flower operation continued to expand and produced flowers for two weddings.

It was a big year for construction. Our teen workers built a new root cellar and composting toilet. We also built a 100-foot-long new hoop house using a state grant.

Youth programming continued to run near maximum capacity. We were blessed with many wonderful volunteers. The Harvest Dinner moved to a new location, the Wellesley College Club, where the chefs created a fantastic meal.

Operationally, NCOF's RFP for management of the land was accepted by Town's Conservation Commission, and the Farm started receiving short-term financial support from the commission. The Farm also began work on a nutrition project with the Natick Service Council.

### Highlights of 2010

- Completed RFP process to transfer NCOF land usage to NCOF Inc.
- Recruited new Board of Directors.
- Constructed root cellar, composting toilet, and 100-foot hoop house.
- Offered second Waldkindergarten program.
- Established online fundraising auction.

### Goals for 2011

- Complete and implement strategic fundraising plan.
- Update Farm's record-keeping software.
- Redesign Farm brochure and membership materials.
- Establish production rotation for new hoop house.



## COUNCIL ON AGING

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The Council on Aging provides advocacy and support systems empowering older adults to maintain their independence, improve their quality of life and prepare for life change. The Council on Aging is a human services agency that provides social services; wellness and fitness programs; information and referral services; case management; health promotion and prevention activities; socialization; volunteer opportunities; advocacy; and support systems through Natick's multipurpose Senior Center. Our activities, programs, and services are designed to: empower older adults to maintain independence; support frail elders in their homes; improve quality of life; provide some supportive services for individuals of all ages with disabilities; inform and assist families considering life change decisions concerning elder family members; and provide preventive health programming, advocacy, education, social, and leisure opportunities for active adults.

Most programs and services are provided at the Senior Center. Our high level of activity would not be possible if not for the 321 volunteers who donated 14,811 hours of their time, equivalent to \$308,809 of service to the town of Natick. Additionally, New Century Health, Natick Visiting Nurse Association, Inc., MetroWest Medical Center, Mary Ann Morse Nursing Home, BayPath Elderly Nutrition Program, Senior Citizens Legal Project, Vision Foundation, and many doctors and other health care professionals, local agencies and other town departments provided "in-kind" services to benefit our older residents. We are thankful to each and every one. We are grateful to the foundations, businesses, civic organizations and individuals who have supported our programs and services through their financial and practical generosity.

The Elder Advocates accessed entitlement benefits for senior citizens in the areas of: food stamps, Mass Health, SSI, SSDI, fuel assistance, Medicare programs, Good Neighbor Energy, BayPath Emergency Fund, and Prescription Advantage in addition to their ongoing case management cases. Income Tax preparers worked with over 200 Natick residents to help them file their personal Income Tax returns and assisted many in accessing Circuit Breaker refunds. SHINE counselors assisted Medicare beneficiaries in saving money and navigating complex changes in the health insurance system. While the financial benefit of our Elder Advocates, SHINE counselors, and Income Tax preparers is significant, the non-financial benefits of access to information or resources, peace of mind, and closure, are of equal importance.

New in 2010 over 2,900 Natick residents (including 2,538 unduplicated elders) were participants in the wealth of programs and services provided by our staff and volunteers. These included the elderly, individuals of all ages with disabilities, residents who have family members who are elderly, individuals of all ages who volunteered, and residents of all ages with Human Service/Social Service needs. Among other Natick groups and organizations utilizing meeting and program space in our building were MetroWest Chess Club, Interstitial Cystitis Support Group, Natick Health Department Flu Clinic, Senior/Community Center Building Committee, League of Women Voters, Regional Senior Pool Tournament, NASAP (Natick Alliance for Substance Abuse Prevention), Youth Advisory Board, Boy Scout Pack 22, MetroWest Medical Center Nurse's Union, SPED Watch, Central Massachusetts Area Health Education Center (Central Mass AHEC) medical interpreter program, and Massachusetts Parent/Professional Advocacy League (PPAL).

New efforts this year:

- Partnered with New Century Health and Natick VNA in a successful grant application to MetroWest Community Health Care Foundation and Tufts Health Plan Foundation

to continue a six month Caregiver Care program for family caregivers held at the Senior Center.

- Offered numerous Wellness, Recreation and Information seminars such as Digital Photography Basics, “Flavorful Secrets to Healthy Eating” presented by BayPath Elder Nutrition, Slice of Pie Thanksgiving Social sponsored by Mary Ann Morse Nursing Home, How to Buy & Sell on ebay, Medicare Changes and Choices offered by SHINE, and a Beaded Bracelet class.
- Partnered with Keystone Associates and the Marblehead COA to become one of only five COAs in the state to offer “Wisdom Works,” a program providing job seeking skills and strategies to unemployed or underemployed adults of any age.
- Worked with Springwell Protective Services to present an informational workshop on Adult Protective Services & Elder Abuse for area professionals.
- Collaborated with the Sudbury COA on a grant application to BayPath Elder Services to offer “Food for Life: Nutrition and Cooking Class”, a four session program presented by the Cancer Project.
- Worked with local banks to offer a “How to Balance Your Checkbook” session as well as monthly Notary Public service.
- Increased our intergenerational programs to include special offerings such as on site performance by the Rivers School Middle School Chorus and Mini Orchestra, Family Movie Nights on our big screen TV during school vacations, and Friday Family Movies throughout the summer.
- Became the only Council on Aging in the state to offer all three evidence-based health promotion programs that the Executive Office of Elder Affairs encourages COAs to present. We pursued grant funded training opportunities to access training for in house volunteers and instructors for the three programs: My Life, My Health, a six-week chronic disease self-management program; Healthy Eating for Successful Living, a six week nutrition, exercise and wellness program; and A Matter of Balance, an eight session fall prevention program.

#### Activities in 2010

Service was provided at the senior center, in consumer’s homes and through our transportation program, and in the community

Social Service and Case Management Cases:	575
Programming and Health Services Units:	39,091
Information Calls:	19,185
Parking Tags Issued:	1,172

The Council on Aging advocates for seniors in our community. This year we worked with the Board of Selectmen to increase property tax credit for participants in the Senior Property Tax Work Program from \$750 to \$1000 which is the maximum amount currently allowed by law. The Director worked with the Board of Selectmen, Town Administrator, Assessor, and School Superintendent to update the “Financial Assistance Summary,” a brochure outlining savings, exemptions, and assistance programs for Natick residents of any age.

Members of the staff work to maintain the highest level of professional competence and seek opportunities to improve their skills or to acquire new skills and resources to better serve Natick residents and their families. Some of the boards and committees on which the Director serves to represent Natick residents are the MetroWest Medical Center Community Advisory Board; the MAT Team (Multidisciplinary Assessment Team), a committee of social service and health providers that reviews applications for Natick Housing Authority's congregate housing, and the Mental Health and Substance Abuse Task Force of the MetroWest Community Coalition. The COA social worker coordinates the Outreach Working Group Collaborative of the 14 COAs in the BayPath service area. In addition members of the staff attended educational or informational programs such as SMOC LIHEAP Fuel Assistance Training, and SHINE insurance information updates.

The Natick COA Department and Advisory Board are challenged to offer service and support to a rapidly growing population. The over 60 population of Natick is projected to reach 27% of the total population by 2020. In the coming year, we will continue to advocate for seniors: in the areas of health, transportation, taxes, and affordable housing; gather information from Natick residents regarding our current activities and potential future activities; continue the process for a new Community Senior center; and continue assisting seniors and their families in providing services that will allow them to "Age in Place" safely in their homes. As the year closes we are preparing to relocate our offices and operations to 90 Oak Street in an effort to decrease both the length of time and the expense of construction of the new Community Senior Center.

We welcome input from the community and encourage comments, questions, suggestions, or concern, and especially, participation as we work toward further development of an integrated system of services that spans generations.

Respectfully submitted,

Moira Anne Munns  
Director of Human Services and Council on Aging

## ***HUMAN SERVICES***

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The department experienced significant development and growth again this year, in striving to fulfill the mission of the Human Services Department to ensure that health and human services are provided, available and accessible to residents of the Town of Natick of all ages and incomes. Among the activities of the department are:

- providing services for children, adults, and families;
- serving as an information resource, providing case management and crisis intervention services;
- developing partnerships with other agencies and organizations to plan wellness and prevention programs and programming;
- assisting families and individuals to access public and private benefits; and
- fostering the development of young leaders in Natick.

### **Major Activities and New Activities in 2010**

This has been another challenging year for many Natick families and individuals both financially and emotionally which has resulted in increased requests for the services offered through our department. The Outreach Coordinator position was increased to a full-time position. This has provided us with the capacity to serve an additional 184 Natick families with whom we had not previously worked. Residents experiencing various barriers to behavioral health services such as lack of insurance coverage or lack of transportation now have access to clinical social work services. The Outreach Coordinator has been working to reach Natick residents who are challenged by social service or financial needs. She has been active in the areas of Food Stamp applications, Fuel Assistance applications, Toys for Tots distribution, holiday food distribution, flu shots for homebound, and reaching out to the school community through their health services staff.

The work of the department in collaboration with many other local organizations, agencies, and departments has resulted in numerous activities and/or initiatives for Natick residents including:

- Fuel Assistance in the amount of \$40,765 for 92 Natick families, a 9.5% increase in the number of families served over last year. Collaboration with the Natick School Department has directed previously unidentified eligible families to the Human Services Department for assistance in accessing public and private benefits.
- Backpacks for 58 Natick children through collaboration with Natick Parks and Recreation's Camp Woodtrail, Natick Service Council, and Backpacks for Kids.
- Hosted the first Natick Together community project, an Unwanted Medication Collection Day. The event served multiple purposes including: safe and legal disposal of unwanted medications for young families and elders, removal of access to controlled substances for adolescents (abuse of prescription medication is the fastest growing component of youth substance abuse), prevention of pharmaceutical contamination of the environment and ground water supply, reduction of police and fire calls for the associated consequences of misuse of prescription medication including treatment of accidental ingestion and theft and housebreaks, and unification of multiple community stakeholders around a shared concern.
- Became a collection site for Cell Phones for Soldiers
- Raising Teens: A Monthly Parent Support Group co-facilitated by The Youth Substance Abuse Coordinator and the Human Services clinical social worker.

- Screening site for National Depression Screening Day cosponsored with MetroWest Medical Center and The Samaritans. Through this event our social services staff was able to assist five Natick residents with mental health concerns that had not been previously addressed.
- Expanded our hours of operation to include evenings and weekends to offer free income tax preparation for working families to help them collect the Earned Income Credit and Child Care Credit.
- Created the Inter-Agency Task Force on Complex Cases which is intended to increase communication among professionals in various organizations, agencies, and departments to create a method of accessing the most appropriate resources for Natick residents in crisis.

The Human Services Department continues to seek opportunities to maximize community resources and reduce costs by combining existing resources in new ways. In addition to the initiatives previously cited, the Department also hosted a regional meeting of the Local Officials Human Services Council (LOHSC). LOHSC is a committee of the Massachusetts Municipal Association. The focus of the meeting was Municipal Funding Strategies in Challenging Times.

The Youth Advisory Board participated in community events including the spring pancake breakfast at Memorial School hosted by Natick Community Organic Farm, served in an advisory capacity to the Youth Substance Abuse Coordinator, supported the Natick Together Unwanted Medication Collection event, and met with representatives from Natick Walks regarding a potential walking trail.

While maintaining our current programs and services, among the activities we have planned for 2011 is implementing a curriculum based program for parents of pre-teens co-facilitated by our clinical social worker and the Youth Substance Abuse Prevention Coordinator. Human Services hopes to increase awareness and utilization of our free tax preparation for working families. The Youth Advisory Board will continue to explore youth issues and work with Natick Walks to create a new walking trail.

We appreciate the support and suggestions of the community as we plan for the future of our department. We remain committed to the goals of providing services, information and resources and access to the same for Natick residents of all ages and incomes. We work to be responsive to the identified needs of our community as well as to anticipate emerging needs. These principles guide our planning for the services, activities, and programs of our department.

Respectfully submitted,

Moira Anne Munns  
 Director of Human Services and Council on Aging

## ***NATICK RECREATION AND PARKS DEPARTMENT***

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The Natick Recreation and Parks Department was faced in 2010 with the challenge of providing quality leisure services at affordable prices. This has been a recurring challenge for our Department over the past few years since the local economy has not been a positive one for our residents.

The staff in cooperation with the Recreation and Parks Commission approached and discussed with the Town Personnel Board the issue of freezing the part-time pay plan for the second year in a row. This decision to freeze the pay plan at the 2009 level has helped our agency to keep program fees at an acceptable level in 2010. This move, along with the Commission and staff working with our numerous 501 © 3 organizations (Natick Basketball Association, Parents of the Handicapped, Natick Community Organic Farm, Inc., Friends of Natick Drama Workshop and Supporters of Sassamon Trace Golf Course, Corp.) to slightly adjust program structures while acquiring funds through private fundraising, have proven instrumental in our agency's ability to meet our service delivery challenge during these tricky financial times.

The Department has also worked on utilizing its new registration software package to provide improved communication and marketing services with our participants. This along with the use of "survey monkey" as an invaluable feedback tool on our services from our customers has helped our agency make appropriate changes to our services for the sake of our residents.

Summer participation at Memorial Beach, which included an excellent quality swim instruction program and well attended summer swim team, increased by 6% compared to the previous summer. The Sunshine program, which provides an excellent morning social play service for boys and girls ages 3-5, also experienced a 5% increase in participation from the previous summer.

Seasonal programming from September through May experienced an overall growth of 2% from the previous year. Programs that spearheaded this increase include Natick Drama Workshop, Grade 5 & 6 Fantastic Fridays, Parents Night Out, special needs programming, ski lessons and our popular Grade 4-8 basketball programs.

Town community special events such as Natick Days, Spooktacular, Concerts on the Common, Family Performing Arts Series, Health, Fun and Fitness, Flashlight Egg Hunt and the Mini-Triathlon at Memorial Beach, continue to grow in popularity and size. These events along with the excellent seasonal special events that the Natick Organic Community Farm provide are truly outstanding services for all segments of the Natick community to enjoy. Our "personal" thanks to all the Special Event committee members, program volunteers, non-profit organizations, local businesses, civic organizations and municipal agencies, who work with us to make these events possible through their personal support and funding.

This year also proved to be a year of a number of outdoor facility improvements to the Natick parks system thanks to town agencies and private contractors. The list of improvements included the restoration of the Natick Common Civil War monument, the renovation of Cole Center outdoor basketball court and the upgrading and improvements to the Memorial Beach ramp, diving platform and pier system. The Recreation and Parks Department is also grateful for the assistance of Natick DPW in helping to provide needed improvements to the Sassamon Trace Golf course, and for the generous outpouring of community support to repair damages due to a break-in at Camp Arrowhead this past fall.

The Natick Recreation and Parks Commission has advocated over the past two years for an objective and more comprehensive performance evaluation system with the Town Administrator and Personnel Board. It is the hope of the Commission that this type of annual system would enhance each employee's performance standards and expectations so that the department's accountability would improve and outstanding individual performances would be recognized.

In May 2010, the Recreation and Parks Commission conducted a comprehensive performance evaluation of Dick Cugini, Superintendent, Natick Recreation and Parks Department. Each member of the Commission independently rated Mr. Cugini's performance on a number of different performance factors. Input was also solicited from each of the staff at the Cole Center to assess the strengths and opportunities for improvement of the Department. The results of each Commissioner's independent assessment were compiled, and the overall evaluation supported an exceptional/outstanding rating for Mr. Cugini. The results of this evaluation also helped to formulate department goals for the upcoming year, including enhanced training for support staff. Please note that training did start in earnest with one staff member going to NRPA Director's School in West Virginia, while other staff members received computer training locally.

While programming, services deployment and facility upgrades were the main focus of the department in 2010, two other major community ballot questions arose that Natick Recreation and Parks Department became significantly involved in. These were the proposed new Natick High School with proposed new athletic facilities and the proposed new Community Senior Center. Both of these ballot questions were approved by the public through a spring debt exclusion vote.

The passage of the new High School will now help all outdoor field users and maintenance staffs, who are faced with field overuse and field shortages. It will also help the Recreation and Parks Department staff with the scheduling of outdoor fields and facilities for years to come. The passage of the new Community Senior Center will help to provide all age groups with the facilities needed for new and valuable leisure programs and services. The Natick Recreation and Parks Department will be an active leader in this important community goal as we work towards "improving the quality of life in Natick" through valuable and affordable leisure services for all age groups.

In addition to Natick Recreation and Parks Department looking forward to new facilities at the "soon to be built" Community Senior Center, the Department now needs to upgrade its home facility at 179 Boden Lane in terms of room use and energy efficiency. Other department infrastructure that needs upgrading and is long overdue is the replacement of the department's two passenger vans, which will help to improve many community and department programs and services alike.

The Natick Recreation and Parks Commission and the Superintendent, Natick Recreation and Parks Department has also been collaborating with the Natick Open Space Advisory Committee on the development of the 2011 Five Year Open Space and Recreation Plan for the Town of Natick.

In closing, the Natick Recreation and Parks Commissioners wish to extend an invitation to the general public to come to their monthly "first Monday of the month" Commission meeting. Please feel free to bring with you any issue, question or concerns that you have to the meeting.

If you can't attend, please feel free to call or visit the Department main office at the Cole Center anytime during the week from 8:00 am to 5:00pm.

Respectfully,

Wayne Szretter, Chairman, Natick Recreation and Parks Commission  
Dick Cugini, Superintendent, Natick Recreation and Parks Department

### ***SASSAMON TRACE GOLF COURSE***

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Sassamon Trace Golf Course opened for the season on March 2<sup>nd</sup>, the earliest opening date ever and a great way to kick off the 10<sup>th</sup> season of golf at Sassamon Trace. Despite the extreme heat for most of July, the weather conditions cooperated all season long right through December 19 when the last round of golf was played.



Gross revenue for 2010 saw an increase of 4.5% compared to 2009 and will rank as the second best year in Sassamon Trace history. Green fee revenue finished \$16,728 higher than 2009 and was the largest contributing factor for the increase in revenue. Golf car rental fees, instruction, food & beverage and merchandise sales all showed significant gains in 2010. Season ticket revenue was the only income category that experienced a downturn (-5%) compared to 2009. This may best be explained as a result of a \$25 to \$50 across the board increase in season ticket fees at the start of 2010. The Golf Committee met in December and created an action plan to address this development for 2011.

#### Calendar Year 2010 vs. 2009

	<u>2010</u>	<u>2009</u>
Total Rounds Played	28,492	28,913
Green Fees Revenue	\$356,688	\$339,960
Golf Car Revenue	\$65,184	\$61,059
Season Ticket Revenue	\$78,168	\$82,372
Golf Shop Revenue	\$56,827	\$48,486
Total Revenue	\$556,867	\$531,877

Major expenses, such as payroll, irrigation and electricity and all other variable expenses are constantly monitored. All major expenses categories came in below appropriations for the calendar year. Irrigation water for the course historically has cost anywhere from \$35k to \$85k depending on weather conditions but in 2010 only \$28,750 was expended. This is a result of the superintendent's water management practices particularly during the very dry month of July.

Sassamon Trace Golf provides many golf opportunities for the area residents of all ages. In 2010, there were 162 Season Pass Holders 70% of which are Natick residents. There were 62 adult passes, 75 senior passes and 25 junior passes all combining for 7,811 rounds played. There are 4 weekly golf leagues that the course manages servicing over 360 people including 70 juniors in the Junior Tour. Sassamon Trace also offers adult and junior golf instruction. The golf course also is the home course to both the Natick and Dover-Sherborn High School Golf Teams.

The Sassamon Trace Golf Facility is much more than a recreational outlet for golfers. It is open space and an important link in our ecosystem. Birdwatchers enjoy a healthy Bluebird population and can observe Red Tail Hawks and Blue Herons. The course is host to a variety of wildlife including deer, turkey and coyote. Sassamon Trace is enrolled in the Audubon International Cooperative Sanctuary Program because of the responsible environmental management practices. In 2010, the Natick High School Earth Club led by Mrs. Haverstick completed a wildlife inventory, which is now on display in the golf shop. Sterling Golf Management maintains the course using IPM (integrated pest management) guidelines which means minimal and reactive use of turf maintenance products. The course is also used by the US Army Natick Soldier Systems Center to test products for future use by our soldiers. Many charitable organizations use golf tournaments as a tool to raise funds for their organizations. TCAN and IDC are examples of organizations that hosted their fundraisers at Sassamon Trace in 2010. New for 2010 was Natick Service Council Day at Sassamon Trace held on November 18, Golfers were treated to free golf in exchange for a food contribution to the Natick Food Pantry. A truck load of food was delivered to the food pantry just in time for Thanksgiving. Sassamon Trace also provides approximately \$3,500 in in-kind donations to local schools and non-profit organizations to assist with their fund raising efforts in 2010.

The Supporters of Sassamon Trace were responsible for contributing funds for much needed projects such as asphalt repairs to the parking lot and landscaping projects on the course and around the clubhouse. This organization raises funds through an annual appeal by procuring advertising revenue through local merchants, special events and golf tournaments. To date, the supporters have donated approximately \$42,000 for course enhancements thus removing the encumbrance from the taxpayers. In 2010, the Supporters Association paid for the infrastructure to deliver water donated by the Dowse family to the irrigation pond. This will save tens of thousands of dollars annually in water costs charged to the course by the Town of Natick. Another project completed in 2010 was the construction of a storm shelter on the Sherborn side of the course. The students from Keefe Technical High School built the shelter and the Supporters Association paid for the materials. Finally, the Supporters Association paid for a Purple Martin birdhouse and a pond aerator/fountain for the irrigation holding pond.

The Golf Course Advisory Committee is composed of five town appointed residents that meet on the third Tuesday of the month at Sassamon Trace Golf Course. The committee invites residents to participate in these monthly meetings that are posted at the course and on the town's online public meeting calendar. The Golf Committee works with golf course management to review policies & procedures, develop new revenue opportunities and identify cost saving measures. After debt and interest, the single largest expense for the golf course is the turf maintenance contract. Sterling Golf Management is the current vendor for this contract. The contract expired in December and because of Sterling's performance in providing excellent turf conditions, the Golf Committee recommended to the Board of Selectmen that the town exercise the first of two option years for 2011. The Board of Selectmen voted within the framework of the contract to retain Sterling for 2011.

Respectfully submitted,

The Sassamon Trace Golf Course Advisory Committee  
Robert Healey, Acting Chair  
Arthur B. Fair III  
George Richards III  
Timothy Nihill  
Kevin Chandley

## ***VETERANS SERVICES***

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Natick Veteran Services are staffed by a full time Veterans Service Officer, as required by Massachusetts General Laws. The office is also staffed 60% by an Executive Assistant. The Veteran Service Officer is also an accredited service representative with Vietnam Veterans of America and United Spinal Association, Inc. This gives the VSO the power to work on all Veterans Administration issues. This could include Aid and Attendance for our elderly veteran and spouses. If the veteran is deceased the spouse may still be eligible for the benefits. This also includes claims for our veterans which can now be handled from start to finish. By these claims it will provide money to our veterans and at times surviving spouses. This office provides assistance on state and federal benefits. The Commonwealth of Massachusetts is second to none in providing veteran benefits. Massachusetts is the only state in the nation to provide the benefit of Veteran Service Officer for every city and town. This benefit goes back to the post civil war time when the Commonwealth made the law. This law was put into effect to help the returning veterans and their families.

In addition to helping the veterans who have served we also have resources to help the families of those who are presently serving. There are so many resources available to their families. There are currently many more members of the National Guard and other reserve units compared to pre 9/11. This is a new group that is so much larger which includes many times numerous deployments by these veterans. This office is involved with the Total Wounded Warrior/Yellow Ribbon program, a program that was formed to help the new returning veterans and the families of those serving in harm's way.

The Commonwealth of Massachusetts offers more services than other state in the nation. A resource guide has been put together with the many services provided in the Commonwealth. This guide is used by other state agencies such as MA. Parole, Middlesex County Probation, Court Street Veterans Shelter and the Middlesex Sheriff's Office. There are 14 Veterans Outreach Centers, Vet Centers and numerous housing programs which are state, private and federal funded. Most of the State Universities also have veteran groups made up mostly of the recent returning Veterans. This office has been involved with the program at Framingham State University. Education is provided by the State Universities where a tuition waiver is provided for all veterans of a foreign war which include WWII, Korean, Vietnam, Lebanese peace keeping force, Grenada rescue mission, the Panamanian intervention force, or the Persian Gulf. The new generation of Veterans the Iraq and Afghanistan Veterans is covered under the "Post-9/11 GI Bill. This covers both tuition and fees at all colleges and universities. There is also a program to help the children of Fallen Service Members this covers all 2 year and 4 year undergraduate degrees. This is all information that will be provided to those in need of the education services. This office also has the names of key players in the Department of Veterans Affairs Education programs.

While we can all see the ages of our WWII, Korean and Vietnam Veterans are for the most part over 60 years of age. We are losing over 1000 a day of the WWII Veterans with the youngest being in their late 80's. The Korean War Veterans youngest are approximately 80 years of age. The youngest of the Vietnam Veteran is 57 or 58 years of age. The exceptions to this age are those who entered before they were old enough to legally join. This was mostly the "Greatest generation" WWII. This will be an increase in veterans benefits needed. For example are VA benefit, Aid and Attendance, is on the rise. This is a form of VA pension. Before my arrival in March of 2010 not one A&A claim was processed we now have 14 open cases. We have won a

number of compensation and pension cases including widow benefits. We have processed 34 cases, mostly all compensation rather than pension cases. Most Aid and Attendance cases take at least 6 months to get a decision. The compensation case generally takes at least one year to process, usually longer. We have won a number in less time but this is not the norm. But the benefits are lifelong awards.

This office also works with other agencies in the Town of Natick. For example we work with the Council on Aging and Human Services. By working with these agencies they help us meet many needs, for example fuel assistance and counseling. This office is also building relationships with other members of Town Government. We are also building relationships with other agencies throughout the Commonwealth. Such as the Career Centers. Many times, veterans come to this office unemployed and seeking assistance. We can provide assistance while at the same time helping them find employment. This office has built up a resource list for the Career Centers which is included in the resource guide that I have put together. Ms. Young is an important part of developing and maintaining these. Since I am dealing more with an elderly population I have got involved with some of the resources used by the elderly such as Shine and BayPath Elder Services.

This office is also part of a team effort to remember our Veterans in many different ways. Our Memorial Day events including the decorating of the grave's is a great town wide effort. This includes many citizens including the youth of our community and many scout groups. The parade on Memorial Day also is a town wide effort with the youth again, town officials and elected state officials. This also includes a member of our local clergy. Veterans Day events also include the many of the same efforts as the Memorial Day parade. We are the only city or town in the Commonwealth to remember Pearl Harbor on the 7<sup>th</sup> December every year. This year we were honored to have two local Pearl Harbor Survivors attend our event. We were also involved in the Transfer of Flags held this year at Kennedy Jr. High School. This was a great night; Principal John Hughes (now retired) was honored for his many years of involvement with the event. A "Remember and Thank you" evening was put on by the Town Selectman, Natick Fire Department, Veteran Services, Natick Veterans Council and the Natick Solider Systems Command. Donations were made by Math Works, Roche Brothers and the Natick Rotary Club to help deter the cost of this event. This office was also a part of 7 square dedications that took place since I came into office. This office also took part in Natick Day and the Natick Health Fair. This office is also involved in bringing the Vietnam Moving Wall to Natick this coming summer. We have been involved with the Natick Solider Systems Command and have attended about a dozen events held at the Command. Natick has always been a strong supporter of all veterans events held here in town. This includes both town officials and residents of our community. Working with the community is such a great part of the work of the office. Let us never forget "Freedom is not Free".

Every veteran who walks through the door or calls this office is asked if he or she is enrolled in the VA Health care system. If not, regardless of age are they are asked to complete a three page application and to bring it back to me to be enrolled in to the system. Many veterans do not know they are entitled to this benefit. This for many can involve savings on co-payments for medical appointments or drugs and getting hearing aids for veterans, not all elderly. This could also lead to a claim being processed by this office.

Natick residents have always answered the call to duty, above and beyond. We have had at

least 90 Natick residents answer the call since 9/11. Some on more than one deployment, a number on 3 or more deployments. Many citizen soldiers the average age 26 years old compared to a much younger average age of past wars. In past wars Natick's losses have been above average. Vietnam Natick was per capita number 2 in the country. We can be very proud of our community's service to our country.

Another duty of the Town of Natick Veteran Service Director includes being the liaison to the Commission of Disability and the ADA Compliance Officer. This has been a new experience for me. It is a learning experience and is a great group working very hard to address issues of those with disabilities. I very early on took over the duties of the clerk of this committee. I have been able to address a number of complaints with success.

While the Veteran Service Department is one of the smallest in Natick it is a very important department. Every veteran of every war deserves the best of services we can provide. There is a need at both the WWII or elderly and the "New generation of warrior" returning from our newest war. I have been involved in bringing to a large number of people the "hidden wounds of war". What are the hidden wounds of war, PTSD – Post Traumatic Stress Disorder and TBI's – Traumatic Brain Injuries. While neither is new to combat they are now defined and more common among our returning troops, much due to the type of combat these veterans are facing. Opening many new claims to the VA, is a huge part of my duties. In the past claims were not personally handled by the VSO. Now with my accreditations I can process these claims. Again every claim won is money to the veterans along with direction and assistance in dealing with the Veterans disabilities.

In closing, since my arrival here in late March of this year it has been a work in progress. I am very fortunate to have Sheila Young as my Executive Assistant. She works above and beyond. She has helped educate me on the Chapter 115 an area with which she has extensive experience benefits where she is an expert. She has also showed a strong desire to get involved with the VA process. We have done many home visits to the elderly who find are unable to leave their homes. The Town of Natick has been very supportive from the Board of Selectman who hired me to the Town Administrator Ms. White and her staff. All the agencies that I have dealt with have been very supportive. I will not list all, but "Thank you" all for the support of this past year.

The AMVETS has an excellent motto: "We fought together, now let's build together"

Respectfully submitted,

Paul E. Carew  
Director of Veteran Services

## **Education & Learning**

### **SUPERINTENDENT OF SCHOOLS AND SCHOOL COMMITTEE**

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

#### **Natick School Committee**

- Ms. Anne Blanchard, Mr. David Murphy and Ms. Anne Zernicke were re-elected to the School Committee for three-year terms in March 2010. School Committee officers as of April 5, 2010 are as follows: Mr. Dirk Coburn, Chairman, Mr. David Margil, Vice Chairman, and Ms. Anne Blanchard, Clerk. Effective November 1, 2010, Mr. Murphy resigned from the School Committee. On December 16, 2010, Mr. Paul Laurent was appointed to the School Committee following an interview process to fill the vacant seat until the March 2011 elections.

#### **Natick High School Project**

The Natick School Department is excited to inform the Natick community that the construction of the New Natick High School has begun. Brait Builders Corporation of Marshfield MA, the qualified, responsive low bidder, began preparing the construction site on October 4<sup>th</sup>.

The project schedule is as follows:

##### **Phase I – October 2010 to June 23, 2011**

- Construction of the new building, with construction limited primarily to the three-story portion of the building, excluding the cafeteria, kitchen, gymnasium and locker rooms. All of the existing building remains in place and occupied during this phase. Memorial Field renovations began at the conclusion of the Fall 2010 season and will be completed by August, 2011.

##### **Phase IIA – June 23, 2011 to August 29, 2011**

- On-going construction of the three-story portion of the building. Demolition of a portion of the existing building to clear area for construction of the new cafeteria, gymnasium and locker rooms.

##### **Phase IIB – August 29, 2011 to June 15, 2012**

- On-going construction and completion of the three-story portion of the building, cafeteria, gymnasium and locker rooms. New building will be complete at end of Phase IIB.

##### **Phase IIIA – June 23, 2012 to September 1, 2012**

- Completion of a small parking area and loop drive required for access to the new building when occupied in the fall of 2012. Commencement of demolition of the existing building.

##### **Phase IIIB – June 23, 2012 to December 1, 2012**

- Continued demolition on the existing building and completion of the entire new parking lot.

##### **Phase IIIC – December 1, 2012 to June 15, 2013**

- Continued demolition of the existing building and site area. Completion of two new play fields in the area of the demolished building. All site work will be completed at the end of the Phase.

The entire Natick community shares responsibility in this historic event and the school administration, staff, students and families are grateful for your support.

## **District/Curriculum, Instruction & Assessment**

- Conducted a grades 6-12 Foreign Language Curriculum Review
- Continued work on the action plans from the 2006 K-8 Mathematics Curriculum Review, 2007 Grades 5-12 Language and Literacy Curriculum Review, and 2008 Science, Technology and Engineering Curriculum Review
- Increased teacher collaboration on student learning through professional learning communities, where teachers work in teams to support teaching and learning
- Continued focus on developing common assessments for all content areas, specifically common writing assessments for all Kindergarten to grade 12 students, and using the data from assessments to inform instruction
- Infused technology into the classroom with a launch of a district professional development day in November where teacher teams shared resources, lessons and teacher web pages, to developing classroom instruction and assessment tools
  
- Coordinated professional development for the system

## **Pupil Services**

- Implemented a comprehensive reading intervention program for students on Individual Education Plans
- Began process to move to a paperless model which is significant in the area of special education

## **Technology - District Wide Infrastructure Improvements**

- **Wireless Network Rollout at Kennedy and Wilson Middle Schools.**
  - Installed Aruba Wireless Network Solution at both Middle Schools to create a more flexible learning environment for teachers and students.
  - Approximately 60% of both middle school buildings are covered by the wireless network.
  
- **High School Classroom Upgrades**
  - **Super Tech Room** – A Super Technology Room was created this summer at our High School. This room has in it some of the new technology that will be used in our new High School and will be used to help teachers become familiar with some of the tools that will become widely available once the New High School opens. This room comes equipped with a wireless network much like the one deployed this summer at our two middle schools, a cart of 25 laptops for use by students and the newest Epson interactive projection system.
  - **New Apple Lab** – A new high school technology teacher was hired and a new computer lab was created and equipped with 25 new iMac desktops computers that will be used to help students learn and develop skills creating digital content using Apple's iLife Suite.
  - **NovaNet Program Expanded** – The NovaNet program was moved to a bigger classroom in the High School and more computers have been allocated to double the capacity of this program which can now accommodate up to 20 students per class.
  
- **Moodle – Our Learning Management System and Intranet Solution**
  - This past summer we've brought this application in-house which has allowed us to tightly integrate it with our network. With this integration Moodle is able to provide

benefits to both our learning environment and help streamline many administrative functions.

### **Natick High School**

- Welcomed new Principal Rose Bertucci and Athletic Director Tim Collins
- The Natick High School Class of 2010 was made up of 302 seniors with the Guidance Department processing 1909 college applications. From that group, 77.48% (234 students) enrolled in four-year colleges, with 13.25% (40 students) selecting two-year colleges. Seven students enrolled in a specialized educational program. 92.38% (281 students) went on to higher education, with 22 students joining the workforce.
- Graduates of the Class of 2010 enrolled in 124 different schools across 24 states. 118 seniors applied to the University of Massachusetts at Amherst, the most of any public college, while 52 students applied to Northeastern University, the most applications to any private college. The most popular out-of-state schools were the University of New Hampshire with 53 applicants and the University of Rhode Island with 48 applicants.
- 160 scholarships totaling \$167,000 were awarded to the 2010 seniors at Class Night in June.
- The NHS chapter of the Business Professionals of America dominated the state IT competition and represented Massachusetts at the Nationals in Anaheim CA winning 1<sup>st</sup> and 2<sup>nd</sup> in Network Design.
- In May, the NHS Speech Team represented Natick High School and the Central New England Forensic League in the prestigious Grand National Speech Tournament, which was held in Albany, New York.
- The Natick High School Symphonic Band won the statewide MICCA competition earning the Gold Medal for the second time in three years. The band then had the honor of performing in Symphony Hall in Boston. The NHS Chorus earned the Silver medal in this prestigious competition.
- NHS Technology Teachers Lori Coburn and Marge Roberson were awarded a \$2500 grant from the Technology Leadership Council of Massachusetts - the "Above and Beyond" award for a joint project using multiple internet applications in the Internet Management Classes and Music and Animation classes.
- NHS Science students entered the "Science Bowl" competition held at Boston University placing in the 'elite eight'.
- Grants were awarded to the Science Department in excess of \$20,000. Sources include The Mass Bio-Ed Council and the American Chemical Society. Ms. Weber's Water Quality grant for \$10,000 was awarded by the National Education Association.
- Natick High School was awarded a Mass Cultural Council Creative Schools grant for \$6,175.
- The NHS Athletic Program had another successful year with several notable highlights:
  - Natick High School earned the Bay State Conference Boys' All-Sports Award – awarded to the Bay State Conference School with the highest winning percentage of all sports.
  - Natick High School Graduate (2010) and UConn Freshman Football Player Scott McCummings was awarded the Bay State Conference "Doug Flutie Award". "The Doug Flutie Award" is given annually by the Bay State Conference to a first year college student that exhibited outstanding multi-sport athleticism, scholarship, and character during her/his high school career.
  - NHS Baseball Team was Bay State Conference Champions.
  - Boys' Outdoor Track Team was Bay State Conference Champions and placed 5<sup>th</sup> at the All-State Meet.
  - Wrestling was Bay State Conference Champions for the 16<sup>th</sup> time in 17 years, Sectional

Champions, and State runners-up.

- The following teams qualified for their respective tournaments: Girls' and Boys' Volleyball, Girls' and Boys' Soccer, Girls' Swimming, Field Hockey, Golf, Boys' and Girls' Basketball, Boys' Hockey, Boys' and Girls' Skiing, Boys' and Girls' Outdoor Track, Baseball, Softball.

### **Kennedy Middle School**

- Eighth grade math teachers participated in training and will conduct classroom studies of the most robust methods for teaching algebra through the Harvard University Algebra Project.
- Implemented student recognition programs at all grade levels to foster positive school culture and recognize student achievements
- Summer 2010 repaving in back of KMS - Fall 2010 Laps for Lunch program instituted, students take laps around the building during their lunch breaks, promoting physical fitness goals
- 5th and 6th grade classes added Instructional Technology to their specials class rotation in preparation for the 1:1 laptop classroom
- Robotics Team won the First Lego League Judges' award for their submission in the league's 2010 Competition - BioMedical Challenge
- Three students selected as finalists for the Eastern District Chorus Festival
- Grades 6 & 8 participated in Museum of Science pilots to develop inquiry based science curriculum in the earth and life sciences
- World Language students traveled to Europe in the spring of 2010 and to New York City and Quebec in November 2010 for authentic cultural experiences in French & Spanish studies
- Drama classes staged a production of "James and the Giant Peach"
- Kennedy students decided upon a new mascot, "Kennedy Cougars" and the acronym ROAR! "Kennedy Cougars Roar! - **R**espectful, **O**ffer Help, **A**re Kind & **R**esponsible
- Kennedy received \$4000 in enrichment grants from the PTO, a \$500 Harvard Pilgrim Health Foundation grant and \$5700 grant funding from the Natick Education Foundation in support of curriculum enrichment experiences for students at all grade levels.

### **Wilson Middle School**

- **Infrastructure:** The summer of 2009 and 2010 saw Wilson converting open space into classroom spaces to meet the demands of new programs and growing enrollment as students and families move in to Natick and come back from outside and private school placements. In addition, the technology department upgraded the building's network so that 80% of the building has wireless network capability.

Through grant writing and private donations, Wilson was able to raise \$85,000 to replace now obsolete and dying desktop computers that came with the opening of the new building in 2003—8 years ago! The old technology could not handle the current building needs in terms of multi-media applications and web work and the new equipment ensures that the technology education, technology literacy and library classes can have the latest equipment to support their instruction. The 8<sup>th</sup> grade staff are positioned to begin working in a one-to-one computing environment and have the needed equipment to do so. In 2010-2011 school year, Wilson seeks LCD projectors for every teacher to maximize teacher laptops and ensure technology integration in every classroom. The building moved to using Moodle

as a paperless internal management system, eliminating unnecessary paper and training manuals and even streamlining meetings and internal communication structures.

Wilson again obtained \$20,000 from the Metrowest Community Healthcare Foundation for the Wildcat Wellness grant ensuring that the Wildcat Café program, Mystery Chef program, field trips and work sessions at the Natick Organic Community Farm, the video fitness program and Fit Chicks fitness program continue for another year!

- **Staff Professional Development** - Teachers at Wilson take the business of their own professional development seriously and spent their summers in the following trainings and coursework:
  - Seminars on anti-bullying legislation
  - workshops to develop a 5-8<sup>th</sup> grade technology curriculum that will prepare students to maximize their time at the technologically advanced new Natick High School
  - graduate work in designing blended learning (combination of traditional teaching and technology integrated independent work) while using the course management system, Moodle (taught by Natick High School teacher, Doug Scott and Wilson Middle School principal, Anna Nolin)
  - math and special educators participated in a training collaboration with the Department of Defense to use gaming software called Tabula Digita to teach pre-algebra and algebra skills (classes are using it in all grades in 2010)
  - science teachers and administrators attended the prestigious Gateway Institute to expand the manner in which science, technology and engineering are integrated into the middle school experience with bridges from the elementary schools and to the Natick High School experience
  - our English teachers and leaders:
    - participated in workshops with the Department of Elementary and Secondary Education relative to the new Common Core National English Standards so we could revise our assessments to meet these new expectations
    - conducted a workshop to strengthen the manner in which we teach writing and to align our grammar, mechanics, and usage expectations
    - developed a method to track student skill progress and provide oversight relative to student writing skills
- **Participating in Cutting Edge Research with University Partners**
  - Eighth grade math teachers at both Wilson and Kennedy participated in trainings and will conduct studies in the most robust methods to teach students algebra through the Harvard Algebra Project.
  - 8<sup>th</sup> grade Earth Science teacher and Wilson Science Department Head, Cathy Longley-Cook, Cornell alum, has brought the Cornell Fossil Project to students. Cornell ships boxes of their vast rock/fossil collection to Wilson and students will break and explore the samples while they collaborate with other students across the country and upload their research data to online data bases. Wilson students will be included in Cornell published research in this area.
- **Personalizing Learning and Increasing Rigor Across Grades** - The desire to improve systematically the quality and rigor of schooling at Wilson Middle School has taken many forms in the past year. First, as part of the follow up to changes made in the math

program, an outside consultant has been hired to work with 6<sup>th</sup> and 7<sup>th</sup> grade teachers to examine the cognitive demand of our math homework and assessments so we can increase the rigor of math concepts digested by all students daily. In addition, math support classes and advanced classes have been made available to students who indicate these needed services.

To meet the needs of our strongest students, a beginning program to serve the needs of academically talented (advanced) and gifted and talented students has been developed and piloted at Wilson Middle School. A coordinated, district-wide procedure for identification of students who are advanced in their math and English achievement and those who are gifted has been created at grades 4 and 6. A cohort of 6<sup>th</sup> grade students have begun the program this year and are accelerating in curriculum and taking on additional online coursework in areas such as “The Golden Age of Irish Literature,” and “Stock Market Math,” and “Computer Animation.” As we seek to do with all levels of students, we can now offer advanced level instruction within the course of the school day for students whose achievement data indicate this need.

- **Student Leadership and Achievement** - The Wilson Band and Chorus both achieved accolades and medals at local adjudicated competitions in the spring of 2010. The Barnhill program continued and so did the camaraderie of sport and good-natured competition. The drama club followed up last year’s smash hit “Beauty and the Beast,” with a technologically advanced and visually appealing version of “Willy Wonka,” at the beginning of December. Our track, cross country and field hockey programs are moving out of their infancy into more robust programs that grant valuable training experience to our young athletes. The ELNA (Educating Leaders for a Non-Violent Age) community service group continues to reach out to soldiers, health causes and those in need to allow our students varied and important service experience. Again Wilson collected and donated the largest donation on record to the Natick Service Council Food Pantry as part of our local Healthy Harvest food drive prior to Thanksgiving. Finally, the end of 2010 began our new Peer Leadership program, which seeks to reduce student bullying through student intervention. Eighty-five students will participate in the first program, which will begin in January of 2011. We look forward to the work of this group.

### **Elementary Schools – Bennett-Hemenway, Brown, Johnson, Lilja, Memorial**

- Welcomed new Brown Elementary School Principal, Kirk Downing
- **Early Learning Support and Intervention:**
  - The Kindergarten Early Intervention Program (KEIP) provides critical early literacy and numeracy support to kindergartners across the district. This year we expanded this grant and locally funded program to ensure that an intervention teacher is assigned to each Kindergarten class in the district on a half-time basis to support early intervention for targeted students.
- **Writing:**
  - Natick Public Schools continues to develop its comprehensive and cohesive writing program to improve the quantity and quality of student writing. Professional development time was allocated to our K-4 grade level teams across the district to work as Professional Learning Communities (PLCs), refining a scope and sequence of writing

skills and strategies and creating corresponding assessments of student work.

- **Phonology:**
  - Kindergarten and grade one classes across the district implemented the early phonics and handwriting program, FOUNDATIONS, which provides a solid base to support early learners in developing the prerequisite skills for becoming proficient readers and writers.
- **Technology:**
  - We have made strides in our effort to expand the use of technology for professional and instructional purposes. Professional Development was provided to every elementary teacher on all aspects of our upgraded operating system. This enabled teachers to increase their use of current technology in the classroom. We continued to outfit each classroom with LCD projectors and document cameras to maximize access to the rich digital learning materials available on the World Wide Web. Student learning is beginning to be evidenced through the creation of digital presentations and use of social networks.
- **Wellness**
  - Under the direction of enthusiastic parent volunteers each elementary school launched FitKidz, a before school program geared to getting children's hearts pumping and brains ready for learning. Three mornings a week, anywhere from 40-100 children at each school arrive 45 minutes early to do exercises, play games and lap the schoolyard for up to 2 miles, all before their school day begins!
- **Student Recognition:**
  - Each of our elementary schools made a concerted effort to recognize and celebrate behaviors that demonstrate core values around student effort, learning and citizenship. Students were acknowledged through awards, assemblies and celebrations.

Respectfully submitted,

Peter Sanchioni, Superintendent

NATICK HIGH SCHOOL CLASS OF 2010

Harry Nathan Abrahams \*  
 Max A. Abugov 🇺🇸  
 Michael D. John Paul Aiello  
 Jack Gerst Alich  
 Melissa Jean Allen  
 Michael Anthony Alves  
 Gregory W. Ambulos  
 Tyler C. Apeseche \*  
 Joshua D. Arno  
 Michelle Kristen Aste \*  
 Robert Alexander Awkward  
 Tatevik A. Babayan  
 Michael William Baim  
 Rebecca A. Balboni  
 Nicole Cristina Baptista  
 Walter Jamaal Barboza  
 Laura Katherine Beltz  
 Samuel Thomas Berg  
 Michael Scott Berkowitz  
 Myles-David Comeras Bernstein  
 Amanda Lynn Bertino \*  
 Ashley Beth Bertino  
 Gabrielly R. Borges  
 Nathaniel Clark Borland  
 Kaytelle Boursiquot  
 Jesse Aaron Brakey \*  
 Devan Michael Brewer  
 Julia Elise Brock  
 Darian Brianna Brittany Brooks  
 Scott Benjamin Brown  
 Stephen Kenneth Brown \*  
 Daniel William Bruso  
 Sarah Shri Bursch  
 Christina Cacia  
 Danielle Renee Caouette  
 Sean Taylor Carlson  
 Christina Marie Carr  
 Catherine S. Cartier  
 Janice Sungeun Cha \*  
 Anya Chang-DePuy \*  
 Daniel F. Chaves  
 Jiang Mike Chen  
 Michael P. Chenard  
 Thomas Eugene Chirillo-Patton III  
 Michael J. Cho \*  
 Rajeev S. Chorghade \*  
 Craig Charles Christie  
 Benjamin James Coburn \*  
 Brooke Elizabeth Collinson  
 Jessica A. Condlin \*  
 Kristen Nancy Connelly  
 Nafeesa M. Connolly  
 Anna J. Cosimini \*

Jordan Jaye Crespi \*  
 Heather Elliott Cunningham  
 Verona A. Daoud  
 Calvin J. Dawson  
 Nichollas Joseph Dawson \*  
 Tyler Simonson Del Sesto \* 🇺🇸  
 Michael Joseph DelMonaco  
 Timothy M. DeMaio  
 Luke W. Detwiler \*  
 Katie Nichole Dickson  
 Katherine M. Donovan  
 Noah Thomas Doremus  
 Matthew Harold Doyle \*  
 Cinzia Lucia Draghi  
 Kevin F. Duffy  
 Jessica Veronica Edwards  
 Joshua K. Eldredge  
 Melissa Andrea Ennulat  
 Justin Boyd Farian  
 Brett Edward Farrell  
 Brendan Feak  
 Brendan Francis Feeney  
 Kelley Christine Fitzgerald  
 Justin Jeffrey Floyd  
 Brett Michael Flutie \*  
 Edward J. Flynn  
 Abdul Kamanda Fofanah  
 Zachary D. Foilb  
 Mary Kathleen Foley  
 Dominique Stevee Fortini  
 Leah Sylvia Foster  
 Shadrack Frempong  
 Colin James Fuller  
 Christopher Ryan Funnell \*  
 Katelyn M. Galvin  
 Anthony E. Garrity  
 Ronald Bryan Geronimo  
 Kelly Ann Getchonis  
 Chelsey Raymond Gibson  
 Tyler J. Glenn  
 Adam Edward Glick \*  
 Erica M. Gold \*  
 Stephen A. Goose \*  
 Patrick M. Grady  
 Stephen Tyler Griffin  
 Julianne Marie Griffith \*  
 Emily Anne Griffiths \*  
 Amanda McKee Grimner \*  
 Hunter Thomas Grundberg  
 Alexandra Katherine Guest \*  
 Matthew James Gustus \*  
 Garrett F. Haganey  
 Brittany Elizabeth Halloran

NATICK HIGH SCHOOL CLASS OF 2010

Kyle Steven Hamel  
Steven Hanna Hanagan  
Taylor Katherine Helander  
Elizabeth Mary Hendsbee  
Samantha Latoya Henry  
Brigitte Herrera  
Kristin Elisabeth Hesse  
Michael C. Heyde  
Matthew Curtis Higgins  
Samuel R. Hodgkinson  
Rachel Anne Horowitz  
Niccole Marie Howe  
Emily Katherine Hudson \*  
Leah Marie Hurley  
Joseph R. Ianni  
Natasha V. Ispravnikova  
Robert Jackson  
Livja Erind Jaho  
Michael James Jessel \*  
Ian Hopkins Kane \*  
Rachel Natalie Keedy \*  
Tyler William Keefe  
Connor Scott Kellett  
Caroline Mary Kelly \*  
Vanessa Lyn Kelly  
Teresa Eleanor Ann Kenney  
Amanda Jean Kepper  
Ashley Elizabeth Kepper  
Alexander Jurius Khoury \*  
Matthew James Killeen  
Hannah Jane Kimler  
Jessica Michelle Knight \*  
Cassandra L. Koch  
Paul Kofi-Fleyn Jr.  
David Edward Kortjohn  
Cassandra Lea Kosky  
Brian Scott Kracoff \*  
Joseph K. Kreinsen  
Amanda Elizabeth Kutok  
Christopher Charles LaBella  
Jody K. Law \*  
Demitri Lazarev  
Christopher Jake Letizia  
Sara Elizabeth Levey  
Arabella Haugh Levinsky  
Emily Rose Lewis  
Kakit Li  
Alexander R. Light  
Daniel W. Lim \*  
Briana M. Linardy  
Sasha Fay Lindo  
Michael Thomas Linn  
Nicholas F. Loscocco

Emily Beth Lurier \*  
Lauren Catherine Lyon \*  
Cody William Mabie  
John E. Macs  
Robert J. Mahoney  
Anna Therese Maichen \*  
Jonathan Murray Makransky \*  
Mariam Margaret Maloyan \*  
Ethan Zachary Mapel \*  
Nicholas P. Martino \*  
Christopher John Mason \*  
Ariel A. Matos  
Daniel Michael Matz \*  
Daniel Michael Mazzola  
Laura Gail McCormack \*  
Gary Scott McCummings  
Bridgette McGovern  
Elizabeth Blair McNeill  
Andrew L. Meek  
Katy Ann Messuri \*  
Joy A. Mihanni  
Maikel Magdi Tawfik Mikhail  
Jonas Raphael Miller  
Katelyn Mary-Rose Miscia  
Danielle Renee Montalto  
Ivette Michelle Morillo  
Alice Evelyne Morris  
Michael Anthony Morris \*  
Haileigh S. Muldoon  
Andrew Grogan Murphy  
Leah Rebecca Murphy \*  
Racheal J. Nabikofu  
Kristin Ryan Nagle  
Samantha Jo Napoleon  
Peter Matteo Negrotti  
Jonathan Grant Neumann \*  
Allison Katelyn Newcum  
Joe Van Nguyen  
Genevieve Michelle Nolan  
Haley A. Nolan  
Andrew James O'Connor \*  
Caroline Elizabeth O'Connor  
Erin Michelle O'Reilly  
Chukwudumebi O. Odunukwe  
David J. Ottaviani Jr.  
Breanna M. Ouellette  
Kayla Letteria Pacheco  
Intira Palanukorn  
Mark A. Palterman  
Richard M. Pansire  
Renee Papadopoulos  
Mark L. Parker  
Shaylyn Marie Parkhurst \*

NATICK HIGH SCHOOL CLASS OF 2010

Jessica Caitlin Patrick  
 Sarah Elizabeth Perdoni \*  
 Molly Anne Peterson  
 Sandra B. Plaisival  
 Samantha Brett Plasker  
 Emily Chandler Raddant \*  
 Kelsey Kate Raithel \*  
 Timothy J. Ramos  
 Daniel C. Reardon \*  
 Michelle L. Reddy  
 Francis Isabel Rick  
 Abigail Hollis Robbins \*  
 Devin Thomas Roberts  
 Stacey Lynne Robertson  
 Apollonia Genevieve Roman  
 Maxwell Nathan Rome  
 Bari Elizabeth Rosenberg \*  
 Michael James Rosin  
 Harrison R. Rovner  
 Nicholas John Russo  
 Jonathan Robert Samuels  
 Maria E. Sanchez  
 Angelo J. Sapienza  
 Mariah Joy Scanlon  
 Jeffrey Richard Scannell \*  
 Michael Earl Schultz  
 Stephanie Nicole Schwenker  
 Elisabeth Ashley Scurlock  
 Dorcas T. Sebanakitta  
 Kyle David Seeley  
 Matthew Wagner Sefton \*  
 Anastacia S. Senior  
 Yevgeniy L. Shapinko  
 Charles A. Shaw  
 Mollie Leah Sheinman Krentzman  
 Julie Elizabeth Shooshanian  
 Arielle Lana Shufro  
 Patrick T. Sibley  
 Laura Dorothea Singer \*  
 Michael Charles Smith  
 Sarah Elizabeth Smith \*  
 Kristen Jessica Soo \*  
 Nicholas James Sorenson \*  
 Kimberly Luisa Sousa  
 Jessica Sandra Spencer  
 Andrew Paul Spurling  
 Rebecca Tibey Stacey \*  
 Thomas B. Steckbeck  
 Elisabeth Jane Steinmetz  
 Jennifer Nicole Stevens  
 Jeffrey W. Stoddart  
 Jamie Ida Stolpinski  
 Elizabeth Jean Sulser

Nicholas Robert Swanson  
 Barrett Joseph Tamaren-Leddy  
 William Cooper Thalheimer \*  
 Sarah Elizabeth Thayer \*  
 Danielle Jessie Thibault  
 Samantha Thomas  
 Chelsea Elizabeth Thompson  
 Conor Patrick Tierney  
 Joseph Vincent Todd  
 Evan Matthew Tuohey  
 Cembatur Uyar  
 Guillermo Velasco \*  
 Priscilla Velasco \*  
 Nicholas A. Ver Voort  
 Anastasia A. Verteletskaya  
 Paul Michael Violante \*  
 Noah Woodruff Wadsworth \*  
 Maxwell A. Wainer \*  
 Cody L. Ward  
 Janel Katherine Wasilewski  
 David James Watkins Jr.  
 Nora Leigh Webster  
 Ryan M. Weidner  
 Hannah Kateri Werner  
 Andrew James Wester  
 Alison E. White  
 Nora Marie White \*  
 William Allen Whitfield V  
 Jennifer Crystal Widisky  
 Melvin James Williams  
 Sean M. Williamson  
 Antone G. Wilson  
 Kristina Ann Wischhusen \*  
 Danielle C. Wisheart \*  
 Daniel J. Wodeyla  
 Corinne M. Worthington \*  
 Gina-Marie Zambarano  
 Katrina Secillano Zuelke

\* **National Honor Society Member**  
*(identified by gold stole)*

⊗ **High Honors every term, all four years**

**SOUTH MIDDLESEX REGIONAL VOCATIONAL SCHOOL COMMITTEE**

**(JOSEPH P. KEEFE REGIONAL VOCATIONAL TECHNICAL SCHOOL)**

This annual report is submitted by the members of the School Committee of the **South Middlesex Regional Vocational Technical School** in compliance with the provisions of the Agreement among the towns of Ashland, Framingham, Holliston, Hopkinton and Natick.

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

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

The Committee also noted the retirement of a number of long term employees: Sheila Jewer, 32 years, who had been a Team Chairperson, a lead teacher and a Special Education Coordinator; Linda Lloyd, Culinary Arts Instructor, 20 years; Al Mayhew custodian and lead custodian, 30 years; Diane Menzies, Technology Coordinator and employee, 17 years; Nancy Aceto, reading specialist in the Special Education Department for 24 years.

The Committee reorganized on June 7, 2010 with the following officers being reelected unanimously to the positions held in the preceding year:

Chair: Nelson Goldin

Vice-Chair: Tassos Filledes

Secretary: Linda Fobes

Treasurer: Jack Keating

Assistant Treasurer: Lawrence Cooper

It was noted that Mr. Filledes has been awarded the Massachusetts Association of School Committees Lifetime Achievement for his many years of service on the School Committee and previously in the School Department of the Town of Natick.

In May the Committee welcomed a new member, Mr. James Comeau, a member from the Town of Framingham elected at the April town election, and the return of Mr. John Kahn, re-elected for a third term, also from the Town of Framingham. The Committee received with regret the resignation of Michelle Gates, Hopkinton Representative, due to personal reasons.

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

**Community Engagement**

The Superintendent responded to a neighborhood concern presented by Mr. Rossi about street obstruction and resulting traffic and safety hazards presented in the neighborhood of the school by on-street parking due to weekend and holiday rentals of the building. Reduction of

the problem depends upon cooperation with the Park and Recreation and School Departments and upon imposition in rental agreements of limits on the number of attendees and contributions to the cost of needed police details.

### **Administration**

The Superintendent's Evaluation Sub-Committee considered the process by which the Committee and the Superintendent together establish goals for the administration against which the Superintendent's performance is evaluated periodically by the Committee. The Sub-Committee proposed that it be reorganized to achieve broader participation among the towns' representatives and to maintain some continuity in its work. The on-going Sub-Committee members are John Kahn, Michelle Gates, William Gaine, Linda Fobes and Dr. Stephen Kane, Chair.

The School Committee adopted goals for the Superintendent's performance evaluation period from February 2010 through June 30, 2011. The goals adopted related to: developing District budgets that will meet the approval of the District town and managing them effectively; securing collective bargaining agreements with representatives of the faculty and administration; continuing to stabilize and to increase the student population; developing instructional practices and performance evaluation procedures that will result in improvement of student performance indicators; and new career and technical curriculum components to build student hope and confidence in their ability to achieve success in school, the work place and society.

Principal Canali informed parents and guardians of Keefe students that in November they could begin at any time to obtain electronic access to their student's schedule, attendance, assignments and grades through the iPortal system through the Keefe web site link to the iPass login.

The Committee completed its periodic evaluation of the Superintendent's accomplishments against established goals and desired personal qualities.

The complete record of that evaluation is a public document that is available at the Keefe office.

The Committee approved a new contract with the Superintendent extending his employment through June 30, 2014, The salary for the year ending June 30, 2011 was set at \$156,800 which is subject to renegotiation as of June 2011. The text of the contract is a public document and may be seen at the Keefe office.

During the course of the year the Superintendent and Richard DeAngelis, Esq., the Committee's representatives, negotiated with representatives of the several employee units to arrive at collective bargaining agreements. They reported the progress of the negotiations to the full Committee in executive sessions and periodically received instructions as to the position of the Committee. Results to be achieved. When the agreements have been finalized they will be public documents.

### **Reorganization of the Vocational Program**

The administration reported to the Committee that it had implemented a major reorganization of the first year vocational program for the purposes of improving the vocational and academic

instruction at Keefe; enhancing the learning experiences of our students and realizing financial savings due to staffing efficiencies. The adoption of this program resulted in a reduction of approximately \$400,000 in the FY 2011 budget request.

The principal features of the reorganized program are:

- 1) Freshmen will receive additional instructional time in core content academic subjects.
- 2) Freshmen will explore the vocational-technical courses in the career and technical educational laboratories (CTE), in four continuous periods with highly qualified instructors.
- 3) Freshmen will enter their actual shop in January of their first year at Keefe instead of in their second year.
- 4) CTE shops and laboratories will be fully utilized by our students.
- 5) The schedule will result in staffing efficiencies in CTE, academic, and technology services.
- 6) Earlier shop experience will allow earlier access to Co-operative programs.
- 7) Academic instruction will be primarily provided in double periods.
- 8) This reorganization plan will free up vocational laboratory space for the possible future expansion of CTE offerings.
- 9) Grade 9 students will be exposed earlier and more fully to the reality of their proposed vocation.

### **School Improvement Plans**

The Committee reviewed the progress toward the goals of the 2009 -2010 School Improvement Plan. The report of Principal Canali noted tangible specific improvements in school access security measures; significant improvements in student department evidenced by decreases in tardiness and out of school suspensions and an increase in attendance to approximately 92%; an increase in the number of athletic teams to 17 and increased student activities 24; stabilization of the student population; and efforts by the Professional Development Committee to meet the instructional and technology needs of the faculty.

The Committee adopted The School Improvement Plan for the 2010 - 2011 which embodies specific performance objectives as follows: (1) maintaining and providing a safe environment for all individuals who use school facilities for education, athletics and community events;(2) developing, implementing and evaluating the effectiveness of programs in meeting their goals;(3) expanding community partnerships and communications with all constituents; and (4) using data to assess existing programs to bring about productive initiatives to stabilize and increase enrollment.

### **School and Student Safety, Security and Well Being**

Keefe's new comprehensive student disciplinary code was implemented. The code eliminates the traditional demerit system in favor of a more positive focus on modeling appropriate behaviors consistent with Keefe's teaching objectives. Initial results indicate a marked decline in indicators of behaviors that impact adversely on the learning experience such as incidents of tardiness, repeat offender suspensions and Saturday detentions.

The Committee requested the Principal to continue exploring health food options under the school's wellness plan. Cafeteria menus seek to utilize ingredients offered by the state school lunch program efforts in presenting healthy options. Soft drink and snack vending machines have been replaced with a nutritionally sound bottled

water/juice vending unit.

The Committee approved revisions to the Student Handbook that had previously been approved by the School Council. Major changes relate to: providing extra help for students who exceed the maximum of 12 unexcused absences; authorizing, upon due process, the principal to suspend a student upon issuance of a felony complaint or to expel a student upon conviction; and inclusion of state compliant provisions regarding bullying. The policy is available on the Keefe web site.

After detailed consideration of Keefe's comprehensive bullying policy it was unanimously approved by the Committee.

### **Race to the Top Program**

The Superintendent in January 2010 recommended that Keefe participate in the state and national competition to qualify for a portion of the \$250,000,000 grant available under the American Recovery and Reinvestment Act. With the essential cooperation among the administration, the Keefe Teachers' Association and the School Committee the Committee approved Keefe's participation. Eligibility for the grant requires significant changes in instructional methods and the use of data in assessing student achievement and in teacher evaluation.

Although Massachusetts received the ARRA grant the amount distributable to school districts is approximately \$125,000,000 with the balance being retained by the DESE. The Committee designated Mr. Goldin to participate with the Superintendent and a representative of the KTEA to develop an application to participate in the distribution to districts. Subsequently the Committee received the Race-to-the-Top Proposal that was submitted to the Department of Education. Six project areas were included in the grant requirements: (1) Defining an educator evaluation framework; (2) Aligning the school curriculum to the state common core; (3) Strengthening the school's climate/culture; (4) Increasing the school's interoperability capability among academic institutions; (5) Increasing the number of graduates completing the Masscore program to achieve college eligibility; (6) Closing the proficiency gap in mathematics and ELA through technology enhancement. An agreement was reached and an application was submitted but was unsuccessful.

### **Post Graduate Program**

The Keefe post-graduate program serves current or recent (1 to 2 1/2 year) high school graduates from member towns. Enrollees have met their academic requirements for graduation and participate only to the extent of available positions in their chosen vocational program.

### **The Budget Process**

The Budget Sub-committee, Members Burman, Hopkins, Lanoue and Gates, under the Chair, Mr. Filledes presented a preliminary budget representing a 6.62% increase (\$999,186) over the prior year's actual budget. The final budget for FY 2010 had been a reduction of 1.16% from the FY 2009 budget.

The Superintendent continued his practice of meeting informally 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 as submitted to the member towns and approved by all (\$15,092,770) represented an increase only of \$22,061 or 1½% over the prior year.

The District assessment for FY '11 in terms of per pupil cost for each of the member towns compared to the prior year are Ashland – down \$340; Framingham – down \$621; Holliston – up \$39; Hopkinton – down \$27; Natick – down \$146. The cost per pupil is driven by several factors that include: changes in the District budget, local credits, minimum required contribution and the student enrollment of each town.

The administration under the leadership of Business Manager, Kirsteen Leveillee is preparing for a conversion to a more current accounting system and software which will increase the efficiency of the business operation, increase accuracy and enable the preparation of a more comprehensive set of reports, including historical data, reports for management use. The system will become operational in increments with a twelve month completion deadline.

### **Auditor's Report**

The annual audit by the independent accounting firm of McCarthy & Hargrave disclosed no inaccuracies in the financial statements and only two minor procedural errors which had been corrected.

### **State Aid**

The Governor and Legislature again proposed reductions in state aid to transportation. These funds provide access to regional schools where transportation networks extend across community lines. Moreover, cuts made after member communities have approved balanced regional school budgets based upon reliable forecasts may require significant reductions in educational programs. The Superintendent and the Committee Chair, with the support of the Committee, addressed their concerns to the Governor and State legislators and to the Massachusetts Association of School Committees.

In January the Department of Elementary and Secondary Education commended the District for the progress it has made in correcting all safety hazards that had been identified during a safety inspection conducted by the Department of Labor in March 2008. The commendation followed a re-inspection on January 22, 2009.

The Committee authorized the application of available funds to replace the dust collector apparatus in the Carpentry Shop. The work project was submitted for competitive bidding and a contract awarded in the amount of \$233,000.

In May the District's security plan encompassing emergency, fire or catastrophic event planning and procedures was completely reviewed and revised under the leadership of Principal Canali. The plan is coordinated with the departments of the Town of Framingham responsible for emergency responses and includes provisions for school crisis response and security teams. Faculty, staff and students were informed of their respective responsibilities under the revised plan. Practice drills in coordination with the Framingham police and fire departments have been held. Initial elements of security equipment have been installed and practice procedures are ongoing.

The Committee at its August meeting considered a presentation by Robert Edwards of Framingham relating to the risks and serious consequences of concussion injuries sustained in high school sports. He proposed that the District adopt a sports concussion program that would require medical approval before students who had sustained a concussion are permitted to resume participation in contact sports. The Committee noted the importance of the subject and agreed to look further into the matter and to solicit the comments of the Massachusetts Interscholastic Athletic Association.

Shortly after the reopening of school there were reports of adverse skin reactions to several students using the swimming pool that had been drained and regouted as is customary during the summer months. Upon investigation and in compliance with the suggestion of the Framingham Board of Health the pool was drained, the walls washed and refilled in order to correct the problem. The pool was reopened without further incident and with only limited disruption to the scheduled use of the pool.

### **Siemens' Energy Conservation Project**

The annual Performance Assurance Summary for the measurement year ended May 23, 2010 documented that had the cost of gas continued to increase in the second year as projected, the projected savings (\$550,000) based on gas consumption would have exceeded the projected savings by \$27,600. In fact, due to the decrease in gas rates, the actual savings due to the program (\$495,000) were less by \$26,000 than the total guaranteed savings. The actual savings exceeded the amortization requirement of the Lease Purchase Agreement through which the cost of the project was financed.

The school's independent auditors report on the project noted that as of the fiscal year ended June 30, 2009 the District's general fund had realized a net savings of over \$250,000 due to the project.

The administration and the School Committee's Energy Sub-committee established a protocol for regularly monitoring the energy conservation and cost savings realized by the Siemens' project. The Committee will receive periodic certifications that the project continues to meet its performance and financial guarantees.

### **Personnel Administration**

The Committee continued to wrestle with the issue of maintaining an appropriate health insurance program in the face of rising costs. The Employee Health Advisory Committee met and recommended that the District employees increase their co-pay commitment and thereby realize a cost savings on premiums. This would be cost effective for subscribers and for the District. The Committee approved the recommendation.

### **Enrollment, Recruiting and Student Retention**

In March the administration organized a new effort to bring the advantages offered by Keefe to the attention of 8th graders in the member towns. Building on the school's Summer Discover Program the school was visited by 45 potential enrollees over four days who participated in vocational and athletic activities and their parents. They were invited to see the graphics, culinary arts, and auto and carpentry shops. Transportation was provided from the participating middle schools and parent picked up the students at Keefe.

The Freshman Parents' Night was held in September with 88 parents attending from each of the member towns. There was a Fall Open House to which students and parents of the middle

schools in all towns were invited through the cooperation this year of each of the towns.

The Committee adopted a revised admissions policy developed to conform to Department of Elementary & Secondary Education (DESE) requirements to assure that vocational schools' admissions are neutral as to race, sex, religion, English language facility or learning disability. The DESE had reviewed and approved the proposed policy.

### **Buildings and Grounds**

An engineering survey disclosed that the smoke stack at the southerly end of the building, an original element of the heating and cooling system, urgently needed extensive repair beyond the capacity of the maintenance staff. Temporary repairs and retrofitting as performed in 2002 are not sufficient for the long term. The Superintendent reported that the administration will strive to contain repair costs and apply operational funds as available. A sub-committee of Mr. Kahn and Mr. Rossi was appointed to explore the matter with the administration.

The Superintendent discussed with the Committee the need for additional athletic fields to support the enlarged athletic program. The Committee informally advised him to explore the project with departments of the Town of Framingham.

The Keefe Health Insurance Advisory Committee reviewed the health insurance options available through the Massachusetts Interlocal Insurance Association plan in which Keefe now participates. Changes to the plan were approved to take effect on July 1, 2009 and are estimated to reduce costs for both the employees and the district. District savings are estimated to be approximately \$33,000 at current rates of enrollment.

The Superintendent/Director established a Business Manager Search Committee which included Committee members, Rossi, Fobes and Knowles. A new job description and list of duties was created jointly by the Superintendent/Director and the former Business Manager. The position was advertised and posted with approximately 20 applications being received. The position was filled on May 11 by the appointment of Ms. Kirsteen Leveille who had served for 13 years in the District Business Office of Blackstone Valley Vocational Regional School District, a district with 13 member towns, 1,100 students and an operating budget of \$18.5 million dollars. Ms. Leveille began her employment as Business Manager and Procurement Officer on August 1q, 2009.

### **Continuing Education Program**

The District entered its 36th year of offering night classes to members of the community in a program of courses that attract approximately 2,500 students each semester. The program which is under the direction of James Callanan, Coordinator of Adult Education has added certifications for nursing assistants to meet the MetroWest area's need for those professions and has expanded its range of Microsoft computer certifications in popular business programs.

### **Student Achievements**

The District received from the DESE its annual accountability report detailing Keefe's Adequate Yearly Progress. Based upon the AYP criteria which includes: the level of student participation in the MCAS testing; meeting state performance targets; attainment of the District's own improvement target and achievement of attendance and graduation targets, Keefe students satisfied achieved Adequate Yearly Progress over all and in all identified subgroups in English Language Arts (ELA) and Mathematics. In September all parents or guardians of Keefe students received the Keefe Report Card notifying them of this accomplishment and of other

pertinent information.

In summary, from 2007 to 2010 in ELA the number of students scoring at proficient or above increased by 19% while the number of students failing decreased by 8%. For math the number at proficient or higher increased by 10% while the number failing decreased by 2%.

In December the Committee was informed that according to the 5 level scaling system created by the DESE under the Educational Reform Act of 2010 Keefe has been categorized in level 3. That reflects that Keefe ranks, along with five or six others vocational schools, among the lowest performing 20% of all high schools in the Commonwealth with respect to absolute achievement and improvement trend. In 2011 the factor of annual growth rate will be included in the determination. As the formula to be used in the 2011 calculation is still being developed by DESE it is not possible to predict the effect on Keefe's status of the generally favorable rate of improvement Keefe students demonstrate when their 10th grade (Keefe) scores are compared with their 8th grade (Middle School) scores.

In February Keefe hosted 600 student participants in the SkillsUSA District Competition at which our students received 7 gold medals, 10 silver and 3 bronze.

A separate building construction competition was held in April at the Royal Trade Center in Marlborough.

A newly formed Drama Club in March presented as its first offering, the popular comedy "The Princess Bride." The event was open to students during school hours and to parents and friends in the evening. The stage sets were constructed by the vocational shops and the crew and cast, under the leadership of Principal Patricia Canali, added a new dimension to the Keefe experience.

Twenty-eight Keefe Students participated in the Business Professionals of America (BPA) Conferences in March and May 2009. BPA is a national co-curricular career and technical organization for high school, middle school and college students who are preparing for careers in business and information technology. Eleven of the students won seventeen competitive awards in areas that included Network Design, Administrative Support, Advanced Word Processing Skills and PC Servicing and Troubleshooting.

In April Keefe horticultural and landscaping students won medals at the Future Farmers of America State Convention. Medals were awarded in categories for Environmental Science and a research project study of the longhorn beetle.

The Committee reviewed with the Superintendent/Director the 2009 Adequate Yearly Progress data compiled by the Department of Elementary & Secondary Education. Determination of AYP is based on a comparison of the achievement levels of Keefe students on the English Language Arts and Mathematics sections of the MCAS tests at the Grade 10 level for 2008 and 2009. To make Adequate Yearly Progress in 2009 at least 95% of the students in a student sub-group (such as Limited English Proficient or Low Income) must participate and meet either (at the option of the school) the state's 2009 performance target for the subject or the sub-group's own 2009 improvement target and meet an attendance or graduation requirement.

The 2009 compilation indicates that although Keefe students met the participation and graduation requirements in all student sub-groups, not all subgroups met the DESE's improvement requirements based upon the prior year's performance. In 2008 all sub-groups had achieved AYP.

The Committee considered at length the likely reasons for the insufficient AYP and remedial steps that may be taken. These include recognizing and overcoming deficiencies that can be identified in students 8th Grade scores, and improving students' abilities to read analytically, to draw inferences from written material, and to respond to the sort of questions MCAS tests present. It was suggested that the administration review the MCAS test questions and student scores to identify the types of questions that appear to be most troublesome for our students with a report to be provided at a later date.

### **Special Education Parent Advisory Council 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; successful pursuit of grant funding for state of the art vocational equipment; and maintaining the license status of student professional programs that advance Keefe students' vocational entry opportunities.

In May the Committee was visited by four members of the Special Education Parent Advisory Council, a state mandated school-wide volunteer organization. This Council serves as a resource and advisor to parents and guardians of children with special needs. It also serves to bring to the attention of the administration concerns and recommendations for supporting special needs students.

### **School Improvement Plan**

The Committee reviewed and approved on June 25, 2009 the 2009-2010 School Improvement Plan. Under state law the plan originates with the School Council which consists of community members, parents, students and faculty. The plan deals with: School Safety, Climate and Facilities; Curriculum, Instruction and Assessment; Community Partnerships & Communications; Performance Evaluation; and Professional Development. Overall, the plan establishes goals to be achieved during the plan year in each category and methods of assessing progress toward those goals. The major themes of the plan include achieving higher levels of proficiency in MCAS results; expanding programs to promote a more positive image of the school and its advantages; increasing use of data to assess the effectiveness of existing methods, programs and practices, and providing additional professional development opportunities for faculty and staff.

Respectfully submitted,

South Middlesex Regional Vocational School Committee

ASHLAND

Edward Burman

William N. Gaine, Jr.

FRAMINGHAM

Nelson Goldin  
Michael Rossi  
John Kahn  
Linda Fobes  
James Comeau  
A.J. Mulvey  
Dr. Esther Hopkins  
Larry Cooper

HOPKINTON

Ruth Knowles  
Michelle Gates

HOLLISTON

Richard Lanoue  
Yvonne Giargiari

NATICK

Tassos Filledes  
Dr. Stephen Kane

## ***MORSE INSTITUTE LIBRARY***

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### ***www.morseinstitute.org***

The Morse Institute Library, dedicated to making a difference in the lives of our community, offers a myriad of educational, informational and recreational services free of charge to residents of every age, ability, and background. We strive to be the "town's living room" by offering a welcoming, safe, inviting environment.

Building on the theme of "extreme customer service" from our staff development day held in October, the library's leadership team visited a cutting edge public library to observe and learn about innovative library service for the 21st century. As a result, the library is reevaluating how we do business and investigating ways we can work more efficiently and effectively while still providing our signature customer service.

In October, the library completed a new five year strategic plan for FY2012 -2016. Input for the plan was gathered from Natick residents, library users and staff. A reception was held in November to mark the 20th anniversary of the founding of the Friends of the Morse Institute Library and their outstanding contributions equaling \$400,000 over the 20 years. A resolution acknowledging the Friends' contributions to the library was read at Fall Annual Town Meeting.

Two self checkout stations were introduced to our patrons in July. Currently, 15% of our monthly circulation comes from these self serve stations.

In March, through the generosity of the Metrowest Healthcare Foundation, the library became a Foundation Center Cooperating Collection, providing much needed grant seeking resources to non-profits between Boston and Worcester.

In September, the Morse Institute bookmobile visited the U.S. Army Soldiers Systems Center (Natick Labs) for a library card signup event. It was so successful and well-received, that we now have a regular stop at the Labs. Other bookmobile activities included: service to older adults and seniors; neighborhood stops; Saturday morning neighborhood stops; homebound services; home daycare and preschool stops; and community events. The bookmobile's involvement in community events included: Relay for Life; Friends of the 4<sup>th</sup>; Natick Recreation & Parks; Farmers' Market on the Common; charity Truck Day event; Natick Early Childhood Network (NECN); and Kids Connect.

Our author series began in January with writer and storyteller Ted Page and Rabbi Harold Kushner in February. Children's author Gary Paulsen was our guest at Wilson Middle School. Music programs included Two Old Friends and the Broadmoor Chamber Singers. We also hosted numerous art exhibits and photo displays on the virtual gallery.

A very popular service offered during 2010 was the job skills workshops. These provided one-on-one resume writing assistance, practice interviews, and career workshops.

On May 15, a program honoring Natick's women veterans was held in the Lebowitz Meeting Hall. The room was packed to capacity. Our guest speaker was Lt. Col. Kari K. Otto, Garrison Commander of the U.S. Army Soldiers Systems Center. The annual Veterans Breakfast was held November 10 at Kennedy Middle School, bringing Natick's youth together with the honorable men and women who served in the armed forces.

December brought volunteers to the library from The Math Works, who gave their time for a day pitching in on library projects.

The Morse Institute started a popular Facebook page where book reviews and other news is posted. Over 300 people have "friended" the library.

The library's Reference Department increased appointment based reference service and added "Ask a Librarian" to the library's webpage and Facebook page. The Reference Department continues to seek ways to save money by streamlining the print book collection. These savings are being put toward digital reference content that more closely serves the needs of our patrons. The library saw an increase in electronic reference questions in the amount of IM and Yahoo reference requests. Additionally, we saw an increase in the amount of employment related use of our public computers and requests for assistance in using them.

The loss of the Young Adult librarian for the second year impacted our ability to offer programming for this population. Use of the Young Adult room continues to increase, promoting the need for professional direction.

We continue to work cooperatively with the Bacon Free Library, most recently sharing our large print collection with them.

The Morse Institute contributed to the community through a number of charitable events: we collected over 115 boxes of food during our "Food for Fines" program for the Natick Service Council, two large boxes of winter coats, and several boxes of "Toys for Tots."

The library could not provide the services we do without the help from many individuals and local businesses, including our dedicated volunteers, all the people in town who support the library, and the Metrowest Community Health Care Foundation and the Metrowest Non-profit Network. Our corporate sponsors include Boloco Inspired Burritos, Target, The Math Works, and Middlesex Savings Bank Charitable Foundation.

Grants: Middlesex Charitable Foundation -- \$5,000 for our literacy program  
Nellie Mae Education Foundation -- \$2,000 for literacy  
Veterans Oral History Program -- \$22,500 from the Commonwealth. With this funding we were able to hire a project coordinator. A number of interviews were completed, with more scheduled in the coming months. Seven video clips of veteran's interviews are now available on the website at <http://www.natickvets.org>.

Due to budget cuts the library was forced to file for a waiver with the MA Board of Library Commissioners (MBLC), for the second year in a row, to be eligible for library state aid funds.

The Friends of the Morse Institute Library deserve a big "thank you" for their continued generous support. Through book sales and other activities, the Friends' financial support provides museum passes, speed read books, programming, and special projects. On behalf of the Trustees and staff, I wish to thank all of the individuals and groups that donated their time, talent, and funding to the library in 2010.

Respectfully submitted,

Linda B. Stetson, Library Director  
Dr. Joseph Keefe, President and Clerk  
Kathleen Donovan, Vice-President  
Harriet Buckingham, Treasurer  
Gerald Mazor, Assistant Treasurer  
Elliot Goodman, Member at Large

## ***BACON FREE LIBRARY***

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Once again the Bacon Free Library started the year defending our budget request as the Town continued to seek ways to reduce spending. However, after the annual budget process, which invites scrutiny from all angles, Town Meeting approved our funding with a 9% reduction from the previous year. Despite this decrease in operating funds from the town, we hope to be able to function as usual with the financial assistance of the **Trustees of the Bacon Free Library** and the **Friends of the Bacon Free Library**. We are in fact open an additional four hours weekly over the previous year, at no cost to the town. But, these four hours are crucial for the Town in order to qualify for certification from the Massachusetts Board of Library Commissioners.

The Trustees have developed a long-range plan that involves annual fundraising to increase the endowment and the Friends have doubled their efforts to support the library in its mission of providing library services to our community. After more than nine months of planning, the Friends held another successful Country Garden Tour in June. But, for the first time, the Garden Tour added a component of fundraising that was solely for support of the building. This allowed the Friends to donate \$10,000 to the Trustees' endowment. In addition, the Barry Clayton Trust of Newton also donated \$20,000 to the endowment. We are very appreciate for all of these generous contributions.

Financial support of any size is essential since this past year we saw record numbers of library materials being checked-out and attendance at our events reached an all-time high. Since the economy has negatively affected people in our community, they tend to depend on the free services of the library even more. Families may forego a vacation, but they still want to enjoy themselves, so they attend many library programs. People who are just discovering us are thrilled to come back again and again, and are making visits to the Bacon Free Library a regular part of their routine. Long-time library patrons have always known a good bargain when they see one.

The staff of the Bacon Free Library responded to the 9% budget reduction by looking closely for new ways to lower costs. For several years now the majority of our monthly Art-for-All events have made great use of recycled materials. However, this year we also used recycled materials that were donated to us, for office supplies. We eliminated plastic book covers from adult books for additional savings. Fortunately, a small budget allows us to make small changes that have a big impact. However, we will not compromise on customer service. The staff always offers terrific advice on book selections and we take our patrons into account when deciding which books to purchase. We're here to serve the residents of Natick and to make each library experience a successful and pleasant one.

Finally, some of the Bacon Free Library professional librarians have been working additional hours on the reference desk at the Morse Institute Library to help them through staff shortages. This cooperative agreement has saved the Town the expense of advertising, interviewing and training other temporary librarians. Our staff has not only enjoyed the experience, but sharpened their reference skills. The ultimate goal of providing top-notch library services to Natick residents, in any location, motivated us to seek other ways to cooperate. As a result, the Morse has agreed to the long-term loan of large print materials to the Bacon Free Library.

The Bacon Free Library staff is most appreciative of the wonderful patrons and the families that we see on a daily basis. We're proud to be part of a terrific town that supports us in many ways. We're open to more cooperative programming with agencies such as the Natick Historical Society, the Riverbend Montessori School, the Natick Community Organic Farm, TCAN and others. We hope to continue serving you for many years to come. Please stop in if you haven't lately, and look for us on Facebook and at [www.baconfreelibrary.org](http://www.baconfreelibrary.org).

Respectfully submitted,

Diane Wallace  
Director, Bacon Free Library

## Public Safety

### ***FIRE DEPARTMENT***

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James A. Sheridan

Chief of Department

I am pleased to report the activities of the Natick Fire Department for the year 2010.

Natick experienced several serious house fires this year. Most notable was the fire of July 6<sup>th</sup> at the home of U.S. Army Chief Warrant Officer Michael Doe. This fire was particularly challenging due to the ambient atmospheric temperature of 103 Fahrenheit. This fire was very unfortunate because Chief Warrant Officer Doe had just returned from a tour of duty in Afghanistan the previous evening. Natick's Firefighters performed valiantly on this day and were able to save the lives of two family dogs. Firefighters were also able to salvage many of this returning hero's military awards and certifications. Although this event was indeed sad, I am certain that the courageous efforts of Natick's Firefighters served to strengthen the bond between Natick, its Public Safety agencies and our Military Community.

In August of this year, the Fire Department entered into a new ambulance billing agreement with PRO-EMS. This agreement should yield the Town greater revenues, increase our access to vital statistical data points and enable our Firefighters to gain access to advanced continuing education and training. This relationship should therefore enable the Fire Department to provide our citizens with an improved Ambulance Service.

Natick, like many other municipalities has been experiencing great economic uncertainty resulting from the current and now long standing economic downturn. Despite this downturn in the economy, the rapid growth of Natick somehow seems to continue. The need for services is still on the rise, and with only a fraction of the proposed construction projects built and occupied, I anticipate the need for Fire Department services to increase. Given the present financial situation of the Town, securing the revenues needed to sustain the current level of services will again be the foremost challenge in the upcoming year.

I am grateful that Natick chooses to maintain a well trained and well equipped Fire Department and I offer my sincerest thanks to the Citizens of Natick for their continued support.

#### Fire Prevention, Captain Rocco Franciose

The Fire Prevention Bureau continues to monitor all new construction and renovation projects. Quarterly inspections are performed as required by Mass General Laws.

In November, Firefighter Keri Norris was reassigned and was replaced by Firefighter Scott Smith. Scott came into the office in November with a lot of enthusiasm and will be a good addition to the Fire Prevention Bureau.

Our thanks go out to Keri Norris for her work in Fire Prevention and as a Fire Safety Educator in 2010. Keri on behalf of the department, applied for and was awarded a "Student Awareness and Fire Safety Education Grant".

This grant will be used to implement community fire and life safety education programs. There were many projects, both residential and commercial, being planned, constructed or completed this year. These projects included South Natick Hills, Mathworks, Grant Place, Chrysler Road Apartments, Natick High School and the Natick Community/Senior Center.

The Department again owes thanks to Mr. Maurice Pilette for his assistance and guidance.

Permits Issued

Open Burning	186
UST Removal	3
Sprinklers	76
Flammable Storage	9
Fire Alarm	34
Tank Truck	45
Fixed Fire Suppression	5
Propane	33
Black Powder	0
Cutting & Welding	4
Blasting	16
Oil Burner	142
Certificate of Occupancy	109
<u>Smoke Detectors</u>	<u>436</u>
Total	1098

Ambulance Fees

January	81,957.44	July	56,600.82
February	76,702.69	August	79,574.21
March	98,336.65	September	19,373.60
April	84,093.82	October	128,445.21
May	59,686.44	November	119,265.97
June	68,129.12	December	156,493.01
<u>Year Total</u>			
	<u>2008</u>	<u>2009</u>	<u>2010</u>
	1,008,556.92	1,003,401.10	1,028,659.30

Service Fees

January	5555.00	July	2780.00
February	2665.00	August	5930.00
March	6805.00	September	23,885.00
April	3220.00	October	30,925.00
May	8362.00	November	12,615.00
June	5402.00	December	8920.00

3 Year Total

<u>2008</u>	<u>2009</u>	<u>2010</u>
86,987.00	113,732.00	117,028.00

## Record of Fire Calls

	<u>2008</u>	<u>2009</u>	<u>2010</u>
Structure Fires	25	14	17
Vehicle Fires	14	10	20
Accidental Alarms, Good Intent	646	642	713
Forest, Brush, Trash	40	46	47
Mutual Aid Rendered (Fire-Amb.)	149	88	109
Mutual Aid Received (Fire-Amb.)	106	91	79
False Alarms	48	31	37
Ambulance Calls	2835	2901	2712
Public Assistance, Inv., Misc.	1075	568	925
Total	4765	4433	4659

### Training Division, Captain Eugene Rothman, BS, NREMT-P

2010 started with a bang with the Training Officer being deployed to Haiti in response to the earthquake as part of a Federal Medical Disaster Team. Here in Natick, we saw our share of disaster declarations with widespread flooding in the spring and a blizzard to finish the year off. Due to budgetary constraints, the Training Officer was taken out of the office and placed on-shift for the spring and early summer. 2010 brought advances in our Emergency Medical Service, which was reconfigured so that in addition to the two paramedics assigned to Ambulance 1, Ambulance 2 would also have a paramedic assigned to it as would the district engine companies. These changes necessitated development of new training and operating procedures. New State Treatment Protocol updates came into effect in early 2010 that introduced medication changes and new treatment modalities, including the pre-hospital use of CPAP – Continuous Positive Airway Pressure – when treating those with respiratory difficulty. We also added new alternative advanced airways and electronic patient reporting. Training on the ePCR (electronic Patient Care Report) system has been ongoing.

Fire fighters from the Worcester Fire Department delivered advanced training in Forcible Entry Techniques – tactics and tools that we use to gain emergency access to homes and businesses, and High-Rise Fire Fighting. High-Rise training is especially important as much of the new growth in the Town of Natick has been vertical – for example the Nouvelle Towers and the Cloverleaf Apartments, our first buildings over 100 feet tall. High-Rise fire fighting is a big task, requiring personnel, equipment, and techniques different from the fires and emergencies that we have had in Natick in the past.

Although we met with some technical delays, we were able to equip the fire suppression companies [engines and ladders] with new QRAE II multi-gas meters. These meters measure the levels of poisonous and explosive gases that we encounter on a daily basis. In addition, we retrofit three of our existing meters to detect hydrogen cyanide. Hydrogen cyanide is an extremely toxic gas that is produced whenever plastics and some organic materials burn and is now known to be a leading cause of fire fighter illness and injury.

We took delivery on a new Engine 1 in August and representatives from E-One spent two weeks training us on how we can fully utilize its advanced features. After much hard work on the part of the IT Department, the fire fighters now are on the Town email, thereby streamlining our process for disseminating vital departmental communications.

Even as I write this report, our newest fire fighter, Christopher Mix, is finishing the recruit

program being held in Worcester by the Worcester Fire Department and the State Firefighting Academy. He started the academy in October 2010 and is expected to start working on shift mid-February 2011.

The Training Division has been heavily involved in the Town's efforts to bolster our ability to respond to disaster. Lt. Pagliarulo (NPD), Deputy Lentini, and I were able to take advantage of a MEMA training program on EOC (Emergency Operations Center) Management. Although one of our planned EOC drills had to be postponed because of the approach of Hurricane Earl, we were able to use that incident to identify the strengths and weaknesses of our current system.

I will end this report as I have in the past: we have made great advances and yet still have much to do in our continued efforts to provide the best, safest and most professional fire protection, disaster response and medical care to the residents and visitors of the Town of Natick, Home of Champions.

Communications Division, Gordon VanTassel

In 2010 another new master fire alarm box was added to our fire alarm system. With the recently increased fees, the revenue generated by the Communication Division will exceed \$60,000 this year.

During the year normal maintenance and testing was performed on the fire alarm system.

The issue of double phone poles continues to concern the community. This issue is being addressed and very few poles waiting for repair have Fire Department cable left on them.

The maintenance on the town's traffic lights continues to increase as they age. The traffic intersections on North Main Street were the cause of many problems as these date back to the mid 1970's. All of the traffic lights on North Main Street are scheduled to be replaced by a Mass Highway Project, but this won't take place for a few years.

The new UHF radio system is in the process of being completed and we should be able to change to this new system very soon. When this is done we will have interoperability with all the surrounding towns and emergency networks. Until then we are still using the VHF radio system which is operating very well.

Respectfully submitted,

James A. Sheridan  
Natick Fire Department  
Chief of Department



In June 2009, after more than 20 years as Chief of Police, Chief Dennis R. Mannix retired from the Natick Police Department. Lieutenant Nicholas S. Mabardy was appointed Interim Chief of Police by the Board of Selectmen with his tenure expected to last until June 30, 2010. However, at the 2009 Fall Annual Town Meeting, the position of Chief of Police was removed from Civil Service and a new process governing the hiring of Natick's Chief of Police was created. Even with the aggressive timetable outlined in the new requirements, it became necessary to extend Chief Mabardy's term so that he would be able to continue his stewardship of the department until the

appointment of the new permanent Chief of Police.

In April, the Legislature and Governor approved the Home Rule Petition associated with the Chief of Police hiring process and on June 3, 2010 the Police Chief Search Committee met for the first time.

The Police Chief Search Committee consisted of:

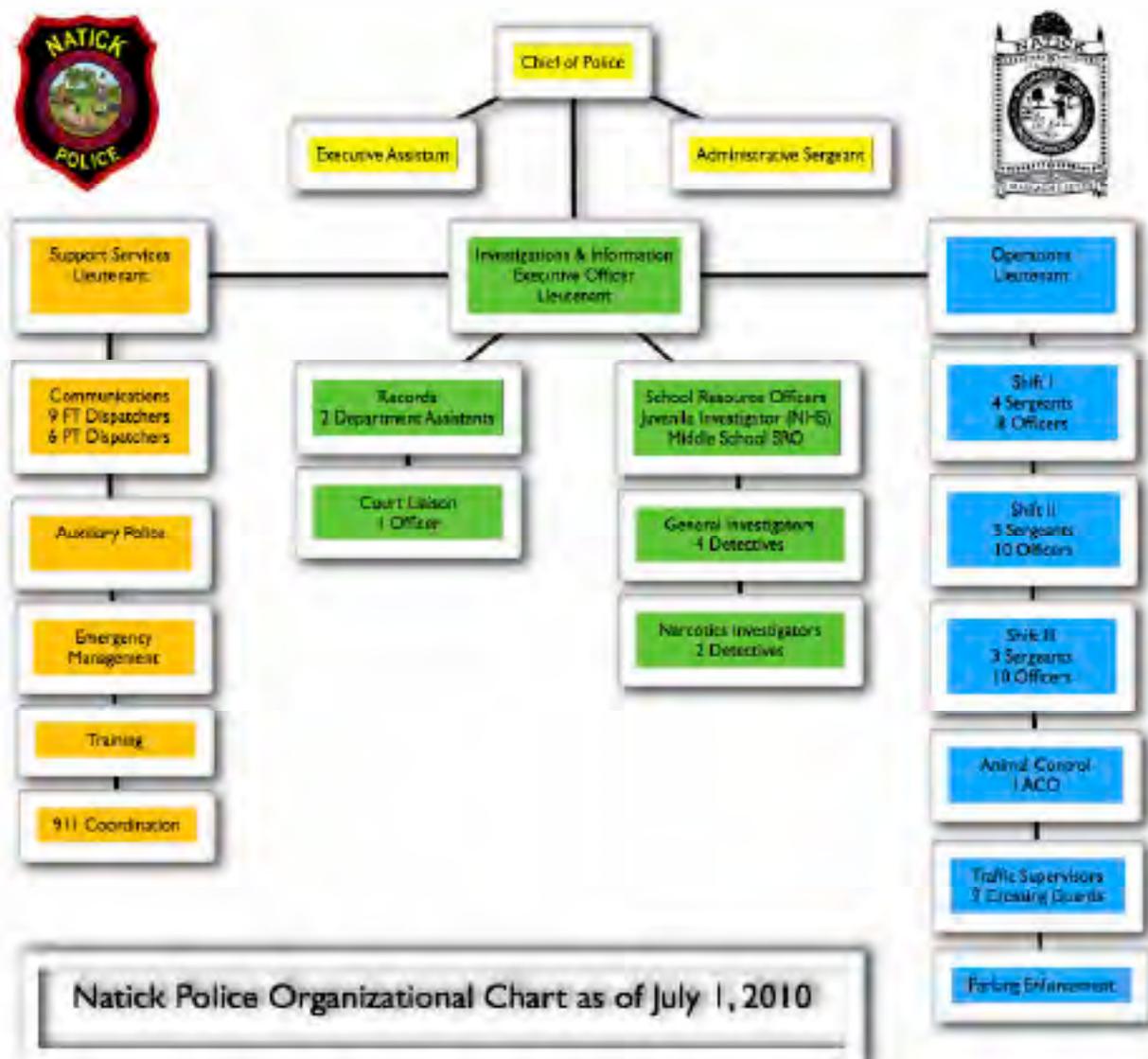
- Town Administrator Martha L. White
- Milford Police Chief Thomas O'Loughlin
- Fire Chief James Sheridan
- Sergeant Paul W. Thompson
- Personnel Director Richard Tranfaglia
- Finance Committee Chairman Richard Jennett
- Personnel Committee Member Alan Rosenman
- School Committee Member Amy Mistrot
- Paul Laurent – Board of Selectmen Appointee
- Tass Filledes – Town Moderator Appointee

BadgeQuest Public Safety Consultants was retained to assist in the search process and conduct an assessment center for semi-finalists. Throughout the early Fall, the initial pool of 66 applicants was reduced to 7 semi-finalists who were given a written essay examination and subjected to a daylong assessment center which tested the candidates' abilities to address situations they might encounter as Chief of Police in Natick. In late November, the Police Chief Search Committee forwarded the names of 4 finalists to the Board of Selectmen.

The finalists, Deputy Chief Craig Davis of the Framingham Police Department, Chief James Hicks of the Bedford Police Department, Lieutenant Colonel Gene Labonte of the Connecticut State Police and Chief Mark Leahy of the Northborough Police Department, were then interviewed by the Board of Selectmen on December 16, 2010 with the expectation that the permanent Chief of Police would be named at their first meeting of 2011.

**Department Organization**

The chart below depicts the organizational structure of the Natick Police Department as of July 1, 2010:



**FBI National Academy**

Lieutenant Brian C. Grasseley attended FBI National Academy Session 242 in Quantico, VA. The FBI National Academy is a 10-week course of study designed to improve the administration of justice in police departments and to raise law enforcement standards, knowledge and cooperation worldwide. Participation in the FBI National Academy is by invitation only following an initial nomination process. Lieutenant Grasseley's coursework included subjects such as Executive Leadership, Intelligence Theory, Interviewing Strategies, Crime Analysis and Health & Fitness. Lieutenant Grasseley joins former Chief W. Joseph Shea (Session 39), Lieutenant Edward C. Garvin (Session 61),

Sergeant Daniel L. O'Callaghan (Session 132), Sergeant Jeffrey E. Longtine (Session 145) and Chief Nicholas S. Mahardy (Session 194) as members of the Natick Police Department who have attended the FBI National Academy.

### **Emergency Preparedness**

As events over the past 10 years have shown, emergency preparedness and cooperation between agencies is more important than ever. With this in mind, the police department strives to participate with federal and surrounding public safety agencies in trainings, meetings and developmental exercises to test and improve its response to and management of any potential cataclysmic event.

On May 20, 2010, the U.S. Army Soldier Systems Center held their annual anti-terrorism and force protection exercise, "Operation Lasting Calm". Participating agencies included the Natick Police and Fire Departments, Department of the Army Police, METLEC SWAT, Middlesex Sheriff's Department, MEMA and the Department of Homeland Security (DHS). The scenario presented had terrorists detonating bombs across the base, taking hostages and exchanging gunfire with public safety responders. Objectives required Natick Police representatives to combine with Department of the Army Police personnel to deploy an Active Shooter Response Team, establish a unified Incident Command with the Natick Fire Department and to implement a METLEC SWAT response. The importance and applicability of the exercise was reinforced when the unexpected imposition of reality in the form of a suspicious package in the vicinity of the base diverted necessary resources prematurely.

### **Auxiliary Police**

The Natick Auxiliary Police is a volunteer arm of the Natick Police Department made up of dedicated residents whose responsibilities include weekend patrolling of schools and town-owned buildings and assisting at most events requiring large numbers of public safety personnel such as Natick Days and the Boston Marathon.

In March, as the area was subjected to record rainfalls, it became necessary to close or reduce access to major routes of travel within the town. Members of the department's Auxiliary Police were called upon to appropriately staff the required traffic posts. Auxiliary Officers David Caviocchi, Donald Friswell, Ryan Killeen, Fred Langhorst, Sean Taylor and Auxiliary Sergeant Peter Slamin provided coverage that increased public safety, reduced additional impacts on police department staffing and tempered the department's costs associated with the storm.

### **Court Activity**

During 2010, 1,164 complaints were forwarded to the Court for prosecution. In addition to these complaints, Records Room staff processed 1,710 offense reports, 879 motor vehicle crash reports, and 3,481 citations.

In 2010, the department implemented two significant changes regarding crime reporting in an effort to strike a balance between the increasing number of crimes reported and the number of personnel available to respond.

In early 2010 the department debuted its Online Reporting System. This allows residents or victims to report non-emergency crimes that must be recorded, but rarely result in criminal prosecution. Crimes that are rarely solved but require a police report to help residents resolve insurance or other issues are able to be reported from anywhere one has internet access. All submitted online reports are reviewed by an officer to determine if follow-up is required and a copy is given to the reporting party, but it is not always necessary to have an officer respond in person enabling that officer to be available for more involved events or outreach. Online reporting also allows residents to report quality of life issues such as requesting a house check by police when away, reporting a streetlight is out or submitting an anonymous tip. In the first year of online reporting, the department received 225, or approximately 13%, of its 1,710 offense reports online.



In an effort to reduce department costs and increase the availability of officers, the department also modified its Shoplifting/Larceny policy. Prior to the policy change, officers would respond to all shoplifting or larceny complaints reported by retail merchants and would file the criminal complaints in court. In some instances, the amount paid to the officer in overtime far exceeded the value of the original purloined item. New parameters were set and although officers would still respond to stores to determine the seriousness of the offense and appropriateness of the charges, absent an arrest, stores with their own security personnel became responsible for filing the criminal complaints in court.

**Highway Safety**

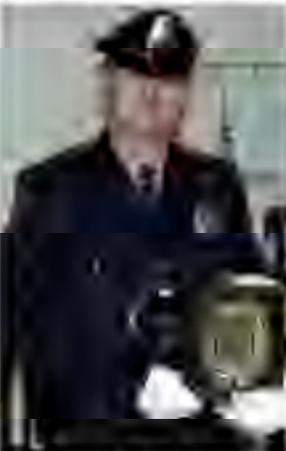
In 2010, the department received \$22,000 in grant funding from the Massachusetts Executive Office of Public Safety and Security Office of Grants and Research Highway Safety Division. Twelve thousand dollars of this funding supported selective enforcement patrols for various state enforcement initiatives such as "Click It or Ticket", and "Drunk Driving - Over The Limit, Under Arrest" while an additional \$10,000 allowed for the purchase of child safety seat installation supplies including \$3,000 worth of child safety seats. The police department trained two additional officers as Child Passenger Safety (CPS) Technicians giving the department 5 nationally certified CPS Technicians who installed or inspected a total of 102 child safety seats in 2010.

The following illustrates traffic enforcement and crash data for 2010 as compared to 2008 and 2009 data:

<b>Violation Breakdown</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>
<b>Civil Motor Vehicle Infractions</b>	<b>2,006</b>	<b>1,714</b>	<b>1,321</b>
<b>Written Warnings</b>	<b>1,626</b>	<b>1,551</b>	<b>1,335</b>
<b>Arrests</b>	<b>469</b>	<b>426</b>	<b>287</b>
<b>Criminal Complaints</b>	<b>565</b>	<b>570</b>	<b>538</b>
<b>OUI</b>	<b>87</b>	<b>81</b>	<b>85</b>

<b>Crash Particulars</b>			
<b>Total Crashes</b>	<b>927</b>	<b>825</b>	<b>879</b>
<b>Fatal Injury</b>	<b>1</b>	<b>2</b>	<b>4</b>
<b>Non-Fatal Injury (incapacitating)</b>	<b>27</b>	<b>16</b>	<b>12</b>
<b>Non-Fatal Injury (non-incapacitating)</b>	<b>70</b>	<b>54</b>	<b>88</b>
<b>Possible Injury</b>	<b>104</b>	<b>83</b>	<b>91</b>

**Officer of the Year**



For his consistent excellence in police duty throughout the year, Officer Allan W. Graham, Jr. was named Officer of the Year for 2010.

A member of the Natick Police Department for more than 18 years, Officer Graham has consistently been one of its top performers. He has been a member of the department's commercial motor vehicle enforcement team, a motorcycle officer since 1999 and was MADD's Officer of the Year in 2001. Officer Graham has reconstructed many of the most serious crashes in Natick and his crash investigation skills have led to requests from neighboring towns for his assistance. Officer Graham also serves as a Field Training Officer for newly appointed police officers, familiarizing them with the community, the department and the proper way to perform their jobs.

**Employees of the Month**

The following department members distinguished themselves in 2010 and were recognized as Employees of the Month for their efforts:

- **Officer Gregory M. Lanoue** – For his diligent observations and attention to duty in locating a stolen motor vehicle and pursuing evidence contained therein that led to an admission of involvement in numerous larcenies from motor vehicles in the town's residential areas
- **Officer Robert F. Murphy III** – For his excellence in emergency response skills and using whatever resources were available to render assistance to the victim of a tragic accident

### Personnel

After more than 30 years of service, Sergeant Joseph N. Hayes retired in May. Sergeant Hayes was promoted in 2006 and most recently served on the 4:00 PM to midnight shift.

Officer Brian A. Bosselman was assigned to the Investigative Services Division in January to team with Detective Kevin J. Delehanty in focusing on narcotics investigation and enforcement.

Officer Jason D. Sutherland was assigned to the Investigative Services Division in October as an Investigator.

Dispatcher Aubrey Colby, who originally joined the Department as a part-time dispatcher, became full-time in June.

### Animal Control

Animal Control enforces state regulations and town bylaws applicable to wild and domestic animals and administers to the sick and injured animals within the town's borders. The following is a list of Animal Control activity during 2010:

<b>Domestic</b>		<b>Wildlife</b>	
Unrestrained Dog Complaints	102	Sick Raccoons Reported	33
Barking Dog Complaints	97	Sick Skunks Reported	26
Dogs Struck By Motor Vehicles	5	Sick Possums Reported	19
Stray Dogs Reported	163	Sick Woodchucks Reported	8
Dog Bites Reported	29	Sick Squirrels Reported	44
Lost Dogs Reported	142	Coyote Sick Or Sighted	67
Lost Cats Reported	110	Fox Sick Or Sighted	15
Stray Cats Reported	98	Sick/Injured Birds Of Prey	11
Cats Struck By Motor Vehicles	57	Sick/Injured Waterfowl & Birds	61
Cat Bites Reported	6	Deer Struck By Motor Vehicles	43
Lost Exotic Pets	6	Deceased Animals (Roadways)	254

<b>Informational Statistics</b>	
Animal Cruelty Cases Investigated	47
Wild Animals Removed From	43
Citations Issued	21
Written Warnings Issued	152
Mutual Aid To Other Communities	14
Assistance Calls For Service	211
Informational Calls	265
Livestock Complaints	7

## Public Works

### MISSION STATEMENT

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

The Department will provide safe and adequate drinking water and fire protection by maintaining and improving with available resources the water treatment plant, wells and water mains throughout town. The Department will also provide dependable and reliable trash collection and recycling services to the residents of the Town.

The Department will assist, support and cooperate with other Town departments, boards and commissions as well as other municipalities, State and Federal agencies in all relevant activities that promote and benefit the Town and the quality of life for the citizens of the Town.

The following is a summary of the activities of the various divisions of the Department of Public Works during 2010:

### **Building Maintenance Division**

The responsibilities of the Building Maintenance Division include maintenance and janitorial services for the town hall, library, police, main fire station, the senior center and now former court house, Cole Recreation, and the DPW complex. Additionally, the division provides maintenance services for Camp Arrowhead, Memorial Beach, Camp Mary Bunker, the three fire department sub-stations, the West Suburban Skate Arena and the former East and Eliot Schools. The computerized maintenance management system (cmms) used by the division continues to be a valuable asset. Additionally, our computerized HVAC system works in harmony with the "cmms" and allows us to monitor and control the temperature and other HVAC functions at nearly all locations from a remote site. Utilizing both systems jointly saves countless man-hours and expense.

Under the capital improvements program this year new energy efficient condensing boilers were installed at the Police Station and at Town Hall. The old faulty boilers were removed and properly disposed of. In the years following this installation we should find significant savings and also be proud to say they are playing a large part in the making of our green community. In the same program new air conditioning units were installed in the IT server room at Town Hall and also in the 911 server room at the Police Station. Previously to these new units being installed we had been struggling with undersized a/c units that were desperately trying to perform the cooling for the servers but due to their age and being undersized they were prone to frequent breakdowns. These breakdowns severely taxed the HVAC system and put at risk the town's telephone system from crashing.

During the spring flooding we experienced many days of working twenty four hour and forty eight hour shifts that resulted in a very time consuming clean up at the Eliot Montessori School located at 5 Auburn Street. After the flooding was eventually contained and thoroughly cleaned up additional time and materials were spent on restoring the flooded area back to usable and safe conditions. In going forward we added an additional sump pump to contain any future issues.

This year, the program in which we established with the Framingham inmates was again greatly utilized. To that end and in preparation for the Senior Center to be re-located to 90 Oak Street, the inmates were assigned to perform multiple tasks at the Oak Street building. These tasks ranged from landscaping, cleaning the building and to painting the entire interior of the building. The interior work included walls, window frames and door frames that were all prepped and re-painted. This saved us from outsourcing these tasks that are very expensive. Other tasks the inmates work on daily range from picking up trash / litter along the major roads of the town, cleaning the seasonal recreational buildings and landscaping tasks on the grounds and performing weeding, raking and trimming of the town buildings. During the snow days the inmates assist in shoveling the town buildings, the entrance to the MBTA train station and making punch outs in the snow banks in front of the stores on Main Street.

Proudly it can be stated that we have been using solely green products in all of our custodial tasks. This ranges from the paper products to the chemicals purchased. These products while being environmentally friendly are purchased at no additional cost over other non green products.

As in previous years we rigidly adhere to our planned maintenance programs. These programs range from painting, carpet cleaning and floor re-finishing to multiple tasks of HVAC preventative work and light mechanical repairs, plumbing and electrical tasks. Deferred maintenance is neither performed nor planned as it has been proven in the long run to be extremely costly.

### **Engineering Division**

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

The Engineering Division is the repository of street layout plans, site development plans, utility as-built plans and other various record plans. Updating of these plans as well as other maps such as the Assessor's maps, various zoning maps and street maps is an important duty of the Engineering Division. This updating process includes maintaining accurate as-built records for the Town's water distribution system, sewer system, storm drainage systems and individual utility service information for all buildings.

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

In addition to the above, the Engineering Division completed the following during 2010:

- Issued 79 Street Opening Permits and provided the necessary inspections.
- Provided follow up inspections on 43 Occupancy Certificates.
- Issued 58 water connection permits and provided the necessary inspections.
- Issued 71 sewer connection permits and provided the necessary inspections.
- Issued 82 Trench Permits

- Provided 260 field utility mark-outs for ongoing Town wide construction activity.
- Reviewed 189 Applications as part of Building Permit Application process.
- Received clarification on petition to DCR's Office of Dam Safety to reclassify the hazard classification of the Jennings Pond Dam to a low hazard dam.
- Presented Sanctuary Boulevard, Whispering Lane, Harvest Moon Drive and Deer Path for acceptance at the Spring Town Meeting, and presented a portion of North Main Street for acceptance at the Fall Town Meeting. Recorded all street acceptance plans and documents at the Middlesex Registry of Deeds.
- Continued work as required in the Town's Storm Water Master Plan and NPDES General Permit. Completed Permit Year goals, and filed yearly EPA status report.
- Reviewed the new 5 year draft NPDES permit from the EPA and submitted comments in regards to questions/concerns and suggested changes to permit that would benefit Natick. Began design and implementation planning for the new 5 year permit to be administered by the EPA beginning in 2011.
- Provided Town project coordination for the Massachusetts Highway Department's North Main Street Reconstruction project, Route 9/27 & Route 9/Oak Street Intersection Improvements, and the Mathworks Access Permit.
- Provided Town project coordination for the Department of Conservation and Recreation's (DCR) Speen Street culvert replacement project.
- Updated the Town wide pavement management program and created a new 5 Year Paving Plan.
- Managed the construction of the Chapter 90 Roadway Improvement Project, and the completion of the Glen Street, Speen Street, and Union Street Roadway Improvements contract.
- Began design of Roadway Rehabilitation improvements on Oak Street
- Liaison to the MAPC for the Pre-Hazard Mitigation Project. Provided technical support to MAPC for completion and submission of Hazard Mitigation Plan to the Board of Selectmen for their adoption

### **Equipment Maintenance Division**

This division is responsible for the purchase and maintenance of all the town vehicles and equipment. Equipment includes police cars, administrative cars, fire apparatus, lawn equipment, dump trucks, sanders, plows, dump trucks, pumps, rubbish packers, school department vehicles, emergency generators, farm, and recreation buses. We also maintain the town's fuel depot.

The past year we have replaced police cruisers, a new 78 foot Quint fire truck, a new Transit Connect engineering vehicle, 2 new Peterbilt sander/plow/dump trucks and 1 new school van. This year we will be purchasing a new Ambulance, Fire Deputy SUV, Highway service truck, School van, Board of Health and Community Development vehicles.

Walter Crossman retired this past August after serving the Town for over 35 years. Walt had worked at DPW and then at the Police Station as a fleet mechanic. We want to wish Walt the best and hope he enjoys his well deserved retirement.

### **Water Division**

The Water Division pumped and distributed 1,211 Million gallons of potable water during 2010. The Water Division changed 152 water service lines on Cross, Pearl, Plain, Walcott, and Cottage

Streets, School Street Ext, Circular and Badger Avenues, Judith Road, and Foley Drive. The Department also replaced 780 feet of 2" water main on Badger Ave with an 8" water main and 480 feet 2" water main on School Street Ext. with a 6" water main.

The Water Division repaired 19 water service leaks, and 8 water main leaks. The Division also replaced 9 fire hydrants with new hydrants. Water Division personnel has changed out 12,815 radio water meters to this date, with only 1 radio water meters remaining. The division tested over 2,044 backflow devices.

In 2010, The Water Division continued the SCADA upgrade process, started the drilling and installing of the new replacement wells for Springvale Well #1 and Springvale well #3, installed two new piping pits and flow meters for the Elm Bank Treatment Facility, cleaned and rehabilitated the Elm Bank #2 and #4 wells. The Division also continued the wiring and plumbing of the new buildings for the Town Forest chlorine injection system. A contract was put out to bid for the replacement of filter media and Air Stripping media for the Springvale Water Treatment Facility. Work is expected to begin in the spring of 2011. The scheduled repair of the Town's two water reservoir started with the repair of the Broads Hill reservoir. The Broad Hill reservoir is 90% complete as of January 2011 and the Town Forest is scheduled for spring 2011. The scheduled cleaning and rehabilitation of Evergreen well #1 and well #3 was started in December of 2010 and expected to be completed in January of 2011.

### **Sewer Division**

The Sewer Division pumped an average of 2.90 million gallons of sewerage per day in CY2007-2009 and took that number up to an average of 2.92 million gallons of sewerage per day in CY2008-2010 into the M.W.R.A. sewer collection system. The Sewer Division continued the sewer main relining program to improve old and decaying sewer main infrastructure. The Division is in a contract to clean and line sections of sewer mains in various parts of Town. The contractor has cleaned and lined 2,553 linear feet of 8", 12" and 16" diameter sewer mains in 2010. The contractor has also cleaned and TV inspected over 5,683 linear feet of 8" and 12" diameter sewer mains in sewer easements, where root intrusion has required frequent pipe flushing to prevent surcharges. The TV inspection work will provide a list of sewer segments that require lining or repairs or more frequent cleaning to maintain adequate flow velocities.

A contract was put out to bid and awarded for the replacement of Crescent Street and Fieldstone sewer pump stations, upgrades to the Prime Park sewer pump station, and multiple sewer main point repairs. Work is expected to begin in the spring of 2011.

### **Land Facilities and Natural Resources Division**

LF&NR is responsible for 90% of the ground maintenance around all public buildings. We maintain all of the school athletic fields, recreation areas and non-school properties for the entire town. We manage over 60 sites which include over 70 acres of turf. We also maintain 22 baseball/softball fields, eight tennis courts, seven basketball courts, fifteen playgrounds, the High School track and the beach. We maintain the flags and flagpoles at 13 sites. We line all fields for all sports, and we maintain 11 irrigation systems. We are also responsible for the maintenance of all public shade trees.

The popularity and increase in the number of students participating youth sports programs means an increase in field use. There are now over 100 little league teams and over 100 youth

soccer teams using our fields in the spring season. In addition to this, the youth lacrosse program is established and adding more additional stress to field use and scheduling. The division mows 54.5 acres via contract and completes all other field maintenance in house.

The very successful recreation and youth sports programs put a great deal of stress on our athletic fields. With financial contributions from Mathworks and youth soccer we did a major renovation of Mathworks Field to get it ready for the Columbus Day soccer tournament. The renovations done were very successful and the field was in great shape for the tournament.

We began installing metering systems on our irrigation wells. Three of the five sites are complete. We hope to complete the work in the spring of 2011.

The construction of the new high school has brought with it new challenges. Field use was not affected in 2010. Plans were made through the summer and fall of 2010 to move displaced teams starting in the spring of 2011

### **Highway/Sanitation/Recycling Division**

In 2010 the Highway/Sanitation/Recycling Division performed all regular annual maintenance. The division installed new and repaired approximately 4,970 feet of asphalt curbing on the following streets; Hemlock Drive, Coachman Lane, Robinhood Road, Lake Street, Bacon Street, Nottingham Drive, Pauline Drive, Jennings pond Road, Euclid Ave, Border Road, Winslow Road, Laconia Road, Richmond Road, Pickerel Road, Petersen Road, Highland Street, Lookout Ave, Fiske street, Fiske lane, Johnson School, Farm hill Road, Hopewell Farm Road, Cottage Street, Clearview Drive, Eliot Street and South Street. All were replaced or repaired due to plow damage. The repairs included loam and seed.

In 2010 the division repaved 5,785 feet of residential sidewalks on the following streets Stratford Road (1,865') Drury Lane (914') and Petersen Road (3,005'). Cement handicap ramps were installed where applicable. The repairs included loam and seed.

The Department Of Public Works performed yearly Chapter 90 road work on the following streets; H.F. Brown Way, Boden Lane(Tamarack Road to West Central Street), Badger Ave, Hampshire Drive, Yorkshire Drive, Loker Street, Fisher Street, Judith Road, Foley Drive, Maine Ave, New Hampshire Ave, Vermont Ave, Mass Ave, Connecticut Ave, Gannett Road and Keane Road. Some of these roads were totally reclaimed and regraded . All were leveled with bituminous concrete. Sidewalks were overlaid, loamed, and seeded. These roads will be chip sealed in the spring of 2011. This work was completed by an outside contractor and was monitored by the Engineering and Highway divisions.

In 2010 the division performed all regular sweeping duties. All main roads were complete by the end of May. All main road sidewalks were complete by the middle of April. All municipal school and building parking lots were swept twice. The down town area was swept monthly or as needed. Approximately 3,260 tons of debris was collected from sweeping.

In 2010 the division performed all regular traffic markings consisting of approximately 35 miles of double yellow center lines, white fog lines and 271 crosswalks, all stop bars and stop wording. We repaired or replaced approximately 255 different types of street signs and lettered municipal vehicles as needed.

In 2010 the town received approximately 42.5 inches of snow we had 16 sanding operations and plowed 5 times. We plow all streets as well as all schools, municipal buildings, municipal parking areas and 41 miles of main road sidewalks. The snow plowing is performed by all divisions of Public Works under the direction of the Highway Superintendant. The Town of Natick has 43 pieces of snow fighting equipment and we had 35 hired pieces in 2010. We used approximately 4,150 tons salt and approximately 5,250 tons of sand.

The contractor hired to clean catch basins for the town under the storm water regulations cleaned 1,282 basins in the spring of 2010. The Highway division repaired 57 catch basins 4 Manholes and installed 6 new drain structures. The Highway division also assisted the engineering division with outfall and other storm water issues.

The division is responsible for making and distributing all voting signs throughout the town for all Town/State/Government elections as well as transporting all voting equipment to the polling areas. We also assist the Board of Health with transporting there equipment for day to day and emergencies. The Highway division works very closely with Police and Fire Departments for all types of emergencies which include all road closings and detours for parades, marathon, road races, fires or any type of problem that may arise.

The Sanitation side of the division we service approximately 8,320 residential Holmes for solid waste and curbside recycling. We are responsible for 25 dumpsters at schools and municipal buildings as well as 115 park barrels and 50 recycling containers. In 2010 we collected approximately 6100 tons of solid waste and 3,216 tons of curbside recycling. The hours at the recycling center remained on Saturdays and Sundays only and the material taken in at the center for 2010 is as follows. Mixed Paper (222 tons) Cardboard (131 tons) Plastics (29.79 tons) Mixed glass (10.26 tons) Clear glass (12.41 tons) Styrofoam (582 bags) Recycled electronics (36.5 tons) used oil (1,420 gallons) Propane tanks (101) and light metal 148.50 tons). We continued to pickup spring yard waste on the first two weeks of May and repeated the same fall schedule as 2009 for the fall pickup which was the last three Mondays of November and the first Monday of December. Christmas trees were picked up curbside on the first two weeks of January.

Respectfully submitted,

William D. Chenard  
Director of Public Works

## **Boards, Committees & Commissions**

### ***AFFORDABLE HOUSING TRUST***

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The Natick Affordable Housing Trust (NAHT) was formed in February 2008, after Natick Town Meeting voted in Fall 2007 to accept Massachusetts General Law Chapter 44, Section 55C, and thus authorized the establishment of a municipal affordable housing trust for Natick. The general purpose of such trust, as stated in Massachusetts General Law, is for the creation and preservation of affordable housing for the benefit of low and moderate-income households.

During 2010 discussions continued on the use of two parcels of land, one located on Bacon Street and the other on Everett Street, which were deeded to the NAHTF in 2009. Given that some affordable units available in Natick are not yet occupied, the Board decided to not do anything with these parcels at this time. However, we will continue to explore possibilities for use of this land to support affordable housing in 2011. We also strengthened our relationship with the new Natick Housing Authority Board and explored ways that we may be able to work together cooperatively on future projects.

During the spring of 2010 the Board approved (with Board of Selectmen's concurrence) an additional \$73,500 for the Down Payment Assistance (DPA) Program using Natick's federal HOME funds. The program continues to be administered through Watertown Community Housing and was amended to establish a \$5,000 limit in DPA for a 1-bedroom, \$10,000 for a 2-bedroom and \$15,000 for a 3-bedroom unit. As of calendar year-end 2010, eight buyers of affordable units at Castle Courtyard and South Natick Hills have used the program. Unfortunately, in June 2010, the Board suspended the DPA program due to a conflict between federal (HUD) and state (DHCD) requirements for affordable deed restrictions. Until this conflict is resolved these eight units will not be counted by DHCD in our affordable housing stock numbers. We anticipate resolution of this issue in 2011.

Additionally, in 2010, the Board explored the possibility of applying for a Community Development Block Grant (CDBG) but decided, due to the lack of proper time and funds required to apply, to hold off for this year. We also approved participation (with Board of Selectmen's concurrence) in the Ready Renter/Buyer Program which will allow us rapid access to prospective renters/buyers when affordable units become available, and supported the "No on 2" referendum on the fall ballot, which if passed would have abolished the Massachusetts 40B law. Fortunately, the repeal of the 40B law was defeated and we will continue to have affordable housing units built in our communities.

During 2011 the NAHT will explore whether to focus in the short term on getting the existing affordable housing stock occupied including working with the Natick Housing Authority to rehab existing units, or the creation of additional units.

During 2010 two of our members, Julie Kittler and Scott Joseph, regrettably resigned from the board due to other commitments. We thank both of them for their contributions over the past two years.

Respectfully submitted,

Bruce S. Weisberg, Chairman  
Natick Affordable Housing Trust Fund

Members: Carol Gloff representing the Board of Selectmen, Glen Glater representing the Planning Board, Bruce Weisberg representing the banking industry, Paul McKeon representing the real estate industry, Randy Johnson representing the construction industry, Michael Avitzur as an attorney and citizens-at-large, Steve Gartrell, Marjorie Gove and Jay Ball.

***BACON FREE LIBRARY MAINTENANCE COMMITTEE***

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**General:**

The Bacon Free Library Maintenance Committee is required to review expenditures by the Library. Each committee member reviews and signs invoices for all expenses including payroll, utilities, and book purchases.

The Committee does not have an operating budget.

**Current Year Info:**

On a monthly basis, (or as needed), during 2011, the committee reviewed and signed invoices for all expenses.

**Current Members:**

Tim Donahue Ruth Fox  
Michael Collins Steve Wilson  
John Manning

## ***BICYCLE AND PEDESTRIAN ADVISORY COMMITTEE (NBPAC)***

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### **History and Mission**

The NBPAC, consisting of seven members, was founded in 1997, recognized by the Board of Selectmen in 1998, and reconfirmed by the Board of Selectmen in 2001.

The Natick Bicycle and Pedestrian Advisory Committee serves to advise the Town on issues relating to the safe and proper use of roads, sidewalks and trails by and for bicyclists and pedestrians, and to make Natick more bicycle and pedestrian friendly through public education and outreach, and by consultation and coordination with Town departments and boards.

### **2010 Accomplishments**

- Provided input to project management staff on the Route 9 repaving project and on the separate 9/27 repaving project
- Represented the committee at meetings of the Safety Committee and the Cochituate Rail Trail Committee
- Hosted a “Walkable Communities Workshop” provided by the Metropolitan Area Planning Council with the aim of sharing information on pedestrian-friendly physical design elements of sidewalk, road and relevant infrastructure
- Organized several bicycle rides during May’s Bike Week to showcase interesting and historic areas of Natick
- Attended the Commonwealth’s “Moving Together” conference to learn about design practices and organizations engaged in bicycle and pedestrian advocacy.
- Provided support to the town for a grant application to improve bicycle parking at the Natick Center MBTA commuter rail station
- Provided input to the Safety Committee and the Department of Public Works with regard to sidewalk improvements and additions.
- Conducted an informal assessment of sidewalk conditions on Route 9 between Rt. 27 and the Framingham border. Observations and recommended improvements were provided to the Safety Committee and MassDOT for consideration

Finally, members of the committee participated in discussions with town staff regarding the development of a comprehensive town pedestrian improvement plan. This is expected to be a significant continuing effort for the committee during 2011 as the town determines how it wishes to proceed to improve Natick’s walkability.

### **Conclusion**

We thank the many individuals and groups that help our projects for better sidewalks and trails for pedestrians, for better traffic solutions for bicyclists, and more. We invite everyone who wishes to help to join in and to help us in the year to come and volunteer to assist us in supporting the town’s development. The Natick Bicycle and Pedestrian Advisory Committee meets monthly on the first Monday of the month (with exceptions for holidays.) Please refer to the town’s public calendar for specific meeting times and locations.

Respectfully submitted,

Glen B. Glater, Chairman 2010

John Magee, Chairman 2011

Robin Gilmore Barnes, Recording Secretary

Susan Geiser

Jill Miller (2010)

Charles Planck

Dan Sohl

## ***CABLE ADVISORY BOARD***

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The Cable Advisory Board's most important function is as a liaison between the Town 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 2010 the Cable Advisory Board continued the ascertainment process for the renewal of the cable licenses for Comcast and RCN. This process, (approximately 3 years), is critical to the re-licensing process. During this period the Board has gathered information from cable TV subscribers related to the franchisees performance and adherence to the terms of their current licenses. We are also determining the needs of the community regarding public, education and government TV access, including funding requirements that is part of the existing franchises. There were two public hearings in 2009 for each of the two renewals at which time the public had the opportunity to address cable TV related issues. During 2010 there was an additional public ascertainment meeting to allow Natick Pegasus to present additional information for Comcast. On November 15<sup>th</sup>, 2010, RCN was granted a renewal license. Negotiations with Comcast will continue into 2011.

The Board also continues to provide assistance and advice to Pegasus, the public access non-profit corporation for the Town of Natick, in areas such as funding agreements with cable providers, and technical assistance regarding equipment needs.

The Board received many 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. Specific issues were access in apartment complexes and to houses with underground services, billing charges, service outages and the quality of service. 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](mailto:cable@natickma.org). The mailing address is in care of Natick Town Hall, 13 East Central St.

Respectfully submitted,

Hank Szretter, Chair  
Rod Feak, Secretary  
Martha Jones  
Ron Ordway  
Arnold Pinsley  
Edward Hudson

## ***CHARTER AND BY-LAW REVIEW COMMITTEE***

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In accordance with the Town of Natick Charter Article 7 Section 7-6, a Charter and By-Law Review Committee (CBRC) was established by a vote for favorable action under Article 34 of the 2008 Spring Annual Town Meeting. The CBRC, appointed by the Town Moderator, was charged with reviewing the provisions of the charter and by-laws of the town and making a report to Town Meeting concerning any proposed amendments or revisions.

The Town Moderator appointed a committee of seven individuals to serve as the CBRC, and the committee began its work with an initial meeting on July 17, 2008. Over the course of 24 months and 52 meetings, the CBRC reviewed all seven (7) articles of the charter and all 49 articles of the by-laws. The committee's review and discussion considered aspects such as, but not limited to: compliance of the current wording with relevant Massachusetts General Law; clarity of the charter and by-law requirements; practicality of complying with the requirements of the charter and by-laws as written; compliance with current grammar styles and spelling; and the need to add new sections to address issues or activities that have occurred since the last CBRC review, approximately five years earlier. The CBRC also sought input from the Town Administrator, the Town Moderator, the Town Clerk, department heads including the Superintendent of Schools, a wide variety of elected and appointed boards and committees, Town Meeting members and citizens in general. When the CBRC agreed that modifications were necessary, the full committee vetted proposed revised wording and then voted to submit each proposed change, no matter how small, to Town Meeting in a warrant article.

At the 2008 Fall Annual Town Meeting and the 2009 Spring Annual Town Meeting the CBRC provided brief updates to Town Meeting members but did not yet propose changes to the charter and by-laws. The term of the CBRC, originally scheduled to expire at 2009 Spring Annual Town Meeting, was extended by Town Meeting to Spring 2010.

At the 2009 Fall Annual Town Meeting the CBRC put forth 28 warrant articles, presenting proposed changes to four (4) charter articles and 24 by-law articles. At the 2010 Spring Annual Town Meeting the CBRC put forth 14 warrant articles, presenting proposed changes to three (3) charter articles and 11 by-law articles. Several by-laws, notably Article 60 Fire Regulations and Article 83 No Smoking in Public Places, were submitted after being essentially completely rewritten with input from the relevant department head and others; however, many of the proposed changes to other charter and by-law articles were much less extensive. Most of the proposed changes were approved by Town Meeting.

Among the total of 56 articles contained in the Natick Charter and By-Laws, the CBRC considered that a total of 20 articles did not require changes at this time.

Following approval by Town Meeting, all changes to our charter and by-laws must be reviewed and approved by the Massachusetts Attorney General's office. All by-law changes voted by Town Meeting have now been approved and subsequent required administrative activities have been completed, so all of these by-law changes are now in effect. For charter changes, after approval by the Attorney General, they must be presented to the voters of Natick on a municipal election ballot and approved before they are implemented. The charter changes voted by 2009 Fall Annual Town Meeting were all approved by the voters on March 30, 2010 and are now in effect. The charter changes voted by 2010 Spring Annual Town Meeting will be included on the ballot for the March 29, 2011 Town election.

Following the conclusion of the 2010 Spring Annual Town Meeting and the consequent expiration of this CBRC's term of service, the CBRC held its final meeting on June 2, 2010. Approved minutes of all 52 meetings of the CBRC have been submitted to the Town Clerk's office in hard copy, and are available on the Town of Natick website for review by interested parties, in particular future CBRCs.

The members of the CBRC thank the Town Moderator, the Town Meeting and our community for the opportunity to serve Natick in this manner. We also thank everyone who provided us with information, support and advice throughout our two-year review process.

Respectfully submitted,

Carol A. Gloff, Chairman  
 Charter and By-Law Review Committee

Karen Adelman Foster  
 Jay Ball  
 Barbara Chinetti

Robert Healey  
 Tony Lista  
 Richard Sidney, Vice Chairman

**COCHITUATE RAIL TRAIL ADVISORY COMMITTEE**

The Cochituate Rail Trail Advisory Committee welcomed two new members in 2010: Will Schoenig and Michael Manzo, both appointed to at-large positions by the Board of Selectmen. Former Chair Matt Daniels did not seek re-appointment after serving ably for several years.

The committee serves to advise the Selectmen on issues relating to the potential recreational trail over the abandoned Saxonville Branch Right of Way from Natick Center to the Framingham border at Route 30. The Town of Framingham is at work on its section of the project.

The committee members at the conclusion of 2010 were:

<b>Member</b>	<b>Affiliation</b>	<b>Term expires</b>
Joshua Ostroff	Board of Selectmen	June 30, 2013
Patrick Reffett	Community Development Director	June 30, 2013
John Griffiths	Recreation and Parks Commission	June 30, 2011
A. Richard Miller	Bicycle/Pedestrian Advisory Comm	June 30, 2012
Jan Henderson	Member At Large	June 30, 2011
Michael K. Manzo	Member At Large	June 30, 2013
Peter Henry	Member At Large	June 30, 2013
David Camacho	Member At Large	June 30, 2012
William Schoenig	Member At Large	June 30, 2013

The committee reorganized in December and elected Will Schoenig as Chair, Dave Camacho as Vice Chair and Michael Manzo as Clerk.

The largest issue relating to the CRT project is the acquisition from the owner, CSX

Transportation. Negotiations are ongoing at this time under the auspices of the Board of Selectmen and the Conservation Commission.

The primary work product during 2010 was the completion of the Conceptual Design Study, which began in the late summer of 2009. The engineering firm of Fay, Spofford and Thorndike completed this study under an agreement with the Town. The study provides a valuable basis for design decisions, including safety, landscaping, amenities and trail surface. The study also provides important cost estimation data for construction of the trail. In conjunction with a future survey, the design study will help qualify the project for state funding for final design and construction.

Future work may include a survey, wetlands research, a progress report to Town Meeting, collaboration with Framingham, and such support as the Town may require in the lengthy process of negotiations with CSX. In addition, the Town may seek an appropriation of the balance remaining of \$500,000 in mitigation funds from the owners of the Natick Collection, negotiated in 2006 exclusively for CRT planning and design within a five year timeframe. As of January 2011, any funds remaining in the account may be used for other pedestrian and open space projects; as of January 2013, any unexpended funds from the initial balance revert to General Growth.

Respectfully submitted,

Will Schoenig, Chair

### ***COMMISSION ON DISABILITY***

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The Commission on Disability continues to advocate on behalf of residents with disabilities in order to reach the goal of full inclusion of people with disabilities in the community. In compliance with Massachusetts General Laws, Chapter 40, Section 8J, the Commission may:

- 1) Research local problems of people with disabilities.
- 2) Advise and assist municipal officials and employees in ensuring compliance with state and federal laws and regulations that affect people with disabilities.
- 3) Coordinate or carry out programs designed to meet the problems of people with disabilities in coordination with programs of the Massachusetts office on disability.
- 4) Review and make recommendations about policies, procedures, services, activities, and facilities of departments, boards, and agencies as they affect people with disabilities.
- 5) Provide information, referrals, guidance, and technical assistance to individuals, public agencies, businesses, and organizations in all matters pertaining to disability.
- 6) Coordinate activities of other local groups organized for similar purposes.

The Commission was without an ADA Coordinator for 9 months until Paul Carew became the new Veteran Service Agent/ADA Coordinator in April 2010. He has since served as the Commission's liaison to the Administration, Town of Natick.

The Commission continues its efforts to develop cooperative relationships with various departments and community groups in town and our efforts to develop a five-year action

plan continues. With input from the Department of Park and Recreation, the Commission conducted a feasibility study regarding an add-on playground for disabled children to already existing facilities. Funding was to come from the Commission's reserve of Handicapped Parking Fines, augmented by grants and donations. Possible locations were visited, playground persons were interviewed, equipment manufacturers were researched, and possible donors were approached. It was concluded that this was an enormous project, without a large enough body of commission members to successfully undertake it at this time.

During FY 2009/2010, the Commission and its members were active in various community events, trainings, conferences and classes, dealing with such things as new ADA Guidelines on its 20 year anniversary, ADA approved playgrounds, Veterans with Disabilities, as well as employment issues for persons with disabilities. As usual, participation in the fall Natick Days event was a big success with free balloon giveaways. Local ADA access and accommodation complaints continue to be addressed and resolved.

Projects for FY2011/FY2012 include: purchase and distribution of canine/feline oxygen masks to be donated to the Natick Fire Dept to be included as part of the regular on board equipment for each fire engine in regular service; continued relationship building with the local PATH organization and recruitment of a parent representative as a Commission board member; review of building plans for the new Natick High School and Senior/Community Center to ensure both are in full ADA access compliance; development of a Guest Speaker Program; revision of the Commission on Disability Handbook.

The Commission on Disability meets in the Community Room at the Natick Police Department headquarters, on the first Thursday of each month, except August, from 6:30 pm to approximately 7:45 pm. The public is invited to attend to learn more about the work of the Commission. Monthly agendas are posted on our website.

### **COMMUNITY DEVELOPMENT ADVISORY COMMITTEE**

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The Community Development Advisory Committee (CDAC) is charged with serving as the Town's Fair Housing Committee and acting as an advisory board and resource in carrying out the major goals identified in the Town's Housing Plan and the Consolidated Plan, participating in the development of housing and community programs, and providing input and guidance for any future proposed plans.

The CDAC spent 2010 working with Natick's Housing Planner, Joe Merkel and the board of the Natick Affordable Housing Trust (NAHT) to advance affordable housing in our town. The two committees continue to meet simultaneously and to work collaboratively in our discussions and consideration of future projects. Natick continues to meet the 10% requirement for affordable housing as established by the Commonwealth of Massachusetts; however, the need for various types of affordable housing is unabated.

Along with the NAHT in 2010, the CDAC explored the possibility of applying for a Community Development Block Grant (CDBG) but decided to wait at least until 2011. In addition, after much discussion, the CDAC supported the opposition to Question 2 on the fall 2010 state ballot; if Question 2 had passed it would have abolished the Massachusetts 40B affordable housing law, and the CDAC did not think this was in the best interests of affordable housing in

our state and community.

Under the guise of our Fair Housing responsibilities and with leadership from Joe Merkel, we proposed scheduling several informational sessions addressing fair housing requirements and issues during 2011. At the close of calendar 2010, it was learned that these programs may be offered regionally; the dates and locations will be publicized when available.

During 2010 one of our members, Debra Harmon regrettably resigned from the committee due to other commitments. We thank Debbie for her work on the CDAC and are currently looking for an individual who lives in low or moderate income housing to join our board.

In the coming year, the CDAC expects to continue to work with the NAHT and Natick's Housing Planner, to advise the Board of Selectmen on the optimal use of funds the Town receives through the WestMetro HOME Consortium, and to expand its outreach and participation activities with regard to fair housing in Natick.

Respectfully submitted,  
Carol Gloff, Chair  
Community Development Advisory Committee

Members: Carol Gloff (Board of Selectmen representative), Glen Glater (Planning Board representative), Marjorie Gove, Paul Mulkerron, Bruce Weisberg,

Members (ex officio): Patrick Reffett (Natick Community Development Department), Edward Santos (Natick Housing Authority)

### ***COMMUNITY SENIOR CENTER BUILDING COMMITTEE***

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On February 10, 2010 Town Meeting voted to approve the construction of a New Community Senior Center.

At the March 30, 2010 Town Election, the voters of Natick approved a Debt Exclusion override to fund the project.

During the summer months of 2010, the Community/Senior Center Building Committee continued to meet and incorporate final design changes with Graham Meus Inc. Architects.

Meetings were held with the Architect's Design Team, the Town Administrator and relevant Town Departments to coordinate and facilitate the project design and permitting.

Approvals for the project were received from the Natick Zoning Board of Appeals, Planning Board and Conservation Commission during September, October and November of 2010. In an effort to mitigate construction activities and disruption to the existing center at 117 East Central Street, as well as financial considerations, the Council on Aging, Human Services and Veterans Department were relocated to the recently vacated East School at 90 Oak Street in January 2011.

The firm Diversified Project Management was selected as the Owner's Project Manager through a Request for Proposal process.

As 2010 comes to a close, the Town's Procurement Officer and project architect are soliciting filed sub-bids on specific construction tradework and General Contractor bids are due in February 2011.

Prepared by John Ciccariello  
Chairman, Building Committee

### ***COUNCIL ON AGING BOARD***

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The Council on Aging Board functions in an advisory capacity to the Council on Aging Department. The COA Board's primary responsibility is to advocate for needed programs and services on behalf of seniors living in Natick. Some of the Board's main objectives are:

- To identify the needs of all older citizens in Natick
- To educate the community at large about the needs of older adults
- To ensure that Natick's seniors have full access to the services and benefits to which they are entitled
- To provide specialized knowledge to the Selectmen to help them make informed decisions
- To provide state and federal political advocacy

The COA Board had an active year in 2010. The Board continued to support Moira Munns, the Director, and her staff with the wide variety of programs and events that are held throughout the year. Various Board members attended events that included the Volunteer Dinner, the Natick Senior Man and Woman of the Year Dinner, the BayPath Recognition Breakfast, Natick Days, the Pie Social and the Holiday Dinner. Members also attended various town meetings in support of the COA budget, town meeting warrants, and legislative items.

The COA Board supported the efforts of the Community Senior Center campaign committee to obtain funding through a town-wide debt exclusion override vote to construct a modern combined community senior center. This will enable the Council on Aging Department to provide programs and services that will more fully meet the needs of Natick's seniors in the coming years. The COA Board continues to work with the Community Senior Center Building Committee to ensure that the new building is place in which all of Natick's citizens can take pride. We are grateful for the incredible efforts of all involved in the community, past and present, to make this dream of a modern facility become a reality.

The COA Board continued to expand its relationship with the Friends of the Natick Senior Center. Board members assisted at Natick Days, attended Friends dinners, attended the Holiday Bazaar and supported the Friend's Bake Sales. The COA Board is also pleased to report that the staff of the Senior Center successfully commenced the two week process of temporarily relocating operations to the former East School at 90 Oak Street at the end of December with the expectation that the Senior Center would re-open for business on

January 10, 2011. This temporary relocation is expected to facilitate construction of the new Community Senior Center and reduce cost.

One Associate member ended her term on the Board in 2010 – Jean Cain. In addition, Judy Veinbergs ended her service as liaison to the Baypath Elder Services Board of Directors and Frank Magullion ended his service as representative from the Friends of the Natick Senior Center. The Board would like to thank all three individuals for their service to Natick's seniors over the years. The Board welcomed new members Tobe Gerard and Sue Watjen. Associate member Jeanne Williamson Ostroff and representative from the Friends of the Natick Senior Center Jerry Pierce. We are pleased that we have a full Board for the first time in many years.

The COA Board looks forward to a busy and productive 2011.

Respectfully submitted,

Matt Siegel, Chair

Dylan Hayre, Vice Chair

Mary Ross, Secretary

Tobe Gerard

Sonja Hicks

Elizabeth Killeen

Ann Lynch

Kathleen Mulkerron

Lori Rosen

Judy Sabol

Sue Watjen

Karen Oakley, Associate Member

Jeanne Williamson Ostroff, Associate Member

Jerry Pierce, Representative from the Friends of the Natick Senior Center

## ***CULTURAL COUNCIL***

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### **1. MEMBERSHIP**

- **Current membership:** Donna Vanderbeck, Amy Elizabeth (Secretary), Amy Lawler, Shirly Parish, and Chris Rehl (Chair and Treasurer).
- **Members leaving the Council in 2010:** Julie Vician, Kelly Bishop

### **2. MEETINGS**

- Meetings in 2010 were held 4/21, 6/30, 8/5, 9/14, 10/25 and 11/29. Most meetings took place in Town Hall, with a few taking place at Morse Institute Library.
- On May 12, the NCC held a reception at the Morse Institute Library to announce its 2010 grants.

### **3. GRANTS**

For Fiscal year 2011, the MCC (Mass Cultural Council of which the Natick Cultural Council is a local cultural council chapter) allotted \$5,150— 3% lower funding from the previous fiscal year. The Council also used \$809.83 in unencumbered state funds from previous years and \$400 from locally raised funds. The NCC granted \$6,360 available to 24 organizations/individuals out of 27 applicants, refer to chart below.

<b>Name of Applicant</b>	<b>Project</b>	<b>Funding level</b>
Yetti Frenkel	Cinquain Poetry and Fold-out Book Workshop	\$250
Shane Wood	Shane Wood Jazz Trio	\$200
Cheryl Clinton, Marie Craig	Bancroft Art Annex Grand Opening	\$100
Natick Historical Society	History Driving Tour	\$400
Morse Institute Library	Under One Sky	\$350
Bacon Free Library	Father's Day Concert	\$350
Gregory Maichack	The Art of Georgia O'Keeffe	\$300
Hunter Foote	Fiddlin' Around with Hunter	\$100
Ed Cope	Reading is Magic	\$200
The Marble Collection	The Marble Collection High School Literary Magazine	\$100
The A Cappella Singers	Spring 2011 Concert	\$300
Taunton City Band	Community Band Concert	\$250
Weston Drama Workshop	Theater for Young Audiences	\$300
TCAN	Classical Music Series	\$450
Natick Cultural Arts Committee	Wheelock Family Theater	\$610
Jay Ball, Carol Krentzman	Lighting Up the Glass	\$100
Denis Cormier	Hands on History	\$250
Rori Coakley	Senior Center or Library Performance	\$200
Wellesley Symphony Orchestra	Leslie Holmes	\$100
New England Wildflower Society	Seteven Ziglar	\$100
The Discovery Museums	Claudia Baird Veitch	\$100
None of the Above a cappella ensemble	Matt Ettore	\$300
Children's Dance Theater (CDT)	Suburban Nutcracker	\$600
Voices of Metrowest	Voices Loves Elvis	\$350

#### **4. FUNDRAISING AND EVENTS**

On May 12, the NCC held a reception at the Morse Institute Library to announce its 2009 grants and honor the grant recipients. Speakers included Selectman Josh Ostroff, Dan Hunter, and Tasra Ahmet from the Massachusetts Cultural Council, a grantee, who presented the design and fabrication of the stained glass window project in honor of Paula Polk. Bulent Guneralp, a grantee, performed a variety of vocal songs. It was filmed for the second time on Pegasus. This is the 8th year that the Cultural Council held this event.

#### **5. INITIATIVES TAKEN IN 2010**

- The NCC members have taken steps to increase awareness of the council and its membership opportunities. These steps include posting notices in the *Natick Tab & Bulletin*, on-line, emailing artists, Natick oriented facebook activities and Natick residents through TCAN and other email lists, posting flyers around town, and recruiting and increasing our presence and involvement at Natick Days.
- The NCC offered a grant-writing workshop for potential grant recipients at the Morse Institute Library.

#### **6. GOALS**

- The NCC will actively recruit more members to increase diversity of ideas and ability to act on new initiatives. Our local council is small and some members are approaching term limits, so we need new involvement.
- The NCC will continue to work on developing awareness of the availability of grants in Natick and increasing the public's awareness of the events funded by the NCC.
- The NCC will look at the best practices of other LCCs to see how the NCC can better serve the Natick community through the arts.

**Chris Rehl, NCC Chair**

#### ***DESIGN REVIEW BOARD***

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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.

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.

Member

Planning Board appointed Architect:	Jonathan Traficonte, AIA
Planning Board appointed Landscape Architect:	Sarallyn Keller, RLA
Planning Board designee:	Wayne Chouinard, PE
Natick Selectmen Historic Commission appointee:	Anna Mancini, IIDA
Natick Selectmen Downtown Business appointee:	Avigail Shimshoni AIA

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.

Respectfully Submitted,



Wayne A. Chouinard  
Clerk

**ECONOMIC DEVELOPMENT COMMITTEE**

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The Economic Development Committee (EDC) was created by the Board of Selectmen in early 2009 to:

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

Members of the EDC in FY2010 included: Joshua Ostroff, Board of Selectmen  
Patrick Reffett, Community Development Director  
Martha White, Town Administrator (*resigned December, 2009*)  
At-Large Members: Ben Greenberg  
Paul Joseph  
Rick Kiernan  
Joe Kiggen  
David Shamoian

Committee membership was expanded in FY2011 to include nine members, with the goal of dividing its focus into “interest” areas (e.g. Natick Center/NCA, Large Employer Outreach, Business Creation and Advocacy, EDC Website and Marketing Natick, to name some examples). Terms were staggered among its members to three, two, and one-year terms and

the Board of Selectmen will annually review EDC membership and consider new members on a rolling basis. At the time of this Annual Committee report, members of the Natick EDC include:

Paul Joseph, Board of Selectmen  
Patrick Reffett, Community Development Director  
At-Large Members: Michael Grant  
Rick Kiernan  
Joe Kiggen  
Scott Laughlin  
Stephen Robb  
David Shamoian  
Jaclyn Strominger

In the 2010 Spring Town Meeting, members voted to approve the allocation of up to \$40,000 (from anticipated Hotels and Meals tax revenue) for the purpose of promoting economic development. Additionally, the EDC will seek private funding to supplement its growth-focused activities in FY2011 and 2012. Initially, these funds will be used towards: (1) creating an EDC website that will promote Natick and its resources as a vital, business friendly community and (2) creating and deploying improved signage in the community. At the time of publication of this Annual Report, the Town is soliciting bids on a comprehensive RFP for the EDC website. The initial design and “go live” of this site is anticipated by early March 2011.

In 2010, there were difficulties achieving a quorum for the scheduled committee meetings; official meetings in calendar 2010 were held on: February 17; March 8; July 2; and September 6. However, there were also several, smaller working groups and individual contributors that helped to accomplish the Year 1 and initial Year 2 goals of the Committee. Specifically:

- A status report and request for funding was prepared and presented to 2010 Spring Town Meeting
- Large employer outreach meetings were held among members of the EDC and senior leadership at BJ’s Wholesale Club, Cognex, The Mathworks, and Natick Soldier Systems Center. Similar conversations and/or meetings were also held with many smaller, local employers. The purpose of these meetings was to follow-up the EDC’s “Year 1” Large Employer Outreach survey initiative to learn from these organizations (a) how Natick is performing in terms of its “business friendliness” and promoting its local resources and (b) what more the EDC can do to enhance revenue, retention and/or satisfaction opportunities for these organizations, their employees, partners, and customers. Their feedback was instrumental in the design of the RFP (request for proposals) subsequently developed for the Natick EDC website creation.
- EDC members attended meetings as invited guests or guest presenters at other town organizations and EDC-related events including: Natick Center Associates, MetroWest Chamber of Commerce, Natick Soldier Systems Center’s Science and Technology Advisory Board, Massachusetts Technology Summit, Massachusetts Area Planning Council’s Annual Meeting, Natick Planning Board, Natick Finance Committee.

Priorities for the Natick EDC in Calendar 2011 include: completion of the EDC website, including a process and resource to ensure proactive content management; creation and deployment of new traffic (directional) signs; participation and/or facilitation of cross-

functional group analyses and actions focused on downtown parking, new business attraction and business retention; organizing and hosting an event for new/small business owners in Natick; celebrating and promoting the 360<sup>th</sup> anniversary of the founding of the Town.

The Economic Development Committee encourages businesses - small and large, entrepreneurs, local employees and citizens to engage in this continuous, evolving process of exploring the town's opportunities for growth. We welcome new perspectives and candid feedback about areas where the town might improve and any volunteers that might help the town achieve its growth objectives.

Respectfully Submitted,

Paul Joseph, Chair

### **NATICK HISTORICAL COMMISSION**

The Historical Commission had a productive year in planning for preservation projects. Our work with the Community Development Office, Planning and Zoning Boards continues to influence the balance of new development with historic town resources. Highlights of our activities are:

- design review of the Route 27 corridor improvements, including restoration of various stone walls on North Main Street;
- agreements between the town and property owners to restore The Felch Tavern for affordable housing and to relocate and restore a "10 footer" shoe shop, both in Felchville where the local shoe industry began;
- design review of properties that are controlled under the Demolition/Alterations Bylaw;
- active participation in the proposed design plans for Riverbend School in South Natick; and
- submittal of an application to inventory additional resources to the Massachusetts Historical Commission, grant now pending in March, 2011

There are several challenges for 2011 that the commission will face:

- replacement of the stolen Spanish American War Memorial tablet on Natick Common;
- potential listing of properties in new or expanded historic districts based upon our continued survey of historic resources;
- begin restoration of our settlement period cemeteries
- identifying and protecting threatened historic resources including several properties now in disrepair.

In conclusion, we look forward to another active year in maintaining and enhancing our heritage. Natick has extraordinary roots in our national and local history, and it is our responsibility to respect our past as we pursue our future.

Respectfully submitted,

Stephen N. Evers AIA, Chairman

CC: Adam Redbord, Vice Chairman  
Elliot Goodman  
Ginny Lyster  
Maureen Sullivan  
Anna Mancini  
Robin Sparr  
Nancy Lavash  
Kevin Polanski

## ***HISTORIC DISTRICT COMMISSION***

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### 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. In 2010, expenses included charges for legal notices in the Metrowest News, 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 2010, five new Certificates of Appropriateness were awarded for projects judged to be appropriate to the district in question. The Commission also awarded two Certificates of non-applicability.

An article to Amend By-Laws Article 26, Historic District Commission, was approved at the 2010 Spring Town Meeting. The amendment involves Section 2 Historic District, the description of the *John Eliot Historic District and the Henry Wilson Historic District*. The amendment also notes a change in Section 5 Time Limits. The change to Section 5 is consistent with the State of Massachusetts General -Law Chapter 40C Historic Districts.

The Town Clerk has received a letter of resignation from Douglas Jenkins and as such, we expect to have one open position on the Commission. We also have one open position for an Alternate at this time.

2010 Board Members and Officers:  
D. Michael Collins, Chairman Jeannine Furrer,  
Vice Chairman Patricia A. Man, Secretary  
Christopher Milford  
Matthew McCue  
Laura Duncan  
Douglas Jenkins  
Alternates: Jean-Pierre Parnas

### ***NATICK HOUSING AUTHORITY***

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The Natick Housing Authority started 2010 with having to contend with the passing of beloved longtime NHA Board Member James M. White, 89, who served for over 42 years. He will be missed but not forgotten. Another long time Board Member and at the time Chairman Edward Hurst, retired in April as the changing of the guard took place at the Authority. Mr. Hurst served for 35 years and he too will be missed. The NHA began the year with DHCD training as the Maintenance and Administrative Staff received specialized training in new housing techniques from the State's Department of Housing & Community Development, Facilities Management Specialists Unit, Together we began housing tours of all our properties in April. We visited housing sites every week and continue the tours today. The NHA is thankful for all the help that DHCD has given the Authority throughout the year.

Charlene B. Foss was appointed to the Board in February, 2010 and Erica E. Ball was elected to the NHA Board at the Town's Annual Elections in March, 2010. Both bring knowledge, dedication and experience to the Board.

The Natick Housing Authority held its Annual Meeting in April, 2010 and elected new officers for the coming year:

Gina L. Govoni, Chairman  
Charlene B. Foss, Vice-Chairman  
Erica E. Ball, Treasurer  
Anthony Onorato, Assistant Treasurer  
Charles W. Emanuelli, Commissioner

The NHA completed a Capital Improvement project at our Cedar Gardens site that consisted of repair and structural support of eight existing balconies on buildings in our 667-4 section, Cedar Terrace. The project expense was \$159, 675 and was started in April and finished in September, 2010. It completes the total renovation of all fire porches at Cedar Gardens.

The Housing Authority was also pleased to announce that, as part of the American Recovery and Reinvestment Act (ARRA), the Authority received \$532,251 in federal weatherization funds to replace old heating systems at all of our family housing units. The new heating systems will lower energy costs for our family residents; reduce maintenance costs for the Authority and will be a significant capital improvement in our family housing developments.

The Natick Service Council and Food Pantry opened in March, 2010 at our Coolidge Gardens site.

The Natick School Department, Natick High School, Natick Achieve Program at Cedar Gardens opened a new facility classroom that provided more space and a better teaching environment for the students and staff.

The Natick Housing Authority signed a Memorandum of Understanding with the Cedar Gardens Tenants Organization in August, 2010 and looks forward to working with the residents in the coming years to create a better quality of life for the residents of Cedar Gardens.

The Natick Housing Authority would like to THANK the Town of Natick, all Departments and Boards, the Massachusetts Department of Housing and Community Development (DHCD) and the Federal Department of Housing and Urban Development (HUD) for all their help this past year.

#### Cedar Gardens P. Joseph Coan Community Hall

The Board of Commissioners of the Natick Housing Authority are committed to providing decent, safe and affordable housing to residents of Natick in accordance with the Authority Mission Statement. The NHA would like to thank the Board of Commissioners and NHA Staff for their dedication throughout 2010 and look forward to many more successes in 2011.

### ***INFORMATION SYSTEMS ADVISORY BOARD***

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The Natick Information Systems Advisory Board (NISAB) met quarterly during 2010. This board, created by Town Meeting, appointed by the Selectmen serves in an advisory capacity to the selectmen and the finance committee on Information Systems related issues. At the end of the year, members are: Hank Szretter (chairperson), John Bradford, Thomas Salvoni, Todd Gillenwater, and Gregory Meyers.

During 2010 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 Municipal Information Systems and School Administration Information Systems departments during the year. Topics discussed were: INET, Natick Pegasus, school system information systems, telephone system and service, web site issues, long range planning, budgeting, cost reduction and possible consolidation, licensing and open source software, and wireless systems. The Board will continue to participate with the Cable Advisory Board in the ascertainment process (part of the license renewals for Comcast and RCN) related to data and INET funding issues. The INET provided by RCN as part of their Cable TV franchise is a critical piece of the Town data and telephone system infrastructure, connecting all Town buildings.

The meetings were regularly attended by Selectman Josh Ostroff, the Town IS Director Bob LeFrancois, the School Department IS Director Dennis Roche, and the Station Manager of Natick Pegasus Randy Brewer.

Respectfully submitted,

Hank Szretter (Chair)

**LOOKOUT FARM ADVISORY COMMITTEE**

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The Lookout Farm Advisory Committee is a Selectmen appointed committee (first appointed in 1999) comprised of numerous town officials, neighborhood representatives and officials from Lookout Farm as well as representatives from the Mass. Dept. of Agriculture.

The purpose of the committee is to review proposed activities at the Belkin Family Lookout Farm, as well as to review any complaints filed with the Town regarding Lookout Farm and to make recommendations to the Board of Selectmen.

The committee is charged to meet at least twice a year, (more if activities warrant).

In 2010, the Lookout Farm Advisory Committee met a total of 2 times. The purpose of the meetings was to review 2010 activities at the farm and to consider proposed activities in 2011. Reports and recommendations are made to the Selectmen each year.

Although the Farm has managed to stabilize expenses, the Farm still operates at a deficit, which should be a concern for the residents of Natick as regards the future use of unprotected acreage at the Farm.

The committee looks forward to continuing to work with the owners of Lookout Farm with a shared desire to preserve the farm as a valuable asset to the Town of Natick and surrounding communities.

The committee notes with sadness the passing of Neighborhood Representative, Charlie Emanuelli who brought a diligent and down to earth perspective to Committee deliberations and will be missed. We also note the resignation of Dave Dimmick who has retired to the Cape and who gave much service to the Town of Natick in many capacities.

Respectfully submitted,

Ken Soderholm, Chair (Planning Board)  
Paul Joseph, Board of Selectmen  
Michael Connelly, Building Inspector  
Jim White, Board of Health  
Bob Bois, Conservation Agent  
Kathy Rehl, Conservation Commission  
John Burns, Manager, Lookout Farm  
Steve Belkin, Owner, Lookout Farm

Annie Greel, Executive Assistant  
Charlie Emanuelli, Neighborhood Rep  
Dave Dimmick, Neighborhood Rep  
Jim Yannes, Neighborhood Rep  
Frank Magullion, Neighborhood Rep  
Christine Chisholm, Dept. of Agriculture

## ***MathWorks Scholarship Committee***

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The MathWorks Scholarship Committee, is charged each year with administering 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 mathematics or science. The members of the committee, Janet Braggs, Kerry Conley, Lawrence Dick, Lenore Freitas and Howard Wilcox, represent a variety of experience in both education and commercial careers.

The Committee met three times during the Spring of 2009 to review the applications, and interview qualified candidates. After review of eighteen candidates, including fourteen students from Natick High School and four from private schools, the Committee interviewed the top seven candidates. Meeting the candidates was a pleasure as these students were remarkable academically and socially. They will all represent the Town of Natick in a most positive light.

Although the contest was very close, the Committee identified two students whom it felt were most deserving of the MathWorks award. It recommended two nominees to the Board of Selectmen: Tyler Del Sesto of Natick High School, and Gabriel Siu, of The Rivers School. Both students were awarded the scholarship on May 24, 2010.

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

Submitted by Lenore Freitas, Chair

## ***NATICK MEDICAL RESERVE CORPS***

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The Medical Reserves Corps (MRC) began in January of 2002 when all Americans were asked to offer meaningful volunteer service in their communities, in whatever ways they could. It is a specialized component of Citizen Corps, a national network of volunteers dedicated to ensuring hometown security. Citizen Corps, along with AmeriCorps, Senior Corps, and the Peace Corps are part of the President's USA Freedom Corps, which promotes volunteerism and service nationwide.

MRC units are community-based and function as a way to locally organize and utilize volunteers who want to donate their time and expertise to prepare for and respond to emergencies and promote healthy living throughout the year. MRC volunteers supplement existing emergency and public health resources.

The Natick MRC was formed to promote public health and safety across the region, in three key areas:

1. **Public Health Emergencies** – events that threaten public health, such as disease outbreak or toxic chemical release.
2. **Mass Casualty Incidents** – disasters that cause injury or threats to large numbers of people. These can include a building collapse, fire, storm, flood, or other event that displaces groups

- of residents that must be moved to emergency shelters.
3. Community Service Activities – opportunities to foster the well-being of local residents; such as health fairs, blood pressure clinics, or training programs.

The Natick MRC was created by the Board of Health (BOH) in 2006. The first MRC Executive Committee Meeting was held on August 3, 2006. The Director of the Natick Board of Health is responsible for all aspects of the unit. The Director determines when the unit will be deployed, and which activities warrant involvement by members. Members of the community with various backgrounds were appointed by the BOH to serve on the MRC Executive Committee to provide leadership and decision-making for MRC operations and activities.

Major Activities:

- Sought and received legal standing for MRC under Board of Health
- Board of Health made official member appointments to MRC Executive Committee
- Sought and received volunteer liability ruling
- Selected and acquired a Database software for MRC
- Identified MRC volunteer ID badge system and held photo ID badge preparation for volunteers
- Selected HHAN (Health & Homeland Alert Network) as the MRC volunteer call-up system
- Created and received approval of MRC operating guidelines
- Developed a Volunteer Handbook
- Established MRC Web page on the town website
- Created system to list training courses offered by many sources
- Participated in Natick Days and Health and Fun Fitness Day
- Participated in Massachusetts MRC Best Practices Conference
- Participated in Natick Army Labs – Annual Anti-Terrorism Exercise
- Provided volunteers for various town H1N1 and Seasonal flu clinics and area shelters (several emergencies)
- Fostered volunteer recruitment and training through participation in local television Town Crier show, news-letters, display in Morse Institute Library and other means
- Supported the Massachusetts Regional MRC efforts to standardize procedures, training opportunities
- Sponsored presentation “Experiences As An Emergency Responder” by Capt. Eugene Rothman of the Natick Fire Department.
- Developed a pet sheltering plan which has been included in the overall Natick emergency plan
- The Natick MRC has about 150 volunteers registered as of December 2010.

NATICK MRC EXECUTIVE COMMITTEE

Herbert Kupchik, Ph.D.– Chairperson

Michael F. Linehan- Vice Chairperson

Daniel M. Goldstein, MPAS, PA-C - Recording Secretary

Mary Hudson, RN

William M. Rich

Charles H. Ross

Susan M. Salvi, R.N., C.I.C.

Joan Sherizen

William Kinder, M.D

Jessica Greenwald O’Brien, Ph.D.

Susan M. Salvi, R.N., C.I.C.

Kathleen Sasonoff, NP

Joseph W. Weisse

## ***OPEN SPACE ADVISORY COMMITTEE***

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The Open Space Advisory Committee was created to advise the Board of Selectmen in carrying out the goals of Natick's Open Space and Recreation Plan, and to revise that Plan as needed.

One of the major open space goals has been trails. There was much activity in 2010 on the Eisenmenger Trail, Natick's longest trail, which stretches 1.5 miles from Coolidge Field in downtown Natick to Memorial School in South Natick.

- Using money from the Conservation Fund, the Town redesigned and rebuilt the Woodland Village portion of that trail, which goes along the top of a cliff, addressing ongoing concerns of neighbors about erosion and unsafe conditions.
- As part of a Planning Board process, the Town secured permission from Mary Ann Morse Healthcare for the public to use a side trail that connects the Eisenmenger Trail to Milk Street (off Union Street).
- In October, MetroWest Medical Center upgraded its trail system, which connects to the Eisenmenger Trail, by renovating the Fitness Trail and creating a new Born Learning Trail.
- In September, we published a detailed map of the Eisenmenger Trail, prepared by GIS volunteer Karen Patterson Greene. We distributed this, along with our previous map of Hunnewell Town Forest, at Natick Days and in map dispensers at the trailheads for both areas. This was the tenth straight year we had an info table at Natick Days, and trail maps are consistently the number one request from the public.

An exciting development last year was the Town's obtaining an "8M" permit from the Massachusetts Water Resources Authority, allowing Natick to use the MWRA-owned portion of the Cochituate Aqueduct from the Wellesley line (north of Route 9) to the Pickerel Pond area (behind Huron Drive). There have been discussions regarding possible trails along this Aqueduct and continuing to Pickerel Pond. The Conservation Commission held a public meeting on September 1, and it emphasized that before any decision is made on a trail, there needs to be extensive feasibility studies and discussions with neighbors.

As plans were developed for the new Natick High School, we met with the Planning Board and the architects to ensure that the site plan included a walking trail along Dug Pond. Likewise, as the Riverbend School (formerly Montessori) seeks approval for a new building on Eliot Street, we are meeting with the Planning Board regarding a side trail from the existing Takawampait Trail to Broads Avenue (off Union Street).

Pat Conaway has been organizing an active group of volunteers to clean up various trails and parks around town. In July, the Selectmen appointed Pat to the Open Space Advisory Committee, and his activities were officially incorporated into our trails efforts. On October 23, Pat organized Natick Trails Day, which brought about 35 residents to enjoy coffee and bagels, learn about trails, and work for several hours on the Eisenemnger and Pegan Cove trails. A month later, an equal number of volunteers came with generators, shop vacs, rakes, and brooms to cleanup decades of glass and other debris on Coolidge Hill, downtown Natick's hidden gem.

We have had a lot of discussion regarding a better process for managing trails:

- We have researched standards for trail construction and maintenance.
- We met with members of the Wellesley Trails Committee to learn how they manage Wellesley's extensive trails network.

- We have met with the Conservation Commission to discuss establishment of a more formal Trails Committee under their auspices.

In non-trails activities, we worked with the Conservation Commission to investigate the feasibility of community gardens somewhere in Natick to replace the community plots formerly provided by the Natick Community Organic Farm.

We worked with the MetroWest Regional Collaborative as they developed a Regional Open Space Connectivity Plan. The results were presented in two public forms held in December.

Finally, we continued the long process of updating Natick's Open Space and Recreation Plan. Based on extensive public input, we developed draft Goals and Objectives, which we brought to the relevant Town boards and commissions for their comments. Our consultant, Gino Carlucci of PGC Associates, has updated the early sections of the Plan and has done most of the Open Space Inventory.

In closing, we acknowledge the contributions of David Dimmick, who moved to Cape Cod in June after serving seven years on our committee (most of that time as vice chair), 39 years on Town Meeting, and on many other town boards. Dave started his open space involvement by working with the New England Forestry Foundation to create trails through the Mumford Wildlife Forest, which eventually became part of the 16-mile Charles River Link Trail. He since spearheaded countless other projects in town, with a particular interest in promoting conservation restrictions. Dave was honored at the opening of Natick's Fall Town Meeting with a special citation from the Board of Selectmen.

Respectfully submitted,  
Martin Kessel, Chair  
David Parish, Vice-Chair  
Michael Linehan, Clerk  
George Bain, Conservation Commission  
Pat Conaway  
Terri Evans, Planning Board  
David Ordway, Recreation and Parks

### **RECYCLING COMMITTEE**

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Recycling is going very strong in Natick, and the Recycling Committee is constantly looking for ways to increase recycling awareness and to make it easier for residents to recycle.

In the spring, we held our second annual Clean Your Attic Day. It was a very rainy day but that didn't stop the enthusiasm of all the wonderful volunteers or the participation of a very large number of residents. We recycled 50 bikes, two full trucks of electronics, 1 full truck of household goods and clothing, lots of books and a full truck of shredded paper. This event will take place again in April 2011.

Members of the Recycling Committee once again manned an information table at Natick Days, with lots of positive feedback and questions from residents. Other events that we participated in this year included the Natick Community Organic Farm's Pancake Breakfast, Rain Barrel Sale, Medical Recycling at the Senior Center, and another Computer and Electronics recycling

event in October.

At our monthly meetings, we continue to strive towards finding ways to help the community and assist the Department of Public Works with recycling initiatives. One new initiative that has been very successful this year is the expansion of recycling bins placed in public spaces such as ball fields and the common. These new barrels are a welcome site around town.

Our website is continually updated with helpful information for Natick residents (<http://natickrecycle.pbworks.com> ). There is also a link to this website on the town webpage (<http://natickma.org>, Recycling Committee).

The Recycling Committee continues to assist the DPW in finding ways to improve and better utilize the Recycling Center, which is a major resource for the town. Residential usage at this facility is constant, even though the hours have been cut back to just Saturdays and Sundays. The Recycling Center plays a major role in keeping recyclables out of the waste stream and thereby lowering our tonnage and tipping fees. In addition to the items recycled at curbside, the Recycling Center accepts Styrofoam, waste oil, all batteries, and items containing mercury, including fluorescent bulbs, thermostats, thermometers, and any elementary mercury. We are pleased to note that this area is getting more use every year. The brush and yard waste areas also have mulch and compost available for residential use.

The Recycling Committee is in the process of updating our mission statement and objectives. Some of this year's goals for the committee include working with local businesses to help them be better recyclers, becoming more familiar with environmental regulations, and continuing our presence at many events within the town.

Respectfully submitted,

Terry Miller, Recycling Committee Chairperson

Members: Geoff Del Sesto, Michael Garvey, Jack Gaziano, Ed Hoelsch, Mike Linehan, Dee Magnoni, Brinley Vickers and Scott Davis.

### ***YOUTH ADVISORY BOARD***

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The Mission of the Board shall be to provide for the coordination of youth issues in Natick and enable youth to participate as partners to improve the quality of life in our community. The Natick Youth Advisory Board shall be an advisory board to the Board of Selectmen. The Natick Youth Advisory Board's purpose shall further be as follows:

- A) To act as a focal point in listening to and advising the Town of Natick and the community regarding issues concerning youth or that impact their future.
- B) To create apprenticeships to Boards, Commissions and Committees in the public sector so as to gather knowledge and information and to act in an advisory capacity to such Boards, Commissions and Committees.
- C) To take such action as the Youth Advisory Board considers appropriate to insure their knowledge of Town, School and other organizations operations, procedures and processes.
- D) To plan, implement and evaluate leadership training opportunities for Board members and other youth.
- E) To act as a conduit for youth issues for the general public.
- F) To take such other actions as may be agreed on by the Board of Selectmen and the Youth Advisory Board.

This year the Youth Advisory Board has explored various youth related opportunities for our community.

A subcommittee continued to work with the Natick Fire Department and Natick High School to utilize the Fire Department's cardiopulmonary resuscitation/automatic external defibrillator (CPR/AED) grant funded training program. The intent is to offer this training to high school age residents as an important skill have for such times as babysitting, child care, and with their friends and families. The Board also had a representative who served as a liaison to the Natick High School SADD chapter and the Youth Substance Abuse Coordinator.

Member Amanda Loewy provided a PowerPoint presentation on Teens Turning Green, an environmental education and advocacy organization with which she is associated. Although it originated in California, there are Teens Turning Green chapters throughout the country that work to increase awareness, encourage behavior change, and lobby for policy that will reduce the impact of environmental toxins on all levels. The Board would support opening a chapter in Natick.

As part of their discussion on connecting with a broad cross-section of Natick youth regarding their interests and concerns, Mr. Josh Ostroff, Chair of the Board of Selectmen, was invited to a meeting to explain survey and sampling techniques. The Board chose to explore the activities and methods of other youth boards across the country through the website of the National League of Cities.

Board members received applications for the Governor's Youth Council which was established by Governor Deval Patrick in 2008. The Council encourages young people to become civically engaged in their local communities and to assume leadership roles to help resolve challenges on the state level, such as education reform, youth violence, and bullying. The Council has 28 members, two representatives from each of the Commonwealth's 14 counties. The advisor to the Board offered to serve as the required adult community mentor for any member wishing to submit an application.

Several members either completed their terms or graduated during the year. Jack Alich, Alec Farquharson, Chris Mason, and Priscilla Velasco are no longer serving which leaves only three members of this nine member board. The challenge in the coming year will be to rebuild the board to full strength. Any student in grades 9 through 12 who lives in Natick may serve on the Board regardless of which school they attend or if they are home schooled. Membership is also open regardless of club, activity, sport participation or grades earned. The YAB advisor has become a member of the Youth, Education, and Families Institute of the National League of Cities and joined the Youth Participation Advisors Peer Network in order to bring national information and models to the group.

Members:

Adam Azanow            Melanie Josselyn    Amanda Loewy

Respectfully Submitted,

Moira Anne Munns, Director Human Services & Council on Aging  
Youth Advisory Board Advisor